



ERGOART Policy Recommendations – Summary for Slovenia

The ERGOART project (Erasmus+, 2023–2026) focuses on improving employment opportunities for persons with disabilities through ergonomic workplace design, improved higher education curricula, and stronger policy frameworks. The project analysed the situation of persons with disabilities in partner countries, including Slovenia, and developed recommendations based on research, pilot activities, stakeholder consultations, and analysis of European and national policies aligned with frameworks such as the UN Convention on the Rights of Persons with Disabilities (UNCRPD) and International Classification of Functioning, Disability and Health (ICF).

Key Lessons for Slovenia

- **Cross-sector cooperation is essential:** Effective inclusion requires coordination between rehabilitation services, employment services, educational institutions, employers, and social organisations.
- **Organisational preparedness matters:** Institutions with clear accessibility procedures and inclusive communication practices implement inclusive policies more successfully.
- **Resource limitations remain a challenge:** Many organisations face limited staff capacity, training opportunities, and technological tools.
- **Employer support is needed:** Many employers are willing to employ persons with disabilities but require guidance on workplace adaptations.
- **Interdisciplinary collaboration improves outcomes:** Cooperation between rehabilitation professionals, psychologists, occupational therapists, and job coaches strengthens support systems.
- **Individualised approaches are necessary:** Persons with disabilities have diverse needs that require personalised employment support.
- **Stigma and digital accessibility barriers persist:** Negative attitudes and inaccessible digital systems continue to limit participation in the labour market.

Key Policy Priorities

1. Inclusive Workplaces and Accessibility; universal workplace design principles, regular accessibility audit (physical, digital, organisational), provide reasonable accommodations such as ergonomic adjustments, assistive technologies, and flexible working arrangements.

2. Equality and Non-Discrimination (clear organisational policies promoting equal treatment, establish confidential reporting mechanisms and appoint equality officers, provide regular training on disability rights and inclusive practices).

3. Supported Employment and Skills Development; Implement job coaching and individual employment plans, strengthen cooperation between educational institutions and employers, integrate ergonomic workplace design into higher education curricula.

Conclusion

To successfully implement these recommendations in Slovenia, policies should align with national and EU frameworks, involve key stakeholders, and ensure sustainable funding. Strengthening accessibility, equality, and supported employment can significantly improve labour market participation and contribute to a more inclusive society.