

Changing the disability climate in the labour market: challenges and opportunities

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In the face of critical look at the insufficient concepts of the integrations of people with disabilities in the labour market and the opportunities for professional development of people with disabilities, today we often look about the „social coldness” of the uncertain working conditions of this social group. Research on employee engagement has highlighted that employees with disabilities trend to be less satisfied with their organization and its work place climate and also perceive fewer opportunities for advancement than their non-disabled colleagues. Employees who perceive than their workplace has an inclusive climate feel higher levels of psychological empowerment on the job and higher levels of organizational support; these associations are even stronger for individuals with disabilities. Organizational climate (e.g., safety climate or diversity climate) has been central to worksite efforts to understand how work context affects workers behaviors and attitudes. One extension of the organizational climate concept is the hypothesis that a „disability climate” that positively affects attitudes toward workers with disabilities can lead a reduction in the occupational stress experience of these workers. Disability climate, concept proposed by Susan Matt and Patricia Butterfield (2006), is a key determinant of the successful integration of individuals with disabilities into the work force. The concept of "disability climate" was proposed by Susan Matt and Patricia Butterfield (2006) in the context of exploring how societies perceive and respond to disability over time. Essentially, they argue that "disability climate" refers to the cultural, social, and environmental factors that shape how disability is understood and experienced within a particular historical and social context. The papers will engage with the perspective of critical disability studies, examining the social, cultural, and political dimensions of disability.

The ad-hoc group will present the papers, with four individuals responsible for the presentations:

Tomasz Kasprzak (University of Silesia in Katowice, Institute of Sociology): „Being the deafblind employee: about climate change in employing people with deafblindness”

Salomėja Karasevičiūtė (Kauno kolegija Higher Education Institution) “The emotional climate for people with disability in labor market”

Joanna Sztobryn-Giercuskiewicz (University of Lodz), "Universities as a "game changer" of the disability climate in Poland - missed opportunities, unfulfilled promises"

Dorota Żuchowska-Skiba (AGH University of Krakow) "Adapting Workplaces to Climate Change and Ensuring Accessibility for Employees with Disabilities"

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