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Employment Policies for People with Disabilities in Kosovo

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Abstract

The purpose of the paper is to understand the employment policies related to people with disabilities in Kosovo. Two main methods are used in the paper, first, the method of analysing statistical and administrative data on the situation of persons with disabilities in the labour market, and analysing budget expenditures for disability schemes in Kosovo, and, second, the method of analysing institutional strategies, action plans, and primary and secondary legislation governing the employment of persons with disabilities. The main conclusions of the paper are: (i) Kosovo does not have official statistics regarding the number of persons with disabilities in general, and their situation in the labour market; (ii) expenditure from Kosovo's budget for financing disability schemes has steadily increased in the last three years; (iii) Kosovo has prepared and adopted an advanced legal framework that promotes vocational training, vocational retraining and employment of people with disabilities; iv) Kosovo does not have a strategic document (strategy or action plan) that defines the vision and long-term goal of increasing the employment of persons with disabilities.

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Keywords: *Kosovo, employment, people with disabilities, job market, vocational training*

Introduction

Training, vocational training and employment of people with disabilities is guaranteed by international and national acts in the area of the protection of human rights and freedoms. Employment policies for people with disabilities in Kosovo will first be broken down by elaborating theoretical definitions of disability, good examples from other countries regarding the development of employment policies for people with disabilities, continued with the applicable legal framework, strategic framework and other national documents aimed at promoting training, vocational retraining and employment of persons with disabilities, and their integration into the open labour market in Kosovo. The presentation and analysis of the legal and strategic framework precedes a contextual analysis which is based mainly on the available statistical findings regarding the number of persons with disabilities who are registered as unemployed and jobseekers at Employment Offices, the number of persons with disability mediated in active labour market measures and in vocational training and retraining.

The research questions of the paper are the following:

1. What is disability and what are other countries' experiences with disability employment policies?
2. What is the current situation regarding the employment of persons with disabilities in the labour market?
3. What are the legal and sub-legal acts that regulate the training, vocational training and employment of persons with disabilities?

4. Does Kosovo have strategic approaches or action plans that define and break down into a longer-term plan for the employment of persons with disabilities and their integration into the open labour market?

The hypothesis of the paper is the following:

- Kosovo has advanced in terms of drafting primary and secondary legislation regarding the employment of persons with disabilities, but the implementation of these acts as well as the lack of a national strategic approach that would promote the employment of persons with disabilities by supporting employers who employ people with disabilities, remains a challenge.

In the paper we have used two main methods:

The first method is that of statistical analysis to determine the number of persons with disabilities who are registered as unemployed and jobseekers at the Employment Offices, the number of persons with disabilities mediated in regular employment and the measures active labour market through Employment Offices as well as the number of people with disabilities participating in vocational training.

The second method is that of analysis of institutional strategies, action plans, and primary and secondary legislation regulating the employment of persons with disabilities.

Theoretical Framework: What Is Disability and What Are Other Countries' Experiences with Disability Employment Policies?

The term disability is used to refer to physical, sensory, cognitive, and intellectual or mental illness, as well as various types of chronic illness. According to the United Nations Convention on the Rights of Persons with Disabilities, "Persons

with disabilities include persons who have long-term physical, mental, intellectual or sensory impairments which, in combination with various barriers, may hinder their full and effective participation in society on an equal basis with others" (Vornholt et.al., 2018, p. 40).

According to Andrew J. Houtenville and Richard B. Burkhauser (2008, p. 44), "Disability is a controversial concept to define and measure" (p. 44). The US Census Bureau has developed an algorithm to classify a person as disabled or having a 'work disability' as the answer to some questions: 'a person who has left work for health reasons', 'is not in the workforce because of disability', 'has not worked last year due to illness or disability', 'is under 65 and has received income from health insurance' (Houtenville et.al., 2008, p. 44). The census included six questions about disability. The first two questions concerned visual and hearing impairments as well as restrictions on basic activities such as walking, climbing stairs, reaching, etc. The other four questions were related to learning difficulties, remembering or concentration, being out of house, or having a job. More than 53 million Americans in 2013 reported a disability (Courtney-Long et.al., 2015).

France has promoted the employment of people with disabilities by setting quotas in the public and private sectors. Thus, in 1987 France adopted a law aimed at promoting the employment of people with disabilities (Barnay, 2015, p. 39). According to that law, 6% of the public and private sector workforce must be from the category of persons with disabilities. Private sector employers failing to meet the 6% target have been obliged to pay a fine. Also, the 2005 Law on Equal Rights, Participation and Citizenship for People with Disabilities promoted the same objective, which was reaffirmed in 2012. In France, in 2007 the employment rate for people with

disabilities was only 35%, while the overall employment rate was 65%.

The Norwegian case shows that the key factors for employing people with mental disabilities are: the competence and autonomy of these persons (Garrels, Høybråten, 2019, p. 250). Most participants in the Norwegian case study have shown that being competent and effective at work depends on job tasks that are repetitive and predictable rather than challenging tasks for people with mental disabilities. Some participants in the study indicated that they were stressed when faced with the task of not being competent.

It is a trend in all countries that the employment rate of people with disabilities is lower than the overall employment rate. In the UK the employment rate for people with disabilities was 46% lower than the overall employment rate (Berthoud, 2008, p. 129). In Norway, only a handful of people with mental disabilities are employed, and most receive a disability pension (Garrels et.al., 2019, p. 250). In the United States of America only 34.9% of people with disabilities were employed compared to 76% of the overall employment rate in the society; in Canada the employment rate of people with disabilities was 49% compared to 79% which is the general employment rate in society; in the European Union member states the employment rate of people with disabilities was 47.3% compared to the overall employment rate of 66.9% (Bonnacio, Connelly, Gellatly, Jetha, Ginis, 2019, p. 1-24). According to a report by the World Health Organization (2011), a person with a disability is less likely to be employed than a person with no disability (Vornholt et.al., 2018, p. 40). 80% of them live in developed countries. It has often been noted that the promotion of employment of persons with disabilities by law has not been effective in increasing the employment of these persons (Chen, Charlene, Bryan, Vanessa, Wilapon, 2015, p. 185).

Employment of people with disabilities has positive effects on their role in society. Thus, "While employment has different positive effects for all individuals, it has particularly positive effects for the categories of persons from marginalized groups" (Schur, 2002, p. 339). Viewed in chronological terms, people with disabilities have had low employment rates in all countries and have been excluded and discriminated against. Only in the last two decades significant initiatives have been launched to increase the employment of people with disabilities as a result of the action of disability rights organizations.

Employment of people with disabilities has proven to be productive in many other economic aspects: it increases profits and cost effectiveness of employers employing people with disabilities, it increases turnover and retention, employees with disabilities are much more loyal to companies, and it has positive effects on company image (Lindsay, Cagliostro, Albarico, Mortaji, Karon, 2018, p. 13). Employees with various disabilities are reported to be more punctual, reliable and conscientious in their work, which translates into increased productivity and ultimately improved company profitability. Hiring people with disabilities can improve their competitive advantage (for example different clients, loyalty) in certain industries such as hospitality, catering and retail as well as in various other industries.

It is good experience in developed countries that the design and development of a wide information system on employability of people with disabilities by Government for employers has a direct impact on the employment of people with disabilities. (Schooley, 2012, p. 57). Such an information system facilitates communication between government and citizens, supports interaction between government and businesses, and supports government programs aimed at integrating people with disabilities into the workforce, and

removing them from public assistance programs. The employment information system for people with disabilities should contain data on persons with disabilities seeking work, as well as data on job vacancies announced by employers.

It has been proven that workplace accommodations, such as flexible working hours or modified work tasks have the potential to play a major role in the ability of many people with disabilities to participate in the workforce (Anand, 2017). Research shows that non-working people with disabilities often report employment barriers that can be addressed by accommodation, such as lack of transportation and an inaccessible workplace. Workplace accommodations help increase employment for people with disabilities.

Some other authors find that social capital has more potential for employing people with disabilities. Thus, "Social capital in the form of social networks is known to be important in the success of employing people without disabilities, and is likely to be successful in employing people with disabilities" (Blyden, 2005, p. 20). In addressing the high unemployment rate among people with disabilities, work programs focus on making jobs accessible and building human capital for prospective employees, but tend to circumvent the causes of unemployment rooted in the use of social capital to match employees with jobs. Therefore, the use of social networks has great potential for increasing the employment of people with disabilities.

States face challenges in the employment of people with disabilities in adulthood (OECD, 2011). Therefore, there are some key considerations that states must consider before developing policies that promote the employment of people with disabilities. These steps are the following:

1. Mobilizing stakeholders and systems for the future of adults with disabilities in order not to remain marginalized;
2. Promoting synergy between stakeholders and systems involved in the process of transition of people with disabilities to ensure continuity and coherence in the career path;
3. Encouraging adults with disabilities and their families to meet the requirements of transition to adulthood and their employment;
4. Making stakeholders and interested parties to meet the transition requirements from marginalization to employment integration;
5. Providing the necessary mechanisms and tools for policy planning and monitoring of the transition process.

The Context of Employment of Persons with Disabilities in Kosovo

We will focus on the context of vocational training and employment of people with disabilities in two main aspects. First, we will see quantitative data on the employment of persons with disabilities. Second, we will see budget expenditures from the Kosovo budget for financing schemes for people with disabilities. For analysis we will get six main schemes: budget for war invalids, blind budget, budget for people with disabilities, budget for paraplegics and tetraplegics, budget for work disability pension and social assistance budget. With regard to labour market data in general and in this case labour market data referring to people with disabilities in particular, there are two types of data.

1. First, statistical data produced by the Kosovo Agency of Statistics. The Kosovo Agency of Statistics has no data on the unemployment or employment of persons with disabilities.
2. Second, the administrative data produced by the Ministry of Labour and Social Welfare, namely the Employment Agency, which has the responsibility of managing the labour market and manages the Employment Offices network and the network of Vocational Training Centres (Assembly of the Republic of Kosovo (2014a). According to the Ministry of Labour and Social Welfare statistics, the number of persons with disabilities registered at Employment Offices is 457, of which 154 are female (Labour Market Information System). Whereas the number of persons with disabilities who participated in vocational training and retraining programs at the Vocational Training Centres in 2018 was a total of 58 persons (LMIS).

Expenditures from the Kosovo budget for the financing of disability schemes for the year 2018 were only € 97,780,000. Meanwhile, from the data presented in **Table 1** we understand that these expenditures in the last three years have been increasing year by year. This increase has been the cause of the change in the completion of the legal framework that regulates the conditions and criteria to benefit from these schemes and the addition of two new schemes from 2018 (work disability pension and support scheme for paraplegic and tetraplegic persons).

Table 1: Expenditures from Kosovo's budget for disability schemes

Years	War Invalids	The blind	Disability	Paraplegics and tetraplegics	Work disability pension	Social help (where one of the eligible criteria is the disability of a family member)	In total
2018	38,000,000	5,500,000	19,700,000	1,430,000	1,800,000	31,350,000	97,780,000
2017	38,000,000	5,500,000	19,700,000			27,350,000	90,00,000
2016	37,685,000	3,344,88	18,315,000			30,500,000	89,844,888
In total	113,685,000	14,344,888	38,015,000	1,430,000	1,800,000	89,200,000	278,24,888

Source: Data taken from: Law No. 05 / L-071 on Budget of the Republic of Kosovo for 2016, approved on 14 December 2015, published in the Official Gazette on 31.12.2015; Law No. 05 / L-125 on the Budget of the Republic of Kosovo for 2017, approved on 23rd of December 2016, published in the Official Gazette on 06.01.2017; Law No. 06 / L - 020 on the Budget of the Republic of Kosovo for 2018, approved on 22 December 2017, published in the Official Gazette on 09.01.2018.

There are 150,000 people with disabilities in Kosovo (A comprehensive policy framework on the issue of disability in Kosovo, working group on the issue of disability, 2001). The Agency does not have any data regarding the number of persons benefiting from the blind scheme and the disability. The data on war invalids are not separate, but are together with beneficiaries of other categories.

Legal framework

The international and local legal framework recognizes and regulates the right of people with disabilities to work and employment.

The Convention on the Rights of Persons with Disabilities and the Support Protocol, Article 27, recognize the right of persons with disabilities to work the same as the rest of the population and obliges Member States to protect and encourage the realization of this right (United Nations Organization, 2016). States are obliged to prohibit discrimination at work, guaranteeing equal opportunities in terms of security and working conditions, guaranteeing union rights, full access to rehabilitation and vocational training programs, and policy development aimed at hiring people with disabilities in the public and private sector, and support for different employment programs and projects.

The Constitution of the Republic of Kosovo guarantees the right to work as well as the right to free choice of profession and place of work (Assembly of the Republic of Kosovo, 2008). The Labour Law expressly affirms that "Direct or indirect discrimination of persons with disabilities is prohibited during employment, advancement in work and professional advancement, if a person with disabilities is capable of performing a job adequately" (Assembly of the Republic of

Kosovo, 2010). However, beyond the legal guarantee of the right to work and the free choice of profession for people with disabilities, the question is: what are the legal policies that encourage and promote the employment growth of people with disabilities?

Employment of persons with disabilities is regulated by the Law No. 03 / L 019 on Vocational Training, vocational training and employment of persons with disabilities, as per the Law No. 05 / L-078 on Amending the Basic Law. The legislation regulates and defines the rights, conditions, ways of training, vocational rehabilitation and employment of persons with disabilities, for their integration into the open labour market under the general and special conditions laid down in the applicable legislation.

According to this law, a person with disabilities, a user of financial benefits, who realizes rights and benefits under the legal provisions on social assistance and pensions of persons with disabilities shall be:

1. A person with a disability without professional qualification, who realizes rights and benefits under the provisions on pension and disability insurance;
2. A person with disabilities, who realizes rights and benefits under the legal provisions on the protection of war and civil invalids;
3. A student from the age of fifteen (15) to eighteen (18), with mental, physical, psychological or combined disabilities, in accordance with the applicable legal provisions for secondary education, providing those who need the language of the sign the deaf person and the Brawl of Blind for the Blind;
4. A teenager from the age of fifteen (15) to eighteen (18), with a developing disability, who realizes rights and

- benefits under the legal provisions of social assistance and other provisions; and,
5. A person with a disability older than eighteen (18) years old, who has the right to vocational training, retraining and employment, could not have realized according to the legal provisions (Assembly of the Republic of Kosovo, 2009).

The legislation in force recognizes the right to vocational training and retraining of people with disabilities. Training and vocational training activities include the following measures: determination of mental ability to work; information, professional counselling and assessment of professional opportunities; labour market analysis, job opportunities and job market integration; assessment of the possibility of training, vocational training and the design of training and vocational training programs; vocational training, complementary qualification, re-qualification with programs of perfection and maintenance of work and social skills in the period until employment; information and counselling with technological processes during vocational training for employment; own and joint programs for advancing social work and integration into society; (Assembly of the Republic of Kosovo, 2009).

Legislation in force recognizes the right to integration and employment of persons with disabilities in the open labour market. Legislation stipulates employment under general conditions and special conditions. As regards employment in the open labour market, legislation has adopted an internationally recognized practice, which has been implemented in other countries, according to which "state administration bodies, private and public sector employers and non-governmental organizations are obliged to employ people with disabilities under appropriate employment conditions" (Assembly of the Republic of Kosovo, 2009), by setting quotas

as to the number of people with disabilities to be hired. Consequently, "Every employer is obliged to employ one person with disabilities out of every fifty (50) employees." (Assembly of the Republic of Kosovo, 2009) However, employers who fail to employ a person with disabilities for every fifty (50) employed persons "... are obliged to pay for the promotion of employment of persons with disabilities to a separate account in the budget line of the Kosovo Budget, monthly payments in the amount of the minimum salary paid in the Republic of Kosovo for a disabled person who should have been employed." (Assembly of the Republic of Kosovo, 2016)

As one can see from **Table 2**, based on the number of workers declared by employers in 2017, there are a total of 476 employers who have an obligation to employ persons with disabilities based on the relevant legislation in force because they have 50 and more employees. If this law were to be implemented in full, then we would have two main situations.

1. First, the number of disabled workers who would be employed would be 3,414 workers who are also beneficiaries of the disability schemes presented in **Table 1**. Consequently, 3,414 disabled people would leave the schemes and be integrated into the labour market.
2. Secondly, given that it is almost impossible to fully implement formula $50 + 1$, then employers would be forced to pay to the state budget a regular monthly payment at the lowest minimum salary (130 Euro per month) for every disabled worker he/she would have to employ, then a fund would be created in the state budget of approximately 5,325,840 Euro. Various active labour market measures, such as employment or entrepreneurship, could be supported by this fund only for people with disabilities. Again, this would be a relief

for the state budget because the amount of funding for disability schemes would thus be deduced.

Table 2: Number of employers who have over fifty (50) employees, the number of persons with disabilities they should employ, and the financial amount they have to pay to the state budget if they do not hire persons with disabilities.

	Number of employers	Number of declared employees	Number of people with disabilities who should be employed according to the law	The financial amount you have to pay if you do not employ people with disabilities
State	1	77,956	1,559	2,432,040
Sector -				
Ministry				
of				
Finance				
Over 500 workers	29	37,385	747	1,165,320
500 - 400	7	3,451	69	107,640
400 - 300	12	4,416	88	137,280
300 - 200	41	10,441	208	324,480
200 - 100	126	11,632	232	361,920
100 - 50	260	25,572	511	797,160
In total	476		3,414	5,325,840

Source: Data regarding the number of employees to employers were taken based on the number of employees declared during 2017.

If we look at the aspect of critical thinking, approach and political context, adopted through legal and subordinate legal

acts regulating the employment of persons with disabilities, then we have the following findings. Firstly, there is a huge discrepancy between the times when the basic law on training, vocational training and employment of people with disabilities was drafted and adopted, which is 2008, and the time when the Law on Complementary Amendment of the Basic Law was drafted and adopted, which is 2016. State, public or private sector institutions have implemented the provisions of the Law on the Employment of Persons with Disabilities in the open labour market obliging the employment of one (1) person with disabilities for every fifty (50) persons employed. Secondly, this discrepancy is also from the time of adoption of the law amending the basic law, which is August 2016, and the time when the bylaws for regulating the employment of persons with disabilities were drafted and adopted.

Lack of a Strategic Approach

Training, vocational training and employment of people with disabilities has not been addressed in any of Kosovo's strategic documents. Kosovo lacks a strategic approach that would define the vision of the state and Kosovo society over a longer period of time regarding the employment of persons with disabilities. A systematic approach, a 'gentle' approach would addressing this problem.

The Government of Kosovo has adopted a National Strategy on the Rights of Persons with Disabilities 2013-2023 and the Action Plan for the Implementation of this Strategy (Government of the Republic of Kosovo, 2013). The purpose of this Strategy is to promote, protect and ensure the full and equal implementation of all human rights and fundamental freedoms by all persons with disabilities, and contribute to the respect for their inherent dignity. One of the objectives of this

strategy is social protection, which should support all the people in need by improving the quality of their lives. However, this strategy does not specifically address training, vocational training and employment of people with disabilities, but it addresses them in the context of social policies.

A strategic document with a clear definition of strategic and specific objectives, as well as planned actions of the Government should be undertaken in the field of vocational training and employment of persons with disabilities for a certain period of time. Our idea is that the treatment of the problem of vocational training and employment of people with disabilities should be developed from the perspective of a cross-sectorial approach. The main reason for the development of a cross-sectorial strategy in partnership with the private sector is the fact that the legislation in force determines quotas (50 + 1) regarding the employment of persons with disabilities both in the private sector and in the public sector. Through strategic and specific objectives, the Government would definitely shape the direction of strategic and specific reforms for the identified challenges, and determine the desired future situation in a tangible way. It should also have an ambitious but feasible strategic vision that promotes and inspires changes in the field of vocational training and employment of people with disabilities.

The cross-sectorial strategy for training, vocational training and employment of people with disabilities should be developed based on these key pillars:

1. Identification and accurate description of the current situation - a summary of how this problem has developed over time, using quantitative and qualitative data. Comparison of training and employment of people with disabilities with other countries, international experiences with particular focus on countries' experiences that have

- similar resemblances in terms of disability training and employment as well as existing international standards.
2. Comprehensive - such a strategy should be comprehensive in terms of training, vocational training and employment of people with disabilities;
 3. Institutional engagement - all government institutions should make their utmost contribution in defining strategic and specific objectives, identified actions for implementation, and contribute to the implementation of activities;
 4. Harmonization with other strategic documents - such a strategy should be included and aligned with other strategic documents in the area of the protection of the rights of persons with disabilities. A special strategy for vocational training, recruitment and employment of persons with disabilities will be complementary to the strategic and legal framework for persons with disabilities, but will give special emphasis to the training, the re-training and employment of persons with disabilities;
 5. Budgeting of activities - an overall cost estimate of the activities.

The strategy should have established inter-ministerial coordination structures to ensure regular monitoring of the implementation of strategic documents, including details of the mid-term monitoring, reporting and review, and a final assessment of the implementation of the strategic document (Government of the Republic of Kosovo, 2018). Similarly to other strategies, this strategy should also include a ministry carrying out activities and periodic reports on the monitoring of the implementation of these activities. Reports should provide detailed information on: achievements versus strategic and specific objectives (by setting annual targets), the period and

timeliness of actions undertaken, the use of financial resources, key implementation barriers, and other factors that might be affecting the implementation of the activities.

Analysis of Findings and Recommendations

Analysis of the elaborated components: administrative data concerning people with disabilities in the labour market, budget for financing schemes for the support of persons with disabilities, relevant legislation, and the lack of a strategic approach to vocational training, retraining and employment of people with disabilities. Therefore, the following pillars should be subject of analysis:

1. The Kosovo Agency of Statistics should produce statistics on the situation of persons with disabilities in the labour market. There should be statistics on the number of people with disabilities who receive financial assistance, the number of people with disabilities who are unemployed, the number of persons with disabilities who are registered as jobseekers at the Employment Offices and the private provider of employment services, the number of persons with disabilities involved in vocational training and vocational training programs at Vocational Training Centres.
2. The annual amount of € 97,780,000 is too large to finance these schemes. The state should intervene through active labour market policies with a view to facilitating the employment of these beneficiaries based on their ability to work. With a gradual process of allocating monies from this fund to support employment initiatives that come from people with disabilities or financially support employers employing people with disabilities, the state will not only bring about a reduction in the amount of

financial benefits for beneficiaries of these schemes (from **Table 1** we understand that financial expenditures for disability schemes have steadily increased over the last three years), but will increase their integration into life and the labour market in particular, as well as their fulfilment individual.

3. The legal framework governing vocational training, vocational retraining and employment of people with disabilities provides a good basis for regulating the employment of this category, but its implementation should start as soon as possible. There are some benefits from implementing the legislation in this area. First, the assessment of the disability's ability to work by a special Medico - Social Commission will begin. So far, there has been no such assessment for the beneficiaries of the disability scheme. Incidentally, a person may be 40% unsuitable for work, but 60% is fit for work; consequently, such a person can be integrated into the labour market very easily in accordance with his or her ability to work, and not be dependent the entire life on a disability pension which does not provide the basic conditions for subsistence. Secondly, setting quotas for employers from all sectors, like 50 + 1, i.e. an employee with disabilities for every fifty employees, is an acceptable legal obligation because it helps integrate people with disabilities into the labour market. Employers who are unable to fulfil such a legal obligation should be obliged to pay the minimum monthly salary to the Kosovo budget, from which a special fund will be created and used to finance employment programs and projects for people with disabilities. It is important that the management of this fund be transparent and be done in cooperation with organizations that protect and promote the rights of

persons with disabilities. Third, the policy of providing tax and customs relief to employers employing persons with disabilities is a good approach, but tax and customs facilities are part of a more general tax or customs system, regulated by a more general legal framework, and it is difficult to become 'interference' within this system from this perspective. Other states develop more affirmative policies to support the employment of persons with disabilities, and these policies should also adapt to Kosovo. For example, if we look at labour supply, some countries offer professional rehabilitation, which includes job skills assessment, case management, training, mediation, workplace remedial measures, provided by the Public Service Employment or contracted non-governmental organizations, and targets people with a low degree of job skills reduction; personalized services, under the heading of individual professional rehabilitation, job placement, and ongoing workplace support provided by the Public Employment Service or contracted non-governmental organizations, and targeting persons with a small-scale reduction skills for work; as well as employment in workshops or housing, which is understood by training and placement in protected workshops, provided by public companies or non-profit making (social enterprises may be such an example), and targeting people with medium-scale reduction job skills. While looking at labour market demand, countries such as Austria, Hungary, Spain, the Netherlands, Serbia, etc., practice the quota system: for example, in Austria it is 25 + 1, i.e. an employee with disabilities out of twenty-five employees; wage subsidies (an active labour market measure), in which case, the

- state subsidizes the disability benefit on a monthly basis from 50 to 80% of the total disability payroll.
4. The employment policies of persons with disabilities are not complete without having a strategy or other strategic, national and cross-sectorial document, with a clear definition of strategic and specific objectives, as well as planned Government actions to be undertaken for the field of vocational training and employment of persons with disabilities for a certain period of time.

Conclusion

In this paper we have tried to address the employment policies related to persons with disabilities in Kosovo. In the framework of this approach, we have presented and analysed administrative data, legal framework and an analysis of the lack of a strategy related to vocational training, recruitment and employment of persons with disabilities. From such a treatment we can conclude that, (i) Kosovo does not have official statistics regarding the number of persons with disabilities in general and their situation in the labour market, apart from the administrative statistics of the Public Employment Service; (ii) expenditures from the Kosovo budget for the financing of disability schemes have increased steadily over the past three years, as the number of beneficiaries and the number of disability schemes have increased; (iii) Kosovo has prepared and adapted an advanced legal framework that promotes vocational training, retraining and employment of persons with disabilities, but the implementation of these acts remains a challenge; (iv) Kosovo does not have a strategic document (strategy or action plan) that defines the vision and long-term goal of increasing the employment of persons with disabilities.

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