



Project No. 19-1-ATO1-KA202-051516
IO1.5 - Country Analysis

COUNTRY REPORT: Poland

Prepared by

The Polish Foundation For The Hearing-impaired
Children-Echo



This project has been funded with support from the European Commission. This publication [communication] reflects the views only of the author, and the Commission cannot be held responsible for the information contained therein.

1. National background

The population of Poland is over 37,72 million.

It is estimated that the number of people with hearing impairments might be well up to 900 thousand, out of which about 45/50 thousand are d/Deaf people. Precise numbers are very hard to come by, no reliable polls have been done so far. ¹

We do have statistical numbers on people with medical decisions about their impairment, but the category includes hearing and speech disorder as well as hearing disease (no distinction of d/Deaf people)². The numbers are as follow (2019):

Light- 98 138

Medium- 104 555

Severe- 29 688

Total: 232 381

According to age:

16-25	17 595
26-40	12 749
41-59	51 045
60+	150 991

According to sex:

Female	120 484
Male	111 897

According to education:

Below primary	16 877
Primary and	
Junior high school	72 515
Basic	61 107

¹ Ombudsman, Situation of Deaf people in Poland

https://www.rpo.gov.pl/sites/default/files/Raport_Sytuacja_osob_poz%203_srodki_2%20XII.pdf

² Office of the Attorney for Persons with Disabilities, Decisions on Disability and Degree of Disability - Statistics

<http://niepelnosprawni.gov.pl/p,164,orzekanie-o-niepelnosprawnosci-i-stopniu-niepelnosprawnosci-statystyki>

Secondary	61 495
Higher	20 387

According to employment:

Employed	33 893
Unemployed	198 488

In the year 2018 a total sum of 486 d/Deaf and hard of hearing people have graduated from universities in Poland.³

During desk research on labor law in Polish sign language, two sources were found.

On the website of Office of the Attorney for Persons with Disabilities⁴, there is individual information about work, and some aspects of labor law .

A internet portal, entitled “Deaf.Tv” (“Głusi.Tv”), also offers some selected information about labor law, and law in general.⁵

2. Survey findings

The introductory question of the survey was what would be the dream job of the participant, independent of their education, place of residence, etc. Polish respondents of the survey gave answers as follows: actress, office job, to help doctors search literature for difficult cases to treat, florist, java developer, psychologist, along the persons using Polish Sign Language, accountant, Earsmus+ coordinator, businessman.

The average age of the Polish survey participants was 32 years old. The Polish participants were 52% female, 48% male, and 4% who didn't answer this question.

The preferred communication mode of the Polish survey participants is Polish Sign Language (76%) followed by spoken language (60%), written language (52%) and accompanying gestures (16%). As the following answers do not sum up to 100% it means that Polish responders use different communication means according to situation.

The main part of the questionnaire was about what topics in the field of labor law deaf job seekers need more information about.

³ Office of the Attorney for Persons with Disabilities, Education of Persons with Disabilities
<http://www.niepelnosprawni.gov.pl/p,123,edukacja>

⁴ Office of the Attorney for Persons with Disabilities
<http://www.niepelnosprawni.gov.pl/index.php?c=article&id=5>

⁵ Deaf.Tv
https://www.youtube.com/watch?v=K5_23GhfL_I
https://www.youtube.com/watch?v=Wu2_IsKPTg

Question 1 was about **Information on reading job ads** - For example: How do I know if I am suitable for a vacancy? The majority (68%) needs more information on this topic. Only 12% said that they don't need further information. The results can be seen in figure ___.

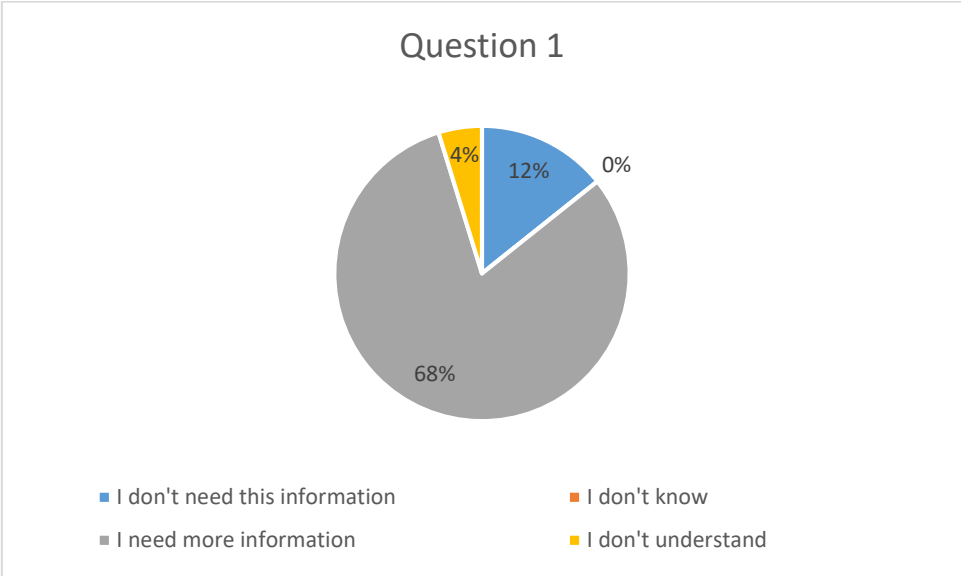


Figure _: Question 1

Question 2 was about **information about the job application interview** – For example: Which questions may not be asked during the interview? 80% of participants want more information on this topic and 8% need no further information. The exact results can be seen in figure ___.

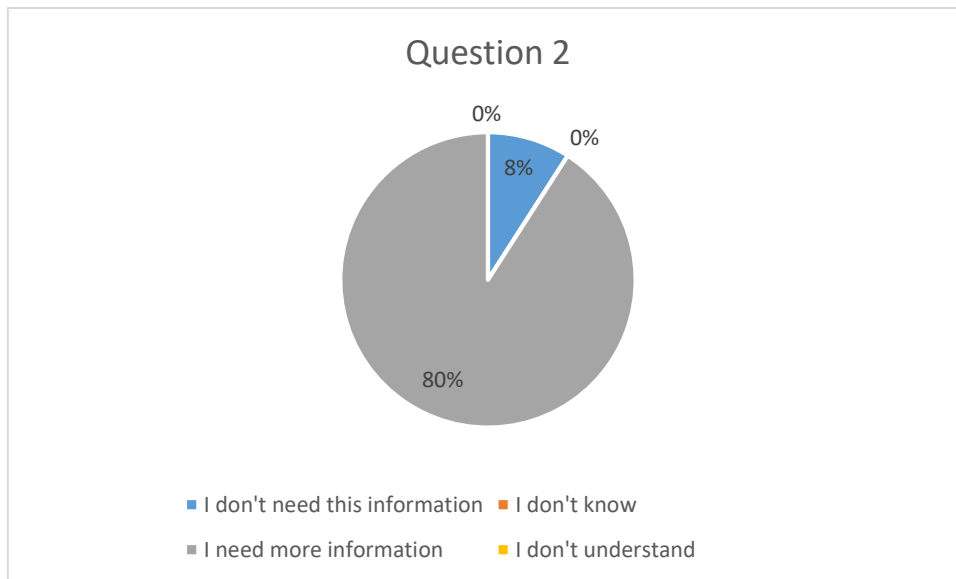


Figure __: Question 2

Question 3 was about **information about the application letter** – For example: How is an application structured? Do soft skills belong in an application? 60% of participants want more information on this topic and 20% need no further information. The exact results can be seen in figure ____.

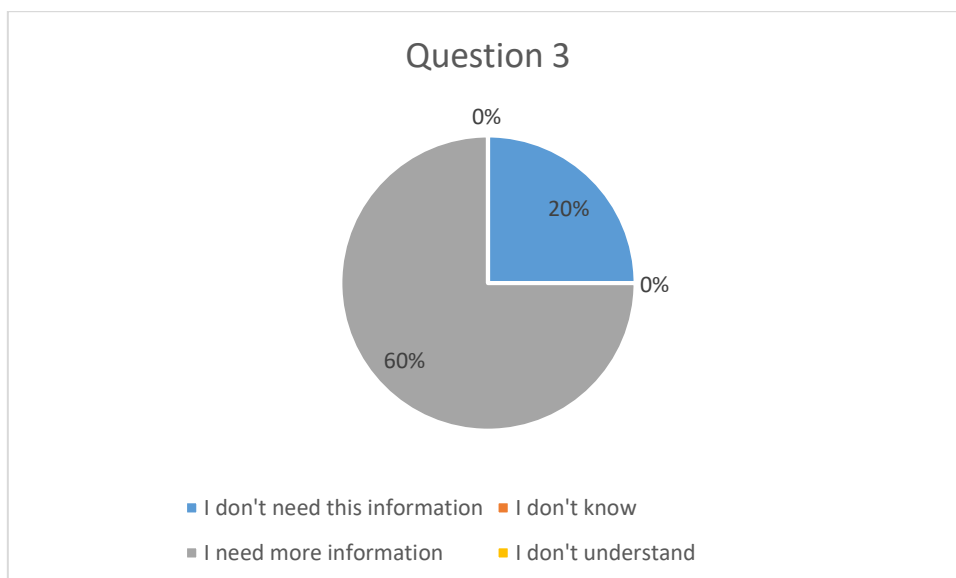


Figure __: Question 3

Question 4 was about **information on non-discrimination, accessibility and compensation of disadvantages** – For example: How can I make sure that the communication in the interview works? 72% of participants want more information on this topic and 20% need no further information. The exact results can be seen in figure __.

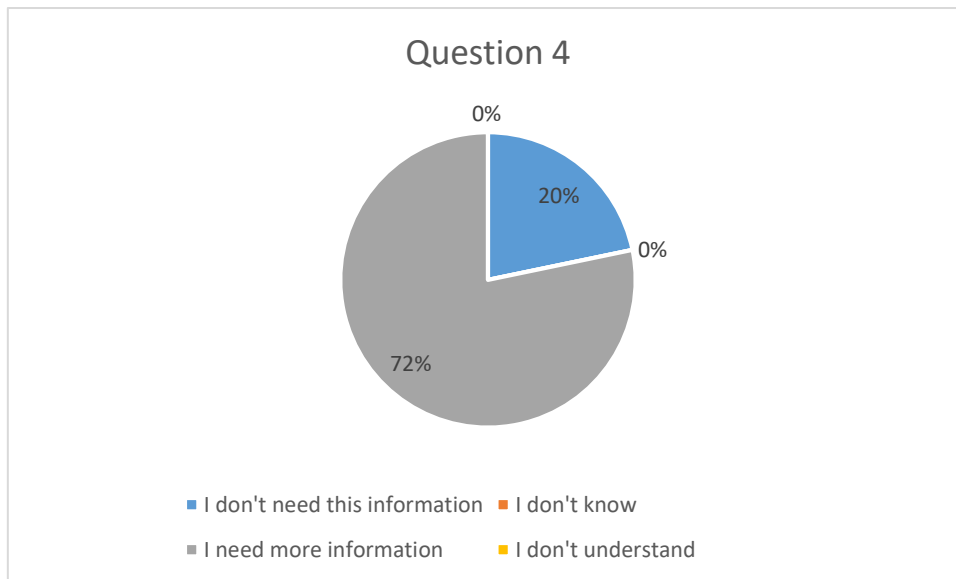


Figure __: Question 4

Question 5 was about **general explanations on employment contracts** - For example: What are the main components of an employment contract? 56% of participants want more information on this topic and 28% need no further information. The exact results can be seen in figure 7.

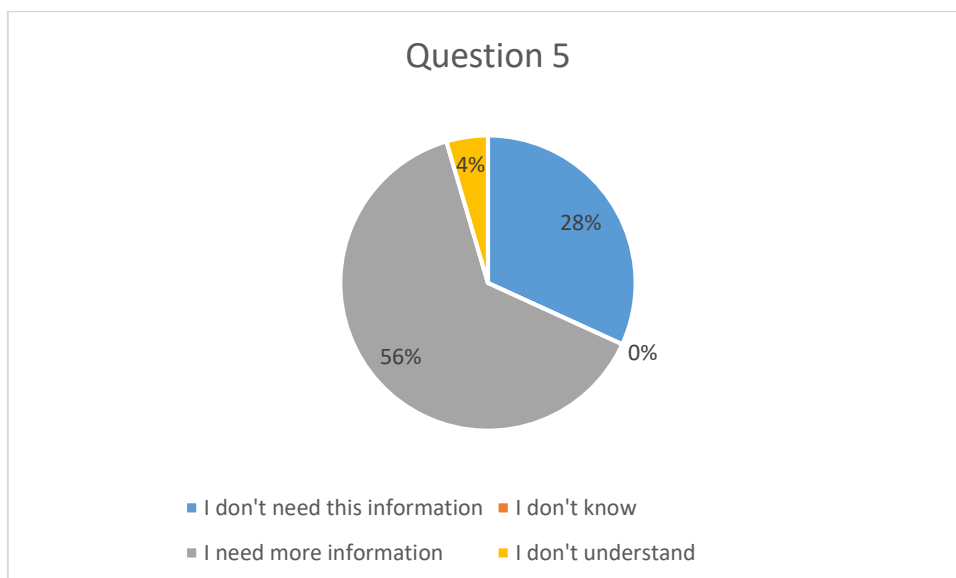


Figure 7: Question 5

Question 6 was about **explanations on different types of contracts** -. For example: What is the difference between a freelance contract and a fixed-term? 44% of participants want more information on this topic and 36% need no further information. The exact results can be seen in figure 8.

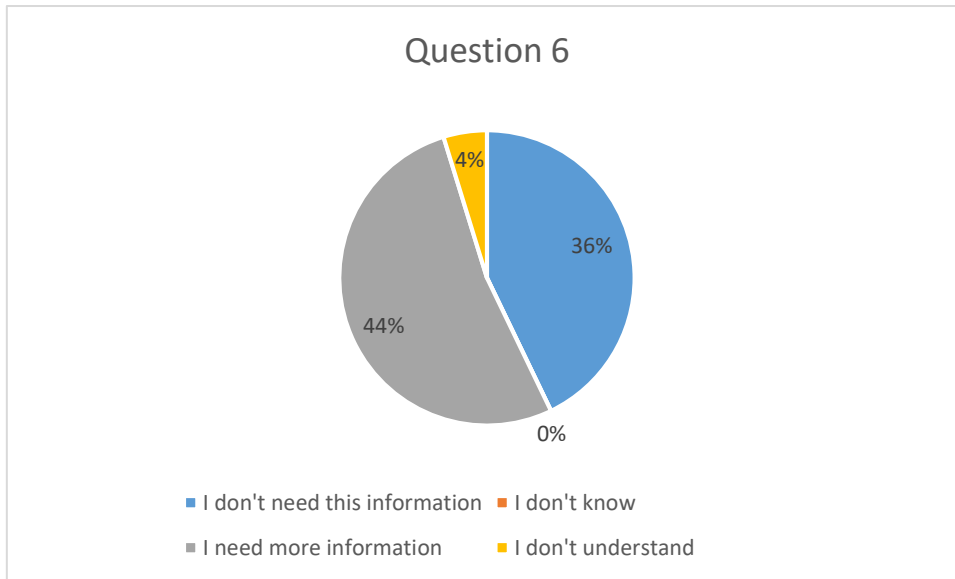


Figure 8: Question 6

Question 7 was about **information on collective agreements, amount of payment and salary** - For example: Why am I paid in this way? Or why don't I get more money? 44% of participants want more information on this topic and 36% need no further information. The exact results can be seen in figure 9.

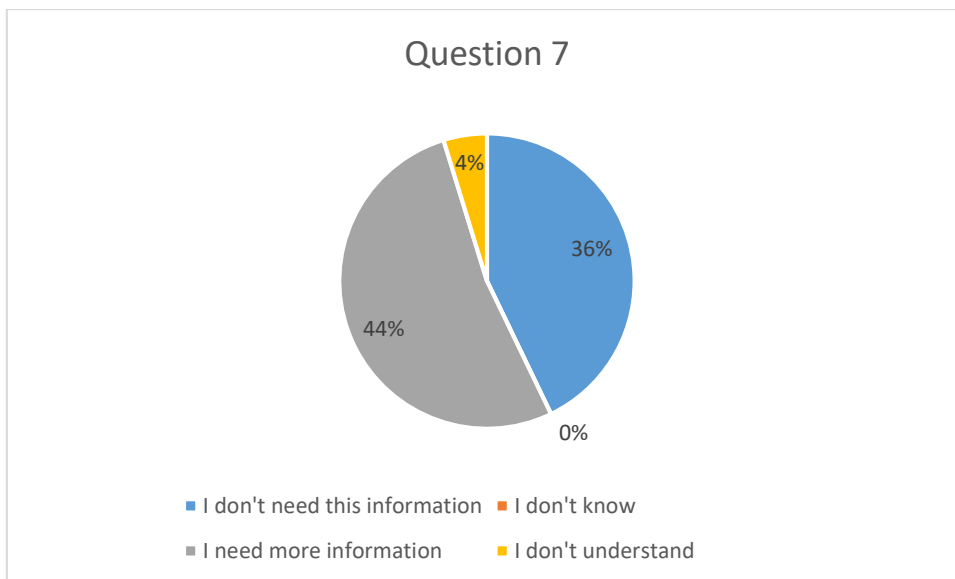


Figure 9: Question 7

Question 8 was about **information about job references** - For example: I didn't get a job reference at my last job, what can I do? 72% of participants want more information on this topic and 8% need no further information. The exact results can be seen in figure 10.

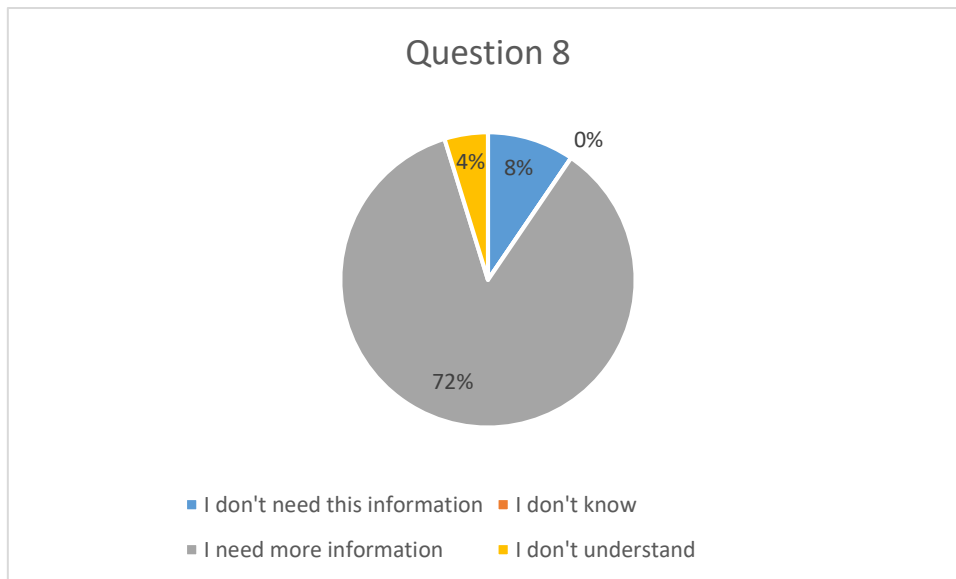


Figure 10: Question 8

Question 9 was about **information on communication equipment** - For example: What communication options can I use to find a job? Who will pay for the communication facilities? 68% of participants want more information on this topic and 24% need no further information. The exact results can be seen in figure 11.

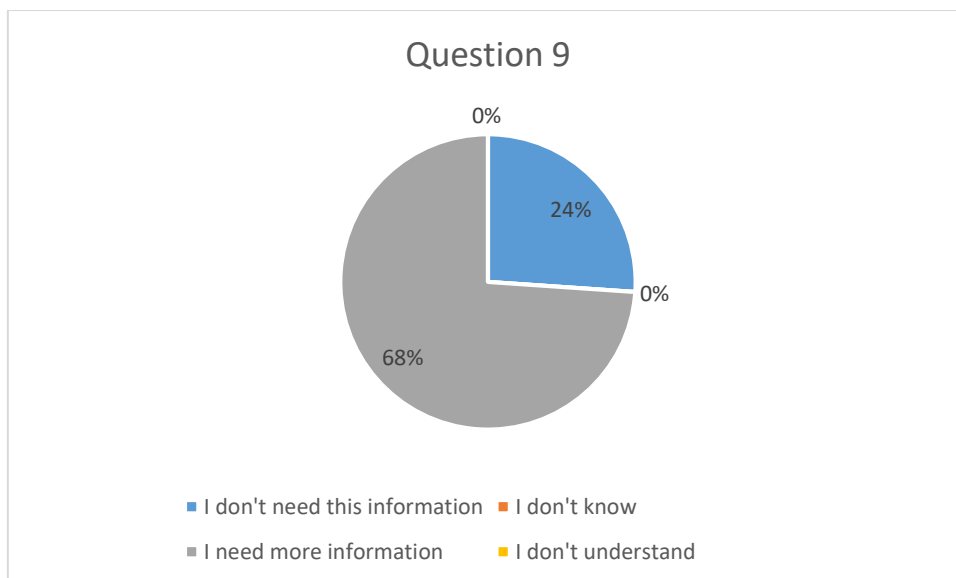


Figure 11: Question 9

Question 10 was about „self-disclosure“: providing information about my specific needs – For example: Is it my job to inform a potential new employer about my needs? How can I sensitize colleagues? 76% of participants want more information on this topic and 16% need no further information. The exact results can be seen in figure 12.

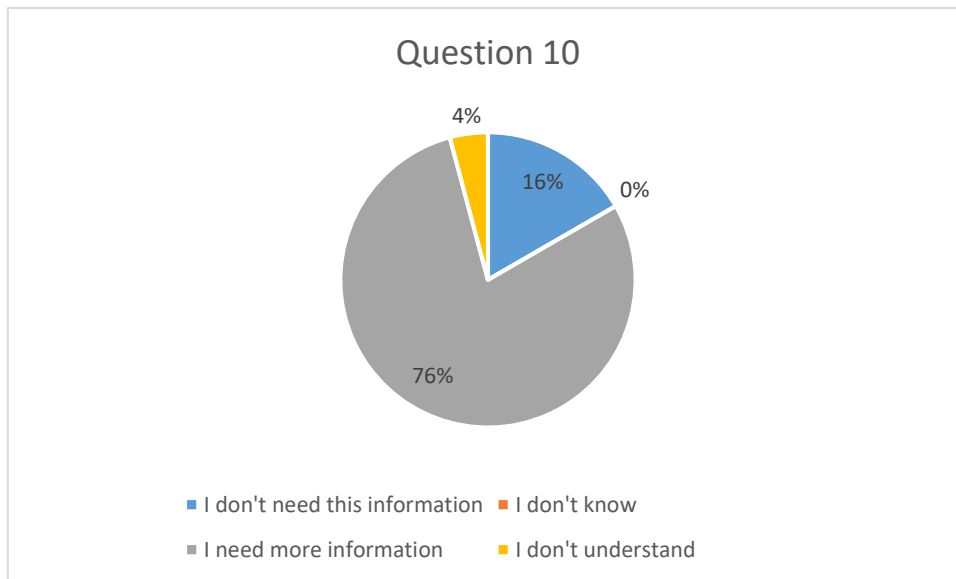


Figure 12: Question 10:

In summary, the results show that deaf job seekers in Poland need information about all of the topics mentioned in the survey. Information about the topics concerning application letter (80%), self-disclosure (76%), non-discrimination, accessibility and compensation of disadvantages, (72%) and information about job references (72%) are the most highly rated needs, compared to most of the other topics need with result in the about 60 per cent or less.

The relatively low number of participants that chose the answer option “do not understand” (between 0 and 4% for all questions) can probably be attributed to the fact the survey was available in Polish Sign Language and therefore in the target group’s first language.