

## Povzetki poglavij/Abstracts

### **EMPLOYMENT AND PSYCHOLOGICAL PERSPECTIVES OF VULNERABLE GROUPS ON THE WORK MARKET**

*Eva Boštjančič*

The field of research and treatment of vulnerable groups at work today is even more important than it used to be since representatives of various vulnerable groups often experience exclusion from the labour market or violate their human rights. There are numerous plans and programs in Slovenia, which define vulnerable groups differently or include representatives of different socio-demographic groups. It is worth emphasising that there are much more vulnerable groups on the labour market than we present in our book, and the work with them can possess a unique challenge, which brings employers into a long-term diversity and creates an organisational culture that is encouraging, nondiscriminatory and ethical.

### **PREGNANT WOMEN AT WORKPLACE ARE A VULNERABLE GROUP: YES OR NO, THAT'S THE QUESTION NOW**

*Kim Majoranc, Jerica Urbančič and Klara Vrbnjak*

The purpose of this research was to investigate whether pregnant women at work are a vulnerable group or not. Eleven participants were included, aged between 22 and 37. All participants were pregnant during the interview or had given birth up to one year ago and were employed. We used a qualitative method of semi-structured interviews to find out what pregnant women experience during their pregnancy at work. Results show that most of the participants experienced negative emotions when they

had to tell their employers about their pregnancy. Some felt disapproval from their employers but in third of the cases employers expressed positive emotions towards pregnancy. More than a half of participants felt good and able to work during pregnancy and those that were not able to work or felt less able the medical reasons were the main cause for it. Third of participants wishes they had some sort of adjustments at their workplace during pregnancy but they weren't given any. Adjustments for pregnant women at their workplace contribute to their well being and work efficacy. Nine out of eleven participants reported their values had changed from that where before career mattered more than family but now it is the other way around. Eight of participants reported that they felt more productive and successful at their work and felt no difficulty coordinating their private and career life. General findings of this study show that pregnant women at work are a vulnerable group but can be just as successful and efficient as they were before pregnancy if only minimal adjustments are made for their work. When women return from their maternity leave they are, in most cases, more motivated for work and to progress in their career.

## **BALANCING FAMILY AND PROFESSIONAL RESPONSIBILITIES OF SINGLE PARENT FAMILIES**

*Katarina Kastelic, Karmen Novak and Iris Poklar*

In existent research we tried to find out, what is the meaning of support network in Single parent families and the role of organization in offering help to employees. The sample consists of nine women, from three different regions of Slovenia and which average age was 41.6 years. All participants were single for at least 2 years. We used the semi-structured interview with participants and after transcript we used long-table approach to organize the data. Results show, that parents are the most important source of support network. They are involved in the day care of children, they also accompany their grandchild to and out of school or kindergarten, and help participant with other responsibilities. Participants spend most of their free time with their children. Results also show, that they are challenged with many obstacles in their workplace. They are sometimes faced with difficulties around their job tasks, when they return from sick leave, in principle they are not prioritized by planning their vacation and they don't have flexible work schedule. Situation is better, when it comes to extra days off and possibility for teleworking, in general we also noticed the difference between public and private sector. In private sector a child can be an

obstacle in promotion. We can summarize, that we got the answers to our research questions. Single parent families face specific challenges, to which employer specially don't pay enough attention. At the end of article, we discuss what specifically can employers do in this area.

## **PARENTS OF CHILDREN WITH DISABILITIES THROUGH THE PRISM OF EMPLOYMENT**

*Manja Kuzma, Anja Pušnik and Martina Škoberne*

Parents of children with disabilities represent a neglected vulnerable group for employment that faces many obstacles and difficulties. In addition to all work obligations they are obliged to coordinate also those they have for their special needs children. Our research is concerned with the extent to which parents of children with disabilities are familiar with the adjustments that are possible for them at work, if their employers offer them these options, and what is the relationship between their job satisfaction and the degree of stress they experience. In the method we used either a short questionnaire or interview, which verified our research question. The answers of the participants were then analyzed qualitatively. Results showed that parents are rarely familiar with the adjustments that belong to them in the workplace. Most parents decide to pursue a career, because of the large financial costs incurred by taking care of a child with special needs. They also stay employed full-time, only in a few cases, parents opt for shorter working hours. The latter is the most common adjustments that this group of employees benefits, in addition to the utilization of additional vacation days and flexible working hours. The significant correlation between experiencing stress and satisfaction in the workplace did not show, as parents, irrespective of the satisfaction experienced medium to high levels of stress in relation to child care. The study makes an important contribution to raising awareness of parents of children with disabilities about the possibilities of adjustment and also informs the employers. Due to poor awareness of parents of children with disabilities about the possibilities of adjustment there is a need of regulation of this field also on a more systemic level.

## EMPLOYMENT SEEKING OF YOUNG PEOPLE WITH NO MORE THAN PRIMARY EDUCATION

*Sabina Čepon, Nika Osredkar and Urška Umer*

Unemployment of young people is nowadays an important issue. Young people with low education level represent an especially vulnerable group. The aim of our qualitative research was to investigate, which areas and kinds of employment are available to young people with low education level, how they search for a job and what feelings and possible obstacles occur in the process of job seeking. We interviewed 10 participants, nine male and one female (average age = 21.2 years,  $SD = 2.7$  years). The results showed that young people with low levels of educations mainly search for easier jobs, which do not require higher levels of education and are ready to accept different kinds of work as long as they have something to do. They mostly want a stable job, but are willing to also accept different kinds of precarious work. They mainly search for job on ZRSZ and world wide web with help of PUM-O and family members. Some of them also take part in different courses and workshops, for which they believe will be of a benefit in their job-seeking. Participants have different feelings about job-seeking; some remain hopeful while others deal with different negative feelings. Our research identified many practical implications that professionals can use in their work when dealing with young people with low levels of education to raise their level of employability.

## STRENGTHS AND WEAKNESSES OF ELDERLY EMPLOYEES IN THE WORKPLACE

*Sanja Kovačić, Hana Zega and Marjeta Žagar Rupar*

The aim of the research ( $N = 10$ ) was to find out what are the strengths and weaknesses of elderly employees compared to younger employees, as seen by the elderly employees themselves. The method we used was a semistructured interview. Participants were aged between 55 and 60 ( $M = 57.4$ ;  $SD = 2.1$ ) and had an average of 36.8 years of service ( $SD = 1.6$ ). The sample included 4 participants with high or higher education and 6 participants with lower education. The results showed that the elderly employees highlighted a weaker knowledge of technology, harder adjustments to innovations and lower productivity as weaknesses in their age group. As their strengths, they highlighted commitment to the organization, work experience, occupational skills responsibility and reliability at the workplace. The results

also showed that the relationship between the elderly and the younger employees is mutual from a standpoint of knowledge transfer. The elderly employees bring their expertise, skills and knowledge to the relationship which enables the younger employees to achieve their expected goals faster. On the other hand, younger employees bring knowledge of using new technologies and contemporary methods to the relationship which can help increase the productivity of elderly employees. On the basis of obtained results and reviewed literature we also formed recommendations on how to treat elderly employees in organizations for the purpose of warning of risks and critical areas connected to an aging workforce and we offer potential solutions.

## **CHALLENGES AND OBSTACLES OF HOMELESS WOMEN AND MEN AT SEEKING AND OBTAINING A JOB**

*Lina Berlot, Blažka Plahutnik Baloh and Aleksandar Jerinić*

Homeless women and men are one of the most vulnerable groups on the labor market, as they face difficulties with searching and obtaining jobs in addition to other difficult life circumstances. In present research we wanted to find out (1) what the history of employment of homeless women and men looks like, (2) how the current situation with finding and obtaining jobs in the homeless population looks like, (3) what are the main factors that cause difficulties or prevent homeless women and men to search for, obtain or keep jobs. Based on our interviews we can conclude that all of our participants have a rich history of working experiences and that most of them are searching for a job, but are faced with numerous obstacles. The most common obstacles, highlighted by our participants, are inadequate housing, age, stigma and prejudice, trouble with citizenship, outdated knowledge, mental health difficulties and addiction. We think that our conclusions can help all those who are in contact with the homeless population and represent their source of help and support in finding, obtaining and keeping jobs.

## DO HOMOSEXUAL INDIVIDUALS IN 21<sup>ST</sup> CENTURY STILL FACE DISCRIMINATION IN THE WORKPLACE?

*Stanislava Grachova, Tanja Repič and Viktorija Smole*

Homosexual individuals represent a vulnerable group on the labor market. They face difficulties while searching for a job; either they feel discriminated on the work place. The main questions of our research were (1) do homosexual individuals reveal their sexuality to all colleagues or only to some of them, (2) which factors influence coming out to colleagues, (3) do relationships do after coming out (4) to what extend do homosexual individuals feel discriminated on a work place, (5) and how do homosexuals confront with discriminatory behavior. On the basis of nine interviews we concluded that the majority of participants have revealed their sexuality to some of the colleagues through random conversation. Afterwards the relationships with colleagues has stayed good and friendly. The main factors of coming out were good relationships with colleagues and duration of an employment. Interviewees reported about frequently facing jokes, but rarely ignorance and other kinds of discrimination. The majority of them does not undertake any measures and tolerates such behavior. Our conclusions could be used by employers while employing homosexuals, by other employees with LGBT individuals and can help diminishing discrimination towards homosexually oriented staff in the workplace.

## DISABILITY IN WORKPLACE: EMPLOYERS VIEW ON EMPLOYMENT

*Karin Grgurić, Kaja Meh and Katarina Menoni*

Companies for people with disabilities play one of the main roles in the employment of the disabled people in Slovenia. 17 % of employees with disabilities were employed in these companies in 2015. Under the legislation, all Slovenian companies are obliged to fulfill the quota, i.e. to employ a certain percentage of persons with disabilities. There are also companies for people with disabilities, where at least 50 % of disabled workers must be employed. Many of different disabled are employed in these companies. Currently there is also an Action program for the disabled in Slovenia, which concerns that lives and employment of people with disabilities will be easier. 12 organizations were included into the study. We used a structured interview with predetermined, open-ended questions. We have found

out that employers see a great advantage in employing people with disabilities, because they are highly motivated for work, they are friendly and go to work with joy. Employment of the disabled person usually requires adaptation of the workplace and sometimes also additional training or retraining of individual worker is necessary. Unfortunately, companies for people with disabilities are highly dependent on government subsidies. Modern practice advocates inclusive employment of people with disabilities on the open market, where they are not distinguished from other employees. In Slovenia, that is still difficult sometimes, though there are positive changes since the introduction of the quota system. Employers are making endeavour that the state would help people with disabilities even more and would also take care of raising public awareness. Above all, they emphasize that disabled people should not be seen as people who have problems at work, but that we need to see their benefits and advantages and make the best of it.

## OBSTACLES AND CHALLENGES OF PARAPLEGICS AT THE WORKPLACE

*Rosana Majhenič, Metka Guštin and Tjaša Furlan*

Our study wants to determine difficulties and challenges of paraplegics in work environment. We researched the amount of social support that is given to paraplegics, what their self-perception in comparison to other co-workers is and how employment effects their well-being and life satisfaction. In our study we included 9 participants (5 men), who are all members of a paraplegics association (Društvo paraplegikov Slovenije) and have at least 5 years of work experience. Data were collected using a semi-structured interview (due to some logistic difficulties we sent an internet questionnaire to some of our participants). The results demonstrated that paraplegics make decisions about their careers based mostly on their interests, offered payment and work qualification and are not based on work adjustments. They have the biggest difficulties with getting a new employment and getting promoted, which can be an important obstacle in their career planning. In most cases, our paraplegics are given a high amount of social support from their families and from their co-workers, who mostly offer them physical support. The participants see themselves as equal members of their work teams, they think they are as competent as their co-workers, but they still come across to some prejudices. Employment is very important for the paraplegic's well being and life satisfaction, it brings them a sense of social security and because of the employment they feel

useful, helpful and an equal member of the society. Our findings are important for all paraplegics and also for general public, but our primary target are the employers. It's important that they become aware of the difficulties paraplegics have in their work environment so that they can try to reduce or eliminate them.

## **EMPLOYMENT RELATED EXPERIENCES OF YOUNG BLIND AND VISUALLY IMPAIRED JOB SEEKERS AND EMPLOYEES WITH HIGHER EDUCATION**

*Vesna Šuštersič, Ana Munda and Polona Kalc*

To date, only few studies have focused on employment of blind and visually impaired jobseekers in Slovenia. In our qualitative study, we examined the employment related experiences of young blind and visually impaired jobseekers and employees with higher education (max. ten years after their qualification). Ten participants (three blind and seven visually impaired) were asked about their labour market experience and the employment barriers they have faced. The findings suggest the biggest problem remains public attitude toward disabled individuals. Furthermore, employers prefer hiring sighted jobseekers to those who are blind or visually impaired. The study exposed some employment barriers for blind and visually impaired individuals, but also some positive aspects of the issue. More research is needed on this topic, but our findings can be of value for employers, professionals in this field, and blind or visually impaired jobseekers.

## **READY TO GO BACK TO WORK AFTER CANCER TREATMENT? OF COURSE!**

*Staša Doležalek, Mateja Dolinar and Ksenija Zečević*

Oncological diseases are becoming more and more frequent, also among working people which means that they must return to work after they get better. The disease often causes changes which influence a person's abilities and their vital rhythm which can show when they return to work. With this research we aimed to find out how people who were successfully treated for cancer experience the return to their workplace, regardless of the fact whether they changed jobs after getting better. We included 10 people in our research and questioned them using semi-structured interviews. Even though each participant responded to the disease differently, they all



informed their superiors and while being absent from work they all focused primarily on the treatment. As a problem after returning to work they often exposed getting tired faster, some of them also a slightly reduced working efficiency even though not so much that they wouldn't be able to work; they still feel effective when working. They didn't have a lot of information about returning to work but they weren't looking for them either. Their co-workers' and superiors' warm reception made it easier for them. We advise the employers to discuss the adjustments at work with each employee returning to work after cancer treatment because each individual is able to estimate their own abilities and needs the most accurately.

## PEOPLE WITH ALCOHOL DEPENDENCE SYNDROM AT WORK

*Sabina Hočevar, Maja Hočevar and Domen Hartte*

The following research examines the problems of people with alcohol dependence syndrome in their work environment from different viewpoints: relationships with co-workers and their superior, job performance and other issues that people with alcohol dependence syndrome face at work. Twelve people with alcohol dependence syndrome in the process of treatment who are included in the association "Zarek upanja" participated in the survey. Eight of them are male and four female, aged between 36 and 63 years (the average age is 52.13 years). We have concluded that the people with alcohol dependence syndrome maintain good relationships with their co-workers. Despite knowing about their alcohol abuse, employers often take no measures. In spite of the fact that alcohol can decrease job performance in the long term, we have observed that people with alcohol dependence syndrome strive to perform better precisely because of their issues with alcohol abuse. With the right measures and treatment support, the employer can use the increased performance as an individual's potential. The study enables employers to become acquainted with alcohol abuse at work and includes guidelines how to take measures in such situations.

## **FORMER ADDICTS IN REINTEGRATION PROGRAMS: EXTERNAL AND INTERNAL OBSTACLES ON THEIR WAY TO AN EMPLOYMENT**

*Špela Debeljak, Eva Sirc Mitrovič and Klara Šurla*

Our research focused on the obstacles that former addicts in reintegration programs are confronted with when searching for a job. We included nine male participants, age 24 to 44, included in a reintegration program of three Slovenian associations. Among the most common obstacles, as perceived by our participants are anticipation of stigma by employers and coworkers, acquiring impunity confirmation (that a person was never convicted or that the conviction has been removed from their criminal record) and problems with attention. Acquiring confirmation they are no longer part of penal proceedings (that a person is not part of litigation at the moment) is not an obstacle. We have also gathered that most of the participants are unemployed and all of them have lower education. Also, most of the participants are extremely motivated to find a job, get additional education and get back to their everyday lives. Our research is mostly useful for improving reintegration programs and understanding the obstacles and enable former addicts to overcome them.

## **IT IS BETTER NOT TO TALK ABOUT DEPRESSION IN THE WORKPLACE – FACTORS OF SUCESSFUL INTEGRATION OF PEOPLE WITH DEPRESSION INTO THE WORKPLACE**

*Mirzeta Dorić, Doris Maljevac and Teja Štefančič*

Our research deals with factors of successful integration of people suffering from depression into the workplace. We wanted to know what the organization and the employees can do so that the person suffering from depression can do their job in the workplace effectively and feel good while doing it. Nine people, aged from 29–53, with different levels of education participated in the research, all of which have been facing depression for over 10 years. The method we used was semi structured interview and the data were analyzed using the procedure for the qualitative analysis. We discovered that good relationships in the workplace and feelings of acceptance and safety are vital for people suffering from depression. Stigmatization and bullying affect their coping with depression negatively. It is important that the employer allows them certain adjustments, such as fewer working hours and work adjustments, so that the latter is more structured.

Education on depression is also crucial, both for employers and employees, because lack of knowledge leads to inappropriate reactions to people with depression. Based on our findings we listed some advice for individuals that suffer from depression and for organizations that employ these individuals, so that their cooperation could be as effective as possible.

## **WORKPLACE EXPERIENCES OF PEOPLE WITH AUTISM SPECTRUM DISORDER**

*Suzana Makarič, Renata Močnik and Monika Prijatelj*

In our research we focused on adults with autism spectrum disorder, who are or had been employed, because we were interested in which and what kind of experiences they have within their workplace. We were interested in their experiences with the work environment, work tasks, co-workers and superiors. Five adults (27–47 years old) participated in our research. Four of them were diagnosed with Asperger syndrome, of which one person has an associated disorder of mild form of cerebral paralysis. Data was collected through semi-structured interviews. Our participants were found to have both positive and negative experiences within the workplace. All participants have a positive attitude towards employment, are motivated for work and are aware of their strengths. They mostly perform individual tasks, which they prefer. They are easily disturbed by stimuli from the environment (e.g. noise) while working, therefore they would rather work in their own place, behind closed doors. They have difficulties in speed performance, the perception of instructions if not specified in detail and communication in general. Many problems occur in relations with co-workers, while relations with superiors are somewhat better. Our research highlights that people with ASD otherwise have great potential for work, but it cannot be fully exploited due to the employment in less appropriate jobs or less adequate physical and social working environment. It would be necessary to inform employers about their advantages, so they can get better opportunities for an employment.

## IS THE GRASS REALLY GREENER ON THE OTHER SIDE? THE ISSUES OF EMPLOYMENT OF CROATIAN CITIZENS IN SLOVENIA

*Sandra Antolović, Nikola Komes and Špela Kresnik*

The goal of this study was to explore the position of Croatians in the labor market in Slovenia. Croatians in Slovenia represent an ethnic minority, which is why they are one of the vulnerable groups in the Slovenian labor market. In the center of our interest were the opportunities, problems and obstacles Croatians face in seeking employment, employment and work itself. Using structured interviews we interviewed 14 Croatians who are employed in Slovenia. Our participants were 5 men and 9 women, aged between 24 and 37 and all have a higher or university education. The answers were later processed by analyzing and encoding the content. The results showed that most participants see better work opportunities in Slovenia than in Croatia; mainly due to differences in salaries and living standard. They reported that employers do require knowledge of Slovenian language, however it doesn't represent an obstacle to employment. The biggest obstacle they confront as employees in Slovenia is legislation (i.e. difficulties in obtaining work permits, inability to be employed in the public sector, double taxation and confusing bureaucracy). The majority wants changes in that area due to everything listed. It was found that Slovenian employers partially do have negative attitudes and prejudice towards Croatians. Most of participants believe that Croatians and Slovenes are not equal in the Slovenian labor market due to their difficult employability, administrative problems, lack of acquaintances and unfamiliarity with legislation. The results of this study may be useful for Croatian citizens who seek employment or are employed in Slovenia. The results also may be useful for Slovenian employers who already have Croatian employees or plan to hire them.

## THE EMPLOYMENT OF THE REFUGEES IN SLOVENIA

*Blaž Podobnik*

In this research, we tried to highlight the issue of employment of refugees in Slovenia. Nowadays this presents a big issue, because of the refugee crisis, which recently shook Europe. Increasing numbers of refugees are looking for safety in the European Union. Employment helps them with integration into society and is therefore a very important subject. The interviews were conducted with ten refugees and three people who assist

them to integrate into the society ( $N = 13$ ). The objective of this research was to understand what kind of obstacles the refugees face in the labour market and how they seek employment. The results show that the biggest obstacle is a poor grasp of Slovene language. Refugees in Slovenia are also mostly overqualified for the jobs that they are doing. When entering the labour market the Slovenian Philanthropy and Service of Slovenia for employment mainly assist them. The situation of the refugees in the labour market would improve if they were able to speak Slovenian. The main takeaway of this research is that it is important to introduce more courses of Slovenian language for the refugees and proactively help them to integrate into the society.

## **EMPLOYMENT EXPERIENCES OF THE ARAB MINORITY ON THE SLOVENIAN LABOUR MARKET**

*Kristjan Černič, Sanja Karas and Katarina Slevce*

In times of world globalization, we face community, politic and economic differences. Possibility of global trade, economic and personal growth, political persecution and war state are the main reasons for migration. A state can present an origin of, a transitional point or an aim for migration. Usually it's all of the three combined. There is little current researches about migrants of Arab origin and their effect on Slovenian employment market. Therefore, we have decided to make our own research about the experience of Arab migrants with employment in Slovenia. We interviewed 10 Slovenian citizens of Arab origin. The results indicate, that they do not have major employment issues, because of their own social networking and cooperation. For better social networking, conservation of cultural customs and social capital building they established the Arab club, located in Ljubljana. Slovenians of Arab origin experience more issues in their daily life by frequently being victims of prejudice, rejection and stereotypical beliefs.