



with support from  
**Google.org**

# Slovakia

Veronika Kubeková



# Introduction

This collection of country reports is part of the research on Digital Skills, Accommodation and Technological Assistance for Employment, conducted by the European Disability Forum (EDF) with the support of [Google.org](https://www.google.org).

The aim of the study is to explore the situation of persons with disabilities in the open labour market, focusing in particular on the potential of digital skills training and the use of accessible and assistive technologies to foster inclusion in the workplace.

National experts from each EU Member State (with the exception of Luxembourg) and the UK analysed their respective national contexts. They outline policies and programmes to support reasonable accommodation as a Human Resources (HR) procedure, map trends in the use of accessible and assistive technologies in the workplace, and explain the main limitations experienced by employees with disabilities in acquiring accessible or assistive technology that meets their needs. They also analysed the barriers faced by persons with disabilities related to digital skills and highlight some good practices at national level.

The national reports cover the following countries: the UK, Austria, Belgium, Bulgaria, Croatia, Cyprus, Czechia, Denmark, Estonia, Finland, France, Germany, Greece, Hungary, Ireland, Italy, Latvia, Lithuania, Malta, the Netherlands, Poland, Portugal, Romania, Slovakia, Slovenia, Spain and Sweden. Luxembourg is the only EU Member State that is not part of the study due to not finding a suitable national expert on the topic.

# Glossary

**Assistive devices:** external devices that are designed, made, or adapted to assist a person to perform a particular task. Many people with disabilities depend on assistive devices to enable them to carry out daily activities and participate actively and productively in community or professional life.

**Assistive technology:** any item, piece of equipment, service or product system including software that is used to increase, maintain, substitute or improve functional capabilities of persons with disabilities or for, alleviation and compensation of impairments, activity limitations or participation restrictions.

**Disability allowance:** payments that persons with disabilities can receive from the State to cover basic living costs and services.

**Discrimination:** any distinction, exclusion or restriction on the basis of one or several grounds (sex, race, disability, sexual orientation, gender identity, etc.) that damages or nullifies the recognition, enjoyment or exercise of human rights and fundamental freedoms in the political, economic, social, cultural, civil or any other field, on an equal basis with others.

**European Union (EU):** a unique economic and political union between 27 European countries, as it stands at the time of publication of this report.

**EU Statistics on Income and Living Conditions (EU-SILC):** a regular cross-sectional and longitudinal sample survey by Eurostat that provides data on income, poverty, social exclusion and living conditions in the European Union.

**General Comment:** a General Comment is a treaty body's interpretation of human rights treaty provisions, thematic issues or its methods of work. General Comments often seek to clarify the reporting duties of State Parties with respect to certain treaty provisions and suggest approaches to implementing those provisions.

**Member State(s) (of the EU):** the EU currently consists of 27 countries, also called "Member States". Each Member State is party to the founding treaties of the European Union and is therefore subject to the privileges and obligations of membership. Unlike members of most international organisations, the Member States of the EU are subject to binding laws in exchange for their representation within the common legislative and judicial institutions.

## 4 The European Disability Forum

**Number of observations (n):** indicates the number of employers each national expert managed to interview.

**Open labour market:** this refers to work in a mainstream or “regular” employment setting, as opposed to a setting that has been created specifically to employ a specific group of employees, such as persons with disabilities.

**Organisations of Persons with Disabilities (OPD):** represent the interests of their members with disabilities and have the mandate to advocate for the realisation of their human rights and lobby for the consideration of their interests.

**Percentage points:** this term expresses the arithmetic difference of two percentages, whereas percent (%) refers to the rate of change. For example, if Country A has an employment rate of 30% and Country B has an employment rate of 60%, Country B’s employment rate is 30 percentage points higher than Country A’s but is also higher by 100%.

**Persons with disabilities:** individuals who have long-term physical, mental, intellectual or sensory impairments which, in interaction with various barriers, may hinder their full and effective participation in society on an equal basis with others.

**Reasonable accommodation:** the necessary and appropriate modification and adjustments, where needed in a particular case, to ensure to persons with disabilities the enjoyment or exercise on an equal basis with others of all human rights and fundamental freedoms. To be “reasonable”, the accommodation cannot impose a disproportionate or undue burden. Denial of reasonable accommodation is a form of discrimination.

**The Digital Economy and Society Index (DESI):** an index that the European Commission reports between 2014-2022, monitoring Europe’s overall digital performance and tracks the progress of EU countries in their digital competitiveness.

**United Nations Convention on the Rights of Persons with Disabilities (CRPD):** an international human rights treaty that reaffirms that all persons with disabilities must enjoy all human rights and fundamental freedoms. The CRPD clarifies that all persons with disabilities have the right to participate in the civil, political, economic, social and cultural life of the community in the same way as anyone else.

## National Overview

The employment of persons with disabilities in Slovakia is regulated by the Labour Code, which includes provisions on equal treatment and non-discrimination and determines the obligations for employers in relation to the employment of persons with disabilities, such as the obligation to ensure “adequate working conditions” and to provide “possibilities to gain the necessary qualification” (Article 158 of the Labour Code)<sup>1</sup>. Furthermore, the Act on Employment Services includes specific provisions supporting the employment of persons with disabilities and serves as the main framework for the provision of employment services to job seekers and employers<sup>2</sup>. Finally, the Slovak Constitution in its Article 38 guarantees “more extensive health protection at work and special working conditions” as well as “special protection in employment relations and special assistance in training”<sup>3</sup>.

Several measures and policies are in place to support the employment of persons with disabilities in Slovakia. First, employers with more than 20 employees are required to meet disability quotas for the compulsory employment of persons with disabilities in such a way that the latter would represent at least 3.2% of the total number of employees. This requirement applies to employers in both the public and private sectors. The law gives employers the possibility to meet this requirement by contracting goods and services suitable for the employment of persons with disabilities in the amount of €1,369 and €1,198 respectively for each missing employee with a disability (amounts applicable in 2023). The third option is to pay a levy for non-compliance, which in 2023 equals €1,540 for each ‘missing’ person with a disability. A combination of the above-mentioned options to meet the disability quota is also possible<sup>4</sup>.

Reduced mandatory health and social contributions for employers are another policy aimed at increasing the motivation for employing persons with disabilities. According to the available national research, this measure is popular among employers but is not encouraging enough and thus not a determining factor<sup>5</sup>. This was also confirmed by the interviewed organisations of persons with disabilities (OPDs), who acknowledged that employers are still hesitant when it comes to employing persons with disabilities. In the EDF employer survey, whereby almost half of the surveyed companies (40%) have more than 1,000 employees, 35% of respondents (n=20) indicated that persons with disabilities represent less than 1% of their employees, 45% of respondents noted they employ between 2-4% of persons with disabilities, 15% of respondents employ between 5-9% and only 5% employ between 10-29% of persons with disabilities.

## 6 The European Disability Forum

In addition to the above-mentioned measures, persons with disabilities enjoy increased labour law protection. This is mainly reflected in a higher level of protection during the termination of working contracts, conditional on the employers obtaining consent from the Labour Office. Without such consent, the termination is invalid. Findings in the available national research, however, note that this measure is likely to deter employers from employing persons with disabilities and thus might have counter-productive effects<sup>6</sup>.

Furthermore, there are alternative forms of employment such as sheltered workshops and sheltered workplaces. The interviewed OPDs, however, noted that although the existence of such working forms is important, especially for persons with the most severe forms of disability, the problem lies in the lack of sufficient support for the transition into the open labour market. Social enterprise is another job integration policy that exists in Slovakia. Together with a placement allowance that can be paid to the social enterprise whose employee with a disability transitions into the labour market (this must occur before having completed two years in the social enterprise), it is perceived as a promising and perhaps the only strategic practice for the integration of persons with disabilities into the labour market<sup>7</sup>.

Finally, several other types of financial allowances are available both for persons with disabilities and employers. For the former, the allowances mainly cover or partially compensate the costs of purchasing assistive devices and technology. For the latter, the allowances are aimed at reducing the costs and facilitating the employment of persons with disabilities. Nevertheless, this kind of support is focused mostly on the employers in the sheltered market, whereby the employers can get an allowance to set up a sheltered workshop or workplace and an allowance to partially cover the operating expenses of the latter. Employers in the open labour market do not have the same possibilities. They can apply for a work assistant allowance and for an allowance to retain employees with disabilities at work. Nevertheless, it seems that these measures are not able to provide sufficient incentives for employing persons with disabilities (see more in the section on Reasonable Accommodation below).

The economic inactivity of persons with disabilities and the disability employment gap remain high, which puts the effectiveness of the existing measures and policies into question. Based on European Commission data, the 2022 employment rate of persons with disabilities in Slovakia was 56.3%. The disability employment gap reached 23.6% in 2020, according to Eurostat<sup>8</sup>. Based on the national data, persons with disabilities represented 3.92% of the total average number of jobseekers in 2021<sup>9</sup>.

As such, the integration of persons with disabilities in the open labour market remains low and faces several difficulties. One of the main challenges is the existence of ad-hoc, project-based initiatives rather than a long-term strategic vision for the labour integration of persons with disabilities. Systematic support for the transition from the sheltered to the open labour market is completely missing. Due to the existence of “rather directive, partly motivating” policies and measures coupled with a lack of advisory services and accompaniment for employers (the public support is centred mainly around granting financial allowances), the employment of persons with disabilities in the open labour market remains predominantly at the willingness of employers<sup>10</sup>.

# Digital Skills

Slovakia has been slowly progressing when it comes to individuals' digital skills. In 2021, 55.18% of individuals had basic or above basic overall digital skills (an increase of 1.3 percentage points compared to 2019), which was slightly above the EU average of 53.92%<sup>11</sup>. National statistical data on the levels of digital skills of persons with disabilities is lacking. Nevertheless, persons with disabilities are mentioned in the National Strategy for Digital Skills 2023-2026 as one of the most vulnerable groups to the digital gap. The strategy furthermore recognises the need for increasing the level of digital skills of elderly people as well as people from other disadvantaged groups, including persons with disabilities. This is to be achieved mostly through grant-based schemes aimed at supporting the educational development of people providing training to persons with disabilities, direct support for the use of software and applications by persons with disabilities, and the purchase of hardware and software tools<sup>12</sup>.

The importance of digital skills was also acknowledged by the EDF employer survey in which 55% of respondents (n=20) noted that the lack of digital skills is a burden when the company plans on hiring persons with disabilities. Digital skills were also mentioned by the majority of the EDF employer survey respondents as one of the most important skills that interns with disabilities wishing to apply for an internship in their company should have. Other skills, such as communication, language and social skills, customer care, and knowledge of marketing, were also mentioned as important by the surveyed employers, although to a lesser extent than digital skills.

Furthermore, there is no specific agency or state organ in charge of the strategic development of digital skills (several ministries deal with matters related to digital skills). There is also a lack of public systems for developing digital skills. Indeed, it is estimated that only 2% of people have acquired digital skills through public programmes<sup>13</sup>. If there are public programmes related to job skills development support, they target all job seekers and are not specifically designed for persons with disabilities<sup>14</sup>. This was also reflected in the EDF employer survey whereby 60% of companies (n=20) develop training programmes in the field of digital skills for their employees, but only one focuses specifically on the implementation of solutions for the acquisition of digital skills by employees with disabilities. A few other companies stated that while their programmes are not specifically designed for persons with disabilities, they try to make them accessible for everyone.

The interviewed OPDs in this context acknowledged previous efforts of some of the ministries to introduce open calls for grants aimed at developing training programmes designed specifically for persons with disabilities. Such a funding scheme, however, turned out to be inappropriate due to the grants' limited duration and insufficient finances to cover all the necessary costs related to the development of such programmes. This resulted in a lack of interest from organisations to apply for the grant.

Advisory services and job coaching are provided to persons with disabilities by supported employment agencies, which are private providers registered by the Ministry of Labour, Social Affairs and Family, as well as by specialised vocational training/rehabilitation agencies (e.g. the Institute of Vocational Rehabilitation). Nevertheless, the available research notes that the availability of such services is rather limited and non-systematic<sup>15</sup>. Indeed, as of 31 December 2022, there were 21 such agencies registered by the Ministry. According to the interviewed OPDs, programmes and training offered by these agencies are often insufficient for employment needs in the open labour market<sup>16</sup>.

# Assistive Technologies

Persons with disabilities are entitled to a financial allowance either for the purchase of the assistive technology/device, for training in its use, for its adaptation or reparation. The allowance for the purchase of the assistive device/technology was the most common, with 1,918 such allowances being provided in 2021. Purchases of mechanical wheelchairs (407) were the most frequent, followed by purchases of a desktop or portable personal computer (238), hearing aids (157), and a portable electronic reading magnifier (130). The second most frequently used was the allowance for the repair of the assistive device, with 787 allowances being provided in 2021. In the same year, there were only 15 allowances provided for training in use and 10 allowances for the adaptation of assistive technology/devices<sup>17</sup>. There is also a possibility for persons with disabilities to receive a financial allowance for a personal assistant who should provide support in specified activities, including carrying out work and educational activities. In 2021, the average monthly number of beneficiaries of this type of support amounted to 11,515<sup>18</sup>. The provision of these allowances is the responsibility of Labour Offices, which fall under the Ministry of Labour, Social Affairs and Family.

The assistive technologies and devices eligible for the above-mentioned allowances are listed in broader categories and are not limited to specific models. This flexibility was positively perceived by the interviewed OPDs. However, they noted that the whole process around getting the financial allowance tends to be complicated. Due to the administrative complexity and lengthy assessment processes, persons with disabilities often prefer other options to get the assistive technologies, such as through projects/organisations or they pay out of their own pocket. Furthermore, one of the conditions for being eligible for such an allowance is that the applicant must not earn more than five times the minimum subsistence level<sup>19</sup>. OPDs in this respect acknowledged that although it is not that common, some persons with disabilities might reach this income level, which makes them ineligible for the compensation of the costs of the assistive device or technology. This in turn creates difficulties given the generally expensive nature of the latter that would consume a significant part of the person's income.

In the sheltered labour market, employers can get an allowance for setting up a sheltered workplace which can cover, among other things, the purchase of assistive technologies and equipment. No similar allowance or compensation exists for employers in the open labour market.

In terms of accessibility of the assistive technologies, the interviewed OPDs

noted that access is in general good. Assistive technologies and devices are often provisioned by OPDs themselves. It was also noted that a lot of assistive technologies developed nowadays by large tech companies are already available in all languages and have undergone many improvements (such as the dictating function), which greatly facilitates the life of persons with disabilities. Moreover, it is expected that the European Accessibility Act will further increase the accessibility of assistive devices and technology<sup>20</sup>. While it has already been transposed into Slovak legislation, the provisions will come into force only in June 2025. The main problem with assistive technologies seems to be their incompatibility with the companies' systems<sup>21</sup>. Indeed, it was noted by the OPDs as well as some of the EDF survey respondents that many companies have developed their own systems that are often unable to interact with the assistive technology or device.

Only two respondents (10%) in the EDF employer survey (n=20) noted that their company has a policy in place to support the acquisition and use of assistive devices and technology by employees with disabilities. This might be related to the general lack of support and advisory type services from the public institutions to employers on which assistive technologies would be the most relevant and helpful for their potential or current employees with disabilities. Indeed, 95% of respondents (n=20) indicated that they are not aware of the public legal framework and/or public programmes supporting the acquisition of assistive technologies for persons with disabilities.

# Reasonable Accommodation

Compared to the sheltered labour market, where employers can make use of an allowance to establish a sheltered workshop or a sheltered workplace and an allowance to cover operational expenses of a sheltered workshop, the support for reasonable accommodation in the open labour market is limited. The main public support is in the form of a financial allowance. There are two allowances that can be used by employers operating in the open labour market. These include the allowance for a work assistant and an allowance to retain a person with a disability in employment. In practice, however, these allowances do not provide sufficient incentives for employers to employ persons with disabilities. According to the available research, the allowance to retain employees with disabilities at work is used very rarely (in 2020 it was used to maintain only 24 workplaces). The main reason seems to be the eligibility requirement whereby only employers with a share of at least 25% of employees with a disability are eligible<sup>22</sup>.

When it comes to the work assistant allowance, the OPDs noted that their services are helpful but are aimed only at supporting persons with disabilities in their job performance, not with the recruitment processes. In addition, there are many factors that determine whether an employer will get the allowance for a work assistant, which makes the whole process more complicated and therefore not appealing to employers. Employers might also be discouraged by the fact that the allowance is provided in the amount ranging between 41% and 70% of the total price of the work calculated from the average wage<sup>23</sup>. According to the interviewed OPDs, employers often fear that an employee with a disability will not be able to generate value that would cover the employer's remaining expenses. Another drawback is the fact that the selection process of the work assistant is entirely up to the employer and the employee with a disability has no say in it.

In this context, 80% of the EDF employer survey respondents (n=20) noted that their Human Resources policy does not cover the reasonable accommodation of employees with disabilities as a standardised procedure. The same percentage of respondents indicated that their companies do not have any policy regarding the accessibility of recruitment processes. Lack of public support and relevant information, increased costs and financial burden, and difficulties in identifying what the necessary and reasonable accommodation for the given person is were noted by the surveyed companies as the main challenges when it comes to ensuring reasonable accommodation.

This was also confirmed by the interviewed OPDs who consider the insufficient support from the public systems and schemes for ensuring reasonable accommodation and a general lack of awareness among employers and wider society about the capacities and capabilities of persons with disabilities as problematic. In addition, OPDs mentioned employers' reluctance to invite persons with disabilities for a job interview due to their incapacity to assess whether the given position would be suitable and manageable for the given person as another problem when it comes to reasonable accommodation.

This is further complicated by the absence of guidance or orientation to employers from the Labour Offices in making reasonable accommodations. Some guidance to employers is offered by supported employment agencies (private entities) and by the Institute of Vocational Rehabilitation, but these services are generally of low availability. Support is also provided through initiatives mostly led by private organisations. In this context, the biggest job portal Profesia.sk issued a guide on employing persons with disabilities that includes basic information about the legal framework as well as advice on how to conduct recruitment processes and ensure a barrier-free workplace<sup>24</sup>. Similarly, the Centre for Human Rights issued a guide on the application of the principle of equal treatment in the employment of persons with disabilities<sup>25</sup>. Finally, the Business Leaders Forum, an informal association of companies promoting values of corporate responsibility, published a report with recommendations for responsible business<sup>26</sup>.

## 14 The European Disability Forum

### References

1. 311/2001 Z.z. – Zákonník práce (Labour Code), Slov-lex (2001). <https://www.slov-lex.sk/pravne-predpisy/SK/ZZ/2001/311/20230601>
2. 5/2004 Z.z. – Zákon o službách zamestnanosti (Act on employment services), Slov-lex. <https://www.slov-lex.sk/pravne-predpisy/SK/ZZ/2004/5/>
3. 460/1992 Zb. – Ústava Slovenskej republiky (Constitution of the Slovak Republic). <https://www.slov-lex.sk/pravne-predpisy/SK/ZZ/1992/460/>
4. Central Office of Labour, Social Affairs and Family of the Slovak Republic (2023). Povinnosti zamestnávateľov a možnosti pri zamestnávaní občanov so ZP. [https://www.upsvr.gov.sk/sluzby-zamestnanosti/informacie-pre-zamestnavateľa/zamestnavanie-občanov-so-zp/povinnosti-zamestnavateľov-a-možnosti-pri-zamestnavaní-občanov-so-zp.html?page\\_id=13012](https://www.upsvr.gov.sk/sluzby-zamestnanosti/informacie-pre-zamestnavateľa/zamestnavanie-občanov-so-zp/povinnosti-zamestnavateľov-a-možnosti-pri-zamestnavaní-občanov-so-zp.html?page_id=13012)
5. Polačková, Z. In Štefánik, M. & et al. (2019). Labour market in Slovakia 2019. Chapter 5. [https://ekonom.sav.sk/uploads/journals/390\\_labour\\_market\\_in\\_slovakia\\_2019.pdf](https://ekonom.sav.sk/uploads/journals/390_labour_market_in_slovakia_2019.pdf)
6. Ibid.
7. Two references:
  - European Commission, Directorate-General for Employment, Social Affairs and Inclusion & Ondrušová, D. (2023). Striving for an inclusive labour market in Slovakia – Positive actions and reasonable accommodation to facilitate hiring and employment of persons with disabilities involving employers and employer initiatives. Publications Office of the European Union. <https://doi.org/doi/10.2767/559982>
  - Holubová, B., Kahancová, M., Kováčová, L., Mýtna Kureková, L., Sedláková, M., Šumichrast, A. & Torp, S. (2019). I want to work, who can help me? Strengthening the cooperation between policy makers and the non-profit sector in return to work of persons with health conditions. [https://www.celsi.sk/media/datasource/Policy\\_brief\\_-\\_general\\_in\\_English\\_V3BDjbf.pdf](https://www.celsi.sk/media/datasource/Policy_brief_-_general_in_English_V3BDjbf.pdf)

- 8.** Buchanan, J. & Hammersley, H. (2023). European Human Rights Report Issue 7 – 2023 The Right to Work: The employment situation of persons with disabilities in Europe. [https://www.edf-feph.org/content/uploads/2023/05/hr7\\_2023\\_press-accessible.pdf](https://www.edf-feph.org/content/uploads/2023/05/hr7_2023_press-accessible.pdf)
- 9.** Slovakian Ministry of Labour, Social Affairs and Family (2022). Správa o sociálnej situácii obyvateľstva Slovenskej republiky za rok 2021. <https://www.employment.gov.sk/sk/ministerstvo/vyskum-oblasti-prace-socialnych-veci-institut-socialnej-politiky/spravy-soc-situacii.html>
- 10.** Holubová et al. (2019), op. cit., [endnote 7](#).
- 11.** Eurostat (2021). Share of individuals having at least basic digital skills, by sex. Eurostat – Data Browser. [https://ec.europa.eu/eurostat/databrowser/view/sdg\\_04\\_70/default/table](https://ec.europa.eu/eurostat/databrowser/view/sdg_04_70/default/table)
- 12.** Slovakian Ministry of Investments, Regional Development and Informatisation (2022). Národná stratégia digitálnych zručností Slovenskej republiky a akčný plan na roky 2023-2026. <https://mirri.gov.sk/wp-content/uploads/2023/01/NSDZ-a-AP.pdf>
- 13.** Ibid.
- 14.** Holubová et al. (2019), op. cit., [endnote 7](#).
- 15.** Polačková (2019), op. cit., [endnote 5](#).
- 16.** Slovakian Ministry of Labour, Social Affairs and Family (2022). Správa o sociálnej situácii obyvateľstva Slovenskej republiky za rok 2021. <https://www.employment.gov.sk/sk/ministerstvo/vyskum-oblasti-prace-socialnych-veci-institut-socialnej-politiky/spravy-soc-situacii.html>
- 17.** Slovakian Ministry of Labour, Social Affairs and Family (2022), op. cit., [endnote 9](#).
- 18.** Slovakian Ministry of Labour, Social Affairs and Family (2022), op. cit., [endnote 9](#).
- 19.** For the period between 1 July 2023 and 30 June 2024, the monthly minimum subsistence level was set at €268.88, <https://www.employment.gov.sk/sk/rodina-socialna-pomoc/hmotna-nudza/zivotne-minimum/>
- 20.** Directive (EU) 2019/882 on the accessibility requirements for products and services, eur-lex.europa.eu (2019), <https://eur-lex.europa.eu/legal-content/EN/TXT/PDF/?uri=CELEX:32019L0882>

## **16** The European Disability Forum

**21.** Directive 2019/882 of the European Parliament and of the Council of 17 April 2019 on the accessibility requirements for products and services was transposed into Slovak law through the Regulation of the Government of the Slovak Republic No. 282/2023 laying down technical requirements for the accessibility of products for persons with disabilities and the Regulation of the Government of the Slovak Republic No. 283/2023 Coll., establishing requirements for accessibility of services for persons with disabilities, functionality criteria and criteria for assessment of disproportionate burden.

**22.** European Commission, Directorate-General for Employment, Social Affairs and Inclusion & Ondrušová (2023), op. cit., [endnote 7](#).

**23.** The calculation is based on the average wage of the employee in the economy of the Slovak Republic for the first to third quarter of the calendar year preceding the calendar year in which the allowance is granted. As of 1 January 2023, the amount of the allowance ranges from €701.76 to €1,198.12 per month. [https://www.upsvr.gov.sk/sluzby-zamestnanosti/nastroje-aktivnych-opatreni-na-trhu-prace/podpora-zamestnavania-obcanov-so-zdravotnym-postihnutim/prispevok-na-cinnost-pracovneho-asistenta-59.html?page\\_id=13097](https://www.upsvr.gov.sk/sluzby-zamestnanosti/nastroje-aktivnych-opatreni-na-trhu-prace/podpora-zamestnavania-obcanov-so-zdravotnym-postihnutim/prispevok-na-cinnost-pracovneho-asistenta-59.html?page_id=13097)

**24.** The guide is available here: [https://3c9e1678-9f57-4491-8805-35cf0b88e4c4.filesusr.com/ugd/c7681d\\_5c8c79f38cdd427b8a9e30e235fc6ebf.pdf](https://3c9e1678-9f57-4491-8805-35cf0b88e4c4.filesusr.com/ugd/c7681d_5c8c79f38cdd427b8a9e30e235fc6ebf.pdf)

**25.** The guide is available here: <http://www.snslp.sk/wp-content/uploads/prirucka-zamestnavanie-ZTP.pdf>

**26.** The report is available here: [https://www.nadaciapontis.sk/wp-content/uploads/2019/05/Odporucania\\_BLF\\_Od\\_bezodpadovej\\_k\\_CO\\_neutralnej\\_kancelarii.pdf](https://www.nadaciapontis.sk/wp-content/uploads/2019/05/Odporucania_BLF_Od_bezodpadovej_k_CO_neutralnej_kancelarii.pdf)