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# **CURRENT TRENDS and SOCIAL POLICY AND SERVICES**

*Conference Proceeding*

**PETER HORVÁTH  
(ed.)**

Uherské Hradiště  
2017

# **CURRENT TRENDS AND SOCIAL POLICY AND SERVICES**

Conference Proceeding

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*Peter HORVÁTH (ed.)*

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## **FOREWORD**

Within the framework of scientific debates at the Faculty of Social Sciences, UCM in Trnava, teachers and doctoral students met at scientific seminars on Current Trends in Public Administration and Current Trends in Social Services and Counseling in the Moravian town of Mikulov.

The result of this meeting is both a collection of academic proceedings in which individual authors attempted to point to selected issues in the topics discussed. At the same time, they have raised a number of topics that will be the subject of further scientific debates in the near future.

This event launched another activity of our faculty's scientific team - a series of scientific debates between long-time scientists and new graduates in PhD studies, resulting, amongst other things, in the superiority of our PhD students' scientific outputs.

I believe that the introductory year and the outcomes of it will become the basis of a new tradition that will benefit everyone from.

Peter HORVÁTH

*Dean of the Faculty of Social Sciences*



# **CASE STUDY AS A RESEARCH STRATEGY IN HIGHER EDUCATION**

*Edita POÓROVÁ*

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## **Abstract**

*The article analyses a case study as a method typical for qualitative research and its use in higher education research. It reveals the substance of a case study based on the methodological literature and its justifiability for higher education research. The author illustrates the theory by a multiple case study used as a research method within her dissertation thesis.*

## **Key words**

*Case study, Research, Higher education, Student assessment, Examination, University*

## **INTRODUCTION**

The aim of this article is to present a case study as a justifiable research method in higher education. Authors of methodological publications focused on the use of case study in qualitative research encourage researchers to use this method in their research work and provide them with a lot of helpful instruction how to design a case study. I have chosen substantial ideas from the relevant literature and illustrated them by the presentation of the methodological part of my dissertation thesis whose title “A university exam as a pedagogical issue” explores the theme of university student assessment. The results of my research which was concentrated on student assessment strategies of university ESP teachers have proved that a case study can reveal even a phenomenon which is not commonly known as this method enables to study a problem more deeply and complexly than any other research method. Moreover, the display of data analysis in the form of a case study is more attractive and readable than the quantitative data display.

## 1 CASE STUDY

Case study is a common method in qualitative research and is often used in social sciences. It is the most appropriate strategy when we ask the questions “how?” and “why?” and the subject of the research is a current phenomenon in the frame of its real contexts. Stake defines a case study as an effort to understand a certain social object that represents a limited system, i.e. a system with certain social boundaries: *‘In qualitative research we seek greater understanding of the case. We want to appreciate the uniqueness and complexity of it, its embeddedness and interaction with its contexts’*.<sup>1</sup>

Research through a case study is focused on detailed description and analysis of one or few more cases. The basic research task is to characterize a case or a group of compared cases. The aim is to show the case in its width and depth and the description of the relations as a whole. At the end the case searched is deployed in wider sequences.

Theoretical and methodological issues for qualitative research are given in publications of the authors like Strauss, Corbinová (1999), Hendl (2005), Chráska (2007), Švaríček, Šed'ová et al. (2008), Gavora (2008), Stake (1995), Yin (2014) and others. Among very practical belongs the work of Miles and Huberman (1994) that represents a remarkable “guidebook” for a research worker. This publication is not only a sourcebook; it has also included the ideas of many researchers. It provides detailed instructions for qualitative data analysis including the use of a case study as a research method. The examples of case studies published in the works of Boud, Falchikov (2007), Kohoutek (2014), O’Neill, Huntley-Moore, Race (2007), Schwarz, Webb (2002) and others may inspire researches in case study design.

Qualitative approach is focused on ordinary phenomena which occur naturally in an adequate environment and this is underlined by the fact that data collection is realized in this natural environment. The stress is laid upon a specific case, a focused and bound phenomenon embedded in its context. Qualitative data with the stress on “life experience of people” are suitable for the achievement of a view about events, processes and structures of their lives.<sup>2</sup>

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<sup>1</sup> STAKE, R.: *The Art of Case Study Research*, London: SAGE Publications, 1995, p. 16.

<sup>2</sup> MILES, M.B., HUBERMAN, A.M.: *Qualitative Data Analysis*, London: SAGE Publications, 1994.

A qualitatively oriented research comes out mainly from phenomenology which stresses subjective aspects of people's acting<sup>1</sup>. Such type of research is focused on understanding of the meaning of a word and small groups of people are researched. The main aim is to describe and analyze experience of an individual concerning a specific phenomenon<sup>2</sup>. *“Qualitative research is a process of seeking understanding based on different methodological traditions of searching a certain social or human problem. The researcher creates a complex, holistic image, analyses different types of texts, informs about the opinion of the participants of research and realizes observation in natural conditions”*<sup>3</sup>.

The research problem of my dissertation thesis, whose title is “A university exam as a pedagogic issue”, has many of the above mentioned features; it is a search of a certain social phenomenon - examination and assessment of students - and this specific phenomenon is embedded in its context - in the environment of a university that is part of a hierarchically structured system of education. It is also a description and analysis of a certain experience of an individual with a specific phenomenon, i.e. an experience of a university teacher with examination and assessment of students within a semester. As a research strategy we had chosen a multiple case study and the main methods were analysis of documents, in-depth interview and observation which we completed by a non-standardized questionnaire, anonymous survey, dialogues with focus groups and analyses of different artefacts. Similar methods are proposed by the authors of the publications on qualitative research like Miles and Huberman (1994), Hendl (2005) or Švaríček, Šed'ová et al. (2008).

### 1.1 Multiple case study

Multiple case study means in-depth study of more cases. A theoretical scheme of a multiple case study proposed by Yin (1994) is defined as a research plan with replication logic where a case study means an individual study which brings some findings related to a theory and this information becomes a basis for the replication of the case itself by other cases. The logic of the replication can be literal, when a researcher works with very

<sup>1</sup> CHRÁSKA, M. : *Metody pedagogického výzkumu*. Praha: Grada Publishing, 2007, p. 32.

<sup>2</sup> HENDL, J.: *Kvalitativní výzkum – základní metody a aplikace*. Praha: Portál, 2005; GAVORA, P. : *Úvod do pedagogického výzkumu*. Bratislava: UK, 2008.

<sup>3</sup> (CRESWEL, in: HENDL, 2005).

similar cases, or theoretical, when the cases are very different. As social processes have their logic and coherence the primary interest of a multiple case study is conceptual.

We decided to do the research through a multiple case study in order to achieve a more plausible view on a searched phenomenon. We also wanted to use the chance to realize the research in different conditions which have the same denominator, i.e. the subject of the research. The choice of the cases was realized on a conceptual, not a representative basis. We have chosen very similar cases and supposed that within a literal replication they will bring similar findings. We had generalized from one case to another on the basis of the agreement with a relevant theory.

The case has several dimensions – a conceptual character, social size, physical location, time dimension. The case is a phenomenon of a certain type occurring in a limited context. It has its focus, “heart” of a study and not precisely determined boundary defining the borders of a case, behind which it is that what we are not going to search.<sup>1</sup>

According to this the focus of our case study is the student assessment process within a semester whose main actor is a university teacher, and beyond its boundary is, for example, the impact of the assessment on teaching, on the teacher’s work or on students’ further study as this was not the subject of my research. The examination itself is within the boundary although it cannot be identified with the focus as not every respondent realizes an exam at the end of a semester.

### 1.1.1. Conceptual sampling

Qualitative methodology uses so called conceptual sampling, i.e. within-case and cross-case sampling that explains relationships inside and between cases.<sup>2</sup> In our research it means that we started from the institutional frame represented by the Higher education act of the Slovak Republic and we proceeded through the internal documents of individual universities, which are vertically hierarchically structured, to a semester exam which was the core of our research.

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<sup>1</sup>MILES, M.B., HUBERMAN, A.M.: *Qualitative Data Analysis*, London: SAGE Publications, 1994, p. 25

<sup>2</sup>MILES, M.B., HUBERMAN, A.M.: *Qualitative Data Analysis*, London: SAGE Publications, 1994.

The decision about the sample selection includes not only people who we want to observe or interview but also a selection of the environment, events and social processes. A conceptual frame and research questions can help for the determination of focuses and boundaries for sample selection. The main aim of the sample selection is strengthening of the conceptual validity of a study.<sup>1</sup>

A researcher gathers the data for a case study since the beginning of the work on the theme. Qualitative research is usually done in the environment where the researched phenomena occur. The quality of the achieved data is influenced by the extent of the trust and openness of the actors towards the researcher.<sup>2</sup>

In our research we entered the field that was represented by the premises of three universities which were the subject of our research. The selection of samples in a certain time period in different environments provides a conceptual test of success in different local configurations. We chose a time limit - one semester- and different environments – different study programs at different faculties of different universities; however, we chose a uniting element – a subject within which we searched the exam as part of the student assessment process – English for specific purposes. Thus, all our respondents were teachers with the same qualification. Although our research sample was rather homogenous, we considered it to be positive within our multiple case study as it created a space for better comparison of the cases and has provided material for similar research with different samples or a research focused only on some phenomena searched in our study.

### **1.1.2. Data analysis and display**

Data gathering was realized by different methods, like analysis of documents and various artifacts, interview, observation and non-standardized questionnaire, etc. These methods intertwined cyclically during the whole work on our study. Besides, we had realized informal dialogues and discussions on the theme of the dissertation work with professionals, mostly university teachers, who had experience with the

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<sup>1</sup>MILES, M.B., HUBERMAN, A.M.: *Qualitative Data Analysis*, London: SAGE Publications, 1994.

<sup>2</sup>ŠVAŘÍČEK, R., ŠEĐOVÁ K., et al.: *Kvalitativní výzkum v pedagogických vědách*, Praha: Portál, 2008.

searched phenomenon. In order to realize a triangulation of the data we achieved the data also from students through a focus group interview and anonymous survey.

Document analysis was determined as the first phase of our research. We searched the relevant documents in a hierarchical order; first the Higher education Act, then accreditation documents, internal documents of universities, faculties and departments and at the end the pedagogic documents created by our respondents - curricula, syllabi, tests, instructions, tasks, examination themes, questions, etc.

We were looking for the answers to the following questions:

1. What legal norms, regulations and guidelines determine student examination and assessment in the documents binding for the universities?
2. How is student examination and assessment regulated in internal guidelines of the universities?
3. How is a semester examination defined in the documents?

While searching the documents which were the products of individual teachers we had focused on the subject, methods, forms and criteria of student assessment.

Searching the products of students like tests, seminar works, homework, presentations, etc. we focused on that if the tasks and their assessment are in accordance with a syllabus and the declared assessment strategy of individual respondents. This step of analysis was used for the triangulation of our data.

The question “How do you realize student assessment within a semester?” and further questions:

1. What determines the process of student examination and assessment within a semester?
2. What assessment strategy do you use?
3. What is the subject of student examination and assessment within a semester?
4. What forms of examination and assessment do you use?
5. What criteria do you use?
6. How do you communicate with students?
7. Do you provide feedback to your students? If yes, how?
8. Do you implement the results of student assessment to your assessment strategy or teaching? If yes, how?

created a conceptual frame of the case study together with additional questions during an interview: “Who works on the creation of a subject curriculum? Which documents are important for you at student assessment? How is the cooperation of teachers realized?”

Further questions, e.g.: “How do you ensure objectivity at an oral exam? Do you assess also the effort of students?” etc. were created after the initial analysis of the transcriptions and the merge of substantial features of a phenomenon.

Data analysis is part of data gathering. It directs us to gathering of further data and looking for other sources. Data analysis can be influenced by different factors, like too many data, overvaluation of the first impression, information inaccessibility, positive instance, internal consistence, or missing information.<sup>1</sup> Data display is realized in all phases of the analysis and shows a degree of the analysis that is the basis for further interpretation. As it is typical for qualitative research the main display technique is text. Miles and Huberman (1994) designed some tables for data display in order to show the relationships within a case and between cases of a study. The aim is to make the process of drawing conclusions easier.

According to Stake (1995) the beginning of analysis cannot be precisely identified as it can start with the first impression in the field and may last to the final compilation of data and information. The instances as representatives of certain sense are repeated in several events or cases.

A researcher can proceed more holistically or analytically. A holistic analysis does not break data but seeks the conclusions by judging the data as a whole.<sup>2</sup> However, the analysis is done by means of coding, i.e. through a systematic data search with the aim to find regularities and classify their parts.

The methodological literature proposes an analysis of one case as well as the comparison of several cases. The results of the analysis are interpreted as a whole with the aim to tell a certain story about each of them.

The need to compare individual cases within a multiple case study is stressed by Miles and Huberman (1994) and Yin (2014) as well. This

<sup>1</sup>HENDL, J.: *Kvalitativní výzkum – základní metody a aplikace*. Praha: Portál, 2005; MILES, M.B., HUBERMAN, A.M.: *Qualitative Data Analysis*, London: SAGE Publications, 1994; STAKE, R. : *The Art of Case Study Research*, London: SAGE Publications, 1995.

<sup>2</sup>HENDL, J.: *Kvalitativní výzkum – základní metody a aplikace*. Praha: Portál, 2005.

approach enables to see the processes and their products globally and to understand how they are determined by local contextual conditions.

Miles and Huberman<sup>1</sup> recommend to search also negative, so called “deviant” cases: “*Cases that do not fit your emerging explanation are your friends. They surprise you, confront you, and require you to rethink, expand and revise your theories.*”

An example of a “deviant” case merged at the beginning of our research. In order to get a more realistic dimension of my study we had decided not to avoid this case although we had supposed possible risks connected with misunderstanding of our intention.

The data analysis was realized by means of open coding which represents a universal and very effective way how to start with the analysis of qualitative data. We had created a conceptual frame of the work on the basis of which we formulated research questions. The answers of the respondents created categories on which we concentrated during coding of the transcripts of interview records. While coding we used categories from the theoretical frame as well as the categories which had merged from the data:

- Institutional frame
- Autonomy of a teacher in student assessment
- Curriculum
- Syllabus
- Assessment strategy
- Cooperation of teachers
- Subject of assessment
- Forms of assessment
- Assessment criteria
- Communication with students
- Feedback and its implementation into the assessment process

Categories which merged during coding of the first record transcriptions:

- Personal experience of the respondents with the examination and assessment during their university studies
- Objectivity of examination and assessment
- Oral examination at the end of a semester
- Gender attitude to students at the assessment

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<sup>1</sup>MILES, M.B., HUBERMAN, A.M.: *Qualitative Data Analysis*, London: SAGE Publications, 1994, p. 208.

- Higher education pedagogy
- The influence of the European educational policy on student assessment

These categories and subcategories that were created through open coding made a structure of our case study. The relations between the categories are explained by means of a general coding paradigm<sup>1</sup> in which we illustrated the concepts generated on the basis of axial data coding. Selective coding represents a search of main motives of the processes which are the subject of the research. In our research it was the reasons for the selection of assessment strategies of the respondents.

The results of our data analysis have been presented in the form of a multiple case study which has a realistic, narrative and comparative structure as defined by Hendl (2005). Each case study in our dissertation thesis has a similar form; it consists of the context that represents an introduction into the case and the description of the subject of the research, i.e. the student assessment process. The context was created on the basis of the analysis of legislative documents and internal documents of universities and the description of each case was created on the basis of document and artifact analysis, an analysis of the transcripts of interviews and observations as well as on the analysis of the non standardized questionnaire.

The structure of our cases is in accordance with research questions on the basis of which we were creating codes for the data analysis. Each case has a number and a name, a pseudonym, as the cases represent ESP teachers and their strategies and realization of student assessment within a semester. The cases are included in higher units – faculties and universities. For data display we used tables and drawings, patterns for which we had found in methodological literature. Miles and Hubermann (1994) propose different tables for a data analysis display, among them also a meta-table comprising interesting citations for categories of phenomena or individual cases which can be used for illustration and comparison of individual cases.

The results of our research are presented in a cross-case analysis and displayed in several tables that enabled us to show the cases in comparison while keeping the conceptual frame which was used for the data analyses and display of each case in our multiple study.

<sup>1</sup>STRAUSS, A., CORBINOVÁ, J.: *Základy kvalitativního výzkumu*. Boskovice: Albert, 1999.

The basic finding is a considerably wide variability of the forms of student assessment as well as of a semester examination, despite the fact that we had limited on one subject. The studied university teachers act in the student assessment process very autonomously. Differences are not only on the level of individual teachers, assessors, but also on the level of the researched universities.

According to our research among the most significant external factors which influence the student assessment process in ESP belongs massification of higher education and inadequate language level of university students. I assume that for the assurance of higher objectivity, reliability and accountability of student assessment this issue should be systematically solved on all levels of an institution. It would be useful to organize trainings and seminars for teachers as the theme of student assessment should not be exclusively the matter of one teacher.

## **CONCLUSION**

In comparison with other countries the research in the area of student assessment at university is not very extensive in Slovakia. There is little information and almost no discussion on this theme. However, in the credit study system student assessment should not be a private matter of individual teachers – assessors. The assessment is a very important part of student life, it is decisive, often crucial, and therefore it must be given an appropriate attention. I do not think that opening this theme may threaten academic freedom or autonomy of university teachers. It can bring discussion and challenge to the process of student assessment in order to make it more transparent and fair.

The intention of our research was to reveal the phenomenon which is rather sensitive, commonly hidden, a little secret, even considered to be a “know how” of university teachers. We decided for a case study as we believed that this research method could reveal the phenomenon more complexly than any other research method. Of course, our strategy was based on methodological literature, though foreign one. The results of our research show that we had decided well as we achieved the results which we could not get by means of other methods.

I am convinced that research through a case study is very suitable in higher education as it can better reveal phenomena and processes that are

commonly unknown because of the traditional autonomy of university teachers. On the contrary to other research methods, case study can answer not only yes or no questions but how and why questions as well and thus show the relationships between the concepts of the research subject. Moreover, the data display through a case study can attract the attention not only of researchers but also those who may be concerned and that is, in my opinion, the aim of any research.

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# **SOCIAL POLICY FOR ELDERLY IN TRNAVA AND TRENČÍN**

*Michal GARAJ – Tomáš BEČÁR – Oľga BOČÁKOVÁ*

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## **Abstract**

*The aging of population is currently a serious problem of our society. We are looking for the possible forms of solutions at the national, regional, and local levels. The main goal of this paper is to assess and compare the current status of social policy in Trnava and Trenčín. The theoretical part of the paper deals with the analysis of the basic concepts related to social policy and elderly people. The practical part of the paper presents an analysis of the current status of social policy for the elderly in Trnava and Trenčín. The main method used in practical part is the content analysis of official and public documents of Trnava and Trenčín (Concept of Social Services Development, Plan for Economic and Social Development). The documents are related to area of social policy in both cities. Traditional content analysis focuses on the description of documents, formalized content analysis finds categories for the elderly people in Trnava and Trenčín. The results of analyzes are additionally compared.*

## **Key words**

*social policy, elderly, Trnava, Trenčín*

## **INTRODUCTION**

Social policy is in the EU seen as a national social policy. It means that countries respond independently to different social problems. Solutions of social problems are related to the economic situation of the country. Countries have to adopt varied and extensive reforms suitable for future generations.<sup>1</sup> Aging is a part of life for all living creatures on earth. Each person and community should be prepared for retirement. Historically, we

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<sup>1</sup> BOČÁKOVÁ, O., BEČÁR, T.: *Sociálne služby ako súčasť sociálnej politiky štátu*. Brno, 2015. s. 90.

know that attitude of society to the elderly people is different. Some of them respect elderly, but some of them do not respect.

The issue of social security or social policy does not address only at the national level. It is also significant for local level. Implementation of social policy in the cities should respond to the real needs of its citizens. Negative demographic development confronts every city with difficult tasks.<sup>1</sup>

The main goal of this paper is to highlight the key differences and similarities in ensuring of social policy for elderly in two cities – Trnava and Trenčín. The choice of these cities we substantiate by the common regional location, common border of Self-Governing Regions, common status of district and regional city and similar population of cities. Structure of the paper includes theoretical part which only briefly describe the issues of aging, elderly, social policy and obligations of cities in terms of social area. The analytical part includes content analysis of public and official documents, other tools and statistical indicators with comparison of both cities from the view of social policy of elderly.

The main used method in analytical part is a content analysis of documents related to social policy. The structure will consist of the analysis of an official and public documents, other instruments and statistical indicators. The official documents that will be analyzed by technique of content analysis are: “Plan for economic and social development” and “Community plan of social services”. Cities must create these strategic documents which are related to social policy and are relevant and publicly available. Firstly through the traditional content analysis we will define parts of the documents and then through formalized content analysis we will search the senior category (or elderly, retirees, pensioners). Next we will determine the analysis units in terms of social, economic or political impact, solutions, etc. For the other instruments of social policy of elderly we will use the technique of formalized content analysis of Generally Binding Regulations for social services. We will search the senior category as well. In the other instruments we will focus also on centers and clubs for elderly. Information about centers and clubs for elderly in the Trnava and Trenčín will be extracted from the official database of the Central Register of providers of social services in Slovakia. Additional facts of other instruments will be added from public information materials of

20 | <sup>1</sup> POTOČNÝ, M.: *Seniori v kontexte demografického vývoja*. In *Spoločnosť a jej paradigmy v sociálnom ponímaní*. Brno: Tribun EU, 2015.

both cities. Statistical analysis will focus on the comparison of following indicators: the development of the total population by age 1970 – 2015, the development of the total population by age groups: 0 – 14, 15 – 64, 65+ (pre-productive, productive and post-productive age): 1991 – 2011, the development of the city aging index 1991 – 2011 (the ratio of people in the post-productive age to people in the pre-productive age). The source of statistical data will be the Statistical Office of Slovak Republic and the Statistics of both cities. Because of paper length, the statistical indicators we will show in the common comparison. The comparison will be the added method with the similar structure according to analysis of social policy for elderly in Trnava and Trenčín. Firstly will be presented in tables results of the public documents analysis (“Plan for economic and social development” and “Community plan of social services”), then comes the results of other instruments and the final part will be results of statistical indicators. The results of comparison will be summarized in the conclusion of paper. In the processing of analysis and comparison we focus only on elements that are establishing, operating or providing by the city Trnava or Trenčín. The exception is only in the case of centers and clubs for elderly. For the actual situation we will present numbers of public and private centers.

## **1 THEORETICAL VIEW OF AGING, ELDERLY AND SOCIAL POLICY**

The theory according to the context of paper focuses on the characteristics related to our topic. Because of length of the paper, theoretical part will not be an extensive comparison of the authors approaches. We will focus on a brief explanation and characteristics of some authors.

There are many definitions as we can characterize the concept of “aging”. According to Bočáková aging is the final phase in life cycle, when elderly wish health and ability to continue in activities, which makes the majority of population in earlier life cycle.<sup>1</sup> Kubíčková says that the old age become as a normal part of life deserves attention, patience and appropriate forms of care. Often we can meet with the concept of old age, which is usually called old age. In understanding of social policy there

<sup>1</sup> BOČÁKOVÁ, O.: *Sociálne problémy seniorov a ich riešenia – sociálny status seniorov. In Fenomén zmien v spoločnosti a jeho dopad na sociálno – kultúrnu a ekonomickú dimenziu*. Brno. Tribun EU, 2016.

are many of approaches as well.<sup>1</sup> Tomeš sees social policy as a system focused on living standards of population with the main goal change or improve existing social condition. The purpose of social policy is not only to protect political interests but also consider the economic reality, moral principles, rules or values. Social policy is created by a several areas as a health, education, housing policy, family policy or aging policy. One of the specific areas is an aging policy or policy aimed to the elderly.<sup>2</sup>

For municipalities specify the obligations in terms of social policy Social Services Act No. 448/2008 and Municipalities Act No. 369/1990. According to Municipalities Act No. 369/1990 cities should create conditions for their better social, economic or civic life. According to Social Services Act No. 448/2008 which is more concrete, cities have the obligation to create a Community Plan of Social Services. Community Plan of Social Services is a strategic document that analyzes a city or municipality from the view of social and demographic data, providers, clients, SWOT, objectives, purposes, implementations and assessment.<sup>3</sup> Community Plan of Social Services is creating in cooperation with representatives, citizens, providers, clients and other institutions or organizations.<sup>4</sup> Beside the Community Plan of Services there is an another strategic document which is aimed to social area: Plan for Economic and Social Development. Every municipality and city must create a Plan for Economic and Social Development. Difference between Community Plan of Social Services and Plan for Economic and Social Development is in the case of possible funds from projects. Plan for Economic and Social Development must be a part of all projects that are related to area of environment, technical infrastructure or social and economic issues.

## 2 SOCIAL POLICY FOR ELDERLY IN TRNAVA AND TRENČÍN

In this part we will deal with social policy for elderly in two Slovak cities: Trnava and Trenčín. This choice is based primarily on their common

<sup>1</sup> KUBÍČKOVÁ, D.: *Medzigeneračné vzťahy a vzťahová sieť medzi seniormi*. In *Reflexia sociálnych služieb a ošetrovateľstva v praxi*. Brno: Tribun EU, 2016.

<sup>2</sup> TOMEŠ, I. *Úvod do sociálnej politiky*. Praha: Portál, 2010.

<sup>3</sup> BOČÁKOVÁ, O., KUBÍČKOVÁ, D., GARAJ, M.: *Sociálne služby vo verejnej správe*. Nemšová : Tlačiareň J+K, pp. 142.

<sup>4</sup> BOČÁKOVÁ, O., BEČÁR, T.: *Sociálne služby ako súčasť sociálnej politiky štátu*. Brno, 2015. s. 90.

regional location, the same status of the regional and district city and the common border of Self-Governing Regions. In the context of social policy will focus on the analysis of two strategic documents that are required to prepare: Plan for Economic and Social Development and Community Plan of Social Services. In addition to analysis of these two documents, in following parts we will deal with another instruments of social policy for elderly. At the end of this part we will focus on the common comparison of results.

## **2.1 Trnava**

Trnava has several strategic documents that are related the social policy in general and for elderly as well. Besides the "Plan for Economic and Social Development" and "Community Plan of Social Services", Trnava has processed document "Guide of Social Services Providers in Trnava". In the following text we will focus primarily on the analysis of the first two documents. The "Guide of Social Services Providers in Trnava" we will use in the part of other instruments.

The structure of "Plan for Economic and Social Development in Trnava" (next only "PESD Trnava") contains four main parts. Content of PESD Trnava include: elaboration of the strategic vision, city map, action plans and four priority areas that are focused on human resources and business environment, transport and technical infrastructure, urban environment and conditions for leisure, public services and citizens.<sup>1</sup> *Senior category* is included in part of the priority areas - public services and citizens. Within the objective/measures D.2.6 - participation of elderly people in society, is a description of services for the elderly, how to use their skills for social life. By the Trade Fair for Elderly should promote centers for elderly. In other parts of PESD Trnava the *Senior category* is not included.

Parts of PESD Trnava with the Senior category:

- *priority areas - public services and citizens*

Analytical units:

- *priority areas: social impact*

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<sup>1</sup> TRNAVA, 2014. *Program hospodárskeho a sociálneho rozvoja mesta Trnava na roky 2014 – 2020 s výhľadom do roku 2030*. [online], [cit. 2016-06-22], Available at: <[http://www.trnava.sk/userfiles/download/attachment/PHSRmestaTrnava\\_15\\_12\\_2015.pdf](http://www.trnava.sk/userfiles/download/attachment/PHSRmestaTrnava_15_12_2015.pdf)>.

Community Plan of Social Services in Trnava (next only “CPSS Trnava”) 2016 - 2020, yet does not have its final version. CPSS Trnava will be based on the another strategic documents of city, region or state. From the materials and notices of the CPSS working groups there are available main goals and some results of CPSS Trnava working groups.

One of the working groups focuses specifically on the elderly people. Appendix no. 1 is the report of the second working group meeting and describes the SWOT analysis of elderly in Trnava. Strengths, weaknesses, opportunities and threats of the existing situation in terms of the network of centers for the elderly, promotion, information, opportunities and activities, organizations, demographics, financing or needs of elderly.<sup>1</sup> Appendix no. 2 is the report of the second working group meeting as well. It offers a vision of objectives and measures. The long-term objectives are addressed to specialized services, repairing facilities and centers and their accessibility for elderly with low income. Medium-term objectives are addressed to activities, Academy of the Third Age, a Strategic Plan for Active Aging, benefits to elderly and the technical equipment of centers. Short-term goals are focusing on improving the quality and capacity of the centers and the modernization of equipment as well as specialized equipment for elderly.<sup>2</sup>

Parts of CSS Trnava with the Senior category:

- *Working group – Elderly people*

Analytical units:

- *Working group – Elderly people: measures, objectives, social impact*

Other instruments of social services for elderly Trnava is providing by Center for elderly, T. Vansovej street no. 5. According to the Generally Binding Regulation (next only GBR) no. 401 on the implementation of certain provisions of the Social Services Act. No 448/2008 and determining the amount of payments for social services in Trnava, which has been approved and published in 2012, the Center provides expert, support and other activities. In addition to that Center there are other centers that focus their attention to elderly. Table 1 below presents the summary of Centers for elderly in Trnava:

<sup>1</sup> TRNAVA.: *Silné stránky, slabé stránky, príležitosti a ohrozenia*. [online], [2016-06-22], Available at: <[http://www.trnava.sk/userfiles/download/attachment/SWOT\\_seniari%20\(2\).pdf](http://www.trnava.sk/userfiles/download/attachment/SWOT_seniari%20(2).pdf)>.

<sup>2</sup> TRNAVA.: *Vizia*. [online], [2016-06-22], Available at <[http://www.trnava.sk/userfiles/download/attachment/V%C3%ADzia\\_seniari%20%282%29.pdf](http://www.trnava.sk/userfiles/download/attachment/V%C3%ADzia_seniari%20%282%29.pdf)>.

**Table 1:** *Centers for elderly in Trnava*

Name of Organization/Center	Form	Provider
Center of Evangelical Diaconia	Residential - yearly	Private
Center for elderly	Residential - yearly	Public
Charity of Trnava Archdiocese,	Residential - yearly	Private
Pokora, non-profit organization.,	Residential - yearly	Private
Interest Association RODINA,	Residential - yearly	Private
SATIS, non-profit organization.,	Residential - yearly	Public

Source: (MoLSAaF, 2016), processed by the authors.<sup>1</sup>

According to Table 1, we can note that in Trnava are six centers that provide social services for the elderly by residential and yearly form. Four of them are non-public or private centers, the remaining two are legal entities established by Trnava. Table 2 below shows the possibility of using the other social benefits in the centers/clubs for elderly or through other instruments. The positive fact is also a processing of strategic document: A Guide of Social Services Providers in Trnava that we mentioned in introduction.

**Table 2:** *Other centers/clubs and instruments for elderly in Trnava*

Clubs for elderly	Total Number: 6 – streets: Kollárova, Limbová, Beethovenova, Clementisa, Katolícka Jednota Slovenska, Ľudová
Other instruments:	Preparation and delivery of meals, dining rooms; daily residential center; transport service; Senior FIT park; Traid Fair for elderly; Interest activities: art therapy, relaxation, meditation, aromatherapy, bibliotherapy; Strategic document: Guide of Social Services Providers in Trnava

Source: processed by the authors.

<sup>1</sup> MINISTRY OF LABOUR, SOCIAL AFFAIRS AND FAMILY SR.: Centrálny register poskytovateľov sociálnych služieb. [on-line]. [2016-06-23], Available at: <<https://www.employment.gov.sk/sk/centralny-register-poskytovatelov-socialnych-sluzieb/>>.

## 2.2 Trenčín

Plan for Economic and Social Development in Trenčín (next only “PESD Trenčín”) includes following parts: preface, introduction, general principles, main parts: vision, mission, city SWOT analysis, objectives, measures (environment, self-government activities, quality of life and city management) and draft for the implementation of the PESD Trenčín.<sup>1</sup>

The introductory parts of the document and the first two main parts - the vision and mission, the “*Senior category*” do not include. SWOT analysis doesn’t include the Senior category as well. But in the objectives in section 4.3 Quality of life – sub-category 4.3.7. is the determination to focus a social policy for the one of most important areas – elderly people. From this objective is set one of the target group – elderly people. One of the short-term measure are financial benefits to the clubs for elderly from city budget. Responsibility for measures implementation is took by Department of Education and Social Affairs in collaboration with the Departments of law and registers, and the Finance Division. In other parts of the PESD Trenčín, the Category of seniors is not included.<sup>2</sup>

Parts of PESD Trenčín with the Senior category:

- Objectives
- Measures – quality of life

Analytical units:

- Objectives: target group, social impact
- Measures – quality of life: economic impact

Content of The Community Plan of Social Services Trenčín (next only “CPSS Trenčín”) includes six main chapters: theoretical background of community planning of social services in general, relevant legislation related to the issue, social and demographic data, analysis of the social service in Trenčín, SWOT analysis of the various target groups and the Concept of Development of Housing in Trenčín. <sup>3</sup>

<sup>1</sup> TRENČÍN.: *Plán hospodárskeho a sociálneho rozvoja mesta Trenčín*, [on-line], [2016-06-22], Available at: <[http://www.trencin.sk/tmp/asset\\_cache/link/0000132390/plan\\_hosp\\_rozvoja.pdf](http://www.trencin.sk/tmp/asset_cache/link/0000132390/plan_hosp_rozvoja.pdf)>.

<sup>2</sup> TRENČÍN.: *Plán hospodárskeho a sociálneho rozvoja mesta Trenčín*, [on-line], [2016-06-22], Available at: <[http://www.trencin.sk/tmp/asset\\_cache/link/0000132390/plan\\_hosp\\_rozvoja.pdf](http://www.trencin.sk/tmp/asset_cache/link/0000132390/plan_hosp_rozvoja.pdf)>.

<sup>3</sup> TRENČÍN.: *Komunitný plán sociálnych služieb mesta Trenčín*, [on-line], [2016-

The “Senior category” is processed in the CPSS Trenčín in several parts. In the introduction of CPSS Trenčín is the group of elderly people identified as a priority, together with a group of young families. Elderly people are selected as the priority group because of demographic analysis. Demographic analysis shows increasing of the average age of the population and population aging index of city (124,14). The analysis of social services in Trenčín shows that most centers (14 of 17) are aimed to citizens in the elderly age (12) or to citizens in the elderly age with the combination of another group of citizens (2). SWOT analysis processes all relevant target groups from the view of strengths, weaknesses, opportunities and threats. Before the concrete results of SWOT analysis are principles, priorities and objectives of social policy for the elderly. The principles are: inclusion, participation and subsidiarity. Priorities are quality of life in the home environment, the development of outreach nursing service and volunteering. The objectives are divided into two groups: short-term are focused on promotion, volunteering, and quality support of care services and the long-term are focused on the quality and standards of social services. The results of SWOT analysis highlights following facts: Strengths - the complexity and amount of centers for elderly, the role of the city and financial support; Weaknesses - insufficient capacity of centers, increasing aging population, network of centers, absence of certain types of services; Opportunities - activities, information portal, collaboration and partnership, care services at weekends; Threats - the negative environmental and social situations, increasing the fees, low income, increasing the number elderly people, an unstable legislative environment. In other parts of CPSS Trenčín the Senior category is not included.<sup>1</sup>

Parts of CPSS Trenčín with the Senior category:

- *Introduction*
- *Social and demographic analysis*
- *SWOT analysis*
- *Objectives and principles*

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06-22], Available at: <[http://www.trencin.sk/tmp/asset\\_cache/link/0000147312/Komunitn%FD%20pl%E1n%20TN.pdf](http://www.trencin.sk/tmp/asset_cache/link/0000147312/Komunitn%FD%20pl%E1n%20TN.pdf)>.

<sup>1</sup> TRENČÍN.: *Komunitný plán sociálnych služieb mesta Trenčín*, [on-line], [2016-06-22], Available at: <[http://www.trencin.sk/tmp/asset\\_cache/link/0000147312/Komunitn%FD%20pl%E1n%20TN.pdf](http://www.trencin.sk/tmp/asset_cache/link/0000147312/Komunitn%FD%20pl%E1n%20TN.pdf)>.

Analytical units:

- *Introduction: target group*
- *Social and demographic analysis: future development*
- *SWOT analysis: economic, social and political impact*
- *Objectives and principles: long-term and short-term solutions*

Other social services for elderly in Trenčín offer the Center for elderly. According to Generally binding regulation (next only GBR) no. 8/2016 on social services and payments for social services, the social services in center may be provided to the person who has reached retirement age, is in need of assistance and the degree of dependence is at least IV. according to the Annex. 3 The Social Services Act No. 448/2008. The center provides expert, support and other activities. The following Table 3 shows the comparison of all the facilities for an elderly people in Trenčín. Table 3 shows fact of eight centers that are providing of social services for persons in retirement age. One center is in the outpatient form and seven centers are residential. There are five private providers and on the other side, there are Private providers are located in this area 5, on the other hand, there are 3 facilities established by self-governing Trenčín.

**Table 3: Centers for elderly in Trenčín**

Name of Organization/Center	Form	Provider
Social Services of Trenčín, m. r. o., ul. Piaristická 42,	Residential - yearly	Public/Legal entity established by city
Civic organization Čistá duša, ul. Staničná 330,	Ambulantná	Private
Iskierka nádeje SD, non-profit organization., M. R. Štefánika 34,	Residential - yearly	Private
Slovak Red Cross, územný spolok Trenčín, ul. Stromová 5,	Residential - yearly	Private
Center of Social Services - Juh, Liptovská 10,	Residential - yearly	Public/Legal entity established by self-governing region
REFUGIUM, non-profit organization., Súvoz č. 739,	Residential - yearly	Private
SENIORVILLE, Center of social services, Pri Parku 39	Residential - yearly	Private
Social Services of Trenčín, m.r.o. Center for elderly, Lavičková, 10	Residential - yearly	Public/Legal entity established by city

Source: processed by the authors.<sup>1</sup>

Table 4 presents clubs for elderly, centers and the other Instruments of social policy for elderly in Trenčín.

<sup>1</sup> MINISTRY OF LABOUR, SOCIAL AFFAIRS AND FAMILY SR.: *Centrálny register poskytovateľov sociálnych služieb*. [on-line]. [2016-06-23], Available at: <<https://www.employment.gov.sk/sk/centralny-register-poskytovatelov-socialnych-sluzieb/>>.

**Table 4:** *Other centers/clubs and instruments for elderly in Trenčín*

Clubs for elderly	Total Number 6: streets - Opatovská, Kubrická, Kubranská, Medňanského, Mierové námestie, Záblatie, Zlatovce, 28. Októbra
Centers for elderly	Total Number 1: street - Osvienčimská
Other instruments:	Card for elderly – benefits: culture, sport, relax, accomodation, , services, shops, library; delivery of meals, dining rooms; transport service; city swimming pool: free entry for 2 hours in one day per month; Interest activities: art therapy, relaxation, meditation, aromatherapy, bibliotherapy

Source: processed by the authors.

### **2.3 Comparison of document analysis, centers, instruments and statistical indicators in Trnava and Trenčín**

This section presents the results of analyzes in Trnava and Trenčín of social policy for elderly in the common comparison. In the following tables we present results of document analysis of PESD and CPSS in Trnava and Trenčín, analysis of centers for elderly in Trnava and Trenčín, other instruments of social policy for elderly in Trnava and Trenčín and statistical indicators in Trnava and Trenčín (development of population from 1970 to 2015, the development of population by age group from 1991 to 2011, the development of aging index from 1991 to 2011).

The following Table 5 compares the results of content analysis of documents PESD and CPSS in Trnava and Trenčín. In parts of the documents we have searched “Senior category” which has been assigned to the analytical unit. In terms of the “Senior category” the PESD Trenčín reached greater inclusion of this category. Both cities reflect right to the possible social impacts. In the case of CPSS and Senior category, the CPSS Trenčín reached greater inclusion of this category as well. The negative fact is that the CPSS Trenčín is it now out of date.

**Table 5:** Comparison of PESD and CPSS in Trnava and Trenčín

City	PESD		CPSS	
	Document part	Analytical unit	Document part	Analytical unit
Trnava	Priority areas,	Society impact,	Working group – elderly,	Solutions, social impact,
Trenčín	Objectives, Measures: Quality of Life	Social impact, Economic impac,	Introduction, Soc. – dem. analysis, SWOT analysis, Objectives and priorities,	Priority, Future development, Economic, Political, Social Impact, Solutions,

Source: processed by the authors.

Table 6 below compares center and clubs for elderly in Trnava and Trenčín. In Trenčín the total number of centers and clubs for elderly is 8 for both types. On the other side the total number of centers and clubs for elderly in Trnava is 6 for both types. In relation of the number of facilities and to the total population (Table 8), it would seem that the number of facilities and clubs for elderly should be higher in Trnava. Cities reflect correctly to the number of population by age group (Table 9). Then the higher number of centers and clubs for elderly in Trenčín is in the right way.

**Table 6:** Comparison of centers and clubs for elderly in Trnava and Trenčín

City	Center for elderly (number)				Clubs for elderly (number)
	Form		Provider		
	Residential	Outpatient	Public	Private	
Trnava	6	0	2	4	6
Trenčín	7	1	3	5	8

Source: processed by the authors.

Table 7 compares other instruments of social policy for elderly in Trnava and Trenčín. The common instruments of both cities are dining rooms, transport service and activities for leisure. Special instruments in Trnava are Senior FIT Park and the document: Guide of Providers of Social Services in Trnava. On the other side, in Trenčín is the specific instrument Card for elderly with benefits in many areas.

**Table 7:** Comparison of other instruments of social policy for elderly in Trnava and Trenčín

City	Instruments
<b>Trnava</b>	Preparation and delivery of meals, dining rooms; daily residential center; transport service; Senior FIT park; Traid Fair for elderly; Interest activities: art therapy, relaxation, meditation, aromatherapy, bibliotherapy; Strategic document: Guide of Social Services Providers in Trnava
<b>Trenčín</b>	Card for elderly – benefits: culture, sport, relax, accomodation, , services, shops, library; Delivery of meals, dining rooms ; Transport service; City swimming pool: free entry for 2 hours in one day per month; Interest activities: art therapy, relaxation, meditation, aromatherapy, bibliotherapy

Source: processed by the authors.

According to Table 8 we can define some facts in the case of comparing the total number of population in Trnava and Trenčín. Between years 1970 and 1991 total number of population growth in both cities. From 1991 to 2001 Trenčín maintained a slight increase but on the other side in Trnava we can see slight decrease. Tendency of decreasing in Trnava is since 1991 and continues until now. In Trenčín the decreasing tendency starts in 2001 and in very slight form continue until now.

**Table 8:** Comparison of total number of population in Trnava and Trenčín 1970 - 2015

City / Year	1970	1980	1991	2001	2011	2015
<b>Trnava</b>	41676	60750	71783	70286	66358	65596
<b>Trenčín</b>	39127	49972	56828	57854	55877	55698

Source: processed by the authors.<sup>1</sup>

Development of total number population by age group is in the Table 9 below. The evaluation will be focused to the age group of 65 and more years. Other age groups we present for complex comparison and the possibility to set an index of population aging. According to Table 9 we can talk about increasing and then decreasing of the age group 65+ in the years of census in Slovakia. On the other hand, the age group of 0 – 14 years has decreased from 1991 to 2011.

**Table 9:** Comparison of total numbers of age groups in Trnava and Trenčín 1991 - 2011

Year	1991			2001			2011		
City / Age group	0-14	15-64	65+	0-14	15-64	65+	0-14	15-64	65+
<b>Trnava</b>	18856	43506	9421	11859	48008	10419	8654	49791	7913
<b>Trenčín</b>	14084	33628	9116	9365	37380	11109	6961	40478	8438

Source: processed by the authors.<sup>2</sup>

According to the numbers from Table 9 we can set the aging index of population in Trnava and Trenčín. Table 10 presents the results below. From the 1991 to 2011 the aging population index in both cities is close

<sup>1</sup> STATISTICAL OFFICE OF SR.: *Sčítanie obyvateľov, domov a bytov*. [online]. [2016-06-16], Available at: <[https://slovak.statistics.sk/wps/wcm/connect/cd33d897-7314-41d0-a12b-a95e537d7a39/Statisticky\\_lexikon\\_obci\\_Slovenskej\\_republiky\\_2011.pdf?MOD=AJPERES](https://slovak.statistics.sk/wps/wcm/connect/cd33d897-7314-41d0-a12b-a95e537d7a39/Statisticky_lexikon_obci_Slovenskej_republiky_2011.pdf?MOD=AJPERES)>.

<sup>2</sup> STATISTICAL OFFICE OF SR.: *Štatistický lexikón obcí Slovenskej republiky 2011*. [online], [2016-06-16], Available from:< [https://slovak.statistics.sk/wps/wcm/connect/cd33d897-7314-41d0-a12b-a95e537d7a39/Statisticky\\_lexikon\\_obci\\_Slovenskej\\_republiky\\_2011.pdf?MOD=AJPERES](https://slovak.statistics.sk/wps/wcm/connect/cd33d897-7314-41d0-a12b-a95e537d7a39/Statisticky_lexikon_obci_Slovenskej_republiky_2011.pdf?MOD=AJPERES)>.

to 100% higher. The positive side for Trnava is the fact that the aging population index is under the 100 limit. On the other side in Trenčín the aging population index crossed the limit already in 2001.

**Table 10:** Comparison of the Aging Population Index in Trnava and Trenčín 1991 - 2011

City / Year	1991	2001	2011
Trnava	49,96	87,86	91,44
Trenčín	64,73	118,62	121,23

Source: processed by the authors.<sup>1</sup>

## CONCLUSION

For the main results we can include following facts:

*Analysis of PESD and CPSS documents:* the higher level of Senior category in PESD and CPSS Trenčín; the common reflection to the social impacts; the negative aspects: in the case of CPSS Trenčín which is out of date and CPSS Trnava which the final version is not available.

*Analysis of centers and clubs for elderly:* the higher number of centers and clubs for elderly in Trenčín; the number of centers and clubs for elderly reflects to a number of population by age groups.

*Analysis of other instruments of social policy for elderly:* the common possibilities for dining, transport service and leisure activities; difference in Trnava: Senior FIT park and Guide of Social Services Providers in Trnava; difference in Trenčín: Card for elderly.

*Analysis of statistical indicators:* the trend of increasing and then of decreasing in total population number of both cities; in both cities the increase of population group 65+ from 1991 to 2001 and then the decrease of the same group from 2001 to 2011; the increase of an aging population index in both cities almost around 100%; the aging population index in Trenčín above the 100 line in 2001; the aging population index in Trnava still below the 100 line in 2011.

<sup>1</sup> STATISTICAL OFFICE OF SR.: *Štatistický lexikón obcí Slovenskej republiky 2011*. [on-line], [2016-06-16], Available from: < [https://slovak.statistics.sk/wps/wcm/connect/cd33d897-7314-41d0-a12b-a95e537d7a39/Statisticky\\_lexikon\\_obci\\_Slovenskej\\_republiky\\_2011.pdf?MOD=AJPERES](https://slovak.statistics.sk/wps/wcm/connect/cd33d897-7314-41d0-a12b-a95e537d7a39/Statisticky_lexikon_obci_Slovenskej_republiky_2011.pdf?MOD=AJPERES)>.

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# **ROMA IDENTITY AND SELECTED CHARACTERISTICS OF THE ROMA NATIONAL MINORITY IN SLOVAKIA**

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## **Abstract**

*Historical context suggests that the Roma community occupies an important place within the ethnic composition of today's world. This phenomenon highlights the history and process of migration of the Roma to Europe as well as identification of the most significant determinants characterizing the life of the Roma. These determinants influence the process of examining the differences between the cultural and value patterns between the majority population and the Roma minority. In the present paper we describe the uniqueness of the Roma identity, and focusing specifically on selected characteristics of the Roma national minority living in Slovakia.*

## **Key words**

*Roma, History, Identity, Culture, Spiritual world, Social exclusion*

## **INTRODUCTION**

The Roma are now a significant national minority not only in Slovakia, but also in the context of pan-European space. Roma communities are presented in the eyes of the majority by their specific identity, influenced by the process of long-term migration of the Roma to the European continent. This process has had a significant impact on the search for their own identity, influenced by cultural models and recognized value systems of individual nations, which the Roma have met on their travels. It resulted in the progressive creation of specific and unique Roma identity, consisting of a varied group of individual dimensions, not excluding the socio-demographic characteristics. The goal of the paper is to analyze the most significant aspects arising from the Roma identity, highlighting the

situation of the Roma minority in Slovakia.

## 1 ROMA HISTORY AND THE PROCESS OF MIGRATION TO EUROPE

The contemporary world, the direction of which is significantly influenced by the globalization trends, as well as the constantly increasing interdependence of countries, predisposes us not to solely consider the existence of a homogenous society. The society becomes diverse and varied, which often significantly affects its further development. This results in the principle of multiculturalism, where the culture of the majority population and its value is influenced by the culture of ethnic and national minorities. The Roma currently represent a significant national minority on the European continent, characteristic not only by their number, but also through their specific value and cultural aspects. Based on this background, it can be stated that the Roma have a specific position within the ethnic composition of the world, which stems from their ethnic characteristics, starting with their own and specific value models applying inside the Roma communities, in conjunction with their traditional way of life and cultural norms (Romipen).<sup>1</sup> Historically, it must be stated that the original homeland of the Roma is India, but because of their nomadic way of life the ancestors of the Roma gradually migrated to Europe over a long period of time, where they have been living for centuries with the majority and the indigenous population of the old continent. The constant migration of Roma resulted in the adaptation and blending of their original value, cultural and linguistic characteristics, depending on the territories that the Roma passed through on their travels.<sup>2</sup>

In this regard, the nomadic way of life has had a significant impact primarily on the cultural identity of the Roma, whose process of creation took many centuries, where the essential elements of their cultural identity were not only subject to the country of their origin, but also significantly influenced by the territories which the Roma passed through on their travels. In their homeland, India, there was a

<sup>1</sup> DAVIDOVÁ, E.: *Romano drom – Cesty Romů 1945-1990. Změny v postavení a způsobu života Romů v Čechách, na Moravě a na Slovensku*. Olomouc : Vydavatelství Univerzity Palackého v Olomouci, 1995, pp. 16-17.

<sup>2</sup> COHN, W.: *Cikáni*. Praha : SLON, 2009, pp. 26-32.

caste system in place, which divided the population living in a society into fixed classes (castes):

1. Brahmins (the clergy);
2. Kshatriyas (the army);
3. Vaishyas (traders);
4. Shudras (peasants and artisans).

In terms of social status, the ancestors of the Roma were on the basis of the existing caste system incorporated into the fourth and lowest caste, where specified obligations were prescribed for the individuals contained within this social group.<sup>1</sup> The caste system was characterized by impermeability between individual castes. An individual earned his place and status in society as well as membership in the particular caste by birth. Members of the lowest group (caste) were forbidden to be able to read and write, and their life became the subject of social exclusion in extreme forms, including not only their social, but also political, spiritual and cultural life. The caste system and class definition consequently determined the position of the Roma ancestors in society, where they were only allowed to carry out certain pre-determined professions.<sup>2</sup>

The process of implementation of selected professions has been handed down from generation to generation even beyond India. It mostly concerned the profession of blacksmiths, basket-makers or artisans. The Roma carried out these professions in areas where there was demand for and interest in these services. During the 13th century, the Roma reached the Byzantine Empire, whereby the first mention of their arrival in Hungary dates back to the 14th century. Despite the fact that at the beginning the Roma were welcome and accepted in Europe, this situation did not last long and gradually, as a result of their differences and specific patterns of behavior, they became to be criticized by society. These trends culminated in the adoption of excommunication of Roma from the Church by the Archbishop of Paris in 1427. As a result of these circumstances, Roma were deprived of rights, became the target of oppression, mass expulsion and marginalization to places not occupied by the majority population. This resulted in the continuing process of social exclusion

<sup>1</sup> MAŠLÁROVÁ, L.: *Dejiny Rómov*. Bratislava : Metodisko-pedagogické centrum, 2014, pp. 4-7.

<sup>2</sup>JUROVÁ, A.: Od odchodu z pravlasti po prvé asimilačné opatrenia. In VAŠEČKA, M. et al.: *Čačipen pal o Roma. Súhrnná správa o Rómoch*. Prešov : Prešovská univerzita v Prešove, 2002, pp. 21-23.

of Roma in the European area, which practically occurs in some countries till present day. Based on such escalated situation, the Roma tried to move to territories where they could find suitable shelter and suitable conditions for life. The Kingdom of Hungary, which also included Slovakia (until 1918), represented a more favorable environment for the nomadic Roma groups than other countries in Western Europe. This was associated with the growing “Turkish threat”, which was inexorably approaching the southern border of the Kingdom of Hungary.<sup>1</sup>

Due to the constant threat of territorial integrity, the Roma proved themselves as blacksmiths, craftsmen of metals and weapons, or by participating in military structures of the country. The merits of Roma were even appreciated by some Hungarian monarchs in the form of issuing a set of protective documents for some groups of Roma. Roma gradually settled in different parts of the Slovak territory, and until the late 19th century they dominated in music-playing and blacksmith professions.<sup>2</sup> Over time, attempts were made to achieve the settlement of Roma, but also the pursuit of their gradual integration into the society. These approaches, however, treated the Roma differently, often not accepting, or not understanding the specific features of the Roma identity.

## 2 BASIC BACKGROUND FOR FINDING THE ROMA IDENTITY

Immediately upon their arrival in Central Europe, the Roma became distinctive because of their socio-cultural characteristics, as well as anthropological differentiations, while their physical characteristics clearly declared their difference from the indigenous population living on this territory. Significant anthropological characteristics, together with different language, served as an object of identification, where the origin of the Roma was clearly not the European area, and where their communication, conducted within a group of dialects had its roots in a range of neo-Indian languages.<sup>3</sup>

<sup>1</sup>ROSINSKÝ, R.: Poznanie špecifik rómskeho etnika. In ROSINSKÝ, R. et al.: *Amare Roma – špecifická práca v rómskych komunitách*. Nitra : UKF, 2006, pp. 8-12.

<sup>2</sup>JUROVA, A.: Od odchodu z pravlasti po prvé asimilačné opatrenia. In VAŠEČKA, M. et al.: *Čačipen pal o Roma. Súhrnná správa o Rómoch*. Prešov : Prešovská univerzita v Prešove, 2002, pp. 27-28.

<sup>3</sup>FABIÁNOVÁ, V.: Etnická príslušnosť ako možný zdroj konfliktov. In KLEIN, V., FABIÁNOVÁ, V.: *Aktuálne trendy v sociálno-edukačnej práci s rómskymi žiakmi*. Nitra:

In this context it is also important to point out that the historical and social attributes also significantly affect the Roma ethnicity, but their anthropological type is biologically conditioned.<sup>1</sup> When characterizing the Roma as ethnic group, it is necessary to state that this ethnic group cannot be defined as a homogeneous group, but rather on the contrary, as a heterogeneous group, consisting of various divisions and aspects based either on a common Indian origin, language or other similar cultural aspects. In terms of their own specification, Roma differ from the non-Roma (majority) population by their cultural, social, economic and ethnic aspects, taking into account the diversity of their own cultural identity, forming the basis of traditions, values and rules of conduct, but also through anthropological and demographic aspects.<sup>2</sup> Relation to Roma ethnicity also predetermines a fundamental aspect of Roma identity. Despite the broad segmentation between themselves, the term Roma is the main characteristic of the Roma, which they support.<sup>3</sup>

At present, however, ambiguous definition of either individuals or groups by the Roma themselves may be encountered, which may be subject to disinterest in acquiring the non-prestigious status of a member of Roma minority within society, or these groups claim to follow the cultural values of the majority population. Split views related to their own self-identification subsequently affected the complex process of creating ethnic ties and institutions. This created two counterparts, on the one hand, there are individuals and groups who renounce their Roma identity, on the other hand, there are political elites of the Roma, who are trying to declare to the general public the existence of their own Roma nation as well as the existence of the Roma minority in pan-European area.<sup>4</sup> Based on the perception of their own ethnicity, the Roma living in Slovakia can

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UKF v Nitre, 2007, pp. 344-345.

<sup>1</sup>VANKOVÁ, K.: Identifikačné špecifiká Rómov. In ROSINSKÝ, R. (ed.) *Prierez socio-kultúrnyimi vrstvami identity Rómov*. Nitra : UKF v Nitre – Fakulta sociálnych vied a zdravotníctva, 2006, pp. 18-19.

<sup>2</sup>DAVIDOVÁ, E.: *Romano drom – Cesty Romů 1945-1990. Změny v postavení a způsobu života Romů v Čechách, na Moravě a na Slovensku*. Olomouc : Vydavatelství Univerzity Palackého v Olomouci, 1995, pp. 14-16.

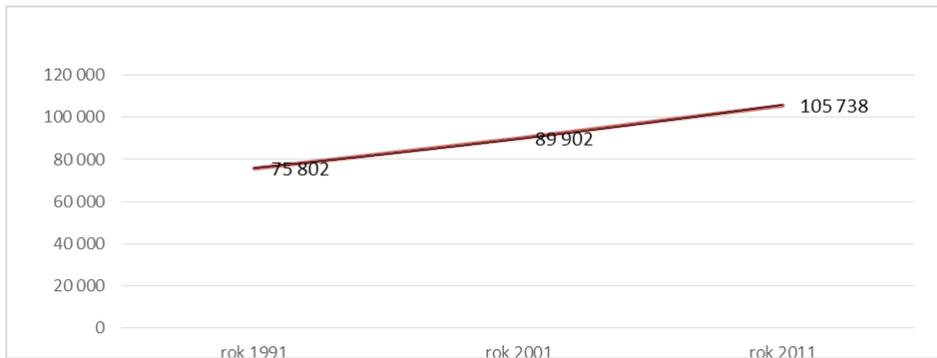
<sup>3</sup>VANKOVÁ, K.: Identifikačné špecifiká Rómov. In ROSINSKÝ, R. (ed.) *Prierez socio-kultúrnyimi vrstvami identity Rómov*. Nitra : UKF v Nitre – Fakulta sociálnych vied a zdravotníctva, 2006, p. 31.

<sup>4</sup>UHEREK, Z., NOVÁK, K.A.: Kultúra a identita Rómov. In VAŠEČKA, M. et al.: *Čačipen pal o Roma. Súhrnná správa o Rómoch*. Bratislava : Inštitút verejných otázok, pp. 94-101.

be divided into three groups:

1. Roma, who in an effort to better and more successful future, tend to follow the values and lifestyle of the majority population, thus preferring the process of assimilation and renunciation of Roma identity;
2. Roma, who claim their Roma ethnicity, preferring the self-realizing process leading to their own ethnic identification;
3. Roma, who live in passivity, not claiming to support either of the above. These are mainly the Roma living in marginalized and segregated settlements, who prefer to deal with problems affecting their daily lives, whether it is the continuous presence of absolute poverty or lack of basic physiological needs.<sup>1</sup>

**Figure 1:** *Development of the number of Roma in the Slovak Republic, claiming to be members of the Roma national minority within the census of people, houses and flats*



Source: Statistical Office of the SR, own processing

Based on the results of the census it can be said that the number of persons, who claimed to be members of the Roma national minority, is incomparably lower than is the unofficially recorded number of Roma living in Slovakia.<sup>2</sup> Despite the fact that this trend has a negative effect on

<sup>1</sup>VANKOVÁ, K.: Identifikačné špecifiká Rómov. In ROSINSKÝ, R. (ed.) *Prierez socio-kultúrnymi vrstvami identity Rómov*. Nitra : UKF v Nitre – Fakulta sociálnych vied a zdravotníctva, 2006, pp. 26-30.

<sup>2</sup>MATLOVIČOVÁ, K. et al. The Roma population in Slovakia. Basic characteristics of the Roma population with emphasis on the spatial aspects of its differentiation. In PENCZES, J., RADICS, Z. (Eds.): *Roma population on the peripheries of the Visegrad countries. Spatial trends and social challenges*. Debrecen, 2012, pp. 77-84.

the further process of their own self-identification and search for cultural patterns of the Roma in the future, the positive aspect remains at least the officially increasing number of Roma in comparison with the previous censuses, which took place in 2001 and 1991. In this context, future attention must be paid to the support of the Roma national education, elimination of discrimination based on race, gender, ethnicity or religion, as well as to educational activities and the expansion of further cooperation between the majority and the minority, in order to enrich the majority culture with other aspects and positives of the Roma national minority.

A significant factor influencing the development of identity is also a cultural memory that provides the specific stage of historical memory. This process is constantly threatened either by gradual distancing from the original values of traditional Roma identity, but also with regard to assimilation and integration effort of the Roma into society. Preservation of cultural memory is a way to survive and save the cultural identity in an environment where more and more Roma face the value systems of the majority, which present a very different area than the original values recognized by the Roma.<sup>1</sup>

## 2.1 Selected determinants of Roma identity:

1) *The principle of family (extended family)* - The family as the basic cell of society within its mission performs multiple tasks and functions (biological, protective, reproductive). The status and importance of family in this regard is similar to both, the non-Roma and the Roma population. Given the comparison, however, we can find some differences in the perception of family by Roma families. The institute of traditional Roma family, or rather extended family, represented a significant role in terms of cultural identity of the Roma, as well as in terms of institutional structuring.<sup>2</sup> Traditional family, based on patriarchal establishment, formed the basis of the Roma community, and included a broader ancestral ties, defined on the basis of kinship, determining the existence and further development of the Roma community. The institute of extended family in its traditional sense also practiced the

<sup>1</sup> FABIÁNOVÁ, V.: *Etnická prislusnosť ako možný zdroj konfliktov*. In KLEIN, V., FABIÁNOVÁ, V.: *Aktuálne trendy v sociálno-edukačnej práci s rómskymi žiakmi*. Nitra : UKF v Nitre, 2007, p. 345.

<sup>2</sup> SZŐKEOVÁ, A.: *Kooperácia rómskej rodiny a školy*. Bratislava : Metodicko-pedagogické centrum, 2012, pp. 5-11.

system of division of labor and the resulting responsibilities and roles between the different members of the family, while the type of roles between the members also depended on the gender, in connection with the performance of traditional duties. Roma family communities were based on solidarity and strong ties that provided protection to every member, whether it was the economic, social and protective function, because in the minds of the Roma, family is the basis of the Roma community, having extremely exceptional importance.<sup>1</sup> On this basis, we can distinguish three types of Roma families in terms of the preferred way of life and the application of functions in the family:<sup>2</sup>

- a) Roma, who work and who are permanently settled; this group of Roma is fully integrated within society, since they fulfill their commitments and other obligations not only towards their family, but also towards the state in which they live. Roma, who belong to this group, understand the importance of education, which reflects in the subsequent assertion in working life. In this regard, parents put emphasis on their children to go to school and constantly upgrade their qualifications, which later reflects not only in employability but also in the ability of further self-assertion;
- b) Roma, who lead a partially settled way of life, characterized by unstable work and consequent lack of finances. Roma, who belong to this group, fail to find a permanent job based on which they could then fulfill their obligations towards their families and the state. Their children do not attend school regularly, as evidenced by inappropriate levels in their education and insufficient conditions for further development of children;
- c) Roma, who belong to the third group, can be described as a group of the most socially underdeveloped, characteristic by dwelling in segregated and isolated areas (settlements) and suffering from an extreme form of social exclusion. The basic aspects of this group include the minimum level of qualification, long-term unemployment, inability to meet basic needs for a decent life, as well as the general lack of interest in solving their social situation. Children missing role models in families, which results

<sup>1</sup>HLEBOVÁ, B. : *Rómska identita (romipen) v rómskych rozprávkach (paramisa)*. Prešov : Pedagogická fakulta Prešovskej unvierzity, 2010, pp. 39-40.

<sup>2</sup>GÁBOROVÁ, J., KOŠUTOVÁ, J. : *Učebné zdroje a pomôcky ako prostriedky na podporu rozvoja žiakov z marginalizovaných rómskych komunit*. Bratislava : Metodicko-pedagogické centrum, 2013, pp. 45-46.

in their refusal to attend school. This type of environment is also significant in terms of the emergence and persistence of various socio-pathological phenomena.<sup>1</sup>

2) *Romany language* - In terms of the examination of nations and ethnic groups, the existence of specific language belongs among the key attributes for preservation of any society, based on the same or similar characteristics within these groups. Today we can consider Romany language as part of a set of Indo-European languages. Like other nations or ethnic groups, the Roma within their identity recognize the Roma language, which, however, differs in different dialects depending on occurrence and segmentation of Roma;

3) *Culture* - Culture, traditions and customs can be described as the basic elements of the cultural identity of each nation or ethnic group. Roma have built their cultural identity starting with cultural and value connotations of their motherland (India), but also including the value and cultural aspects of the countries through which they passed within their nomadic way of life. The basic range of established values, norms and rules has been handed down from generation to generation, whereby the traditional Roma family declared this set of values on the Romipen basis.<sup>2</sup>

4) *Spiritual world of the Roma*, where there is also a differentiation between the assimilated Roma, accepting not only the cultural values of the majority, but also the spiritual message of Christianity. On the other hand, socially less advanced Roma do not fully understand the depth of the teaching of Christianity and its mission, which makes them practice a combination of the Christian faith in conjunction with their own system of superstitions, sayings and magical concepts.<sup>3</sup>

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<sup>1</sup>KRAJČOVIČOVÁ, M. : *Kultúra, kompetencie a sociokultúrne špecifiká Rómov*. Prešov : Prešovská univerzita v Prešove, Pedagogická fakulta, 2009, p. 52.

<sup>2</sup>VANKOVÁ, K.: *Identifikačné špecifiká Rómov*. In ROSINSKÝ, R. (ed.) *Prierez socio-kultúrnymi vrstvami identity Rómov*. Nitra : UKF v Nitre – Fakulta sociálnych vied a zdravotníctva, 2006, pp. 32-33 , 43-45.

<sup>3</sup>PODOLÍNSKA, T.: „Čokoládová Mária“ - „rómske kresťanstvo“ na Slovensku. In *Etnologické rozpravy*, 2007, Vol. XIV, No. 1, pp. 53-70.

## 2.2 Demographic characteristics

- a) *Reproduction process of the population* - It can be said that the Roma in Slovakia can keep young age structure, even though the existing differences in the reproductive behavior among the Roma communities should also be taken into account, given the differences based on the extent of segregation, education, place of residence and so on. More broadly, however, the Roma in Slovakia live sedentary lives, where the increase of the Roma population is both influenced and determined by the traditional concept and structure of Roma family;<sup>1</sup>
- b) *Housing* - The question of housing is determined by the different degrees of social inclusion of Roma in society. On the one hand, there are fully-integrated and successful Roma, who own adequate housing, non-distinctive from the majority population. On the other hand, there are groups of Roma inhabiting segregated and marginalized settlements mainly in northeastern Slovakia. It is not a rarity that these dwellings are labeled as illegal buildings. This group of Roma can be characterized as a socially underdeveloped group of the population, while at the same time it is a contemporary form of social exclusion of Roma. Roma dwellings are located mainly in settlements outside towns and villages and they typically feature extreme poverty, non-availability of infrastructure, electricity or drinking water<sup>2</sup>;
- c) *Migration* - Housing policy is closely linked to the migration of Roma. In coming to power, the communist regime tried to tackle the problem of the Roma in Czechoslovakia. Based on the government's policy, the Roma were not granted the status of a national minority, but only the status of an ethnic minority, characterized by social problems. The government mostly focused on the improvement of living conditions of the Roma, but also their re-education, along with the assimilation of nomadic Roma and the majority population. These actions culminated with the

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<sup>1</sup>ŠPROCHA, B. : *Reprodukcia rómskeho obyvateľstva na Slovensku a prognóza jeho populačného vývoja*. Bratislava : Prognostický ústav Slovenskej akadémie vied, 2014, pp. 22-23.

<sup>2</sup>ROSINSKÝ, R.: *Poznanie špecifik rómskeho etnika*. In ROSINSKÝ, R. et al.: *Amare Roma – špecifická práca v rómskych komunitách Nitra* : UKF, 2006, pp. 33-40.

adoption of measures to avoid the traditional Roma occupations combined with the legislative form of a total ban of nomadism in Czechoslovakia, whose legal form came into force in 1958. Government intervention negatively affected the traditional Roma family because of the relocation of Roma from settlements to new neighborhoods, as well as the transfer of Slovak Roma to the Czech Republic. These measures caused destruction of large family communities, breakup of families, weakening of local authorities and traditional family cohesion, as well as a culture shock, because the Roma were not ready to move from settlements to the cities and neighborhoods. Bad relations that have arisen between families moved to common prefabricated houses were not an exception.<sup>1</sup> At present, many rental flats, to which the Roma were resettled, are devastated, causing only a further escalation of tensions between the Roma minority and the non-Roma majority. Consequences of the relocation and the degradation of natural Roma communities have destructively affected the further development of the Roma, which has been continued;<sup>2</sup>

- d) *Education and employment* - A large part of the Roma has only minimal or no qualification. The acquired level of education subsequently depends on the possibility of further employment. Many Roma were not motivated by the regime prior to 1989 to increase their qualification, which made them automatically excluded from the labor market after 1989, in the context of social and economic changes. In this period, a large part of the Roma found themselves in a newly established social network, which was formed by the state as a reaction to the need for a system of social protection for vulnerable groups. The minimum level of qualification is reflected with its consequences even today, when the inhabitants of settlements are characterized by long-term unemployment and almost 100% unemployment, living in absolute poverty, unable to secure even basic necessities of life;<sup>3</sup>

<sup>1</sup>DAVIDOVÁ, E. : *Romano drom – Cesty Romů 1945-1990*. Olomouc: Vydavatelství Univerzity Palackého v Olomouci, 2004, pp. 201-228.

<sup>2</sup>RADIČOVÁ, I.: *Rómovia na prahu transformácie*. In VAŠEČKA, M. et al.: *Čačipen pal o Roma. Súhrnná správa o Rómoch*. Bratislava : Inštitút verejných otázok, 2002, pp. 79-90.

<sup>3</sup>ŠPROCHA, B.: *Reprodukcia rómskeho obyvateľstva na Slovensku a prognóza jeho populačného vývoja*. Bratislava: Prognostický ústav Slovenskej akadémie vied, 2014,

- e) *Health care* - Roma settlements do not feature only social exclusion and absolute poverty, but also high mortality, unhealthy lifestyle and poor health conditions of inhabitants. Low awareness and neglect of health care leads to the incidence of diseases that are already absent in the majority public.<sup>1</sup> The mission of social workers plays an important role in this context, as they raise awareness among Roma about the possibilities of vaccination and improvement of their social situation, as well as health issues.

Significant negative phenomena, which can be currently also found in Slovakia, include the processes related to discrimination and disadvantaged position of the Roma, as well as the principle of double marginalization. In this context, it is important to note that poorer relations may be encountered in the society between the majority population and the Roma minority in the long run. The disadvantaged position of Roma was indirectly exposed within the selected research, which found that 71% of respondents recognizes extended discrimination based on ethnic origin in Slovakia.<sup>2</sup>

*The principle of double marginalization* contributes with its permanent presence to the situation where certain areas (districts) have to struggle in the long run with higher rate of unemployment, low number of vacancies and a significantly higher proportion of people living below the poverty line. This mainly applies to the districts of Rimavská Sobota, Revúca, Rožňava, Kežmarok and Poltár, which not only feature the above negative factors, but also a higher proportion of representation of the Roma minority. The principle of double marginalization causes hindrances of dual character not only for the employment of Roma, but also non-Roma. Low education of Roma is only the first factor of their inability to find a job, the second factor lies in the underdevelopment of these areas. Despite the efforts to get a job whether by the minority or majority, these districts can not ensure sustainable development, which consequently causes poverty and higher long-term unemployment, as well as the inability of local government or its inhabitants to improve their situation.<sup>3</sup>

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pp. 27-31.

<sup>1</sup>BOČÁKOVÁ, O. et al. : Aspects of Roma Issue in Different Dimensions. In BOČÁKOVÁ, O. Et al. : *The Roma Ethnicity : Social status after 1989*. Brno : Tribun EU, 2016, pp. 53-54.

<sup>2</sup>MARKOVIČ, D.: *Vnímanie diskriminácie mladými ľuďmi*. In *Studia Scientifica Facultatis Paedagogicae Universitas Catholica Ružomberok*, 2013, Vol. XII, No. 1, pp. 123-130.

<sup>3</sup>HABÁNIK, T.: *Príčiny sociálnej exklúzie Rómov na Slovensku*. In TOMÁŠIKOVÁ, A.,

## CONCLUSION

Despite the fact that Roma currently prefer a settled way of life, we can not take into account other factors that affect the specificity of the Roma identity. The reasons can be sought in gradual changes within the Roma communities, as well as significant differences between these communities. Finding one's identity is often pushed into the background in the interests of greater opportunities to integrate into society. Consequences of internal heterogeneity between Roma and the absence of their own cultural, moral and political personalities thus only result in the constant search for solutions to implement the process of social inclusion of Roma, while preserving their specific features and identity..

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# POSSIBILITIES AND LIMITATIONS OF EMPLOYING HOMELESS PEOPLE

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## **Abstract**

*Homelessness represents an extreme form of poverty and social exclusion. Social problems like e.g. an inadequate health condition, social-pathological phenomena and also unemployment are directly related to homelessness. Inclusion of long term unemployed people without home into the labour market is supported by several methods. One of the relevant methods is providing temporary work opportunities that help individuals with restoring their working habits and experience. An employment leads to the improvement of their financial situation and concurrently to the increase of their human capital. Considering the previously stated this paper focuses on one of the first steps to integration of homeless people – employment. The paper also points out the importance and relevance of an employment to a person in an unfavourable life situation.*

## **Key words**

*Homelessness, homeless, unemployment, employment, integration, NotaBene*

## **1 INTRODUCTION TO THE ISSUE OF HOMELESS PEOPLE**

Homelessness is generally described as one of the extreme forms of poverty and social exclusion. In its narrowest meaning it is understood as a complete absence of a place to live, in a wider context as an absence of an adequate and decent residence. Generally we can state that the expression “homeless” is used to describe individuals without their own place of residence. Hereby it is important to emphasize that the homeless are individuals who are lonely, lacking relationships, plans and perspective for the future. They are characterized by low self esteem, no motivation and weak work and social habits.<sup>1</sup> In the Dictionary of social security by

<sup>1</sup> DRAGANOVÁ, H a kol.: *Sociálna starostlivosť*. Martin: Osveta, 2006. 196 s.

Gajdošíková and Rusiňák a homeless person is described as: “a citizen or a group of citizens, who as a result of their way of life need specific help, do not have a permanent place of residence, or in case they do, they do not reside there, they are unemployed and the source of their income, subsistence is most often acquired from social security system or charity, begging, or possibly even illegal activities.”<sup>1</sup> By analysing the term the homeless in detail we can find out that it could be individuals who have for different reasons found themselves on the periphery of the society without secured basic conditions to satisfy their needs. It could be a person living in public areas or a person receiving social services. We would like to state that compared to other citizens the homeless are multiply disadvantaged and our society often treats the homeless obliviously, just as they have an oblivious attitude towards society and each other. Despite the fact that some subgroups of the homeless try to integrate into society, it is important to state that the bigger part consists of a group of the so called voluntary homeless who have resigned.<sup>2</sup> Homelessness is therefore characterized by marginalization. As an impact of losing home that is related to the loss of social bonds and unemployment, the homeless are relegated to the periphery of the society. A homeless person stops being a part of a majority society, stops abiding by its rules.<sup>3</sup>

In consideration of the fact that this paper deals with the issue of homeless people who have found themselves on the periphery of the society, we also think it is relevant to explain the term “panhandling”. The homeless use the panhandling as a way of providing their material needs to survive by direct begging in the streets or passively drawing attention to their person and needs.<sup>4</sup>

The European typology of homelessness and housing exclusion, ETHOS, divides homeless people into four main conceptual categories:

- Roofless – mostly these are people sleeping in a public space or an external space, low threshold shelter, individuals seasonally using an overnight shelters without beds

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<sup>1</sup> SCHAVEL, M. a kol.: *Sociálna prevencia*. Bratislava: Vysoká škola zdravotníctva a sociálnej práce sv. Alžbety, 2010. 266s., p. 116 - 117

<sup>2</sup> MÁTEL, A., SCHAVEL, M. a kol.: *Aplikovaná sociálna patológia v sociálnej práci*. Bratislava: Vysoká škola zdravotníctva a sociálnej práce sv. Alžbety, 2011. 442 s.

<sup>3</sup> SCHAVEL, M. a kol.: *Sociálna prevencia*. Bratislava: Vysoká škola zdravotníctva a sociálnej práce sv. Alžbety, 2010. 266s.

<sup>4</sup> PAVELKOVÁ, J.: *Spoločensko – ekonomicky znevýhodnení jedinci: Bezdomovci a žebráci*. 1. Vyd. Trnava: Univerzita sv. Cyrila a Metoda, 2014. 183 s.

- Houseless – individuals living in an asylum home, transitional supported accommodation, migrant workers accommodation, persons endangered by domestic violence residing in a secret place, persons after being released from prison, medical institution, children's homes, foster care
- Life in an insecure residence – individuals temporarily living with their family, friends for having no other choice of residing
- Life in an inadequate residence – persons using mobile homes, buildings not intended as a place to reside (people living in parking lots, garden houses, makeshift buildings or constructions).<sup>1</sup>

Reasons for people becoming homeless and not being able to participate in life are different. As a rule the reasons are a combination of interpersonal relationships, social and institutional factors. In the scientific sources we often find objective and subjective factors that cause the phenomenon of homelessness. Objective factors can be influenced by government social policy, social legislation and mostly affect the following: an area of respecting the human rights, preserving integrity of law and respecting the principle of equal opportunities for every individual, a fight against unemployment, social exclusion, inclusion of young people to labour market etc. Subjective factors are influenced by the individuals, families, social groups, character and age. Subjective factors can be divided into following categories:

- Material factors – loss of a residence, insecure residence, loss of a job, long term unemployment, insufficient income, indebtedness,
- Relationship problems – changes in the structure of the family, corrupted relationships between partners, parents and children, disintegration of family, sexual abuse, violence in family
- Personal factors – mental or physical disease, mental retardation, dependence, substance or non-substance addiction
- Institutional – release from an institutional treatment, prison, leaving children's home etc.<sup>2</sup>

Based on the assumption that homelessness affects a person on multiple levels of various nature we cannot overlook the fact that the existing social

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<sup>1</sup> VAVRINČÍKOVÁ a kol.: *Profesijné kompetencie sociálnych pracovníkov v kontexte intencionálnych a inštitucionálnych reflexii*. Banská Bystrica: PF UMB, 2010 s.60-63.

<sup>2</sup> MÁTEL, A., SCHAVEL, M. a kol.: *Aplikovaná sociálna patológia v sociálnej práci*. Bratislava: Vysoká škola zdravotníctva a sociálnej práce sv. Alžbety, 2011. 442 s.

problems connected to the reintegration to the majority society require a complex, holistic solution. Therefore, by the complex integration process we mean solving the adverse social situation from unemployment, through adverse material and relationship background, education, mental development, social-pathological phenomena up to governmental social policy. If the stated social problems are not being solved concurrently, they create a cycle and maintain each other. However, in our paper we will focus mainly on unemployment, or more precisely on employability through temporary work opportunities, that support the inclusion of homeless people to the society.

## 2 THE HOMELESS AS LONG-TERM UNEMPLOYED PEOPLE

An author Sirovátka<sup>1</sup> (1997) states, that long-term unemployed persons can be divided into two groups. First group of clients wants to get rid of their current status. Individuals characterized like this can mostly be found circulating social support institutions aiming to receive temporary help to solve their situation. Their main goal is to regain a status of a fully valued citizen and integrate into the society. On the other side there is a second group of individuals that has resigned to a paid employment and a higher social status. These people have adapted to the adverse conditions and usually feel an aversion against a social status.

It is necessary to mention that vast majority of people who are homeless are also unemployed, while, as we have mentioned before, the loss of an employment in most cases is also an attendant phenomenon of homelessness. The actual loss of an employment distorts social stability and besides economic consequences causes also psychological problems.<sup>2</sup> Employment is the most common theme of a discussion between an ambulant or a field social work and the homeless. The majority of them perceive acquiring of an employment as a clue that leads to a reversal of their current situation. However, the reason for the problem persisting is the inability of the homeless to keep employment. They often have an ambivalent attitude. The majority of them states their will to work but at the same time looks for reasons not to enter a job or eventually

<sup>1</sup> SIROVÁTKA, T. : *Politika pracovného trhu*. Brno. 199 : Masarykova univerzita

<sup>2</sup> SLOVÁK, P., VEREŠ, M.: *Metódy sociálnej práce II*. Bratislava: Vysoká škola zdravotníctva a sociálnej práce sv. Alžbety, 2007. 120 s.

leave it. Instead of admitting a deeper problem they blame the existing situation on a lack of the amount of employment possibilities on labour market. <sup>1</sup> Beňová, an author, states that the barriers of the employment accession are on the side of the homeless and also employers. On the side of the client these are mainly long term unemployment, loss of working habits, and equally as one of the main factors she includes problems of an inner character. By these we understand a long term lack of safety and security, mental frustration and stress and repeated failure that leads to an insufficient motivation to work. Among other barriers we can include client's debts, absence of work experience and their age. On the side of employers we can find barriers that result from prejudice, their own unpreparedness to employ disadvantaged groups and, in conclusion, their reluctance to employ the homeless. <sup>2</sup>

The main reason of the unemployment of the homeless can also be found in the fact that the majority of the homeless are not registered with the Labour Office. This results in their inability to actively cooperate with the Office, claim benefits, work as an activation worker and attend requalification courses that could in a way defuse their situation.<sup>3</sup> Some homeless people are being employed but only for seasonal jobs, so they often find themselves jobless, they become a part of a so called secondary labour market, where no possible career advancement exists. The listed jobs are also not of a lasting character <sup>4</sup>At the same time we can include the residing conditions and health conditions among the barriers of employment. Inadequate residing conditions or an unavailability of residence often express themselves in a context of appearance of an individual (inadequate hygiene) or a worse state of health. It is more or less known that homeless people suffer from some diseases (mental disease) that are often associated with addictions. All of the above mentioned factors considerably influence the possibility to find and maintain a job for the homeless. It can be stated that the actual job seeking is very difficult for a homeless person. Based on the above stated we can classify the main

<sup>1</sup> MAREK, J., STRNAD, A. a kol.: 2012. *Bezdomovectví v kontexte ambulantních sociálních služeb*. Portál. 2012. 175 s.

<sup>2</sup> BEŇOVÁ, N., MYDLÍKOVÁ, E. a kol.: *Projekt Krištof: Stratégia zamestnávania bezdomovcov. Individuálna a skupinová sociálna práca s ľuďmi bez domova*. O.Z. Proti prúdu. 2008, 36 s.

<sup>3</sup> HRADECKÁ, V., HRADECKÝ.: *Bezdomovství – extrémní vyloučení*. Praha: Naděje.

<sup>4</sup> MAREK, J., STRNAD, a. A kol.: *Bezdomovectví v kontexte ambulantních sociálních služeb*. Portál. 2012. 175 s.

barriers preventing the homeless from asserting themselves to the labour market as:

- Personal – life style of an individual, lack of skills and knowledge, debt, execution, substance and non substance addictions,
- Social barriers – racism, discrimination, deficient health care,
- Employment services – lack of protected employments and support after finishing the program,
- Income and social benefits – absence of the benefits, minimum wage,
- Residence – lack of a dignified and adequate residence, high rent <sup>1</sup>

### 3 THE SIGNIFICANCE OF AN EMPLOYMENT TO A PERSON IN AN UNFAVOURABLE LIFE SITUATION

It is necessary to regard the employing of the homeless in a wider context – from a view of internal and external factors. Four elementary factors are:

- Social demand – by this we mean particularly the public opinion. The majority society reproaches the homeless mainly for their work passivity,
- Real opportunities on the labour market are influenced by the increasing unemployment rate of people with low qualification and members of minorities (e.g. homeless),
- Area of subjective needs of a homeless person that is related to the length of being in a homeless state,
- Ability of the homeless to assert themselves on the labour market or take an opportunity of an actual employment offer and its consequential maintenance. <sup>2</sup>

We consider employment one of the most significant instruments to integrate homeless people into majority society. Employment in itself brings various benefits to a life of an individual. On one hand it serves as a main source of the financial income that is necessary to maintain an

<sup>1</sup> BUCHTER (2006) IN Mareš, P. *Nezaměstnanost jako sociální problém*. Praha: Sociologické nakladatelství, 1998.

<sup>2</sup> PĚNKAVA, P.: *Zaměstnávání lidí bez domova* In Konsensuální konference o bezdomovectví v České republice. Sborník z konference [online] [cit. 20016-10-01] Available at: <[http://www.mpsv.cz/files/clanky/27666/Sbornik\\_z\\_konference\\_o\\_bezdomovectvi.pdf](http://www.mpsv.cz/files/clanky/27666/Sbornik_z_konference_o_bezdomovectvi.pdf)>.

existence. On the other hand, through employment an individual becomes a fully valued member of a society, gains a certain social status and respect of a community. In case of a person finding themselves on the edge of society, we think that their situation should be solved complexly. One of the conditions is precisely an integration of the long term unemployed into the labour market through providing temporary work opportunities. In our society, temporary work opportunities are offered by the Labour Office in form of smaller communal services for a council or a self-governing region. The conditions to be accepted for smaller communal services are: being registered as a jobseeker at the Labour Office and receiving a material indigence benefit. By an activation activity for homeless people we mean an activity that supports maintaining working habits of the long term unemployed citizens. Smaller community services for a municipality or smaller services for self-governing regions are performed by the job seeker during maximum six consecutive calendar months in the scope of maximum 20 hours a week. An individual receives an activation allowance for the work conducted. <sup>1</sup>(Act No.5/2004). Among the homeless population we can often find individuals with health disadvantages. Considering this we have incorporated sheltered workshops and sheltered workplaces as employment opportunities for the homeless. These are workplaces employing people with health disabilities and individuals who are unable to find an employment on the open labour market. Working conditions including work output are adjusted to their health condition. The other possible alternative for a homeless person to find an employment is a social enterprise. Apart from people without any disadvantages, social enterprise employs a given percentage of socially disadvantaged individuals. In our context these are the homeless or individuals threatened by the possibility of becoming homeless, e.g. individuals released from a sentenced imprisonment, children leaving foster homes etc. Employment in a social enterprise is suitable especially for the individuals who are expected to require a long term or a repeated working, psychological and social support. The above stated alternatives of employment are suitable mostly for individuals using a social services facility or family/friends' home as a form of residence. However, it is necessary to point out that very low percentage of the homeless use these

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<sup>1</sup> 5/2004 Z z. Zákon o službách zamestnanosti a o zmene a doplnení niektorých zákonov. [online]. Available at: <<http://www.zakonypreludi.sk/zz/2004-5>>.

alternatives.<sup>1</sup> In case of a person finding themselves at “the bottom“ of society, living on the street and orienting their life style at panhandling, one of the possible ways of regaining working habits could be a street sale of a NotaBene magazine. This magazine currently gives a chance to gain a decent income, self-respect and social contacts to 350 homeless people in 17 Slovak towns and cities. The project NotaBene helps a person in an adverse situation on multiple levels:

- It enables the homeless to gain a decent income to cover their basic needs,
- It helps the homeless to gain self-respect through becoming an active link of solving their situation,
- It helps with developing social contacts with the majority society and relationships that they acquire through daily selling of the magazine in the streets,
- With the support of social workers the vendors have a unique opportunity to improve their working habits, social and communication skills necessary for the integration into society.

The NotaBene project has been created for the street life conditions and gives an opportunity to participate to everyone. It is open towards people without an identity card, health insurance card, permanent address or finance, with possible addictions or adverse health condition. Because of the above mentioned we can state that selling a street magazine is a unique training tool. The sales system, where the vendor receives first five pieces of magazine free of charge and the following ones for half price and subsequently sells them, naturally teaches them to plan and think ahead. The homeless become active partners instead of a passive recipient of help. Ultimately it helps developing their natural capacity and key competences so by activating their own inner sources they are able to help themselves.

There are other projects being organized for the target group in question. In this case we find it important to mention a project “Luggage porters NotaBene” that goes hand in hand with the already mentioned magazine street sale. This project is based on giving the clients a real chance to maintain a porter job and concurrently pay off their debts. It is a

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<sup>1</sup> BEŇOVÁ, N., MYDLÍKOVÁ, E. a kol.: *Projekt Krištof: Stratégia zamestnávania bezdomovcov. Individuálna a skupinová sociálna práca s ľudmi bez domova*. O.Z. Proti prúdu. 2008, 36 s.

part time, permanent job. Clients receive a net wage for four hours a day and also get tips which cannot be taken by an executor. This project brings the following advantages:

- Porters have a permanent part time job in Civic association Proti prídu with a proper wage, health care and social insurance contributions,
- They are paying off their debts in small successive steps,
- At the same time they are street-selling the magazine NotaBene,
- There is a social worker available at the working place to offer support in possible crisis and help with gaining working skills to the client,
- Clients are now those giving help (to elderly, women) (NotaBene)<sup>1</sup>

It can be stated that the above mentioned projects have several advantages. The magazine selling serves especially as a way to improve adverse social situation that the clients have gotten into for several different reasons. For the money earned they can pay for health care or rent. We find the principal positive in the client's ability to acquire working habits, work experience and having responsibility for work conducted. Another important positive is the interaction with the majority society that buys the magazine and can see that a stigmatized homeless person is trying to work towards improvement and is capable of a respectable behavior.

At the conclusion it is important to state the fact that there are currently thousands of people living on the streets with a minimal chance of reintegration into common life. Despite numerous non-profit organizations and civic associations trying to help through several different projects we would also like to draw attention to the housing conditions. Many towns in Slovakia lack sufficient accommodation capacities, whether in the form of a shelter or a bunkhouse. It is requisite to remark that a long-term residence in such facilities is not a suitable solution for a homeless person. Without an adequate and decent residence homeless people cannot get out of the vicious circle of substantial problems and are not able to maintain an acquired job. Ultimately this has a negative influence on a general wellbeing of an individual and the whole society.

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<sup>1</sup> <http://www.notabene.sk/?casopis>

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# MIGRATION POLICY

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## **Abstract**

*Migration policy is presented by connection between labour market, social status of citizens, culture, education, foreign policy of the state, humanitarian aspects and internal security. The terms foreigner and third-country state member are used in the same meaning. According of a residence permission - the analysis of the according permission process is mainly focusing on residences granted for business and for employment purposes. When the term of according of a residence permission is mentioned, this means granting a residence for business purposes or residence for employment purposes. Concerning the current state of demographic development, economic migration has to be based on complex management of the admission of foreigners. Therefore, it is important to actively support the arrival and recruitment (i.e. employment and business enterprise) of third-country state members in compliance with the needs of the national economy and the labour market.*

## **Key words**

*migration policy, integration policy of the Slovak Republic, migration theories*

## **INTRODUCTION**

The main reasons for the departure of third-country state members from their home country are according to the results of a quantitative and qualitative survey unfavorable economic and living conditions, lack of job opportunities or inappropriate business conditions. Except the mentioned reasons, the respondents also gave reasons for wanting to live in the EU, the possibility to travel or social motives (leaving for the purpose of family integration).

At present, the Slovak labour market is in a large extent dependent on the influx of human capital from abroad. Slovakia does not belong to the countries that would actively attract foreigners. The number of foreigners

on the territory of Slovakia is relatively low compared to other EU Member States, their share in the total population of the country is about 1.4%. However, their number increases year-on-year and therefore it is necessary to create conditions for their economic integration. Currently because of the growing importance of economic migrants and their interconnection to the business sector, especially small and medium-sized businesses, it is necessary to take the initiative the projects and test proceedings that demonstrate the possibilities of their integration and effective involvement into the economic environment of the guest country.

## **1 MIGRATION POLICY**

Migration policy in the SR is defined by many specific events. Among the basic social, political and economic events, we can incorporate changes in the 1990s that took place in Central and Eastern Europe, while in the modern history of the Slovak Republic, year 1990 was the main milestone in the systematic approach to migration, when the Slovak Republic within the frame of the Czech and Slovak Federal Republic assigned to democratic countries following the basic international human rights protection documents such as the Geneva Convention Relating to the Status of Refugees of 1951 and the New York Protocol relating to legal alienage of refugees of 1967.

Migration policy forms part of the state policy of the Slovak Republic and is closely linked to foreign - political relations and commitments of the Slovak Republic. On migration issues The Slovak Republic is subject to international standards resulting from its membership in international institutions. Hereby, it represents a system of concrete steps and measures of the state, heading to the effective regulation of migration in compliance with the interests of the state and the relevant international agreements.

On 1 January 1993 the Slovak Republic assumed full responsibility for its foreign and domestic policies (including migration policy). For the needs of a full-valued and effective migration policy and its purposeful fulfillment, it was necessary to formulate its basic principles and consequently convert it into relevant legislation, which among other things defines the system of involved institutions, their position, mutual relations and procedures. By Government Resolution No. 846/1993 were approved the Slovakian Migration Policy Guides. These Guides reflected objective

used them in practice. The Guides consisted of 10 short regulations, which are absolutely no longer in line with actual development neither actual requirements in the field of foreign migration in the country and central European area. Similarly, then the Slovak legislation concerning the residence of foreigners and asylum (Act No. 73/1995 on the residence of foreigners on the area of the Slovak Republic or No. 283/1995 on Refugees) were considerably formal and superficial, whereby the fact was at the end of the 1990s often criticized by experts, intergovernmental and non-governmental organizations, academic community or migrants themselves<sup>1</sup>.

At the beginning of this century there was persisting an absence of a strategic document governing the migration policy of the Slovak Republic which would regulate the penetration of foreigners into the area of the Slovak Republic. The existing situation improved after as much as the accession of the Slovak Republic to the European Union in 2004. Early in 2005, it was by Government Resolution No. 11/2005 adopted the Conception of the Migration Policy of the Slovak Republic<sup>2</sup>. The concept of the migration policy of the Slovak Republic constituted the first more integrated document of the state in the field of migration policy. The concept “redefines the state interest of the Slovak Republic related to the admission and residence of migrants in its area”. It is created on the basis of the implementation of EU legal acts into the Slovak legal regulation system.

*The Concept of the Migration Policy of the Slovak Republic contains the following principles:*

- **The principle of sovereignty**, which ensures the right of the Slovak Republic to protect its national interests and to regulate migration, i.e. reception, residence and return of foreigners, taking into account the maintenance of social stability, the protection of the traditional way of life, on the basis of the economic and social possibilities of the Slovak Republic while respecting the obligations arising from international contracts and documents and creating the conditions for intensifying the fight against illegal migration and terrorism.
- **The principle of legality** is based on respecting the Constitution

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<sup>1</sup> DIVINSKÝ, B.: 2007. *Zahraničná migrácia v Slovenskej republike: Vývojové trendy od roku 2000: výskumná analýza*. Bratislava: Výskumné centrum Slovenskej spoločnosti pre zahraničnú politiku, n. o., 2007. 68 s.

<sup>2</sup> <http://www.minv.sk/zamer-migracnej-politiky-slovenskej-republiky&subor=10500>

of the Slovak Republic, international contracts and documents, the laws of the European Communities and the European Union and the legislation of the Slovak Republic governing the objective area with the emphasis on guaranteeing, respecting and protecting human rights and fundamental freedoms.

- **The principle of regulating legal migration** provides scope for the adoption of legal migration regulation procedures in compliance with the interests of the Slovak Republic, in particular with regarding the state of economic, political and cultural stability of the society as well as the labour market situation and the structure of employment through the state migration policy by forms of controlled and regulated immigration.
- **The principle of active cooperation with the European Union** – the accession of the Slovak Republic to the European Union emphasizes the provision of a unified asylum policy and the creation of permanent solutions related to the implementation of migration policy in cooperation with international organizations and non-governmental organizations.
- **The principle of discrimination restriction** presents providing the equal opportunities for all foreigners who are legally resident in the area of the Slovak Republic and excludes the possibility of discrimination and the granting of any privileges and benefits to individuals.
- **The principle of flexibility** assumes the creation of a space for innovation of the adopted measures and procedures in the field of migration policy. The document represented significant progress in the field of immigration, asylum and integration policy of the state and laid the cornerstone for the development of the modern migration policy of the Slovak Republic.

Foreign migration presented a characteristic feature of globalization and one of the main challenges of the 21<sup>st</sup> century. Integration policy as part of the global approach to migration is also one of the main priorities of the European Union's agenda. For this reason, *The Concept of Integration of Foreigners of the Slovak Republic*<sup>1</sup> was adopted in 2009, which is the first complex conceptual material dealing with the issue of integration of

66 | <sup>1</sup> <http://www.employment.gov.sk/files/slovensky/ministerstvo/integracia-cudzincov/dokumenty/koncepciaintegracie-cudzincov-v-slovenskej-republike.pdf>

foreigners. The content of the Concept of the Integration Policy of the Slovak Republic were mainly *legislative, organizational, conceptual and practical measures* for realization of the main objectives and tasks in the field of integration of foreigners living in the area of Slovak Republic.

*The target group of integration are foreigners:*

- with a temporary residence permit for employment purposes, i.e. persons applying on the labour market
- with a permit for temporary residence for the purpose of business enterprise, i.e. self-employed persons
- with a temporary residence permit granted for the purpose of family integration, i.e. family members - wife and children of foreigners referred to points 1 and 2
- with the right to a temporary residence on the basis of a certificate of a Slovak living abroad and their family members
- with a permanent residence permit granted
- with right of residence based on registration, i.e. state citizens of the European economic area
- so called favored, with a permanent residence permit granted, i.e. family members of citizens of the European economic area – state citizens of third countries
- beneficiaries of international protection granted by the Slovak Republic, i.e. persons with granted asylum and provided subsidiary protection
- with a permit for tolerated residence, who are minors found in the Slovak Republic
- with permit for tolerated residence granted, who are victims of an offense related to trafficking in human beings

Based on the Common Basic Principles of Integration Policy of immigrants in the countries of European Union (2004) was in the conception identified **employment as a key to the integration process**, whereby employment presented the basis for immigrant participation in the development of the receiving society, as well as the assumption that this contribution of immigrants was for society visible. However, from the point of view of management of migration for work, the Slovak Republic **will not** apply a model based only on the principle of covering up short-lived professions in the labour market, but will focus on supporting migration management of highly qualified labour from third countries

that will contribute to the overall competitiveness of the Slovak Republic, mainly on immigration of students, scientists and researchers, artists, entrepreneurs, whereby also focus on groups of foreign Slovaks living in different countries within the frame of diasporas.

The concept of the Migration Policy of the Slovak Republic from 2005 updated the document Conceptual Objectives of the Migration Policy of the Slovak Republic for the period 2011-2015<sup>1</sup>, approved by the Government of the Slovak Republic by Resolution No. 67 of February 2, 2011. In the Conceptual Objectives of the Migration Policy for achieving the main goal stated in the Program Statement of the Government of the Slovak Republic 2010-2014 to support of creation the assumptions for improving the quality of life and living standards of citizens of the Slovak Republic, the Government of the Slovak Republic drew its attention especially in the following areas:

- international cooperation,
- preparation and creation of national legislation and its compliance with the legislation of the European Union,
- protection of borders,
- **managed migration - an active migration policy**
- organization and institutional security.

By Resolution of the Government of the Slovak Republic No. 574 of August 31, 2011, was adopted **in year 2011** *The Migration Policy of the Slovak Republic with a view to 2020*<sup>2</sup>. It is a fundamental document for building a modern and targeted government policy of the Slovak Republic in the field of migration with expressing its readiness and willingness to participate in the harmonization of migration policies within the European Union. The Migration Policy of the Slovak Republic with a view to 2020 highlights the actual trends in the field of migration management within the European Union, whereby in the light of the analysis of the needs of the national economy and the labour market, it is needed to deliberately affect in the field of eligibility of residence, **employment of migrants, entrepreneurship**, education of migrants and providing health care for migrants.

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<sup>1</sup> <https://lt.justice.gov.sk/Attachment/vlastnymat.rtf?instEID=-1&attEID=30767&docEID=149606&matEID=3494&langEID=1&t-Stamp=20101228152635123>

<sup>2</sup> [http://www.emn.sk/phocadownload/documents/migracna\\_politika\\_sr\\_2020\\_sk.pdf](http://www.emn.sk/phocadownload/documents/migracna_politika_sr_2020_sk.pdf)

## 2 INTEGRATION POLICY OF THE SLOVAK REPUBLIC

*The Integration Policy from 2014* directly follows on the *Concept of Integration of Foreigners in the Slovak Republic (2009)* and sets the overall framework for implementation of integration activities. Integration policy proposes new visions and roles in the field of integration of foreigners. It creates a framework for relevant policies, which will be further elaborated by the relevant actors in the field of integration policy on the relevant action plans. Implementation of the integration policy is based on the co-ordinated cooperation of state authorities, local government, self-government, and the foreigners' own communities and assumes the involvement of non-governmental and other organizations involved in the integration of foreigners<sup>1</sup>. According to the Integration Policy of the Slovak Republic: "Integration measures must lead to the existence of coordinated and interconnected instruments and activities, including the activities of civilian first contact for foreigners, information, counseling centers for foreigners and complex tools of advance and downstream orientation, including the involvement of members of migrant communities in the integration process who work directly with migrant communities in the regions. These specific tools of integration policy allow foreigners to enter the labour market, master the language of the recipient country, have access to education, health care, social services, living and cultural specifics, as well as recognition of their legal status, participation in civil and political life, granting the citizenship of the Slovak Republic". In the Integration Policy of the Slovak Republic, there are eight areas of measures that address integration policy from the point of view of self-governing regions, housing, cultural and social integration, health care, education, *employment and social protection*, citizenship of the Slovak Republic and unaccompanied minors.

In the field of *employment and social protection*, authors Mihály and Divinský<sup>2</sup> state in their work: "The Slovak Republic - if it wants to be a successful country in the long term (and not only economically) - must engage in a global fight for high-quality and highly qualified, as well as deficient

<sup>1</sup> <http://www.employment.gov.sk/files/slovensky/ministerstvo/integracia-cudzincov/dokumenty/vlastnymaterial-integracna-politika-januar-2014.pdf>

<sup>2</sup> MIHÁLY, G., DIVINSKÝ, B.: 2011 *Nové trendy a prognóza pracovnej migrácie v Slovenskej republike do roku 2020 s výhľadom do roku 2050*. Bratislava: TREXIMA Bratislava, spol. s r. o., 2011. 101 s.

low-skilled labour originally from abroad.” For this reason, the integration policy should be focused on an initiative to improve and adapt legislation that would regulate Slovakia’s cooperation with third countries, with a view to stimulating the arrival of skilled labour in Slovakia. One of the strategic priorities of the SR Integration policy and EU policies is the effective and responsible integration of foreigners into the labour market. This initiative mainly supports employment, which is one of the most important elements of foreigner integration into society. The EU increasingly emphasizes the gender aspect of the employment of foreigners, with a focus on exploiting the potential of migrant women in the labour market.

In *The Integration policy of the Slovak Republic*, 13 measures have been elaborated, which should be subject to development in the field of employment and social protection. In the area of employment, there are two strategic measures:

- make the Slovak labour market more attractive in terms of the country’s migration policy with a view to 2020 and at the same time strengthen the integration of foreigners by simplifying administrative procedures in relation to obtaining residence and work permits especially with regard to persons from third countries who have obtained a university diploma at Slovak schools.
- enable students from third countries to work during their studies in those areas where skilled workers are lacking (in terms of needs analysis the labour market).

The general legislative standards in the area of *employment and entrepreneurship of third-country nationals* include:

- Act No. 5/2004 On Employment Services and on the amendment and supplementation of certain laws,
- Act No. 311/2001 Coll. The Labor Code and the amendment and supplementation of certain laws,
- Act No. 455/1991 Coll. On Business Activities and on the amendment and supplementation of certain laws,
- Act No. 513/1991 Coll. The Commercial Code and on the amendment and supplementation of certain laws,
- Act No. 663/2007 Coll. On Minimum Wage and on amendments and supplementation of certain laws,
- Act No. 404/2011 Coll. On the Residence of Foreigners and on the amendment and supplementation of certain laws.

The most important legislation in this area is **Act No. 404/2011 Coll. On the Residence of Foreigners** and on the amendment and supplementation of certain laws and **Act No. 5/2004 On Employment Services** and on the amendment and supplementation of certain laws. The scope of the listed laws is aimed, inter alia, on the economic component of integration. The economic component of integration is aimed at integrating an foreigner in terms of securing economic security (especially earnings), which can be achieved by doing business or by employment.

Based on the analysis of the legislative framework, it can be stated that the migration policy in the area of employment and entrepreneurship has been weakened since the establishment of the independent Slovak Republic and this agenda has been considerably underestimated. A certain breakthrough has only occurred since the Slovak Republic joined the European Union in 2004 when policies on migration (but also employment and entrepreneurship) of third-country nationals have been stigmatized. This positive development was supported mainly by the creation of conceptual materials, firstly in 2005, *The Concepts of Migration Policy*, and later by its update - *Conceptual Objectives of the Migration Policy of the Slovak Republic for the period of years 2011 - 2015*. However, closer integration of migrants (also economic) devoted to *The Concept of Integration of Foreigners in the Slovak Republic*. The concept of integration has been updated recently in the form of material: *Integration Policy of the Slovak Republic 2014*.

The current legislation covering the area of migrants<sup>1</sup> contains the still presently complicated administrative process of receiving state Third country nationals, although from 1 January 2014 an amendment to the Act on Employment Services in the form of new forms of access for third-country nationals to employment in the area of the Slovak Republic has contributed to the improvement of this situation. In general, however, we can say that all updated and newly prepared documents have the character of a development initiative and provide a significant impulse in the migration policy of the Slovak Republic.

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<sup>1</sup> Act No. 404/2011 Coll. On the Residence of Foreigners and on amendments and supplementation to certain laws and Act No. 5/2004 On Employment Services and on amendment and supplementation of certain laws

### 3 MIGRATION THEORIES

Nowadays, there is not one comprehensive migration theory that justifies the migratory movements of our planet's population, but there are many theories, each drawing on completely different analyzes and focusing on other theoretical backgrounds from the point of view of migration.

**Macroeconomic neo-classical theory** is based on the imbalance between regional labour markets and understands migrants as “suppliers” of work. It considers the differences in wages or respectively in demand and supply of labour in immigration and emigration countries as the cardinal factor determining the decision to migrate. The arrival of labour in economically developed countries is offset by a subsequent inflow of capital into economically backward countries. This theory affects the policies of individual countries and their influence on the labour market.

**The dual labour market theory** - is based on chronic internal demand for low-skilled labor in modern industrial companies. The employment of foreign working migrants is more advantageous for the country because in the case of low-skilled work carried out by indigenous peoples, the country would have to adjust the wage for this work, which would mean an increase in wages throughout the labour market and subsequent inflation. Therefore, the cheaper solution for the country is to open the labour market to foreign migrants for whom this wage is higher than in the country of origin.

**The theory of the world system** is based on a macro-sociological approach that focuses on the structure of the world market. It interprets the formation of a mobile population in peripheral non-capitalist societies as a result of the global penetration of capitalist economic relations. The essence of **gravitational theory** is the link between migration and distance. The greater the distance between the two regions, the lower the migration rate.

**The theory of human ecology** is built on the concept of an ecological complex consisting of four elements: population, environment, technology and organization. Migration is a process that establishes a balance between size and composition of the population and its organizational structure. The imbalance is due in particular to changes in technology and the environment.

**Institutional theories** point to the fact that, in the case of international migration, different organizations are emerging to meet the demand of a large volume of labour from sending countries and a limited number of job opportunities. Therefore, the country concerned seeks to regulate entry of migrants into their area.

**Network theory** places emphasis on existing social networks linking migrants with former migrants, with potential migrants and also non-migrant people in both receiving and sending countries.

According to **microeconomic neoclassical theory**, migrants are considered to be “investors into human capital”, but they are also seen as consumers and producers of household resources. Migration is perceived here as an investment in human capital.

**The new labour migration economics** highlights the role of the family (group) in the decision-making process on migration, the wage gap between sending and receiving countries and compensation for the absence of migrants in the sending countries.

**The place’s useful theory** defines migration as a form of individual or group adaptation to perceived changes in the environment. Place of origin and destination are only relevant for their specific perception by individual.

**The theory of push and pull factors** describes two influences on the migrant that determine its decision to leave its country of origin and the choice of a specific emigrant country. In the push factor, it is the expulsion factors (unemployment, poverty, hunger, wars) from the country of origin, and pull factors are attractive factors (an interesting labour market, demand for labour, landscape security, and wealth) in the emigration country. This theory of migration is currently the most widespread, as it is most inclined to the reality of migrating people. Pull and push factors are also referred to as motivational factors, i.e. those that receive a person’s decision. <sup>1</sup>

## CONCLUSION

The integration of foreigners as part of a global approach to migration is an important area of the European Union’s initiatives, while playing an important role in the development of the country. The issues of economic integration as a partial part of the integration of foreigners are focused at the

<sup>1</sup> BRNULA, P.: Sociálna práca so žiadateľmi o azyl a azylantmi. Prešov: Pavol Šidelský Akcent print, 2008.

strategic level mainly on the Concept of Integration Policy of the Slovak Republic, which respects the measure of the Conceptual Objectives of the Slovak Migration Policy. Together they are the cornerstones of policy making in the area of migration and integration. The economic benefits and contributions of economic migration due to population aging are a topical issue not only for the European Union, but also for Slovakia.

Despite the existence of strategic documents and conceptual frameworks, the issue of migration and integration of foreigners in practice is not very flexible, inclusive and uncoordinated. With an increasing number of economic migrants, the question of their integration is becoming more and more important, and since it is a comprehensive and relatively complex issue, it is necessary to intensify the expert discussion on this subject with the involvement of all relevant actors.

In order to achieve the best possible consensus, in addition to governmental institutions, would be involved in the process of creating an appropriate regulatory framework and administrative conditions for the economic activity of foreigners involved in also civil society actors, NGOs working closely with this target group, who have direct experiences with application practice and needs of foreigners.

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# **SOCIAL POLICY**

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## **Abstract**

*Nowadays, the world is characterized by a high degree of globalization and knowledge-based society and the result is the existence of a large amount of traps which watch out for each individual in society. Through these negative phenomena is the probability that a person finds himself in negative life situation. Therefore, there is a social policy system of individual states, under which wants to prevent the emergence of social problems. The contribution is focused on social policy because of its large inflection in professional and lay circles. Importance of the social policy issues arises principally in its broad definition, while the existence of a multitude of variable relations*

## **Key words**

*social policy, tools, functions, principles, social care*

## **INTRODUCTION**

Social policy is one of the most complicated state policies that is highlighted especially in the context of economic policy, because using them is performing the state policy, which focuses mainly on the whole of civil society. Social policy is most associated with social security of citizens in a particular state, by setting of objectives such as to solve these problems. But do not forget that social policy is not just a tool to solve problems, but has objective to be a policy in which the company learns how to prevent such these situations, therefore it should include various aspects, whether it can be motivating, developing or encouraging. The actual implementation of social policy is characterized by more necessary aspects. It is necessary that the state create such legislative frameworks which of content and practicability provide to citizens social securities, then through this legislation will be specified the content of the social security of the country, carried out by the same statutory levies, under

which will be allocated public funds and they will be subsequently redistributed. It is therefore such a redistribution of public resources to ensure the needs of society, especially of their physiological and practical life. Such funds are provided mainly in situations when a man alone could not ensure decent living conditions. Social policy should not do without organization and control. These aspects are important mainly from the process of redistribution, because it is necessary to be organizationally ensured and allocated to which people being able to be helped and by control to ensure that the funds are used effectively because there are public resources and their main task is efficiency.

One can often hear the opinions that there are many measures that do not work, are not applicable, or the problem is to get to them, that in other countries the social system works on a better basis, and to people there is offered better quality care when they find themselves in a bad life situation. It should be added that the man is largely a main object of social policy, rather said he is the recipient of social assistance and on the other hand acts as the subject of the policy, while he is entitled to participate in the development of strategies, legislation and tools and their actual application into practice . He can not remain to look at as passive recipient, but it is necessary to become an individual man who depends on the life in the country and will actively participate in the process of developing measures that will result in more effective social policy.

## **1 SOCIAL POLICY AS PART OF STATE POLICY PERFORMANCE**

Nowadays, the social policy has become quite significant phenomenon that is part of each company as well as its effectiveness results from the size of public resources funding. From the content point of view it is very specific term, since it is composed of a large amount of sub-policies. Precise definition of social policy is not easy, because in every country this policy is understood and perceived differently, mainly because of its specificity, based on the history, tradition and culture.

Social policy expresses itself purposeful and ongoing activity of specific in advance defined social subjects, while they want in their own interest to achieve a change in the functioning of the state social system, eventually to participate by support of the social policy of state itself.

78 | Specific purposeful social activity should result in a change of the system,

so as to meet the needs of all subjects of society<sup>1</sup>.

On the other hand, according to the opinion of V. Krebs, social policy can not be clearly defined by explicit definition because its understanding may be different. This matter of fact is caused either by the very adjective “social” is interpreted differently and work with the number of disciplines (law, sociology, economics), a certain role also plays the historical determination of social policy, its relations with the social environment and the diversity of entities in her act. As policy it is also necessarily subjected to the pressure of certain political forces in society. All these aspects cause quite different perceptions of social policy<sup>2</sup>.

Social policy is considered as complex multidimensional phenomenon, which involves six basic areas, namely: education policy, employment policy, housing policy, family policy, health policy and social security<sup>3</sup>.

Through state social policy is regulated and controlled human co-existence of all citizens in society. It represents a set of direct activities and measures, with the help of which purposefully leads to the personal development of man, his way of life, to ensure social sovereignty or safety in the context of economic and political possibilities of the country.

Within the area of social sciences there are sciences which deal with social policy, but for their needs this term is defined from another perspective. It is mainly sociological point of view, economic and political.

- **Economic point of view:** There are important two concepts for economics: **efficiency** (the purpose is to redistribute public resources to be utilized in the most effective extent, to provide a wide range of areas, with the least expenditure of such funds) and **motivation** (from the perspective of economists is one rational type, who wants to secure wealth by expenditure at least effort, while economists are looking at the whole society as a rational, but the actual practice brings different experience). In general, social policy elaborates according to in advance existing activities but over time has come for the fact that it is not possible that social policy was specified according to the theory, as the problems of each individual are specific.
- **Sociological point of view:** Sociology is a scientific discipline which perceives man as a single individual as a member of society,

<sup>1</sup> TOMEŠ, I.: *Obory sociální politiky*. Portál, s.r.o., Praha, 2011. 366 s.

<sup>2</sup> KREBS, V.: *Sociální politika*. 4. vyd. Praha: ASPI, a. s., 2007. 504 s.

<sup>3</sup> GEFFERT, R.: *Sociální politika*. Košice: UPJŠ, 2009. 154 s.

that within his social needs becomes part of certain communities, in terms of his personal ideological attitudes. Sociology importance for the practice of social policy lies mainly in its research focus on individual sections of society, while by such investigations can find out the effectiveness of social policy. Then social policy on the basis of these established facts can proceed to the changes that are necessary to meet the needs of the individual.

- **Political point of view:** Political scientists essentially explores the political aspects of state policy as it tries to find out how power manifests, the result of competition for this power and of the subsequent conflicts arising from interest, etc. It follows, that from the perspective of political science is a clash of different ideological interests how to deal with emerging aspects of social policy. Currently this conflict is the essence of interest of the investigation for political science<sup>1</sup>.

Social policy leads to ensure a certain social level of society. Therefore, objectives of social policy can be characterized as a desirable state of social sphere of society in the future. There is no absolute and forever objective of social policy, because every subject follows its own interests and goals, whether it is a sub-targets, or final. After reaching the final objective, this state is the starting point for the next target. The objectives of each subject of social policy evolve and change over time according to changes in the social environment in which it operates, or according to changes in interest of the entity<sup>2</sup>.

Creation and formulation of the objectives is always the result of the decision making process in which two processes have a significant role<sup>3</sup>:

- knowledge and assessment of reality of the system, which is controlled and therefore demarcation the reference framework of social policy;
- harmonization and crystallizing of ideas relevant subjects about the usefulness and also
- state benefit system in the future.

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<sup>1</sup> BEBLAVÝ, M.: *Sociálna politika*. ADIN, s.r.o., 2009. 167 s.

<sup>2</sup> POLONSKÝ, P., PILLÁROVÁ, Z.: *Kapitoly zo sociálnej politiky*. Liptovský Mikuláš, 2002. 97 s.

<sup>3</sup> GEFFERT, R.: *Sociálna politika*. Košice: UPJŠ, 2009. 154 s.

It is necessary to directly necessary that to the process of creating the social policy was involved in the lay and professional public, and that the result was such a system apparatus which can ensure social services which will help to every part of society.

## **2 PRINCIPLES OF SOCIAL POLICY**

The issue of social policy focuses on aspects of the changes in the social system of the country, mainly through the position of individuals who find themselves in negative life situation in order to reach a certain standard of living. That subjects of social policy reach to such changes must respect certain principles that are essential in modern society.

The main principles, in which limits should the social policy be created are: social justice, social solidarity, social subsidiarity, social participation and social equivalence.

**Social justice** as a principle of social policy is understanding as a result of the activities of various entities, such as state, which reflects the performance, inputs, outputs, distribution of income, opportunities, while this state is subsequently based on legislation or generally accepted standards considered as fair or unfair. The difference in the concept of justice is, if we perceive it as a way of behavior and thus process or as a result of behavior, ie state. The classic definition of justice is perceived as a process. Distribution of resources, retirements, respectively opportunities can be socially acceptable or unacceptable, but not fair or unfair and by efforts of government to change in these areas, it is not about a remedy of injustice, but an effort to change the state of things<sup>1</sup>.

**Social solidarity** is characterized as understanding, participation, solidarity, reciprocity for individual or groups of individuals. In the early days of the initial solidarity manifested mainly through donations as a certain understanding or appreciation for the individual. In social policy we recognize voluntary (facultative) and compulsory (obligatory) solidarity. Voluntary solidarity is historically older and christianity brought its acceleration. Organizing of voluntary solidarity is the essence of the activities of churches and other organizations active in the field of social protection. Compulsory solidarity is organized by the state to defend the social balance in society. Currently, the compulsory solidarity became

<sup>1</sup> HOREHÁJOVÁ, M.: *Spravodlivosť v kontexte princípov sociálnej politiky*. Bratislava: Iura Edition, 2010. 96 s.

state service to the citizens, that respects their social rights and organizes necessary services of resources redistribution. We distinguish between a surface and targeted solidarity. Surface has a universal character, for example health care, while targeted is determined in favor of defined groups of socially excluded persons, for example pension insurance of employed people. The state can organize compulsory solidarity by own expense funding from taxes of taxpayers or force by regulation certain groups (e.g. employees) to be compulsorily insured in case of future social risks such as social insurance<sup>1</sup>.

**The principle of subsidiarity** is a term that means to assist and provide assistance. It is based on the base and to approach of the individual as an individual person, who has specific abilities, features. The individual should work on these specific features and abilities independently and basically use them for personal benefit, but also in favor of others. These features by assistance itself as well as others, would be developed, protected and secured, and for this reason, that person will also farthest spend its effort to be socially ensured, as well as help to further social security of other individuals. Man does not live alone, but is a social creature and therefore from the personal conviction has become a part of a certain whole and create some narrower or wider communities (family, associations, organizations, etc.), and it respects the principle of subsidiarity. The result of such created relations is, that between them is mutual responsibility, becoming sympathetic to each other, from which later arise the system of mutual assistance. Through thus created relationships starts to operate very principle of subsidiarity of social policy, namely the action ability of state, support defined activities<sup>2</sup>.

**The principle of social participation** expresses the state in which the company is characterized by specific objectives, interests, capabilities, abilities that reflect either individual or social character. To a person has to be given the opportunity for self-fulfillment, or space to participate in those activities that directly affect their lives, so be a part of public life and within it actively participate directly in the state social policy. In the context of the principle of social participation it is an expression of the state in which the citizen has not become a part of the social policy only as an object that is being addressed state measures but that it becomes a

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<sup>1</sup> TOMEŠ, I.: *Obory sociální politiky*. Portál, s.r.o., Praha, 2011. 366 s.

<sup>2</sup> DUBEN, R.: *Teorie a prax sociální politiky*. Praha: VŠE, 1999. 228 s.

full-fledged entity to be perceived by its decisions and respected<sup>1</sup>.

The important aspect in this transformation plays a level of education and responsibility of the individual. Seen in this way, participation varies an individual to become a full citizen and does not consider it only as a recipient of social and political interferences, in charge of the authorities, but he himself begins to participate in such formation<sup>2</sup>.

**The principle of equivalence** is substantively entirely different concept than the principle of solidarity. For equivalence it is characterized by narrower equivalence or as the relationship of equal value. At the most it is used in a neoliberal direction, which constitutes an essential element. All aspects with which social policy works, for example pensions, goods, services, as well as the conditions that the state distributes or the individual himself inquires for them, should be in accordance with this principle equivalent to (equivalent), that directly proportional to transaction of work<sup>3</sup>.

There are solved in social policy the accrued social situations by applying the most efficient or the most adequate procedures that are the most ideal for incurred specific affair. These procedures are based on the knowledge of the main principles of social policy and therefore it is necessary that the individual countries work within their limits in developing concepts.

### 3 THE FUNCTIONS OF SOCIAL POLICY

The functions of social policy are understood as a fact, by the aid of which invoke desirable effects and effects in the framework of the mutual relationship of objects and subjects of social policy. It is the ability to observe and also to carry out conscious action and tasks. The functions of social policy can be understood as an expression of its vitality, create certain analysis, the implementation of tasks arising from the importance of state social policy. The functions have developed in time and space, therefore are depend mainly on the specific social and economic situation.

Basically, functions are not well-defined and widely accepted, but in compliance with certain conditions, the most commonly distinguished are: *protective, redistributive, homogenising, stimulative and preventive function*.

<sup>1</sup> STANEK, V.: *Sociálna politika*. Aldo DESIGN, Bratislava, 2008. 375 s.

<sup>2</sup> POTÚČEK, M.: *Veřejná politika*. Praha: Slon, 2005. 399 s.

<sup>3</sup> KREBS, V.: *Sociální politika*. 5. vyd. Praha: ASPI, a. s., 2010. 544 s.

**Protective function** addresses the occurrence of social cases when the individual or social group is disadvantaged in relation to others. It is an economic or social matter of the problem. It can be said that there are mainly mitigated and eliminated consequences of some social cases in connection with work such as unemployment or inadequate working environment, and the rigors of family life situations: old age, illness, orphan, poor income of families with more children. This function is one of the oldest from historical point of view.<sup>1</sup>

**Redistributive function** of social policy is characterized not only as a function that ensures the redistribution of financial resources to the company, but it is important that it is trying purposefully and by gradual steps to integrate people into everyday life. It asks the basic questions by distributing: What do we split? To whom do we divide it? When do we split it? Under what criteria do we divide it? Not every individual has equal status and equal opportunities, and therefore it seeks to mitigate through redistribution the unequal position of the individuals in society. Redistribution can be carried out within two approaches: *Normative approach* says that redistribution should be based within aspects of levelness and usefulness. The second approach is the *Positive approach* which parts are the elements: *selfishness* (in society are mainly people who have lower incomes and therefore wealthier individuals should be in greater extent with taxation), *generosity* (if someone has higher incomes, then less uses the wealth of others) and *mutual relationship of selfishness and generosity* (redistribution should be from wealthier to less wealthier). The redistribution should also find the optimum that avoid thesis about too high rate of redistribution, because it carries the risk for citizens because from their side may occur too great interest in using of social transfers. Too low level of redistribution that talks about the destabilization of society, since education resources will be absent, the occurrence of excessive poverty<sup>2</sup>.

**Homogenising function** operates in close neighbourhood with the redistributive function. It has directed to so-called the revenue settlement, to mitigation of social inequalities in living conditions of social subjects and to the elimination of disparities in conditions of life. The aim is to create more homogeneous society and eliminate often large unreasonable differences. Mostly it can be observed in social assistance, in low-income

<sup>1</sup> ŽIŠKOVÁ, J.: *Sociální politika*. Praha: Codex Bohemia, 1997.

<sup>2</sup> TOKÁROVÁ, A.: *Sociálna práca*. Prešov: Akcent Print. 572 s.

groups of the population. This tops up the income up to socially recognized standard. This creates a platform for almost identical satisfaction of basic living needs<sup>1</sup>.

**Stimulative function** of social policy is seen as a certain type of influencing wanted human potential, within which has to be achieved the desired development of economic area of the state. From the above we can conclude that the practice suggests that there is a strong relationship between the economics, the economy and social policy of the state and basically they are dependent between each other. Also referred to the view that the economics benefits from the socio-political measures, whereas for example education level, purchasing power, etc. have been increasing. Therefore, some experts state that it is also called productivity function<sup>2</sup>. But it is also necessary to add the claim that it is a certain formation of such elements, which are necessary for the basic social values because it creates a certain social safety packages and thus creates a specific stabilizing effect, as it seeks to ensure the environment that will help to avoid social discomfort that would not otherwise have a positive impact on economic, social as well as political stability.

**Preventive function** of social policy takes measures remedying the causes of unfavorable social situations. The importance of this function is that it is possible to prevent any injury or damages accrued by adverse social conditions such as poverty, old age or unemployment. It also prevents the loss of lives and health of citizens, for example in cases of drug addiction, alcoholism, crime, gambling. By reducing harms to the lives of individuals or families it is necessary to remove the causes of formation these negative phenomena, thus making prevention. However, implementing these primary-preventive aims of social policy is too complex. In this case, eventually is “here used especially prophylaxis aiming to neutralize the negative influences that can cause potential threat to life or health of person. Essential role also has a secondary prevention - removing unfavorable social situation as well as tertiary prevention - preventing the repetition of negative phenomena. Mentioned plains are part of a professional activity under the name of social prevention. In practical life and the implementation of these preventions it can be encountered in the work of social workers<sup>3</sup>.

<sup>1</sup> DRÍZOVÁ, E.: Kapitoly zo sociálnej politiky. Nitra: Garmond, 2001.

<sup>2</sup> STANEK, V.: *Sociálna politika*. Aldo DESIGN, Bratislava, 2008. 375 s.

<sup>3</sup> JUSKO, P.: *Základy sociálnej politiky*. Pedagogická fakulta UMB, Banská Bystrica,

The functions of social policy differ from each other mainly in terms of their importance. In terms of development, it is necessary to add that for example redistributive and protective function are part of the basic dividing, and functions stimulative, preventive and homogenizing are a part of the so-called derived. Their importance can be seen mainly in practical life, as they are interconnected, so it is important their optimalization and harmonization in the political and social life, because through them ensure the execution of the social policy of the state as the basic subject of social policy.

#### 4 THE TOOLS OF SOCIAL POLICY

Under the tools of social policy we can understand certain specific system that is variable in time and space, within which it is developed, and taking into account the specific and current requirements of the social policy. In actual modern times, when demands on social policy have increased there has arisen a tendency, rather the efforts of the state to effectively use the tools of social policy, which should be diversified and specifically addressed, because we can see that social problems are not uniform, but for every individual are specific. It should be enacted the system in which would not become problems with the abusing of the social system by people who do not need it, because then there will occur a situation that the person who actually needs help ultimately such aid forthcoming. It should be noted that targeting is important, because the funding from public budgets is not unlimited.

Within the framework of social policy issues we can see that specific tools have in different countries different orientations and tasks. Generally tools can be realized<sup>1</sup>:

- **by regulation**, hence society (subjects, objects) are bound to do something based on the requirements or prohibitions,
- **by procedure**, to carry out certain payment or provide certain kind of service for the benefit to the social object,
- **by contraction**, i.e. based on contractually defined conditions under which it must be performed certain activity,
- **by pressure** which can be either physical or political, within which

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2000. 111 s.

<sup>1</sup> FRANCOVÁ, H., NOVOTNÝ, A.: *Sociální politika v základech*. TRITON, Praha, 2008.

someone must be forced to perform social interests that were ordered.

R. Geffert<sup>1</sup> defines three groups of social policy tools, especially social, economic and legal tools. As essential tool of social policy we can consider legal norms with different legal force (Constitution, international treaties, laws and regulations). Among the social tools are generally included the social documents (plans, concepts, state programs, of the state organizations, on basis which are created aims of social policy). The last and equally important group are economic instruments that represent actions focused mainly on the redistribution of available resources so that the aims were achievable more effectively. This includes mainly decomodification (guarantee of the life minimum), fiscal arrangements (transfers, allowances), debt instruments (providing loans), price regulation (regulating the selected prices of goods and services).

In terms of direct implementation of social policy and the set objectives we can meet in this issue mainly with tools, including **collective bargaining, program** and special status has a **social doctrine**.

**Collective bargaining** can be characterized as a tool which have short-term and preventive character. Its aim is to avoid not to arise conflicts and therefore aims to addresses these issues early (lat. ex ante) and not subsequently. Therefore it is a specific mechanism in which one wants to reach a consensus, because it is a negotiating partners of social policy within certain pre-given circumstances. The principal subjects within the social partners, who participate in collective bargaining we integrate various trade unions, whether employers or employees, the government of the country. The government is a specific partner of collective bargaining, which is designed to ensure that accepetd measures will have long-term and the whole society character. The position of the government also has to be ensured that to particular measures have to be offered economic alternatives of the state to which financial extent can be realized. On the basis of collective bargaining arises the collective agreement that in a democratic country is divided between the sources of law<sup>2</sup>.

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<sup>1</sup> GEFFERT, R.: *Sociálna politika*. Košice: UPJŠ, 2009. 154 s.

<sup>2</sup> FRANCOVÁ, H., NOVOTNÝ, A.: *Sociální politika v základech*. TRITON, Praha, 2008.

R. Duben<sup>1</sup> defines three basic collective agreements:

1. **The general agreement** is carried out at the macro level. It is a relationship within which meet together government, labor and business organizations on issues of social and economic policy. We can say that this is so called tripartism.
2. **Higher collective agreements**, so called to the level, this type of contracts are based mainly on the negotiations of the sectoral level employers' and trade unions.
3. **Enterprise contracts of collective character**, carried out at the micro level, it is a relationship and mutual dialogue at the lowest possible level, for example within certain organization, where meet together employee unions' with employer.

In the prevailing rate the trade union members are employees of large companies and public administration organizations in which such unions are based. For employees of small and medium-sized enterprises the trade unions in most cases do not occur.

The second tool of direct implementation is **the program (planning)**. The basic task of the program is based on certain aids, techniques and procedures to achieve defined objectives, which is characterized by its content as a result of collective bargaining consensus at the macro level, the level and the micro level. The program of certain consensus should be directed to allover activity of concrete social policy within a defined period and should involve the ideas that are elaborated in an overall concept that will assist in implementing of long-term plans. Elaboration of the concept manifests itself as a complicated element, as there exist the reasons of which must be taken into account that at least every four years is a political orientation in the state<sup>2</sup>.

We get into a specific tool of social policy, which is **the social doctrine**, that is characterized as a certain directive of long-term character. The period in which it should be applied within social policy is about 10-15 years. Social doctrine is elaborated mainly because to be a sort of a guiding document which within of the political elite exchange to defend populist excesses and are not taken the decisions that would be socially unacceptable. In elaboration of the doctrine it is necessary, not based only

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<sup>1</sup> DUBEN, R.: *Teorie a prax sociální politiky*. Praha: VŠE, 1999. 228 s.

<sup>2</sup> FRANCOVÁ, H., NOVOTNÝ, A.: *Sociální politika v základech*. TRITON, Praha, 2008.

on the theoretical level, but also to work with the cases of the experience<sup>1</sup>.

Tools are an important part of every society, because they work for balancing of inequalities between social groups. However, it is important that the state oversee who and under what conditions apply for support as to avoid the situation that these forms of aid will be diverted and to the person who needs it eventually will not be provided.

## **CONCLUSION**

Social difficulties and different risks can at this difficult time meet everyone of us. Unemployment, illness and certainly most people and old age. One of the main functions of social policy is just to assist to citizens in these difficult life situations. Certainly more advantageous for all involved parties is to avoid them and not just bail out holes in a weak incomes of people. Also positively influence the development in society, particularly by purposeful strengthening of families. Just for these reasons social policy belongs to closely watched affairs of society. Social policy is in our country a mean of performance of social justice. Also in other European countries we are facing two definitions of social policies and first – more broadly understanding. According to it social policy is certain conduct of the state and its associated subjects. Then there is a narrower concept - according to it the role of social policy in the first place, to solve social risks or also their consequences, which are old age, diseases with consequences such as disability, support for families with dependent children or regulate social hardship. These could be included unemployment and poverty. Both these types of understanding have a common aim and that is socially fair society.

The system of financing the social policy in European countries has many common features. Most of the finance to cover expenditures in this area comes from public sources and welfare expenditures have increased every year. There are many proposals how to ensure greater inflow of funds into social policy, but given the ever-increasing costs in the form of new technical, material facilities, more qualified workforce is essentially impossible to reach a stage when it would be enough funds in social area. The generation of sources to financing the social policy depends mainly on the political but also macroeconomic tools. Constant increasing volume of these resources does not mean the improvement of social care, because it is

<sup>1</sup> KREBS, V: *Sociální politika*. 5. vyd. Praha: ASPI, a. s., 2010. 544 s.

not possible to achieve a state in which it will be proportionally improved living standards to each individual in society. It is therefore necessary in order to create concepts of state social policy, to be included at full part citizens among the general public, as they are the ones who are closest in relation to the adoption of social measures.

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# THE FAILURE MULTICULTURALISM IN THE POST – MODERN ERA

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## **Abstract**

*The paper is devoted to the issue of the failure of multiculturalism in the post-modern era. In the modern era of globalization and the growth of the knowledge society to the forefront is the concept of multiculturalism, which is in close interaction with each person. In expert circles are held view that the current model of an open European Union asylum policy through compulsory redistribution of immigrants in the various EU countries is not set in the right direction and we are seeing opposition mainly Visegrad countries in receiving large numbers of people from Middle Eastern countries, resulting in an increase of negative ideological views (racism, discrimination and xenophobia) and cultural conflict between different religious civilizations.*

## **Key words**

*multiculturalism, ideological views, racism, discrimination, xenophobia*

## **INTRODUCTION**

Currently we have direct experience of highly migratory and contact different cultures from different regions around the world. This process brings a multicultural and multiethnic society, and with them a variety of questions about the way it functions. Reviewed the foundations on which would be built by good company. The newly forming social order as the experts and the general public reflect on diversity of living space and project their ideas into it. These events contributed to the project of multiculturalism, which has become one of the most conventional terms used to reflect the current cultural diversity. Along with the dates of globalization, pluralism, global capitalism, cosmopolitanism was included in a set of words that describe social situations global character.

There are different opinions and ideas to create a mosaic. Some authors consider it to be useful, but others refer to it as too harmful. Mutual penetration of cultures different character in the territory raises questions polarizing character. Proponents of the political spectrum are proclaiming to ultra - conservative direction in Europe is the idea of multiculturalism for subsystem neomarxismphilosophy, on the other hand, there are representatives of classical liberalism, who talk about the necessity of social and political process of integration of different cultures in society.

Examination of the failure of multiculturalism in modern times in terms of further development is very important because this is a new ideology for the creation of new social relations, but it is a form of mindset, which gradually introduces the world. Hiding in the desire of the company to answer the question why the current model just thinking of top leaders of Europe directed precisely in this way because it is the future of the old continent is therefore necessary to subject the issue of the whole idea of objective validity.

## 1 MULTICULTURALISM IN THE POSTMODERN WORLD

The concept of multiculturalism is starts in the 60s of the 20th century in the United States. The birth of this concept is considered a context within etnorevitalism movements that tried to push through political recognition of diverse groups, such as. racial groups<sup>1</sup>.

The aim is multicultural society despite all differences to ensure that all individuals in the world to live in freedom in which they have created a level playing field for life and their personal development and thereby also achieved by reducing the rate of discrimination. Multiculturalism examines and compares different perspectives on the world, deals with cultural differences, different forms of behavior and understanding of the true reality. Multiculturalism is generally understood as direct routing conditions for the establishment of a pluralist society ensuring the coexistence of different socio-cultural groups, and for the basic principles are considered respect, equality, tolerance<sup>2</sup>.

<sup>1</sup> JAKOUBEK, M., HIRT, T.: *Soudobé spory o multikulturalismus a politiku identit. Antropologická perspektiva*. 1. vyd. Plzen: Vydavatelství a nakladatelství Aleš Čeněk, 2005. 279 p.

<sup>2</sup> SEKOT, A.: *Sociologie v kostce*. Vydavatelství Paido. 2004. 206 p.

Multiculturalism is working with the idea on the basis of which should be different individuals and groups would be able to create one community in which each group retains for them distinctive traditions, values, religion<sup>1</sup>. All these aspects are based on the recognition that Charles Taylor considered as the basic thesis of the idea of multiculturalism, and it's more than toleration of difference, because it is a form of recognition by value and respect<sup>2</sup>.

At present, the phenomenon of multiculturalism considered social program, which focuses on cultural diversity. Regards the establishment of a new vision of society through direct by producing differences, i.e. visibility and reinforce the differences in the awareness of society. The basic difference between the idea of multiculturalism and pluralism is mainly in the character creation. For pluralistic thinking is characterized by the formation of voluntary associations, while on the other hand, in multiculturalism, mentions of involuntary movements. These movements are conditioned for example. gender, race, since humans commit from birth and the performance is virtually impossible<sup>3</sup>. Huntington author states: *“The transformation of global policy to accelerate the modernization, play the central role of cultural factors. The alliance concluded above all nations and countries with similar culture, while those with different cultures mutually zoom. Alliances determined by ideology and relations between the superpowers as retreating alliances based on culture, civilization or nationality. Political boundaries increasingly change shape so as to conform to the cultural borders: ethical, religious, or civilization. Power blocs of the Cold War times now be replaced by the cultural community and principal place of conflict in the world becomes a border between civilizations.”*<sup>4</sup>

Equal rights in the position of each individual in the modern world and in a multicultural society means establishing rules and principles that guarantee each person to grow up in a country without insults and slander and allow

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<sup>1</sup> GUTMANNOVÁ, A.: *Úvod. In Multikulturalismus. Zkoumání politiky uznání.* Praha : FILOSOFIA-ΦΙΛΟΣΟΦΙΑ, 2001, p. 183.

<sup>2</sup> TAYLOR, CH.: *Politika uznání. In Multikulturalismus. Zkoumání politiky uznání.* Praha : FILOSOFIA-ΦΙΛΟΣΟΦΙΑ, 2001, pp. 48-49.

<sup>3</sup> SARTORI, G.: *Pluralismus, multikulturalismus a přistěhovanci: esej o multietnické společnosti.* Praha: Dokořán, 2005. 134 p.

<sup>4</sup> HUNTINGTON, S. P.: *Střed civilizací – Boj kultur a proměna světového řádu.* Praha: Rybka Publisher, 2001. 122 p.

these rights to their children, and thus cope with a specific culture<sup>1</sup>.

In general, it concurrently with the status of multiculturalism in Europe understood by asylum and integration policy, because a person living on the old continent, expressed its views through humanism, but instead to help people from other cultures like him, suffering and loving, capable of self-reflection and resistance to injustice and considers them contradictory based on misconceptions about the countries of the Orient. This idea arises mainly through Foucauldian perception of a power struggle, with particular practice makes clear the cultural struggle of the West and the Middle East<sup>2</sup>.

Simplified perceived problem of multiculturalism in terms of European Union countries focuses largely on factors coexistence of Muslim communities with the majority group. The actual failure phenomenon multicultural community has expressed in the past by some conservative politicians such as Nicolas Sarkozy, Angela Merkel, David Cameron<sup>3</sup>.

Clifford Geertz referred several questions related to the conversion of multiculturalism. Integration policy now being rather to exercise or conversion tool for emancipation? It is actually possible in the efforts to achieve universality establish the dividing line between what is human natural, universal and permanent and what is variable, local and conventional? It is therefore appropriate that integration policies should be fixed and rights enshrined pillars and structure underpinning<sup>4</sup>.

The idea of multiculturalism gets to a point where it comes to routing between nation states in the world. As reported by Christian Joppke in its study on the retreat of multiculturalism in the liberal state and the subsequent transition to civil integration. In its relationship states in Europe it draws its attention to the social and economic integration of immigrants, anti-discrimination processes and cultural elements introduced to new immigrants. Multiculturalism as one of the area of state politics is in

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<sup>1</sup> PAVELKOVÁ, J.: *Fenomén multikulturality z pohledu současné doby*. In *Nová sociálna edukácia človeka IV*. Prešov : PBF PU, 2016, pp. 30-43.

<sup>2</sup> BARŠOVÁ, A.; BARŠA, P.: *Přistěhovalectví a liberální stát: imigrační a integrační politiky v USA, západní Evropě a Česku*. Brno: Masarykova univerzita v Brně, Mezinárodní politologický ústav, 2005. 312 p.

<sup>3</sup> THE TELEGRAPH. "Nicolas Sarkozy declares multiculturalism had failed." [online]. [cit. 23. 10. 2016]. Available at: <http://www.telegraph.co.uk/news/worldnews/europe/france/8317497/NicolasSarkozydeclares-multiculturalism-had-failed.html>.

<sup>4</sup> GEERTZ, C.: *Interpretace kultur: Vybrané eseje*. Praha: Sociologické nakladatelství. Sociologické nakladatelství. 2000. 565 s.

decline, and in its place comes a form of liberalism pursued through the citizenship test, which is essentially an indirect tool to exclude specific groups of asylum seekers. Muslim as a person applying for citizenship is the biggest problem by Joppke pass the test because the target countries will primarily seek to ensure in its territory policy and not justice<sup>1</sup>.

On the other hand there is the view Tariq Modood and Nasar Meer, who oppose the theory of the decline of multiculturalism, the idea that a given still exists, but is divided into three distinguishable positions<sup>2</sup>:

1. The level of social integration of individuals through increased assimilation and learning of traditional norms and customs of the country,
2. Alternative or welcoming attitude towards immigrants state that respects differences in behavior, cultural traditions,
3. Political multiculturalism, which to some extent permitted reflects the priorities of the two previous groups.

It occurs therefore how will want cosmopolitan society to deal with issues around multiculturalism and the issue of how to ensure social integration of immigrants and with it the growth of welfare state policies, which provides individual and cultural rights<sup>3</sup>.

## 2 MULTICULTURAL FAILURE IN SOCIETY

Despite all the efforts of the whole society purposefully deepening cohabitation between different cultures in recent years, it is still questionable whether such an understanding is not possible. The improbability of efforts to understand us every day unfortunately accentuate different events and conflicts largely based either on discrimination, racial intolerance or xenophobia, they learn about the world, but also increasingly from domestic media.

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<sup>1</sup> JOPPKE, C.: *The retreat of multiculturalism in the liberal state: theory and policy*. "The British Journal of Sociology. [online].[cit. 23. 10. 2016]. Available at: <http://dx.doi.org/10.1111/j.1468-4446.2004.00017.x>.

<sup>2</sup> MEER, N.; MODOOD, T.: „*The Multicultural State We're In: Muslims, „Multiculture“ and the „Civic Re-balancing“ of British Multiculturalism.*“ *Political Studies* [online] [cit. 23.10.2016]. Available at: <http://doi.wiley.com/10.1111/j.1467-9248.2008.00745.x>.

<sup>3</sup> JOPPKE, C.: „*A Christian identity for the liberal state?*“ *The British Journal of Sociology* 64 (4): 597-616, [online].[cit. 23. 10. 2016]. Available at: <http://dx.doi.org/10.1111/1468-4446.12041>.

The most important ideological phenomenon of the failure of multiculturalism in social practice are considered especially racism and xenophobia, which belong to the group of socio-cultural expressions of intolerance.

## 2.1 Racism

Ideological concept of race and differences between people is several centuries old. The term racism is currently often without any deeper analysis is mainly used to describe the relationship of negative and hostile feelings one ethnic group or nation to other cultures. Racism can be broadly characterized as prejudice based on significant social and physical characteristics and differences. The intention of racist ideology is limited to one-sided allegations of genetically innate and immutable racial inequality. An individual preaching to racism believes that some people are so defined on the basis of differences in the superior or inferior<sup>1</sup>. Author Ivan Rác considers racism as a theory *“that proclaims the inequality of human races, or the superiority of one race over others. The consequence of racist theories is hatred towards people of a different skin color or ethnic origin, striking the discrimination these people who can end their enslavement or extermination so. primacy over the inferior races, hence the idea of racism based on obsolete scientific arguments and use of human fear of all that is in some way different external (skin color, body composition, appearance) deliberately searching everything that brings people together and enrich each other.”*<sup>2</sup>

Important role in shaping racist attitudes played mainly individual equipment Personality Profile, dissatisfaction with their own social status and the economic and political situation. In all cases, it can play a negative role and hatred never met. On the other hand, it is also possible that the formation of racist ideas is exactly what happens in between the negative experience<sup>3</sup>.

Author Daniel Milo stated that at present, there is also *“a relatively new form of racism, sometimes referred to as” ethnic and cultural differentiation “, which says that all races or cultures are equal but they*

<sup>1</sup> HERCZEG, J.: *Trestné činy z nenávisti*. Praha: ASPI. 2008. 260 s.

<sup>2</sup> RÁC, I.: *Sociálna patológia a prevencia sociálno-patologických javov*. Nitra: UKF. 2011. 141 s.

<sup>3</sup> KRYL, M.: *Rasizmus, antisemitizmus a holokaust*. Brno: Doplněk. 2011. 260 s.

*should not be mixed in order to preserve their originality. This may lead to racial discrimination. While the notion of racism is often confused with ethnic intolerance”.*<sup>1</sup>

From the content point of view, racism is divided into two basic types of conduct that are regulated by law, to racial violence and racial discrimination:<sup>2</sup>

1. **Racial violence:** a particular feature of the violent physical behavior (bodily harm, homicide, damage to property) directed towards certain groups of individuals and cultural minorities marginalized.
2. **Racial discrimination:** in general terms it is a process of differentiation, perception of differences, which is the result of unjustified treatment of people without adequate explanation, based on their inclusion in the same biological and racial categories. It is considered a special case of social division in which they are denied the normative principles of equality and equal treatment of all members of the Social Welfare Department.

In addition to the above types of racism in professional circles distinguishes racism soft and hard. Disclosure of **soft racism** is rather hidden meaning. It not is a public manifestation of ideology, which would carry out voluntary organization or institution. It is now a given form of racism probably closest to reality. A characteristic feature is that it does not define subjects such as racism, but rather have a form of reasonable objections and reservations against the way of life of a certain cultural group (Roma). In principle, therefore, no conflict with the law and the principles of equal treatment and equal. In many cases, in their respective planes generally acceptable to most parts of the company, as it is in some form of vague and indefinable. **Hard racism** is already hard and extremely aggressive form, which presents mainly extremist ideologies (fascism, nationalism) in the company. Racism presents hard facts and the belief that a particular race is superior to another with the achievement of inferiority. In the most extreme cases seen in the direction of the ideology of the state and specifically in the legislation in order to create awareness of the people about accuracy. The main bearers and representatives of the

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<sup>1</sup> MILO, D.: *Rasistický extrémizmus v Slovenskej republike*. Bratislava: Ludia proti rasizmu. 2005. s. 12.

<sup>2</sup> ŠIŠKOVÁ, T.: *Výchova k toleranci a proti rasismu*. Praha: Portal. 1998. 280 s.

various organizations, political groupings<sup>1</sup>.

Due to incompatibility of certain groups of people have different aspects, but from different angles for the emergence of racism are considered factors that have on individuals and their thoughts directly affect Daniel Milo defines three key factors are: 1. **Factor disability inclusion into society**, deals explicitly about human personality disorder<sup>2</sup>. Unless the individual does not experience social support, especially in bereavement, so then it searches for alternative ways out of this situation, which he knows to ensure people with similar social issues. At the head of the group, a predominantly leaders who through radical solutions to determine the direction, which should be reached to resolve the situation; 2. **Factor ignorance** can best be characterized by marginalized groups in society (the black community, Roma, etc.). These groups have their own organizations and their representatives who present their opinions and fight for their rights. On the one hand is a benefit, but on the other hand, is in many cases quite abused in relation to the rights of the majority, because that paradoxically lives discriminated against, from the point of view of social benefits. 3. **The factor of uncertainty** is associated with the concept of social insecurity, as a protection from the state considerably reduced and responsibility is fully transferred to the citizen. In terms of European states can be observed radicalization of society. Creating such radicalized groups brings a sense of reducing social insecurity and social problems presenting to the general public<sup>2</sup>.

Racism has many forms and the rate of awareness, onset or rise depends primarily on the company, but also the media policy of the state, which creates a certain understanding of how different cultural groups.

## 2.2 Xenophobia

To phenomena closely linked to intolerance and hatred against persons of foreign nationality as foreign representatives of all the most commonly used in technical language, the term xenophobia. These are the fears and concerns arising from hatred to everything that comes from abroad, and that comes from other than their own social group<sup>3</sup>.

<sup>1</sup> CULTURE FUTURE.: *Hard Racism vs. Soft Racism*. [online]. [cit. 23. 10. 2016]. Available at: <<http://culturefuture.blogspot.sk/2008/09/hard-racism-vs-soft-racism.html>>.

<sup>2</sup> MILO, D.: *Rasistický extrémizmus v Slovenskej republike*. Bratislava: Ľudia proti rasizmu. 2005. s. 12.

<sup>3</sup> ONDREJKOVIČ, P., a kol.: *Sociálna patológia*. Bratislava: SAV. 578 s.

Xenophobia is according to the Oxford Dictionary English language described as “morbid fear of foreigners or foreign countries”. Psychological understanding is specified as a sense perception respectively, the incomprehensible and biased socially constructed ideas. For a better understanding with two models of perception: the “we” to which we include everyone who looks, feels thinks like us and model “they” they belong to the bad guys, who can be marked with the words - violence, threat, restlessness, The Rolling Stones, offenders<sup>4</sup>.

The people are generally characterized to be satisfied only if the company and the environment in which they live is known to them, so some interference with their stereotypes on their part may derail. At the beginning of changes to accede incredulously, but the prevailing rate, most individuals tend to adapt and then they take them as a part of social life. At the same time, there are certain groups of people that have a negative attitude to the acceptance of new customs, respectively, can not accept a new person in their community, resulting in the differentiation of xenophobia on two opposite directions<sup>5</sup>:

- Xenophobia focused on the segment of the population, which is located in the company, but is not considered a part (eg. Immigrants).
- Cultural xenophobia, which focuses on cultural aspects and other community deems appropriate regarding the most extraneous.

Within the issue of xenophobia act within its limits concepts that are directly related to it. **Prejudices** are fixed negative attitudes to certain social community generally it regards the opinion that originally the individual as to the real; **Discrimination** is the result of prejudice conduct focused mainly on the negative treatment of people, in the context of ethnic and national minorities in which they are denied equal footing with access to opportunities<sup>6</sup>; **Islamophobia** is a term referring to individuals of prejudice against Muslims and Islam. Behavior manifested as intolerance, discrimination; **Autostereotype** is characterized by

<sup>4</sup> KOLAČANOVÁ, Z.: *Xenofóbia a rasizmus*. [online]. [cit. 23. 10. 2016]. Available at: <http://www.iuventa.sk/files/documents/Dokumenty%20pre%20stranku/Subory/Publikacie/3>

4-BROCH\_Xenofobia\_rasizmus.pdf.

<sup>5</sup> Filmový klub Watch & Think. *Informačný list – Xenofóbia a rasizmus*. [online]. [cit. 23. 10. 2016]. Available at: <http://filmovy-klub.blogspot.sk/search?q=xenol%C3%B3bia>

<sup>6</sup> RÁC, I.: *Sociálna patológia a prevencia sociálno-patologických javov*. Nitra: UKF. 2011. 141 s.

simplified and misconceptions and ideas that form with individuals or groups of themselves. It is expressed in an idealized sense of belonging to the group. Individuals tend to have over other parties favorable opinion of yourself and evaluate better<sup>1</sup>; **Ethnocentrism** is defined by a password that is different and it is strange or who is not with us is against us “<sup>2</sup>. This is a negative counter cultural relativism. Intolerance of ethnic approach is based, in case of lack of information, ignorance, or for fear, hatred and fear. Ethnocentrism expresses the superiority of their own culture to others and unknown. The tendency to present the world in terms of their own culture is known in historical context and resulted in the induction of a large number of cultural conflicts<sup>2</sup>; **Segregation** is the term for which is specific and discriminatory practices by separating the process of settlement of individuals and groups who do not share the characteristic social and biological characteristics of the majority group of companies.

Xenophobia is an underlying psychiatric problem, which is the source and format are hateful ideology. The largest share’s increasing xenophobia is measurable in situations where certain social groups find themselves in unfavorable economic, social and political crisis<sup>3</sup>.

### 2.3 The relationship of xenophobia and racism

Correlation and delineation between racism and xenophobia is not determinable. Xenophobia is the psychological state of fear that the individual inner feelings towards other people from different cultures that differ from their appearance or lifestyle. At the same time it tends to be described as valuation unreflected own group and culture, which determines the relationship with other groups and cultural elements based on their own beliefs. Racism is understood as the opposite of the different relationships that are led to intolerance and almost to the discriminatory behavior<sup>4</sup>.

The relationship between xenophobia and racism best describes the following quote: “*Xenophobia is different from racism, and if at first*

<sup>1</sup> ONDREJKOVIČ, P.: *Sociálna patológia*. Bratislava: Veda. 2001. 272 s.

<sup>2</sup> URBAN, L.: *Sociologie*. Praha: Eurolex Bohemia. 2006. 374 s.

<sup>3</sup> IVANOVÁ, K.: *Multikulturní ošetřovatelství*. Praha: Grada. 2005. 138 s.

<sup>4</sup> LEONTIYEVA, Y.: *Postoje k imigrantum*. Praha: Sociologický ústav AV ČR. 2009. 121 s.

*glance seem very similar. For example, if we do not like a black man in France because France is the case of xenophobia. If we are against it hate speech because it is black, it comes to racism.”<sup>1</sup>*

Relationship concepts that are substantively different from each other can be characterized through historical background that occurred in the 90s of the 20th century. At that time there was a boom of xenophobia, particularly in the context of racist acts. Within its essence is a kind of “new racism,” which is defined by the original understanding of the cultural differences and the differences not biological. For the rebirth of racism and xenophobia in the modern world are considered two basic principles<sup>2</sup>:

- **Globalization:** an increase in competitiveness between countries advanced to the point where the limited services in health and social care and education, and this is the basis for the emergence of racist and xenophobic ideologies, as the lowest layer of the people in the company did not receive the necessary and basic services for the life and therefore they get into conflicts of interest mostly to new immigrants of different ethnic groups.
- **Internationalization of labor market:** has contributed to an increase in migration flows, causing the perception of immigrants by locals as increasing competition in the labor market.

The open market policy, based on the foundations of humanism in the world brings a wave of indignation, and higher negative ideological views, which translate into reality and everyday life. It is necessary to unite the states and the epicenter of the problem is solved by successive steps and interference states war intervention in countries where they have different cultural traditions, but the need to address the human rights aspects of the diplomacy.

## CONCLUSION

Multiculturalism in the world and especially in Europe is a strong reflection of the term over which hovers strong criticism. It is based on

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<sup>1</sup>ZODPOVEDNE: *Prevenia*. s. 37 [online] . [cit. 23. 10. 2016]. Dostupný z Available at: <http://www.zodpovedne.sk/download/Prevenia.pdf>.

<sup>2</sup>ILO, IOM, OCHHR: *International Migration, Racism, Discrimination and Xenophobia*. [online] . [cit. 23. 10. 2016]. Available at: <http://www.unesco.org/most/migration/imrdx.pdf>.

findings which present differing degrees of failure of the integration of immigrants, the second and third generation ethnic minorities, which are part of Muslim religious beliefs. I also criticized the very emphasis on cultural multiculturalism, and this question is rather confused on the issue of racial origin. By political leaders but also the general public did not multiculturalism itself conclusive results, he failed to ensure the social inclusion of individuals, but rather caused disruption.

Multicultural failure of the post-modern era in the form of racism and xenophobia are part of everyday life of each individual whether we realize it or not. Maybe you do not realize that we have between themselves and their close friends and people who face such forms of intolerance, or in the worst case, it is precisely those loved ones who show themselves negative phenomena and attitudes towards other cultures. The problem of racism and xenophobia is far from the phenomenon of the moment, but occurred in the world since time immemorial. Still not found, however, they failed to find effective mechanisms for their elimination, even though efforts have been and will be. In the modern world, which is characterized society is of states in this fight much more difficult because we can watch the easier availability of the Internet and media. Dissemination of information that subsequently and elimination is virtually impossible, which carries the risk of rapid ignition initiators and leaders of various radical groups.

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# **ACTIVATION OF CLIENTS OF HIGHER AGE IN FACILITIES FOR SENIORS FOCUSED ON COGNITIVE SKILLS THROUGH EDUCATION**

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## **Abstract**

*The period of old age and aging is an inseparable part of one's life. With the transformation of the society the very fact of aging of the entire population is linked to, as the number of people in senior age is increasing. Although aging is accompanied by countless changes whether in the field of biological, psychological or social, this stage should not be for seniors grey period. Seniors should choose what direction their lives will set forth and one of the alternatives for active and meaningful spending of time and response to changes is joining the process of education. State should participate in providing sufficient educational contingency for people in senior age. Seniors should be encouraged in education, either by the family itself, as well as by social workers, as in participation in educational activities they must overcome a series of barriers.*

## **Key words**

*Active aging, lifelong education, client of higher age, senior.*

## **INTRODUCTION**

In our country as well as in other (but also in developing countries such as India, China, Korea), member states of the European Union, the number of seniors has been growing. This clearly shows the demographic development of the population. According to data from Eurostat study (2014) within the European Union over the last fifty years an average life expectancy has increased by ten years, and in 2012 it reached 80.3 years, and according to the prediction it will continue to rise. By 2080 the number of people aged over 80 years should doubled, thus seniors become

the fastest growing age group in general.

It's mainly the fact that, thanks to medical and technical progress quality of life dramatically improves. Therefore, it is necessary to look at the process of population aging as a natural phenomenon

Education itself has been seen for a longer time as a human need and far no longer is considered to be a purely professional matter and the idea that education is the domain of childhood and youth, has been superseded. Need for lifelong education and learning of seniors is an integral part.

Education of seniors provides ample scope for the application of knowledge of pedagogical and social character. A demographic panic due to the aging population is becoming the nationwide problem. One alternative to prevent, respectively, to eliminate this phenomenon is also intense preparation of future seniors for the aging and their own old age.

What is the education of seniors like in facilities of social services? Do clients in senior facilities have sufficient motivation to learn new things and gather information? Do they have possibility to adapt to changing conditions of contemporary society?

## **1 EDUCATION OF SENIORS IN THE CONCEPT OF LIFELONG LEARNING**

Lifelong learning has become an important social topic of mature european society. The need to expand own educational platform concerns also the senior population. Because of the aging of population and ever accelerating pace of life it will be necessary to be particular about an increased interest of seniors and the area of education.

Education of seniors is seen as a longlife education and is an essential part of the life of modern man of present time. Education of clients of higher age should meet the educational needs according to their personal interests. In this case the education is also a purposeful process with its mission, direction and educational goals. Through the educational process, it is possible to influence patterns of behaviour, value orientation or attitudes of clients of higher age. Anyway, education is an important means to enrich the lives of post-productive generation.

Since the mid-20th century a separate science – gerontagogy began to be applied - originally it was a theory of education and learning of older people and people in old age. Nowadays, this science is seen as

the education of seniors, pro-senior education. Mühlpachr<sup>1</sup> points out that „education in higher age becomes a necessary condition for understanding life in an ever changing world. Using the new information seniors are given the option to organize their own life, how to be mentally balanced and happier.“

According to research observations even older people have sufficient capital for learning and education. Physical performance gradually decreases with age and reduces, mental performance - with proper stimulation - is still on the top. The brain still behaves like a muscle, and if it is regularly trained, it delivers higher performance.<sup>2</sup>

Senior education is necessary to be seen as a form of social-educational intervention. Education as a means of solving of social problems is not new knowledge. For example, Socrates already identified ignorance with evil and Comenius stated that education should be for everyone. Neither the educational need of an aging generation should be neglected, as „the person learns while he lives.“ Developed countries of Europe began to pay attention to training of this group in the 80s of the 20th century. Gradually the range of educational programs began to expand and the emphasis is increasingly being placed on the quality of life in the period of aging. The period of higher age is seen as a time of challenges and new opportunities. In the 90s the development of pro-senior education started.<sup>3</sup>

Education of seniors represents „a specific and relatively autonomous sphere of education of adults.“<sup>4</sup>

A practice itself brings many approaches to education for seniors:<sup>5</sup>

- rejection of seniors - older clients are perceived as less interesting category of participants of educational activities for institutions and organizations,
- concept of activation in the context of social services - educational activities are perceived as one of the alternatives of senior activation.

Education forms thus a type of senior activation, is integral part to

<sup>1</sup> MÜHLPACHR, P.: *Gerontopedagogika*. Brno : Masarykova univerzita, 2004, p. 122.

<sup>2</sup> KRÝSTOŇ, M., ŠERÁK, M., TOMCZYK, L.: *Nové trendy ve vzdělávání seniorů. Nowe trendy w edukacji seniorów*. Banská Bystrica-Praha-Kraków : Asociace institucí velávání dospělých ČR, 2014.

<sup>3</sup> BENEŠOVÁ, D.: *Gerontagogika*. Praha: Univerzita Jana Amose Komenského, 2014.

<sup>4</sup> ŠERÁK, M. in ŠPATENKOVÁ, N., SMĚKALOVÁ, L.: *Edukace seniorů: Geragogika a gerontodidaktika*. Praha : Grada Publishing, a.s., 2015. p. 71.

<sup>5</sup> ŠPATENKOVÁ, N., SMĚKALOVÁ, L.: *Edukace seniorů: Geragogika a gerontodidaktika*. Praha : Grada Publishing, a.s., 2015.

- the effective use of leisure time in institutions for seniors,
- the principle of participation - education is perceived as useful not only for seniors but also for the community and society as a whole because it provides older people an opportunity to continue in meaningful social tasks and to participate in social life,
  - self-realization - the potential of self-realization in the later stages of ontogeny should not be underestimated under any circumstances, on the contrary, it can be facilitated by education, which promotes the development of personality, integration of lifetime experience, fills their self-updating and so on.

The primary premise for any educational activities aimed at elderly clients is the fact that the individual is able to learn at all life stages, including old age. Mentioned argument is seen as the basis of all learning activities for this target group. We must not forget that education in this age of life of human being has some specific attributes. A question of motivation and sufficient involvement plays a significant and initial role in the area of senior education. In this regard social worker finds their application.

Aging itself is also currently still accompanied by many questions. We are afraid of our own physiological aging. Social worker or social pedagogist should try to provide information on active aging as well as on learning opportunities. He should also focus on the dismantling of negative stereotypes about aging and promote a realistic image of aging. Not less important is also helping to further contribution to the society and also to the meaningful utilization of leisure time.<sup>1</sup>

Education of seniors is a separate sphere of education of adults which has common attributes with interest education, such as voluntarism, focus on leisure time, saturation of individual needs and at the same time it has some characteristics such as motives, goals, and differs mainly by restricted focus on people in post-productive age. Šerák<sup>2</sup> points out that educational activities aimed at senior citizens should have interest and non-utilitarian nature due to changing demographic situations thanks to which further professional education of older people gains greater meaning, for example retraining and qualification training.

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<sup>1</sup> MARHÁNKOVÁ, H. J.: Vzdělávání po odchodu do důchodu – subjektivní význam. In ŠUCHA, M., CHARVÁT, M., ŘEHAN, V. (Eds.) *Kvalitativní přístup a metody ve vědách o člověku: VIII.* Olomouc : Univerzita Palackého, 2011. p. 34-41.

<sup>2</sup> ŠERÁK, M.: *Zájmové vzdělávání dospělých.* Praha: Portál, 2009.

## **1.1 Aim and importance of education of clients of higher age**

Education has a highly individual human and social value. It brings benefits to the individual of any age, whereby in every stage of life learning has different dimension and purpose. In higher age education does not equip the individual with information for conquering the world, but it becomes a process that meaningfully cultivates time of individuals in senior age. Common life should be taken into consideration in education of clients of higher age, they should obtain knowledge of what is close to them in life and what they can still use. Objective of education relates with the knowledge of needs of seniors - identification of areas of interest helps to create training programs tailor-made. With educational activities, for example, we can contribute to adaptation, help to orientate in new situations, through education a senior gains information about what is happening around them, a senior has the opportunity to decide independently and not to be dependent on their surrounding. From the viewpoint of the society education of seniors contributes to build a positive view of old age and removes barriers and eliminates inter-generational differences.

Education of clients of facilities of social services helps in the search for new certainties, new sense of living and new attitudes to life and therefore this fact must be projected when drafting and implementing education policy.<sup>1</sup>

The specific benefit of education of clients in the final stage of life is contribution to the mobilization of intellectual and cognitive functions, to the consolidation of physical and mental health, or to the strengthening of confidence and thus to life satisfaction. According to Petřková and Čornaničová<sup>2</sup> education of seniors fulfills the following primary objectives:

- cultivation of life of seniors and its enrichment,
- understanding of developmental tasks in this life phase and simplification of adaptation to the changed way of life,
- maintaining the physical and mental activity in later stages of ontogeny,
- help to orientate in today's rapidly changing world.

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<sup>1</sup> PALÁN, Z., LANGER, T.: *Základy andragogiky*. Praha : Univerzita J.A. Komenského, 2008.

<sup>2</sup> PETŘKOVÁ, A., ČORNANIČOVÁ, R.: *Gerontagogika. Úvod do teorie a praxe edukace seniorů*. Olomouc: Univerzita Palackého v Olomouci, 2003.

The area of education of seniors is unusually broad and does not constitute any individual and interrelated system. It may have a non-professional general nature of senior education. The most frequent example is teaching computer literacy, memory training. Education may also have the form of specialized knowledge, when development and maintenance of skills in order to achieve (re) activation of seniors is the goal of education.<sup>1</sup>

## 1.2 The importance of education of clients of social service facilities

Marhánková<sup>2</sup> points out that the main role is played by “*educational activities offered in centers for seniors.*” They also add that the subjective meaning of these activities exceeds closely marked out concept of lifelong learning. Educational activities represented an important mechanism for structuring time, building social ties and not least important source of self-fulfillment and self-confidence.

Czesaná, Matoušková<sup>3</sup> in their research indicated that seniors, who for a year systematically participated in the cycle of learning opportunities assigned for them, interest education evaluated positively and saw a sense in it. They also said that they perfectly spent their free time with learning, every training activity brought them new information and they perceived education as a certain social event. Respondents of the research stated that they participated in training also due to understanding their children and grandchildren, and at the same time they showed that age does not play a role in life and at any age, one can learn and participate according to their possibilities actively in life.

## 1.3 Specific forms of educational activities in facilities for seniors

The spectrum of alternative of education from the position of gerontology is very broad. In facilities of social care it is provided to persons with reduced self-sufficiency, where it is becoming, among other

<sup>1</sup> KLEVETOVÁ, D., DLABALOVÁ, I.: *Motivační prvky při práci se seniory*. Praha : Grada Publishing, a.s., 2008.

<sup>2</sup> MARHÁNKOVÁ, H. J. Vzdělávání po odchodu do důchodu – subjektívny význam. In ŠUCHA, M., CHARVÁT, M., ŘEHAN, V. (Eds.): *Kvalitativní přístup a metody ve vědách o člověku: VIII*. Olomouc : Univerzita Plackého, 2011. p. 39.

<sup>3</sup> CZESANA, V., MATOUŠKOVÁ, Z.: *Účast a bariéry vzdělávání starších osob*. Praha: NVF, 2006.

auxiliary activities, one of the tools supporting participation in everyday life. Forasmuch as gerontagogy covers a broad basis for further division by specifics educated groups of seniors, in following line only some of them are pointed:

- **academy of seniors** – it is an organized form of lectures, debates and discussions, thematic units with projecting films, workshops, seminars,
- **courses** – they are short-term or medium-term educational activities, a concrete example can be the one of communicative and information technologies, efficient text reading,
- **workshops** – interest or therapeutic activity usually takes place here, for example handmade with traditional techniques,
- **physical educational activities** – they concern sightseeing outings, trips, but they may concern activities of experiential education,
- **activities with the game character** – these activities have a stimulating effect for other game activity.

## **2 THE ROLE OF SOCIAL WORKER IN THE SPECIFICATION OF GOALS AND MOTIVATION OF EDUCATION OF SENIORS**

We should bear in mind that every education should have its target. Learner, in our case a client of social services should know why is he educated and what reason there is. Without setting a target the path of success can be uncertain not only in education. However, in order to establish aims of education, social worker must know the needs of the client.

Education of clients of social services is particularly important for the development of community life. “*Person remains a social being, their life is automatically associated with the process of learning.*”<sup>1</sup>

Seniors should have a possibility of choice of activities in education. Individuals who are inherently less active need offer. Without offer and possibility of choice an individual might fall into boredom and gradually to depression. Offer of different activities in the area of education should be offered by the institution for both the clients of social services directly in residential facilities, but this possibility should be offered also to

<sup>1</sup> KOPECKÝ, M.: *Sociální hnutí a vzdělávání dospělých: aktivní občanství jako cíl pro celoživotní učení*. Praha : Eurolex Bohemia, 2004, p. 87.

seniors at home, although it is more difficult because health condition does not enable it, distance to the facility or bad economic situation due to reduced living standards. In the future, it is essential to become more prepared for this state, as demographic data indicate clearly the prognosis of population.

The motivation of education of seniors requires cognitive (expanding and supplementing knowledge, interests), social (contact with peers, need of community), activities (meaningful activity, the need for utility), compensation of shortage (intellectual and emotional) and self-realization, thus confirmation their own identity.<sup>1</sup>

The basic needs of education of the senior, which a social worker should accept, include:<sup>2</sup>

- **independence of performance** – particularly in the area of utilization of services and learning opportunities,
- **participation** – the opportunity to handle their experience and participate in their own decisions,
- **self-realization** – to have opportunity to fulfill themselves in the field of educational, cultural, spiritual, recreational,
- **dignity** – includes the need for treatment and respect,
- **availability of care** – includes access to medical, social and legal services.

Some certain principles of education must be respected in educational process of seniors. Social worker in the educational process should respect the following principles:<sup>3</sup>

- **the principle of humanity** – this principle is orientated to the personality of learner, their human individuality with the right to self-determination and self-development. In the education the moral aspect, respect, mutual respect, communication and equality in education of clients of social services and social workers is supported. Empathy, the art of listening, support of seniors, confidence in cooperation, prosocial behaviour form an important component of this principle. The principle of humanity accepts the physical, mental and social changes of seniors.

<sup>1</sup> ŠPATENKOVÁ, N., SMÉKALOVÁ, L.: *Edukace seniorů: Geragogika a gerontodidaktika*. Praha : Grada Publishing, a.s., 2015.

<sup>2</sup> ŠERÁK, M.: *Zájmové vzdělávání dospělých*. Praha: Portál, 2009.

<sup>3</sup> KLEVETOVÁ, D., DLABALOVÁ, I.: *Motivační prvky při práci se seniory*. Praha : Grada Publishing, a.s., 2008.

- **the principle of scientism** – all information must be communicated in accordance with science, scientific knowledge of the area and must be based on the truth. A necessary condition for social worker is a constant acquisition and development of knowledge based on current scientific knowledge. Relevant is profound knowledge of theory applicable to scientific activity, in the transfer of knowledge and developing skills.
- **the principle of proportionality** – refers to the performance of a social worker in the field of education. Ambiguities must be explained with the respect to age, individual singularities and abilities of the individual. Above mentioned indicators and their reciprocal relationship, ie who realizes education, what content is selected, who is the training for, what available means educator has, what is its purpose what way to reach the goal he chooses and when the education is implemented must be taken into the consideration. A thoughtful expression in harmony with the principles of education, such as literary language, avoiding the use of foreign special vocabulary is directive to achieve the desired goal. Content, scope and method of education must correspond to the degree of physical, mental and emotional development of participants of education. It is essential to have a basic knowledge in the field of adult education.
- **the principle of action and commitment** – is based on the fact that the educator has to act in order to positively motivate the activity of all participants. Activity of participants themselves, thus seniors, means higher efficiency of assumed knowledge, better memorizing and transformation into attitudes and actions.
- the principle of motivation – a senior must be motivated and active to seek knowledge, to discover it by individual, conscious, creative and cognitive work.

## **2.1 Barriers to education of clients of social services**

When implementing and organizing of educational activities aimed at this target group organizers and social workers must face a variety of obstacles not related only to the involitional process in old age, ie eg visual and auditory problems of participants. Engagement in learning activities requires from participants investment not only in the form of mental

energy. The amount and nature of this investment differs in dependence on educational programs. Motivation, stimulation, support and other attributes determining learning can be different in different seniors.

Progress and results are affected by these obstacles:<sup>1</sup>

- informative – means the inability respectively impossibility of seniors look for relevant information on opportunities about education as well as information needed for the study,
- situational – result from the current context and life situation of the individual, there may be a lack of funds for expenses related to education and so on,
- psychological – these barriers include low motivation for learning, which is closely related to negative attitudes towards learning as a result of negative experiences from the previous training, concern about the reduced ability to learn and so on,
- andragogic – interval since the last systematic training, lack of previous knowledge, the nature of the curriculum, educator personality and so on,
- organizational – for instance, this includes the very offer of educational activities, content, quality and timing, space and so on.

## CONCLUSION

Work with seniors brings many specifics. Social workers in facilities for seniors should be aware of the changes, requirements and certain risks that entails clients of higher age. Due to demographic trend (with increasing tendency) is the area of activation through education still relevant.

Education can be considered as an option of meaningful and quality leisure time in the last period of life. In current society a traditional concept of a linear model of life course of the individual namely education - work - retirement (rest) is disappearing, but on the contrary, these phases throughout the life intersect. Education should not be seen only as necessary preparation for future job performance, but should become a permanent and voluntary phenomenon of individual's lifetime, thus also during aging. Senior education is constantly developing and expanding. Functions of education cover a large part of the needs of seniors of present time and therefore the education of clients of higher age is of great benefit.

114 | <sup>1</sup> ŠPATENKOVÁ, N., SMÉKALOVÁ, L.: *Edukace seniorů: Geragogika a gerontodidaktika*. Praha : Grada Publishing, a.s., 2015.

The importance of education for clients of higher age is that it provides them with information, supports positive aging and active experiencing old age. An active involvement in social happening increases in seniors zest for life and a sense that they are not a bother for the society. It is therefore desirable to promote a sense of meaningful existence of seniors and stress their merit.

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# CONCEPT OF SOCIAL SUPPORT FOR AUTISTIC PEOPLE IN ACCORDANCE WITH RIGHTS OF AUTISTIC PEOPLE AND AUTISTIC SPECTRUM DISORDERS

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## **Abstract**

*The paper is aimed at the issue of autism as a pervasive developmental disorder and closer characterization of autism spectrum disorders. Further, we specify social help from the state and Ministry of Labour, Social Affairs and Family's concept, as well as state's financial contributions according to Act No. 447/2008 Coll. on financial compensation of serious physical disablement and modification of other relevant acts.. We will accentuate projects addressing the issue of autism, e.g. World autism awareness day which focuses on emphasising the issue of autism and necessity of education about this pervasive developmental disorder.*

## **Key words**

*autism, autism spectrum disorders (ASD), The Autism Rights Movement, World autism awareness day*

## **INTRODUCTION**

Autism is one of the most severe disorders of child mental development. The disorder results in inability of the autistic person to understand properly what they see, hear, and experience. The development of these individuals is impaired since the early childhood in the areas of communication, social interaction and imagination. Autism is accompanied by specific patterns of behaviour. Since 1943, when autism was defined for the first time, extensive research on the nature of this disorder and therapeutic and educational approaches has been conducted. The areas of care for

the autistic individuals have advanced significantly in the last years, civic associations dealing with autistic people and their families have been established and the awareness among the experts and the general public has improved considerably. In the paper we will concentrate on the autism itself as well as on the autism spectrum disorders (ASD) and their characteristics. We will also elucidate rights of autistic people that, in our opinion, should be enshrined in legislation of every state to ensure the rights of autistic people to be pursued and protected. We pay special attention to the ways the state helps and contributes to the families with an autistic member. Emphasising the fact that it is important to continuously improve the quality of life of autistic people is the main goal of World autism awareness day that helps them lead a meaningful and decent life.

## **1 AUTISM AND SUPPORTING AUTISTIC PEOPLE FROM MINISTRY OF LABOUR, SOCIAL AFFAIRS AND FAMILY'S CONCEPT**

Nowadays, autism is a very common and serious disorder of an early brain development and is classified as one of neurodevelopmental disorders.<sup>1</sup> It occurs all around the world regardless of race, ethnicity, social status or geographical latitude.<sup>2</sup> For the first time, the term “autism” was used in 1911 by Eugen Bleurel while describing psychopathology of schizophrenia.<sup>3</sup> Autism is a developmental disorder characterized by impaired communication skills and social interaction. An autistic person expresses their wishes and needs with difficulty, does not apprehend why others do not understand them. This leads to an autistic person retreating into their own world and appearing to be lonely.<sup>4</sup>

“Every life of a human being has its own unique, unrepeatable, and unalienable value and dignity that is a result of the actual essence of being human. The main mission of each of us is to be a person responsible

<sup>1</sup> OŠLEJŠKOVÁ, H.: Autismus - Porucha časného vývoje mozku. Včasná diagnostika autismu společný multidisciplinární cíl. Výchova ke zdraví: souvislosti a inspirace Škola a zdraví, 2010, p. 21.

<sup>2</sup> RICHMAN, S.: Výchova dětí s autismem. 1.vyd. Praha: Portál, 2006, 128 p.

<sup>3</sup> HRDLIČKA, M.: Diferenciální diagnostika pervazivních vývojových poruch z pohledu psychiatra. In HRDLIČKA, M., KOMÁREK, V.: Dětský autismus: přehled současných poznatků. Praha: Portál, 2004. pp. 48-59.

<sup>4</sup> PRŮCHA, J., WALTEROVÁ, E., MAREŠ, J.: Pedagogický slovník. Praha: Portál, 2003.

on every level – be responsible for oneself, for the world around and obviously for those in need of our help – our clients.”<sup>1</sup>

In Slovakia many helpful social workers, organizations and professionals work towards helping population affected by autism. Despite very difficult economic situation they are trying to find a solution to secure a continual, life-long care for the autistic people.

In a family where autism has been diagnosed, an essential question arises – in what ways the state helps and contributes to such family in this adverse social situation. Several possibilities exist, but in this case family must be an initiator because, unless family requests help, the state does not provide support in the form of financial benefits without request.

In the past decades in Slovakia, autistic people had been disadvantaged because of the lack of trained experts and specialized institutions. The care-taking was left to the family members. After adopting Act No.195/1998 on social assistance, which included anomalous mental disorders and pervasive developmental disorders (autism), the situation has changed and autistic citizens are now considered citizens with a severe mental disability whose social consequences are being solved under the Act on social assistance (social services, benefits).<sup>2</sup>

The state provides social support under the Act No. 447/2008 Coll. on financial compensation of serious physical disablement and modification of other relevant Acts and Act No. 448/2008 on social services and on amending of the consolidated Act No. 455/1991 on Business Registration.<sup>3</sup>

Family addresses the Office of Labour, Social Affairs and Family at the place of their permanent residence and submits a request for provision of a financial compensation of serious physical disablement. Submitting the request does not necessarily mean being provided with the requested benefits.<sup>4</sup>

<sup>1</sup> MÁTEL, A., SCHAVEL, M., MÜHLPACHR, P., ROMAN, T.: Aplikovaná etika v sociálne práci a ďalších pomáhajúcich profesiách. Zborník z medzinárodnej vedeckej konferencie. Bratislava : VŠZaSP sv. Alžbety. 45 s.

<sup>2</sup> Zákon č. 195/1998 Z. z. o sociálnej pomoci. Bratislava: Národná rada Slovenskej republiky, 1998. [online]. Available at: <<http://www.noveaspi.sk/products/lawText/1/46814/1/2>>.

<sup>3</sup> Zákon č. 448/2008 Z. z. o sociálnych službách a o zmene a doplnení zákona č. 455/1991 Zb. o živnostenskom podnikaní (živnostenský zákon) v znení neskorších predpisov. [online]. Available at: <<http://www.zakonypreludi.sk/zz/2008-448>>

<sup>4</sup> Zákon č. 447/2008 Z. z. o peňažných príspevkoch na kompenzáciu ťažkého zdravotného postihnutia a o zmene a doplnení niektorých zákonov. [online]. Available at: <http://www.zakonypreludi.sk/zz/2008-447>

The concept of the Ministry of Labour, Social Affairs and Family defines the principal framework for executing the efficient support through six concrete objectives. The concept aims at ensuring conditions for systematic approach in supporting autistic citizens in Slovak Republic that takes into account:

- Family, peer and civil relationships
- Changing needs of an autistic client throughout life
- Current needs in a specific region in the time of creation of the social services' concept at the level of local state administration and self-government
- Interdisciplinary and interdepartmental cooperation of all subjects concerned.<sup>1</sup> The system of compensation of the social consequences of serious disabilities is compiled in the legislation of Slovak Republic.<sup>2</sup>

## **2 AUTISM SPECTRUM DISORDERS**

International Classification of Diseases and Related Health Problems is a publication, providing a system for classifying diseases, disorders, health problems and other symptoms, factors or situations, maintained by the World Health Organization (WHO). Except for the existing classic form of autistic disorder there is a continuum of disorders consistent with the classic form but not meeting other criteria of this disorder. When we talk about autism, we talk about the whole range of disorders and symptoms called by a term autism spectrum disorders (ASD).<sup>3</sup> According to the tenth revision of International Classification of Diseases (1996) autistic spectrum developmental disorders are: childhood autism, atypical autism, Rett's syndrome, other childhood disintegrative disorder, overactive disorder associated with mental retardation and stereotyped movements, Asperger's syndrome, other pervasive developmental disorders and unspecified pervasive developmental disorder.<sup>4</sup>

<sup>1</sup> FEDOROVÁ, D., SABOVÁ, K., KÚDELOVÁ, K., TEKELOVÁ, M., ŠEDIBOVÁ, A., A KOL.: Profílovanie pomoci autistom a ich rodinám, príprava odborného personálu. MPSVaR v spolupráci so spoločnosťou na pomoc osobám s autizmom : Bratislava : ZBORNÍK, 2000, 103 s.

<sup>2</sup> STANĚK, V. a kol.: Sociálna politika. Bratislava: Sprint, 1999

<sup>3</sup> THOROVÁ, K.: Poruchy autistického spektra. Praha: Portál, 2006

<sup>4</sup> MEZINÁRODNÍ KLASIFIKACE NEMOCÍ. 10. REVIZE.: Duševní poruchy a poruchy chování. Popisy klinických příznaků a diagnostická vodítka. Praha: Psychiatrické

*Childhood autism* – also called infantile autism, classic autism, or Kanner's syndrome is the core disorder in the whole scale of ASD. Symptoms of childhood autism are evident before the age of three years and the psychopathology includes social interactions, speech, language, communication, abnormal behaviour, play and interests.<sup>1</sup>

*Atypical autism* – is a milder form of disorder that does not fulfil all sets of autism diagnostic criteria. It is likely to become manifest only after three years of age. Establishing contacts with peers is a characteristic problem of atypical autism.<sup>2</sup>

*Asperger's syndrome* – “For them, traditional IQ test is insufficient, Stanford-Binet test scale ranges only up to 160 points and is not able to measure a higher score. IQ of many people is above this limit, similarly to Albert Einstein, but they would not think of taking a sweater when it is cold and they need a precise order for their life.”<sup>3</sup> It was named after an Austrian paediatrician Hans Asperger. Debates are being led, whether this syndrome belongs to the scale of autistic spectrum disorders and this syndrome is a peculiarity among the autistic spectrum disorders.<sup>4</sup> Asperger's syndrome appears to be less severe because autistic people with this syndrome can only be quiet, strange geniuses.<sup>5</sup>

*Other childhood disintegrative disorder* – in a short period of time, an initially healthy offspring becomes a mentally disabled child with a completely different behaviour pattern. This disorder is characterized by a general loss of interest in objects and in environment and a loss of previously acquired skills in speech, play and social interactions.<sup>6</sup>

*Rett's syndrome* – International Rett Syndrome Association (IRSA) states that this syndrome affects exclusively females, but have also been found in boys, usually as a fatal form of syndrome (miscarriage, stillbirth,

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centrum, 2000

<sup>1</sup> HRDLIČKA, M., KOMÁREK, V.: Dětský autismus: přehled současných poznatků. Praha: Portál, 2004. 208 s.

<sup>2</sup> THOROVÁ, K.: Poruchy autistického spektra. Praha: Portál, 2006

<sup>3</sup> ČÁSLAVSKÁ, M., VOTYOVÁ, S.: Nedávej do hrobu motýla živého. Praha: Asociace pomáhající lidem s autismem, 2012, 228 s.

<sup>4</sup> GILLBERG Ch., PEETERS T.: Autismus - zdravotní a výchovné aspekty. 2. vyd. Praha: Portál, 2003, 122 s.

<sup>5</sup> ČÁSLAVSKÁ, M., VOTYOVÁ, S.: Nedávej do hrobu motýla živého. Praha: Asociace pomáhající lidem s autismem, 2012, 228 s.

<sup>6</sup> GILLBERG Ch., PEETERS T.: Autismus - zdravotní a výchovné aspekty. 2. vyd. Praha: Portál, 2003, 122 s.

early death).<sup>1</sup> Similarly to Asperger's and Kanner's syndrome, Rett's syndrome is named after its discoverer, an Austrian doctor Andreas Rett.<sup>2</sup>

*Overactive disorder associated with mental retardation and stereotyped movements* - this disorder is described by severe motor hyperactivity, mental retardation with IQ less than 50, stereotyped movements and repetitive self-harming. In adulthood, the hyperactivity tends to be replaced by hypoactivity. Social impairment, typical for other ASD, does not occur.<sup>3</sup>

*Other pervasive developmental disorders and unspecified pervasive developmental disorder* – individuals with these diagnoses show only some autistic characteristics or it is only a temporary diagnosis requiring further observation of the child to specify the disorder.<sup>4</sup>

### 3 RIGHTS OF PEOPLE WITH AUTISM

On May, 10th, 1992 in Den Haag, at the fourth AUTISM-EUROPE congress, the Charter of rights for persons with autism has been presented. People with autism should share the same rights and privileges enjoyed by all of the European population where such are appropriate and in the best interests of the person with autism. These rights should be enhanced, protected, and enforced by appropriate legislation in each state.

Autistic people have a right to live independent, meaningful, and full lives to the limit of their potential. It is a fundamental right of every person in a society.

Citizens with autism have a right, and it is also very important, to an accurate clinical assessment and diagnosis, because based on an accurate diagnosis they subsequently receive services in sufficient extent and quality.

We cannot forget appropriate education that autistic children receive. Expert evaluation is necessary to determinate individual needs of every autistic child.

Autistic citizens have problems with decision making mostly because they do not understand the influence of their decisions and actions on their

<sup>1</sup> HRDLIČKA, M., KOMÁREK, V.: Dětský autismus: přehled současných poznatků. Praha: Portál, 2004. 208 s.

<sup>2</sup> THOROVÁ, K.: Poruchy autistického spektra. Praha: Portál, 2006

<sup>3</sup> HRDLIČKA, M., KOMÁREK, V.: Dětský autismus: přehled současných poznatků. Praha: Portál, 2004. 208 s.

<sup>4</sup> THOROVÁ, K.: Poruchy autistického spektra. Praha: Portál, 2006

lives and have a problem to express their opinions and wishes. Therefore, it is important not to let only their representatives to make decisions about the lives of autistic people, but to find a way for them to cooperate on decision making influencing their future. Autistic people have a right to be involved in deciding their life.

Autistic people have a right to accessible and suitable housing, supporting services and equipment. To achieve disabled citizen's dignity their wage or other income should be sufficient to secure basic needs and cover the costs of living. The support could be provided in a form of grant or state benefits that should help to unburden families from expenses covering fundamental services and needs.

Autistic people have a right to participate in the development and management of services provided for their wellbeing. In this case, an autistic individual should be supported in their will to participate in dealing and decision making concerning necessary services and allowed to comment on this subject, because it boosts their confidence.

Autistic citizens are entitled to receive appropriate counselling for their physical, mental, and spiritual health. A social assistant understanding autistic needs is necessary to give advice, effective support and help the disabled to overcome difficult period of their life. Let us not forget eliminating discrimination in the area of employment and vocational training. Autistic people also have a right to a meaningful employment that brings enjoyment and boosts their confidence, although often they tend to be subjected to situations, where they perform uninteresting, or even pointless work, wasting time that could be used more meaningfully. It is necessary to look everywhere possible where the autistic people can assert themselves in the society.

Autistic people have a right to accessible transport and freedom of movement. Impossibility of a free transport is like a form of a prison. People with autism must have an access to free movement according to their own needs and possibilities.<sup>1</sup>

People with autism are entitled to an equal access and use of all services, facilities and activities in the community. Public welfare services serving the healthy population should be accessible to the autistic persons because without a right and possibility to use these services all education

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<sup>1</sup> Charta práv pre osoby s autizmom: prezentované na 4. Kongrese Autism - Europe v Haagu, 10. Mája 1992, [online]. Available at: <http://www.autizmus.info/05Info/InformacieChartaAutistu.htm>

is pointless. Partnership and sexual relationships must be the same like those of majority population.

Autistic people have a right to legal procedures and social relationships that are standard in the given country with regards to preventing an exploitation of the disabled through coercion and persuasion to make decisions against their will. Expert advice and sufficient support from family, friends, and a partner is necessary for the disabled to gain a satisfying social partnership.

People with autism and their representatives have a right to participate on a legislative process and controlling of compliance with law and legislative norms.<sup>1</sup> Autistic people would not be able to initiate legislative process and therefore require an accessible independent legal representation and assistance.

Any therapy and health care provided to an autistic person must benefit them. Autistic people have a right to protection against physical abuse, mental abuse, neglect and freedom from pharmacological misuse or abuse.

People with autism and their representatives have a right of access to all information contained in their personal, medical, psychiatric or educational records. Information and records should be free from inaccuracies caused by wrong interpretation, laxity, prejudice, or malice, because these inaccuracies can later cause insufficient care, services and treatment. Personal records and information about the disabled cannot be provided for scientific purposes without the disabled or their representative's consent.<sup>2</sup>

In 2008, United Nations adopted resolution that proclaimed 2<sup>nd</sup> April the World Autism Awareness Day. On this day, many iconic buildings in the world are lit up bright blue to raise an awareness of autism and necessity to look for solutions. To support the project Light It Up Blue!, the following buildings have been lit blue: Empire State Building, Sydney Opera House, Kingdom Tower, CN Tower, Hungarian Parliament building, Niagara waterfalls. Slovakia has joined this project and buildings in Bratislava, Košice, Banská Bystrica, Martin and many others have been lit up. The blue light helps to aim public attention to autism which presently affects more than 70 million people around the world. Autism affects

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<sup>1</sup> STANĚK, V. a kol. 1999. Sociálna politika. Bratislava: Sprint, 1999

<sup>2</sup> Charta práv pre osoby s autizmom prezentované na 4. Kongrese Autism - Europe v Haagu, 10. Mája 1992, [online]. Available at: <http://www.autizmus.info/05Info/InformacieChartaAutistu.htm>

more people than diabetes and AIDS together. Blue colour, as a colour of communication and central colour of the Light It Up Blue! is a symbol of the project. It is initiated by a non-governmental US organization Autism Speaks. It is dedicated to raise awareness about autism, integrate autistic people into society, and create conditions for a meaningful life.<sup>1</sup>

## **CONCLUSION**

Every care must be accessible, complex, with an individual character, respecting dignity and protecting human rights of the recipient. The rights of the autistic people are enshrined in the above mentioned Charter for Persons with Autism and also in Declaration on Human Rights of Mentally Retarded Persons. Most of the autistic people are unable to protect themselves, they need our support, help of their family, friends, authorities, and state, or simply put, they need an outside help. We know that working with autistic persons is demanding on organization, time, communication, choosing the right environment and therefore requires involvement of the whole person. It is unavoidable and worthwhile to provide an increased care and attention to the problematic areas of these people, knowing that we are helping these unique personalities live a frustration- and stress-free life and orientate themselves in the, for them bewildering and nonsensical, world. Gradually, an effort to take care of people with autism is becoming a positive and widespread trend. The energy, the specialists have spent to change an approach to education and training of people with pervasive developmental disorders, has made a difference by increasing the quality of life of the autistic people and their families.

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<sup>1</sup> Svetový deň informovanosti o autizme. [online]. Available at: <http://autizmus.f84.sk/svetovy-den-informovanosti-o-autizme/>

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# SEXUAL VIOLENCE AND PROBLEMS OF PREVENTION

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## **Abstract**

*Provision of social services for women who have experienced sexual violence is difficult in Slovakia. In this study we are oriented to non-partner sexualised violence. This is mainly because of the orientation of social and specialized services sexual violence caused by partner, while non-partner violence is often neglected or insufficiently covered by a quantity of skilled workers. This post highlights the accessibility and efficiency of these services and also surveys the use and existence of specific social services in Slovakia which can react to the needs of victims of this type of violence.*

## **Key words**

*Sexual violence. Rape. Social services. Social help. Crisis intervention. Psychotherapy*

## **INTRODUCTION**

Violence committed against women and endangered groups does not avoid Slovakia. It is constantly maintained as “part of life” of many women, children and seniors under the influence of generally conservative perception of violence in family. We come across violence in media, in logs, sometimes at work and then at home, in a place that should be safest of all. The acceptance of *The Declaration of the United Nations on the Elimination of Violence against Women* of 20 December, 1993 is considered as an important milestone. This document defines violence against women as “*any act of violence based on gender inequality that results in, or is likely to result in, physical, sexual or psychological harm or suffering to women, including threats of such acts, coercion or arbitrary deprivation of liberty, whether occurring in public or in private life.*” The second article defines more precisely the extent of violence and that is

*“Violence against women shall be understood to encompass, but not be limited to, the following: a) Physical, sexual and psychological violence occurring in the family, including battering, sexual abuse of female children in the household, dowry-related violence, marital rape, female genital mutilation and other traditional practices harmful to women, non-spousal violence and violence related to exploitation; b) Physical, sexual and psychological violence occurring within the general community, including rape, sexual abuse, sexual harassment and intimidation at work, in educational institutions and elsewhere, trafficking in women and forced prostitution; c) Physical, sexual and psychological violence perpetrated or condoned by the State, wherever it occurs.”*<sup>1</sup> It is one of the most serious violations of human rights, but also one of the most frequent.

Two researches about violence against women were carried out by the Institute for Labour and Family Research in Slovakia in 2002 and 2008. The result of 2008 research was the fact that domestic violence was experienced by every fifth adult woman in Slovakia aged 18-64 years who had a partner at that time, specifically 21.2%. Violent behavior from former partner has been experienced by even more – 27.9% of adult women<sup>2</sup>. According to this research, women who have experienced domestic violence, searched for various types of assistance. More than half of these women had run away from home from former partner and nearly half of them from a current partner. Medical treatment had to be provided to 37.0% of women after the attack of a former partner and 31.0% after being attacked by a current partner. More than 57.0% of abused women had to call the police on a former partner and 35.0% of women called the police on a current partner. Women who have been the object of this research, needed psychological or psychiatric help, help from municipal or city office, crisis centers and services, courts or lawyers. The research suggests the claim that violent relationship takes on average 13.7 years<sup>3</sup>.

Domestic violence is not just related to an offender and a victim, but the whole society because it violates fundamental rights and freedoms of

<sup>1</sup> The Declaration of the United Nations on the Elimination of Violence against Women [online]. [2016-9-24]. Available at: <<http://www.un.org/documents/ga/res/48/a48r104.htm>>.

<sup>2</sup> OLÁH, M. et al. : *Domáce násilie*. In OLÁH, M. et al. *Metódy sociálnej práce v praxi*: Bratislava : VŠZaSP, 2012, pp. 51-52

<sup>3</sup> BODNÁROVÁ, B., FILADELFIOVÁ, J.: *Reprezentatívny výskum výskytu a skúseností žien s násilím páchanom na ženách (VAW) na Slovensku*. Bratislava: Inštitút pre výskum práce a rodiny a UNIFEM Slovakia, 2008, pp. 23-24.

victims. Everyone has the right to live free from violence and this should be respected by all people according to the law. But what is neglected are specialized groups that were and are at risk of violence such as non-partner sexual violence, meaning sexual violence from other people not from partners – rape.

A more detailed investigation of rape and sexual violence against women was absent. There are only a few studies that provide data on the prevalence of non-partner sexual violence which addressed the problem within a broader set of research topics. Based on the research of Bodnarova, Filadelfiova and Holubova, almost 30% of women in Slovakia has experienced non-partner sexual violence. However, in this research sexual violence has been defined broadly and sexual harassment has been also included. Monitored signs of sexual violence (in the study defined as forced into sex/temptation about sexual intercourse and rape) have been experienced by 12% of respondents. According to the Pan-European research on violence against women carried out by FRA<sup>1</sup> 4% of Slovak women have experienced non-partner sexual violence. The annual prevalence of sexual violence according to research of crime victims in the Slovak Republic ranges between 1-2%.<sup>2</sup> Research of crime victims in the Slovak Republic carried out in 2012 was dedicated to closer characteristics of sexual violence. More than half of the sexual offenses took place in an enclosed area without the presence of other people, another 30% in the open area, but also without the presence of witnesses. Only 20% of crimes were committed by an unknown perpetrator, other cases were committed by a familiar people and men (20%) from the women's immediate environment (45%). Cases of sexual violence were reported by only 25% of women (but it also includes women who have experienced sexual violence from their partners). For comparison, FRA research (2014) provides that 14% of women with experience of non-partner sexual violence reported their case to the police.<sup>3</sup> The most common reasons why a woman did not report her case of sexual violence were those when she solved a problem herself (38%), fear of revenge (25%) and the belief that the police would not do

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<sup>1</sup> European Union Agency for Fundamental Rights.

<sup>2</sup> BODNÁROVÁ, B., FILADELFIOVÁ, J.: *Reprezentatívny výskum výskytu a skúseností žien s násilím páchanom na ženách (VAW) na Slovensku*. Bratislava: Inštitút pre výskum práce a rodiny a UNIFEM Slovakia, 2008, pp. 58-60.

<sup>3</sup> HOMOLEK, J. et al.: *Výskum obetí kriminality v Slovenskej republike*. Bratislava: Eurokódex, 2013, pp. 68-69.

solve anything at all (19%)<sup>1</sup>. Police has reported up to 91 cases of rape in 2013<sup>2</sup>. Individual research or qualitative studies dealing with sexual violence against women have not been implemented in Slovakia.

## 1 RESEARCH METHODOLOGY

The research study was a part of the project “Support for the elimination and prevention of violence against women”. The research part of this project consists of three studies. Our research study is the only one focused on a particular type of violence - sexual violence. In Slovakia, there are two representative researches that examine prevalence rates of the incidence of violence, also sexual violence. However, they lack data on non-partner sexual violence and investigation of available aid effectiveness. For this reason we have decided to focus only on actions of non-partner sexual violence against women (in the research study, we have included rape, i.e. date rape, because mostly it happens in a starting partnership in which the partners do not live together in one household, and it has more similar characteristics to non-partner violence than partner one). Basile and Saltzman divide sexual violence into 5 categories:<sup>3</sup>

- An accomplished sexual act without the consent of the victim or the victim is unable to give consent or refuse to act;
- Attempted sexual act;
- Gross sexual contact, either directly or through clothing;
- Non-contact sexual violence (sexual harassment, voyeurism, exhibitionism, etc.);
- Sexual violence unspecified type.<sup>4</sup>

In our research study we have focused on the first two types which are the most serious forms of sexual violence.

The research study was proposed as a qualitative research carried out through semi-structured interviews, focus groups and text analysis. The interviews participants were divided into two groups – representantives

<sup>1</sup> HOMOLEK, J. et al.: *Výskum obetí kriminality v Slovenskej republike*. Bratislava: Eurokódex, 2013, p. 70.

<sup>2</sup> Information from the Department of management information systems of Police Force.

<sup>3</sup> KUTAKOVÁ, P., KOBOVÁ, E.: *Sexuální násilí. Proč se nikdo neptá?* Praha, In IUSTITIA, o.p.s, 2014. p.23

<sup>4</sup> For all categories it is an act without the consent of the victim or the victim is unable to give consent or refuse to act.

of helping professions that are currently in contact with women who have experienced rape or sexual violence and women with such experience. Due to the fact that in Slovakia there are no specialized services for women survivors of sexual violence, we have been searching for organizations that women could turn to. We have identified the following organizations of public and private spheres - psychological and counselling services of the Office of Labour, Social Affairs and Family (UPSVAR<sup>1</sup>), telephone helplines, non-governmental organizations providing services to women experiencing violence (it is primarily focused on violence in relationships in Slovakia), psychotherapist working on a commercial basis or in psychiatric hospitals. In the group of helping professions, data were collected through focus groups and semi-structured interviews. In a group of women who have experienced rape or sexual violence, semi-structured interviews were realised.

We have set these aims of our research: **to map the needs of women who have experienced rape and sexual violence and existing services for this type of clients, their possibilities and limits.**

On the basis of these objectives, furthermore we have set out basic research questions with which we have tried to achieve this goal. We were looking for answers through semi-structured questions and focus groups. The research questions were set:

- 1) **What are the needs of women who have experienced rape or sexual violence shortly after the incident and in the long term?** - Interviews, helping professions, and women themselves
- 2) **What types of services are necessary for women who have experienced rape or sexual violence?** - Interviews, helping professions and women themselves
- 3) **What are the barriers that prevent women with experience of rape or sexual violence to seek help and use services?** - Interviews with women, textual analysis
- 4) **What existing services can women who have experienced rape or sexual violence, use currently? What type of help did they receive?** - Interviews, helping professions
- 5) **What are the possibilities of existing services to provide specific assistance for women who have experienced rape or sexual violence? What are their limitations and shortcomings?** - Interviews, helping professions

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<sup>1</sup> *Office of Labour, Social Affairs and Family*

Realised interviews were rewritten into the transcripts and thereafter analyzed on the basis of grounded theory.<sup>1</sup> Method of open and axial coding was chosen due to the fact that Slovakia has not carried out similar research yet. That is why we wanted to access data openly without structuring it in advance, we wanted the codes stand out of data itself. This approach also corresponds to the method for reinforcing research (empowerment research) which is based on feminist methodology and community oriented research, in which we have considered our communication partners as experts (mainly women who have experienced sexual violence) and not researchers. We have used inductive and deductive analytical methods for coding and categorization of data<sup>2</sup>.

## 2 DATA COLLECTION

**Group of helping professions** – the length of practice in the group of psychologists ranged from 3 to 20 years, the average length was 11 years. Research participants were devoted to various forms of therapy. The most frequently appearing were psychodynamic therapy and katathymic-imaginative psychotherapy. Over the past five years psychotherapist have dealt 2 - 10 cases, which on average comes to 4.5 cases per research participant. As mentioned above, psychotherapists had a private practice (3), worked in a mental health facility (2) or in organizations that provide services to women experiencing partner violence (2). Geographically, the three research participants worked in Bratislava, one in the west, two in the middle and one in the eastern Slovakia. Members of Nemlčme! were an exception in this research group because they do not have psychological education, however they are representatives of the only specialized organization in Slovakia, which, moreover, have been in contact with the highest number of women with experience of non-partner sexual violence. 40 women have turned to this organization during just one year of their activity. 3 out of 6 participating organizations had experiences with cases of non-partner sexual violence within the focus group.

**A group of women with experience of rape and sexual violence** - due to the fact that women who have experienced sexual violence are

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<sup>1</sup> STRAUSS, A. L., CORBIN, J. M.: *Basics of Qualitative Research: Techniques and Procedures for Developing Grounded Theory*. Newbury Park, CA: Sage,1998,p.168

<sup>2</sup> MILES, M., HUBERMAN, A.: *Qualitative Data Analysis: A Sourcebook of New Methods*. Beverly Hills, CA: Sage Publications, 1984,p.187

a largely invisible group, which also may have legitimate fears of the victimization, we've found it difficult to obtain communication partners out of this group. We have therefore decided for the method of selection through an intermediary - gathering contacts through helping professions from the above group. This method was chosen also because the main research objective of the study is to map services and their offer and in this way we choose women who decide to solve their situation after sexual violence and use some of the services. We were not focused on the current age of the research participants, but the age they were at the time of violent incident. Women have experienced sexual violence especially in young age, range varied from 15 to 30 years. All the women who participated in the research, talked about their experiences several years ago. All of them have been studying or working at the time of the incident. Regarding forms of sexual violence, two of the communication participants have experienced attempted rape and one other forms of sexual violence. The rest of them experienced rape. In one case sexual violence was combined with other forms of violence, especially psychological and physical. In two cases weapon was used as a threat. In three cases women knew a perpetrator, the other three got familiar with him on the day of the incident and in two cases it was the unknown perpetrator<sup>1</sup>.

### **3 RESULTS**

The results of the study were divided into two categories. In the first category we have focused on mapping the needs of women with experience of sexual violence. The part about mapping the needs is processed according to analysis of interviews with women and professional groups. We mention quotes from interviews in the text with codes of each participant of the conversation – women are coded as Z (number) and professional groups are coded as P (number). In mapping the needs of women, we have particularly focused on the consequences of sexual violence and what women considered the most important in the healing process. Given that scientific literature attaches great importance to reaction of the environment, which in case of negative reactions slow down the healing process and prevent to seek help, while positive support of the environment has a significant effect<sup>2</sup>.

<sup>1</sup> One of the communication partner has experienced two incidents of sexual violence.

<sup>2</sup> GUERRETE, S. M., CARON, S. L. :*Assessing the Impact of Acquaintance Rape*:

## 4 PROPOSALS FOR CHANGE IN THE SYSTEM OF HELP

Within our research women and professional groups have had a chance to comment the improvement of services. Their suggestions have covered the entire range of services - from crisis intervention involving the medical services, through social and psychological counselling, legal assistance and representation by self-help groups and work with women's relatives who have experienced sexual violence. But research participants had different opinions on which service model would be most appropriate in Slovak conditions. There were all three models - related services, integrated and coordinated model. Benefits of related services would be notably greater efficiency, particularly in smaller towns where there is an assumption that the clearly specialized services have sufficient amount of clients. There were also fears of stigmatization in the case that the services are intended solely for women with experience of sexual violence: *"With this setting of our society, I would not go there. To me it comes as ... sort of ... I do not know ... Centre for mutilated women or something, you know."* (Z5) Other research participants were in favor of an integrated model functioning in health facilities since they defined the problem mainly as a matter of public health: *"We would see the way in any workplace under one roof, so the ideal situation would be such that the victim may come somewhere where you get crisis intervention, receive forensic medical examination, receive instruction, some basic socio-legal information and then possibly some contacts for follow-up services. And this should be something that should in turn just be geographically accessible and so on and would function like a network, we would suggest to bind it to healthcare providers, both because of that it should be there and because we think that this is the only thing in what those victims would have trust in, or simply a place that would be able to find soon after the offense."* (P8)

Concerning the services financing the main responsibility should be carried by the state itself. Although all the research participants have agreed on the fact that crisis intervention should be financed from the public sources, financing of psychotherapy brought an opinion that a client should participate in financing it.

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Interviews with Women Who Are Victims/Survivors of Sexual Assault While in College. *Journal of College Student Psychotherapy*, 22(2),2007. pp.31–50. The Haworth Press, Inc

Suggestions for improvement are also related to health services - especially closer coordination of psychiatry and psychology, more professional gynecological equipment in the field of forensic medical examinations and the possibility that investigations would be done by women. Similarly, research participants suggested that cases of sexual violence are given to female investigators. They also suggested differentiation in the specialization of police officers who would be dedicated to the offender and specialized policewomen to the victims. The alternative would be the presence of a female psychologist or a female crisis worker present at the hearing, whose main task would be to see to care that the victim will not be secondarily victimized and their interests are protected and their needs are respected. They also emphasized the role of education and informing law enforcement agencies and courts in the field of sexual violence, one participant of the research also suggested the creation of a support system for female specialists who would be devoted to this subject.

Women and professional groups have also agreed that it is very important that the issue of sexual violence is not tabooed anymore and that attention is paid to removing the myths on the side of relevant professions and public.

The overall setting of social understanding of the problem of sexual violence also complicates the process of healing to women. Within education and breaking the taboo of this topic research participants have also proposed to improve the system of sex education in schools. An interesting contribution to the subject was a proposal that the situation is reversed and a discussion about sexual violence is not referred primarily to women, but to men as those who commit violence.

System of help to women experiencing sexual violence in Slovakia has serious deficiencies in both quantitative and qualitative terms. It is even questionable to what extent one can speak of "the system". There is lack of a comprehensive assistance that focuses on all women's needs. Deficiencies were identified at all levels. Crisis intervention is covered only by online counselling and telephone line, telephone line is funded from public resources. The big problem is also the social stigma and taboo of sexual violence topic which creates an unfavorable climate for solving the situation of women with experience of sexual violence and is one of the most important barriers to seeking help.

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# RELATIONSHIP OF SOCIETY TO POVERTY OF THE ROMA COMMUNITY

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## **Abstract**

*Poverty is an integral part of society, which takes place the biggest problem of the globalized world because of inequality between rich and poor continues to widen. The role of modern society in these challenging social events that get people on the margins of society for various reasons, help to recover, retain and motivate. Category of poverty brings in our country represent the greatest number of Roma communities. This paper attempts to characterize the measures and procedures to improve their life situation.*

## **Key words**

*Poverty. Social support. Social help. Roma communities. Social benefits*

## **INTRODUCTION**

Each one of us has in his vocabulary word poverty. I have no doubt that we can be well used in the right context. In today's world, but in order to apply the term not associated with ourselves. In this modern age money and material property are the driving force and everyone eager to be surrounded by that and have all sufficient. Well, not everyone manages to have enough assets or finances that have to be categorized into a group linked to poverty. Themselves well know that poverty is an integral part of our world and we can say that it is a part of modern society.<sup>1</sup>

Most often, therefore, the term means lack of - poverty – for example as a lack of finance and small material property. Not everything that is often considered material poverty, is poverty in fact, says in his book

<sup>1</sup> SELICKÁ, D., VANKOVÁ, K.: Rómska rodina z aspektu rodinnej sociálnej politiky. Nitra: Univerza Konštantína Filozofa v Nitre. 2009. p. 39.

Trvdoň and Kasanová. In a result of poverty, people can experience multiple disadvantage through unemployment, low income, poor housing, inadequate health care and barriers to lifelong after education, culture, sports and recreation.<sup>1</sup>

It cannot be overlooked that poverty has not only survived their individual forms, but also in their companies and state-formed face. In its form poverty means homelessness, scarcity and vulnerability, poverty and powerlessness.<sup>2</sup>

## 1 POVERTY

Separate the concept of poverty is not precisely defined, because it is multidimensional. Poverty is a subjective experience and the poor people themselves perceive it differently. It is also from the viewpoint of, and therefore the possibility of multiple interpretations. So the definition of poverty depends on the political, but also cultural decisions and in full high never reflect the contents of this social phenomenon.

Poverty is often considered a social problem and social deviance, it is associated with poverty and also with social pathology. It is also in a variety of different concepts and approaches defined and measured, but still regards the conditions of life with special individual and social consequences.<sup>3</sup>

Of course, there is the amount of attempts to define, for example, Stanek with the authors state: *In general we can say that poverty is a condition that is results from unequal access to wealth distribution of society for its material resources, when living conditions and satisfying of basic needs is not in to the extent necessary ensured sufficient resources and if such income is not possible for some objective reasons increased (old age, disability, child care ...) and when a citizen does not have either the resources or other property that would allow it to raise funds in the amount recognized by the minimum.*<sup>4</sup>

This phenomenon began to examine more closely in the late 19th century and it emphasized the effect side, that for poor people were

<sup>1</sup> TVRDOŇ, M., KASANOVA, A.: Chudoba a bezdomovectvo. Bratislava: Univerzita Konštantína Filozofa. 2004. p. 16.

<sup>2</sup> ONDEJKOVIČ, P.: K metodologickým otázkam kvalitatívneho výskumu. In: Pedagogická revue. 2002. p. 348.

<sup>3</sup> MAREŠ, P.: *Sociologie nerovnosti a chudoby*. Praha: SLON. 1999. p. 129.

<sup>4</sup> STANEK, V., et al.: *Sociálna politika*. Bratislava: Sprint dva. 2008. pp. 87 -88.

considered those who lived clearly and legibly in poor living conditions and had problems with physical survival. Nowadays, poverty is present in the developing world, but also in countries that belong to the top industrialized nations.

In the modern world starvation is not a question of dead, but the question of inequality and inaccessibility. In the developing countries of the third world, such as Latin America or Africa, every year millions of people die from hunger and other millions suffer from malnutrition. Poverty in the European environment is reflected in the more readable and understanding nature, which arising from religious determination, the poorer and more critical in looking at rich people. Basically, it follows that poverty is a condition where the lack of material resources limits the possibilities of consumption, where the lack of money does not ensure essential living needs at the appropriate level. <sup>1</sup> Also because of it, create advanced tools for tackling poverty, then consistently care to create the conditions for its prevention is one of the most important tasks of each advanced society.

## **2 STATE AID TO POVERTY**

Company's relationship to poverty, along with the tools which are used in solving notes specific form and character of the whole social policy in each country. The approach to the problem but must take into account ethical standards and approaches associated with humanistic ideas and must respect human rights. Into account possible consequences and solutions of poverty that are in this modern age by more or less branched system of different doses also supports services that are funded through an extensive redistribution of state. <sup>2</sup>

Many times it happens that a person is in a state of emergency, for example because of young age, state of health, family dysfunction or other serious reasons is unable to provide the basic environmental and social needs. In the modern era, it often happens that a team of human beings factors of poverty gets into isolation, thus foreclosing. Social exclusion, that social exclusion is a common term that confuses the word poverty. But it is a broader concept compared with poverty, expresses

<sup>1</sup> HANOBIK. F.: *Multikultúrnost' a sociálna politika*. Bratislava: Vysoká škola zdravotníctva a sociálnej práce sv. Alžbety. 2012.

<sup>2</sup> STANEK. V., et al.: *Sociálna politika*. Bratislava: Sprint dva. 2008./

the risk of marginalization and exclusion for individuals and groups in various areas of life and always includes poverty. Poverty but otherwise looking does not always mean exclusion. But when one gets to have social exclusion, the advantage is that it is always linked to social inclusion, namely by including within a sphere. An example would be the mother who is excluded from the labor market, but linked to the family. <sup>1</sup> A precisely because the State provides every citizen the right to affordable, adequate and qualified social assistance, which will replace his missing self-sufficiency and help him again continuously added to the company.

If the citizen is in a situation where the basic living conditions are not secure sufficient income and who cannot himself or with the help of their families to ensure so there is in material need. In this situation it might experience due to low income, loss or reduction of income through sickness, invalidity and old age and like. The socially recognized an income of citizens below which the person is of material need a living wage, set by usual legal norm. Under certain conditions, the citizens received social assistance in the form of cash or benefits in kind.<sup>2</sup>

State or international organization tries to help to people affected by poverty by creating social policies in order to prevent the citizens, families and social groups from falling into poverty. The key protection against poverty is social insurance, which the state itself sets as required. Another activity is the state social support to such groups, which, without it fell into poverty, and thus the most serious form of social assistance is state social benefits. The third activity of the state to the citizen who fell into poverty could build a state social independence as social assistance.

Poverty, according Krebs is subdivide and also based on the concept of poverty. It can be a subjective concept of poverty, which is based on an assessment of her situation by individuals or households, where each person perceives and lives poverty otherwise. On average, it reflected on what an individual or a household owns, what it wants to achieve what they think they deserve, and their own compares with others. Another concept is the objective of poverty, which is defined by factors that are not developed from ideas. In this case, poverty is determined certain authority, it is usually the State. In this case, the absolute or relative poverty. Absolute

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<sup>1</sup> SCHAVEL, M., et al.: Sociálna práca vo verejnej správe. Bratislava: Vysoká škola zdravotníctva a sociálnej práce sv. Alžbety, 2008.

<sup>2</sup> HANOBIK. F.: *Multikultúrnosť a sociálna politika*. Bratislava: Vysoká škola zdravotníctva a sociálnej práce sv. Alžbety. 2012

poverty is related to the absolute level of household consumption and the limit is determined by the minimum that means to pay for bare survival in the society. This concept is found in poor developing countries and in our country it corresponds, for example, residents of Roma settlements or homeless. Relative poverty is based on household income and is movable depending on the development of the overall income level. Generally is mostly determined by the average standard of living in society (for example, one feels that it meets and have sufficiently satisfied basic needs, yet it feels excluded from society).<sup>1</sup>

Increase in the prosperous global communities paradoxically happens without an increase in absolute poverty in other countries, or relative poverty within the economy prosperous countries. Relative poverty is defined in relation to the overall prosperity of a particular country at a particular time. While its base is excessive income inequality thus defined by Jana Levická et al.<sup>2</sup>

Excessive income inequality, lack of physical security for the basic necessities of life, and disdain by immigrants finding on its outskirts, it all falls into absolute poverty whose principal members are mainly homeless and the Roma population.

### **3 POVERTY TO ROMA COMMUNITIES**

Roma poverty distinguished on the basis that in such an economically savvy region, the Roma settlement is located. Also important is the size and concentration of the population in the settlement. And one of the important factors is the location of the village at a distance from the nearest village. Roma homes will know more disaggregated by integration and segregation, so segregated settlements living outside the village, consisting solely of the Roma community in most cases can be described as isolated and least developed. In this position the Roma are most likes to use the word discrimination, they are considered critical dimensions of poverty.

Roma are aware of their position in society and ourselves are designated for the poor voluntarily. Specify and give them to poor diet, poor health condition, inadequate housing conditions. Remarkable is that they are aware that their children are entitled to a good education so that they can

<sup>1</sup> KREBS, V., et al.: *Sociální politika*. Praha: ASPI, 2005, p. 108

<sup>2</sup> LEVICKÁ, j. et al. : *Sociální práce I..* Tnava: Vydavatel'stvo Oliva, 2007, p. 72

lead a better life, but in practice it does not receive, because these are the first places just hunger and living conditions.

The Roma community is exceptional and high unemployment. Employment opportunities are often reduced to temporary work in agriculture, construction and in public works. Therefore, they are often dependent on social assistance benefits, which are often their only source of income. As extra income people often help out by collection and sale of secondary raw materials, retail sales and the like. Often employers use them in the informal economy, where there are no formal jobs-they help each other and that the addition to the benefits are even job, but it works both ways and employers to avoid paying taxes and social security contributions.

Many times it happens that the reason for their unemployment used the excuse of discrimination. Although Slovakia has effective legislation prohibiting discrimination in employment, Roma often cite their own experiences. An example is a post on the basis of a telephone conversation and subsequent rejection, due to a personal meeting. Due to high levels of unemployment and poverty is a social assistance benefits an important source of income for many households.

The prevailing feature of Roma poverty is its relationship to social exclusion. Discrimination and social exclusion of the Roma civil society can affect their jobs or education. A common problem is the limited communication between the majority population with the Roma, is inferred from the negative prejudices on both sides and can lead to a deterioration of relations between the Roma on the one hand, and officials of local government and the provision of social services on the other.<sup>1</sup>

## **CONCLUSION**

Negative perceptions of Roma is deteriorating due to several reasons, including declining social status of Roma, rising unemployment and increasing dependency on social benefits. Negative stereotypes are further reinforced by the geographical isolation of the Roma and increasingly limited contact between Roma and non-Roma, which are extremely limited in segregated settlements. In integrated communities, the level of

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<sup>1</sup> TOKÁROVÁ, A.: Sociálna práca. Kapitola z dejín, teórie a metodiky sociálnej práce. Prešov: Akcent Print.

contacts and interactions between Roma and non-Roma is higher and their mutual relationships are smoother.<sup>1</sup>

It is a strong likelihood that if the Roma population have improved the living conditions of its position should be changed and also their lifestyle and standard of their own efforts and are less dependent on state social assistance. Bočáková gives examples of measures such as improving the housing conditions of Roma, raising educational levels, improving access to health care for Roma living in remote areas and measures to eliminate social exclusion through the adoption of anti-discrimination legislation. In the residential sector it is mainly about access to utilities and public services through electrification, construction of sewerage and the like. In the field of education is intended to remove barriers to Roma children to start school early, solving the problem of language barriers, education of teachers - including Roma-speaking teachers and assistants, increasing the attendance rate and facilitate access to secondary and higher education.<sup>2</sup>

Unfortunately, it is a real fact that many families live in non-beneficial conditions for life on the outskirts of the hut and the whole thing there looks and smells like a junkyard. Apparently, Roma do not know enough to help themselves, of course, that also involve some comfort and already several times mentioned discrimination that makes prospects of obtaining all he wants. But it will not happen by itself, or it will not be sufficient social benefits, they should be really encouraged to able to be constructed on its own feet, experiencing one of life associated with autonomy and their own perseverance and also the better sense to have of ourselves and above all to live in dignity. We have to point the way we do.

A necessary condition for normative shift in the perception of the Roma minority and the minority rights from the perspective of justice and dignity of each person as an equal, not as part of the topic of protecting the interests of the majority or economic gains mentioned in his speech the Roma in Slovakia – Lajčáková Jarmila. The condition for such optics is the change consists in defining Slovakia as a multicultural country whose full citizens are not only ethnic Slovaks. What matters it is to remove the stigma associated with belonging to a Roma, recognizing the equivalence of each person, respect for diverse sources of individual

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<sup>1</sup> BOČÁKOVÁ, O., JANAS, K.: Aktuálne otázky politiky III. Trenčín: Trenčianska univerzita Alexandra Dubčeka v Trenčíne. 2014. p.116.

<sup>2</sup> BOČÁKOVÁ, O., JANAS, K.: Aktuálne otázky politiky III. Trenčín: Trenčianska univerzita Alexandra Dubčeka v Trenčíne. 2014

identity, national origin arising from gender, social or economic status. That is a policy that does not reduce the Roma only for social or cultural group, but takes into account the different sources of identity of persons belonging to minorities. It must move from the point of view of the state of security issues to the context of justice and equality and it allow Roma to cease being the object of solutions, but to become a partner and active participant in policy-making in public affairs, including those that directly affect their own destiny. The key to solving ethnic majority and especially their political leaders in whose hands power is concentrated on redefining Slovakia and discourse on minorities, including the Roma.<sup>1</sup>

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146 | <sup>1</sup> BÚTORA, M., MESEŽNIKOV, G., et al.: *Odkiaľ a kam. Dvadsať rokov samostatnosti*. Bratislava: Inštitút pre verejné otázky, Kaligram. 2013. p. 349.

# **VERDICT ON THE STATE OF SIGN LANGUAGE INTERPRETATION SERVICE IN SLOVAKIA IN THE CONTEXT OF THE UN CONVENTION ON THE RIGHTS OF PERSON WITH DISABILITIES**

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## **Abstract**

*The paper describes the state of social services, one of the most critical for people with hearing loss, and interpreting services. It describes the UN Convention on the Rights of Persons with Disabilities and its introduction into Slovak legislation and practice, with regard to the issue of people with hearing impairment. It focuses specifically on the problems faced by people with hearing loss and describes the experience of interpretation under social services law. It also analyzes data reflecting the use of this service at present and suggests improvements to possibly raise service quality.*

## **Key words**

*Sign language interpretation, hearing loss, social services*

One of the most important instruments for safeguarding the human rights of the deaf and hearing impaired is the United Nations Convention on the Rights of Persons with Disabilities (henceforth “UN Convention”). According to the European Commission,<sup>1</sup> the first ever comprehensive instrument for human rights which the EU has ratified as a whole. It was signed by all 27 Member States and has been ratified by 16. The Convention sets out minimum standards for protecting and securing the

<sup>1</sup> *European commission Press Release Database / EÚ ratifikovala Dohovor OSN o právach osôb so zdravotným postihnutím.* [online]. [2016-10-24]. Available at: <[http://europa.eu/rapid/press-release\\_IP-11-4\\_sk.htm](http://europa.eu/rapid/press-release_IP-11-4_sk.htm)>.

political, civil, social and economic rights of people with disabilities. The Slovak Republic has accepted it, provided the prohibition of discrimination on the grounds of disability would not apply in admission to the ranks of the Armed Forces and other security and rescue units in the country<sup>1</sup>. The Convention entered into force in June 2010. It aims to protect and secure for all people with disabilities equal enjoyment of all human rights and fundamental human freedoms. To be more than just nice words and yet an unenforceable law, the National Council of the Slovak Republic has given its explicit consent to the Optional Protocol, which the President of the Slovak Republic ratified on 28 April 2010. This instrument is expressed in the consent given and decision taken to consider it an international treaty which, under Art. 7 (5) of the Constitution of the Slovak Republic, has precedence over laws. This means (among other commitments) that an individual or group may apply to the Committee on the Rights of Persons with Disabilities anytime their rights under the provisions of the UN Convention have been violated. However, the Convention primarily obliges States to ensure the disabled are accommodated in drafting legislation and in legislative changes. One such document is the National Programme for Development of Living Conditions of Persons with Disabilities for the years 2014-2020 (henceforth “National Programme”). In generating the documentation, the quite significant Council Directive 2000/78/EC was employed, whose objective has been to establish a general framework to combat discrimination and, of course, to enforce the UN Convention, too. The National Programme<sup>2</sup> is divided into several areas and articles that themselves include, for instance, raising awareness about the exercise of rights, accessibility to facilities and services, equal treatment and protection against discrimination. There is also an area which should provide independent living and inclusion in society. Increased attention is also being paid to work and employment. Special areas are dedicated to women’s and children’s rights, education, health and also monitoring of human rights, coordination and international cooperation in following-up on the National Programme.

<sup>1</sup> *Zbierka zákonov č.317/2010* [online]. [2016-10-24]. Available at: <<https://www.employment.gov.sk/files/slovensky/uvod/legislativa/socialna-pomoc-podpora/dohovor-osn-pravach-osob-so-zdravotnym-postihnutim-opcny-protokol-sk-aj.pdf>>.

<sup>2</sup> *Národný program rozvoja životných podmienok osôb so zdravotným postihnutím na roky 2014 – 2020* [online]. [2016-10-23]. Available at: <<https://www.employment.gov.sk/files/slovensky/rodina-socialna-pomoc/tazke-zdravotne-postihnutie/narodny-program-rozvoja-zivotnych-podmienok-osob-so-zdravotnym-postihnutim-roky-2014-2020.pdf>>.

Two articles mention plans relating to persons with hearing impairments in the National Programme. The first involves habilitation and rehabilitation. However, this article<sup>1</sup> only discusses an optimistically working calculation of possibilities for personality development. It talks about lip reading, teaching sign language, learning how to communicate to people with hearing loss and social communication. All of this is covered in amendments to social services law. At first glance it seems that the intention behind national social policy is progressive. But after studying the referenced law<sup>2</sup>, limitations appear that curtail the impact of this article in practice.

The second article, which touches upon the hearing impaired population, speaks about their participation in cultural life, recreation, leisure and sport. In this case, the article looks very positive. It lists a number of ministries involved in the issue of documents in accessible formats for persons with disabilities. There is a sentence saying it covers all disabilities, yet the article itself talks only about documents for the visually impaired. There is no reference to the issuance of documents or the way information about the documents is provided to the hearing impaired, who do not read them with a comprehension of the Slovak text. Accessibility to information on political and social life and audiovisual works on television for people with hearing loss are driven home in the article about the Act on Broadcasting and Retransmission. It mentions implementing similar points in the UN Convention “in broadcasting a TV show, FOKUS with sign language interpretation, short five-minute messages moderated by a hearing-impaired host in sign language, occasional broadcasting of fairy tales with sign language interpretation, regular broadcasting of specific *Televízny klub* (Television Club) shows for the hearing impaired and the broadcast of different programs and films with closed captioning.”<sup>3</sup> Of course, the article also adds that there is

<sup>1</sup> *Národný program rozvoja životných podmienok osôb so zdravotným postihnutím na roky 2014 – 2020* [online]. [2016-10-23]. Available at: <<https://www.employment.gov.sk/files/slovensky/rodina-socialna-pomoc/tazke-zdravotne-postihnutie/narodny-program-rozvoja-zivotnych-podmienok-osob-so-zdravotnym-postihnutim-roky-2014-2020.pdf>>.

<sup>2</sup> *448/2008 Z.z. ZÁKON z 30. októbra 2008 o sociálnych službách a o zmene a doplnení zákona č. 455/1991 Zb. o živnostenskom podnikaní (živnostenský zákon) v znení neskorších predpisov* [online]. [2016-10-23]. Available at: <<http://www.noveaspi.sk/products/lawText/1/67706/1/2>>.

<sup>3</sup> *Národný program rozvoja životných podmienok osôb so zdravotným postihnutím na roky 2014 – 2020* [online]. [2016-10-23]. Available at: <[149](https://www.employment.gov.sk/files/slovensky/rodina-socialna-pomoc/tazke-zdravotne-postihnutie/narodny-program-</a></p></div><div data-bbox=)

intent to expand and raise the quality of such broadcasting and to make terminal units available to people with hearing loss.

The National Programme furthermore includes a plan for concrete activities with a strategic objective. There are several draft measures relating to specific people with hearing loss. Three measures should be met continuously over a time horizon. One involves a "visual display of public passenger transport", while another includes a recommendation to RTVS about making election speeches and discussions with the hearing impaired accessible through subtitles or sign language interpretation. A third task is to "promote initiatives aimed at making audiovisual works, theatrical performances and art exhibitions available to people with visual and hearing impairments."<sup>1</sup> No comment about meeting these recommendations and promoting the initiatives is mentioned in the article. A whole different article would cover it. One measure particularly important is to ensure access for people with hearing loss to the emergency phone number 112. It also includes an option to contact through SMS. Responsibility for fulfillment was taken over by the Interior Ministry and a timetable for such action by 2015 was set. Unfortunately, the hearing impaired still cannot contact the emergency line through SMS. Although spokespersons from the largest telecommunications networks have confirmed in the media their willingness and ability to provide such a service, but have not done so because no initiative has ever been received from the Slovak Government. "A degree of independence, self-sufficiency in meeting needs and active participation in society are important aspects of the natural way of living even for individuals with a certain degree of health restrictions,"<sup>2</sup> and so the inability to communicate in other ways than just voice services appears to be discriminatory.

Six years have passed since the UN Convention was ratified by the Slovak Republic. Neither of the laws mentioned earlier have been amended during that time. Legislative changes relating to people with hearing loss and raising the quality of their lives are happening very slowly. There may certainly be more factors, and not just failure to update

[rozvoja-zivotnych-podmienok-osob-so-zdravotnym-postihnutim-roky-2014-2020.pdf](#)>.

<sup>1</sup> *Národný program rozvoja životných podmienok osôb so zdravotným postihnutím na roky 2014 – 2020* [online]. [2016-10-23]. Available at: <<https://www.employment.gov.sk/files/slovensky/rodina-socialna-pomoc/tazke-zdravotne-postihnutie/narodny-program-rozvoja-zivotnych-podmienok-osob-so-zdravotnym-postihnutim-roky-2014-2020.pdf>>.

<sup>2</sup> SLOVÁK, P.: *Metódy, prístupy a stratégie uplatňované v sociálnych službách a poradenstve*. Trnava: FSV UCM, 2016. 84 p.

the law. The Slovak Government is gradually endeavoring to implement the UN Convention. But the issues any group of people with disabilities prefer to be addressed and which the UN Committee on the Rights of Persons with Disabilities also prefer to be addressed are not always going to be resolved. Two years after signing up, the Slovak Government issued a baseline report for the Slovak Republic regarding the Convention on the Rights of Disabled People and provided information about how the articles would be implemented. The UN Committee responded to it by inquiring about the baseline report in September 2015 and issues to be handled more specifically through implementation of the Convention.

There were 32 questions which the UN Committee posed to the Slovak Republic. Two questions explicitly addressed hearing loss and sign language interpretation. One question was information about plans to increase the number of registered providers of interpreting services in the country from eleven.<sup>1</sup> The other asked to indicate the number of registered sign language interpreters and the percentage of programs broadcast over public television which are interpreted in sign language. Information was also requested about the availability of adequately trained sign language interpreters in courts and public services. The UN Committee received information<sup>2</sup> from the Slovak Republic about the establishment by the Ministry of an interministerial working group tasked with addressing interpretation in both lifelong learning and higher education. Laws covering social services<sup>3</sup> and cash contributions for compensation were furthermore mentioned<sup>4</sup>, implicitly indicating

<sup>1</sup> *Zoznam otázok súvisiacich s úvodnou správou Slovenskej republiky. CRPD/C/SVK/Q/1* [online]. [2016-10-23]. Available at: <<https://www.mpsvr.sk/files/slovensky/rodina-socialna-pomoc/tazke-zdravotne-postihnutie/otazky-vyboru-osn-prava-osob-so-zdravotnym-postihnutim-k-vychodiskovej-sprave-sr-k-dohovoru-osn-pravach-osob-so-zdravotnym-postihnutim.pdf>>.

<sup>2</sup> *Odpovede SR na otázky Výboru OSN pre práva osôb so zdravotným postihnutím k Východiskovej správe SR k Dohovoru OSN o právach osôb so zdravotným postihnutím.* [online]. [2016-10-23]. Available at: <<https://www.employment.gov.sk/files/slovensky/rodina-socialna-pomoc/tazke-zdravotne-postihnutie/odpovede-sr-otazky-vyboru-osn-prava-osob-so-zdravotnym-postihnutim-k-vychodiskovej-sprave-sr-k-dohovoru-osn-pravach-osob-so-zdravotnym-postihnutim.pdf>>.

<sup>3</sup> *448/2008 Z.z. ZÁKON z 30. októbra 2008 o sociálnych službách a o zmene a doplnení zákona č. 455/1991 Zb. o živnostenskom podnikaní (živnostenský zákon) v znení neskorších predpisov* [online]. [2016-10-23]. Available at: <<http://www.noveaspi.sk/products/lawText/1/67706/1/2>>.

<sup>4</sup> *Zákon č. 447/2008 Z. z. Zákon o peňažných príspevkoch na kompenzáciu ťažkého*

that even a personal assistant can interpret in several forms. Regarding the other question about the number of registered interpreters and the percentage of programs broadcast with sign language interpretation, the Slovak Republic responded that RTVS is required to broadcast 3% of all its programs with sign language interpretation for the hearing impaired and that the Council for Broadcasting and Retransmission had taken no action against any broadcaster for breaching this obligation. On the question of the availability and number of interpreters, the Slovak Republic responded with reference to a decree by the Justice Ministry providing for a special tariff to cover interpreters. Remuneration according to these tables is for interpreters in contact with the hearing impaired to receive €26.56 for each hour begun. Pay for an articulated interpreter is €13.28 for each hour begun and for a interpreter for the visually and hearing impaired it is €33.19.<sup>1</sup> However, the formulated text did not answer the question about the number and availability of interpreters.

After obtaining obviously unsatisfactory replies, the UN Committee sent back recommendations.<sup>2</sup> There were 88 altogether. Two of them need to be put in practice by 2017 and the remaining by 2020. With regard to statements in connection with hearing disabilities, the UN Committee was concerned in respect to Art. 21 *on Freedom of expression and opinion, and access to information* over the lack of registered sign language interpreters and the inadequate degree of sign language interpretation on public television, in the courts and in public services such as education, health and social care. Based on this concern, the Committee has recommended that the contracting State significantly increase the number of qualified sign language interpreters who would provide services in public broadcasting, education, the courts and other public services. The recommendations

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*zdravotného postihnutia a o zmene a doplnení niektorých zákonov.* [online]. [2016-10-23]. Available at: <<http://www.zakonypreludi.sk/zz/2008-447>>.

<sup>1</sup> *Odpovede SR na otázky Výboru OSN pre práva osôb so zdravotným postihnutím k Východiskovej správe SR k Dohovoru OSN o právach osôb so zdravotným postihnutím.* [online]. [2016-10-23]. Available at: <<https://www.employment.gov.sk/files/slovensky/rodina-socialna-pomoc/tazke-zdravotne-postihnutie/odpovede-sr-otazky-vyboru-osn-prava-osob-so-zdravotnym-postihnutim-k-vychodiskovej-sprave-sr-k-dohovoru-osn-pravach-osob-so-zdravotnym-postihnutim.pdf>>.

<sup>2</sup> *Concluding observations on the initial report of Slovakia.* [online]. [2016-10-23]. Available at: <[152](https://www.mzv.sk/documents/10182/2323830/Z%C3%A1vere%C4%8Dn%C3%A9+odpor%C3%BA%C4%8Dania+V%C3%BDboru+pre+pr%C3%A1va+os%C3%B4b+so+zdravotn%C3%BDm+postihnut%C3%ADm+k+v%C3%BDchodiskovej+spr%C3%A1ve+Slovenska+%28dokument+v+anglickom+jazyku%29>.</a></p></div><div data-bbox=)

were to have been addressed by members of the Committee for Persons with Disabilities in June 2016.

However, these issues troubled not only the Committee for Persons with Disabilities, which met on 6 June, but also the hearing impaired themselves. Similar issues were also being addressed about the same time at the Conference for the Deaf and Hearing Impaired: More information, higher education (*Konferencia pre osoby so sluchovým postihnutím: viac informácií, vyššie vzdelanie*) organized by the SNEPEDA Union of Deaf and Hearing Impaired Teachers at the SUZA Center in Bratislava on 25 June 2016. It can be said that the conference's own results, particularly the contributions made by TASPO (Trnava Association of the Deaf and Hearing Impaired). Director Jaroslav Cehlárik and OZ SNEPEDA Chairman Roman Vojtechovský, responded to the questions and recommendations posed by the UN Committee. Both participants spoke about the problems of interpretation in Slovakia.

The TASPO director reported on the importance of using an interpreter service. Cehlárik described two positive factors from using the service. One is the hearing impaired receive more accurate information. For example, unless a physician or official, for instance at a land registry, is experienced in communicating with the hearing impaired, information is going to be briefer, simpler and the essence lost. Another factor is greater respect and willingness to communicate with the hearing impaired expressed by the hearing community. This involves a kind of natural, nonviolent prevention of discrimination. Further information provided by their contributions was an image of a functioning "interpreting agency" in Trnava Region. Based on his experiences, he described a vision of potential interpretation scenarios in 20 years unless changes were made. He talked about educating young interpreters from among the children of parents with hearing loss (CODA), non-existent training of interpreters, lack of institutions for becoming certified as an interpreter and the central issue of the nonexistence of "sign language interpreter" as an occupation.<sup>1</sup>

Roman Vojtechovský's contribution, to which Michal and Angela Hefty shared as authors, directly responded to the issue of Article 21 of the UN Convention. They presented a survey to answer questions about

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<sup>1</sup> CEHLÁRIK, J.: *Konferencia pre osoby so sluchovým postihnutím: viac informácií, vyššie vzdelanie. / Existencia tlmočnickej služby pre nepočujúcich klientov vytvárajúca inkluzívny život.* [online]. [2016-10-23]. Available at: <[http://www.snepeda.sk/prezentacie\\_-\\_konferencia/cehlarik\\_-\\_prepis.pdf](http://www.snepeda.sk/prezentacie_-_konferencia/cehlarik_-_prepis.pdf)>.

how many registered sign language interpretation service providers exist in Slovakia and how these services are used. The authors' research determined that all higher territorial unit offices are using interpretation services. Data was collected between 2012 and 2015 (as of 30 June 2015)<sup>1</sup>. The following table provides information about the number of beneficiaries of interpretation.

**Table 1:** *The numbers of beneficiaries of interpretation*

Self-governing Region	2012	2013	2014	2015
Trnava	20	30	53	83
Bratislava	0	0	0	0
Žilina	20	29	34	26
Nitra	14	14	14	15
Banská Bystrica	13	13	14	11
Prešov	26	26	26	24
Košice	86	82	75	50

Source: VOJTECHOVSKÝ, R., HEFTY, A., HEFTY, M.: *Konferencia pre osoby so sluchovým postihnutím: viac informácií, vyššie vzdelanie.*

It is clear that all regions report a relatively stable curve in the use of interpreting services. The exception is the Trnava Self-governing Region, where use is rising slightly. What is surprising is the Bratislava Self-governing Region's lack of interest in the service despite having it available. The number of registered providers can be found at the website of the Ministry of Labor, Social Affairs and Family. Vojtechovský states<sup>2</sup> that Slovakia has 15 registered and three articulate interpreters. There

<sup>1</sup> VOJTECHOVSKÝ, R., HEFTY, A., HEFTY, M.: *Konferencia pre osoby so sluchovým postihnutím: viac informácií, vyššie vzdelanie.* / Služby pre osoby so sluchovým postihnutím v kontexte implementácie Dohovoru OSN pre práva osôb so zdravotným postihnutím. [online]. [2016-10-21]. Available at: <[http://www.snepeda.sk/prezentacie\\_-\\_konferencia/vojtechovsky\\_hefty\\_hefty.pdf](http://www.snepeda.sk/prezentacie_-_konferencia/vojtechovsky_hefty_hefty.pdf)>.

<sup>2</sup> VOJTECHOVSKÝ, R., HEFTY, A., HEFTY, M.: *Konferencia pre osoby so sluchovým postihnutím: viac informácií, vyššie vzdelanie.* / Služby pre osoby so sluchovým postihnutím v kontexte implementácie Dohovoru OSN pre práva osôb so zdravotným postihnutím. [online]. [2016-10-21]. Available at: <[http://www.snepeda.sk/prezentacie\\_-\\_konferencia/vojtechovsky\\_hefty\\_hefty.pdf](http://www.snepeda.sk/prezentacie_-_konferencia/vojtechovsky_hefty_hefty.pdf)>.

were 11 sworn interpreters on record, but only 10 after a recent period change. This number corresponds to the figure the UN Committee had received from their question. Use of interpretation services in terms of the mean number of hours per client is shown in Table 2, where one client uses interpretation services on average for 45 hours a year.

**Table 2:** *Use of interpretation services in terms of the mean number of hours per client*

<b>Self-governing Region</b>	<b>2012</b>	<b>2013</b>	<b>2014</b>	<b>2015 (30.6.)</b>
Bratislava	0	0	0	0
Žilina	68	33	49	38
Nitra	14,6	14,6	12,8	11,9
Banská Bystrica	74	74	48	7
Prešov	60,8	60,8	48	17,5
Košice	40	45	32	40

Source: VOJTECHOVSKÝ, R., HEFTY, A., HEFTY, M.: *Konferencia pre osoby so sluchovým postihnutím: viac informácií, vyššie vzdelanie.*

Other indirect data touches upon financial remuneration of interpreters in different regions. Table 3 shows fees for interpretation services to be quite different. Even though the differences are even sometimes double, they still fail to reach the higher level presented by the Slovak Committee to answer the question the UN Committee asked.

**Table 3:** *Financial remuneration of interpreters*

Self-governing Region	2012	2013	2014	2015
Trnava	-	-	-	4€
Bratislava	0	0	0	0
Žilina	4€	3,99€	4,32€	4,32€
Nitra	8,3€	8,8€	7,8€	3,2€
Banská Bystrica	8€	8€	8€	8€
Prešov	8,5€	8,5€	8,5€	8,5€
Košice	5,5€	4,5€	5,4€	4,1€

Source: VOJTECHOVSKÝ, R., HEFTY, A., HEFTY, M.: *Konferencia pre osoby so sluchovým postihnutím: viac informácií, vyššie vzdelanie.*

Stakeholders perceive the current state of interpretation in Slovakia to be very bad. Both Social Services Act No. 448/2008 Coll. and Act No. 447/2008 Coll. on cash disability compensation benefits mention interpretation service, but they provide different methods for using it which, for instance, cause an incomprehensible and differently interpretable lack of interest in interpretation within Bratislava Region. (Table 1).

There are many other uncertainties, which the survey revealed. The different presentation of interpretation service fees in the responses to the UN Committee and in the research Roman Vojtěchovský presented is the cause of the not totally clear formulation of the answer. It speaks only about fees charged by sworn interpreters, presenting them as the general method of remunerating all interpreters. Otherwise, the huge difference cannot be explained. The tendency to entangle Act No. 382/2004 on experts, interpreters and translators and Ministry of Justice Decree No. 461/2004 Coll. on remuneration, reimbursement and compensation for the loss of time for experts, interpreters and translators, as amended, left the impression in the response to the UN Committee that sign language interpretation is attractive work. But then if sign language interpretation is such a rewarding job, why are there so few interpreters in Slovakia?

The situation surrounding sign language interpreters is being taken very seriously by the hearing impaired. And as it turns out, they are not just relying on the government and the UN Committee to fix the problem.

In October 2016, leaders among the hearing impaired met in October 2016 with interpreters from various cities in Slovakia and, under the auspices of TASPO, spoke together about opportunities for improvement. They mentioned underlying problems, while discussing the need to add "simultaneous transcription" and "online interpreter service" to the Act as other social services for the hearing impaired. They spoke about necessary amendments to the law to clarify differences between both different services and different hearing impaired groups and their specific needs. And naturally they talked about educating and certifying interpreters. Other meetings are being prepared and the outcomes of these meetings might help Slovakia in the context of the hearing impaired exercising their rights. It is enough just to join forces and work together.

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# **NORDIC SOCIAL STATE IN 21<sup>ST</sup> CENTURY**

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## **Abstract**

*The article deals the new issues and challenges, which is brining the 21<sup>st</sup> century and the more globalized world, with stronger competition from the emerging markets from Asia and Africa and with rising numbers of older generation, outside of the scope of productive age, making it even harder for states with strong social policies to manage their budgets. Also economical turmoil shows, the dependency of the social state on the strong economical results and natural resources, which lack can have detrimental effect on the economy. Therefore we presume more challenges are expected and there is definitive need for more changes within the current social models applied in Scandinavia. The dream of many especially east European political parties is then disappearing, as they used to dream about application of this system and were not counting on the external factors, which are in reality influencing whole model and it's success or current fail.*

## **Key words**

*Norway, Sweden, Nordic model, social state, economical turmoil, financial crisis, natural resources*

## **INTRODUCTION**

Social state system has it's roots in Sweden at the beginning of the 20<sup>th</sup> century and relatively fast spread to the neighbouring countries. After second world war and especially in 70s was on it's peak and then start slowly declining with brief return in 90s. Today the model has been under further development due to expected needed changes for keeping it sustainable. So let's have look at what changes and future is for this model expected.

## 1 WHERE TO MODEL IS HEADING IN THE 21<sup>ST</sup> CENTURY?

Following the article of Vladimír Benáček<sup>1</sup> the development of capitalism and liberal economics is almost finished after almost 600 years of building it.

World is more and more open and real success is in the hands of strongly open economics, what is even more importantly required in the case of strongly oriented social states<sup>2</sup>.

Connectivity of so open economies of the world and further interconnectivity of the states, without the regard to the distance and other geopolitical events, where also belongs the recent migration crisis – having influence on the sustainability of financially demanding economical model.

Globalization is still *„in bigger scope present in all economical processes in world economy and it is markedly shaping it.“*<sup>3</sup>

Above generally *„is disturbing traditional image of national economies and question the „governance“ normally limited to only national level.“*<sup>4</sup>

Essentially it does abolish borders, based on what, problems of one country can easily and now almost instantly and automatically demonstrating in another country. Implicitly to balance negative impacts of the previous statement, so also solution of those situations could be based on application of measures taken from the another countries, due to the connectivity of today's world.<sup>5</sup>

*„Globalization brings primarily higher expectations on national states, increasing global competitiveness by improving conditions for human and economical factors mobility and pressure to increase competitiveness in global environment.“*<sup>6</sup>

<sup>1</sup> BENÁČEK, V.: *Reformy sociálně- ekonomických modelů v zemích EU: Teoretické přístupy*, In: Sociální Studia, 2007, Vol. 5, No. 3, p. 32.

<sup>2</sup> AMABLE, B.: *The Diversity of Modern Capitalism*, Oxford: Oxford University Press: 2003, p. 129.

<sup>3</sup> CIHELKOVÁ, E., HNÁT, P.: *Budoucnost Evropské unie v kontextu nového regionalismu*, In: Politická ekonomie, Vol. 12, No. 1, 2008, p. 69.

<sup>4</sup> NEUMANN, P.: *Globální ekonomická governance: její formy, projevy a vývoj v EÚ a hlavních centrech světové ekonomiky*, In: Současná Evropa, Vol. 3, No. 1 s., 2011, p. 112

<sup>5</sup> BENÁČEK, V.: *Reformy sociálně- ekonomických modelů v zemích EU: Teoretické přístupy*, In: Sociální Studia, 2007, Vol. 5, No. 3, p. 32

<sup>6</sup> CIHELKOVÁ, E., HNÁT, P.: *Budoucnost Evropské unie v kontextu nového regionalismu*, In: Politická ekonomie, Vol. 12, No. 1, 2008, p. 71

The competitiveness is actually important particle of Scandinavian social model, despite it may seem different. As we have partially seen and we will look further to it, described model is extremely financially wasteful for sustainability and for financing its heavy costs there are also important those sources on the top of natural resources and taxes.

The experiments from 70s and support (from the government and unions) larger stable but not always competitive companies (with sometimes not only direct financial help from state but also partial takeovers) had most likely most detrimental effect on the flexibility, adaptability of smaller firms is automatically increasing advantages on the market, in local or global sense.<sup>1</sup>

However when the economical performance plummet, there are also lowering with it, the incomes to the state budget, percentually correlating with the decrease of the economy performance. Connected to that social services, or public sector covered from those above specified sources shall be restructuralized.

The statistics, comparing economical performance, are pointing at the fact, that the social model described, could have, based on its economically demanding character, negative influence on economies of those countries.

Sweden is good example, when its economy, was fastest growing in the world from 1870 till 1936 from all advanced nations, fell down from year 1936 till year 2008 to 13 place from the point of view of growing economies.<sup>2</sup>

Moreover from year 1975 till mid 90s Sweden fell from the 4<sup>th</sup> richest nation to 13<sup>th</sup> place.<sup>3</sup>

In today's globalized world to succeed, the economy has to be broadly open, with main orientation on export, what are the Scandinavian countries fulfilling and would have to even in the future, even after lowering their public expenses.

OECD defines competitiveness as, „*a measure of a country's advantage or disadvantage in selling products in international markets*“<sup>4</sup>

<sup>1</sup> SANANDAJI, N.: *Scandinavian Unexceptionalism – Culture, Markets and the Failure of Third Way Socialism*, London: The Institute of Economic Affairs, 2015, p. 116

<sup>2</sup> SANANDAJI, N.: *Scandinavian Unexceptionalism – Culture, Markets and the Failure of Third Way Socialism*, London: The Institute of Economic Affairs, 2015, p. 99

<sup>3</sup> SANANDAJI, N.: *Scandinavian Unexceptionalism – Culture, Markets and the Failure of Third Way Socialism*, London: The Institute of Economic Affairs, 2015, p. 69

<sup>4</sup> *Glossary of Statistical Terms*, [online]. [Accessed 27.1.2016]. Available at : <http://stats.oecd.org/glossary/detail.asp?ID=399>

One can not simply only refer to the international markets, however this is measurable success in domestic or international competition based also on the internal factors, where belongs also increasing of effectivity and innovations. Educations is also not forgettable factor. To this is also connected Lisbon strategy.

Globalization seems unstoppable. Despite lately there appeared several campaigns claiming superiority of locally sourced products or traditional products, it is more just branding strategy to differentiate and find reasoning how to cope with offer of cheaper alternatives from abroad.

According Neumann<sup>1</sup> globalization constitute „apex phase of economy development.“ *Neumann as aims for globalization see as „maximization of market effectiveness and achievement of stronger economical grow.“*

So what exactly happen in Europe and then specifically in Scandinavia? From 70s „*European state systems reinforce long-term public spending to different areas of social infrastructure, at the beginning with generally positive influence on stabilization of social situation and standard of living wide spectra of population.*“<sup>2</sup>

Essentially this was happening in more obvious way in Scandinavia till almost 90s, where after some economical turbulences governments applied several restrictive measures, which started be applied tighter after crisis of 2008 -2012.

The rest of the Europe however flowed the different path. The social reforms were always balanced by the liberal and neo-liberal political representatives (great example was Ms. Thatcher) counter balancing left wing oriented measures and also by the corporate mostly multinational entities trying by lobbying influence the general orientation of the market in individual national states, but also followed at the supernational level in Europe in the form of European Union.

Scandinavian model is therefore much different to the traditional western European welfare state model, finally being most popular in western and central Europe.

There are many critics, comparing this model, with it's actions to experiments not too distant to socialistic states of eastern pre 90s Europe. Though the truth is somewhere else. The main difference is the application

<sup>1</sup> NEUMANN, P.: Globální ekonomická governance: její formy, projevy a vývoj v EÚ a hlavních centrech světové ekonomiky, In: Současná Evropa, Vol. 3, No. 1 s., 2011, p. 98

<sup>2</sup> NEUMANN, P.: Globální ekonomická governance: její formy, projevy a vývoj v EÚ a hlavních centrech světové ekonomiky, In: Současná Evropa, Vol. 3, No. 1 , 2011, p. 99

of market economy (with all negative impacts), practically during the all the existence of this model. To this the planned economy could easily avoid.

The great depression influencing almost all world, did not had almost any influence on the that time Soviet Russia.<sup>1</sup>

Economics of the social Scandinavian model on the other side are relatively small open economies, which are as mentioned above cover their expenses by natural resources, but not primarily, as was used for former Soviet countries. It is just additional element to cover their broad, on their top of support of information based economies as they are.

Financial turbulences, especially in the meaning of the ones from 2008, the influx of the new employees from not only the EÚ and immigration waves to Scandinavia (not only in the meaning of todays waves, but also from the mid 90s, where the great numbers were coming from former Yugoslavia) which several times shake with the generous Scandinavian system. This attacks on the system several times help to change the system and even several times help to move from too generous social policies.

The analyzed system has however also other problems, that is just globalization. J. Munkhammar, Swedish economist also has said, that: *„state today punish work results by high taxes and is rewarding not working ones with high social benefits (what is not problem only of Scandinavian countries, but also other west European countries are making artificially classes of people who can get higher payments from social security systems than being employed at usually badly paid and physically difficult low skilled works) And this is a signal, that, people can get easily used for the system and in few years just stop working at all and will in few years stop seeing the difference living out of benefits with earning their own money.“*<sup>2</sup>

It is possible that *„Sweden was mainly successful in last years especially not thanks to the high benefits or thanks to the high taxes – but due to the reforms supporting free market.“*<sup>3</sup>

<sup>1</sup> BOER, R.: *The Great Depression and the USSR*, [online]. [Accessed 2016-26.-01]. Available at: <http://stalinsmoustache.org/2015/02/24/the-great-depression-and-the-ussr/>

<sup>2</sup> ZÁBORSKÝ, J.: *J. Munkhammar: Švédsky sociálny model má antisociálne efekty*, [online]. [Accessed 2016-26.-01]. Available at: <http://www.etrend.sk/ekonomika/johnny-munkhammar.html> >

<sup>3</sup> ZÁBORSKÝ, J.: *J. Munkhammar: Švédsky sociálny model má antisociálne efekty*, [online]. [Accessed 2016-26.-01]. Available at: <http://www.etrend.sk/ekonomika/johnny-munkhammar.html>

Moreover “*sociological scientists A. Carlson is adding, that empirical experience with socialism re-distributing what is needed for everyone under his or her needs could possible work only in families. The societies standing on blood ties, marriages or adoptions.*“<sup>1</sup>

Society could work this way, but as we could see also in history – but with strong economical backing. Or with the wasteful backing from the side of natural resources. In the case of Sweden for example is important the use of iron ore and the other metals. In Norway in second half of 20<sup>th</sup> century found oil and gas. Not that strongly social as two previous Denmark, also has quite remarkable sources of oil. But on the top, we should add, that this countries despite their “green policy” are belonging to the quite strong contributor to the pollution. To that is especially contributing processing of the natural resources. Which strongly on the other hand, support the outcomes of the economies and contribute to the resources available for the public outcomes. <sup>2</sup>

On the top, already mentioned globalization is pressuring on the markets and is making it even harder to succeed in competition than we could see in 50s or 60s <sup>3</sup> where the productivity of those economies start getting low. The real problems however started (however not in Norway as they resources can correlate almost any economical instabilities at this point) with more and more of the market regulation and lowering of the liberalization of the free economical operations, with increasing of the spending to the social policies.

This model, mixing features of still relatively liberal economies with features of socialism, is this second feature literally funding. More is it leaning towards market regulation less success it has.

On the other side, lower is the amount of natural resources the country has (the good example in here is Finland, more using it’s resources like agriculture or wood manufacturing, including paper manufacturing), than the higher are the impacts of the turbulences on the economies.

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<sup>1</sup> JAROŠ, M.: *Zázraky neexistují. Ani vo Švédsku*, [online]. [Accessed 2016-26.-01]. Available at : <<http://www.etrend.sk/ekonomika/zazraky-neexistuju-ani-vo-svedsku.html>>

<sup>2</sup> MOORE, H.: *Why Scandinavia is not the model for global prosperity we should pursue*, [online]. [Accessed 2016-26.-01]. Available at: <<http://www.theguardian.com/sustainable-business/2014/dec/01/why-scandinavia-is-not-the-model-for-global-prosperity-we-should-all-pursue>>

<sup>3</sup> SAPIR, A.: *Globalization and the Reform of European Social Models*, In: *Journal of Common Market Studies*. 2006, Vol. 44, No. 2, p. 371

Important is also contribution of the influence from the historical point of view. From the big conflict in last centuries, only Finland has experience the real destruction, not the others – Sweden as a country is independent for more time than Switzerland.

Exactly the economical crisis influence the model and made it reform in the meaning of being less social and operating more on the liberal approach of the executing the economies, what is most important saving factor.

On the other side social policy might be at least from the point of view of better adaptation, went through for the population, through all the complicated economical turbulences. The only thing is, it might gave at end bitter taste. The citizens, does not feel it that strong, like in other less social states, but felt it then for longer.

*“In the latest years, Finland or Sweden struggle in reality with creation of the new jobs. In year 2006 there was claim, that they have not generated in last 25 years no new places and the employment was based only on migration and generational exchanges. What is definitely not positive sign for a economy.”<sup>1</sup>*

But the critics does not end there. Between the other factors belong facts like closeness of the states. For example in the US and the similarly oriented or set economies, is the level of poverty much higher, that in those countries – especially from the reason s of the numbers of immigrants and illegal immigrants coming, but on the other side, with exception only being Sweden, Scandinavian countries are not that open against migrants and their acceptance into societies. There is slight shift in last years, but it would still need, especially in rural areas more time, to get accepted this trend.

Some of the authors often compare this model to the German or Italian model from 30 s of the 20<sup>th</sup> century.

It was the crisis, which has started at the end 20s of 20<sup>th</sup> century, which actually was also behind the real start of the model, which we are describing now.

*„Similarly like Adolf Hitler in Germany, left wing oriented politicians in Sweden convince voters, that, the way out of the bad conditions they were living is by the strenghtening state position, giving them more powers and*

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<sup>1</sup> JAROŠ, M.: *Zázraky neexistujú. Ani vo Švédsku*. [online]. [Accessed 2016-26.-01]. Available at : <<http://www.etrend.sk/ekonomika/zazraky-neexistuju-ani-vo-svedsku.html>>.

*raising the taxes, to have for government more funds to operate with. This shift was quite massive, taking into consideration that before the state was operating with less than 10 of Great domestic product“<sup>1</sup>*

Still repeated point is, sustainability of the model. Despite the long time, where those countries are placing themselves in the charts like in the country, where is the best place to be born, the best place where is to be a woman or happiest nations in the world, challenging will really be to keep running this model, in relation with aging population. For instance Finland is just behind Japan fastest ageing population in the world (adding their not balanced budget and extensive public spending there is only one way, if the state administration will not change the direction). The problem is also in increasing numbers of migrant often not speaking local languages and not being qualified. To this is also connected problem of integration of migrants to the society and primarily to the working process). Generally these countries have recently problems of stagnating productivity, growing inequality and significant slowing down of the growth of economies of Denmark and Finland.

Social model as such, was created in the conditions of strong economical growth, where the social systems where not that broadly applied and also the diversification of the social system was not so broad as now is.

As we will see, the state influence was however not only about the increase of the influence on the individual and those models are flexible also from the point of lowering of those actions when needed. Though expansive influence was more prevalent.

Moreover in Sweden in 70s, there were trials to shift the economy even more closer than in our opinion bearable towards socialism. So the market economy wont be applying in the amount, if it is applied now. They tried to apply for example collective organizations for operating and managing agriculture – in the way of limiting the private ownership. The most visible trials to change happen during 1970 – 1995 –v the governments of those years tried to set some sort of “third way” in comparison with capitalism and socialism. From this policies the governments backed up, and it was stopped before it full launch. <sup>2</sup>

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<sup>1</sup> JAROŠ, M.: *Zázraky neexistujú. Ani vo Švédsku*. [online]. [Accessed 2016-26.-01]. Available at : <<http://www.etrend.sk/ekonomika/zazraky-neexistuju-ani-vo-svedsku.html>>.

<sup>2</sup> SANANDAJI, N.: *Scandinavian Unexceptionalism – Culture, Markets and the Failure of Third Way Socialism*, London: The Institute of Economic Affairs, 2015, p. 39

The general criticism and forecasts about it's need to be ended, started approximately from the middle of 50s.

First in 50s the social models were considered to be a factor slowing down economical development and also as a inflation contributor (where surprisingly those presumption were not wrong).

Later in the 60s, the main problem was broad bureaucracy from the point of view of the critics of the system and at the end in 70s and 80s., the criticism focused on the extreme growth of the social exclusion, social instability and at the end in 90s brought critics in relation competitiveness of these countries. Some of the claims seems true, or at least based on real assumptions, some had wrong base, but even lead to further powers on the side of public bodies.

Despite this waste critics, the model stands, but with all the times changes in the system. Some of them were worsening the state of model, some help to preserve it and to delay the trouble.

The model has several basic features, but there is not set in the stone, what is and what is not given, so changes, are not making it different social model. It is important, that the model keep the specific feature keys and they are cycling with as described above the economical cycles and state of economy, where they are applied.

Benáček<sup>1</sup> claims, that *„reform of socially economical models in the EU shall react to the three parallel existing pressures:*

- *on pressure from the outside environment of globalized world economies, which is influencing mostly internationally traded good and services;*
- *on pressure based on the markedly different way of functioning of internationally non-tradeable goods and services in comparison with traded goods and services;*
- *on pressure on the above average expectations for offering of the public goods and services.“*

While all of them make pressure on the social state to progressive application of reforms, as we can see, limiting social benefits for sustainable extent and liberalization of economics for increasing competitiveness.

Demographical conditions however go against this model and test of sustainability will be the upcoming future. It is interesting, that to that contributed also the change of the shift of those countries to the post

<sup>1</sup> BENÁČEK, V.: *Reformy sociálně- ekonomických modelů v zemích EU: Teoretické přístupy*, In: Sociální Studia, 2007, Vol. 5, No. 3, p. 39

industrial society. It is not only that ageing population is contributing to the societal changes, but also it is, higher participation of women to the work process, compared to the previous ages.

This factor, is on one side positive factor for economies, as it does create much more opportunities, it does contribute to the increasing number of consumers, to what extent can also grow consumption, what positively influences also the numbers of employees on the market. What can influence the numbers by need for more workforce to serve these costumer on one side, but on the other side also we have to expect, that employed women are as their share is higher, also occupying more places. We will however generally consider this political initiative as clearly positive and definitely welcomed.

Financial excesses are definitely lower and now it is only the question of time when would be governments limiting further benefits. Already the portfolios of offered services is much lower.

The clear disadvantage of this system is, as also from states which were trying to shift the tax policy, resistance from the richest groups. This recently happen for example in France, where plans for progressive taxation were not taken positively.

The benefits, which are funded from heavy taxation also are often making the poorest groups dependent on those forms of income. The high incomes, often not based on any other requirements, that is need for decent income replacement, is missing the main point deserving the bread. We understand that this can be sometimes needed, but as already mentioned, sometime it can be detrimental, learning some people to just wait for support.

The similar debate is already going on in also other countries, like the UK or France, where the same misuse or way of live of social funds is quite common.

The states running this system, would need a complete restructuralization of their economies. I tis clear as a conclusion of said, that the system is not going to survive the needs of the todays world. Could it survive i fit is adjusted and still be considered a social state?

Yes, but it is highly possible that without further changes, this model could very easily fail. What applied even recently may not work. The world is every day, closer and closer and competitiveness is more needed. The Scandinavian countries would not succeed at this pace with the extreme spending. The social help shall be moderated and public services reconsidered.

Benáček see the importance of social reforms however generally on the level of all countries of European Union and don't see it as a problem of purely Scandinavian countries. Therefore it shall be generally applicable across the European union, that public spending toward competitiveness shall be priority.<sup>1</sup>

Several Nordic economists suggested the potential solution, how to help to conserve this model, without risk to fail on one side, but saving the key features.<sup>2</sup>

To the most important contributing factors are considered lowering the age of starting working process – by starting requesting tuition fees, to avoid young people to study at several schools with no clear reason and often without finishing it . Further greater connectivity between work market and system of schools , something applied in Germany, where this system is super precise and is limiting even the specific study programs if they are not required by the industry. Also is important to motivate ageing worker to stay in working process as long as possible. Flexibility of the work market is also important - benefits for relocation and so on, shall be used more often. Immigration politics shall more reflex the needs of market and also decentralized salary decision making shall be reconsidered.

There shall be also some adjustments in the pension funds system, as there are too many limitations and the services offered are often limited to certain areas.

Benáček suggest that those countries shall also think about exchanging the public services offered by state, privatize them and try to lower expenses also from this point.<sup>3</sup>

So heavy public organization could not serve well.

Lately there was open problematics of taxation. Especially the question related the real need of tax reform in all of those countries. And lately really there was small but important shift in all of them, including lowering of the corporate taxes.

Interestingly, analyses of the business environment is very important point for critics, but also for people responsible for managing the mode. None of biggest 100 companies in Sweden (from the point of employees)

<sup>1</sup> BENÁČEK, V.: *Reformy sociálně- ekonomických modelů v zemích EU: Teoretické přístupy*, In: Sociální Studia, 2007, Vol. 5, No. 3, p. 33

<sup>2</sup> ANDERSEN, T.M., HOLMSTROM, B., HONKAPOHJA, S.: *The Nordic Model: Embracing Globalization and Sharing Risks*, ETLA: Helsinki, 2007, p. 122

<sup>3</sup> BENÁČEK, V.: *Reformy sociálně- ekonomických modelů v zemích EU: Teoretické přístupy*, In: Sociální Studia, 2007, Vol. 5, No. 3, p. 39

have been founded after year 1970 and from the point of turnover only 2. The year 1970 and following was considered as the breaking point from the point of extremely strict regulations in Sweden.<sup>1</sup>

At the too high taxation, it seems that the governments were trying to create countries without capitalists and businessmen.<sup>2</sup> We presume, that the opposite is truth and the government is Scandinavia understand the needs for strongly working capitalistic economy, to back the expensive social policies.

The best time for creating the company in the Sweden was from the end of the 19. Century till end of the first world war. The same applied in the UK and then during the reing of Margaret Thatcher – it seems, that too strong social background is not that great influencing environment for creating a company.

The success of the whole model, is clearly in the economical freedom, which helps with creation of the wealth of the nation and following redistribution to more fairer wealth between all citizens is the way, how all society balance the success of few.

The times, while suppressing economical liberties, leads to real crisis of the model, either from not understanding basic principles, or from the imagination that it is possible to manage at the same time, socially fair model and liberal economical activity.

The same applies also for too wide structure of bureaucracy and excessive extent of use of public resources in relation to the growing GDP, without correlation of expected economical swings, creates clear problems and therefore the model shall expect existence and non ability to avoid cyclical movements of economies in the lights of common conditionality of global economical space, in todays world minimally at least partially open national economies (with only numbers of exceptions).

## CONCLUSION

We presume, that based on stated above , the modification of social model of state could potentially continue it's existence and it is sustainable, but in more economical form. Though it is not possible to keep the system

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<sup>1</sup> SANANDAJI, N.: *Scandinavian Unexceptionalism – Culture, Markets and the Failure of Third Way Socialism*, London: The Institute of Economic Affairs, 2015, p. 46

<sup>2</sup> SANANDAJI, N.: *Scandinavian Unexceptionalism – Culture, Markets and the Failure of Third Way Socialism*, London: The Institute of Economic Affairs, 2015, p 96

running with current demographic development. Moreover from Germany, Great Britain, or France is obvious that not regulated immigration is not the solution, even it seemed like that, several tens years ago. The concept of multiculturalism is not dying. It is dead already.

Too generous immigration policy, accepting wide spectra of applicants, shall be reconsidered and shall only try to balance brain drain to countries like US or newly Asian rapidly growing tech hubs hosting countries.

It is however not possible for any of those states, not even Norway, without strong financial backing to run this regime long time. Without any exact analyses of for long would be mankind using the fossil fuels or their limitation within the geographical borders of countries using it for backing their expensive state policies, without consideration of investing money to the special funds, where Norway is the best example – there is one thing clear – the saving mode shall be implemented again and the waste social policy times are over.

As those states already have started with the economical turmoil literally backing off and reform their expenses, we presume it is not enough and the reforms shall bring those countries even before 70s.

Following Sapir<sup>1</sup> extensive (literally almost extreme) expenses of social services and work market are basically lowering competitiveness of those states, meaning those spending could not be used for research and science. Private research and education could not be completing the public one in full scale and it is still private, meaning for profit of private entity generation, not to accumulate knowledge which could be publicly shared. Stopping of this wasteful spending can be moving the Europe science back to the top – slowly pushed out by US and lately Asian states.

And this is not only case of Scandinavia, but this also applies to the rest of the Europe, where is science and education pushed aside, making way other more hot topics (in the meaning of politically more impressive themes).

Only sparingly applied measures of this model can succeed and survive. It has to also alter the taxation, which will not influence competitiveness and balancing the social measures by the measure liberating the markets. This can able existence of the social model also for the future generations, of course in the altered mode.

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<sup>1</sup> SAPIR, A.: *Globalisation and the Reform of European Social Models*, In: *Journal of Common Market Studies*, 2006, Vol. 44, No. 2, p. 371

Mostly dependence of the young generations on the social benefits (without regard if we focus on the immigrants or the “natives” as sadly this is almost everywhere more related to the immigrants) this system is basically making the work morals corrupt and is lowering expectations and effort of the youngest generations.

On the top, the youngest generations seems most inventive in this area and are able to lower more than the previous generations the functionality of the system. comparison shows much higher sick days, during the important sport events, than during the same measured for the previous generations. This is mostly related to men. The number for this during the football championships were literally alarming.<sup>1</sup>

The time limitations for being paid, while out of work, shall be obliged and also be related to the reasons of leave – simple sabbatical leave, shall not be remunerated. This is only now reflexed in the Danish system of flexi-security and is heavily supported by European commission.<sup>2</sup>

*“Surprisingly it is a combination of two usually non connectible parts, social and liberal features, making this social leverage competitive.”<sup>3</sup>*

Anyway the system of “flexisecurity” is worth to be followed. For example some features are already in Slovakia followed only by several big multinational corporations – for example through support of mothers with children by allowing to work them for lower work time share or by keeping touch by the parents on parent leave. As Sapir<sup>4</sup> in his work states, stagnation of Europe as a whole is based on commodious behavior of citizens and fear of change, what he express via citation of Heckman – *“Opportunity costs, ensuring the preservation of the status quo - whether the status quo in technology, business or the status quo of employment - increased recently tremendously.”*

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<sup>1</sup> SANANDAJI, N.: *Scandinavian Unexceptionalism – Culture, Markets and the Failure of Third Way Socialism*, London: The Institute of Economic Affairs, 2015, p. 46

<sup>2</sup> AMABLE, B.: *The Diversity of Modern Capitalism*, Oxford: Oxford University Press: 2003, p. 176

<sup>3</sup> HORVÁTH, P., ŠEBÍK, K.: *Voting Behavior and Municipal Elections in 2014 in Slovakia*. In: Slovenská politologická revue, 2015, Vol. 15, No. 2, p. 102

<sup>4</sup> SAPIR, A.: *Globalisation and the Reform of European Social Models*, In: Journal of Common Market Studies, 2006, Vol. 44, No. 2, p. 379

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# **CURRENT TRENDS AND SOCIAL POLICY AND SERVICES**

Conference Proceeding

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*Peter HORVÁTH (ed.)*

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