

Autism is a neurodevelopmental disorder affecting general development and functioning of a person. The causes of autism are not fully known - both genetic and environmental factors influence its occurrence. Many people with ASD are hypersensitive or have limited reactions to tactile, painful, auditory, visual and odor stimuli. Epilepsy, speech disorders and mental retardation are the most common comorbidities. Autism is being diagnosed more and more often, although the data on this subject is incomplete. In the process of vocational rehabilitation, people with disabilities should benefit from the support of trainers or work assistants. This also applies to people with ASD. The right to work is one of the basic rights guaranteed in international law, and should be followed by national law. In Poland, the right to work is in principle guaranteed, but the possibility of its implementation is limited in relation to some people, such as people with ASD.

The scientific goal of the project is to obtain new knowledge about the legal status of people with ASD disorder (ASD) in the labor market. The goal will be achieved through identification, verification and development of dispersed legal solutions (in the field of national and international law, including European Union law) and practice (directly and indirectly) relating to employment of people with ASD in Poland, as well as by comparing selected Polish solutions supporting employment of people with ASD with solutions introduced in selected European Union countries (Sweden and the Netherlands considered to be the most friendly to people with disabilities) and the USA.

It appears that the legal status of persons with ASD entitling them to perform work on the Polish labor market is largely nominal and devoid of clear mechanisms for effective implementation of the right of persons with ASD to work. Full access to the (open and protected) labor market of persons with ASD in Poland requires dedicated legal solutions to finance and implement specific forms of support provided to persons with ASD - in different areas of their functioning. Possible that some legal and other solutions introduced in Sweden, the Netherlands and the USA relating directly or indirectly to employment of persons with ASD are effective and possible to be applied in Poland. The choice of the countries results from the popular opinion that for many years these countries have been pursuing a friendly policy towards people with disabilities and have managed to test many legal and factual solutions in this respect.