Erasmus+

# GOOD PRACTICE BOOKLET

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GOOD PRACTICES
EMPLOYMENT RIGHTS
ECONOMIC LIFE
SOCIAL LIFE
STATISTICS

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Happiness is handmade


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# THE PROJECT

“(DIS)ARTISANS” is a two year Erasmus+ project developed in collaboration with partners from the UK, Turkey, Romania and Italy.

It focuses on helping people with mild intellectual disabilities to have access to entrepreneurial learning in order to help integrate them into social life through the creation and online marketing of handcrafted products.

The project implementation consists of two main phases.

The first phase includes the manufacture of handcrafted products by participants, developing fine motor, drawing, graphics, painting skills and hand-eye coordination.

The second phase aims at inserting them into the labour market and improving their entrepreneurial and marketing skills through sales and e-commerce.

In addition, a Good Practice Booklet has been created as part of the project. It contains information on good practices, statistics, employment rights and opportunities across Europe for people with disabilities.

# THE PARTNERS

Hanta Associates Ltd

Akademi Kultur ve Egitim Dernegi

Mustafakemalpasa Ilcesi Her Yerde Sanat Dernegi

Asociația Art-Terapie

Submeet Association

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# GOOD PRACTICE BOOKLET - ITALY

## INTRODUCTION

There are still restrictions and difficulties in job finding for Italian disabled: enterprises are obliged to hire a percentage of disabled but there is a lack of support for them in general.
Disabled are still mainly employed in the public sector; their families can benefit from additional vacations and nothing more.
In daily life, there are reserved parking lots and some discounts for disabled.

## STATISTICS

There are approximately 3 million disabled people in Italy, which accounts for 5% of the total population.
In the Italian population aged between 15 and 64, only 31.3% of those suffering from severe limitations are employed (26.7% among women, 36.3% among men), against 57.8% of people of the rest of the population.
People with disabilities are mainly employed in Public Administration: 49.7% compared to 41.3% of that without limitations.
People with disabilities reach on average lower positions in their career: about 54% are workers or self-employed workers (50.4% in the rest of the population); 46% are managers, professionals or executives (49.6% in the rest of the population).
An indirect measure of job quality is the degree of satisfaction with the tasks performed: the share of satisfied workers among those with serious limitations is 65.4%, while among people without limitations it rises to 75.9%.

## ADAPTATION OF DISABLED INDIVIDUALS TO ECONOMIC LIFE

### Salaries and Regular Benefits for People with Disabilities

The main regulation on benefits for disabled at work is based upon three Laws:

- 104/92, which states special permissions (as additional vacations each month) for working disabled and for working relatives of disabled;
- 68/99 and 183/14, which favour the access of disabled to jobs – each enterprise is required to hire a certain number of disabled based upon the whole workforce they have; the last issues of these laws have granted fiscal benefits for employers who hire disabled.

No special salary is stated for disabled.

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## Disability Pension

The Italian Social Security Authority is INPS (“Istituto Nazionale di Previdenza Sociale”).
INPS releases a disability pension to those who have recognized a total (100%) and permanent incapacity to work, aged between 18 and 66 years and 7 months.

Some categories of disabled (not all) are exempted from payment of health costs for all services provided by the National Health Service (NHS).

## Tax Breaks and Exemptions for People with Disabilities with examples

DISABLED CHILDREN
The following tax deductions are payable for each disabled child:

- € 1,620 if the child is under three years old;
- € 1,350 for a child aged three or over.

With more than three dependent children, the deduction increases by € 200 for each child.

BREAKDOWN OF ARCHITECTURAL BARRIERS
deduction from taxes of the expenses incurred for the implementation of interventions for the removal of architectural barriers.

## Discounts and Rights Provided by Public Institutions for People with Disabilities

VEHICLES

- tax deduction of 19% of the expenditure incurred for the purchase;
- 4% discounted VAT on the purchase;
- exemption from car tax;
- exemption from transcription tax on transfers of ownership.

HEALTH COSTS
deduction from the total income of the entire amount of general medical costs and specific treatments.

PERSONAL ASSISTANCE

- deduction from the total income of the contribution charges (up to the maximum amount of 1,549.37 euros) paid for employees of domestic services and personal or family assistance;
- 19% tax deduction of expenses incurred for personal assistance workers, to be calculated on a maximum amount of € 2,100, provided that the taxpayer's income does not exceed € 40,000.

PARKING
Each public parking lot has to reserve a percentage of parking places only for disabled, which are allowed to park there for free, provided their cars show a sign of disability recognition on their windshield.

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Everyone else's parking is strictly prohibited there.

## Discounts and Rights Provided by Private Companies for People with Disabilities

There is no specific prescription, as these initiatives are fully delegated to each company.
For instance: in each theatre, cinema or football stadium, there are seats and places reserved for disabled.

## Transports/Telecommunication/Internet

PUBLIC TRANSPORT
Every bus or train offering public transport has to reserve seats dedicated to disabled.

ICT AND TELECOMMUNICATIONS

- personal income tax deduction of 19% of the expenses incurred for technical and IT subsidies;
- 4% subsidized VAT for the purchase of technical and IT subsidies;
- deductions for purchase and maintenance costs for guide dogs for blind people;
- personal income tax deduction of 19% of the costs incurred for the deaf interpreting services.

# EMPLOYMENT RIGHTS FOR PEOPLE WITH DISABILITIES

The employment of disabled is regulated by the laws 68/99 and 183/14 (the so-called "Jobs Act") which stated a fixed percentage of disabled shall be hired by each company with more than 14 employees:

- 14-35 employees – at least 1 disabled
- 36-50 employees – at least 2 disabled
- above 50 employees – 7% of the workforce shall be disabled workers

The correct implementation of these rules in the public administration is chased by a national Committee (Guarantee Committee for Equal Opportunities).

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# WORK TO ADAPT DISABLED INDIVIDUALS TO SOCIAL LIFE

## The Education Rights of People with Disabilities

All special schools (for disabled only) have been closed in Italy in 1977, through the law 517/1977 (Legge Malfatti).
Law 104/92: the pillar law on disabilities and their rights. This law deals with the right of young people with disabilities to receive proper education for their conditions and abilities.
Laws 107/15 and 66/17, which stated roles and responsibilities of profiling each disabled student and guidelines on how to prepare his/her personalized education plan (PEI), which is revised every year till the end of his/her studies. This plan contains education targets, supporting tools allowed, strategies to overcome his/her disability and to achieve proper education. Parents are involved in defining contents and strategies of PEI: they are asked to agree and sign it.

# EXAMPLES OF GOOD PRACTICES FOR THE SOCIAL AND ECONOMIC LIFE ADAPTATION OF DISABLED INDIVIDUALS

**ROAD project** (Network Employment in the Company of Disabled people), created by ANMIL (National Association between Mutilated and Invalid Workers), by Human Society, SLO (Job Development Organization), IAL Lombardia (Job Learning Innovation) and CGM Group Cooperative (National Consortium of Social Cooperation Gino Mattarelli).
The initiative aimed to develop the culture of social inclusion and Disability Management in companies, proposing, more precisely, to transform the vision of the job placement of disability from obligation to opportunity.
ANFFAS is an NGO operating at a national level and aimed at supporting families of disabled:

- support to disabled children education
- support to parents of disabled
- support to disabled young adults in enhancing their handcraft abilities
- support to local communities in overcoming cultural barriers against disabled

ANFFAS created a portal where their associated disabled can sell their works through the WEB; this portal is e-Anffas and can be visited at https://www.e-anffas.net/.

**R.A.D.A.R.project** - Department of Active Labor Policies, Training and Education, Social Policies of the Abruzzo Region.
The project aims to experiment, accompany, support, develop an integrated regional network for the

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residence of people with disabilities.
The working method is based on the following operating principles:

- ➔ integration of different subjects both at regional and territorial level (individualized projects that will have to carry out the integrated experimental residential paths);
- ➔ involvement of families and the non-profit network;
- ➔ use of new ICT technologies: RADAR uses the resources of web 2.0 creating a "virtual home" for people with disabilities, institutions, operators, associations, families to meet;
- ➔ qualification of the system: training of key figures for experimentation management;
- ➔ dissemination of results: the project provides communication channels and tools (conferences, manuals, internet) in order to disseminate methodologies and results and disseminate the good practices tested.

# RESOURCES/BIBLIOGRAPHY


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|---|---|
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| Italian Revenue Agency | https://www.agenziaentrate.gov.it/portale/documents/20143/233439/Guida_alle_agevolazioni_fiscali_per_le_persone_con_disabilit%C3%A0_24102019.pdf/e2d707df-58cf-2ac5-e1e8-c49829f55f6d |
| Ministry of Public Administration | http://www.funzionepubblica.gov.it/ |
| National Association of Families of disabled (ANFFAS) | http://www.anffas.net/<br>https://www.e-anffas.net/ |
| National Social Security Authority | https://www.inps.it/nuovoportaleinps/home.htm |
| National Statistics Institute (ISTAT) | https://www.istat.it/it/archivio/235774 |



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# GOOD PRACTICE BOOKLET - UK

## INTRODUCTION

This good practice booklet will highlight the different practices available for disabled people in the United Kingdom. With nearly 14 million disabled people, the UK has passed several laws and acts to promote their insertion in the economic, social and working life.
This part of the document will show different statistics for this target group, the adaptation to the economic life including the different help and discounts available. It will also show the employment and education rights as well as concrete examples of initiatives for disabled people.

## STATISTICS

There are 13.9 million disabled people in the United Kingdom with a limiting long-term illness, impairment or disability. Regarding the statistics, 8% of the children are disabled, 19% of working-age adults are disabled, 45% of pension age adults are disabled.

It is important to note that more than 3,7 million disabled people are in work. Yet in the United Kingdom, disabled people are more than twice as likely to be unemployed as non-disabled people. In 2019, it meant that there were over 300,000 unemployed disabled people in 2019. Indeed, in the UK, one in three people see disabled people as being less productive than non-disabled.

Concerning the living costs, life costs around £583 more on average for a disabled person compared to a non-disabled person.
It is interesting to compare the proportion of working-age disabled people living in poverty (28%) and the proportion of working-age non-disabled people (18%).

## ADAPTATION OF DISABLED INDIVIDUALS TO ECONOMIC LIFE

### Salaries and Regular Benefits for People with Disabilities

Concerning the life adaptation for the disabled individual in economic life, the United Kingdom provides a wide range of disability-related financial support including benefits, tax credits, payments, grants and concessions.

One may find DLA, PIP and attendance allowance.

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Disability Living Allowance (DLA) is a tax-free benefit for children under 16 to help with the extra costs caused by long-term ill-health or a disability. DLA is money for people who have extra care needs or mobility needs as a result of a disability. There are two parts called the care component and the mobility component. The care component is paid in weekly rates varying from £23.60 to £89.15. On the other side, the mobility component varies from £23.60 to 62£ depending on how difficult it is to get around.
The Disability Living Allowance (DLA) has been replaced by PIP recently for the people aged above 16+ and below state pension age. The Personal Independence Payment (PIP) is used to help with the extra costs if one has a long term health condition or disability. The amount varies between £23 to £151 per week. It is a non-means-tested benefit meaning that the allowance does not depend on the earning, savings and capital. The PIP is also made up of two components: the mobility component if help is needed when getting around and the daily living component which is paid if help is needed when carrying everyday activities (Washing, dressing up...).

In addition, one could apply for income support if the person has a severe disability and is aged between 16 and state pension age, on a low income and working less than 16 hours a week/or not working.

## Disability Pension

On the other hand, for the people state age pension they can get the attendance allowance.
Attendance Allowance helps with extra costs if the person has a disability severe enough that he/she needs someone to help look after them. They have to be state pension age or older and be physically or mentally disabled. The amount varies from £57.30 to 85.60 per week depending on if the help is needed during the day, night or both.

## Tax Breaks and Exemptions for People with Disabilities with examples

Disability working tax (WTC) is a tax credit depending on the hours of paid work done per week, the income and the circumstances. Indeed, these three conditions are working for more than 16 hours a week or more; having a disability that puts the person in disadvantage for a job and receiving or having received a qualifying benefit. Tax credits are calculated on a daily basis. The amount will depend on the circumstances of living and income. The basic amount is £3,040 per year.

Disabled Facilities Grants are local council grants to help towards the cost of essential adaptations for the house. Also, one may get a reduction in the council tax bill if the home has certain features essential to your living conditions. As an example, if the property had an extension because the person is disabled, then the council tax will not be raised.

## Discounts and Rights Provided by Public Institutions for People with Disabilities

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Concerning public discounts and rights for the disabled people in the United Kingdom, the tv licence could be reduced.
There is also a VAT relief for disabled people on the different products designed or adapted for the person's personal or domestic use. The VAT will also be cut for the installation/work needed for the installation of any necessary equipment, for repairs and maintenance and for the different accessories. As for example, the products eligible are as follows: adjustable beds, stairlifts, wheelchairs, medical appliances, alarms, braille paper or visual aid, motor vehicles. This discount also applies to the goods imported.
In order to get the VAT, one has to be disabled or have a long-term illness and fall in these categories: having a physical or mental impairment that affects the ability to carry out everyday activities, a condition that's treated as a chronic sickness, or be terminally ill.

## Discounts and Rights Provided by Private Companies for People with Disabilities

Some private companies will also offer discounts for disabled people.

Leisure attractions disability discounts: leisure attractions all across the UK offer special discounts for disabled people. The discount applies for the disabled person and also their carer. This discount is linked to:

- Theme parks
- Cinemas and theatres offer concessionary ticket prices
- Zoos across the UK
- Local and regional events
- National Trust, the carer is offered a free entry if accompanying a disabled member
- Local authorities library concession

Using the library is free of charge, yet the discounts can vary depending on the local authorities:

- Free or reduced charges and fees
- Free or reduced fees for audio and visual materials
- Reduced fees for books and reservations
- Reduced fees for overdue and late returns

In addition, some local authorities offer free home deliveries. [1]

## Transports/Telecommunication/Internet

In the United Kingdom, as a disabled, one can have transportation benefits such as parking benefits, thanks to a blue badge, an exemption from paying the vehicle tax and some help to buy or lease a car. In addition, there is a bus pass and railcard (called disabled railcard) with a discount, it gives 1/3 off rail travel for the disabled person and one accompanying person.
The television licence discount offers a 50% discount for the severe sight impaired/blind people.

[1] https://businesscostsaver.co.uk/discounts-for-disabled-people/

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# EMPLOYMENT RIGHTS FOR PEOPLE WITH DISABILITIES

Employment is still an issue regarding the differences between disabled people and non-disabled people. Disabled people remain significantly less likely to be in employment than non-disabled people.
Although between 2013 and 2019, the disability employment gap has reduced, it is still not equal to the non-disabled people. The number of disabled people in employment has increased by over 1.3 million since 2013. In 2019, roughly half of the disabled people were in employment (53,2%) compared to four out of five non-disabled (81,8%).

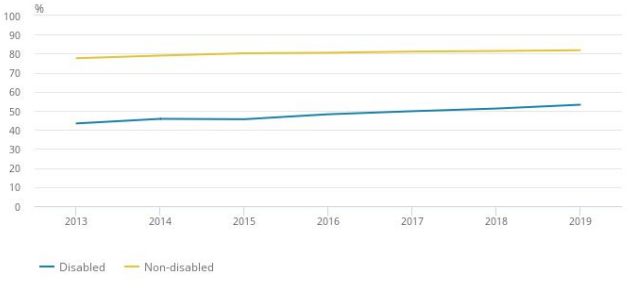
Since 2010 there has been extensive reforms to UK Government employment support programmes (access to Work and the Work Programme), but there are specific concerns about their effectiveness for disabled people. In particular, non-disabled people (35%) are more likely than disabled people (18%) to get a job on the Work Programme.

Yet, in 2013, the UK government introduced a disability and health employment strategy with proposals to reform employment support for disabled people and people with health conditions.

The Work and Health Programme helps the disabled people to find and keep a job if the person is out of a job. The support given will help identify the employment needs, match the skills to work, get in touch with employers, find long-term employment, get training to find work and manage health problems to reduce the impact on work.

Figure 1: Disabled people are 28.6 percentage points less likely to be in employment than non-disabled people

Employment rate for disabled and non-disabled people aged 16 to 64 years, UK, 2013 to 2019




Source: Office for National Statistics – Labour market A08 dataset, Labour Force Survey

In the strategy, several bits of help was created. Employment and Support Allowance (ESA): For the people who have a disability or health condition that affects how much they can work and have less than £16,000 savings. This help gives money to cover and help with the living costs (if the person is not able to work) and support to get back into work-life if the person is able to. The amount received might change depending on different criteria and will vary between £73.10 to £110.75.

In the Disability Discrimination Act 1995, people with disabilities share the same general employment right as other job seekers. It resulted in the disability discrimination law which covers all aspects of employment from recruitment through to the ending of the employment and beyond. Reasonable adjustments in the workplace ought to be made to allow the person with the disability to work in the best possible way.

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# WORK TO ADAPT DISABLED INDIVIDUALS TO SOCIAL LIFE

## The Education Rights of People with Disabilities

To allow the best education of everyone and especially the people with disabilities, the United Kingdom has passed several Act and laws.

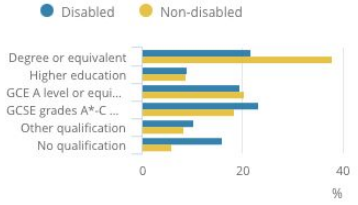
Children and Families Act 2014 was the last legislative and policy framework. It provides Special Educational Needs, to assess the needs of the children with disabilities and to give him the opportunity to get an education specialized. In addition, schools must not discriminate, and the pupils should be able to participate in most activities thanks to reasonable adjustments. The discrimination includes direct discrimination, indirect discrimination, disability discrimination, harassment and victimisation. In 2016, 2.8% of pupils had a statement of SEN or Education, Health and Care plan and 991,980 pupils received SEN support – this is equal to 11.6% of the total pupil population. (Department for Education 2016).

At a higher education level, all universities and higher education colleges should have a person in charge of disability issues that offers support for its students.

Yet with these different rights, it is important to have in mind the gap between disabled and non-disabled gaps over the last few years.
Indeed, 21.8% of disabled people had a degree in 2019 compared with 38.0% of non-disabled people. In addition, At the same time, disabled people aged 60 to 64 years were almost two and a half times more likely to have no qualifications than non-disabled people, 24.1% compared with 10.4%, respectively.

**Figure 1: The disparity for highest level of qualification is largest for those obtaining a degree**

Proportion of disabled and non-disabled people aged 21 to 64 years, by highest level of qualification, UK, 2019




**Source: Office for National Statistics – Annual Population Survey**

# EXAMPLES OF GOOD PRACTICES FOR THE SOCIAL AND ECONOMIC LIFE ADAPTATION OF DISABLED INDIVIDUALS

The United Kingdom has created different initiatives in order to include more disabled people and allow them a better social and economic insertion.

In 2018, the UK Department for International Development has created a range of new initiatives to help improve the economic opportunities as well as health and education for people with disabilities in the UK and also in low and middle-income countries.

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One is called **UK Aid Connect and Disability Inclusive Development (DID)**. The programme will seek to achieve long term improved wellbeing and inclusion for people with disabilities through increased equitable access to quality health services and health outcomes, better access to quality education and increased access to jobs, employment with an overall improved livelihood.

**Making it work:** It is an initiative to identify solutions to advance the rights of persons with disabilities and have lasting improvements in their lives. The website of the initiative gathers more than a hundred inspiring Good Practices. It is available all over the world. It uses a participatory and empowering approach with concrete hands-on evidence on inclusive practices.

**Inclusive Fitness Initiative** was established a few years ago and supports leisure centres to become more welcoming and accessible environments to disabled people. It helps disabled people to be more physically active and also improve social inclusion in this area.

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|---|---|
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| Equality Human Rights | https://www.equalityhumanrights.com/sites/default/files/being-disabled-in-britain.pdf |
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# GOOD PRACTICE BOOKLET - TURKEY

## INTRODUCTION

According to OECD-EU and Turkey data, about 15% of the world's population consists of individuals with disabilities. Individuals with disabilities have secondary health problems as well as obstacles. With the project we have prepared, we try to adapt disabled individuals to society and economic life through crafts. In doing so, we take a holistic approach to solving problems. This guide includes the steps we take to solve the problems of individuals with disabilities and aims to promote good practices.

## STATISTICS

In Turkey, there are 1,559,222 people with disabilities.

To understand our target group, it is important to know where people with disability work.
In total, 172,289 people working in different sectors:

- Number of disabled people working for the state account: 55,521
- Number of disabled people working in the private sector: 114.477
- Number of disabled people working in their own business: 2,291

The disabled employment rate is low with around 10%.

## ADAPTATION OF DISABLED INDIVIDUALS TO ECONOMIC LIFE

### Salaries and Regular Benefits for People with Disabilities

Disability Salary (2022 Pension) Connection:
The 2022 salary is a financial right given by the Social Assistance and Solidarity Foundation (SYDV) to disabled persons under the age of 18 or those with disabilities under the age of 18, which are not subject to any of the social security institutions (SSK, Bag-Kur, Pension Fund) established by law, and whose need is documented by the relevant SYDVs. Those who carry these conditions can apply to the Social Assistance and Solidarity Foundation where they are located and request a monthly connection in accordance with law no. 2022. Income criteria are evaluated after application. When the total income of the household (securities and real estate) is divided by the number of people residing in the household, it is noted that it does not exceed one-third of the net minimum wage. 2022 disability salaries are paid monthly. In 2022, there are 2 levels according to the disability rate for the disabled: the disability pension

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with an obstacle rate of between 40% and 69%, and disability pay with a disability rate of 70% or higher. People with a disability rate of 70% or more receive a higher monthly rate than those with disabilities with a disability rate of 40% to 69%.
Those who benefit from an income or monthly right from any social security institution, those who pay optional premiums, those who pay premiums to the institution together with the agricultural insured, do not receive a disability pension.

**Connecting the Needy Pension:**
In accordance with the provisions of the "Regulation of Foundations" published in the Official Gazette dated 27.09.2008 and numbered 27010, the needy pension may be connected. The pension stipend is carried out by the General Directorate of Foundations with children under the age of 18 who are not mothers or fathers, and to those with disabilities of 40% or older:

1. Lack of social security,
2. No income or pension (Those who receive a home care fee or a monthly basis from law 2022 shall not apply.)
3. The fact that it is not under the maintenance of the court decision or the law,
4. Income-generating and immovable goods are not available or the average monthly income from which they will obtain may be connected on the condition that the amount of needy pensions determined by this regulation does not exceed the amount of the pension.

**Home Care Fee: Home Care PENSION**
The home care pension is cash given to people with a disability rate of 50% and more by the Ministry of Labour, Social Services and Family, who have the phrase "Severely Disabled" in the disability health board report and who undertake the care of disabled people who cannot take care of themselves without another individual.
Social security or not, regardless of any name, all kinds of income based on the sum; The average monthly income amount per month less than two-thirds of the net minimum wage amount per month, which is less than two-thirds of the amount of their own or dependent individuals, is provided by the state to provide care services in public or private care centres or residences to people in need of care.
For those who benefit from the SSI Assurance of Their Deceased Parents;
In such a case, the disability rate is important. Article 34 of the Social Insurance and General Health Insurance Act No. 5510. article:

1. Children whose parents are dead and 60% and more are found to be disabled are connected monthly at a rate of 25% of the pension calculated in accordance with law no. 5510 for the deceased mother or father. Children covered by this article can benefit from this pension for life. Those who want to take advantage of this pension should be more than 60% disability, not receiving the 2022 salary and not working as insured.
2. Children with disability below 60% of the rate. In this case, 25% of children who are not married, married or widowed, regardless of their age, are connected monthly to 25% of each pension if they are 18 years of age, high school and equivalent.

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## Tax Breaks and Exemptions for People with Disabilities with examples

**Disability Discount on Income Tax**
Disability discount is an indirect financial gain applied by the Income Administration in the form of a reduction of a certain amount of income tax on the basis of income tax, provided by the Income Administration to disabled people who are paid employees or self-employed persons who earn income benefits, and disabled people with disabilities who are dependents who are dependents who work in their families or who are dependents who are dependents who are dependents who are dependents on the disabled, as well as the disability rate. With tax relief, disabled people and their disabled relatives pay less income tax than they should normally pay. This ensures that wages are cut less than gross wages while lowering the amount of income tax given annually for those earning a self-employed benefit.

**ÖTV Exemption Ötv Exemption for Vehicle Purchase**
The purchase of vehicles without ÖTV is a tax exemption imposed in the form of non-payment of Special Consumption Tax on purchases of 0 km for disabled and disabled people with disabilities and disabled people who will have additional equipment suitable for the obstacle to the vehicle they will buy by the Revenue Administration. The Exemption for The OTV applied for disabled people is applied every 5 years at the first purchase of the disabled vehicle. In other words, citizens with disabilities will be able to buy a new car every 5 years without a NEW ÖTV.

**VAT Exemption on Special Vehicles and Equipment**
VAT Exemption Is a tax exemption applied by the Revenue Administration in the form of non-vat payment in the purchase of products to eliminate the disadvantage of disabled people in order to increase participation in social life and to eliminate the disadvantage of disability. All goods to buy by disabled individuals from VAT are not exempt. Vat exemption is applied only for the purchase of tools and equipment produced in accordance with the obstacle (cane, embossing keyboard, prosthetic, etc.).
MTV Exemption on Motor Vehicles
Motor vehicle tax exemption is a special tax exemption for disabled people who are not paid MTV, which is normally taken according to the volume of the engine twice a year in motor vehicles registered by the Revenue Administration. People with disabilities must contact the tax office offices to take advantage of the MTV exemption. In the MTV exemption, motor vehicle engine volume and disability does not matter the rate and type of disability.

**Property Tax Exemption in Residences**
Property tax exemption by municipalities does not exceed 200 m2 of face measurement and can have a stake in the single dwelling (or maybe the owner of the residential) for the disabled property tax 0% is a tax exemption applied in the form of (i.e. not to be paid). Citizens with disabilities who wish to take advantage of this right can apply to the municipality they are affiliated with the reports of the disabled health board. In order to take advantage of the property tax exemption, disabled people must use the residence as a residence. Houses used as cottages or winters are not covered by this tax exemption.

**Customs Duty Exemption on Imported Vehicles and Equipment**
Special tools and equipment to be imported from abroad belonging to the use of disabled people have been exempted from customs duty by the Customs Ministry. Items can be brought by the association or

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such organizations working in the public interest or for individuals with disabilities in order to eliminate the special interest of disabled people and the disadvantaged situation between them and other individuals. Items that can be imported include: specially manufactured tools and equipment based on the type of obstacle; motor or mot0r-free seats with mobility equipment, passenger cars with no volume of bicycles, motorcycles and motors exceeding 1600 CC; the number and type of obstacles will not be used personally by disabled people who have completely lost their hand-foot function; but in the third grade, the third. vehicles with a capacity of up to 2500 CC (excluding passenger cars and off-road vehicles).

## Discounts and Rights Provided by Public Institutions for People with Disabilities

**Disability ID Card Right**
Those who want people with disabilities of 40% or more can issue a disability ID card for themselves by contacting the Provincial Directorate of Work, Social Services and Family in their location or the Social Service Center where they are located. Disabled identity cards are used to quickly benefit all public and private assistance from disabled citizens in the legislation. Although disabled ID cards do not replace the health board report, it is recommended that disabled people be used for disabled citizens as they are quicker and easier to present in places where disabled people are discounted.

**Municipal Disability Discounts**
Water, public transport, ferry etc. are discounted by municipalities in Turkey to disabled citizens, especially public transport services are offered free of charge. Discount rates and application requirements for each municipality vary. Please contact your municipality to find out which services under which services are discounted and to benefit from the discount. You can start by calling your municipality and asking what kind of services and discounts are made for disabled people.

**Social Assistance and Solidarity Foundation Disability Benefits**
Various assistance is provided to disabled individuals by the Social Assistance and Solidarity Foundations (SYDV) under the Ministry of Labour, Social Services and Family, General Directorate of Social Benefits. Disabled citizens can benefit from SYDV assistance if the income per capita does not exceed the SYDV need limit. Free wheelchairs, prosthetics, speech and hearing aids for the special obstacles of SYDVs for disabled people are also provided with food, shelter and cash assistance.

**Credit Dormitories Authority (KYK) Disability Rights**
Scholarships and dormitories are given priority for people with disabilities with 40% or more disabilities by the Credit Dormitories Authority. The recently built modern buildings of the Credit Dormitories Authority are designed with the needs of disabled people in mind. The debts of disabled people with "inoperable" in the reimbursement of education and contribution loans are completely erased, and 50% of the interest added according to the Wholesale Price Index (TEFE) is reduced on top of the education and contribution loan received in other disabled people.

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**State Theatres Disability Discount**
Citizens with disabilities can watch the games, which are released by the State Theatres, for free. If there is a state theatre in your location, you can follow which plays are on display in your location from the General Program page of State Theatres.

**Disabled Discount at Entrance to Museums and Ruins**
Entrances to museums and ruins operated by the Ministry of Culture and Tourism are offered free of charge to a disabled and accompanying companion as part of the "Directive on Procedures and Principles to Be Applied at Entrances to Museums and Ruins". Free use of the service is enough to show the disabled ID card.

**Disabled Discount at Entry to National Parks, Nature Conservation Areas and Nature Parks**
National parks, which are operated by the Ministry of Forestry and Water Affairs, are not charged for disabled people on the condition that they present their identities or documents, which indicate that they are disabled at the entrance to nature conservation areas and nature parks. Tent and caravan location fees are applied at a 50% discount.

## Discounts and Rights Provided by Private Companies for People with Disabilities

Some private companies will also offer discounts for disabled people.

**Disabled Discount on Intercity Bus Companies**
Companies providing all intercity bus ride services for disabled people with 40% and above to travel between cities receive a 30% discount on normal ticket prices according to the Highway Transportation Regulation. This is a statutory right set by regulation on behalf of the disabled, and as frequently encountered, bus companies do not have the right to say, "We do not have a discount for the disabled."
Thy Disabled Discount
Disabled people with a report rate of 40% or more are given a 25% discount on international flight fares - except for promotion fees on all domestic flights by Turkish Airlines. The ticket must be purchased from the sales office, and online purchases do not apply to discounts. Disabled people can benefit from this discount by presenting disability ID cards or disability health board reports or disability-based birth certificates. A wheelchair is also provided for disabled people if requested 24 hours in advance.

**Telecommunications Disability Discounts**
In our country, 3 large mobile phone operators are issued discounted mobile phone tariffs and mobile phone services for disabled citizens.
Türk Telekom Disability Discount (Social Tariff)
Individuals with disabilities with a report rate of 40% or more, or 1. You can get information on 444 0 375 where various discounts are available for rank relatives.

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**Internet Tariffs Disability Discounts**
As a result of the work of the Information Technology and Communication Authority (BTK), a 25% discount is provided for people with disabilities with a 40% or more disability rate in internet fees by all internet service providers in our country from February 2012. In addition, various internet tariff campaigns for disabled people are organized. For more information, you can get information from service providers' websites.

## Transports/Telecommunication/Internet

**State Railways Disability Discount of the Republic of Turkey**
TCDD provides people with disabilities free transportation on all lines, including high- speed trains. By presenting the disability ID card, it can be used free of charge, while for the disabled, 50% or more, disabled people can benefit free of charge. To take advantage of the TCDD discount, you need to prove to TCDD's ticket outlets with an official document that you are disabled.

# EMPLOYMENT RIGHTS FOR PEOPLE WITH DISABILITIES

**State Personnel Directorate Disabled Officer Recruitment**
With the Disability E-KPSS made by ÖSYM, disabled purchases are made to the public by the State Personnel Directorate. With a 40% health board report, they can apply to ÖSYM. People with primary, secondary, high school and university degrees can enter E-KPSS.

**Disabled Personnel Recruitment to Private Sector and Government Institutions**
According to labour law no. 4857 dated 2003 and 2003, it is a legal obligation for public sector workplaces with 50 or more workers to employ at least 4% and private sector workplaces with disabilities by at least 3%. The employment of disabled people is provided by the Turkish Employment Agency to the relevant. In addition, insurance premiums for disabled personnel employed by private companies employing disabled personnel above the 3% legal quota are deposited by the state.

# WORK TO ADAPT DISABLED INDIVIDUALS TO SOCIAL LIFE

## The Education Rights of People with Disabilities

**Special Education Right**
Disabled people who are determined by the Guidance Research Centres (RAM) whether they need special education can be trained according to the disability group in special education schools established for disabled people in all cities. Special education schools are established by special persons in many provinces and districts in our country and the expenses of these schools are covered by the Ministry of National Education on behalf of each disabled student. You can get information from the

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municipality or governor's office where you are affiliated to find out about the private education schools in your location or the nearest location. In addition, referrals can be obtained from the Alo 183 Family, Women, Children, Disabled and Social Services Hotline.

**Free Transportation of Students Who Need Special Education to Schools**

In cooperation with the Ministry of National Education and the Ministry of Labour, Social Services and Family, the transportation of disabled students who continue to the special education class is provided free of charge by public transport. Families who wish to benefit from free transportation should apply to the schools where their children are affiliated with the special education class on which their children continue.

Students infusion/integration training are not provided with free shuttle service. Special training and rehabilitation centres have no obligation to provide service facilities.

**Conveniences for Disabled People in Meb and ÖSYM Exams**

University entrance exams, E-KPSS, such as the appropriate environment for students with disabilities are created in the examinations, question booklets are organized according to the type of obstacle of the person taking the exam. All additional measures are taken for the disabled person to pass the exam comfortably. For example, question booklets written in Braille Alphabet for the visually impaired and additional time of 30 minutes are given, elevator buildings are allocated for students with orthopaedic disabilities, or take the exam on the ground floor. Students with disabilities are considered as "special types" and additional scores are given to students with disabilities in the entrance examinations to the university.

# EXAMPLES OF GOOD PRACTICES FOR THE SOCIAL AND ECONOMIC LIFE ADAPTATION OF DISABLED INDIVIDUALS

## MUSTAFAKEMALPASA DISTRICT ART ASSOCIATION ORIGINAL WORKS EVERYWHERE

Unfortunately, traditional crafts are ignored in the industrialized world and the arts formed by years of experience are beginning to be forgotten. Yet crafts born from needs and nurtured with art elements over time are the identity of a nation. It's an item he uses in a process from birth to death. Nations should learn their past not only from the history books but also from some of the handicrafts created and used in the past.

Our goal in our traditional craftworks is to learn the handicrafts from the past to the present again and to ensure that our national identity continues in this field by transferring them to future generations. The economic support of the handicrafts, which have become economic return in recent days, will also be an important goal. According to the World Health Organization, there is a 15% chance of having individuals with disabilities in the target audience. We are primarily to enable disabled individuals to gain their economic independence and take part in society with the knowledge and skills they will gain in the field of crafts.

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If approximately 15-20 people come together and request a subject in public education centres, the course is opened and serviced. So we met with our disabled friends and discussed the issue and requested courses in the field of Traditional Turkish Crafts by taking other healthy individuals with us. Hand Embroidery, Needle Lega and Wire Crushing are one of our most important handicrafts in the historical process. These three subjects mainly started our course to provide training to those who are willing to crochet, knitting and other subjects. Our course teacher Dilek ÖNER has been teaching in the field of crafts for many years.

With 25 trainees, our course work began in an environment allocated by our municipality. A study was started, including 180 hours of hands-on training. There are 25 female trainees, 5 of whom are physically handicapped (coming to the course in wheelchairs) 6 with mild mental disabilities and 14 healthy. Almost all of the participants are families who need it economically. Within our association studies, proceeds will be obtained from the sales of handicrafts to be produced after photography and course. We put 54 photographs of our photography studies on sale in an organization that we prepared by printing 50x70 cm canvas. We have 2,500 TL from this organization and are now waiting for 50 more photos to be sold. Our Association Vice President Necati GÜLMEZ is a retired history teacher and poetry, story and playwright. We printed him with sponsor support for a book of his poems (Fall Weddings). We promoted this book and received financial assistance from the Chamber of Commerce and Industry in our district. We will do the paint whitewash and painting of the hall allocated to us by our municipality with these gains. To this day, we realized that there has been no theatre work to be written, which will also be played by the disabled. We couldn't find a game text that would include the disabled. Necati GÜLMEZ (Almond Flowers) in his first play, the disabled people took to the stage. Our disabled friends made their debut in the game about the years of the War of Independence and the play was very much appreciated. Later with the play (How Many Blind Are There in This City), the disabled were on stage again. Besides these studies, we have taken part in both photography and filming in our photography studies and attracted our friends into social life. We have also taken responsibility for our board of directors by taking two disabled friends. The disabled people who have not been able to go out on the street to this day are now becoming in public and in the position of administrator.

HEYDER is still training crafts for 20 disabled individuals. This training will be given to the participants of the program of organizing the courses they acquired at the end of the training and education course at the Public Education Center. The courses started with face-to-face training and then will decide to continue online. In our courses, traditional handicraft training is given. In this context, training on wire breaking, embroidery, needle lace training, and training modular training programs was prepared. The courses were provided internally and the materials and the necessary materials were provided by the government. The workload and financial burden of this association have decreased and we only had the opportunity to concentrate on the quality of education. Our courses are still carried out online, but with the elimination of the covid-19 threat, they continue face-to-face training. Face to face training activities.

In this process, see interviews with our trainees. They stated that they felt more effective and healthy and that there was an increase in their self-confidence depending on the feeling I could.

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# RESOURCES/BIBLIOGRAPHY


| *Source* | *Link* |
|---|---|
| Downturkiye | www.downturkiye.org/engelliler-icin-saglanan-maddi-ve-sosyal-yardimlar |
| General Directorate of Disability and Elderly Services, Ministry of Family and Social Policies | https://eyh.aile.gov.tr/ |
| Mevzuat Government | www.mevzuat.gov.tr |
| Sosylyardminlar | www.sosyalyardimlar.net |
| UN Convention on the Rights of Disabled Person | www.un.org/development/desa/disabilities/convention-on-the-rights-of-persons-with-disabilities.html |



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# GOOD PRACTICE BOOKLET - ROMANIA

## INTRODUCTION

The document contains the regulation for all aspects of life for a person with disabilities in Romania. The main law that stipulates the rights and benefits for working people with disabilities is 448/2006 modified in 2019.

## STATISTICS

On December 31, 2019, the total number of persons with disabilities communicated to the National Authority for the Rights of Persons with Disabilities, Children and Adoptions, Directorate of Rights of Persons with Disabilities, within the Ministry of Labor and Social Protection, through the general directorates of social assistance and child protection of the sectors of Bucharest, was 846,354 people. Of these, 97.92% (828,792 people) are in the care of families and/or live independently (non-institutionalized) and 2.08% (17,562 people) are in residential public social assistance institutions for adults with disabilities (institutionalized) coordinated by the Ministry of Labor and Social Protection through the National Authority for the Rights of Persons with Disabilities, Children and Adoptions, Directorate for the Rights of Persons with Disabilities.

The rate of people with disabilities in the Romanian population is 3.82%.
By counties/municipalities, the highest number of people with disabilities is registered in Bucharest (69,392 people) followed by Prahova county (37,836 people), and the lowest number is registered in Covasna county (6,332 people). Women represent 53.08% of all people with disabilities.

The number of people over the age of 50 represents 72.45% of the total number of adults with disabilities. The centralization of data by age groups shows that 53.76% are people aged 18-64 (418,473 people) and 46.24% are over 65 years (359,947 people), a total of adults with disabilities.

According to Law no. 448/2006 on the protection and promotion of the rights of persons with disabilities, republished, the degrees of disability are: severe, accentuated, medium and mild. The number of people with severe disabilities represents 39.92% of the total (compared to 39.05% as of December 31, 2018), those with severe disabilities 48.80% (compared to 49.75% as of December 31, 2018) and those with medium disabilities and slightly 11.28% (compared to 11.20% on December 31, 2018).

Approximately two thirds (60.27%) of public residential institutions for adults with disabilities are: a) care and assistance centres (27.99%), with 6,312 beneficiaries, and b) sheltered housing (32.28%) , with 1,029 beneficiaries. They represent 41.80% of the total number of 17,562 people in residential institutions.

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# ADAPTATION OF DISABLED INDIVIDUALS TO ECONOMIC LIFE

## Salaries and Regular Benefits for People with Disabilities

Persons with disabilities have the right to a monthly allowance which is added to the monthly salary and do not lose the disability allowance or the caretaker allowance once signing an employment contract. People with disabilities have the same salary rights as people who do not have this status.

## Disability Pension/Retirement

Regarding the retirement, the persons who have completed a contribution period in conditions of pre-existing disability to the quality of insured benefit from the reduction of the standard retirement ages, depending on the degree of disability, as follows:

- by 15 years, in the situation of the severely disabled insured, if they achieved, in the conditions of the pre-existing handicap the quality of the insured, at least one-third of the complete contribution period;
- by 10 years, in the situation of the insured persons with an accentuated disability, if they have achieved, in the conditions of the pre-existing handicap the quality of insured, at least two-thirds of the complete contribution stage;
- by 10 years, in the situation of the insured with a medium disability, if they have completed, in the conditions of the pre-existing handicap the quality of insured, the complete contribution stage.

## Tax Breaks and Exemptions for People with Disabilities

People with disabilities have the same salary rights as people who do not have this status, but they do not pay payroll taxes.

## Discounts and Rights Provided by Public Institutions for People with Disabilities

Public authorities, social service providers, representatives of civil society, as well as natural and legal persons responsible for the application of this law have the obligation to promote, respect and guarantee the rights of the disabled person.

The terms and expressions used have the following meanings:

1. **Unrestricted access** of the disabled person - access without limitations or restrictions to the physical, informational and communicative environment;
2. **Accessibility** - the set of measures and works for adapting the physical environment, as well as

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the information and communication environment according to the needs of people with disabilities, an essential factor for exercising the rights and fulfilling the obligations of people with disabilities in society;

3. **Adaptation** - the process of transforming the physical and informational environment, products or systems, to make them available to people with disabilities;
4. **Reasonable adaptation to the workplace** - all changes made by the employer to facilitate the exercise of the right to work of the disabled person; involves changing the work schedule, purchasing equipment, devices and assistive technologies and other similar measures;
5. **Assisted employment** - the employment option that facilitates work in ordinary jobs in the competitive labour market and involves providing job search and on-the-job support, transport, assistive technologies, training, specialization;
6. **Personal assistant** of the severely disabled person - the person who supervises, provides assistance and care to the child or adult with a severe disability, based on the recovery plan for the disabled child, respectively the individual service plan of the disabled adult;
7. **Professional personal assistant** - certified natural person who provides at his home the care and protection of the adult with a severe or accentuated disability, under the conditions specified by law;
8. **Live assistance** - includes animal assistance, such as the guide dog;
9. **Sheltered workshop** - the space adapted to the needs of people with disabilities, where they carry out activities of training, development and improvement of skills; can operate in community locations, day centres, residential centres and special education institutions;
10. **Complimentary personal budget** - sets the limits of personal expenses during a month, depending on the degree of disability, for the payment of the radio/TV subscription fee, the telephone subscription with included pulses and the fee for the electricity subscription;
11. **Ways and means of access** - the elements that ensure access to public buildings and that ensure the possibility of moving people with disabilities inside the building;
12. **Special educational requirements** - additional educational needs, complementary to the general objectives of education adapted to individual particularities and those characteristics of a certain learning disability or disturbance/difficulty, as well as a complex medical, social assistance, etc .;
13. **Buildings of public utility** - buildings belonging to public and private institutions that offer the population different types of services;
14. **Evaluation commission for adults with disabilities** - the specialized body without legal personality subordinated to the county councils, respectively to the local councils of the sectors of the Bucharest municipality, whose main attributions are established by the present law;
15. **Contracting** - the procedure of financing/co-financing by the local public administration authorities of the public social services performed by the private social service providers, accredited in accordance with the law;
16. **Disability** - the generic term for impairments/deficiencies, activity limitations and participation restrictions, defined according to the International Classification of Functioning, Disability and Health, adopted and approved by the World Health Organization, and which reveals the negative aspect of individual-context interaction;
17. **Equal opportunities** - the process by which the various social and environmental structures, infrastructure, services, information or documentation activities become available to people with disabilities;

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18. **Social inclusion** - the set of multidimensional measures and actions in the fields of social protection, employment, housing, education, health, information and communication, mobility, security, justice and culture, aimed at combating social exclusion;
19. **Monthly allowance** - the monthly social benefit representing sums of money granted to persons with disabilities likely to facilitate equal opportunities, ensure an independent life and promote their social inclusion;
20. **Social integration** - the process of interaction between the individual or group and the social environment, through which a functional balance of the parties is achieved;
21. **Companion** - the person who accompanies the disabled person and who enjoys rights under the conditions provided by law;
22. **Protected workplace** - the space related to the activity of the disabled person, adapted to his needs, which includes at least the workplace, the equipment, the toilet and the access roads;
23. **Case manager** - the member of the multidisciplinary team that coordinates, monitors and evaluates the fulfilment of the individual service plan, as well as the measures taken in connection with the disabled adult;
24. **Individual service plan** - the document setting short, medium and long-term objectives, specifying the modalities of intervention and support for adults with disabilities, through which the activities and services specified in the individual rehabilitation and social integration program are carried out;
25. **Individual rehabilitation and social integration program** - the document prepared by the evaluation committee for adults with disabilities, which specifies the activities and services that the adult with disabilities needs in the process of social integration;
26. **Legal representative** - the parent or the person designated, according to the law, to exercise the rights and fulfil the obligations towards the disabled person;
27. **Equal opportunities** - the result of the process of equal opportunities, through which the various structures of society and the environment are accessible to all, including people with disabilities;
28. **Assistive and access technology** - technology that ensures equal access for people with disabilities to the physical, information and communication environment;
29. **Authorized protected unit** - the economic operator of public or private law, with its own management, in which at least 30% of the total number of employees with individual employment contracts are disabled persons.

**Article 24. - 448/2006 law**

People with severe or severe disabilities benefit from the following tax facilities:

a) exemption from income tax from salaries;
b) exemption from the payment of the building and land tax;
c) exemption from the payment of the tax on cars, motorcycles with attachment and motorcycles, adapted to the handicap;
d) exemption from the payment of the fee for the issuance of the operating authorization for economic activities and their annual visa;
e) exemption from the payment of the hotel tax.

**Article 25**

1. Adults with severe and severe disabilities may benefit from credit whose interest is borne by the state budget, through the budget of the National Authority for Persons with Disabilities, for the

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purchase of a single means of transport and for adapting a home according to individual access needs, provided that the credit instalments are paid on maturity;

2. It benefits from the provisions of par. (1) and the family or person caring for at least one child with a severe or severe disability.

**Article 26**
Persons with severe and severe physical disabilities are exempted from paying customs duties and excise duties, as appropriate, for the introduction into the country, once every 5 years, of their choice, of motorcycles, mopeds or cars, specially adapted for the transport of disabled persons, for own use.

**Article 27**
Disabled persons, owners of cars adapted to a disability, as well as persons in their care benefit from an exemption from the payment of the tariff for the use of national road networks, provided in Government Ordinance no. 15/2002 regarding the introduction of tariffs for the use of road transport infrastructure, approved with modifications and completions by Law no. 424/2002, with subsequent amendments and completions.

**Article 28**
The amounts related to the right provided in art. 27 is supported by the state budget through the budget of the Ministry of Transport, Construction and Tourism.

## Discounts and Rights Provided by Private Companies for People with Disabilities

Article 74, of Law 448 of 2006 stipulates that persons with disabilities have the right to be created all the conditions to choose and exercise their profession, trade or occupation, to acquire and maintain a job, as well as to promote professionally. Persons with disabilities can be employed according to their professional training and work capacity, attested by the certificate of inclusion in the degree of disability, issued by the evaluation commissions at the county level or of the sectors of Bucharest.

At the same time, public authorities and institutions, legal entities, public or private, which have at least 50 employees, have the obligation to employ people with disabilities in a percentage of at least 4% of the total number of employees.

When employing persons with disabilities, the verification of professional skills is performed through a probationary period at employment, paid, of at least 45 working days.

The legal work schedule of a person with disabilities: People with disabilities have the opportunity to work less than 8 hours a day if they benefit from the recommendation of the evaluation commission in this regard.

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## Transports/Telecommunication/Internet discounts

Local government authorities are required to take the following specific measures to ensure the public transport of people with disabilities:

a) to purchase adapted means of public transport;
b) to adapt the means of public transport in circulation within the possible technical limits, according to the regulations in force;
c) to carry out, in collaboration or in partnership with legal, public or private persons, transport programs for disabled persons.

**Art. 21. - Rejections of unconstitutionality**

1. Persons with severe and severe disabilities shall enjoy free of charge on all lines of urban transport by surface public transport and by metro.
2. It benefits from the provisions of par. (1) and the following persons:
   a) companions of persons with severe disabilities, in their presence;
   b) companions of children with severe disabilities, in their presence;
   c) the companions of adults with hearing and mental disabilities accentuated, in their presence, based on the social survey carried out by the social worker within the specialized department of the mayor's office in whose territorial area the disabled person has his domicile or residence;
   d) personal assistants of persons with severe disabilities;
   e) professional personal assistants of persons with severe or severe disabilities.
3. The card for urban transport by surface public transport is valid throughout the country, being recognized by all local transport authorities.

# EMPLOYMENT RIGHTS FOR PEOPLE WITH DISABILITIES

Any person with a disability who wishes to integrate or reintegrate into employment shall have free access to assessment and vocational guidance, regardless of age, type and degree of disability.

The disabled person actively participates in the process of professional evaluation and guidance, has access to information and choice of activity, according to his wishes and skills.

Personal data and information collected during the assessment and career guidance process shall be confidential and may be used only in the interest and with the consent of the disabled person concerned.

**Article 72**

1. The person with a disability who is educated and of the appropriate age for professional integration, the person who does not have a job, the person who does not have professional experience or who, although employed, wants professional retraining.
2. The disabled person or, as the case may be, his family or legal representative is the main decision-maker regarding the professional orientation.

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3. The professional training of the disabled persons is organized, according to the law, through programs of initiation, qualification, requalification, improvement and specialization.

**Article 73**

1. In order to ensure the assessment, guidance, training and retraining of persons with disabilities, public authorities shall take the following specific measures:
   a) to realize/diversify/financially support programs regarding the professional orientation of the disabled persons;
   b) to ensure the preparation and training for the necessary occupations in the field of disability;
   c) to correlate the professional training of persons with disabilities with the requirements of the labour market;
   d) to create the necessary framework for access to assessment and career guidance in any profession, depending on the abilities of persons with disabilities.
2. The evaluation and professional orientation of adults with disabilities shall be carried out by the evaluation commission of adults with disabilities, in accordance with the law.

**Article 74**

1. Persons with disabilities have the right to have all the conditions created for them to choose and exercise their profession, trade or occupation, to acquire and maintain a job, as well as to promote themselves professionally.
2. In the realization of the rights provided in par. (1), public authorities have the obligation to take the following specific measures:
   a) to promote the concept according to which the disabled person of employment is an added value for the society and, in particular, for the community to which he belongs;
   b) to promote an open work environment, including and accessible to people with disabilities;
   c) to create the necessary conditions and services for the disabled person to be able to choose the form of professional conversion/reconversion and the workplace, in accordance with his functional potential;
   d) to set up and support service complexes, consisting of authorized protected units and sheltered housing;
   e) to initiate and develop forms of incentive for employers, in order to employ and retain people with disabilities;
   f) to provide support for the organization of a sales market for the product of the disabled person's work;
   g) to diversify and support various social services, namely counselling for the disabled person and his family, information for employers, assisted employment and the like;
   h) to promote the mediation services on the labour market of the disabled persons;
   i) to create/permanently update the database, in order to highlight the job offer among the disabled people;
   j) to develop collaborations with the media, in order to increase the awareness/sensitization of the community regarding the potential, skills and contribution of people with disabilities to the labour market;
   k) to carry out, in collaboration or partnership with legal, public or private persons, programs and projects having as objective the increase of the employment degree;
   l) to initiate and support campaigns to sensitize and raise awareness among employers about

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the abilities of persons with disabilities;

m) to initiate specific programs that stimulate the increase of participation in the labour market of the labour force among the groups subject to the major risk of social exclusion.

**Article 75**

The Ministry of Education and Research establishes equal opportunities measures for people with disabilities, providing, where necessary, additional support tailored to the needs of adults with disabilities, supporting their access to higher education institutions and institutions. The Ministry of Education and Research initiates lifelong learning programs for adults with disabilities and provides support for their implementation.

**Art. 76. - Jurisprudence**

(1) Persons with disabilities have the right to work and to earn income in accordance with the provisions of labour legislation, as well as with the special provisions of this law.

(2) For the purposes of this law and only in the context of employment, a person with a disability is also understood to be a person with a third-degree disability.

**Art. 77. - Jurisprudence**

1. The disabled persons may be employed according to their professional training and work capacity, attested by the certificate of classification in the degree of disability, issued by the evaluation commissions at the county level or of the sectors of Bucharest Municipality.
2. Public authorities and institutions, legal, public or private persons, which have at least 50 employees, have the obligation to employ persons with disabilities in a percentage of at least 4% of the total number of employees.
3. The public authorities and institutions, legal, public or private persons, which do not employ persons with disabilities under the conditions provided in par. (2), may choose to fulfil one of the following obligations:
   a) to pay monthly to the state budget an amount representing 50% of the minimum gross basic salary in the country multiplied by the number of jobs in which they did not employ people with disabilities;
   b) to purchase products or services from authorized protected units, on the basis of partnership, in an amount equivalent to the amount due to the state budget under the conditions provided inlet.
4. I make an exception from the provisions of par. (2) public institutions of national defence, public order and national security.
5. Monitoring and control of compliance with the provisions of par. (2) and (3) are made by the Labor Inspectorate.

**Article 78**

1. The employment of the disabled person at work is performed in the following forms:
   a) on the free labour market;
   b) at home;
   c) in protected forms.
2. The protected forms of employment are:
   a) protected job;

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b) authorized protected unit.

**Article 79**
Disabled people employed at home benefit from the employer's transport to and from the home of the raw materials and materials needed in the activity, as well as of the finished products made.

**Article 80**
1. Protected units may be set up by any natural or legal person, public or private, who employs disabled persons.
2. The protected units may be:
   a) with legal personality;
   b) without legal personality, with own management, in the form of sections, workshops or other structures within the economic operators, public institutions or within the non-governmental organizations, as well as those organized by the disabled person authorized, under the law, to carry out economic activities independently.
3. The authorization procedure of the protected units shall be established by order of the president of the National Authority for Persons with Disabilities.

**Article 81**
1. Authorized protected units shall enjoy the following rights:
   a) exemption from the payment of authorization fees for establishment and reauthorization;
   b) exemption from payment of corporation tax, provided that at least 75% of the fund obtained through the exemption is reinvested for restructuring or for the purchase of technological equipment, machinery, machinery, work facilities and/or the arrangement of sheltered workplaces, under the conditions provided by Law no. 571/2003 on the Fiscal Code, with subsequent amendments and completions;
   c) other rights granted by the local public administration authorities financed from their own funds.
2. At the beginning of each year, the authorized protected units are obliged to submit the activity report for the previous year to the National Authority for Persons with Disabilities.
3. Failure to comply with the obligation provided in par. (2) shall be sanctioned with the suspension of the authorization to operate as a protected unit or, as the case may be, with its withdrawal and with the obligation to fully reimburse the facilities it benefited from during its operation as an authorized protected unit.
4. The procedure for suspension or withdrawal of the authorization of the protected units shall be established by the methodological norms for the application of the provisions of this law.

**Art. 82. - Jurisprudence**
1. Persons with disabilities who are looking for a job or employed have the following rights:
   a) professional training courses;
   b) reasonable adaptation to the workplace;
   c) counselling in the period prior to employment and during employment, as well as during the probationary period, by a counsellor specialized in labour mediation;
   d) a probationary period of employment, paid, of at least 45 working days;
   e) a paid notice, of at least 30 working days, granted at the termination of the individual

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employment contract at the initiative of the employer for reasons not attributable to him;
f) the possibility to work less than 8 hours a day, in accordance with the law, if they benefit from the recommendation of the evaluation commission in this respect;
g) exemption from the payment of the salary tax.

2. The financing of the rights provided in par. (1) lit. a) and c) for disabled persons looking for a job are supported by the unemployment insurance budget, in accordance with the law.

**Article 83**

Employers of people with disabilities have the following rights:

a) deduction, when calculating the taxable profit, of the amounts related to the adaptation of the protected jobs and the purchase of the machinery and equipment used in the production process by the disabled person;
b) deduction, when calculating the taxable profit, of the expenses for the transport of disabled persons from home to work, as well as for the expenses for the transport of raw materials and finished products to and from the disabled person's home, employed for work at home;
c) reimbursement from the unemployment insurance budget of the specific expenses for training, education and vocational guidance and employment of disabled persons;
d) a subsidy from the state, under the conditions provided by Law no. 76/2002 on the unemployment insurance system and employment stimulation, with subsequent amendments and completions.

# WORK TO ADAPT DISABLED INDIVIDUALS TO SOCIAL LIFE

## The Education Rights of People with Disabilities

**Article 13**

1. Persons with disabilities shall have free and equal access to all forms of education, regardless of age, in accordance with their type, degree of disability and educational needs.
2. Persons with disabilities shall be provided with lifelong learning and vocational training.
3. The disabled person or, as the case may be, the family or the legal representative constitutes the main decision factor in choosing the form and type of schooling, as well as the educational unit.

**Article 14**

The education of persons with disabilities is an integral part of the national education system, coordinated by the Ministry of Education and Research.

1. The education of persons with disabilities is achieved through:
   a) special education units;
   b) individual integration in mainstream education units, including in units with teaching in the languages of national minorities;
   c) groups or special compact classes, integrated into preschool and mainstream school units;
   d) educational services through itinerant/support teachers;
   e) homeschooling until graduation from high school, but not later than the age of 26, through the care of the Ministry of Education and Research;

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f) education "at the hospital bed", during hospitalization;
g) educational alternatives.

2. The forms of education listed in par. (2) may also be conducted in the languages of national minorities.
3. The access to the educational units of children with disabilities, including those with disabilities, as well as those with difficulties in adapting to school is made by decision of the Commission for Child Protection, which issues the certificate of school and/or vocational guidance, on the basis of the complex evaluation report prepared by the complex evaluation service within the general directorates of social assistance and child protection of the county, respectively local, of the sectors of the Bucharest municipality.
4. For the forms of education provided in par. (2) lit. d) -f) the recommendation of the internal commission of continuous evaluation and the request of the parents is necessary.
5. The special education units consist of: special school, canteen and, as the case may be, boarding school, in accordance with the law.
6. Students with disabilities receive free meals and accommodation in boarding schools.
7. Students with severe and severe disabilities benefit, upon request, from a 50% reduction of the fees for accommodation and meals at canteens and dormitories.
8. The value of the reduction provided in par. (8) shall be provided from the budget of public or private educational institutions.

**Article 15**
The financing of special and specially integrated education is made from the budgets of the counties, respectively the local budgets of the sectors of Bucharest, where the special education unit operates, regardless of the domicile of children/pupils/young people with special educational needs.

**Article 16**

1. In the process of education, regardless of their level, persons with disabilities have the right to:
   a) educational support services;
   b) endowment with technical equipment adapted to the type and degree of disability and its use;
   c) adaptation of the furniture in the classrooms;
   d) textbooks and courses in an accessible format for visually impaired students;
   e) the use of assistive equipment and software in taking exams of any type and level.
2. Preschoolers, pupils and students with disabilities, together with personal assistants and professional personal assistants, as the case may be, have the right to free places in rest camps, once a year, regardless of the form of education.
3. The amounts related to the right provided in par. (2) shall be provided from the state budget through the budget of the National Youth Authority.

**Article 17**
In order to ensure the access of persons with disabilities to educational establishments and institutions, public authorities have the obligation to take the following specific measures:
a) to promote and guarantee access to education and training for persons with disabilities;
b) to ensure the homeschooling of the disabled persons who cannot move during the period of compulsory schooling, as well as the school preparation, regardless of the place where the

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disabled person is, including through the support/itinerant teachers;
c) to ensure access to forms of lifelong learning, adapting them to the educational needs of persons with disabilities;
d) to support the cooperation between the special or mass education units with the family and the community, in order to ensure an educational offer that responds to the individual needs of the disabled people;
e) to support the training of teachers in order to adapt educational practices for students with disabilities in groups or classes of regular education;
f) to ensure the possibility of practising a sport by any person with a disability, as well as the training of teachers in order for them to acquire specific medical and technical notions;
g) to provide educational support services for people with disabilities and their families, through specialists in the field of special psychopedagogy;
h) to ensure access to educational units and institutions.

# EXAMPLES OF GOOD PRACTICES FOR THE SOCIAL AND ECONOMIC LIFE ADAPTATION OF DISABLED INDIVIDUALS

**1) Facilitating the insertion of persons with disabilities on the labour market**

The National Authority for the Rights of Persons with Disabilities, Children and Adoptions, in partnership with the National Agency for Employment, implements the project "Facilitating the insertion of persons with disabilities on the labour market", co-financed within the Human Capital Operational Program 2014-2020, Axis Priority 3 - Jobs for all, Specific objective 3.1. Increasing the employment of the unemployed and inactive, with a focus on the long-term unemployed, the elderly (55-64 years), people with disabilities, people with low levels of education.
The duration of the project is 36 months, and the general objective is to ensure access for people with disabilities, on an equal footing with others, to the physical, informational and communication environment, in order to increase employment opportunities and the share of people with disabilities employed in the free market to work.

Expected results of the project:

- ➔ 7000 people with disabilities informed and counselled for employment;
- ➔ 200 persons with disabilities, non-NEET for which subsidies are financed according to art.80, 85 of Law 76/2002 on the unemployment insurance system and employment stimulation; 200 adapted workspaces;
- ➔ 1 information campaign for the beneficiaries regarding the purchase of assistive products;
- ➔ voucher settlement requests;
- ➔ discounted vouchers.

Project results:

- ➔ Model collaboration protocol with the general directorates of social assistance and child protection;

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- ➔ 47 Collaboration protocols concluded with the general directorates of social assistance and child protection;
- ➔ Monthly summary with proposals for granting vouchers to people with disabilities;
- ➔ Voucher commitments signed;
- ➔ 1 Voucher granting and settlement methodology;
- ➔ 1 Settlement methodology developed and approved by order of the Minister of Labor and Social Justice;
- ➔ Voucher template;
- ➔ Voucher commitment model;
- ➔ Impact assessment questionnaire model (ex-post evaluation of the beneficiaries of the assistive equipment);
- ➔ The project launch conference organized on October 22, 2019, at the National Library of Romania, attended by representatives of the National Authority for Persons with Disabilities, the National Agency for Employment, the General Directorates of Social Assistance and Child Protection, non-governmental organizations, as well as private employers;
- ➔ The list of suppliers/producers of assistive technologies and devices and access technologies published and updated on the anpd.gov.ro website, currently including a number of 5 suppliers;
- ➔ 32 voucher applications;
- ➔ 12 vouchers given to persons who have received information and professional counselling services, employment mediation or vocational training from employment agencies;
- ➔ 119 people with disabilities benefited from information, counselling or mediation services, according to the data provided by ANOFM.

**2) European Disability Card - barrier-free across Europe!**
The project represents an innovative contribution, at a national level, for the mutual recognition of disability in Romania and in other EU member countries participating in the project. The project develops the legal and organizational framework necessary for the issuance of the European Disability Card, which will provide holders with access to nationally approved benefit packages. The project is addressed to a target group consisting of 50,000 people with disabilities from Romania and people with disabilities from other EU member states participating in the project, who will access in Romania and partner states the national benefit packages.
The project is expected to have a positive impact on the freedom of movement of people with disabilities while developing national strategies for mutual recognition of benefits, as the first step in Romania towards a coherent process at European level.

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