



Evidence review on disabled persons' job placement services

COUNTRY REPORT: Romania



May 2017

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Program

DESIGN – Disabled Employability Signaling

Partners

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Asociatia Profesionala Neguvernamentala de Asistentă Socială ASSOC

EaSI – European Association for Social Innovation

Hand in Hand Foundation (Kézenfogva Alapítvány)

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INTRODUCTION

- Context of the development of the report;
- Brief introduction about O1;
- Next steps;

The aim of Evidence Review on Disabled Persons' Job Placement Services (O1) is synthetize good examples from each partner organisations country. By good example or promising practice, we understand any training programme, new job service, measure or in broader terms any intervention of which aim is strengthen in an innovative way the integration of persons with disabilities into the open or primarily labour market. An action is innovative if it targets successfully to find and implement in a completely new way the integration.

The lead partners of this output will create a final report which contain not only the good examples but also some policies recommendations to decision makers.

Following this review, the project aims to develop the **Job Profile Assessment tool and manual**, in order to support Social Services Providers, specialised in disabled persons' job placement, to increase the job profiling of disabled persons and better management of job placement services.



I – COUNTRY PROFILE

- Brief outlook about: geographic position; EU integration; economic and political situation, human capital, etc. (max. 800 characters)

Romania, with a population of 19,6 mil integrated into European Union, in 2007. Agriculture constitutes one of the most important sectors of the Romanian economy and generates about 10% of national output, whereas industrial production accounts for one-third. Although there has been some recovery, Romania continues to be the EU country with the most inadequate distribution of employment in economic sectors. Labor regulations remain rigid, although several amendments to improve the flexibility of the labor code have been adopted.

Romania has one of the highest poverty rates in the EU. However, the share of the population at risk of poverty and social exclusion decreased from 43.2% in 2012 to 37.4% in 2015.

Table 1 – Top 5 Societal Challenges in Romania

Top 5 Societal Challenges (max. 500 characters)	
1. Poverty and social exclusion	<p>The current Romania is, to a large extent, a rural state. 93.7% of the Romanian territory is rural and hosts 47% of the Romanian citizens. 40% of the labor force is employed in activities located in rural areas http://ec.europa.eu/employment_social/spsi)</p> <p>In Romania children were at greater risk of poverty or social exclusion in 2015 than the total population. Overall, the at-risk-of-poverty rate has slightly decreased at EU-28 level between 2014 and 2015 by 2.9 pp in Romania (http://ec.europa.eu/eurostat/statistics-explained)</p>
2. Aging population	<p>Romania had a resident population of 19.76 million inhabitants at January 1, 2016. 15.8% of this is 65 years and over. In the last decades, lower fertility rates and higher life expectancy have determined significant changes in the age structure of the population. The gap between the old population aged over 65 and the young residents aged 0-14 increased to almost 400,000 people (3.436 million compared to 3.059 million). (National Institute of Statistic on 1 July 2016)</p>
3. Youth unemployment	<p>Youth Unemployment Rate in Romania averaged 19.77 percent from 1997 until 2016, with 20.40 percent in December 2016 (http://www.tradingeconomics.com/romania/youth-unemployment-rate). Romanian National Institute of Statistic shows that Romania continues to be an emigration country, most</p>



	of them are young persons.
4. Education: Early leavers from education and training	Close to 20% of the population aged between 18 – 24 were early leavers from education and training in 2015. It is an alarming situation in the five countries in Group D (including RO), where early school leaving rates above 10% is combined with a lack of progress between 2012 and 2015. the rate of early leavers from education and training is considerably higher amongst boys than amongst girls. (http://ec.europa.eu/eurostat/statistics-explained)
5. Renewable energy	In Romania, electricity from renewable sources is mainly promoted by a quota system. The financial support scheme for new installations producing electricity from renewable sources has ceased on the 31.December 2016. According to the 2016 version of the Romanian National Energy Strategy, there are no plans for a further support scheme for new installations except potentially for the underdeveloped biomass sector. (http://www.res-legal.eu/search-by-country/romania/)

1. Social Support System

(Social protection is defined as a broad range of public, and sometimes private, instruments to tackle the challenges of poverty, vulnerability and social exclusion. Please, briefly describe the social protection model of your country, e.g. social protection instruments, such as cash transfers, insurance schemes, programmes facilitating access to social services and associated developmental measures to promote livelihoods or financial inclusion).

a) The current system

Table 2 – Overview of the Social Support System in Romania

Total Population	
General scheme for employees (max. 300 characters)	In Romania, in 2011, the total occupied population was 9.14 million people. At the level of the working age population (15-64 years) the employment rate was 58.5% compared to the EU average of 64.3%. The employment model is different in Romania, with major differences between urban and rural areas. 17% of the total population are over 65 old years,
how many people pay social security contributions?	
how many are receiving old age pensions	
Disability Pension?	



	but not all are receiving pension.
Scheme for independent Workers (max. 300 characters) how many independent workers' pay social security contributions?	No specific information available
Special professional schemes (civil servants, lawyers, financial sector) (max. 300 characters) professional workers groups' with schemes that are not covered by the other schemes	No specific information available
Voluntary schemes (max. 300 characters) people that are exempt but with voluntary schemes which can apply to have the right: e.g. trainers, housekeepers, etc.	No specific information available
Other (max. 300 characters):	The Social Security Rate For Employees in Romania stands at 16.50 percent. Social Security Rate For Employees in Romania averaged 16.73 percent from 2004 until 2016

2. Protection of people with disabilities

b) Intervention under national level legislation (max. 700 characters)

Progress on the implementation of the UN Convention on the Rights of Persons with Disabilities in national legislation remains slow and discontinuous. Nevertheless, in comparison with previous years, in 2016 after a period of three years of discussions, the National Disability Strategy 2016-2020 was adopted. Or, the Ministry of Health, the Ministry of Labor and the Ministry of Education have jointly elaborated and approved, after 6 years, the Methodological Norms to Law 151/2010 on specialized integrated health, education and social services for people with autistic spectrum disorders. Or, the Romanian Parliament adopted Law 8/2016 on the establishment of the mechanisms provided by the Convention on the Rights of Persons with Disabilities, following a campaign of the Center for Legal Resources. (2016 report of DIZABNET Federation)

- Core Legislation (please, introduce core country legislation providing equitable treatment for people with disability, e.g. national constitution, pieces with legal obligations, etc.)

Country Legislation (E.g. national constitution, pieces with legal obligations,	Brief description of the aims	Core articles
--	-------------------------------	---------------



etc.)		
Law 448/2006 for right protection of persons with disabilities	allows companies with more than 50 employees to purchase products and services from protected units instead of paying the "Disability Fund". In Romania the compulsory percentage of the persons with disabilities from the total number of employee (when the company is over 50 employee) is 4%.	Art 72 - 86
Law 221/ 11 November 2010 for the ratification of the Convention on the Rights of Persons with Disabilities	The purpose of this Convention is to promote, protect and ensure the full and equal enjoyment of all human rights and freedoms by all persons with disabilities and to promote respect for their intrinsic dignity	
Law 219/2015 regarding social economy	Support the occupational insertion of persons from vulnerable groups	Art 24
Law 8 / 18 January 2016 (* updated *)	establishment of mechanisms under the Convention on the Rights of Persons with Disabilities	
Government Decision no. 655/ 14 September 2016	approval of the National Strategy "A barrier-free society for people with disabilities" 2016-2020 and the Operational Plan on the implementation of the National Strategy "A barrier-free society for people with disabilities" 2016-2020	

- Other national laws

Law no. 6/ 18 January 2016 for the completion of the National Education Law no. 1/2011, issuer The Parliament of Romania (Contains provisions on the inclusion of children with learning disabilities in mass education);



Order no. 1.261/ July 15, 2016 on the approval of the Regulation on the Organization and Functioning of the Superior Commission for the Evaluation of Disabled Persons, Issuer Ministry of Labor, Family, Social Benefits and the Elderly;

Order no. 1.883 of 14 September 2016 for the approval of the biopsychosocial criteria for the classification of children with disabilities in the degree of disability and the methods of their application, issued by the Ministry of Labor, Family, Social Benefits and the Elderly; Ministry of Health

c) Employment overview (max. 700 characters)

- Employability support modalities

The person with disabilities protection system was until recently based on redress policies that encouraged passive protection. The financial allowances for the companies in order to support the employment of persons with disabilities are still not significant or perceived as too bureaucratic.

- Overview of Occupational distribution of people with disabilities

In Romania there are over 700.000 persons with disability, of which over 400.000 have work potential. At present, even if the number of employed persons with disabilities tripled, it is still under 30.000 (meaning fewer than 5% of the total nr of persons with disabilities or 8% of the persons with disability with capacity to work).

Table 4 – Overview of Occupational distribution of people with disabilities Romania

		%
GENDER	men	No specific information
	women	
AGE	45 or over	No specific information
	below 45	
LABOUR MARKET DISTRIBUTION	working in the open labour market (ordinary employment)	33.449 persons with disabilities are occupied – no information about open labour market (dec 2016)
	working in the sheltered market	

- Comparative analysis of Labour Force national situation

Table 5 – • Comparative analysis of Labour Force national situation Romania



A research made by Intercultural Institute of Timișoara indicates that 23% of the persons that don't have a job didn't ever search for a job and from those that were motivated to work, only 10% went for an interview (and 18% searched through persons that they knew, 18% registered to local occupational services, 16% searched into the publications with ads and 15% edited an CV).

The percentage of the persons with disabilities that declare that they didn't search for a job shows the acceptance of the dependency statute and potentially, the fear regarding the others attitude, lack of trust regarding self confidence and autonomy in life through work

	Disability (%)	No disability (%)	Comments
employment rate		61,20 %	
temporary employment rate		542.10 thousand	
unemployment rate	90%	4,71% (febr 2017)	The unemployment rate is 90% among people with disabilities aged between 18 and 60 years. Specifically, there are 322,292 people with disabilities who do not have a job.
Inactive		34,6%	
work full-time		7601.90 thousand	
work part-time		11% of the occupied population	
number of hours per week usually worked		40 hours	
working as skilled manual workers		2520 ron/month	
working as non-skilled workers		1540 ron/month	
other occupation		No specific information available	
sector which employs more		No specific information available	
people with supervisory responsibilities		No specific information available	



II - FIELD RESEARCH

Promising practices – selection process

a) Data collection methodology

- Criteria to choose the organizations to send the template; how we sent the template; how many responses; geographic areas of responses; etc.

The main database of the providers of social services for persons with disability, at national level, is was offered by the DIZABNET forum. The invitation and promising practices template was sent to 113 members. After a poor response (only 2 organizations), the invitation to participate in this research was sent to the organizations via contact persons that collaborated in time with ASSOC.

- Challenges to data collection and selection process limitations

Even if the organizations expressed their interest to participate, the responses came with delay and often after insistence.

b) Rational for Promising practices selection process

- Regarding the 10 good practices (e.g. review of current literature)

There were 10 responses, from most regions of the country.

- Regarding the 5 good practices (e.g. workshops validation)

The 10 promising practices were evaluated using the established assessment questionnaire. The assessment questionnaire was translated into Google forms, so the experts scores can be easily summarized. The dimensions evaluated by the experts for each of 10 promising practices are: Innovation, Sustainability, Impact, Results and Activities.

Each expert received the 10 promising practice to be evaluated in a format without the identification data of the organizations that sent the responses.

The scores were completed into the Google form and the responses (the total of points for each dimension) are presented below.



Expert's score for each dimension					
Cod Practica	Dimensions [Innovation. Is the Practice an innovative one? How innovative elements support the integration of people with disabilities to open labour market?]	Dimensions [Sustainability. Are there any activities, processes or model that maintain the implementation?]	Dimensions [Impact. Do they measure impact? What value the practice presents in terms of contributing to the employability/quality of life of the target group?]	Dimensions [Results. What are the results of the Practice?]	Dimensions [Activities. What is the practice about?]
RO 01	21	17	18	20	23
RO 02	29	28	29	30	29
RO 03	26	22	22	25	25
RO 04	13	20	13	17	13
RO 05	17	23	14	15	19
RO 06	29	30	30	30	30
RO 07	30	30	30	30	30
RO 08	22	22	19	29	30
RO 09	18	17	16	21	18
RO 10	24	30	30	29	30

Following the experts' assessment, 5 promising practices were identified to be presented below (and are colored green in the above table).



III – RESULTS – CASE STUDIES WITH KEY PROMISING PRACTICES ON EMPLOYING PEOPLE WITH DISABILITIES

CASE STUDY 1 (RO 01)

1. ORGANISATION GENERAL DATA

Name of the practice holder / address / website: “Alături de Voi” Foundation – ADV Romania
str. Bazinelor nr. 5, sat Uricani, com. Miroslava, jud. Iași,
office@alaturidevoi.ro, www.alaturidevoi.ro

Contact person: President, Angela Achiței

Type of Organisation: NGO

Areas of specific expertise: Inclusion of people seropositive HIV and other vulnerable categories

2. DESCRIPTION OF THE PROMISING PRACTICE

Job Placement and Assistance Agency for people from vulnerable social groups

a) Summary of the practice (needs identification process and practice scope/purpose; target group; location; partnership; profiling appraisal system)

In 2016, ADV Romania set up in Iasi the Job Placement and Assistance Agency, as a response to the increasing number of beneficiary, people with disabilities and other vulnerable social groups, currently looking for a job, who have asked our help in order to become financially independent by family and from financial incentives provided by state.

The Agency beneficiary are vulnerable social groups looking for a job (disabilities persons, roma people, young people who have just left child protection program, ex-prisoners who need integration, people looking for a job, drug addicted people and other adult categories of people who need help.

The service activity is carried out locally, in the entire county Iași.

From 2010, ADV Romania, Iași Center, has an agreement partnership with County Employment Agency Iași, through which the partner provides us a database with the available jobs in the county, it connect us with the employers if is necessary, supports and promotes the Agency activity.

b) Activities

The Agency supports people looking for a job to be professionally prepared, in agreement with personal capabilities and abilities, to identify job opportunities, either protected inside Social Insertion Company Util Deco, either on the free labor market but also to keep the identified jobs. The services provided by the Agency are: recruitment, evaluation (ADV Romania is in possession of multiple specific tests to check the professional abilities, including tests for people with disabilities as CASPER), professional counseling and guidance, training on labor market or in protected workshops (ADV Romania owns a Social Enterprise of insertion that has 36 employees with disabilities and where it has



multiple workshops to train people in areas like – computer skills; confectioner, manual binding, archivist), job coaching, mediation and placement on labor market.

c) Monitoring/ Evaluation

Monitoring is being carried out permanently by the Agency Coordinator who record in the monitoring documents the services offered to beneficiary, date of receiving them, the results and the plan of intervention. Every year the Agency coordinator realize a report of service activity and send it to the President of County Employment Agency Iași.

d) Results/ Validation/ Impact

In 2016, 38 unemployed people benefited of training in the field of entrepreneurship; 44 people benefited by evaluation of work and entrepreneurship skills; 6 young people have participated in the internship program and 2 of them were placed on labor market.

The Agency has a procedure that evaluates the beneficiary needs: initial evaluation which requires to set a plan with the beneficiary. At every 3 months or when there is a need, a reevaluation of beneficiary takes place because sometime the needs may change. The achievements of goals is monitored by Agency Coordinator.

The activity of the Agency is part of a service with license.

Day Center of counselling and information for adult persons from the community, is monitored by County Employment Agency from Iasi. In addition we report monthly the number of people enrolled in the labor market to County Employment Agency from Iași. The Agency activity is yearly a subject of external audit.

ADV Romania has developed a procedure of work during which, periodically, are applied questionnaire to check the beneficiary satisfaction on the services provided by Agency. According to the answer and feedback received, formally or informally we adept our services to their needs. In addition, after we complete the process of integration on labor market, the beneficiary are being watched for a period of time, from one month to 1 year in order to assure that the process of integration on labor market was a success. The impact of the program on the beneficiary is also measured by the employer feedback.

e) Sustainability

The Agency will be supported through the further cooperation with County Employment Agency Iași, through further cooperation with NGO's and employment seekers, but also through development as a private Job Placement and Assistance Agency on labor market. The Agency will involve to implement the county plan of socio-professional inclusion program foreseen in the Social Economy Law, respectively will involve in the County Strategy of Social Assistance, in Development Strategy of Iași City and in implementation of National package to Combat Poverty adopted by Government.

f) Innovative aspects

Job Placement and Assistance Agency in labor market is an innovative service for Romania labor market implementing the system one-stop-shop. Inside the Agency, besides counseling, orientation programs, our team ensures placement on labor market through an innovative service model taken from Finland and adapted to the Romanian situation - job coaching. Job coaching represents the partnership between the specialist and a person looking for a job and mediation with a possible employer, where the specialist supports the beneficiary to adapt at job conditions; supports the employer who is taught how to have a good relation with the beneficiary, how to adapt the space of



work according to the beneficiary capabilities to adapt at job conditions. This type of support is offered for minimum a month up to 1 year. If during this time the beneficiary cannot adapt, the Agency identifies another job and the process starts all over again.

g) Other relevant information

ADV Romania/Util Deco is certified ISO 9001- quality management, ISO 14001 – medium management, SR OHSAS – standard regarding the healthy system of management and occupational security SR ISO/CEI 27001 – security system of information management

3. STRONG AND WEAK POINTS

PRACTICE STRONG POINTS (max. 500 characters)	PRACTICE WEAK POINTS (max. 500 characters)
multiple sources for financing the activities very good correlation with the public policies functional partnerships accreditations of the erVICES focus on the quality and impact	

CASE STUDY 2 (RO 06)

1. ORGANISATION GENERAL DATA

Name of the practice holder | address | website: FUNDATIA PENTRU VOI,

Str. Anton Bacalbasa, nr.69-65a, Timisoara, 300524

pentruvoi@pentruvoi.ro www.pentruvoi.ro

Contact person: LAILA ONU, DIRECTOR GENERAL

Type of Organisation: NGO

Areas of specific expertise: Integration of people with development disabilities into the labor market to benefit from rights, equal opportunities.

2. DESCRIPTION OF THE PROMISING PRACTICE

Supported Employment Service of the For You Foundation

a) Summary of the practice (needs identification process and practice scope/purpose; target group; location; partnership; profiling appraisal system)

The For You Foundation was founded in 1996 and the Supported Employment Services dates back to 1999 and arose as a result of the need for these people to take part in the free labor market.

People with disabilities, especially those with mental retardation, often find a job with great difficulty in the free labor market and when they do so, they need formal / informal support, most of the time they find part-time jobs that pay the national minimum wage.

15 beneficiaries with various disability degrees, mental retardation with / without behavioral disorders were hired outside the Centers, 8 males, 7 females, 3 with severe disability (2 male, 1 female), 10



accentuated handicap (4 male, 6 female) and 2 males, medium handicap; Age 29-53, Timisoara. Qualifications differ from graduate vocational school to university graduate, graduate professional training programs, mother tongue communication, graduate courses in accounting or PC operation. The supported employment service of the organization FOR YOU provides support to the beneficiaries of the organization, living in the city of Timisoara.

b) Activities

Counseling and vocational guidance
Job search and job coaching
Support for maintaining the job
Accessing training programs

c) Monitoring/ Evaluation

Beneficiaries hired outside the center -15 are monitored at the workplace through monthly visits done by the social pedagogue responsible for the case, as well as telephone contacts with them and the supervisors of the departments where they work or the directors of the companies for which they work. Monthly visits track issues such as job satisfaction and workplace engagement, team integration, behavioral issues, health issues, bonuses or absences from the workplace, positive, negative aspects. Beneficiaries are excited even when they are given the chance to participate in an interview / work trial, the opportunity to interact with other healthy people, or to manage their own income. The major impact on them is the increase in working norm and income when they manage to work outside the day centers. Their degree of independence increases and the aid is diminishing. They can receive psychological counseling at their request or from the employer, the frequency is established by the psychologist, they can be monitored by the Center doctor, can be supported in accessing community services and they and their family are counseled by a social worker, receive monthly information about certain legislative or behavioral rules. In some situations, they have the possibility to clarify certain legislative aspects of labor law at the monthly meetings = the work club. Employed beneficiaries can participate in recreational cultural events organized by the Foundation. Every specialist who provides social services for these beneficiaries completes a file that mentions the service provided and describes it, specifying the evolution of the beneficiary and also indicating a direction for the service provided. Also, quarterly evaluation / reassessment of beneficiaries needs and individual intervention plans are prepared, specifying the type of services and the frequency with which they are offered.

d) Results/ Validation/ Impact

15 people employed outside the day centers, over 80 people employed in the protected unit over time.

Through the supported employment service, we managed to identify jobs outside the day centers for 15 beneficiaries and ~ 80 beneficiaries received support within the protected unit. The quality of these people's lives has increased considerably, contributing to the increase in family income, ceasing to be considered a burden for the state, thus sustaining their social inclusion.

e) Sustainability



The social services provided through the supported employment service - vocational counseling and guidance, facilitating access to work, facilitating access to training programs and support for keeping a job are recognized and settled by the Local Council of Timisoara.

f) Innovative aspects

The supported employment service of the organization For You is unique in the west of the country, but sadly still has a novelty character, especially for potential employers. The beneficiaries of the service are those from the day centers, selected according to the skills discovered during the activities carried out in the protected workshops and the initial evaluation based on a vocational profile in which they have the opportunity not only to declare what they know to do but also what would they like to do and describe the ideal workplace for them, in terms of work schedule, location and activities. For them we prospect the labor market - on profile sites and a weekly list of jobs is created- job searching. Later, attempts are made to access these identified vacancies corresponding to the needs and interests expressed by the beneficiaries.

g) Other relevant information

The purpose of the supported employment service is not to hire the beneficiaries, people with development disabilities in protected units, but on the free, competitive labor market, so that the protected unit is only a temporary solution for them, a launching pad.

3. STRONG AND WEAK POINTS

PRACTICE STRONG POINTS (max. 500 characters)	PRACTICE WEAK POINTS (max. 500 characters)
service financed by the Local Council determination to find solutions in complex situations multiple partnerships for job placements	- "dependence" on the financing source

CASE STUDY 3 (RO 07)

1. ORGANISATION GENERAL DATA

Name of the practice holder | address | website: Asociation Pro ACT Suport

No.4, Soldat Simion Stefan Street, Bucharest, sector 4, ROMANIA

office@proactsuport.ro; www.proactsuport.ro

Contact person: Cerasela Nicoleta PREDESCU, general manager;

Type of Organisation: NGO

Areas of specific expertise: Promote rights of people with disabilities, deinstitutionalization and creation of community services

2. DESCRIPTION OF THE PROMISING PRACTICE

Person centered approach for social inclusion and job placement on free market labour

a) Summary of the practice (needs identification process and practice scope/purpose; target group; location; partnership; profiling appraisal system)



Taking in consideration that we were/are working with people who have been institutionalized their entire life, we started the work from the scratch; some of the clients need help in terms of writing, reading, acting as neighbors, living in the community. The first steps have been done in order to accommodate them with the new location, with the new staff and new life. Then, they have been involved in discovering the community, accessing the services into the community, knowing other people and trying to make new colleagues and friends. The accommodation process took at least 6 month - 1 year and just after this period the preparation for the labor market took place.

We are working with people with intellectual disabilities who were previously institutionalized. In Romania there are more than 17,000 people living in residential care institution in horrible conditions, where their rights are day by day broken. They are captive, living inside of the institution and treated as patients. Still, there is a medical approach and there is a high stigma and prejudice with regard of people with disabilities. We take out 50 people out of the institution and included them into the community. They have from medium to severe disabilities and are between 24-50 years old

Our services are operated in Bucharest (3 sectors) and Giurgiu County (3 small communities, towns and a city).

b) Activities

We are acting on 3 main directions:1) we get to know the person, not from a specialist-people with disability point of view but from a human being- to another human being; and we discover skills, capacities and abilities. Then, we employ these people on free labor market. In some cases, they need additional training to be ready to be employed. Because all "these special people" went to special school and graduate in jobs, which are not anymore available on the labor market or they do not like at all. 2) Some people needs more support and we facilitate them to be employed in protected units (cleaning services, tailoring, recycling, etc.,) with flexible work hours and flexible employers. 3) For those who are not able -yet- to work , we created our social enterprises, 2 green farm and one turkeys-farm and they are employed in these business.

c) Monitoring/ Evaluation

Pro ACT model has been selected as best practice of employment in terms of a simple model with no training, working groups or practice in place. It is a model very much based on a good relationship between the vocational specialist and people with intellectual disability who have a person centered approach.

d) Results/ Validation/ Impact

We help 50 people with intellectual disabilities and psycho-social problems to get out of the institution and start a new life in community. All of them are employed as follow: 6- in our social enterprises, 10- protected units, 34- free labor market.

The impact is not in terms of number but the quality of life for every person. We have been selected as best practice model by ZERO project competition, as a short cut model for employment.

e) Sustainability

We started in 2012 and continue today. The model is 100% sustainable, taking in consideration that all people, including people with severe disabilities are employed and are useful and bring their contribution.

f) Innovative aspects



"we get to know the person, not from a specialist-people with disability point of view but from a human being- to another human being; and we discover skills, capacities and abilities"

g) Other relevant information

3. STRONG AND WEAK POINTS

PRACTICE STRONG POINTS (max. 500 characters)	PRACTICE WEAK POINTS (max. 500 characters)
clear definition of the interventions "human approach" attention towards impact adaptation to the beneficiaries needs, which are complex and difficult to evaluate	

CASE STUDY 4 (RO 08)

1. ORGANISATION GENERAL DATA

Name of the practice holder | address | website: PHOENIX-SPERANTA ASSOCIATION

Medias, G.Topirceanu Str. 14

office@phoenix-speranta.ro

www.phoenix-speranta.ro

Contact person: Maria Ioana Stanescu, General Manager

Type of Organisation: NGO

Areas of specific expertise: Our goal is to activate both disabled/vulnerable people and potential employers in order to increase the social inclusion of the people in the risk of social exclusion.

2. DESCRIPTION OF THE PROMISING PRACTICE

Job placement service - Individual vocational profile, vocational training, work mediation

a) Summary of the practice (needs identification process and practice scope/purpose; target group; location; partnership; profiling appraisal system)

Through the identification of the work abilities which are above a certain limit, trainable in other words, the client take place into a suitable workshop for raising his work abilities. Next, we identify the social abilities and the need of developing them. The main instrument for work abilities is Ruward test and others for psychological and social profile. The training period in the workshop is followed by the paid job into the sheltered unit. Those who are going very well are meant to be hired on the labor market. It is also possible that the person goes straight to the labor market if the initial evaluation is showing good results.

Our target group consists of youngsters above 16 years old who has no school education, or not finish school education, intellectual disabled, coming out from state institutions. Their coming is based on our collaboration with governmental institutions responsible in the field, or directly from their families. Our organization address its services to the local community.



b) Activities

1. Information and advice

This service is for people who, for various reasons fail to understand how to obtain legal rights to not be able to properly represent the authorities, etc. Specialists from the Centre provides support and counselling both persons receiving daily services of the centre and in the community.

2. Evaluation and preparation for work in the organization's workshop

Skills testing is performed using an evaluation system accredited under the "integrated social services and vocational training for people with disabilities", financed from the European Social Fund Operational Programme Human Resources Development 2007-2011. CASPER evaluation system is a complex tool for assessment of people with disabilities in Romania aged 12-60 years, accredited by the College of Psychologists in Romania, comprising 35 benchmark test.

3. Support in obtaining and keeping a job

Assistance in identifying vulnerable people and maintaining a job requires a set of activities, measures, programs, specialized services - implemented by specialists - with the aim of supporting the socio-professional and labour mediation.

In short, the steps in the labor market integration of persons receiving services are:

- Assessing the potential for employment
- Designing and Implementing an individualized plan of work,
- Search jobs, employers approach and preliminary analysis jobs
- Job matching and employment itself,
- Monitoring and evaluation of the employee

c) Monitoring/ Evaluation

The social department of local authorities is our best partner by sharing the data with us and last time even shearing the mission to fight for social integration through active measures.

d) Results/ Validation/ Impact

Phoenix-Hope Association was established in 2001, June 27, with material and moral support from the organization Skarsterlân Joure, the Netherlands and Marelán Group Sneek

- From 2005 to 2008, the association has achieved its development goals by accessing organizational NADP funding, and the US Embassy (2005), Soros Foundation (2005).
- 2005 is the year in which the association initiated a partnership with DGASPC Sibiu, within the National Strategy for restructuring the mega-centers for people with disabilities, aiming restructuring CITO Dumbrăveni. The project was funded by EU Phare funds. Contribution association materialized in donating land for a home for 50 people by moving inside the organization could benefit from the services of social and professional integration of the association.
- In 2007 the new CITO, set up after the new standards in operation and with it begins the partnership with Sibiu County Council, which receives support workshops association account



institutionalized youth participation in the program of rehabilitation for work, provided by the association.

- In 2007 they set up the association, Protected Unit "First Step" according to Law 448/2006
- 2010-2013, the association chooses to be his partner in the first European-funded project "Integrated social services and vocational training for people with disabilities". The project runs in partnership with Assoc Baia Mare and is co-financed by the ESF / HRD 2007-2013, Priority Axis 6 "Promoting social inclusion" area 6.2 "Improving access and participation of vulnerable groups in the labor market"
- 2012 – Phoenix Speranta Association receives award 'ability Employers' Gala persons with Disabilities for the highest number of people with disabilities employed in a structure of social economy
- 2016 rewards the efforts of association members with the most important funding gained so far: creation of a "complex social and professional integration services for vulnerable young people" in the city and area. Funder Foundation Velux in Denmark.

e) Sustainability

based on:

Psychological support, ongoing motivation

Closed contact with the families or relevant persons

Monitoring

Flexibility in changing the type of support

f) Innovative aspects

Currently, Phoenix Hope is formally transnational component structure Empatec social economy, which broadcasts generously experience in this way throughout Romania.

g) Other relevant information

3. STRONG AND WEAK POINTS

PRACTICE STRONG POINTS (max. 500 characters)	PRACTICE WEAK POINTS (max. 500 characters)
focus for the active measures for social integration partnership with local public service external validation national and international of the results	

CASE STUDY 5 (RO 10)

1. ORGANISATION GENERAL DATA

Name of the practice holder / address / website: FUNDAȚIA TRANSILVANĂ ALPHA
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www.alphatransilvana.ro

Contact person: Andreia Moraru, manager project

Type of Organisation: NGO

Areas of specific expertise: The Alpha Transylvania Foundation has developed over the last 25 years an integrated system to ensure the continuity of social services for people with disabilities

2. DESCRIPTION OF THE PROMISING PRACTICE

ATRIUM – Centre for information, counselling and job placement for persons with disabilities

a) Summary of the practice (needs identification process and practice scope/purpose; target group; location; partnership; profiling appraisal system)

The Alpha Transylvanian Foundation started in 2003 a partnership with the SOWECO protected unit in the Netherlands under a Matra project of the Dutch Government. The foundation was also a partner in the ATLAS project, run by the EASPD - Association of Service Providers for Disabled Persons. Following these projects and partnerships, the main tools for evaluation were developed, the vocational profile of people with disabilities. Subsequently, with the support of SOWECO, several workshops were set up in which young people with disabilities received a qualification. After observing that it is more effective if they receive the qualification at the workplace, these workshops have stopped and information, counseling and job placement services have been developed both in protected units / workshops and in the free labor market. Since then, the Atrium - Information, Counseling and Mediation Center for Youth with Disabilities has been working uninterruptedly. The purpose of this social service is to facilitate the integration of people with disabilities into the free labor market or in protected workshops / units, as well as to support employers who want to hire people with disabilities. The target group represents people with disabilities, with or without qualifications, aged 16 to 40 - approx. 65 people with disabilities annually. We provide services in Tîrgu Mureş and neighboring localities

b) Activities

VOCATIONAL PROFILE FOR PEOPLE WITH DISABILITIES

Vocational selection is particularly important and useful for employment, for the distribution of staff on the most compatible workplace with the skills and knowledge the individuals possess.

VOCATIONAL EDUCATION

The purpose of Vocational Education is that people with disabilities learn about different types of jobs and gain experience.

VE is an "integrated work" program for adults with disabilities where participants are part of the free labor market, they do not learn a job but they learn the rules of a working environment.

Through VE, young people with disabilities have the opportunity to try different tasks, to gain professional experience and to develop between the interrelated circumstances.

INFORMATION, COUNSELING AND WORKPLACE MEDIATION

The Center for Information, Counseling and Workplace Mediation has specific activities aimed at streamlining the counseling, mediation and assisted employment services of people with disabilities. We also provide services to employers interested to accommodate people with disabilities.



c) Monitoring/ Evaluation

Alpha Transylvanian Foundation holds the ISO 9001 Certificate in Quality Management, so the ATRIUM department is monitored internally 2 times / year and once more / year is externally monitored within the ISO annual certification / re-certification procedure. The person in charge of monitoring is responsible for the quality of the management of the organization. All procedures and program documents are in accordance with the organization's quality management manual.

Likewise, the program has a dual accreditation as a center for workplace mediation, but also as a social service, respecting both types of standards and procedures required.

d) Results/ Validation/ Impact

14 young people - day program and vocational education

27 young people - monitored, employed

11 young people - waiting list for a job

12 companies and 1 NGO - with assisted employment

Working in the community and for the community, we are close to the real pulse of life. We consider ourselves to be an organization called to sensitize and fill the thousands of concrete shortcomings in the personal, family and community life, needs that, due to their extraordinary diversity, can not be resolved by laws or allocations of funds

e) Sustainability

Information, counseling and job placement services are accredited as a sheltered workshop and are paid by companies employing persons with disabilities from the disability fund related to the 4% employment rate for people with disabilities in organizations that have more than 50 employees. Other income comes from the intermediation of goods and services. Also, the implementation of projects with non-reimbursable financing related to the employment of people with disabilities.

f) Innovative aspects

Switching from beneficiary status to active agent from a passive state of inactivity to a consciously assumed lifestyle is a challenge even for an average person. Without a systematic plan, based on clear procedures, the integration results will be mild and casual.

g) Other relevant information

3. STRONG AND WEAK POINTS

PRACTICE STRONG POINTS (max. 500 characters)	PRACTICE WEAK POINTS (max. 500 characters)
clear defined activities accreditation as mediation centre and social service 50% employment rate ISO certification Partner in the European networks	

Co-funded by the
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Law 219/2015 regarding social economy

Law 8 / 18 January 2016 (* updated *)

Government Decision no. 655/ 14 September 2016

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