

Employment of people with disabilities in Romania

The Social Enterprise “Pentru Voi”

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Historical context

- High level of poverty
- Forced birth policies
- Lack of value of anyone who does not contribute to the economy
- Lack of Social Services
- Lack of University education in Social Work and Psychology
- Children abandoned in institutions

Historical context

- As in most Communist countries, the **Government Policy towards the disabled** was to try to hide their existence
- The regime offered two **solutions**: to stay with their families or they would be warehoused – and largely abandoned – in state institutions, where the quality of life could sometimes be compared with that of a prison camp.

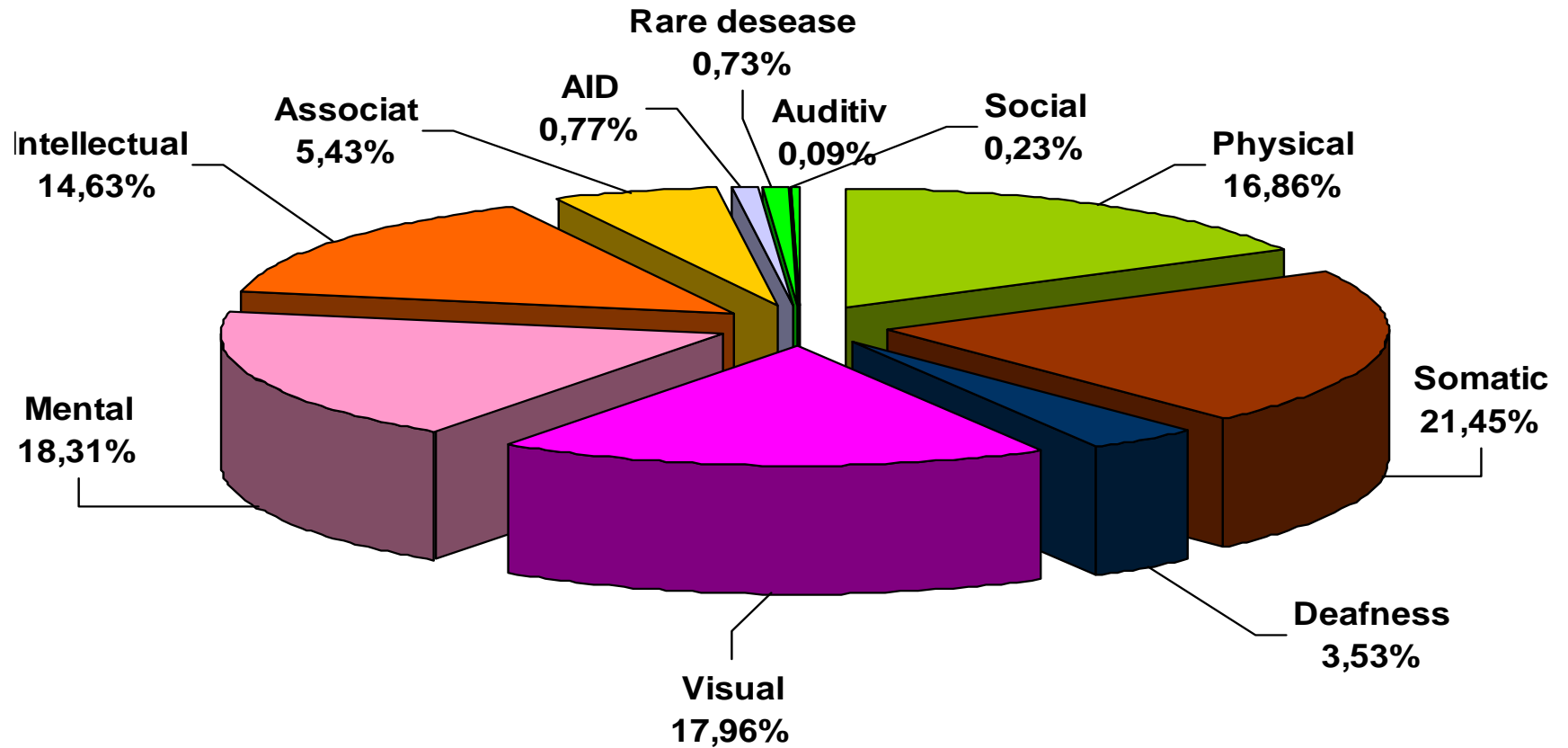
Romania: 30 June 2008

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Persons with disabilities

Romania, 30 June 2008



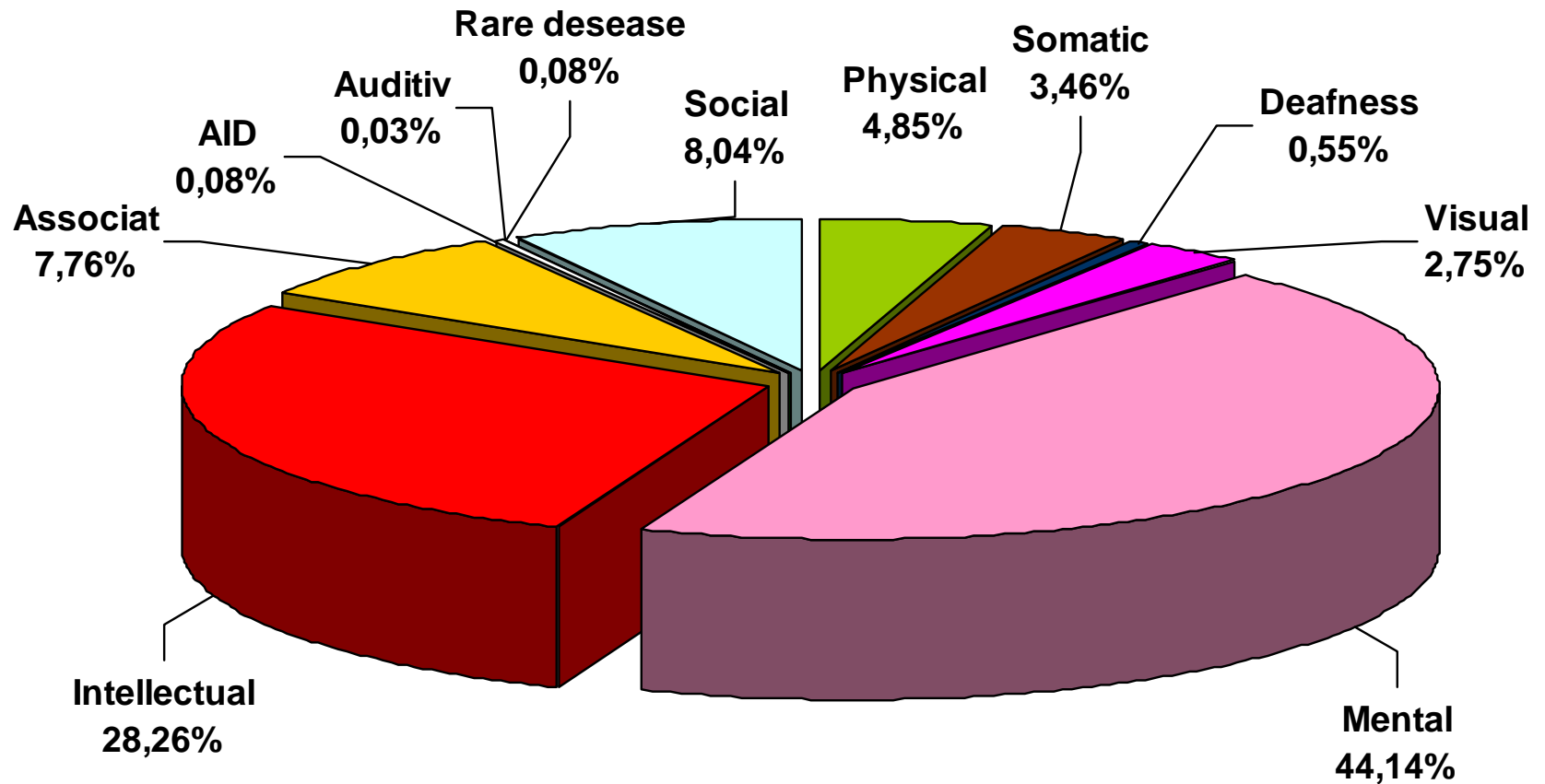
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SURSA: DGASPC

Persons with disabilities in institutions

Romania, 30 June 2008



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EU Disability Legislation

- **Article 26 of The Charter of Fundamental Rights of the EU** recognizes “the right of persons with disabilities to benefit from measures designed to ensure their independence, social and occupational integration, and participation to the life of the community”
- **The Resolution of European Parliament from 14 March 2007 regarding the Social Services of General Interest in EU (SSGIs)**

EU Employment Legislation

- **Directive 78 / 2000 establishing a general framework for equal treatment in employment and occupation:**
“Appropriate measures should be provided, i.e. effective and practical measures to adapt the workplace to the disability, for example adapting premises and equipment, patterns of working time, the distribution of tasks or the provision of training or integration resources”.

Reasonable accommodation

- This means that employers should take appropriate measures, where needed in a particular case, to enable a person with a disability to have access to, participate in, or advance in employment, or to undergo training, unless such measures would impose a disproportionate burden on the employer.

Romanian Employment Legislation

- **Article 77 of Law 448**

The responsibility of employers with more than 50 employees to hire 4% persons with disabilities

- Or to compensate to the state budget an equal amount of money with the number of persons with disabilities which should be hired multiplied by half of the minimum salary
- Or to buy merchandise or services from the authorized protected units.

Romanian National Plan

- **Developing social economy is a key area of intervention at the Priority Axis 6:**
 - Promoting social inclusion in the sectoral operational programme human resources development 2007 - 2013
- **The target for 2015: 830 set up structures of social economy**
- **NGOs are recognized as service suppliers in many areas, such as social, medical and educational**

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Social economy in Romania

- The development of social economy in Romania will benefit from several perspectives:
 - the creation of flexible and innovative employment
 - there will be set up strong local development policies
 - there will be promoted services to people, active citizenship, social cooperation and solidarity
- It will encourage the emergence in the economy of new actors such as co-operatives, aid associations, foundations and other voluntary associations.

ESF

- Provide a flexible and sustainable tool that can help communities to achieve their own objectives, such as:
 - stimulating job creation and skills development
 - enhancing community capacity for social supports
 - supporting economic growth and neighborhood revitalization
 - protecting the environment
 - mobilizing disadvantaged groups

ESF

- The combined activity of the social economy promoters will result in increased job opportunities for the vulnerable groups that are excluded from the labour market activities, making thus a significant contribution to social cohesion.
- They will be developed as closely as possible to the users, in partnership with local authorities and other important economic players at regional and local level.
- Gaining financial independence based on the income generating types of activities carried out in social economy entities.

The Social Enterprise

- **A new concept for Romania**
- **Lucas and Vardanyan define social enterprise** as “a strategy used by many NGOs to expand their organizational capacity and to ensure their financial sustainability; their focus is not on generating private profits but on promoting social welfare, such as creating jobs for less employable people.”

- **Hibbert, Hogg & Quinn (2001)** define social entrepreneurship in terms of using entrepreneurial opportunities for social purposes. When a profit is made, the profit benefits a certain underprivileged or disadvantaged group represented by the NGO.
- **Mair and Marti (2006)** define social entrepreneurship as “a process involving the innovative use and combination of resources to pursue opportunities to catalyze social change and/or address social needs”.
- **Lucas and Vardanyan** define the “**double bottom line**” as being “assessed both on its capacity to create profit and to drive social change”.

“Pentru Voi” Foundation

- Established in 1996
- Accredited social services provider for persons with intellectual disabilities
- Partnership with the Mayoral Hal and the Municipal Council of Timisoara
- 150 beneficiaries
- Advocacy and lobby
- Resource Centre

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Core values

- **Social inclusion**
- **Respect**
- **Dignity**
- **Worth**
- **Self determination**
- **Equality**
- **The ethics of solidarity**

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“Pentru Voi” Protected Unit

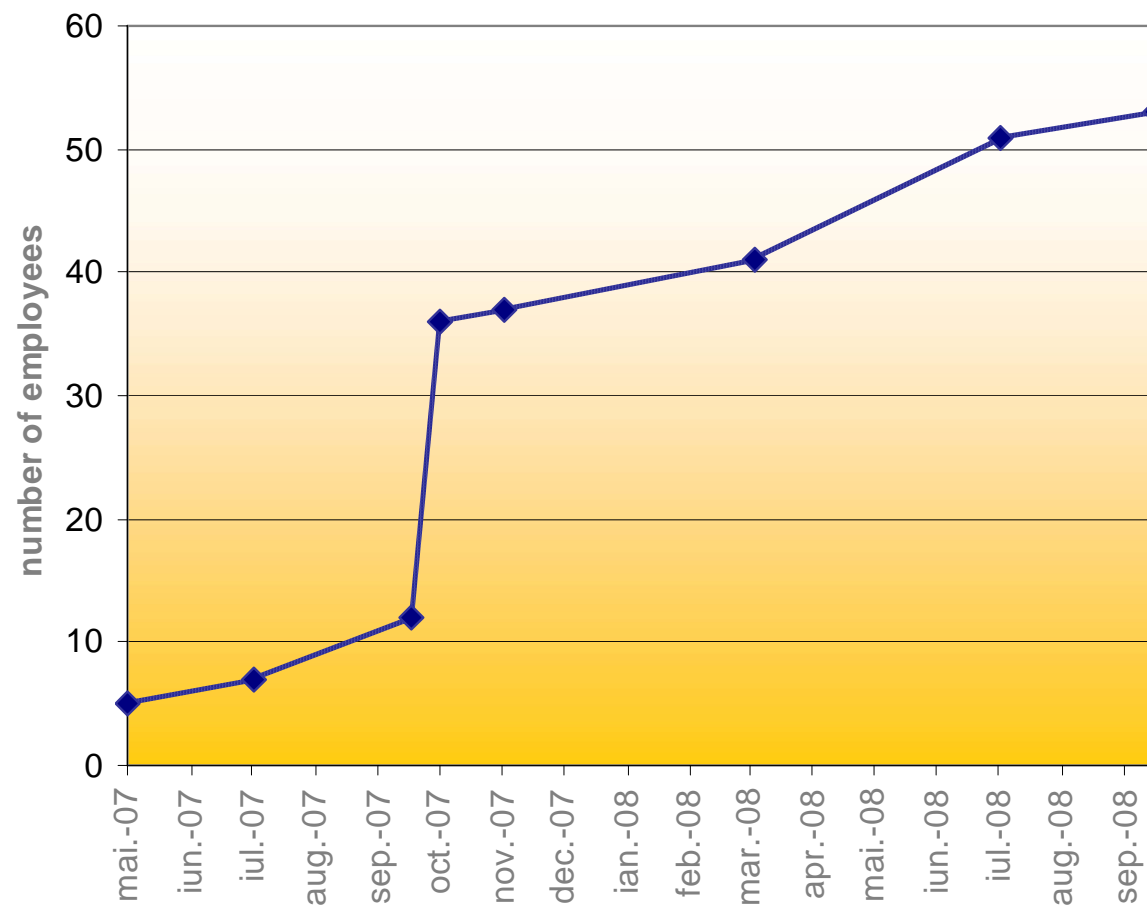
- **Legal frame: Law 448/2006**
- Authorized on 25 May 2007 by the National Authority for Persons with Handicap
- Partnerships with 30 companies
- At the moment, „Pentru Voi” Protected unit has 53 employees, persons with intellectual disabilities

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Numerical evolution of "Pentru Voi" Protected Unit employees

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PERIOD OF TIME	INCOME (PROTECTED UNIT)	TOTAL COST (PROTECTED UNIT)	PROFIT
MAY- DECEMBER 2007	234,426	184,765	49,661
JANUARY- JUNE 2008	422,949	227,817	195,132

Top collaborators



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Mobile Teams

- **Employees of the Protected Unit who work at the headquarter of the companies**
- Packing
- Cleaning
- Green spaces maintenance
- Workstation
- Permanent or short-term

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Mobile Team at Nestle



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Workshops

- **Copy Centre**
- **Assembling**
- **Bakery**
- **Tailoring**
- **Handcraft workshop**

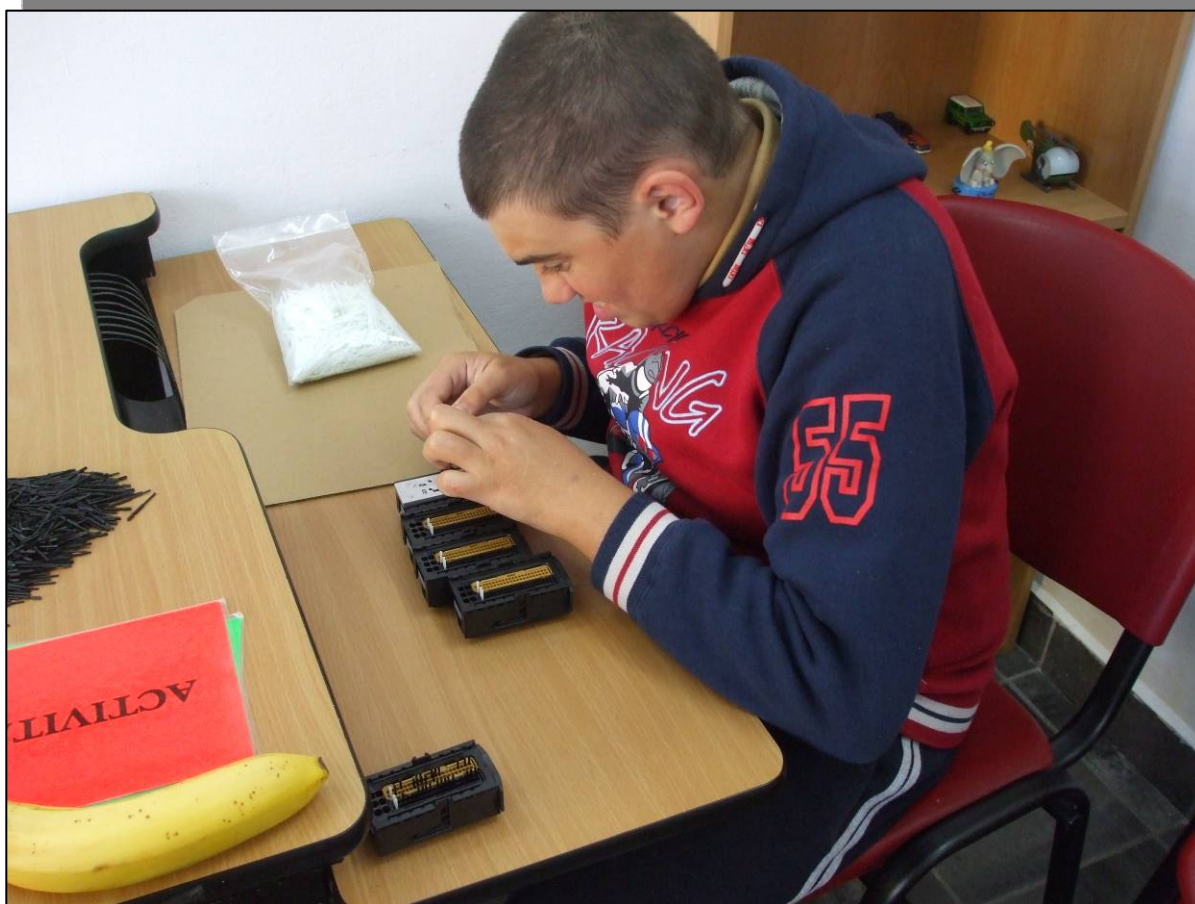


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Persons with severe disability and/ or challenging behavior



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Supported Employment

- A service that facilitates competitive employment in integrated settings on the open market for individuals with intellectual disabilities who have traditionally been denied employment and who need ongoing support to perform their work.
- There are a variety of ways in which supported employment services may be provided.
- These include individual placement, enclaves, mobile work crews and business arrangements.

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Supported employment services

- **Supported employment** - 33 employed persons
- **Job seeking and job coaching**
- **Vocational training:** 7 baker courses, 11 computer courses, 11 building finisher courses, 4 baker helper courses
- **Specialized job training**
- **Individually tailored support and supervision**
- **Ongoing support and consultation to employers and co-workers**
- **Assistive technology**
- **Transportation**

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**>> Success is not final, failure is not fatal:
it is the courage to continue that counts <<**

Winston Churchill