

**T-EST - Transfer of Employment Support Tools for People with Disabilities
LLP-LDV-TOI-12-AT-0011**

N 25 (WP5) Summary Report Adaptation grid analysis for the identification adaptation potential of the Toolkit of Supported Employment

As supported employment becomes more and more a well known concept for the support of the participation of persons dealing with different kinds of disabilities on the labour market and vocational education and training, it implies the convergence of the less developed social systems to this approach of the protection and fostering the integration of persons with disabilities.

The T-EST project aims to transfer this concept of supported employment, offering guidance and tools for the implementation of the service. Since the innovation transfer is based on a Toolkit that was developed within a former Leonardo da Vinci Partnership Project, involving mostly West-European countries, and to assure a successful and effective transfer and implementation process of the concept, it is of high importance to have a good understanding and knowledge of the countries background situation.

The analysis of the Toolkit's adaptation potential aims to identify these particularities of the cultural background and social service systems in each of the three transfer countries (Bulgaria, Romania and Turkey) and is an important milestone in the adaptation of the Toolkit and the effectiveness of the project. Based on the outcome of a qualitative research through interviews addressed to the main stakeholders involved in the project – persons with disabilities, organizations with activity for the disabled and companies - we will have a view on the national background-situation of employment and the barriers/problems that persons with disabilities are facing to.

This report is a summary of the project-partners presentations relating the national background situation of the three transfer-countries and served as a basis for the development of the interview guides.

As every country has different criteria for the classification of disability, and the terms used in the legal legislation have also a slide different meaning, the information revealed in this summary presents a high standard deviation.

In Bulgaria 858 769 people has a type of disabilities (2009), every 9th from the total population of the country. The workability rate is at 45%, and approx. 3,9% of the total unemployment rate (11,2% - 2011- www.noi.bg) are persons with disabilities.

39% of the target group hasn't any qualification, and 41% has primary or lower education.

Bulgarian sheltered employment is common for specialized factories, cooperatives, and disabled unions activities get also support from the municipality.

In Romania protected units, as sheltered workshops are exempt from the payment of the tax on profit, (provided that at least 75% of the fund is reinvested for restructuring, purchasing technological equipment, or arrangement of the protected workplaces).

Turkish Employment Agency provides fund for the projects focusing on vocational training, rehabilitation and employment of disabled people, as well for sheltered workplaces: which are adapted workplaces especially for the employment of severely mentally & physically disabled people. Disability Act gives responsibility of vocational rehabilitation of disabled people to related organizations and local governments.

The image shows three presentation slides. The first slide, titled "Do you have subsidised employment in your country?", lists: Sheltered employment; Specialized factories / cooperatives; and Municipality support for disabled unions activities – offices, resources, employees (salaries). The second slide, titled "Special Programs for Reintegration", lists: employment of newly graduated person (with sub-points: exemption of the payment of the insurance budget for unemployment (18 months) and an amount equal to the reference social indicator depending on the level of education); and protected units (with sub-points: exemption from the payment of the tax on profit, provided that at least 75% of the fund is reinvested for restructuring, purchasing technological equipment, or arrangement of the protected workplaces). The third slide, titled "Special Programs for Reintegration", lists: Support fund: Turkish Employment Agency provides fund for the projects focusing on vocational training, rehabilitation and employment of disabled people; and Sheltered workplaces: which are adapted workplaces especially for the employment of severely mentally & physically disabled people. Disability Act gives responsibility of vocational rehabilitation of disabled people to related organizations and local governments. Logos for the European Commission and the Ministry of Labour and Social Security of Turkey are visible at the bottom.

Quota arrangements are common to stimulate the employment of persons with disabilities.

In Romania public and private institutions and organizations with more than 50 employees have to hire 4% persons with disabilities. Alternatively they can pay a tax consistent with 50 % of the gross minimum wage for each person not employed (350 lei.~77 €), or they can buy goods or services produced by enterprises or organizations of people with disabilities. There is also the benefit of deduction of taxes for the amounts of expenses for the adaptation of the workplace and transportation (person or the raw materials), and settlement from the insurance budget (unemployment, VET, employment of people with disabilities)

Turkey's legislation specifies that private businesses with 50 or more workers have to employ 3% PWD and public offices have to employ 4% PWD. Based on quota system calculations; private sector must employ +21.244 more labourer with disabilities, and public sector must employ +24.554 more staff with disabilities (ISKUR data,2011)

Employers who employ more persons with disabilities than the legal requirement of 3%, or hire persons with disabilities although not having an obligation or disabled persons above a reduced working capacity of 80% are subsidized by 50 percent of reduction of social insurance contribution for each disabled worker. The part of reduction is paid by the Treasury. People with disabilities who are active in the labour market, benefit from tax reductions which amount differs according to the degree of disability. This measure is administered by the Ministry of Finance.

The image shows three presentation slides. The first slide, titled "T-EST Transfer of Employment Support Tools for People with Disabilities", includes agreement number LIP-LIN-TD-12-4P-0011, project number 2012-1-AT1-LEO5-56975, and names Andrean Lazarov (Project Manager) and Marie Curie Association (www.marie-curie-bg.org). The second slide, titled "Legal regulation Social policies and support programs", lists: stimulation of the employers to hire people with disabilities (with sub-points: employment of persons with disabilities, to an amount of 4 percent from all their employees, or payment of the 50 % of the gross minimum wage for each person missing (350 lei ~77 €), or buying goods or services produced by enterprises or organizations of people with disabilities); and Deduction of the taxes for the amounts of expenses for the adaptation of the workplace and transportation (person or the raw materials); and Settlement from the insurance budget (unemployment, VET, employment of people with disabilities). The third slide, titled "Quota Arrangements", lists: Employment of disabled people is mainly provided by the quota arrangements; Private businesses with 50 or more workers have to employ 3% PWD and public offices have to employ 4% PWD; and Based on quota system calculations; private sector must employ +21.244 more labourer with disabilities, and public sector must employ +24.554 more staff with disabilities (ISKUR data,2011). Logos for the European Commission and the Ministry of Labour and Social Security of Turkey are visible at the bottom.

Special Programs

As the need for equal job opportunities for people with disabilities is growing, and social policies are aligning to the international procedures, a lot of **programs, and projects**, established by organizations and public institutes foster the social integration of persons with disabilities.

National strategic reference framework (2007-2013), National development plan for equal employment opportunities (2010), Law on integration of disabled people are *Bulgaria's* national programs providing national structure promoting integration. Many projects were developed for equal employment opportunities, mentoring, education and training, as well as for quality assurance in the field of consultancy.

Romania's legal regulations are built on the concept of "Access for All" (public utility buildings, common transport, parking spaces, library etc.). There are also the activities of projects financed by the EU that represents mainly the initiatives of NGO's and other organizations.

In Turkey there are also private vocational rehabilitation centers which provides vocational trainings as well as physiotherapy and rehabilitation services. The companies who want to hire a person with disability should apply to Turkish Employment Agency (İŞKUR) where all unemployed PWDs registered. İŞKUR matches the supply and demand of workforce.

There are also projects supported by the EU IPA Program (Instrument for Pre-accession Assistance). Such as: Improved Integration of Disabled Persons into Society Grant Scheme; Democratic Citizenship and Human Rights Education Grant Scheme; Strengthening Civil Society in the Pre-accession Process: NGO Grant Facility Component: Enhancement Of Social Inclusion Of People With Disabilities Grant Scheme



Source:

Andrea Lazarov (07.12.2012) – Marie Curie Association, Bulgaria

Güldan Kalem (07.12.2012) - Konak District Governorship, Turkey

Katalin, Gál (07.12.2012) – General Directorate of Social Assistance and Child Protection, Romania

