



Country Report on
attitudes towards
disability in employment
context
ROMANIA



PROJECT

Awareness4Change - Raising society awareness: the need for change in disability inclusion

AWARENESS4CHANGE

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Index

Introduction	4
About Awareness Project	5
Intellectual Output 1	6
1. <i>Disability and work</i>	7
2. <i>Politics regarding disability employment</i>	9
3. <i>Results of attitudes of HR companies</i>	14
Conclusions	24

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Introduction

There is a very well-established link between negative attitudes to people with disabilities and the barriers to their rights. Disabled people and their families state that negative attitudes affect every area of their lives – in the playground and school, at work, within the community, and in general life.

People with disabilities represent a group of people that are more affected by social exclusion. For instance, in 2016 in the EU-28, the poverty and social exclusion rate of people, aged 16 or over, with some or severe limitation was 30.1% of the total population. Meanwhile, the exclusion rate of people with no disability was of 20.9%, resulting a gap of 9.2%.

Considering that the labour market is the best way to give dignity and inclusion for people with disabilities, Awareness4Change brings a new perspective about the awareness of issues facing people with disabilities employers, human resources services and also general society.

The initiative foresees the inclusion of people with disabilities in the mainstream labour market through breaking stereotypes and prejudices that companies and society in general have towards these people. This document gathers information on the first result of the Awareness4Change, where, through an online questionnaire, approximately 80 employers and human resources services were surveyed in 4 European countries.

On the following pages, the results obtained in the different countries will be presented, as well as the reflections and measures presented by employers to better integrate people with disabilities into the labour market and simultaneously in society.

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About Awareness Project

Awareness4Change brings together 6 organisations from 4 European countries (Portugal, Romania, Germany and UK), who aim to improve everyday interaction and increase public awareness about disability. The partnership seeks to explore what civil society can do in order to improve attitudes towards disabled people and how Human Resources departments of certain organizations can be encouraged to a more accepting of people with disabilities within their workforce. Therefore, all the partners want to challenge the prejudice associated with disability, and promote knowledge about diversity, human rights and inclusion.

The project targets companies, human resources professionals, employment support technicians, civil society and people with disabilities, with the aim of understanding the situation of people with disabilities in order to meet project goals.

The goals are:

- Increase understanding and acceptance of disabled people.
- Understand the European current attitudes towards disability and disabled people, focusing on the opinion and attitudes of Human Resources departments of certain organisations.
- Understand disabled people's current perceptions and experiences of civil society's attitudes towards them and their disabilities.
- Launch a transnational campaign to encourage the European community to think about how disabled people can be included more in our society.
- Improve people with disabilities' experiences when they participate in areas of everyday life, such as transport, public services, health services, etc.

To achieve the goals proposed, the consortium will develop 3 outputs:

- **Intellectual Output 1**
Report on current attitudes towards disability and disabled people of Organisations' leaders and human resource departments.
- **Intellectual Output 2**
Report on Disabled people's perceptions and experiences on civil society's attitudes towards disability and disabled people
- **Intellectual Output 3**
Awareness training materials to address attitudinal barriers and negative attitudes

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Intellectual Output 1

In this document, the partnership will present the country results about the research developed. The IO1- Report on Organisations' Human Resources departments current attitudes towards disability and disabled people was designed to understand the attitudes and prejudices associated to people with disabilities in the labour market.

Firstly, each partner carried out desk research where the Portuguese, German, Romanian and English relations were analyzed with regard to the number of employed and unemployed people with some type of disability. As well as, the analysis of the legislation in force in each of these countries in support of employability and inclusion of people with disabilities in a mainstream work context. As one of the key points of this output, is the creation of an online questionnaire aimed at employers and human resources services, each partner, or set of partners by country in the case of Romania and Portugal, also did a survey on prejudice and stereotypical listening tools in order to inform the questionnaire to be created.

MEH were responsible for gathering all the information collected by the partners and deliver an online questionnaire to apply transnationally to human resources, business leaders and companies' services in order to assess the vision of these services in the face of disability. The results of this questionnaire, explained in the follow pages, will help tounderstand the attitudes of companies and employers towards people with disabilities and change them with specific awareness tools.

In this first output, Aproximar, asco-leader, prepared an awareness campaign (short-movie) to disseminate the findings of the questionnaire. The short- movie collected the information about attitudes of employers and it is intended to act as tool to motivate employers to hire people with disabilities and the most effective ways to include them in the labour market. Above all, the project wants to create a new strategy to raise awareness of the potential of people with disabilities to work. For this task, each partner completed desk research on existing awareness campaigns in their country so that the result of this short-movie was as innovative and as relevant as possible.

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1. Disability and work

In Romania the total number of persons with disabilities is 839.632, of which 771.993 are adults¹. Of these adults, 50,06% persons with disabilities are between the ages 18-65 years.

Despite the fact that the Operational Plan of the National Strategy "A society without barriers for persons with disabilities" 2016 - 2020 includes as a specific measure only "Monitoring the employment of persons with disabilities in the public sector", however, there are no clear and relevant data.

Regarding the statistics related to the employment of persons with disabilities in Romania, there is a great lack of data, because National Authority for Persons with Disabilities (NAPD) no longer collects such info related to employment, but only data related to the number of persons, types of disability, their distribution by regions, institutionalized / deinstitutionalized, etc. The latest NAPD employment statistics are those reported on December 31, 2017 having as main sources: *General Departments for Social Assistance and Child Protection at the country level and at the local level for the districts of Bucharest.*

At that time, the situation was as follows:total employees - persons with disabilities - 33,882, of which adults employed by types of disability:

<i>Physical</i>	<i>Somatic</i>	<i>Auditive</i>	<i>Visual</i>	<i>Mental</i>	<i>Psychic</i>	<i>Associated</i>	<i>HIV/ AIDS</i>	<i>Rare diseases</i>	<i>Deafness- blindness</i>
9.029	14.129	3.508	2.702	867	1.171	1.774	514	171	17

Meanwhile, in 2017, the Government issued the Emergency Ordinance no.60 of August 4, for amending and supplementing Law no.448/2006 regarding the Protection and Promotion of the Rights of Disabled Persons which led to changes in the regime of protected units, and to the decline of the number of employees - persons with disabilities. The Ordinance ruled out the possibility of employers to make purchases from protected units, with the increase of the contribution due in case of not employing a percentage of 4% persons with disabilities, from 50% to 100% of the minimum gross

¹according to the latest Quarterly Statistical Report, published in December 2019 by NAPD - <http://anpd.gov.ro/web/wp-content/uploads/2019/12/ANPD-Buletin-statistic-trim-III-2019.pdf>

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basic salary in the country multiplied by the number of places of work in which people with disabilities were not employed.

Although protected units should play a very important role in the occupation to people with disabilities that are hard to hire, they have disappeared from the market with the adoption of this Ordinance which amended the Law 448/2006 regarding the protection and promotion of the rights of persons with disabilities. Thus, after Emergency Ordinance from 740 protected units, with over 2000 persons with disabilities, at the date of 20.12.2019, only 31 protected units were authorized and still functioning.

More recent statistics according to the data provided by the National Agency for Fiscal Administration only 30,271 people with disabilities were employed at 31.01.2019, which is about 7.25%, much lower than the European average of 52-54%:

- 6,472 - in public institutions;
- 24,444 - in private system;
- 26,675 - full time;
- 4,617 - - part-time.

The 2019 national report - *"EMPLOYMENT OF PEOPLE WITH DISABILITIES - an answer to the labor shortage"* of the association PRO-Pact from Iasi county shows that in Romania there is an extremely bizarre phenomenon: at this moment no institution collects data and information about employment of persons with disabilities - neither NAPD nor the Agency National for Employment, nor Labor Inspection. Partial data can be found only at the National Agency for Fiscal Administration, but only on request.

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2. Politics regarding disability employment

In Romania there are 2 categories of legislation:

- ✓ specific legislation, which refers directly to persons with disabilities
- ✓ legislation that regulates different fields, but which has specific provisions regarding persons with disabilities.

a) *Law no. 448/2006* Of December 06, 2006 regarding the Protection and Promotion of the Rights of Disabled Persons -this law regulates the rights and obligations of disabled persons granted for the purpose of their social integration and inclusion. The law has a complex character, comprising provisions on various aspects including a chapter dedicated to Orientation, Professional Formation, Occupation and Labor Employment.

b) *Government Decision No. 655/2016* of September 14, 2016 for the approval of the National Strategy "A society without barriers for persons with disabilities" 2016 - 2020 and its Operational Plan.

Strategy has a chapter "Employment", with the general objective: "Ensuring access for people with disabilities to an open, inclusive and accessible working environment, both in the public and in the private sector, while ensuring their effective access to support services to increase employment on the labor market".

c) *O.G. no. 68/2003* on social services, approved by Law no. 515/2003 with the subsequent modifications and completions establishes the measures of special social protection for children, respectively adults with disabilities:

- social facilities - (allowances, tax and tax exemptions, transport facilities, etc.) for health and recovery, education, housing, culture, sports and tourism, transport, employment, payment of personal assistant;
- social services - activities organized "to meet social, individual, family or group needs, in order to prevent and overcome situations of difficulty, vulnerability or dependence.

d) *Law No. 76* of January 16, 2002 on the unemployment insurance system and the stimulation of employment.

e) *LAW No. 219* of July 23, 2015 on the Social Economy.

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According to this legislation there are two types of support and facilities for people with disabilities employment:

- A. support for persons with disabilities, who wish to be employed;
- B. support for employers who employ persons with disabilities.

A)

- Any person with disabilities who wants to integrate or reintegrate into work has free access to professional evaluation and guidance, regardless of age, type and degree of disability. The person with a disability participates actively in the process of professional evaluation and orientation, has access to information and the choice of activity, according to his wishes and aptitudes.
- Persons with special needs have the right to benefit from all the conditions for choosing and exercising their profession, occupation or occupation, to acquire and maintain a job, as well as to promote professionally.
- Persons with disabilities have the right to work and to receive the monthly allowance, the complementary budget and the companion allowance.
- There is no legal provision in the sense that a person with a severe disability, with an attendant loses his or her degree of disability and the attendant if he / she becomes employed. Being classified as disabled has nothing to do with work capacity.
- People with disabilities who are looking for a job or are in employment have the following rights:
 - ✓ vocational training courses;
 - ✓ reasonable adaptation to the workplace;
 - ✓ counseling during the period prior to employment and during employment, as well as in trial period, by a specialist labor mediation counselor;
 - ✓ a probationary period for employment, paid, of at least 45 working days;
 - ✓ a paid notice, of at least 30 working days, granted at the termination of the individual employment contract at the initiative of the employer for reasons not attributable to him/her;
 - ✓ the possibility to work less than 8 hours per day, according to the law, if they benefit from the recommendation of the evaluation commission in this regard.

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Financing of the rights provided above for persons with disabilities looking for a job - they are supported by the insurance budget for unemployment, according to the law.

- Fiscal code indicates some exemptions for the following taxpayers - persons with severe or accentuated disability are exempt from paying income tax for the income obtained from: independent activities, carried out individually and/or in a form of association; revenues from intellectual property rights; salaries and assimilated to salaries; pensions; agricultural activities, forestry and fish farming, made individually and/or in a form of association without legal personality.

- Only within the project "Facilitating the insertion in the labor market of persons with disabilities", project implemented by the National Authority for People with Disabilities (NAPD) in partnership with the National Agency for Employment, co-financed by the Human Capital Operational Program (POCU) - Priority axis 3 - Jobs for all - a voucher is granted, at the request of the persons with disabilities who benefit from active employment measures, registered on the county employment agency or of the municipality of Bucharest agency. This voucher is for purchasing of assistive products, recommended by the specialist doctor, which can be found in the List of assistive technologies and priority access devices for employment. Project duration is 3 years (2019-2022).

B)

The authorized protected units benefit from the following rights:

- a) exemption from the payment of the authorization fees for setting up and re-authorizing;
- b) exemption from payment of the corporate income tax, provided that at least 75% of the fund obtained by exemption to be reinvested for restructuring or for the acquisition of technological equipment, machinery, machinery, work equipment and/or fittings/adaptation of protected workplaces.

Other employers:

Employers who have employees with disabilities benefit from several tax facilities. The following expenses are deductible from the calculation of the taxable profit: the expenses incurred to adapt the work place, to purchase the equipment used in the production process by the disabled person, to transport the disabled persons from home to the workplace, for the transport of raw materials and finished products to and from the home of the disabled person, employed for working at home.

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The specific expenses of training and professional orientation are deductible from the unemployment insurance budget that the employer pays to the state budget.

At the same time, organizations which, in relation to the number of employees, have fulfilled their obligation, according to the law, to employ persons with disabilities, as well as organizations which are not obliged by law to employ persons with disabilities, they will receive for one year period the minimum wage in the economy, monthly, for each disabled person employed, provided that the employer keeps employed this disabled person at least 2 years.

Moreover, the employers who conclude a contract with indefinite duration with graduates among persons with disabilities are exempted from paying unemployment insurance and receive monthly, for 1.5 years different amounts, depending on the level of education of the young person with disabilities:

- a) 1 minimum gross basic salary in the country for the graduates of the lower cycle of the high school or of the arts and crafts schools;
- b) 1,2 minimum gross basic salaries in the country, for the graduates of upper secondary education or post-secondary education;
- c) 1.5 minimum gross basic salaries in the country, for the graduates of higher education.

Insertion social enterprises²:

- They can be financed from public and/or private sources, national or international, according to the legal norms applicable to each of the categories from which they depart of the financing sources and benefits from free of charge for the issuance of the social trademark and registration in the Register of Social Enterprises.

- The social insertion companies can receive free advice on setting up and/or business development, through specialized departments at the employment agency level, and they can benefit from facilities from the local public administration authorities, respectively:

- a) the allocation of spaces and/or lands in the public domain of the units/subdivisions administrative territorial, in compliance with the provisions of the Law of local public administration no. 215/2001, republished, with the subsequent modifications and completions, for the purpose of development the activities for which the social mark was granted;

²According to LAW no.219 of 2015 on the Social Economy

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- b) support, in promoting the products realized and/or provided, to the services provided or worksperformed in the community, as well as in the identification of some markets thereof;
- c) support in promoting tourism and its activities, by capitalizing on it local historical and culturalheritage;
- d) other facilities and exemptions of taxes granted by the public administration authorities local, according to the law.

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3. Results of attitudes of HR companies

3.1 Methodology to implement and disseminate the questionnaire

In Romania, 24 questionnaires were completed, thus reaching the target. Respondents were managers of companies of various sizes, as well as human resources experts.

The working method adopted by the 2 organizations in Romania was the following:

a) The European Association for Social Innovation started to disseminate the survey among its network members through social media channels, by posting an announcement that had an impact on 819 persons and 28 interactions. Then, in different key moments, the post was disseminated on different social media groups – according to the target group profile – social economy, HR, NGO, and business.

Since EaSI gained some experience through other projects in promoting (dis)ability among the local and national stakeholders from the labor market, took the decision to send an invitation by email to 13 persons who previously expressed their interest on the topic, managers of small and medium enterprises, but most HR departments, to complete the survey. This was also a good moment for the project dissemination since the leaflet was sent as an attachment to the email.

b) ACE-ES Romania preferred a direct, personalized, individualized approach, in order to increase the degree of success in completing and collecting the questionnaires. Steps taken:

- drawn up a list of its collaborators and partners, of company/firm/enterprise type;
- contacted by phone managers & human resources experts of these companies. On the phone, each person was given a short presentation of the project, and the questionnaire, in order to increase the degree of understanding on the study. Most of them asked different questions, the one related to what it means "job reasonable adjustment" predominated.
- after the telephone presentation, to these persons was sent by email, the link of the questionnaire to be completed.

A second method used was the announcement posted on LinkedIn, by one of the ACE-ES Romania volunteers, with good contacts in this professional network.

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3.2. Overview Country Results



Number of responses



Type of companies



Sector of activity



Experience of hiring people with disabilities



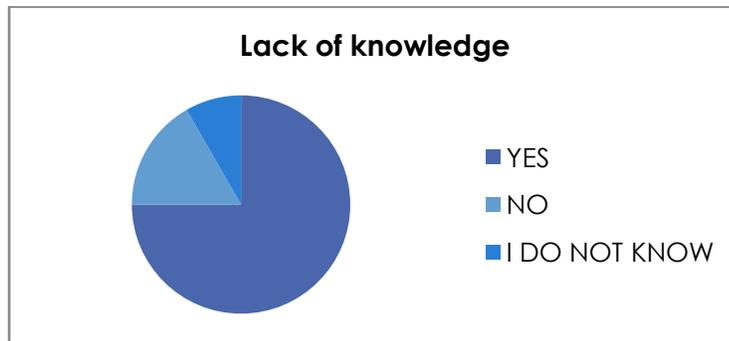
<p>24 responses</p>	<p>There are 3 types of companies</p> <ul style="list-style-type: none"> - Micro Enterprise (1-9 people) – 50% (12 responses); - Small-medium Enterprise (10-250 people) – 45,8% (11 responses); - Large Enterprise (+250) – 4,2% (1 response). 	<p>There are several sectors:</p> <p>Accountancy; Advertisement; Advertising production; Constructions; Consultancy Engineering; Consulting; HoReCa; Implementation of social projects, entrepreneurship, training; IT consulting; Management consulting; Mass media; Media; OSH services; Production and services; Protected unit - social economy; Public institution; Sales; Services; Software development; Telecommunications, Security; Tourism.</p>	<p>Experience:</p> <ul style="list-style-type: none"> - 45,8% (11 respondents) have experience in hiring people with disabilities; - 54,2% (13 respondents) have not such experience.
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The data presented below refer to the perceptions that employers and HR services have regarding the work of people with disabilities. It will be taking into account their knowledge, awareness and stereotypes regarding the employability of people with disabilities.

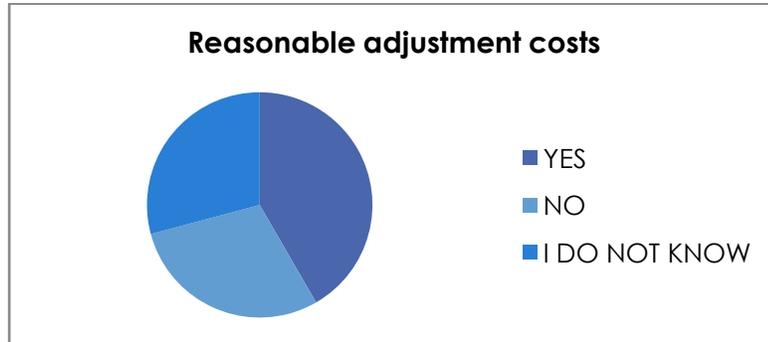
3.2.1 Perceptions of:

Lack of knowledge and information about people with disabilities could be a problem for some companies



(75% respondents consider that this lack of knowledge&information is an obstacle in recruiting and hiring people with disabilities, 8.3% do not know. Only 16.7% appreciate that this lack is not a problem).

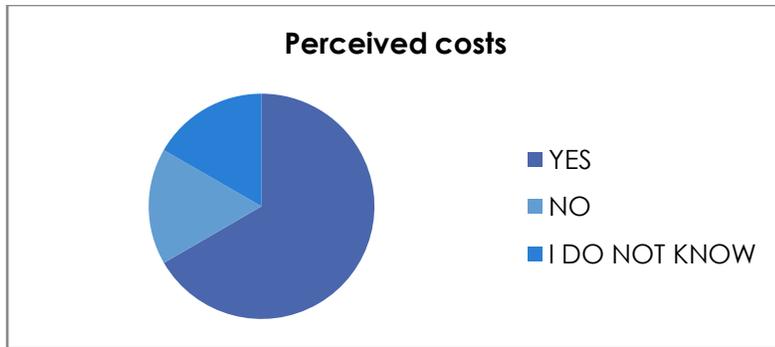
The importance of cost of providing reasonable adjustments



(41.7% respondents consider that the cost of providing reasonable adjustments might be a problem. Only 29.2% state it is not a problem at all. Also 29.2% say that they do not know.)

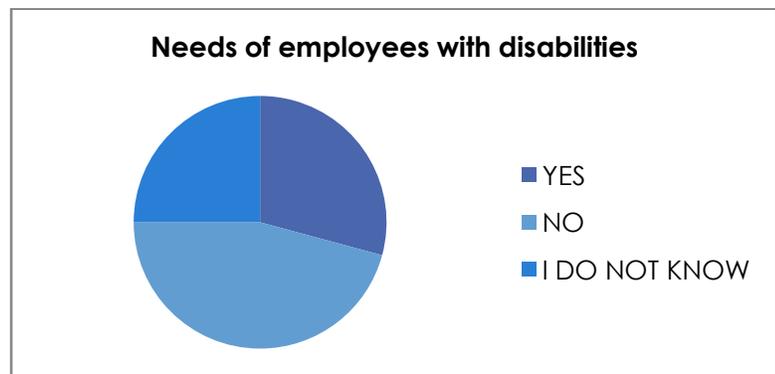
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Other perceived costs on hiring people with disabilities



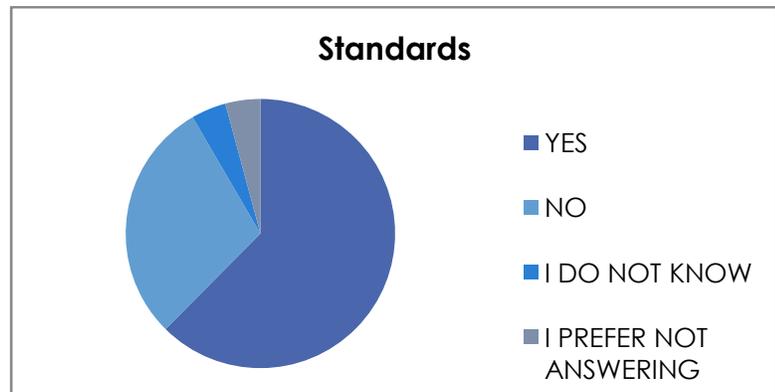
(Most respondents – 66.7% believe that these costs are challenges for employers, 16.7% do not believe this and 16.7% do not know.)

The difficult to manage the needs of employees with disabilities



(Fortunately, most people (45.8%) believe that these needs of employees with disabilities are not difficult to manage. But there is also a percentage of 29.2% who consider that these needs are difficult to manage, and 8.3% do not know.)

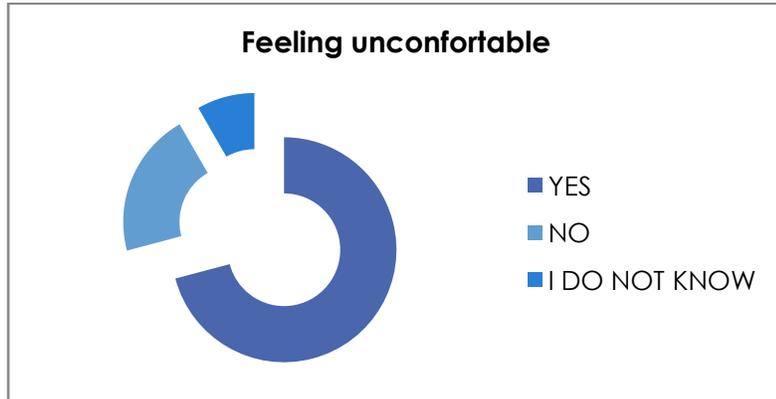
The work standards of people with disability



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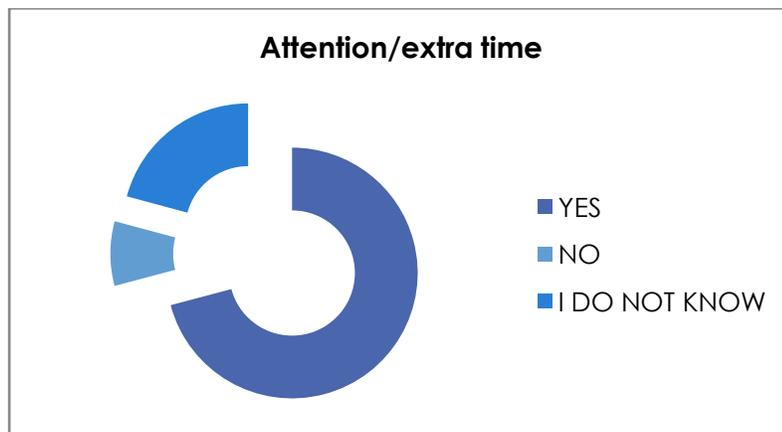
That employers might feel uncomfortable and do not know how to behave with people with disabilities

(Most respondents (62.5%) stated that employers do believe that people with disabilities cannot work to the same standards as other employees. 29.2% of them do not say this, and 4.2% do not know. There is also a 4.2 percent non-response (prefer not to respond).



(Only 20.8% of respondents believe that employers feel comfortable and know how to approach people with disabilities at work. Unfortunately, the predominant opinion (70.8%) is that employers do not know how to behave with such employees and do not feel comfortable in this relationship. 8.3% do not know.)

About extra time from supervisors or co-workers on helping workers with disabilities

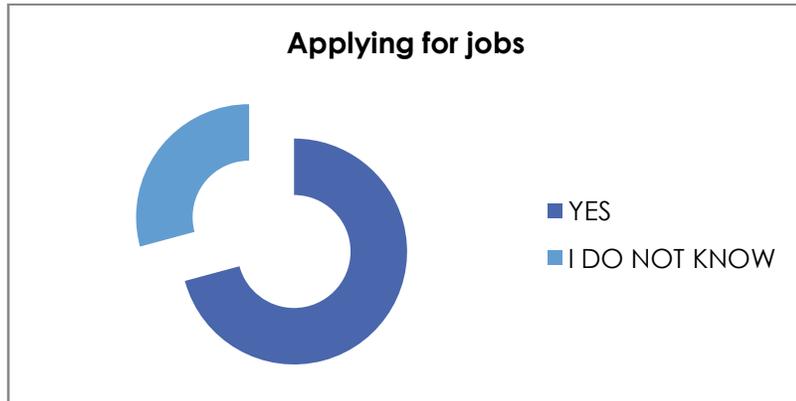


(70.8% of respondents believe that people with disabilities need more attention and more time from colleagues or the boss and only 8.3%

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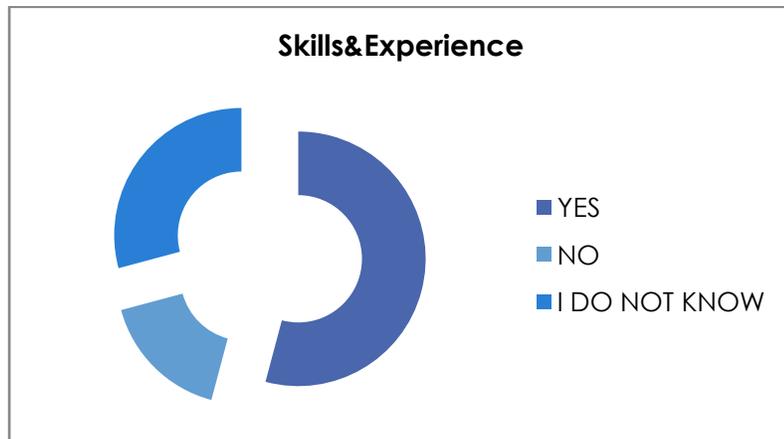
The likelihood of people with disabilities applying for jobs

believe that is not the case. 20.8% say they do not know.)



Skills and experience of people with disabilities

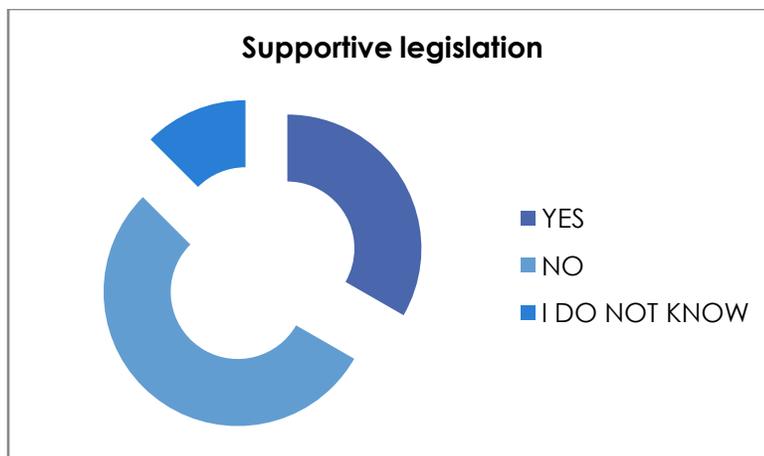
(Unfortunately, on this question 29.2% respondents say they do not know if people with disabilities apply less for jobs, and 70.8% believe that these people apply less to get a job.)



(Most respondents (54.2%) state that companies believe people with disabilities do not have the skills to be hired; 16.7% say that companies do not believe this about people with disabilities, and 29.2% say they do not know what the situation is.)

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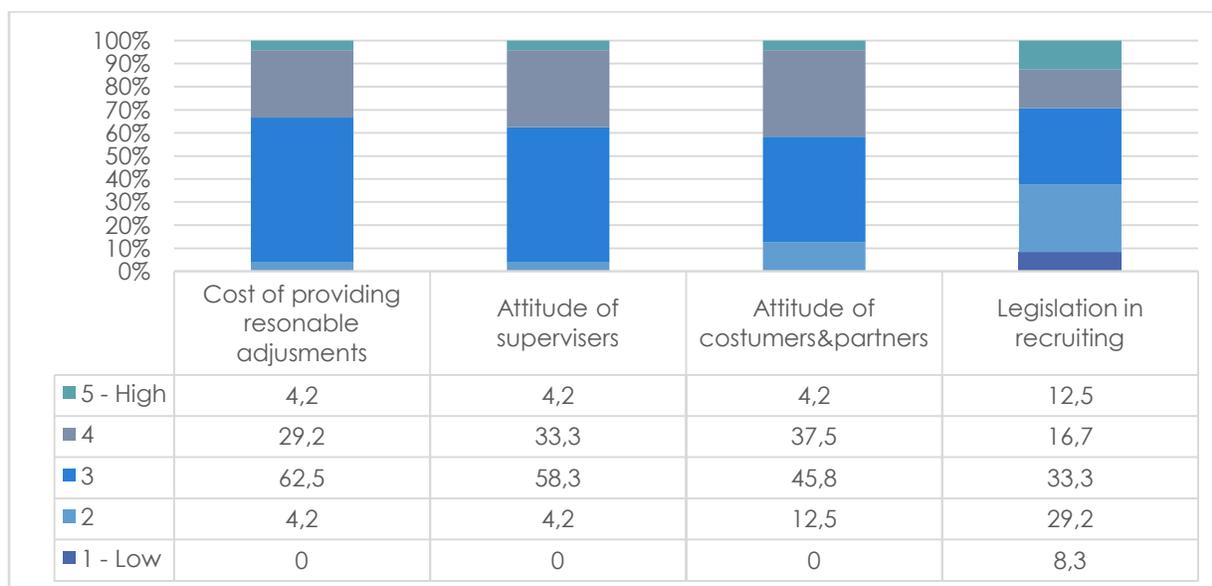
The encouragement of employability legislation



(54.2% of respondents believe that employers are not legally supported to be able to hire people with disabilities, 33.3% believe the opposite, that there is supportive legislation, and 12.5% say they do not know.)

In the following section, it will be presented the respondents' perceptions of the challenges that companies may have in recruiting people with disabilities and which, according to their perception, pose higher and lower challenges.

Perceived challenges by employers



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Cost of providing reasonable adjustment:

A number of 15 respondents (62.5%) state that the challenge caused by these costs is neither high nor low, being placed in a neutral response register (most likely this neutral answer is due to the ignorance of the concept and what it implies in practice this reasonable adjustment to the workplace). 8 respondents say that the challenge is big, and 1 respondent that it is small.

Attitude of supervisors:

A number of 14 respondents (58.3%) state that this challenge is neither high nor low, being placed in a neutral response register (most likely this neutral answer is due to the fact that those companies do not have employees with disabilities and do not know how their supervisors would react to them, what would be their attitude).9 respondents say that the challenge is big, and only 1 respondent(4.2%) that it is small.

Attitude of costumers and partners:

47.2% (10 respondents) believe that the attitude of clients&partners can be difficult in relation to employees with disabilities, being a challenge, and 45.8% (11 respondents) are placed in the neutral response area. Only 12.5% (3 respondents) say that this is a small challenge.

Legislation in recruiting pesons with disabilities:

29,2% (7 respondents) believe that the romanian legislation could be an obstacle in recruiting&employing persons with disabilities and 33.3% (8 respondents) are placed in the neutral response area. But 37.5% (9 respondents) state that the legislation is a small challenge meaning that they belive it being friendly to the companies wanting to recruit disabled persons.

Each respondent had the opportunity to present at least 3 measures that can support and / or facilitate the employability of people with disabilities. Taking into account the responses obtained in this field, the type of measures presented will be detailed here.

3.2.3 Measures proposed by respondents as being suitable for recruiting people with disabilities.

Topics addressed	Participants suggestions
Reasonable accommodation	<ol style="list-style-type: none"> 1. <i>Assistive equipment;</i> 2. <i>Possibility of Telework;</i> 3. <i>Financial facilities for building / ensuring the physical</i>

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	<p><i>conditions necessary for these persons to meet the work requirements;</i></p> <ol style="list-style-type: none"> 4. <i>Workshops / courses on reasonable adjustment;</i> 5. <i>Providing companies with funds for adapting the work space for people with disabilities;</i>
Financial benefits	<ol style="list-style-type: none"> 1. <i>Fiscal facilities for employment and partial subsidization of costs for infrastructure changes over a certain amount;</i> 2. <i>Fiscal facilities for hiring people with disabilities during the employment contract;</i> 3. <i>Financial support for investments;</i> 4. <i>Subsidizing for a limited period of time the positions occupied by disabled people for employers who do not have the legal obligation to hire disabled people (those up to 50 employees);</i> 5. <i>Exemption from the payment of taxes on social and health insurance;</i> 6. <i>Providing companies with funds for adapting the work space for people with disabilities;</i>
Disability Awareness and information	<ol style="list-style-type: none"> 1. <i>Employers' access to information on the professions in which people with disabilities are trained;</i> 2. <i>A higher degree of understanding, awareness, and better social inclusion of people with disabilities;</i> 3. <i>Generating success stories especially from multinational companies regarding employees with disabilities;</i> 4. <i>More information on what disability means;</i> 5. <i>More promotion of products made by people with disabilities;</i> 6. <i>Information and promotion campaigns;</i> 7. <i>Promotion of good practices and application guides;</i> 8. <i>Strategies: partnerships with NGOs, workshops / courses on reasonable adjustment, sessions with people with disabilities through which HR departments have access to useful information about what it means to work with a person with mental / physical disabilities, etc.</i>
Education and Training	<ol style="list-style-type: none"> 1. <i>Employer collaboration - institutions that train people with disabilities (collaboration protocols);</i> 2. <i>Distance learning programs for people with disabilities;</i> 3. <i>Modernization of education for people with different</i>

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needs;

4. *Training programs for people with disabilities.*

Recruitment

1. *Recruitment of people with disabilities should be done by specialists who have experience in this field, being able to achieve a professional profile for the person with disabilities according to skills, needs, and to support the employer to adapt the workplace/tasks of this person. Then, if there are problems, these specialists can intervene through pieces of training for the disabled person, but also for the persons who work in a team with a disabled person.;*
2. *The existence of an institution/platform (AJOFM type) where all disabled people capable of work should be registered, and which can be consulted by employers for the recruitment process;*
3. *A platform where those with disabilities can be registered, which should include areas of interest;*
4. *An online communication service between the territorial labor inspectorate (ITM) and people with disabilities;*
5. *Personalized CV for people with disabilities;*
6. *Application of a skills assessment questionnaire;*
7. *Specific HR recruitment policy.*
8. *Partnerships with public institutions for identification of persons with disabilities interested in obtaining a job.*

Support

1. *The existence of a vocational counselor;*
 2. *Support from social services for an easy integration process in the work team of a person with disabilities;*
 3. *Promoting the authority of those who manage to work despite their disability;*
 4. *Reservation of a certain no. jobs for this category of people (foreseen by law for companies with a large number of employees);*
 5. *Information portal;*
 6. *Adapted work schedule, online activity where possible;*
 7. *Equal opportunities, non-discrimination, legislative support.*
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Conclusions

The biggest problem in recruiting and hiring people with disabilities has been seen the lack of information (75% of respondents), which may indicate that many employers do not know much about these people, which could lead to different types of attitudes (from not recruiting such people with the belief that possible complications can be avoided to a negative attitude of rejection.). Lack of knowledge&information seems to be a major obstacle in opening up companies and human resources departments to people with disabilities.

In order of the obtained percentages, after lack of knowledge&information two other obstacles are highlighted by the respondents:

- 70.8% of respondents believe that employers do not know how to behave with such employees and do not feel comfortable in this relationship.
- 70.8% of respondents believe that people with disabilities need more attention and more time from colleagues or the supervisors compared to other employees.

These answers emphasize another type of obstacle, that of a psychological, emotional nature.possibly based on the idea that people with disabilities may be more difficult to manage in terms of workplace relationships than other categories of employees, requiring additional effort, energy and supervision.

Other problems perceived as difficulties by employers are:

- possible additional costs (66.7%) for people with disabilities - respondents believe that these costs are challenges for employers.
- possible lower working standards (62.5%) of people with disabilities. Respondents stated that employers do believe that people with disabilities cannot work to the same standards as other employees.

In addition, two other aspects perceived by respondents as challenges and obstacles are the legislation in Romania that would not be so favorable and supportive for employers (54.2%), as well as the fact that people with disabilities might not have the skills&experience to be hired (54.2%).

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What is interesting is that certain challenges are not seen as very big, in terms of recruiting and hiring people with disabilities, which is encouraging. For instance, difficulty to manage the needs of employees with disabilities - only 29.2% think that these needs would be a problem.

All these perceptions necessarily show the importance of the approaches and activities proposed by the Awareness4Change project, because they validate once again the urgent need to change the perceptions and attitudes of employers regarding the potential of people with disabilities. Thus, the answers and opinions of the respondents represent a suitable foundation for the conception and development of the awareness campaign, of the training materials, of the format of the training program. In this way, at the level of the project it will be possible to find the best solutions, with the highest impact at the level of these target groups (managers of companies of various sizes, as well as human resources experts&departments).

The study shows quite clearly what should be the elements that might be emphasized in the campaign & training, what are the sensitive points on which to build, both the campaign and the training program. In this way it will be possible to identify the best types of messages, the most appropriate way of communication, the most relevant way to prepare and deliver the training program.

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Project Partners:



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