

THE CREATION OF SOCIAL ECONOMY TO THE DISABLED PERSONS FROM ROMANIA

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Abstract: *Inside this article we intend to analyze the SE creation depending on the disabled persons' needs both from their own perspective as well as from the specialists' perspective that work with and for the disabled persons. The analysis will be done depending on the following variables: type and disability level, age, education and occupation.*

From the analysis of the obtained results from the realized research we notice a low addressability to the social services for the disabled persons in the evolving regions Bucharest-Ifov and South-East that can be owed either to a weak evolution either to a formation lack concerning their existence. Also, the disabled persons from the analyzed group are interested especially by passive forms of social assistance, respectively material and financial help for emergency situations and present needs.

The disabled person has to be looked at as a whole, and the social services that are to be evolved have to cover all the needs' area. Just in the moment that all these needs will be satisfied the disabled person will integrate in a real way inside the community manifesting herself as an independent person.

Keywords: *SE social economy, social services, disabled persons, community, employment..*

Inside this article is intended to analyze the SE demand depending on the personal needs of the disabled persons, both from their perspective and the specialists' one too that work with and for the disabled persons. The analysis will be done depending on the following situations: type and disability degree, age, education and occupation.

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1. European context

The last decades underlined an important change concerning the public policies for the disabled persons at the global level. The most used medical pattern in the European area till the 80s which put an accent on medical recovery and passive insurance of a minimum financial income was replaced by a paradigm based on the right to equal chances, nondiscrimination, social integration and participation.

The social pattern promoted by the groups for civil rights of the disabled persons is practically passing from exclusive concentration on the physical, intellectual or other possible kinds of the disabled persons limitations towards a critical analysis of the social and physical environment and of the limitations imposed by the society, the urban environment against some groups or persons categories ("*disabling society*") (Barnes, 2000, p. 41-457).

The new approach reached on the study table of the international organizations as well as of the national governments in a new form that admits the environment's importance in creating and promoting the equal chances. The UN organization adopted in 1993 *the standard rules concerning the chances equalization of the disabled persons*, together with an action plan. The UN Standard Rules are 22 as number and refer to the state's responsibilities, the main political lines for the disabled persons and to the suggestions for real actions. Although the Standard Rules do not have a law value, they are a political and moral obligation assumed by the international community's members

In the year 2006, UN launched a new stronger legal instrument – *The Convention concerning the Rights of the Disabled Persons* – an imperative international judicial treaty concerning the Human Rights. The signed states and the ones that will ratify this convention takes the engagement to evolve and implement national policies, laws and administrative measurements for the support of the rules from the convention, as well as to cancel the papers with law power of action, the customs and the practices that represent a discrimination (art. No.4). the convention mentions the right of the disabled persons to earn their living by a kind of work that they choose and accept freely, on the basis of the equal opportunities principles, of the equal treatment and non – discrimination as well as the support of this right by the national legislation. In the same time, The Convention banes the discrimination on the disability principle for any kind of work and offers protection for the persons that get a disability during their employment by regulations that refer to the work place keeping, vocational professional recovering and, when there is the situation the coming back to the work place. The UN Convention concerning the disabled persons was adopted in 2007 and ratified beginning with October 2010 by 17 member states among which tire was Romania also (November 2010). The Convention concerning the disabled persons rights became this way the first imperative regulation from the judicial point of view to which the EU and the member states are part of.

The European Council goes in the same direction by the Malaga Declaration in 2003 and the Action Plan 2006-2015.

The second conference of the responsible ministers with the integration policies for the disabled persons was organized by the European Council to Malaga in May 2003. The general idea of the conference was: *“the improvement of the life quality for the disabled persons: the intensification of a coherent policy with the purpose and by means of a total participation”*.

In fact there was suggested:

- *“the proposal of civic attitude and the whole participation by adopting legislative and political measurements with the purpose of mentioning the quality of chances for the disabled persons” and*
- *“The support of an innovative attitude for the services that are destined to help for the solving of the disabled persons’ needs”*.

There were discussed also some suggestions for the disabled women integration and of the persons with a high degree of addiction. The main objective of the Conference was that of defining the common principles for the development of the future policy concerning the disabled persons and the services they need.

The results of this debate led to the elaboration of *“The Ministry Declaration from Malaga Concerning the Disabled Persons: progresses on the way of whole participation as citizens”*. This initiative led to the elaboration of an ambitious European action plan, detailed but also flexible having as purpose the implementation at a national and international level of the underlined principles with the occasion of this Second European Conference – The Action Plan 2006 – 2015:

- The non discriminatory application of the human rights in a chances equality spirit for the persons with deficiencies in all the life's areas;
- The avoidance of any discrimination on the criterion of the origin's deficiency or of the disabled persons' identity;
- A better access of the disabled persons to an independent life inside the community by a progressive adoption of the technological discoveries and by the Universal Plan, among all, about the building field, of the public services, of the communication systems and in the dwellings;
- The strengthening of the cooperation with and between the different governmental sectors; a special attention being given to the equity promoting in the providing of the essential services, the health caring and in the legislative field, as well as with the purpose of accentuating the collaboration between the local, regional and national responsible in this fields;

- To promote the services' quality;
- The acceptance of the disabled persons in all the social areas by education and friendly approaches in the benefit of these persons as citizens with total control over their lives;
- The support for the integration of the disabled persons in the work field, favoring the accomplishments of their qualities, especially the ones concerning their vocation, supporting the necessary needs and ease their access to this profession;
- The support of the fundamental and applied scientifically research especially in the field of the new information and of the communication technology;
- The implementing of the necessary means for a chances equilibrium between women and men;
- The implementing of programs for answering the personal disabled needs while growing older;
- The promoting of a positive image of the disabled persons;
- The involvement of the disabled persons in taking decisions that affect them personally;
- The involvement of the organizations that represent the disabled persons in the elaboration of the social policies.

The conference was organized inside the subscribed actions in the European Year of the Disabled Persons 2003, proclaimed by the European Union Council on 3 December 2001.

2. The national context

In Romania, after 1989 there reappeared a new social category into the attention of the public opinion: the one of the disabled persons. The communist regime promoted "their hiding" by their caring in specialized institutions.

In Romania, in 2000, overall share of public placement centers was 5.13% out of social care units and the private centers were 2.25% out of social care units, much lower than the system public protection (Bonea, G.V., 2011, p. 87).

The institutionalization was for a long time the most spread support form for the disabled persons and the possibilities of an independent life were almost absent for them.

A series of steps that refer to the support services diversity for the disabled adults and children were made beginning with 1999. In the year 2002 was adopted the law 519/2002 concerning the special protection and the work registration of the disabled persons. The law had some gaps and did not help sufficiently to the avoidance and elimination of the barriers from different social areas. The respective legislation didn't solve all the steps from the appearance and finding of the deficiency and not even in all the life's social fields, to help the promoting of equal chances for the disabled persons and their inclusion in the society.

The measurements for social protection (the prevention, the treatment, and readapting, teaching, training and social integration) were mentioned in the legislation without creating the necessary mechanisms for these to become functional. The policy in the disability field wasn't coherent, being still oriented on a medical pattern of approaching the disability and didn't concentrate on the chances balancing by creating the independence and self determination of the disabled persons.

The Romania's fundamental political option for the EU subscription as well as the complex process for the accomplishment of this wish determined the reconsideration of the social policies in the field. The new applied legislation beginning with 2007 (the law 448 from 18 December 2006 concerning the protection and the promoting of the disabled persons rights) is set with the European documents from the field but the major distinctive changes concerning the social integration of the disabled persons hasn't been settled yet. Actually, it is to be noticed the fact that the presence in the public spaces of the disabled persons is still low and difficult especially because of the lack of the access facilities in many of the public institutions, on the street and especially in the transport means. The integration of the disabled persons on the work market and inside the educational system is also insufficient. Even now, the most used term in the official documents for the disabled persons is the one of "handicapped persons", a term that is found in the Romanian Constitution at art. No. 46.

In spite of the use of the term handicap in the official papers, the represented of the civil society introduces step by step in the public discourse the term of disability, much better indulged at international level.

So, according to **The International Organization for the Disabled Persons (DPI)**, the disability is defined as being "*the result of the interaction between a person that has a disability and the barriers belonging to the social and behavioral environment against which it may hit*"¹.

¹ <http://www.dpi.org/lang-en/documents/index?page=4>

The World Health Organization suggests the following disability definition; *“the disability is represented by any restriction or lack (resulted because of a disability) of the capacity (ability) to fulfill an activity in the way or at the level considered as being normal for a human being”*.

At the **EU** level, the disability is seen as a problem of the entire society. The present tendencies in the world impose the term of “disabled person” (by the society) instead of the one of “a person with disabilities”, just for underlining the fact that the disability isn’t one of the person’s attribute but an attribute of the relation person – environment. The undated environment is the one that “disables” a person because of the architectural barriers that are to be met.

According to the given statistics by the General Direction for the Disabled Persons Protection (DGPPH), the number of the disabled persons from Romania is ten times bigger between 1992 – 2010. But while the estimations of the international organisms (The Organization of the United Nations and the World Bank) show that, at the world level, in the year 2010, approximate 10% of the population is represented by disabled persons; in Romania this share is of 3%. The difference may be explained from one side by the adopted definitions and the **framing criterions** for a disability degree that are **more restrictive** in Romania than in other countries and on the other hand, by the families’ **underreporting**/individuals of the disabled situations (Preda, 2009, p. 40). An example of this kind is the non inclusion in the statistics of the disabled persons, of the invalidity retired persons. So, in our country, in 2009 were registered almost 900.000 persons that have a license for their impossibility of working, much more than the number of persons with disabilities reported by the publican institutions (Preda, 2009, p. 40).

According to the article no.2) of the law 448/2006 concerning the protection and the promoting of the rights of the disabled persons with the after completion and modifications *“the disabled persons are those persons to whom the social environment, undated to their physical, sensory, psychical, mental and/or associated deficiencies, stop totally or hardens their access for equal chances to the society’s life, needing protection actions for the support of their integration and social inclusion.”*

Table 1

The disabled persons according to their geographical distribution, gender, degree and disability type, DGPPH, December 2010

Disabled persons	Number	% from the population’s total
Total	689.680	3,21
<i>Development region</i>		
North - West	99.754	3.67

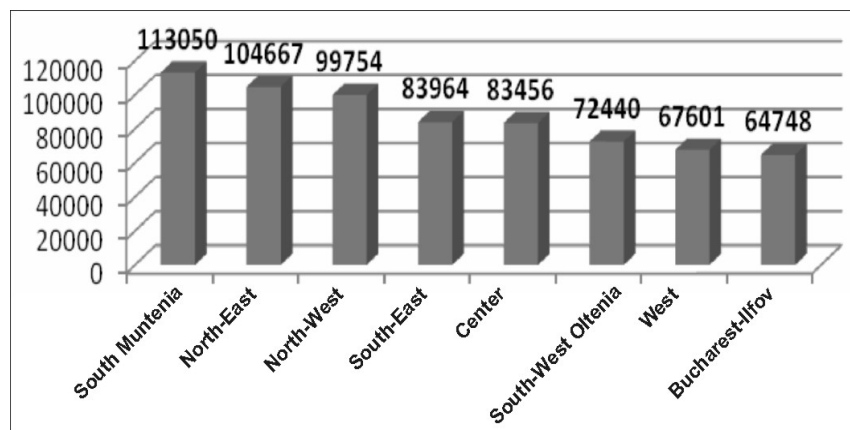
Disabled persons	Number	% from the population's total
West	67.601	3,52
South– Muntenia	113.050	3,46
Centre	83.456	3,31
South– West Oltenia	72.440	3,23
South-East	83.964	2,99
Bucharest -Ilfov	64.748	2,86
North-East	104.667	2,82
<i>Gender</i>		
Desabled persons	Number	% from the disabled persons
Women	374.127	54,25
Men	315.553	45,75
<i>Desability degree</i>		
Desabled persons	Number	% from the disabled persons
Accentuated	373.366	54,13
Bad	232.985	33,78
Medium	78.950	11,44
Easy	4.379	0,65
<i>Type of the disability</i>		
Disabled persons	Number	% from the disabled persons
Somatic	140.852	20,42
Physical	132.514	19,21
Visual	116.038	16,87
Mental	116.407	16,87
Psychical	92.491	13,41
Associated	54.699	7,93
Additive	23.157	3,35
Rare illnesses	6.598	0,95
HIV/AIDS	5.592	0,81
Deaf	514	0,5
Social	791	0,4

Source: DGPPH, 2010.

According to the last statistical bulletin publicized by DGPPH on 31 of December 2010, there were registered in Romania a number of 689.680 disabled persons, representing a percentage of 3,21% from the country's population. From these, 628.393 are adults representing a percentage of 91, 11%. From these, 87,9% have a bad or accentuated disability and, this is the reason why there is felt the supplementary need of support for participating with equal chances to the economical, social, cultural and educational life.

From the point of view of the share of the disabled persons inside a district from the disabled persons' total from Romania, at the end of the year 2010, the biggest values are registered in Bucharest (8,32%), Prahova district (4,92%), Arges district (3,99%) and Iasi district (3,81%). The smallest values of the disabled persons share are registered in the Harghita district (1,09%), Ilfov (1,07%) and Covasna district (0,60%). From the point of view of the disabled persons' share from the district from the total of the population of the district, the biggest values are to be registered in the districts Valcea (4,87%), Vrancea (5,91%) and Salaj (5,97%). The smallest values are in the districts Dolj (2,09%), Galati (1,92%) and Covasna (1,85%).

Graphic 1
The disabled person's according to the geographical distribution

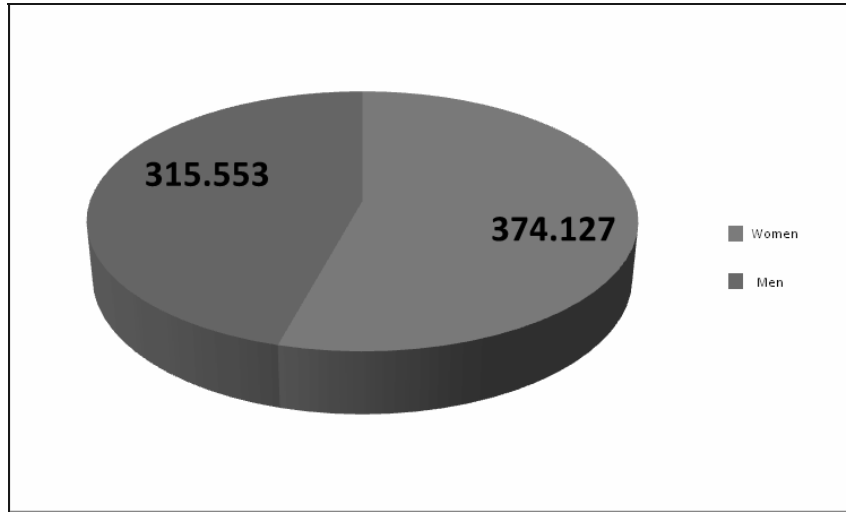


Source: DGPPH, 2010.

It is difficult to make a socio demographical profile of the disabled persons because the given statistics by DGPPH offer information which is strictly linked with the distribution on types and degrees disabilities, age, gender and region/district.

According to the DGPPH data, in the year 2010 over 50% from the total of the disabled persons from our country have an age between 50 and 79 years old and 31% have an age between 20-49. From all these, 54% are women and only 46% men.

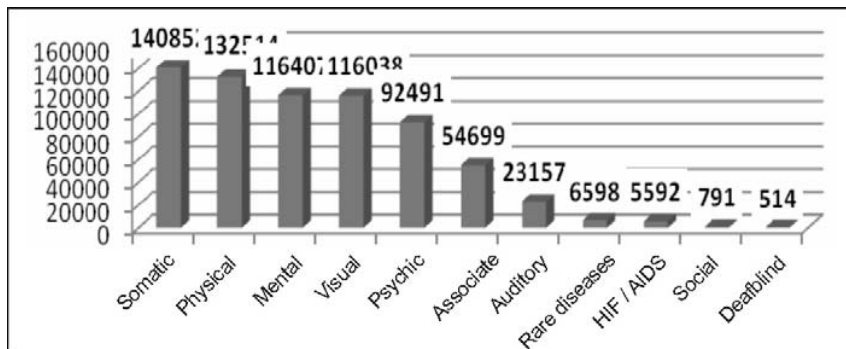
Graphic 2
 Disability person's according to their gender



Source: DGPPH, 2010.

From the point of view of the disability types we meet the biggest level of it among the somatic diseases (20%), of the physical disabilities (19%), visual ones (17%), mental (17%) and psychical (13%).

Graphic 3
 The disabled persons depending on the disability's type



Source: DGPPH, 2010.

According to the international studies there is to be noticed the fact that both in the EU and the United States of America, the disabled persons have a lower occupational level than the one of the persons that do not have any disability, but there are big variations between different countries. So, in Ireland, less than a third from the disabled persons has a place of work, while in Poland the percentage is even smaller: 20%. Their occupational level is significantly bigger in the Northern countries, getting to 52 – 54% in Finland and Denmark, 50% in Luxemburg and Switzerland or Norway, Great Britain and 45% in Netherlands (OECD, 2006).

At the national level according to the given data by DGPPH, on 31 December 2010 the total number of the employed disabled persons is of 28,420 representing 4, 6% from the total of the un institutional disabled adult persons and 7% from the persons' total with the age between 18 and 64 years old.

According to the law 448/2006 concerning the protection and the promoting of the disabled persons together with the after modifications and completions there are mentioned measurements for encouraging the disabled persons' employment by establishing the firms' imperativeness to have a percentage of 4% formed by disabled persons (the firms which have over 50 employees), by fiscal incentives and by employing in protected forms (protected workshops, protected units) who also benefit of fiscal facilities.

According to art. 78 line (2): "the authorities and the public institutions, judicial, public, private persons that have at least 50 employees have the obligation of employing disabled persons in a percentage of at least 4% from the total number of employees".

According to line no. (3) From the same article, the authorities and the public institutions, judicial, public and private persons that do not employ disabled persons in the conditions mentioned before may choose to fulfill one of the following obligations:

- To pay monthly to the state budget a sum of money representing 50% of the minimum gross base wages of the country multiplied with the number of work places where they didn't employ disabled persons;
- To buy products or services realized by the disabled person's activity employed in the authorized protected units in partnership forms, in an equivalent sum with the owed one to the state budget.

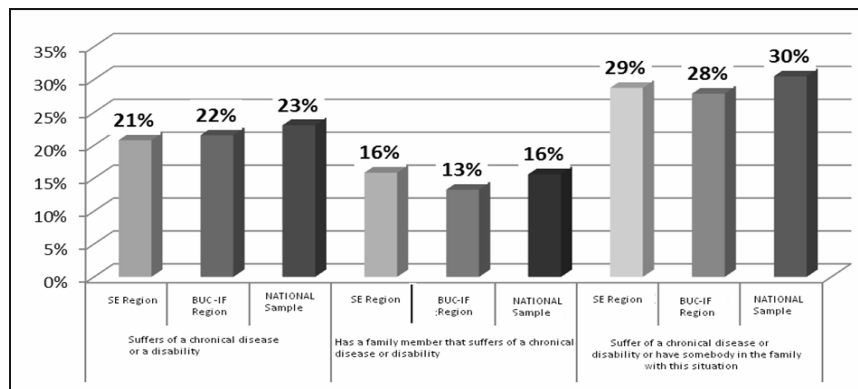
For the social protection of the adult disabled person's according to the Law's regulations no.448/2006 concerning the protection and the promoting of the rights of the disabled persons together with the after changes and completions, there were granted a series of social benefits:

- The monthly allowance no matter the incomes they realize, of 179 lei a month for the persons with a bad disability and of 147 lei a month for he persons with accentuated disabilities;
- Monthly complementary budget of 80 lei for the persons with bad disabilities, 60 lei for the accentuated disability persons as well as of 30 lei for the medium disabled persons;
- The bad visually disabled adults got for the companion's payment an equivalent insemination with the net wages of the beginner social assistant, with medium studies, from the units of social assistance from the budget sector;
- The adults and the children that are infected with HIV or AIDS infected benefit of the monthly allowance for food according to the regulations of the Law no.584/2002 both on the period they are hospitalized and also ambulatory.

In the whole Integrate research package, 23% from the respondents' total have a disability or suffer of a chronically disease and 30% from the total either were diagnosed with a chronically disease or disability, or they have someone in the family that is in this situation. Between the regions covered in this study the South-East evolving region and the Bucharest-Ilfov one do not appear significant differences, the percentages being of 21% and respectively 22%.

Graphic 4

The percentage of the persons that have chronically illnesses/disabilities or have family members in this situation



Source: INTEGRAT, 2010.

This first indicator shows a significant presence of the disability at a national level and becomes as more important as Preda Marian was underlining (2009, p. 207), the disability's consequences are to be felt at many levels:

- At the **individual** level by lowering the opportunities of social integration;
- At the **family** level by the family's obligation of care, by reducing the family's incomes, of the participation on the work market, which rises the family's risks of getting to poverty and not the last, the badge the family confronts with from the others' part;
- At a **communitarian** level we deal with the higher risk of poverty inside the community, and on the other part with possible pressures inside the community determined by the associated badge of the disability.
- As concerning the occupational status we notice some significant differences between the respondents – disabled persons or that has chronically diseases and the other respondents from the national sample:
- Only 5% of the disabled/chronically diseases persons are employed comparing with the sum of 30%, the national medium;
- 78% of the persons that suffer of a disability/chronically disease are retired persons in the situation when in the national sample only 33% of the respondents are retired;
- Only 1% of the respondents that have disabilities/chronically diseases are pupils or students comparing with 4% the national medium.

We may notice the fact that the disability is nationally associated without major differences between the regions included in the analyze with the incompetency of work.

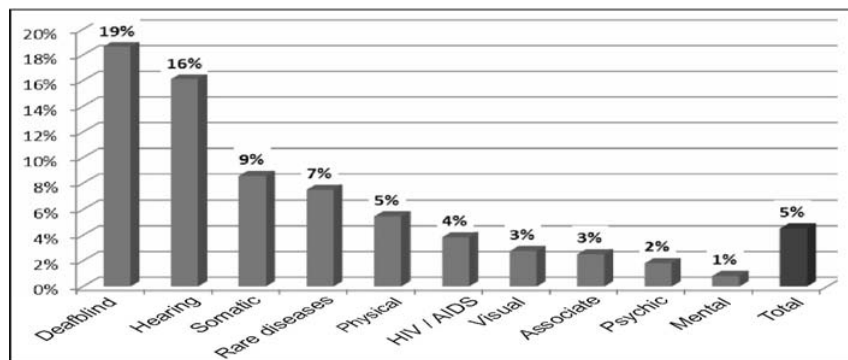
Table 2
Level of adult employees with each disability type

	Disabled adults' number	Employed disabled adults' number	% Disabled adults employed
Somatic	127.530	10.924	9%
Physical	125.995	6.885	5%
Additive	21.199	3.417	16%
Visual	112.604	3.097	3%
Psychic	80.954	1.466	2%
Associated	42.220	1.060	3%
Mental	105.700	867	1%
Rare Illnesses	5.571	417	7%
HIV / AIDS	5.400	207	4%
Deaf	429	80	19%
Total	627.602	28.420	5%

Source: DGPPH, 2010.

Inside the disability types we notice that the lowest rates of employment are to be found in the case of the mental disability persons (under 1%), physical (2%), associated (2%) and visual (3%). Percentages over the national averages are met in the case of the persons with physical disabilities (5%), somatic (8%) and additive (16%).

Graphic 5
Level of adult employees with each of the disabilities



Source: DGPPH, 2010.

As concerning the educational level of the disabled persons that have a place of work according to the DGPPH data, there is noticed a big number of the ones that have high school studies (31%) and superior studies (21%) followed by the gymnasium attendants (23%) and vocational schools (16%). The most frequent occupations are: unqualified worker (8, 79%) and qualified (8, 32%), medical nurse (4,57%) and teachers (4,26%). (The Academicals Society of Romania, 2009, p. 21-24).

Inside the Integrated research we notice that there are significant differences as concerning the educational level between the respondents that suffer of a disability or a chronically illness and the other respondents. In the first case, only 8% have superior studies comparing with 16% the national level.

Although the most majority of the disabled persons have finished the medium level a superior studies, the most frequent occupations are of unqualified and qualified workers or jobs that need a lower qualification. A first explanation would be the one that, most of the times, the disability appears later in life, after the studies' ending, a situation when the concerned persons either lost their place of work not being able to

accomplish the demands or they chose the social services offered by the national legislation. For sustaining this idea there are:

- From the total number of the persons that are not employed presently, 60% were previously employed; the situation is similar for all the respondents no matter the presence of a disability or not/chronically diseases;
- 45% of the ones that suffer of a chronically disease or disability blame the age as being the main reason that they can not find a place of work, which, correlated with the statistical data given by DGPPH, strengthens the idea that the disability is mostly acquired (the biggest number of the disabled persons is between the ages 50 -79 year old).

Differences are to be found when we discuss about the passed time from the last place of work loss: 5 year as a medium for all the respondents and 10 years for the persons that suffer of a chronically disease or disability. There are also signaled big differences between the two regions: in the South – East the disabled persons or with chronically disabilities lost their jobs for about 12 years before while in Bucharest-Ifov only for 4, 5 years behind. The explanation may be found in the different attitude of the target group members from the two regions concerning the quality of the unemployed person. So, in the development area Bucharest-Ifov 70% of the respondents that suffer of an illness or disability looked for a place of work in the last year comparing with just 35% from the ones that live in the development region from the South – East. It obvious that the involvement of the disabled person in this process underlines the wish of getting a job.

Another explanation comes from the fact that, as we previously said, the most part of the disabled adult persons have a big or accentuated disability. In those conditions, the accessibility of the physical, informational and communicative environment becomes a very important reason for performing a job. A first problem against employment is represented by the physical environment which is too little accessible in Romania. The only steps made in this direction are the platforms' arrangement, but, this also was built many times without observing the regulations.

The reality is that, the disabled persons have problems even since when getting out from the block of flats that do not have any access platforms, but, anyway, the biggest challenge is the work through the town; the pavements that are filled with oscillations of the level or un signaled and unprotected holes, the means of transport that are insufficient or improperly accessorized. Also, the access and the freedom of movement inside the buildings are still insufficiently accessorized.

On the other hand, for the badly and accentuated disabled persons there are needed some real accessories at the workplace, a situation for which the employer should be trained. The experience of the last years shows a very little attention given by the

employees to this problem choosing most of the times the 4% tax paying for the state budget than to employ disabled persons. In this situation, the work mediation services should be more present on the social services market from Romania.

Not in the least we have to underline that the subjects isolate themselves. In the Integrat research 50% of the respondents that have a disability or a chronically disease consider that the main reason that they didn't look for a place of work is because of their health problems that do not allow them to get a job at that moment comparing with 7% of the national level.

3. The disabled unemployed persons' profile

According to the data gathered during the Integrat research 97% of the disabled Romanian persons do not have a place of work. The present studies show that most of them live with their parents, are predominantly from the rural area or the small urban one and have as main income source the disability insemination or the invalidity pension (The Academicals Romanian Society, 2009, p. 25). From all these, 65% do not look for a place of work and 40% did not ever have a place of work? From the disabled persons that had a place of work 44% declare that they lost it because of the redundancies without being able actually to check if this happened because of the disability appearance and 50% consider that their health situation do not allow them to reemploy, keeping out of the work market for a long period of time. From the ones that are looking for a place of work according to a study made by the Academic Society from Romania in 2009, "surprisingly, only 0,5% look for a work place at hand or for an employer to assure them mobility or transport equipment to the work place." (The Romanian Academicals Society, 2009, p. 20)

In the same study made by the Academicals Society from Romania in the year 2009 there was drown a profile of the disabled persons that have a work place. We are going to show below the results of this study:

- The additional income seems to be the main reason for looking for a place of work (45%);
- The persons that work are generally full time employees with a no limited period work contract;
- Little over 30% from the present employed persons have studies and 31% attended professional training classes;
- More than a half had a place of work before (56%) which they changed mainly (30%) because they got a better offer from the part of the present employer;
- Most of them tell the employer that they have a disability, but, the ones that do not do this invoke the discrimination in fixing the wages as first reason;

- The ones that look for a place of work (12,8%) are terribly discouraged by the actual crisis that in their opinion will limit their chances for finding a place of work (60%). They are anyway looking for a place of work by their own (41,7%) or ask the help of their friends or relatives (21,8%) rather than to AJOFM – National Agency for Labor (6%);
- The limit over the jobs' types that they can practice was identified as being the main reason that they couldn't find a place of work till present. (The Academicals Society from Romania, 2009, p. 24 – 25)

4. The social economy, an opportunity for the disabled persons' integration

The SE concept and the social enterprises appeared in the last years as a need to create a balance between the social policy of the welfare state where the persons that had a social need are supported by characteristically measures of social assistance (benefits or social services) and the capitalist rhetoric where the redistribution of the profit between the shareholders, the qualification and mobility of the workforce are the first for the social needs of the stakeholders. At the international level there are subscribed to the SE /social enterprises the following:

- The social services performing by ONGs or the social cooperatives type A (Italy's situation);
- Professional insertion or reinsertion services by ONGs, social cooperatives of type B (Italy), the social insertion cooperatives (Spain, France).

By a brief analysis of the present judicial field concerning the SE entities from Romania there are subscribed: the non – profit organizations and foundations or nonprofit organizations organized as CARs, the accreditation cooperatives, the first degree cooperative societies (Research report concerning the social economy in Romania from the compared European perspective, 2010). We may also mention although they haven't been legally mentioned yet, the social enterprises that appeared and will develop in the next years according the implementation of the financed projects by Social European Funds.

In more defined terms, activities of ONGs such as the protected workshops or the activities that offer incomes in the disadvantaged communities or the economical activities developed by the cooperative societies are subscribing to the social economy characteristics.

The results of the qualitative research made in the project Integrate underline the fact that the ES entities from our country rather focus on the qualification, insertion and professional reinsertion services, the area of the social services providing not being perceived as a field to subscribe to the ES activities. This is explained by the fact that

at this moment in Romania, there isn't any free market for the social services as there isn't any demand from the public authorities part. At the European level as there is the Italy's case, the public authority bid the social services so as in a natural way, the social services providers become SE entities.

Even this way, till the solving of these concepts we will analyze the need and the SE solicitations of the disabled persons not only from the point of view of the training and insertion services on the work market but also from the perspective of some other types of social services which are designed to them.

In the O.G. no. 68/2003 acceptance concerning the social services, with the after changes and completions, the social services *“represent the complex measurements and actions assembly realized to correspond to the social, individual or family and group individual needs, for the prevention and solving of some difficulty, vulnerability or addiction situations for preserving the autonomy and protection of the person, for the prevention of the social exclusion and dominance, for the promoting of the social inclusion and with the purpose of a better life quality.”*

According to art. No. 34, OG no. 68/2003 at the national level, the main specialized social services for the disabled persons are:

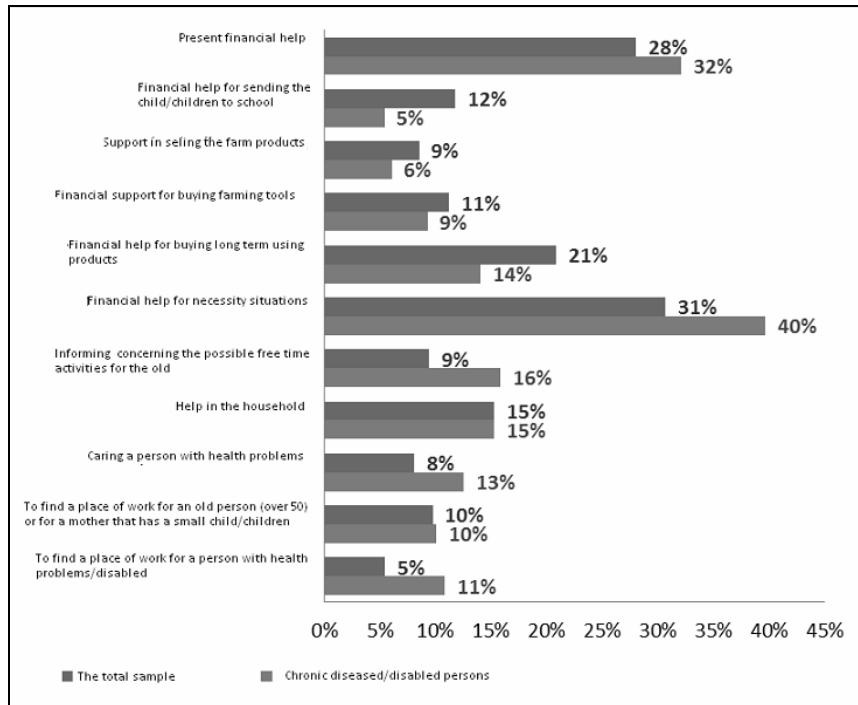
- Recovery and rehabilitation;
- Extracurricular informal education for children and adults, depending on the needs;
- support and assistance;
- support and orientation for the integration, rehabilitation and professional retraining;
- socially – medical care;
- social mediation
- Counseling in the institutionalized field, in information centers and counseling.

These services may be offered in residential system (care and assistance centers, recovery and rehabilitation centers, integration centers by occupational therapy methods, protected buildings⁰, or at the communitarian level (daily centers, information and counseling centers, home caring services, professional insertion and training services etc.).

Unfortunately, at the national level, from the total of the respondents that suffer of a chronically disease or disability, only 9% benefit by the disability financial help, 7% get home caring services, under 1% benefit by services in daily centers and 1% by characteristic recovery services for the disabled persons. We may estimate that the covering of the need for specialized social services for the disabled persons is still poor.

Graphic 6

The needs for help of the disabled persons comparing with the whole national sample



Source: INTEGRAT, 2010.

At the level of estimating the support needs, the disabled persons keep on the first place the financial help for the necessity situations (40% comparing with 31%, the national level), followed by: present financial help (32% comparing with 28% the national level), informing concerning free time activities for the old (16%), household help (15%), financial help for more expensive long term using products buying (14%), the caring of a person with health problems/disabilities (10% comparing with 5% the national level).

The biggest level of activity is represented in the financial help for emergency situations and the present spending (72%) which underlines the disabled persons' addiction with the passive social assistance forms. Only 10% from them wish to get help for finding a place of work which represent a very little trust in the existent

professional mediation services from the market but also an absent preoccupation of these persons for finding a place of work.

At the **society's** level the effects are visible from the economical point of view, at the level of the work market by the lowering of the employed persons' number and the growing number of the assisted ones.

5. The occupation of the disabled persons from the employers' point of view

The employers have positive attitudes concerning their integration concept on the work market but a little more constraint as concerning their employment (SAR, 2009, p. 42).

The reasons used by the Romanian employers in the previously mentioned research do not differ essentially from the ones of the other countries' employers (Hernandez B, 2008, p. 154-166). They are looking worried about the low productivity of the disabled persons, the bigger necessity of supervising, the bigger probability of the absences caused by the medical problems and the necessary costs for the adaptation of the work's place.

The employers that were interviewed in the study realized by The Academicals Romanian Society that had work experiences with disabled persons, declared themselves content with their performance, which they assessed as being equal with the one of the unadvisable employees. More than this, some of the employees declared that the disabled persons are more motivated.

Some of the interviewed employees (that employed or tried at a certain moment to employ disabled persons) mentioned the difficulty in getting to the disabled persons that had the necessary studies for the available jobs. Another problem mentioned by the employers was the need of arranging the place of work. Both at the European and national level, the legislation provide that the employer has to offer a reasonable arrangement of the work place to facilitate the right to work of the disabled persons. This supposes the possibility of changing the work schedule, equipment buying, devices and assistance technologies, the change of the work space and other similar measures. Some of the interviewed employers declared themselves dissatisfied for the fact that the whole costs of all these changes must be supported by the employers. Anyway, studies from the USA showed that 19% of the changes do not cost a thing, and about 70% of them have costs under 500\$ (Markel, K., Barclay, L., 2009, p. 305-318).

Also in this situation an efficient work mediation service would facilitate the informing process of the employers concerning the needs and the jobs accessibility for the disabled persons and the real costs of this procedure.

6. Conclusions

Even if there appeared important changes in the national legislation meaning the passing from a medical system of solving a disability to an integrative approach of the disability, at the level of the public perception these changes haven't yet produced. The role of the disabled persons in the social integration process stays as passive, dependent on the social services offered by the state.

From the analyses of the obtained results in the Integrate research we notice a low addressability of the social services for the disabled persons in the evolution regions from Bucharest-Ilfov and the South-East that can be owed both to a low evolution, or a lack of formation concerning their existence.

Also, the disabled persons from the analyzed lot are interested especially by passive forms of social assistance, respectively material and financial help for emergency situations and present needs.

The level of occupation of the disabled persons from the both analyzed development situations is very low comparing with the general population. The causes are multiple. Some factors that depend especially on the medical aspects stop the disabled persons to look for a place of work. Others, such as education access, architectural accessibility, the opening and the flexibility of the work market, or the discrimination are factors that concern the environment and may create strong barriers for the disabled person's inclusion on the work market.

An important obstacle in the way of occupation that has to be taken into account when there are projected the development priorities of the social economy are represented by the lack of a professional qualification according with the needs from the work market.

Another cause that determines the professional lack of integration is the gravity of the disability, more exactly the level it affects the person's work capacity. The bigger the disability the more difficult the professional insertion is.

On the other hand, the family represents another factor in the employment way, more exactly the lack of information concerning the opportunities that are on the market and the specifically problem of employment for the disabled persons.

The specialized social services are insufficiently evolved so as they can't cover the need not even from the quantitative point of view as number of disabled persons that address to the ONGs or the decentralized services of the public authorities, but not even from the qualitative point of view as types, diversity and quality of the offered services.

The disabled person has to be looked at as to a whole and the social services that have to be evolved have to cover all the needs' area: health, a place to live, the arrangement of he personal life place, transport, access to the physical, informational and communicational, educational and educational formation environment, the spending of the free time, access to culture, sports and tourism.

Just in the moment when all these needs will be satisfied the disabled person will integrate in a real way in the community, manifesting as an independent person.

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