

THE SOCIAL ECONOMY OFFER FOR THE DISABLED PERSONS

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Abstract: *In the situation when the social Romanian economy is to a high level of evolution, the disabled persons' needs are partly covered, they still being a disadvantaged category as concerning the education access and on the work market.*

The central axis of the article is the presentation and the analyzing of the offer for social economy for the disabled persons from Romania. The start point of the research consists of the identification of the main parts of social economy but also the analytical approach of the legislative changes concerning this subject. On the basis of the qualitative researcher's results where there were questioned 692 (SE Social Economy) structures from the Bucharest-Ilfov regions and South - East, there were underlined a series of characteristics such as the activity field, the budget's structure and the support forms for he disabled persons. Also, besides the mistakes' identification that the disadvantaged persons are confronted with in Romania, they are exposed to the point recommendation for the situation's solving.*

Keywords: *disabled persons, associations, foundations, the authorized protected units, cooperative societies.*

1. Introduction

In the last years especially on the basis of the economical crisis, there are more and more discussions about the important part that the SE is playing in the international economy, combining the profitability with the social solidarity, promoting a type of economy that gives priority to people, offering good quality work places, strengthening the social and economical cohesion, generating social capital, promoting the active citizenship and the long lasting development.

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* Abbreviations: SE - Social Economy; CAR - Mutual Aid Houses; GO - Governmental Ordinance; UPA - The protected authorized units; OUG - Emergency Governmental Ordinance; UCECOM - National Union of Handicraft and Production Co-operatives; MMSSF - Ministry of Labor, Social Protection and Family; LNOPHCM - The National League of the Organizations that Have Disabled Personnel from the Workshop's Cooperation; CARP - Mutual Aid Houses of Retired Persons; B-IF region - Bucharest-Ilfov region; COOP - Cooperative.

SE gathers the total of the organizations that are situated from the organizational point of view, functioning and the final purposes' functioning and affirmation in the public and private sector. *"The SE organizations are economical, social and active actors in all the sectors that are characterized mainly by their purposes and specifically shape of entrepreneurship. The SE includes organizations such as cooperatives, the mutuels, organizations and foundations. These enterprises are very active in certain fields such as the social protection, social services, the health, the bank, the insurance, the agricultural production, the proximity services, education and cultural orientation, sports and recreational activities."*¹

Social economy offers solutions to reduce social exclusion by increasing employment rate for vulnerable persons and by creating mechanisms to help these people (Arpinte, D.; Cace, S.; Cojocaru, Ș., 2010, p. 66). Thus, developing local, regional or national strategies to promote Social Economy would allow to provide a solution in the current unemployment problem, responding also to assumed responsibilities of Europe 2020 Strategy as an EU member state (Stănescu, S.; Cace, S.; Alexandrescu, F., coord., 2011, p. 361).

At the European level, there were recognized as traditional organizational forms of SE the cooperative societies, the mutual organizations, CARs, the associations and foundations. The only approved status is the one of the cooperatives since 2003 (http://ec.europa.eu/enterprise/policies/sme/promoting-entrepreneurship/social-economy/co-operatives/index_en.htm). Beginning with the year 2010 there are again made similar tries for the recognizing of the associations status..

At EU level, 2010 was declared the European Year for Combating Poverty and Social Exclusion and aimed to increase awareness of the difficulties faced by vulnerable groups in society. Within their various categories were included: the elderly, large families and single parent families, children and young people with disabilities, immigrants, people from ethnic minorities (with emphasis on the Roma minority, the largest in the 10-12 million Roma in Europe). Vulnerable groups are defined by comparison to most people as being difficult living conditions: poor housing or lack of housing, unemployment, low educationlevel, lack of income (Popescu, R., 2011, p.12).

When there is mentioned in the public space the phrase *"disabled person"* there are associated automatically a series of needs that these persons are confronting with: isolation, insufficient incomes for satisfying the primary needs, lack or limited access to education, the lack of a place of work, addiction. In the best situation, sometimes, this image is counterbalanced by an exceptional example of a disabled person that managed to go over his or her condition, to succeed in a society that offer countless barriers and to become a sort of a nowadays hero, a good example to follow.

¹ <http://www.economiesociala.org.ro/ro/economie-sociala>

Besides the promoted sensational especially in the mass media, actually, the disabled persons need to have access to a big number of social services: recovery and rehabilitation, assistance and support, support and orientation for integration, the rehabilitation and professional retraining, social-medical support, counseling, etc. Also, there is a lack information and counselling services for families who have a child or an adult with disabilities (Bonea, G.V., 2011, p. 84) . Without using the gaps in the national area of these social services, we have also to notice the impossibility of covering all the functioning costs for these social services both by the disabled person and the local budgets. Consequently, even though a specifically need is identified at the national level at the disabled persons, the implementation of the necessary steps is striking with the lack of the financial resources for developing, to diversify and support a social services market destined and adapted to the vulnerable group's needs. In this idea we can anticipate that the SE offer is not enough in its turn to satisfy the above mentioned needs.

This chapter intends to analyze the market services for the disabled persons from the point of view of the SE offer. More exactly, we will identify which are the SE entities; we will analyze a series of characteristics such as the activity field, the budget and their offer for the vulnerable groups – in our case – the disabled persons.

2. *Social economy entities*

This additional chapter talks about the Romanian SE entities that are significant from the perspective of the studied problem, analyses the main legislative regulations and includes the obtained research data. In Romania, the SE entities, the most representative ones by the offer for the disabled persons are:

- The associations and foundations;
- The authorized protected units.

The associations and foundations are private law judicial persons whose main purpose is non patrimonial, but which can develop subsidiary economical activities too, directly or by creating commercial societies. In the case of creating **commercial societies**, the dividends obtained by associations and foundations have to be reinvested in the same commercial societies or used for the purpose of the organization. According to the law regulatio from GO 26/2000 concerning the associations and foundations, with the after changing and completing, the non profit organizations may offer any **other direct economical activities**, with the condition that they have an accessible character and to be tightly linked with the main purpose of the judicial person.

The protected authorized units (UPA) that employ disabled persons in the conditions imposed by the law no. 448/2006 concerning the protection and the

promoting of the disabled persons' rights. According to the law no. ... From the Law no. 448/2006, UPA is defined as *"the righteous public or private with its own papers, where, at least 30% of the employed persons with an individual work contract are disabled persons."* UPA can be:

- With judicial or non judicial personality;
- With its own papers, with sections, workshops or other structures from the economical operators, public institutions or from ONGs, as well as the ones organized by the disabled authorized persons in the law conditions, to perform independent economical activities.

In our country, the first organizing forms similar to UPA from nowadays were the **disabled cooperatives** created in the year 1948 after the Soviet model, which became later **units for the disabled persons**¹.

The first legislative regulation concerning UPA was the law no. 57/1992 concerning the work joining for the disabled persons, with the after modifications and the changes. At the second article no.2 of the concerned law there is mentioned that *"comparing with the employees number formed by the disabled persons, there can be created, with the suggestion of the legally built disabled persons associations, places of work and protected units, especially organized."* For being considered authorized protected units there had that minimum 70% from the employed personnel to be represented by disabled persons, or 50% for the UPA that are especially organized for the blind persons.

The law no. 57/1992 was erased in the year 1999 through OUG 102/1999 concerning the special protection and the work contract for he disabled persons that underlines that UPA are: *"specially organized and restructured units according to the needs of the disabled persons, with the purpose of a proper activity from their part, eliminating any possible problems"* and they may be:

- Economical agents with judicial personality no matter the organizational and property form, that have at least 50% of he employed number that have individual work contract;
- Sections, workshops or other structures without any judicial personality from the economical agents' part or from the ONGs that have their own accountability and at least 50% from the employed number are disabled persons that are employed with an individual work contract;

¹ MMSSF, 2010, *a Research Report Concerning the Romanian Social Economy from the Compared European Perspective*

- Familiarly associations, associations or foundations with no working purposes that have at least a disabled person, as well as the authorized disabled person according to the law, to develop independent economical activities with the condition of paying the social assurances pays as the law predicts.

The Law no. 519/2002 for the OUG approval 102/1999 concerning the special protection and the work framing of the disabled persons annuls the mentioned article, introducing the following classification:

- Economical agents that have judicial personality no matter the organizational and property form that have at least 30% from the total employed persons disabled ones that are employed with individual work contract;
- Sections, workshops and other no judicial personality structures of the economical agents or from the ONGs, that have their own accountability and at least 30% from the total employed persons are disabled and employed with individual work contract
- Family associations, associations or foundations with no work purposes, having at least a disabled person as member, as well as the disabled person that is authorized according to the law to perform independent economical activities with the condition of paying the social assurance financial contributions asked by the law.

The same normative act shows that by UPA we understand also the integration centers by occupational therapy that is under the coordination of The State Secretary Department for the Disabled Persons. In present, this kind of centers is no longer mentioned in the special regulations, they being gathered in the general definition of the protected authorized units.

OUG 102/1999 concerning the special protection and the work registering of the disabled persons was cancelled by the Law no. 448/2006 concerning the protection and promoting of the disabled persons' rights with the after modifications and changes.

As the creation and functioning of the protected units may create a series of social effects of great importance (the creation of new work places, the diminution of the social exclusion for the disabled persons and the strengthening of the social cohesion), the Romanian state supports all these organizations by art. 81 of the Law no. 448/2006:

- A cancel of the authorization taxes market for the reopening and reauthorizing (by DGPPH);
- A payment avoidance of the profit tax with the condition that at least 75% of the obtained funds by not paying the taxes to be reinvested for the restructuring or

the acquisition of technological equipments, machines, tools, work machines and/or the adding of the protected work places in the conditions that are asked by the Law no. 571/2003 concerning the Fiscal Code with the after modifications and completions. This facility was available till the end of the 2006.

- Other rights granted by the local public administration authorities financially supported by their own funds.

Also, the Romanian state encourages the economical activity realized by the protected units by the stipulation of the authorities' obligations, public institutions and the judicial, public or private persons that have at least 50 employed persons and did not employ disabled persons in a percentage of at least 4% from the total employed persons. (with the exception of the public institutions for the national protection, public order and national safety), to buy products or services that are made by their own disabled persons' activity or to pay for the state budget a sum of money that is equivalent to the value of the concerned products or services (according to the Law 448/2006, ART. 78, modified by OUG 86/2008).

According to the statistical data that are on the site of the General Protection Office, there are registered approximately 460 authorized protected units that have a minimum of employed, very often the employing representing only a formality, the concerned persons not working for what they are paid (MMSSF, A Research Report Concerning the ES in Romania by the Compared European Perspective. The annexes of the research report, p. 91).

Another organizing form specifically to the ES from Romania is the **cooperative** societies. As concerning the work employment of the disabled persons, a long tradition was to be noticed to the cooperative sector, but these kind of work registering disappeared after the communist regime disappeared. In 1980-1989 in the National Union of the Workshops' Cooperatives (UCECOM) there were working about 30.000 disabled persons (MMSSF, 2010, A Research Report Concerning ES in Romania by the European compared perspective). The number of the workers is going down because of the lack of some efficient protection forms and the necessary rights to cover the productivity deficiencies characteristic to this sector.

Going on somehow with this tradition, in the year 1994 there was created **The National League of the Organizations that Have Disabled Personnel from the Workshop's Cooperation** (LNOPHCM) which is functioning actually on the basis of OUG 26/2000 that corrects the functioning rules of the associations and foundations. Although the majority of the members enter in the category of the cooperative societies, there is allowed the affiliation of the organizations with no working purpose but also of the commercial societies (beginning with the year 2008) that employ disabled persons. The league's mission is that to facilitate the work employment of the disabled persons as a protection form of this vulnerable category. According to

the given data on the League's site, along the years, the number of the members varied going to 36 from which 18 protected units that may be cooperative and commercial societies organized especially as SRLs (<http://www.Inophcm.ro/>). Inside these units "there are working about 280 disabled persons from the total of about 610 employees" (MMSSF, 2010, A Research Report Concerning the Social Economy in Romania by the Compared European Perspective, p. 76).

CARP represent a different category of nonprofit organizations that functions on the basis of OUG 26/2000 concerning the associations and the foundations with the after modifications and changes and of a special normative act, the Law no. 540/2002 concerning the mutual help houses of the retired old persons. The CARP purpose is the support and the encouraging of the members by offering lawns with a low interest but also by convex activities that have a social, cultural, touristic etc. Character. The CARP beneficiaries are both the retired persons and the members of their families.

CARs are functioning on the basis of OUG 26/2000 concerning the associations and the foundations but also on the basis of a special normative act, the Law no. 122/1996 concerning the judicial regime of he CARs and of their unions. The purpose is the supporting of the members by offering lawns with low interest.

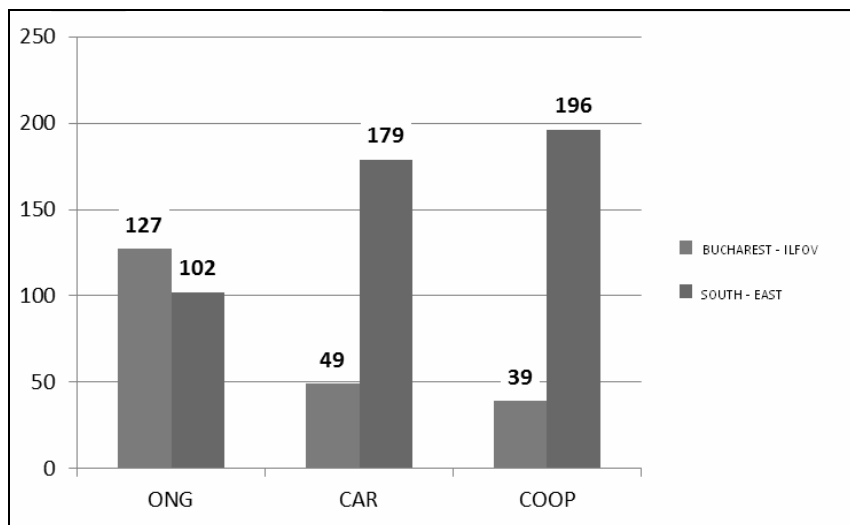
The social enterprises

In the large category of the activities that are under SE, the ones that concern the professional integration services of the disabled persons is just a small part, but a very important one especially in this high unemployment period. The subject raised a special interest in the last years in Europe such as a term appeared and refers especially to the SE structures that concern the work integration – 'social enterprises and work insertion' (WISE – work integration social enterprises) (European Research Network, 2004).

The work insertion enterprises are independent economical entities whose main objective is represented by the professional integration of the persons that are confronting with serious difficulties on the work market. This integration is realized on the free work market in protected workshops or by formation and professional qualification. The personal insertion enterprises are active in different fields but the most common in Europe are: the hand work (building, carpentry) the collecting and recycling of the waste, the maintenance of the green spaces, public cleanliness, the products' wrapping (European Research Network, 2004).

In the Integrate research there were interviewed 692 ES structures, from which 229 were ONGs, 228 CARs and 235 COOPs.

Graphic 1
Sample structure on regions



Source: the Integrate data base (ICCV), 2011.

3. The social economy the activity

From the ONG respondents' total, for the two analyzed developing regions, the distribution concerning the activity field is: social services (70%-80%), health services (25%), education and research (20%). Smaller percentages under 10% were registered for: the environment's protection, lobby, religion, philanthropy, culture and media, sports and recreation, international cooperation. Between the two developing regions there is to be noticed:

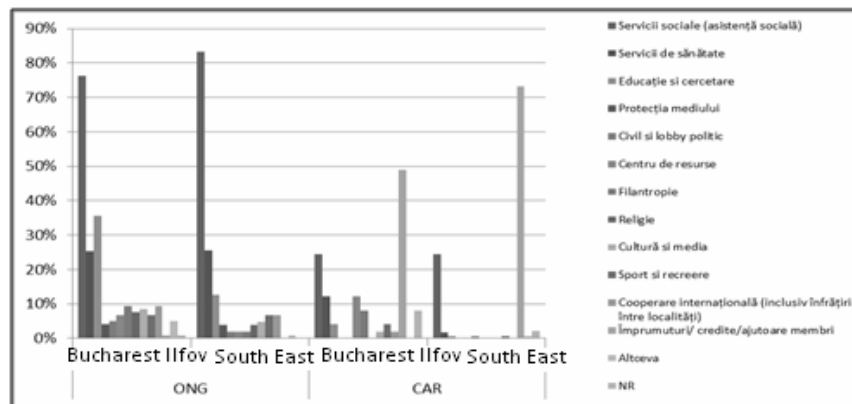
- A bigger accent of the social services in the SE region (83%) against (76%) in the Bucharest-Ilfov region;
- A bigger presence of philanthropically, religious, cultural activities and of the resources centers in the region Bucharest-Ilfov comparing with the SE region.

CARs have as main activity fields: loans/accreditation/helping members (approximate 60%), social assistance services (25%), but also health, philanthropy and resources centers services. As concerning the CARs we have to mention that there appear big differences between the two regions that are included in the research. So,

the Bucharest-Ifov region is much more developed than the SE region not only in the specifically field of the CARs – accreditation and lawns, but also concerning the offer for social services, health services etc.

The distribution on the two developing regions depending on the activity field of the NGOs and CARs included in the sample is explained in the graphic no.26.

Graphic 2
The activity field on regions, ONG and CAR



Source: the Integrate data base (ICCV), 2011.

As we were drawing the attention in the article about the se soliciting, the needs of the disabled persons are perceived approximately the same in the two evolution region. As there are registered discrepancies as concerning the activity field of he NGOs and CARs between the two regions, we may appreciate: a better addressability to the needs of social assistance in the developing region from the SE and a better covering of the spiritual needs (religion, culture) in the developing region from Bucharest Ifov

4. The budget's structure

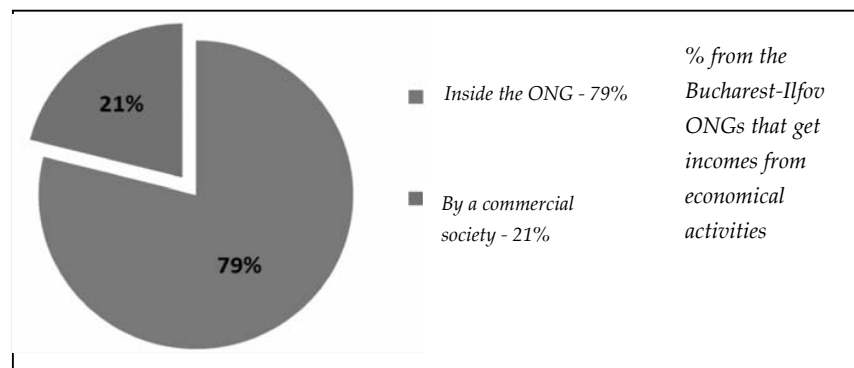
From the economical perspective is interesting to analyze the ONGs budget's structure from the two regions. In the developing region from Bucharest Ifov the incomes that are from **economical activities** are of 31% comparing with just 19% in the SE developing region which may represent a smaller concern, lesser opportunities, a lower information level in the SE region. As from the economical

differences between the two regions, the differences can find the most probable the explanation in the different economical opportunities.

The incomes that are from economical activities were obtained in 71% of the cases in the ONGs and only 20% by means of some commercial societies in B-IF.

Graphic 3

The incomes from the economical activities were obtain



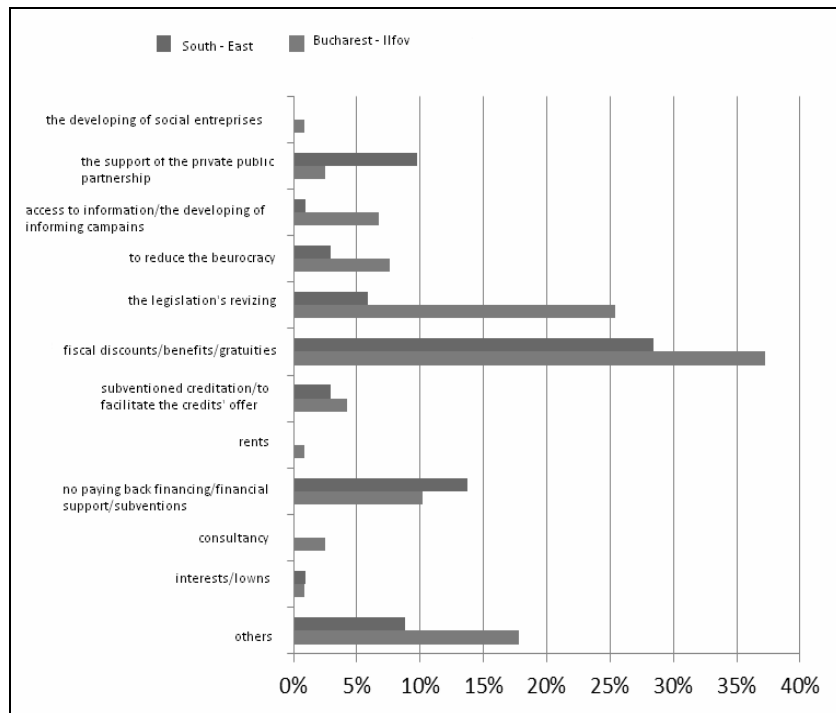
Source: The Integrate data base (ICCV), 2011.

We consider that the small number of the economical activities in the budget's structure is to be explained by the fact that, at the perception level of the representations of the nonprofit sector, 67% from the respondents appreciate the fact that the actual legislation supports in a too little measure the ONGs to develop economical activities.

The main encouragement means of the ONGs to develop economical activities identified by the respondents are:

- Fiscal measures and direct financings: fiscal discounts/ benefits / free things (32%), no pay back financing / financial support / subventions to start economical activities (12%);
- Legislative and administrative measures: the revising of the legislation (15%) and the bureaucracy lowering (5%).

Graphic 4
Which are the most important solutions to encourage the ONGs to develop economical activities?

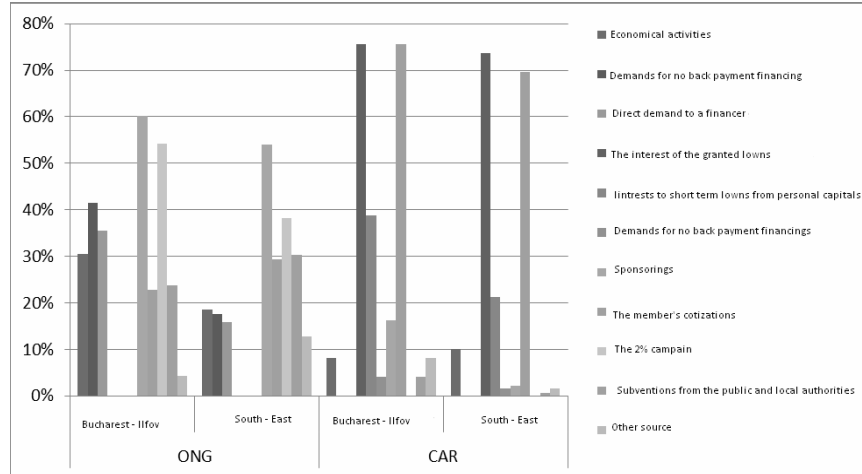


Source: the Integrate data base (ICCV), 2011.

In both developing regions, most of the financing sources come from financial supports (more than 50%) followed by campaigns 2% (with major differences between the two regions), no back payment financing demands, subventions from the local public authorities, fees, members and direct solicitations made to some supporters.

It is to be noticed the fact that, in the structure of the organizations' budget, only approximately 30% represent public local authorities' subventions, not sufficient to assure the sustainability on a long term of the offered services by the sector of the civil society. Comparing with the European countries this percentage may get to 70% (Italy's case).

Graphic 5
The budget's structure ONG and CAR



Source: the Integrate data base (ICCV), 2011.

Table 1
Expected evolution for the economical indices

% WILL DROP IN 2011	TIPORG Organization's type					
	ONG		CAR		COOP	
	REGION		REGION		REGION	
	B-IF	SE	B-IF	SE	B-IF	SE
	Col %	Col %	Col %	Col %	Col %	Col %
The business figure	-	-	22%	17%	32%	26%
Profit	-	-	24%	17%	35%	26%
Employees' number	8%	3%	12%	8%	19%	21%
Members' number	-	-	31%	18%	-	-
Budget	19%	12%	-	-	-	-
Voluntaries' number	1%	2%	-	-	-	-
Total (N)	102	49		179	37	196

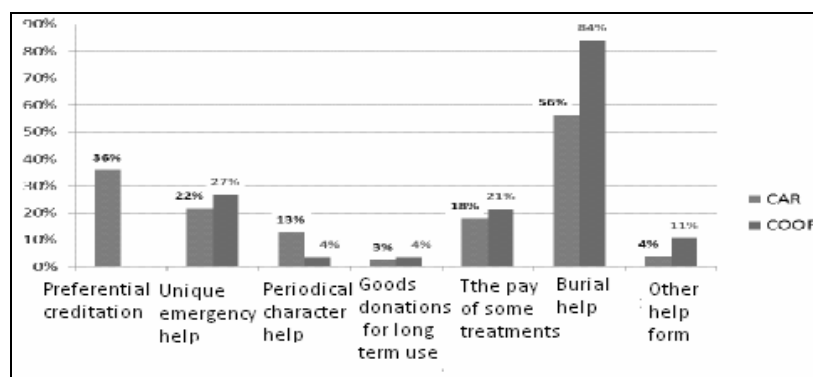
Source: the Integrate data base (ICCV), 2011

Note: % from the managers that say it will drop.

5. The services' offer for the vulnerable groups

The most representative organizations that offer services to the persons in need, not only to the disabled persons as it results from the Integrate researches are the ONGs. So, 81% of these offer services in present, 4, 5% offered services in the past and only 14, 5% didn't ever offered. As concerning the CARs, 41% offer present services and 51% haven't ever offered. The less representative are the cooperatives, only 25% of them offer in present difficulty personal services, 11% offered in the past and the rest of 61% haven't ever offered.

Graphic 6
Support forms offered by CAR and cooperatives from B-IF and SE



Source: the Integrate data base (ICCV), 2011.

Note: % from the organizations that offer social support.

The support forms for the vulnerable groups offered by the CARs and COOP are graphically represented above. The most frequent are the burial financial support, the unique emergency help, and the payment of some preferential treatments or credits in the case of the CARs.

The ONGs that are mentioned in the sample are crepitated for one or more services, the biggest use being for:

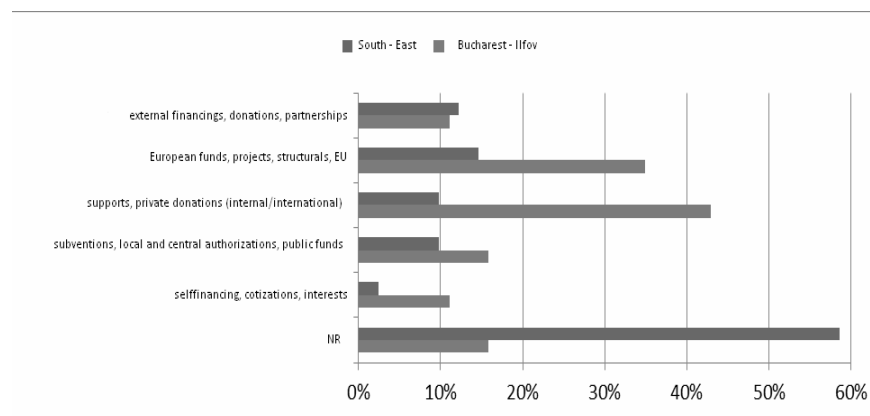
- The social services (including the protected houses) – 93%;
- Training / education / professional orientation – 20% with a bigger use in the Bucharest-Ifov region (24%) comparing with 16% in the SE REGION;
- Medical services – 14%;
- Sports activities / for recreation, free time – 4%.

In the future, all the SE specifically entities from the sample have the intention to develop new social services, a more accentuated tendency in the case of the ONGs – 46% comparing with 30% for the CARs and COOP. An important percentage of these new initiated social services will take into account the home visit (about 17%) and training classes, work integration and the creation of protected workshops (about 15%). There is to be noticed also the wish to work in partnership with a public institution or an ONG if it is possible (43%) while 35% of the respondents expressed their clear intention to develop partnership projects.

For creating these new services there were identified as financing sources with significant differences between the two developing regions:

- European funds, structural projects: 35% in the developing region Bucharest-Ilfov comparing with 15% in the SE developing region;
- Financial support and donations: 43% in RD B-IF, comparing with 10% in RD South-East;
- Auto financing, fees, interests: 11% in RD B-IF, comparing with 2% in RD SE;
- Subventions from the local and central authorities, public funds: about 13% in both developing regions;
- External financings, international donations: 12% in both developing regions.

Graphic 7
Financing sources for the new social services



Source: The Integrate data base (ICCV), 2011.

Note: % from the organizations that wish to offer social services.

We have to notice firstly a lowering of the percentage of the public financings from the local or central budget, from 30% in present to 13% predicted for the future. This fact is owed to the lowering of the received subventions by ONGs in the last years. In the SE developing region, in the qualitative research, there were identified localities where these subventions aren't offered any more for 3 years since the economical crisis started.

The significant differences between the two developing regions are to be seen when we refer to the European funds accessing. We notice a lower appeal to the financing European funds in the SE developing region of approximately 20%, a difference that is to be noticed in present too. This may be explained by lack of or low informing concerning the European funds, limited competencies from the point of view of the human resources inside the organizations, insufficient or instable budgets that do not allow them the self financing covering and the support of the projects till the coming of a new deposit, private public partnership insufficiently developed.

The financing sources that come from self financing are anticipated as being higher in the Bucharest-Ifov region (11%) comparing with the SE developing region (2%), a normal thing when these differences are to be noticed in present too. In the SE developing region the entrepreneurial spirit seems to be less developed.

As concerning the beneficiaries of the new social services type, taking into consideration the vulnerability's type, the disabled persons are into attention with a percentage of 19% in the developing region Bucharest-Ifov and 27% in the SE developing region.

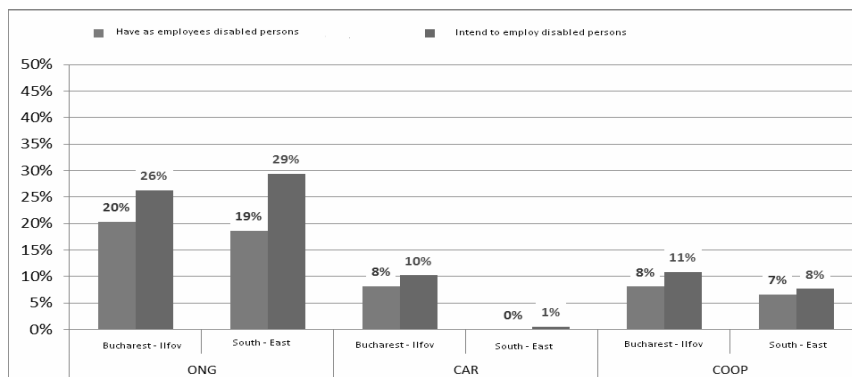
Pro social behavior

When we talk about the non profit sector, we are used that this one to support an inclusive society where all the persons no matter the ethnic, disability, religion, etc. has equal chances for access to education, culture, information, employment, participation to the social life. We may expect ourselves then that the percentage of the employed persons that belong o the vulnerable groups to be significantly bigger inside these organizations. The reality does not sustain these assumptions.

We will analyze now the level of employment of the disabled persons inside the three specifically ES structures included in the sample: ONGs, CARs and COOP, the motivation for this decision but also the future intentions.

Graphic 8

The organizations percentage that employed disabled persons and of the ones that wish to employ in the future disabled persons



Source: the Integrate data base (ICCV), 2011.

From the 32 graphic we notice that inside the ONGs the percentage of the disabled person who are employed is of approximately 20% comparing with 7% in the Car's and COOP case. There is registered just one exception in the case of the CARs from the SE developing region that do not have any disabled person employed. This fact may be owed also to thievery little number of employees that this kind of unit has generally, maximum two or three persons.

Although the differences between the ONGs and the other specifically organizing SE structures seem to be significant, we may suppose that a big part of these persons are employed in protected authorized units. It is import to add that the protected workshop do not represent mostly a transitory form of work employment where the disabled person is ready for the free work market, but a permanent employment form.

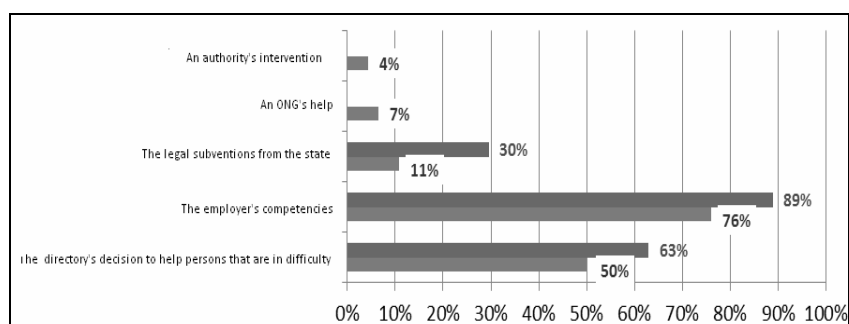
In the study of the future policies from the field, we recommend the rethinking of the potential part that the protected workshops play in the quality of units that train the disabled persons for the free work market offering professional qualification but also social competencies just to integrate correspondingly in the collectivity.

Because of the little positive number of answers received from the CARs and cooperatives, we will analyze the motivations that were at the basis of this decision only in the case of him ONGs.

- The employer's competency (89% of the SE developing region respondents comparing with 76% of the Bucharest-Ilfov developing region respondents);

- The decision of the main office to help the persons that have difficulties (63% of the SE developing region and 50% of the respondents from the Bucharest-Ilfov developing region);
- Legal subventions received from the state (a higher percentage in the SE region – 30% comparing with the Bucharest-Ilfov region – 11%).

Graphic 9
Reasons for employing vulnerable personnel in ONGs



Source: the Integrate data base (ICCV), 2011.

Note: % of the ONGs that employed disabled persons.

For the future, the intention of employing disabled persons rises to 26 – 29% inside the ONGs and 11% for the CARs and coop. Because of the new financed projects by The Social European Fund, The Sector Operational Developing of the Human Resources Program, The 6 Priority Axe. The promoting of the Social Inclusion, this intent can become real because of the professional qualification and requalification programs that will be offered to the persons that belong to the vulnerable persons, but also to the new ES entities that will be created with the purpose of offering new work places for the disabled persons.

6. Conclusions

Romanian SE is well enough developed being formed of a strong non governmental sector (approximately 23.000 active ONGs), CARs that are in growth as number of members and different kinds of cooperative societies, the latter ones registering one more strong decline after 1989.

Anyway, the problem of the disabled persons are not well enough covered, going on to be one of the most problematic social categories from our country, especially as concerning the access to education and on the work market.

From the results of the Integrate research we notice that in ONGs, the main providers of services addressed to the disabled persons, the entrepreneurial spirit is insufficiently developed and valued. So, in 2010 only 31% from the ONGs budget from the developing region Bucharest-Ilfov and 19% from the SE developing region come from economical activities.

In the situation when the national social policy is concentrated mostly on passive social protection actions, the SE developing generally but especially for the vulnerable group that is analyzed in this chapter would be beneficial by:

- To create new work places for the disabled persons;
- To ease the functioning of a work market that is favorable to the active inclusion of the vulnerable groups;
- The raise of the cohesion and social inclusion;
- The lowering of the spending for the social assistance;
- The support of the active involvement of the community's members for the solving of the problems that the disabled persons have.

In the context of the international promoting of the SE, a special organizational form are the social enterprises that supports the integration on the work market of the disabled persons and of other vulnerable groups (*work integration social enterprises*). Because of this reason, in the future, these social enterprises that are concerned especially for finding a temporary occupation and the training for the insertion on the work market should be accorded a special attention being a main opportunity for facilitating the work employment of he disabled persons.

The present protected workshops have to fight against a great challenge meaning the change of the organizational culture from two major perspectives:

- A concentration not only on comp-anion, empathy, social generosity but also on competition , the risk's responsibility, interest for getting the profit;
- The passing from the protected workshop as a final employment form to the one as transitory entity which just prepares the disabled person for the work market.

On the future, just to facilitate the work employment of this target group we have to solve the problem of the physical environment accessibility, informational and communicational but also the problem of the education access.

As it comes out from the Integrate research, one of the main motivations that are at the basis of the decision of employing a disabled person in the work field, is the professional competence. The initial and formal training can't be made just by the ONG sector. This is why there is necessary the partnership with the work force occupation agencies and the teaching institutions.

Just to force the accessibility of the public buildings but also of the physical environment (passers by path ways, sound traffic lights, etc.), there should be applied harsh punishments to he ones that do not observe these regulations.

There are also necessary measures for encouraging the work employment of the disabled persons. In our country, the assisted employment that supposes a personalized help and the adapting of the work places on the free market to answer the specifically needs of the disabled persons, is insufficiently used. The work mediation services should be developed.

The development of the entrepreneurial spirit may be realized by changing the organizational culture that takes into account:

- The rethinking of the relation between stability and change/innovation. The need to assure the stability inside the organizations created a wrong mentality to the try of introducing the change and the innovation, at least in the conditions in which there isn't the sureness of success;
- The change of the mentality concerning the politics of prices establishing that are associated to the goods / the sold services. The orientation doesn't have to be only for the spending' covering but also for obtaining a profit.

Because of the economical crises and the lowering of the state subvention, the non profit organizations should reorient from the strategy of incomes' attraction only from donations/sponsoring and grants towards a strategy of getting incomes from economical activities.

The specifically SE entities from Romania have to transform radically from "fighters for a cause" in competitive offers of services and opportunities for the disabled persons.

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