

POLICIES OF INCLUSION OF PERSONS WITH DISABILITIES IN ROMANIA

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Abstract

Disability inclusion policies focus on removing barriers and discrimination, as well as facilitating access to health services, education, jobs and community life. These policies are intended to create a more inclusive environment and improve the quality of life for people with disabilities, giving them the opportunity to develop their potential and contribute to society actively. It is important that such policies are effectively implemented and accompanied by adequate resources to have a positive impact.

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Classification JEL: *J01, J11, J14*

1. INTRODUCTION

Promoting the inclusion of people with disabilities is essential to ensure equal opportunities, access to services and full participation in society.

In Romania, there are policies and initiatives for the social inclusion of people with disabilities. These policies are intended to ensure that persons with disabilities have access to appropriate services and resources and to promote their active participation in all aspects of social life. These policies and initiatives reflect the Romanian government's commitment to promoting the social inclusion of people with disabilities.

2. POLICIES OF INCLUSION OF PERSONS WITH DISABILITIES IN ROMANIA

These programs and facilities may vary from one country to another and from one workplace to another, but they have the common goal of facilitating employment and promoting the inclusion of people with disabilities in the workforce. Hiring these people benefits both individuals and society as a whole. In Romania, there are several programs and facilities that facilitate the employment of people with disabilities, as well as support for employers. They aim to promote the social and professional inclusion of people with disabilities.

- Subsidies and financial assistance for employers: The government provides subsidies and financial assistance to employers who hire people with disabilities. These aids can cover the costs of adjusting the workplace or can be in the form of financial incentives for employers.
- Sheltered employment programs: In Romania, there are social enterprises and sheltered production centers that employ people with disabilities in work environments appropriate to their needs. They offer opportunities for employment and professional development.
- The national program "2% for employment": This program allows employers to deduct 2% of the salary expenses of employees with disabilities from their income tax.
- Employment agency mediators and counselors: These professionals can help people with disabilities find suitable jobs, prepare applications and develop their skills to get a job.

- Training and Vocational Training Services: Various organizations and educational institutions offer training and vocational training programs for people with disabilities to prepare them for employment.

- Integrating people with disabilities into subsidized jobs programs: The government can provide subsidies to employers who hire people with disabilities under subsidized jobs programs.

- Employment services: Specialized organizations and agencies can provide employment services to help people with disabilities find suitable jobs.

Vocational training and education programs for people with disabilities are essential to provide them with the skills and knowledge to integrate into the labor market. These programs are designed to meet the specific needs of these individuals and prepare them for various jobs. Here are some common types of vocational training and education programs for people with disabilities:

1. Vocational Training Programs: These programs provide practical and theoretical training to develop specific skills needed in various fields such as information technology, hospitality industry, manufacturing, and more.

2. On-the-job training: Through these programs, people with disabilities can gain practical on-the-job experience in a real-life environment. This gives them the chance to apply the skills they have acquired in the training and familiarize themselves with the specific requirements of the job.

3. Digital Literacy Programs: With an emphasis on the use of computers and technology, these programs teach participants to use the software and digital tools needed in many modern work environments.

4. Personal development and social skills courses: These programs focus on developing interpersonal, communication and problem-solving skills, which are essential for integration into the work environment.

5. Job Search and Interview Preparation Program: This type of program helps people with disabilities prepare a resume, learn interview techniques, and gain essential skills to search for and obtain jobs.

6. Industry-Specific Training Programs: These programs focus on training in a specific field or industry, such as customer service, telemarketing, hospitality, or any other field where employment opportunities exist.

7. Foreign language courses: Depending on the needs of the labor market, these courses can be useful to enhance the language skills of the participants and increase the chances of employment in certain industries.

8. Entrepreneurship and self-employment courses: Providing knowledge and skills to start your own business or work as a freelancer in areas such as graphic design, programming or writing.

These programs can be offered by government organizations, NGOs, educational institutions, or social entrepreneurs. It is important to ensure that these programs are adapted to the specific needs of people with disabilities and that they provide an inclusive learning environment and appropriate support.

- Workplace Accessibility Facilities: Employers may apply for funding for workplace adaptations, such as the installation of ramps, lifts or adjustments to equipment to facilitate the employment of people with disabilities.

Accessibility of public infrastructure for people with disabilities is crucial to ensuring full and fair participation in society. Public infrastructure must be designed and built with the needs of all citizens in mind, including those with disabilities. Here are some aspects and initiatives related to the accessibility of public infrastructure for people with disabilities:

1. Accessible Ramps and Stairs: Construction of accessible ramps and stairs with handrails to facilitate access for people with disabilities who use wheelchairs or other assistive devices.
2. Accessible parking and sidewalks: Ensuring the existence of reserved parking spaces and rest areas on sidewalks for people with disabilities. Sidewalks must be smooth and allow unimpeded movement.
3. Accessible public transport: Provision of adapted public transport such as buses and trains equipped with boarding/disembarking platforms and spaces for disabled people.
4. Appropriate signage: Using tactile and visual signage to guide people with vision impairments or reduced mobility in public spaces.
5. Adapted public toilets: Ensuring the existence of adapted public toilets for people with disabilities, including those who use wheelchairs.
6. Facilities for the visually impaired: Integration of voice guidance and acoustic signaling systems in public spaces to assist the visually impaired.
7. Lifts and lifts: In multi-storied buildings, there should be accessible lifts and lifts to enable persons with disabilities to move easily between floors.
8. Accessible communication systems: Ensuring that information and signals in public spaces are provided in an accessible manner, including through the use of plain language and easy-to-understand symbols.
9. Accessibility laws and regulations: Implement and comply with legislation governing accessibility standards in construction and infrastructure to ensure that all new projects comply with these standards.
10. Participation of people with disabilities: Consultation and involvement of people with disabilities in design and planning processes to ensure that their specific needs are taken into account.
 - Workplace awareness and education campaigns: Organizations can run campaigns to increase workplace awareness and understanding of disabled people and their needs.

CONCLUSIONS

These programs and facilities are intended to create a more inclusive environment for people with disabilities and facilitate their employment and professional development. It is important that employers and people with disabilities inform themselves about these resources and collaborate to promote a more inclusive labor market in Romania. However, there are still challenges regarding the implementation and effectiveness of these policies, and many organizations and activists are still working to ensure a more inclusive and fair society for all disabled people in Romania.

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