



# **REPORT ON EMPLOYMENT IN STATE ADMINISTRATION OF PERSONS WITH DISABILITIES**

**COMMISSIONER FOR PROTECTION FROM DISCRIMINATION  
WITH THE COOPERATION OF THE OMBUDSMAN FOR  
PERSONS WITH DISABILITIES OF THE REPUBLIC OF CROATIA**

## Contents

INTRODUCTION .....	4
LEGAL BASIS .....	6
THE METHODOLOGY .....	10
THE INSTRUMENT .....	10
DATA COLLECTION AND ANALYSIS.....	10
AIM.....	11
LIMITATIONS OF THE METHODOLOGY .....	11
• Employment of persons with disabilities in central governmental bodies.....	12
• Employment of persons with disabilities in local governmental bodies .....	14
• Technical conditions for the employment of persons with disabilities .....	16
RECOMMENDATIONS .....	17

*This monitoring report was produced under the project “Exchange program on the Rights of Persons with Disabilities between Albanian and Croatian Institutions of human rights and anti-discrimination” funded by CEI.*

“Employing a person with disabilities  
is a progress not only for the  
individual, but for the economy of a  
country as a whole”



# INTRODUCTION

## Employment of persons with disabilities is a challenge, progress of social justice

Employment of people with disabilities is a worldwide challenge. Reaching the social model of disability has had many historical stages. For the first time in 1976, the United Nations announced "1981" as the International Year of Disability, and declared that people with disabilities have their rights and should not be discriminated against, but in this decade the idea of adaptation started in France, due to indoor facilities where people with disabilities used to live. Independence as a term, is observed for the first time in the Charter of the Council of Europe since 1990, as in its Article 26 it defines the rights of persons with disabilities and takes measures for their independence.

Then the year 2001 marks a historical moment, since the World Health Organization (WHO), aiming social integration, states that there are environmental factors that inherit disability. This is also considered as a historical moment as people with disabilities started to be seen as an active part of society. For the first time, the term independent living, which cannot be understood without the training and economic empowerment of people with disabilities, was introduced. Skills` development, professional training or courses are closely related to education, while economic empowerment is related to employment.

The employment of persons with disabilities is a very complex issue related to many factors such as education, training in relation to work, discrimination, accessibility and adaptation of the workplace, etc., which create barriers to employment.

This requires not only the design of specific support policies for employment but also a good cooperation and coordination of other inclusive policies.

Furthermore, is also necessary that the employment stimulation laws that are in place today in many EU countries to be accompanied by a preliminary assessment of skills, both in terms of qualification and in terms of disability assessment, which allows the person to be productive in the task assigned to him.

In a study conducted in Great Britain, appears that people with disabilities in developed countries do not enjoy the right of having full access to employment. About 80% - 90% of persons with disabilities who belong to an active working age, turn out to be unemployed. The situation seems discriminatory in terms of access to the labor market even in cases where persons with disabilities have the necessary qualification.

A study conducted by the Italian Employment Foundation shows that, employment reduces the costs that the state will have to spend on a person with disabilities. In Italy, a person suffering from multiple sclerosis costs the state 32,000 euros, but if the individual gets sick and is no longer able to work, these costs go to the state at 55,000 euros per year<sup>1</sup>. The employment of people with disabilities is a process that can be identified as the "top of a pyramid" which can be achieved if we first remove the environmental barriers, the stereotyping that identifies disability as one, but also by giving an opportunity assessment of the specific needs of persons with disabilities from early childhood.

---

<sup>1</sup> Fondazione Merck Serono, 2021

## Vocational education and training

The employment of persons with disabilities, which is a key factor for social inclusion, is at the same time a very complex issue related to many factors such as: education, training for work, discrimination, accessibility and adaptation of the workplace that create barriers to employment.

Although there has been an increase in access to education in recent years, the number of people with disabilities attending school still remains low. For some objective reasons, many people with disabilities may not have the opportunity to complete higher education, but they can be qualified through education or vocational training.

One of the main elements that directly affect the increase in their employability is training through attending professional courses. The policy of offering these courses free of charge, in vocational training centers, in all regions of the country, helps to increase the capacities of persons with disabilities.

The promotion of the employment of persons with disabilities, through positive models and success stories, must continue as an effective practice not only to eliminate elements of discrimination in the workplace, but also to support persons with disabilities, raising awareness and improving skills.

## Application procedures.

One of the factors due to which the number of persons with disabilities who are employed in the public sector remains low is the lack of recognition of the application procedures by the persons with disabilities themselves and their relatives.

The application procedure in the public administration is the same for everyone and it is provided by law. In order to apply the employment stimulation regulations, applications must follow the procedure defined by law.

## Employment and reserved vacancies

The improvement of the employment legislation contains essential changes for the employment of persons with disabilities, providing new programs and measures to promote the employment of persons with disabilities.

Sheltered employment is a successful model applied in Austria. People with disabilities work under the supervision of specialists and then the products are sold from which these people generate income. Protected employment is followed by two levels of employment, they receive specialized training and then are ready to become active employers in the labor market.

Reserved places are models that help to stimulate the employment of persons with disabilities<sup>2</sup>. The reserved places as a model for stimulating employment can be found in Greece where, for example, hospital operators are all people with visual disability community. So, a part of the administration posts is reserved for a specific category.

---

<sup>2</sup> [www.acc.co.nz/newsroom/stories/five-benefits-of-hiring-people-living-with-disabilities](http://www.acc.co.nz/newsroom/stories/five-benefits-of-hiring-people-living-with-disabilities)



## LEGAL BASIS

Article 18 of the Constitution of the Republic of Albania, stipulates that the law treats everyone equally and no one may be unjustly discriminated against for reasons such as gender, race, religion, ethnicity, language, political, religious or philosophical beliefs, economic, educational, social status, or their ancestry

The Convention on the Rights of Persons with Disabilities, which has been ratified by our country<sup>3</sup>, establishes the obligation to guarantee that persons with disabilities have access to general technical and vocational guidance programs, to employment services and to guarantee continuous professional training and as well the employment of persons with disabilities in the public sector.

The Committee on the Rights of Persons with Disabilities, in General Comment No. 6 (2018) on equality and non-discrimination, point 12, states that: "Equality and non-discrimination are principles and rights. The Convention refers to them in Article 3 as principles and in Article 5 as rights. They are also considered an interpretative tool for all other principles and rights embodied in the Convention. The principles/right to equality and non-discrimination are the cornerstone of the international protection guaranteed by the Convention. The promotion of equality and the treatment of discrimination are cross-sectoral obligations of immediate realization. They are not subject to progressive realization".

A special article of the Convention on the Rights of Persons with Disabilities (CRPD) defines the recognition and respect of "the right of persons with disabilities to work, on an equal basis with others", by "prohibiting discrimination based on disability in all matters related to employment" .

Law no. 10221/2010 "On Protection from Discrimination", as amended, guarantees the right of every person with disabilities not to be discriminated against, due to disability in all matters related to employment, including the announcement of vacancy employment, recruitment and selection of employees, and the provision of working conditions and treatment of employees in the workplace. This law has provides the denial of a reasonable accommodation as one of the forms of discrimination, specifically for persons with disabilities. (article 3, point 9).

In Albanian legislation, the term reasonable accommodation is a new concept used for the first time in the law on protection from discrimination.

This law includes the obligation to ensure reasonable adaptation in the field of services as well as in the field of education and employment.

---

<sup>3</sup> Law No. 108/2012 "On the ratification of the UN Convention of "On the Rights of Persons with Disabilities".

Law no. 93/2014 "On the Inclusion and Accessibility of Persons with Disabilities", which was approved based on CRPD, aims, as stated in its article 1, to guarantee the promotion and protection of the rights of persons with disabilities, to enabling their full and effective participation in all spheres of society, under equal conditions with others, enabling autonomy and independent living for all persons with disabilities.

Law no. 93/2014, determines that one of the aspects that ensures independent living for persons with disabilities is employment. In letter "c", point 2, article 5, of law no. 93/2014, it is stated that: "State policies support persons with disabilities to have access to all spheres of life and, among other things, have access respectively: ...c) to an inclusive employment market....". According to Article 6 of Law no. 93/2014, independent living is made possible through various services that aim to provide support in overcoming barriers. Among other things, employment is included in these services.

Law no. 9355, dated 10.03.2005 "On assistance and social services" (amended), which includes individuals whose ability has been limited as a result of physical, sensory, psychic-mental intellect damage, born or acquired during life from accidents, temporary or permanent illnesses, which do not come from causes related to employment, as well as law no. 8626, dated 22.06.2000 "Paraplegic and tetraplegic invalid statute" (amended) and law no. 8098, dated 28.03.1996 "On the status of the blind" (amended). The working relationships of Public Administration employees in Albania are regulated by special laws as well as by-laws.

More specifically, Law 152/2013 'On Civil Servants', as amended and the provisions of Law No. 7961/1995, Labor Code of the Republic of Albania, amended.

Law 152/2013 "On the Civil Servant", amended, aims to create a stable, professional civil service based on merit, moral integrity and political impartiality.

Article 4, c) "Civil servant" is the person who performs the function of exercising public administrative authority, based on ability and professionalism, who participates in the formulation and implementation of policies, monitoring the implementation of administrative rules and procedures, ensuring their execution and providing general administrative support for their implementation.

Article 20, Admission to the civil service is based on the principles of equal opportunities, merit, professional skills and non-discrimination and is carried out through a transparent and fair selection process.

The selection process is based on the evaluation of the professional skills of the candidates through a national competition, which includes a written test, an oral test and any other appropriate form of skills` verification, as well as the evaluation of the candidate's professional skills.

Law No. 7961/1995, "Labor Code", amended. The Labor Code defines the right to work, as a contractual relationship and at the time of concluding the individual or collective contract, the contracting parties are not in equal positions, as the employer is in a stable position and can dictate his will on the employee, whose need for a job and to secure an income forces him to accept the most diverse conditions.

Article 9, the prohibition of discrimination, in the exercise of the right to employment and profession, any form of discrimination, provided in this Code and in the special legislation on protection from discrimination, is prohibited.

Point 8, "The employer is obliged to ensure the reasonable adaptation of the workplace for persons with disabilities or persons in other conditions, mentioned in point 2, of this article. In order to ensure reasonable accommodation, the employer must make necessary and appropriate modifications and adjustments, which are important in particular cases and which do not impose an excessive burden on him, to guarantee these persons the enjoyment or exercise, under equal conditions to others, of the right to employment and profession. This burden is not considered excessive for the employer, when the level of reasonable suitability required is guaranteed according to the legal and by-laws in force. Denial of reasonable accommodation by the employer constitutes discrimination."

Article 45, regulation of the workplace, 4. "As far as possible, the employer respects the rules for the use of space in the workplace by persons with disabilities."

Law no. 15/2019 "For promoting employment". This law aims to increase the employability of the labor force, through the provision of public employment, self-employment and professional qualification services and programs. One of the objectives of this law is to expand the categories that benefit from the employment promotion program, adding natural persons as beneficiaries as well as special groups (strata with difficulties) to integrate into the labor market.

At the same time, the Law also provides for the employment of one person with disabilities for every 25 employees of his enterprise. Furthermore, the employer has the obligation to employ one additional person for every 50 other employees of the enterprise.

The law also includes advising job seekers, apprentices and students regarding the choice of a profession and regarding the identification of missing skills. Specialized, more in-depth counseling is provided for special groups, defined as disadvantaged jobseekers in the labor market.

The law on the promotion of employment also creates the Social Employment Fund which serves to ensure the promotion of employment, integration and social inclusion of persons with disabilities. A supporting and encouraging element of the new employment policy for persons with disabilities is the continuation of the benefit of payment for LA even after employment.

This fund is used only for financing projects aimed at employment; self-employment; rehabilitation on work; vocational training and retraining; orientation and counseling for employment; support services; adaptation of the workplace for persons with disabilities, including deaf persons and work invalids assessed as partially able to work by the relevant commissions<sup>4</sup>; social reintegration programs; support for promoting the employment of family members of persons with disabilities. However, the by-law that makes the Social Employment Fund functional is still pending.

---

<sup>4</sup> Law No. 15/2019, article 21, point 5



Law No. 65/2016 "On Social Enterprises in the Republic of Albania" is another law that comes in support of employment, which aims to regulate the activity of social enterprises, with the aim of protecting and providing social inclusion of vulnerable groups. People with disabilities are among the main beneficiary groups of this law, both in terms of encouraging employment, and in terms of benefiting from social services or supporting employment in accordance to their needs.

Decision no. 17, dated 15.1.2020 "On the procedures, criteria and rules for the implementation of employment promotion programs through employment, on-the-job training and professional practices". This decision supports with bonuses in order to cover the costs of transportation, for orphaned unemployed jobseekers, single parents with children under 6 years old, parents of children with disabilities, beneficiaries of economic assistance, etc., as well as covering the costs of following kindergartens and nurseries for children and single parents with dependent children, who therefore find it difficult to find employment.

The National Action Plan for Persons with Disabilities 2021-2025, is a cross-sectoral document of the Albanian government that includes policies dedicated to persons with disabilities. Its purpose is to continue promoting and supporting the integration of persons with disabilities in the socio-economic life of the country, focusing on the fulfillment of Convention on the Rights of Persons with Disabilities (CRPD) obligations through specific measures. This plan comes as a follow-up document of National Action Plan for Persons with Disabilities (NAPPD) 2016-2020.

This Plan provides, as follows:

Policy Goal 3. Increasing participation in the labor market and promoting equal opportunities to decent work for persons with disabilities.

Specific objective 3.1 Increasing the quality of training services to promote the inclusion of persons with disabilities in the labor market.

Specific objective 3.2 Increase opportunities for employment and self-employment for persons with disabilities.

Specific objective 3.3 Improving the quality and efficiency of services aimed at promoting the integration of persons with disabilities in the labor market.



## THE METHODOLOGY

The methodology of this report was set up by the Institution of the Commissioner for Protection from Discrimination. In order to fulfill the purpose of this monitoring, a questionnaire was set up for the preparation of the monitoring report on the employment of Persons with Disabilities in central and local government bodies.

The questionnaire was sent to the government structure of the country, to the Prime Minister, the Ministry of State for Youth and Children, the Ministry of State for Service Standards, the Ministry of State for Relations with Parliament, the Ministry of State for Reconstruction and the Reform Program, the Ministry of State for Defense of Entrepreneurship, the Ministry for Europe and Foreign Affairs, the Ministry of the Interior, the Ministry of Finance and Economy, the Ministry of Infrastructure and Energy, the Ministry of Education and Sports, the Ministry of Justice, the Ministry of Defense, the Ministry of Agriculture and Rural Development, the Ministry of Health and Social Protection, the Ministry of Tourism and Environment, the Ministry of Culture, as well as their dependent Institutions. At the same time, the questionnaire was sent to local government units. In total, the questionnaire was sent to 193 institutions and 61 municipalities, of which only 22 central institutions and 17 local institutions are not responded.

They have not sent information: the Ministry of State for Reconstruction and the Reform Program, all the Institutions of the Ministry of Infrastructure and Energy, the Central Archive of the Armed Forces and the Institute of Geography and Military Infrastructure, as well as the Municipalities of Belsh, Delvina, Divjake, Himarë, Kavajë, Këlcyrë, Krujë, Kuçovo, Kurbin, Libohov, Mirdite, Peqin, Përmet, Pustec, Rrogozhinë, Vlora and Vorë.

## THE INSTRUMENT

In order to collect the data from the Governmental Structures in the interest of the evaluation objectives, the questionnaire was set up for the preparation of the monitoring report on the employment of Persons with Disabilities in the central and local governmental bodies.

This questionnaire was also sent in electronic form to the responsible institutions where, in addition to completing the questionnaire, was requested to attach any other document that the Central and Local Government deems interesting to be mentioned in the report.

## DATA COLLECTION AND ANALYSIS

The data provided by all the responsible institutions were processed according to qualitative processing methods, grouping the data for each question activity, noting the progress achieved, as reported by each institution. Data disposal was carried out in parallel with the data collection process.

The main source of information was the Central and Local Government.

## AIM

The Commissioner for Protection from Discrimination, in the function of his activity for the promotion of a society with equal opportunities and chances and fighting any action or inaction that leads to discrimination, intends to undertake all the necessary initiatives in support of persons with limited ability, to guarantee the legal right to equality, equal protection by the law and effective protection from discrimination and any form of behavior that promotes discrimination.

The purpose of this study is to present the employment situation of Persons with Disabilities in central and local governmental bodies. People with disabilities have equal rights like others to live, to be included and to fully participate in the community.

Independent living provides people with disabilities the same choices, control and freedom as others. One of the aspects that ensures independent living for people with disabilities is employment.

The promotion of employment legislation aims to increase employment through the provision of public employment and self-employment services and programs, as well as vocational training. The law also includes advising job seekers, apprentices and students regarding the choice of a profession and regarding the identification of missing skills.

Referring to the above, the CPD prepared the questionnaire the objective of which was to monitor the inclusion of persons with disabilities in the central and local governmental bodies, the prevention of discrimination and the elimination of obstacles in the realization of their rights.

## LIMITATIONS OF THE METHODOLOGY

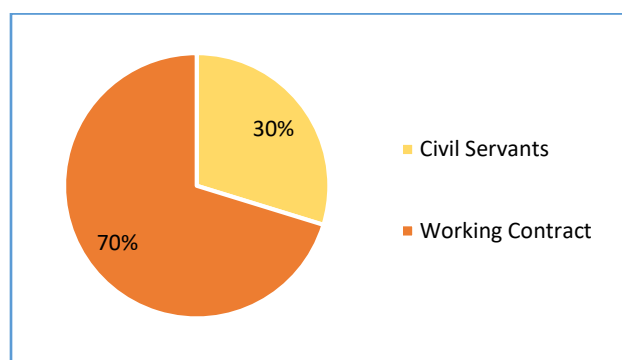
The methodology used in this monitoring presents limitations, even though there are drafted adequate policies that address issues for the rights of persons with disabilities, there are still challenges in real progress. In some cases, the answers from the responding institutions were insufficient or did not correspond to concrete questions, and there was no reporting mechanism with standardized indicators. Also, not all questions provided concrete and clear information from everyone.

Article 10, of Law 152/2013 'On the Civil Servant', the Human Resources Unit is responsible for the management of the institution of civil servants, but they still do not have data on their staff, not determining the total number of employees or the division into gender of the Institution's staff.

## Employment of persons with disabilities in central governmental bodies

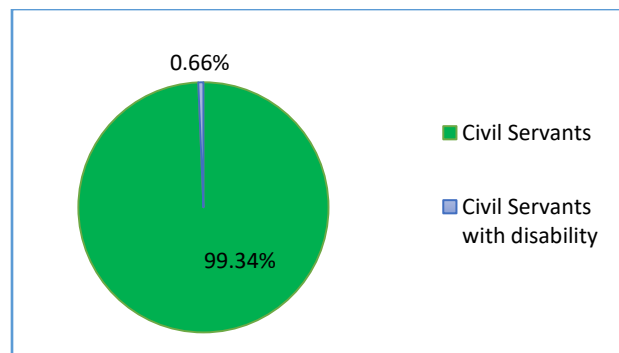
### Category of employees

16,363 employees having the status of Civil Servant (CS) and 38,620 people are employed with a contract in the central government bodies, not including the institutions that have not sent information.



### Persons with disabilities employed with MCDAW certification

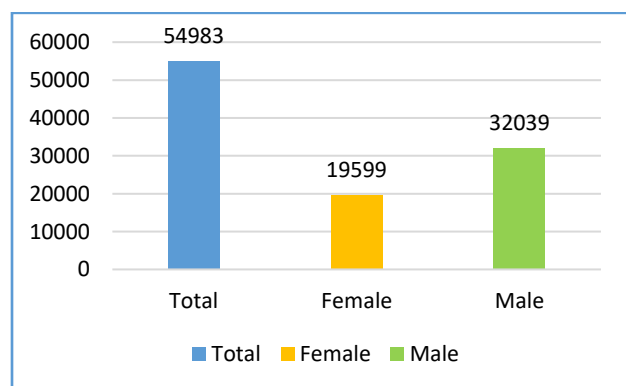
363 persons with disabilities who are employed have in their file the certification from the Medical Commission of Determination of Ability for Work.



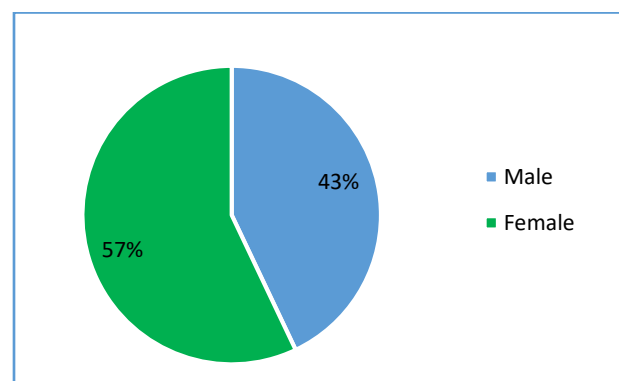
Many of the Institutions do not have statistics regarding disabled employees, divided by gender.

### Employees in central government bodies

There are 54,983 employees in the staff of central governmental institutions and dependent institutions for those institutions that have sent information, of which there are 19,599 women and 32,039 men<sup>5</sup>.



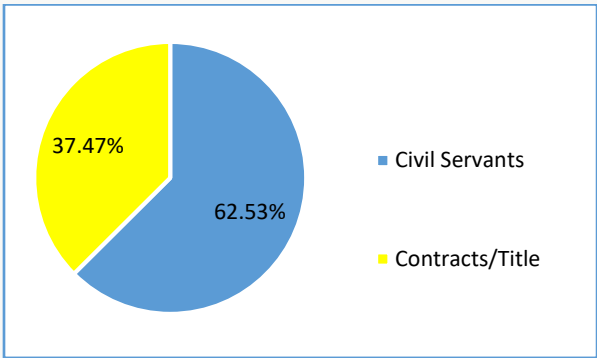
According to institutions that provided information, there are 89 women and 67 men. However, for 207 other employees, no information was provided divided by gender.



<sup>5</sup> The division into women and men has not been made available by some Institutions and therefore the figures do not correspond to the total

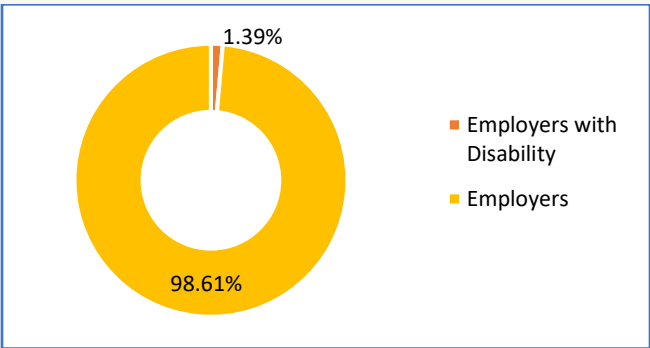
### Recruitment procedure

227 employees with disabilities were hired based on a competition, according to the procedure of the Department of Public Administration, and the remaining 136 are competitive according to the law, including the promotion of employment and appointments by the incumbent.



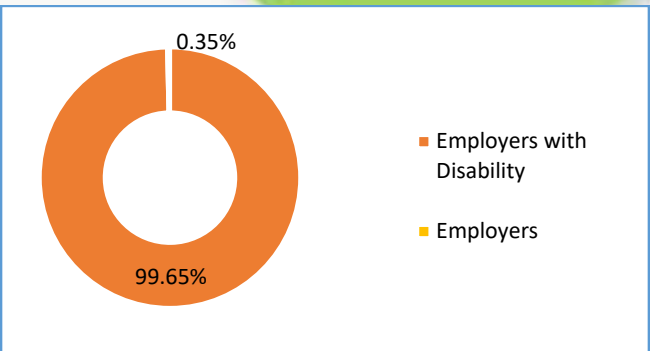
### Persons with disabilities employed as civil servants

16,363 employees have the status of civil servant in the central government bodies, of which 227 employees with disabilities are employed.



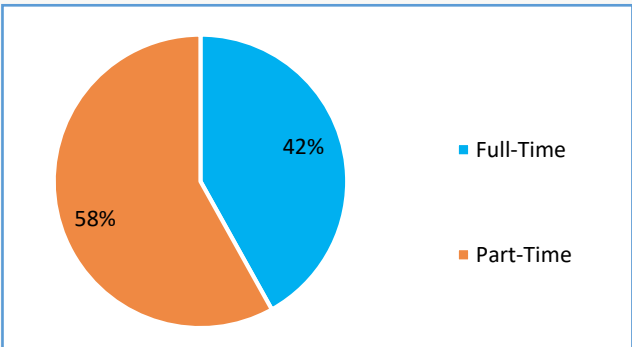
### Persons with disabilities employed based on the labor code

There are 38,620 employees employed based on the labor code in the central government bodies and 136 are employed people with disabilities.

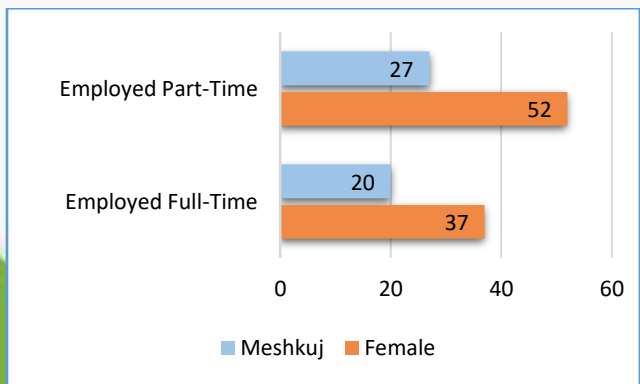


### Full-time/part-time employees with disabilities

Persons with disabilities who are employed under the labor code law are divided into 57 persons employed full-time and 79 persons employed part-time (capable of 6 hours of work).



According to the institutions that have provided information, there are 37 women and 20 men employed full-time and 52 women and 27 men employed part-time.

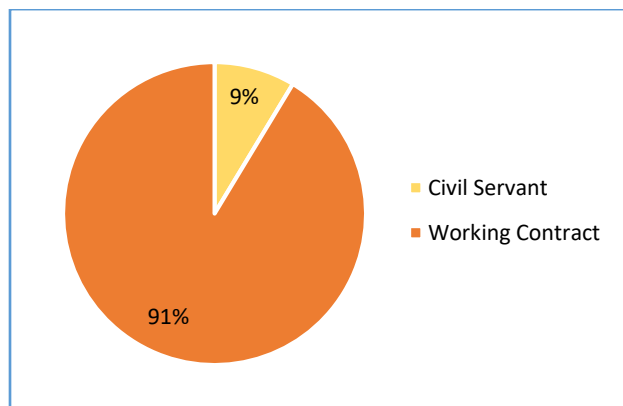




## Employment of persons with disabilities in local governmental bodies

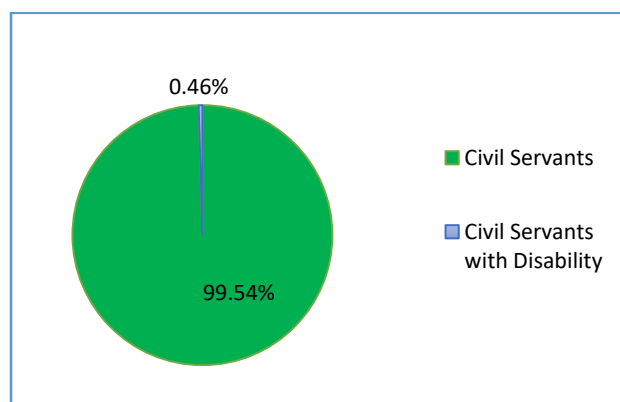
### Category of employees

2,235 civil servants have the status of civil servants and 23,593 people are employed based on employment contracts in local governmental bodies, not including institutions that have not provided information.



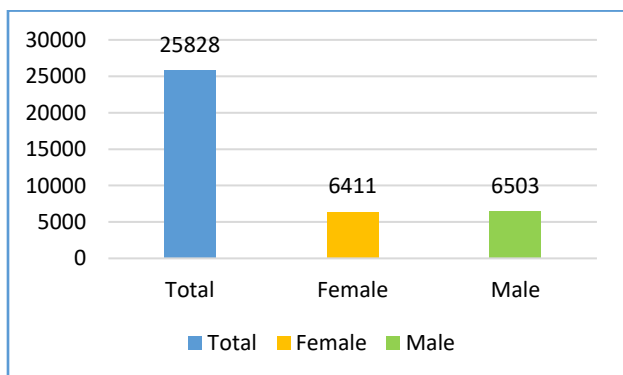
### Persons with disabilities employed based on MCDAW certification

120 persons with disabilities who are employed have part of their file, the certification from the Medical Commission of Determination of Ability for Work.



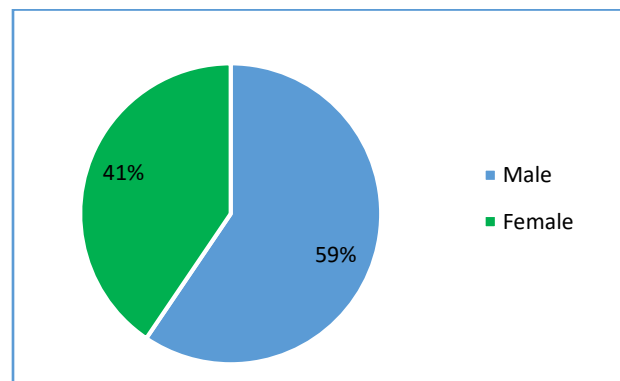
### Employees in local governmental bodies

In the organization of local governmental institutions and dependent institutions, there are 25,828 employees for those who have provided information, of which 6,411 are women and 6,503 are men <sup>6</sup>.



Many of the Institutions do not have statistics regarding disabled working people, divided by gender.

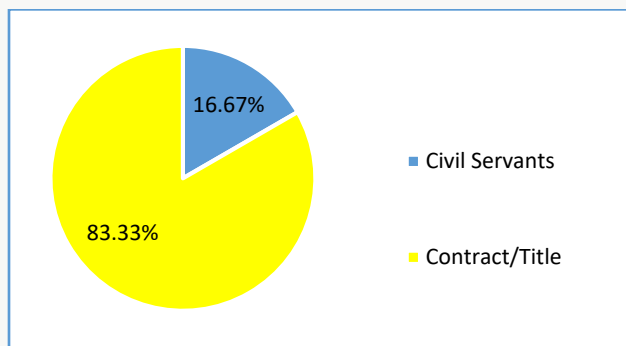
According to the institutions that have provided information, there are 47 women and 69 men. However, for 4 other employees, no information was given divided by gender.



<sup>6</sup> The division into women and men has not been made available by some Institutions and therefore the figures do not correspond to the total

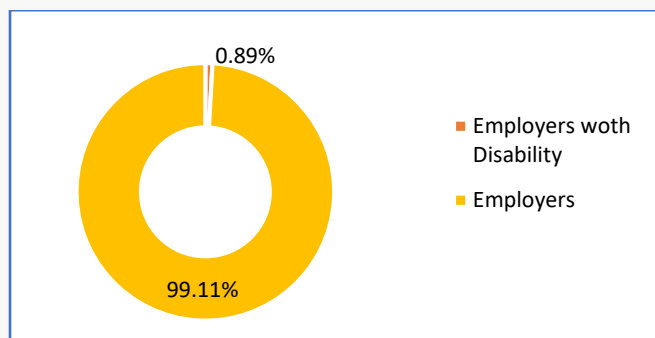
## Recruitment procedure

20 employees with disabilities were hired by competition according to the procedure by the Department of Public Administration, and by competition according to the law, the other 100 are included, this also includes according to the law on the promotion of employment and appointments by the employer.



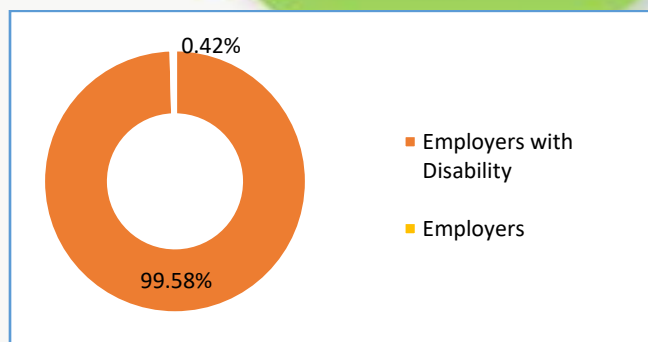
## Persons with disabilities employed as civil servants

2,235 employees have the status of civil servants in local bodies, of which 20 employees with disabilities are employed.



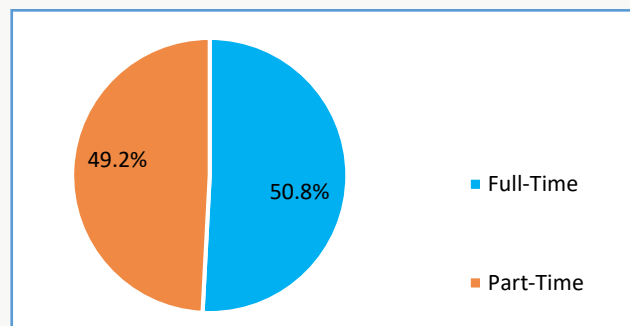
## Persons with disabilities employed based on the labor code

There are 23,593 employees employed based on the labor code in the central governmental bodies and 100 are employees with disabilities.

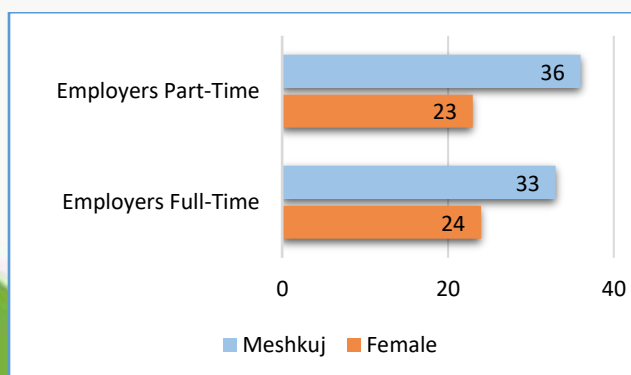


## Full-time/part-time employees with disabilities

Persons with disabilities who are employed under the labor code law are divided into 61 persons employed full-time and 59 persons employed part-time (capable of 6 hours of work).



According to the institutions that have provided information, there are 24 women and 33 men employed full-time and 23 women and 36 men employed part-time.



## Technical conditions for the employment of persons with disabilities

### Applications of employees with disabilities

Most of the Institutions declare that they have not had applications from persons with disabilities for the vacant or have not successfully passed the recruitment process. For employees with civil servants status, declare that they have no information about the lack of applications from persons with disabilities, about the recruitments made by DPA, or declare that they cannot recruit employees with disabilities as the organic law excludes them, as well as for reasons that in some cases of the activity that the unit develops.

Meanwhile, there are 539 people registered in the employment offices as unemployed jobseekers for 2020 (6 months) <sup>7</sup>.

Based on the needs of institutions, the annual admission plan for 2020 in state administration institutions, part of the civil service, included 1237 vacant positions <sup>8</sup>.

### The type of disability the employees have

The types of disabilities that the employees in the Institutions have are mobility, partially disabled, diabetic, oncological problems, unilateral cerebral palsy, intellectual, thalassemia major, renal insufficiency, cardiac insufficiency, alcoholic cirrhosis, nephroptomy, etc. and according to MCDAW some of these people are capable of 6 hours of work.

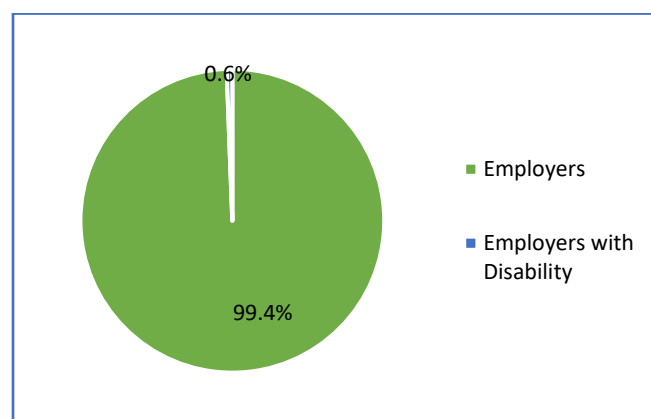
### Adaptation to the workplace/tools according to the specific need

Fully adapted to the workplace/tools according to the specific need was provided for 26 institutions and partially adapted for three institutions, and there were no extra costs for the institutions.

All institutions declare that there have been no cases when reasonable accommodation was not provided due to high costs, technical impossibility or lack of information on suitability.

### Employed in state institutions

Persons with disabilities who are employed in the state institutions are 80,811 employees, of which 483 are employees with disabilities, not including institutions that have not provided information.



<sup>7</sup> National Action Plan for Persons with Disabilities, 2021-2025

<sup>8</sup><file:///C:/Users/User/OneDrive/Desktop/Raporti%20per%20punesimin%20e%20PAK/2021-05-25%20DAP%20Raporti%20Vjetor%202020.pdf>

## RECOMMENDATIONS

At the end of the monitoring process and the problems found for the employment of Persons with Disabilities in the central and local government bodies, results that the state of respect for the rights and freedoms of this category needs improvement.

From the aforementioned analysis and evaluations, the Commissioner for Protection from Discrimination recommends:

The responsible Institutions must take measures according to the respective fields of competence, for the establishment of a stable statistical system, for the measurement of monitoring indicators, for persons with disabilities.

Measures should be taken by all central and local institutions for the drafting and approval of guidelines on service provision manuals for the jobseeker and the employer, prioritizing the assessment of persons with disabilities related to profiling and employability.

Increasing inter-institutional cooperation at the central level with the aim of coordinating work in order to effectively fulfill legal obligations and standards related to the awareness and information of both employers and employees with LC.

Increasing the number of awareness-raising and informational activities on the law, promoting positive employment models for persons with disabilities by both state institutions and civil society organizations.

Measures should be taken by employment offices to increase training for persons with disabilities, to instruct them, based on a professional assessment, according to disabilities and work skills. Also, stronger and more coordinated connections with employers should be created, as well as a better administration by them of the candidacies of persons with disabilities.

Measures should be taken by the Professional Training Center to carry out awareness campaigns for the provision of these professional courses free of charge in all regions of the country. Trainings and activities for increasing capacities and improving training programs should be continuous and coordinated.

All responsible institutions in cooperation with inspections in the field of employment must take measures, to identify obstacles in the realization of the right of preference in employment with the aim of initiating the necessary legal changes that will enable this right to be implemented in practice and serve its purpose.

Increasing the cooperation of National Agency on Employment and Skills (NAES) with universities to inform students with LC about professional practice programs, but also with employers to promote the employment of students with disabilities who graduate from higher education in public and private educational institutions, as well as the benefits that they have in cases of employment of young people with disabilities through employment promotion programs.

Measures should be taken regarding the implementation of law no. 15/2019, "On promoting employment", amended. Especially the public bodies of the central and local state administration to fill the quota for the employment of persons with disabilities.

Measures should be taken regarding the implementation of DCM No. 708/2015 "On the types, periodicity and forms of reporting statistical data on disability by the responsible state structures, at the central and local level", in improving the mechanism of monitoring and collection of penalties resulting from non-implementation of employment quotas of persons with limited abilities.

Measures should be taken from offices near the municipalities, which deal with employment issues, to coordinate with the regional labor offices to enable mediated employment, which is realized by mediating in the connection of the profile of the job competitor, namely the professional staff, Experts on one side and Employers on the other side, linking their mutual interests.

