

Resolution of the National Conference

The conference was organized in the Municipality Chisinau on the 22nd of October 2014 by the Association "Motivation" Moldova at Hotel Codru in partnership with the Alliance of Organizations for People with Disabilities in the Republic of Moldova, with the financial support of SOIR Moldova. The purpose of the event was to highlight the difficulties of inclusion in employment of people with disabilities, to identify solutions to existing problems and present appropriate models of success in Europe. The Conference was attended by about 124 people: persons and associations of persons with disabilities, the donor community, business and Employers Association, the Moldovan Parliament, Ministry of Labour, Social Protection and Family, National Council for Determining Disability and Work Capacity, National Agency for Employment, Ministry of Education, Ministry of Health, the State Construction Inspectorate, the State Tax Inspectorate and representatives of the diplomatic corps. As special guest was Mr. Christopher Stephen Lynch, international expert in inclusive employment for people with disabilities, executive director of KARE organization in Ireland. The conference was honored by the presence and welcoming His Excellency the Ambassador of Sweden in Moldova - Ingrid Tersman.

During the Conference were discussed intensively following topics:

- Legal issues and gaps of employment of persons with disabilities;
- Expertise and determining work capacity;
- Vocational Education;
- Reasonable accommodation;
- Tax incentives to employers for hiring persons with disabilities;
- Requests of the employers to support the employment of people with disabilities in employment;
- International models of supported employment for persons with disabilities;
- Success stories in the employment of persons with disabilities in Moldova.

The Conference was identified the followings:

- Although in 2010, Moldova ratified the UN Convention on the Rights of Persons with Disabilities, the existing legal framework on governing inclusion in employment of people with disabilities remains incomplete in the absence of implementation mechanisms, contains vague rules, does not correspond fully to international legal provisions and facilitate the presence of multiple classification problems in employment of people with disabilities;
- People with disabilities are not sufficiently informed about: right to work they have and employment opportunities that exist and the employment support services;
- Most educational institutions are not properly constructed and are not accessible to persons with disabilities. There are no sufficient conditions (teaching materials, equipment, infrastructure, support teachers) for a person with a disability to obtain studies that would enable employment and professional career development;
- The current mechanism for determining work capacity of people with disabilities is deficient, imperfect and, in fact, is an impediment to employment of persons with

disabilities, as misleading and confusing to potential employers and affects human dignity persons with disabilities;

- State tries through the introduction of sanctions to compel employers to create jobs for people with disabilities, but employers are not sufficiently motivated to employ them for various reasons: additional expenses to create a job for a person with disabilities, lack of tax incentives, lack of mutual benefits for employment of persons with disabilities, lack of communication skills with a person with disability.

Conference participants **drafted a concrete set of recommendations that were submitted to decision makers in Moldova.** Summarising the Conference recommendations, the following were highlighted:

- Change of the current legal framework and measures that include not only mandatory but also stimulating the employment of persons with disabilities in employment, both in the public and private / commercial sectors;
- Retrieve similar experience of other European countries;
- Development of a set of legal provisions to encourage employers to hire people with disabilities (eg. Reduction of corporate income tax based in relation to the number of disabled persons employed, reducing social security contributions in relation to wages for people with disabilities eg. : from 23% to 18% or less; recognition of expenditures used to adapt the workplace in relation to income taxes; professionalisation of persons with disabilities; grants/subventions from the state to employers who hire persons with disabilities in relation to the number of places created; to be exempt by employer contribution in case of temporary incapacity of a disabled person, etc.);
- Stimulation lending institutions to provide preferential loans for business expansion, creating new job opportunities for people with disabilities, purchase of specialised equipment, adapting premises, implementing new technologies by the business;
- Change the current system for determining the work capacity of people with disabilities and replacing "%" as a criterion for classification and determining the work capacity by another mechanism that does not demean the dignity of persons with disabilities and do not affect their employment ;
- Continuous training of specialists involved in the reassessment of disability and work capacity determination to change their perception and the current approach (which should not only focus on medical issues, but should be individualized and take into account individual needs and preferences of individuals with disabilities;
- Ensure accessibility for people with disabilities to infrastructure, public transport, public buildings and schools.