

REHA INPROD

Rehabilitation of adults with special needs
and their (re)integration in the productive work



**“Don’t be scared of what you see. You have to look
behind the disability and see the person.
We all have the same rights for living.”**



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INTRODUCTION

People with disabilities are recognised to be one of the most disadvantaged sections of society. They face considerable barriers in accessing the labour market, education and training opportunities and social facilities. These are a product not only of actual impairments that limit the actions people with disabilities are able to perform, but also of attitudes and environment that does not take account of their needs.

In the course of years, the constantly increasing number of people with disabilities has turned into a social problem of great dimensions. Considering the scale of the problem and the efforts it requires, gradually all the countries have become aware of the necessity of a proactive approach to tackle this issue. This approach implies a re-thinking of the actions undertaken in this field, setting clear goals and targets, elimination of various obstacles to the full participation of people with special needs by ensuring better access to education and training as well as raising employment levels.

People with special needs have the potential to become a strong force in the global economy but in spite of all the measures taken and words spoken they still face considerable external and internal barriers to their integration and equal opportunity, barriers resulting from lack of information and adequate publicity as well as from the prejudices existing in the society. It is our common duty to increase the motivation and socialization of these people, to build up their self-esteem, self-confidence and adaptability and thus to enable millions of people play a fuller role in society and improve their quality of life.

The **REHA-INPROD** project, financed by the Socrates Programme of the European Commission, aims at addressing the problem of rehabilitation and social integration of people with special needs through cooperation between institutions from different countries in the field of promotion of chances for people with special needs (especially for people without hands) for their integration into the labour market.

The partnership for this project comprises of the following organisations:

- 1. National Council of Small and Medium Sized Enterprises of Romania (CNIPMMR) - the coordinating organisation-**
- 2. Veb Consult s.r.l. - Italy**
- 3. The Institute for Work and Technology (IAT) - Germany**
- 4. DIA-SPORT Association - Bulgaria**

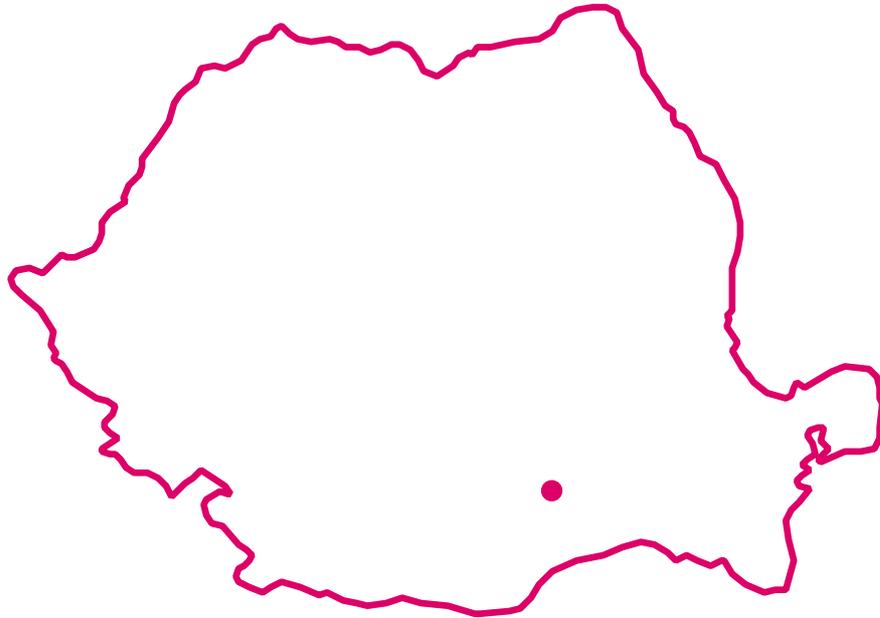
The aim of this booklet is to give not specialised but general information on the area concerned, to present briefly the situation of people with special needs in the four partner countries - what is actually happening in Germany, Italy, Romania and Bulgaria, respectively the legislation concerning rehabilitation, social integration and work opportunities for these people and institutions involved, to raise public awareness and help these people by enhancing their chances on the job market. The nature of this material is rather of recommendation than of making an analysis. ■



CHAPTER 1

Presentation of the partners countries

1.1 ROMANIA



Romania is situated in the south eastern part of Central Europe inside and outside of the Carpathians Arch, on the Danube (1075km) lower course and has exit to the Black Sea, being placed at a distance ranging between 1050 km and 2800 km against the continent extremities. The exit to the sea enables the connections with the countries in the Black Sea basin, in the Mediterranean Sea basin and by means of this with all the countries in the world.

Romanian seaside of the Black Sea is lying on 245 km, between stream Musura (at the border with Ukraine) and locality Vama Veche (at the border with Bulgaria).

Romania's relief consists of three major levels namely: the highest one in the Carpathians (the highest peak Moldoveanu 2544 km), the middle one which corresponds to the Sub-Carpathi-

ans, to the hills and the plateaus and the lowest one in plains, meadows and Danube Delta. The Danube Delta, the youngest relief unit under permanent formation, has the average height 0.52-m.

Main features of relief units are: proportionality (31% mountains, 36% hills and plateaus, 33% plains and meadows), concentric display, in amphitheater, of the relief major levels.

Romania's climate is temperate-continental of transition, with oceanic influences from the west, Mediterranean ones from southwest and continental-excessive ones from the northeast. Average yearly temperature is latitudinal different, 8°C in the north and 11° in the south and attitudinally with values of -2,5° in the mountain area (Omu peak-Bucegi massif) and 11,6° in the plain (Zimnicea town-Teleorman county).



Romanian running waters are radially displayed, most of them having the springs in the Carpathians. Their main collector is the Danube River, which crosses the county in the south on 1075-km length and flows into the Black Sea.

The lakes are represented by natural lakes (numerous genetic types) spread in all major units of relief, from glacial ones in the mountainous area (lake Mioarelor - Fagaras 2282 m) to the river-maritime banks (lake Techrghiol 15 m) and anthropic lakes, as well, in all relief units built to turn into account the hydro-energy potential, to supply with water, irrigation, fish breeding and recreation.

Romania's **useful mineral resources** are various. Among the main useful minerals resources can be mentioned: crude oil, with old exploitation traditions; natural gas; coal, especially coking pit coal, brown coal and lignite; ferrous and nonferrous ores, gold, silver and bauxite ore deposits; great reserves of salt as well as numerous nonmetalliferous resources. A special category of subsoil riches is constituted by over 2000 mineral water springs, with consumption and medical treatment valences.

The **Republic** is the form of government.

National currency: "**Leu**".

Bucharest Municipality is the capital

Official language: **Romanian**

Population is according to January 7, 1992 census returns 22,788,993 inhabitants.

Density: 95.7 inhabitants per sq.km. (Romanian living outside the boundaries, some 9 million. In Europe, in the Republic of Moldova, some 4 million, in Hungary, Serbia, Greece, Albania, some 2 million. In the United States of America and Canada, over 2 million. Others in South America, South Africa and Australia.

Distribution by age groups:

0-14 years	22,7%	15-18 years	7,4%
20-34 years	22,3	35-54 years	25,3
55-64 years	11,4	70-79 years	6,4
over 80 years	4,5.		

Demographic structure:

Romanians-89	47%
Hungarians (Szechlers included)	7,12%
Gypsies	1,76%
Other nationalities	1,65%

Life expectancy: men – 65,5 years, women – 73,2% years.

Population growth (census years): 8,600,000 (1859); 12,923,600 (1912); 18,052,896 (1930); 15,872,624 (1948); 17,489,450 (1956); 19,103,163 (1966); 21,559,910 (1977); 22,788,993 (1992).

Capital

Bucharest municipality (1,521 sq.km, divided into six administrative districts and the Ilfov Agricultural Sector) with a population of 2,066,723 lies in the southeastern part of the county, in the Romanian, Plain (altitude 85 m). It dates back to the 14th century and is recorded in writing for the first time in 1459 as residence of Prince Vlad the Emperor. The Palace of Parliament, for instance, is the second building in the world in point of size, after the Pentagon. The capital is also largest industrial center of Romania, with numerous factories and plants of all kinds (iron-and-steel, engineering, fine mechanics, training yards, food industry).

Administrative Division:

40 counties and Bucharest municipality (40 counties and Bucharest municipality (with a county status), 260 towns (of which 57 municipalities), 2688 communes (with about 13,000 villages).

Main cities: (inhabitants as of 7 January 1992):

Constanta (350,581)	Iasi (344,425)
Timisoara (344,115)	Cluj (328,602)
Galati (326,141)	Brasov (323,789)
Craiova (303,959)	

Twenty-five cities have a population of over 100,000 while eight cities exceed 300,000.

Airports: Bucharest-Otopeni, Constanta-Mihail Kogalniceanu, Suceava, Arad, Timisoara (all for international traffic as well), Bacau, Baia Mare, Bucharest-Baneasa, Caransebes, Cluj, Craiova, Deva, Iasi, Oradea, Satu Mare, Targu Mures, Tulcea.

Religion

According to the 7 January 1992 Census returns, Romania's religious population pattern was Orthodox 19,802,389 (89.8%), Roman-Catholic 1,161,942 (5%), Reformed 809,454 (3.5%), Greek-Catholic 223,327 (1.0%).

Education

The school population registered in the 1998-1999 academic year was of 4,569,255. Of these, 712,136 children were enrolled in nursery school, 3,607,032 in school of all levels, and 250,087 were undergraduates (208,898 students attending day, courses, 21,090 students attending evening classes and 20,099 were enrolled in extramural university).

Economic Potential

The economic potential of Romania is likely to meet the requirements of its inhabitants, while creating a solid basis of international exchange and helping with integration in the continental socio-economic structures.

This potential includes a labour force of 5,900 thousand employees in the economy, skilled consistently with European standards, an industrial structure about to be structured, with certain signs of revigoration as regards the range

of products and the volume of production in several branches, as well as the programs for a more efficient exploitation of the natural resources of this country or boosting foreign trade. The Romanian industry has a high level of concentration: 600-700 companies give almost 80% of the industrial production.

Industry accounts for some 40% of the GNP and some 50% of the annual revenue. In view of providing more information to foreign investors, the Ministry of Industry and Resources has elaborated a list of highly attractive economic branches. The first of them is wood processing followed by building-materials, the textiles and leather processing industries, electricity and electrical engineering, oil processing and the chemical industry.

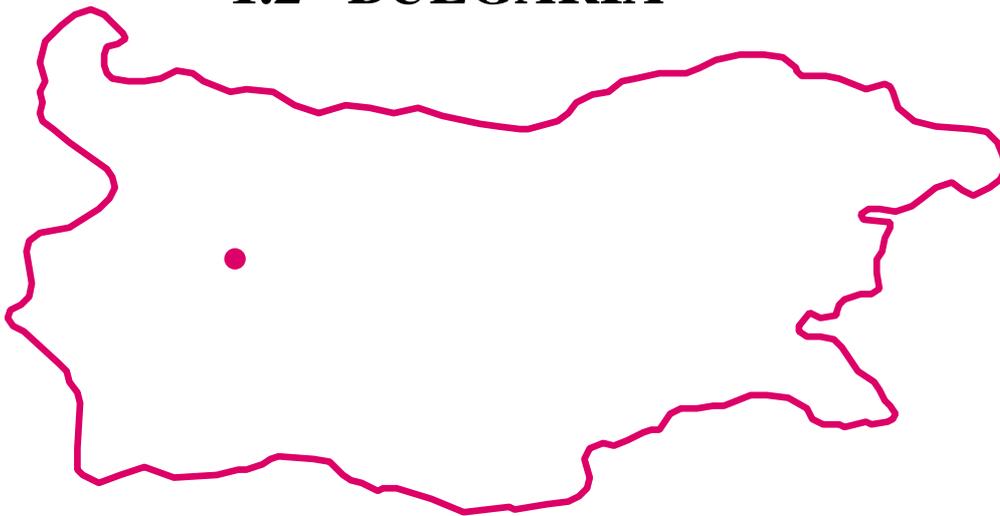
In 1994 industry accounted for over 95% of the overall export of the Romanian economy, contributing to a cut of almost three times in the foreign trade deficit. In the same year exports (22,6%) exceeded imports (5,1%).

Commerce

In January 1999, the National Office of the Commercial registered about 650,000 companies (joint stock, limited, incorporated, regies autonomies, co operations, and natural persons). The monthly average of the newcomers to the market economy is about 9,400. Almost all-economic agents in Romania have production and domestic and foreign trade (import and export) activities; approximately 85%-90% of them have goods circulation activities.

Commerce restructuring is organized on three levels, each of them having a separate program; these levels are macro-economic, sectorial and micro-economic. The objectives of restructuring are the streamlining of companies according to the solvable demand, divisions and mergers of companies for the improved exploitation of production means and the creation of competitive markets, and the elimination of unprofitable companies. ■

1.2 BULGARIA



Country profile

Total area	110,971 km ²
Population	approximately 8 million citizens
Capital city	Sofia
Borders	To the north with Romania and the Danube river, to the east is the Black Sea, to the south are Turkey and Greece, and to the west - the FYR of Macedonia and Yugoslavia.
Form of State	Parliamentary republic

Geographical and historical overview

The Republic of Bulgaria is an European country which is situated in the very heart of the Balkan Peninsula and since time immemorial has been the bridge between the peoples of Europe and Asia because of its strategic location near Bosphorus and Dardanelles Straits.

Bulgaria is one of the few countries in the world towards which nature has proved to be so generous - with highly diverse landscape. In some localities the country's relief is a genuine mosaic of picturesque valleys surrounded by mountain massifs of different kinds. The vast low-

lands of the Danube plains dominate the North and in the south there are highlands (the highest peak of the Rila mountain - Musala 2,925 m) and elevated plains. Along the Black Sea coast there are 130 km of excellent vast beaches.

Bulgaria has a moderate continental climate (cold, damp winters; hot, dry summers), with average annual temperatures of 10,5°C. There is a marked Mediterranean influence in the climate in the southern parts of the country.

The largest part of the population is urban. 85 % of Bulgarians are Christian Orthodox, whereas 13% of the population profess Islam. The Bul-

garian ethnic group represents 85.8 % of the population. Other major ethnic groups are the Turks (9.7 %) and Roma (3.4 %).

Bulgaria is one of the most ancient states on the European continent. It was founded in 681 (the first Bulgarian state set up in alliance with the Slav tribes and the proto-Bulgarians led by Khan Asparouh). Its rich historic heritage, coupled with beautiful natural scenery is most conducive to the development of tourism. The country is famous for its Tracian Gold Treasure. It also boasts nine cultural monuments and natural reserves featuring on the UNESCO list, among which the Rila Monastery, the Boyana Church, the Madara Horseman, and the Pirin National Park.

Besides its Black Sea coast and beautiful mountains that attract tourists all the year round, Bulgaria is also famous for its Rose Valley. The rose oil produced here is a precious ingredient in Bulgarian and world perfume production.

Bulgaria is world famous for its folk music. A Bulgarian folk song was recorded on the Gold Record that was sent in outer space.

System of Government

Bulgaria is a parliamentary republic. The Constitution is the supreme law of the country. The latest Constitution of the Republic of Bulgaria was adopted in July of 1991 and features all basic principles of modern constitutionalism. It provides for a multi-party parliamentary system and free elections on the basis of universal suffrage. The three branches of power in Bulgaria are the legislative, the executive and the judicial.

The 240-seat National Assembly, or **Parliament**, is invested with the legislative power. The Members of Parliament are directly elected to a 4-year term on the basis of proportional representation. Parties and electoral coalitions need 4% of the popular vote to qualify. The 2001 elections were won by the National Movement Simeon II, which has the majority among the other parliamentary groups.

The **President** serves as Head of State, and is

directly elected once every 5 years for a maximum of two terms. The Vice President is elected on the same ballot as the President.

The President is also the Commander in Chief of the Armed Forces of the Republic of Bulgaria and appoints and dismisses the senior command. He appoints the Prime-Minister designate to form a government, schedules the elections and sets the date for national referendums, and countersigns, together with the Prime Minister or the respective sector minister, decrees for the promulgation of the adopted laws.

The **Council of Ministers** (the Government) chaired by the Prime Minister is the principal body of the Executive Branch. The Prime-Minister-designate is nominated by the largest parliamentary group and is given a mandate by the President to form a cabinet. The National Assembly elects the proposed Council of Ministers. The activity of the Council of Ministers is under the direct control of the National Assembly.

The **judiciary** is an independent branch of power and is based on a three-instance procedure.

ECONOMY

Since 1991 and after the dissolution of the former USSR, Bulgaria has begun the process of transition from centralised economy to political democracy and a market economy while combating inflation, unemployment, corruption, and crime. Today, reforms and democratization are non-reversible processes which keep Bulgaria on a path towards eventual and strongly desired integration into the EU and NATO.

Since the 1996-1997 crisis, the country has achieved macro-economic stability and has a stable currency board, low basic interest rate, and substantial foreign-exchange reserves. Real economic growth significantly accelerated from 2.4 percent in 1999 to 5.8 percent in 2000, and this trend has been confirmed by the latest 2001 data (4.5 percent in the first quarter).

Bulgaria's main exports are light industry products, foods and wines, which are successfully competing on the European market. ■

1.3 GERMANY

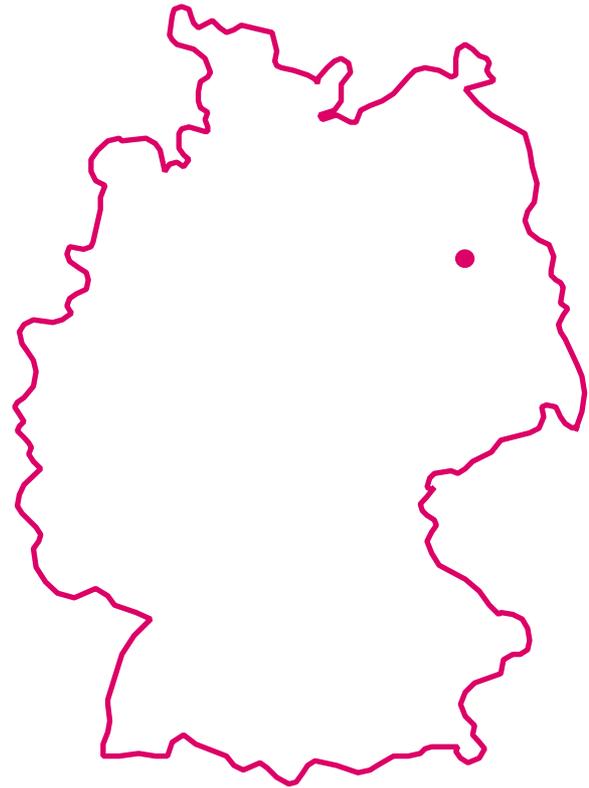
In comparison with many nations, Germany has one of the most historical significance. Since emerging from its days as a Roman province, Germany (including Prussia) played a central role in European affairs. It has reached the heights in art, music, literature and political power, yet it also reached the depths in humiliating military defeat and partition. Some important events in German history took place in 1918 when the Kaiser abdicated and German Republic was founded and in 1990 when East German states and West German states have been unified into Federal Republic of Germany.

Located in Central Europe, Germany has common borders with Denmark, the Netherlands, Belgium, Luxembourg, France, Switzerland, Austria, the Czech Republic and Poland. The total area of Germany is 356,854 sq km and the population is approximately 81.8 million (including 7.2 million foreigners). Nearly one third of the population (about 26 million people) live in the 84 large cities with more than 100,000 inhabitants. But the majority of people in the Federal Republic live in small towns and villages.

The age structure in Germany is the following: 0-14 years - 16%, 15-64 years - 68% and 65 years and older - 16%.

Referring to the political system, the parliament is the German Bundestag. The deputies are elected in general, direct, free, equal and secret elections. The Bundestag is elected for a four-year term. The Federal President is elected by the Federal Convention (Bundesversammlung) for a term of five years. The Federal Convention consists of the members of the Bundestag, and of an equal number of members elected by the parliaments of the Laender. The Federal President represents the Federal Republic of Germany in its international relations.

The Federal Government (Bundesregierung) consists of the Federal Chancellor and the Federal Ministers. The Federal Chancellor determines the general policy guidelines.



The Basic Law of Germany guarantees all citizens complete and comprehensive protection of their rights. The structure of the court system is in keeping with the federal character of the Federal Republic of Germany.

The currency in Germany is the EURO. The Deutsche Bundesbank (based in Frankfurt am Main), which acts autonomously of instructions by the Federal Government, is the country's central reserve bank with the exclusive right to issue banknotes. Its primary responsibility is to ensure the stability of the national currency.

The economic cycle in Germany is controlled by the market without central intervention. The government authorities ensure conditions that make competition viable. The economy is regulated by framework conditions that influence factors of relevance to the economy as a whole, such as the volume of investments, money supply, consumption and national income. The goal is to ensure price stability, high employment levels and a stable trade balance while maintaining steady and adequate economic growth.



1.4 ITALY

Territory and population

The Italian territory, with the exclusion of the Republic of San Marino and the Vatican City State, has an area of 30.134.103 hectares. At the 31 December 1999, the resident population was 57.679.895 with a credit balance, with reference to 1999, of 67.280 inhabitants. (data provided by Annuario Statistico Italiano 2000, p. 37). The distribution of residents on the territory is conditioned by its geographical configuration, which presents vast mountainous or hilly areas, limited plains, with the exception of the Po valley, torrential water courses. There are therefore marked differences in the population density, with the highest concentration in plains or low hilly areas where after the end of World war II, the urban centres have gradually extended alongside to a rapid abandon of the countryside and of agricultural activities. Consequently there has been a considerable migration towards the major urban centres and towards the more industrialised areas in the north of the country. This tendency in recent years has come to a stop. Migration towards the towns has slowed down on account of the shortage in accommodation and the relative high costs; the countryside is becoming gradually more populated, but only because it provides accommodation and increasing the phenomenon of commuting. The big cities witness a decrease in the number of residents, whilst nearby small centres become

larger and more urbanised. The number of Italian Communes is 8,100, with a high variation in the number of residents. In fact, as many as 7,447 have a population of up to 15,000 inhabitants, 614 have a population between 15,001 and 100,000 inhabitants, 35 between 100,001 and 500,000 inhabitants, and only 6 have more than 500,000 inhabitants. In total in the 7,445 Communes there are 24,206,146 inhabitants whilst in the remaining 655 Communes the total number of inhabitants is 33,473.749. (data provided by Annuario Statistico Italiano 2000, p. 45-46)

Economic trends

In 1999, the GDP, on the basis of current market prices, was 2,128,165 billion lire; in 1998 it had been 2,067,703 billion lire with an increase of 1.40% (see ISTAT, Annuario Statistico Italiano 2000, p.298).

The State accounts have fallen into the limits fixed by the European Pact of Stability thanks to the boom of government revenues (+3,7%) and reduction of expenditure.

According to the ISTAT data published in March 2000, the ratio between public deficit and GDP (gross domestic product) in 1999 was 1,9%, employment increased of 1,3%, while inflation has risen reaching 2,2%.

Statistical data

Population

The national average population density is 189 inhabitants per km² with remarkable differences between the regions, ranging from more than 420 in Campania to only 30 in Valle d'Aosta.

In general, concerning the demographic trend, it can be affirmed that Italy has already gone through all the phases of demographic transition, i.e. of that process which is characterised at the beginning by high birth and death rates, with a successive phase in which there is a fall in both these two rates and a final phase in which the rate in population growth is around zero.

Now the number of aged people is higher than the number of young people (age lower than 14) and there is an upward trend. The natural balance of population (number of births – number of deaths), which had a positive sign up until 1992, starting with 1993 inverts and becomes

negative. In 1999 it has reached -34.114. The resident population continues to increase even if at a negligible rate, solely as a result of immigration. *ISTAT, Annuario stat. it. 2000 (p. 47)*

Main legislative and executive authorities

The legislative organs are the national Parliament (consisting of the Chamber of Deputies and the Senate), the Regional Councils and, in the Trentino-Alto Adige region, the Provincial Councils of Trento and Bolzano.

The main executive organs are the central Government, the Regional Administration, Provincial Administration and Municipal Administration.

a) Legislative authority

Primary legislative authority is held by Parliament which is divided into:

- The Chamber of Deputies, elected by direct universal suffrage. Elections take place using the majority system (first-pass-the-post system) with a 25% proportional correction. Persons aged 25 or over are eligible for election; electors must have reached the age of majority (18).
- The Senate of the Republic, elected on a regional basis. Elections take place using the majority system with a proportional correction of one fourth of the seats. Persons aged 40 or over are eligible for election. Senators are elected by people aged 25 or over. Each Parliament has a term of five years. Following the recent approval of a constitutional law concerning, the number of deputies and senators has been raised by 18 units to assure a parliamentary representation to the Italian citizens living abroad.

b) Executive authority

The Constitution of the Italian Republic assigns the executive power to the Government, a constitutional organ composed of the President of the Council of Ministries, the Council of Ministries and the Ministers. In addition to the political function of direction, the Government carries out administrative activities designed to achieve the goals that the State sets for itself. Under exceptional conditions - by delegation from the Parliament or due to necessity or urgency - it exercises legislative powers and issues legislative decrees and decree-laws.

Regions - Institutional structure

The national Constitution, article n. 114, divides the territory of the Italian Republic into Regions, Provinces and Communes. Regions are estab-

lished as autonomous bodies, with their own powers. Legislative powers are exercised by Regional Councils which are assemblies elected by voters resident in the territory of the region. The national Constitution of 1948 establishes that a national law regulates the electoral system and that the Presidents of the Regions and the members of the regional government are appointed by the Regional Councils among their members. A constitutional amendment, approved in November 1999, delegates the Regions to decide their own form of government. A transitory regulation provides for the direct election of the President of the regional government during the regional elections in the year 2000. As already mentioned, the Parliament in first reading has approved a project of reform of the Constitution towards federalism, assigning new powers to Regions, Provinces and Communes. A second approval is required in order to enforce this reform; the approval should be expressed in the first months of 2001.

Employment

The average number of employed in 1999 was 20.692.000 with an increase of 256.000 units, equal to 1,3%. The increase in the average of 1998 had been slightly lower (+1,1%), equal to +228,000 units. As far as the territory is concerned, the employment increase occurred only in the central northern area. As for the different sectors, the strong growth registered on the territory has balanced the losses occurred in the agriculture and industry; as for professional positions, relevant increases have occurred in the executive personnel (+6,7%), less relevant increases have been registered among the employees and managers (+2,1% and 1,9%) whereas the reduction of employees with lower qualifications seems to have come to a stop.

Both sexes have taken advantage of the employment increase.

In 1999 the transition towards a more flexible labour market has proceeded, especially by means of the Institutes for temporary work and part time jobs. In 1998 unemployed people were 2.754.000 principally in the South of Italy and the unemployment rate at national level has basically remained stable (11,4%). We can affirm that unemployment in Italy has still the same characteristics: it involves mainly young people in the south of Italy. (ISTAT, pages 229-233). ■



CHAPTER 2

Project Presentation

Rehabilitation of adults with special needs and their (re)integration in the productive work – REHA-INPROD it is a project within the Socrates Grundtvig 2 of the European Union with a duration of 24 months. Its agreement number is SOC/21-GR2-2001.

The project proposes cooperation between institutions from different countries in the field of promotion of chances for the persons with special needs (for people without hands) to integrate themselves on the work market (realizing a device for helping persons with superior limbs amputated to use the computer).

Over a 2-year period, will be developed the following activities:

1. In the first year: - meetings and seminars which will be arranged in participating countries in order to identify the opportunities to aware the necessity to have the same chances for persons with special needs to integrate themselves on the work market, for stimulating the institutions working in this field to participate at the realization of an device, which will facilitate the access of these persons on the work market

2. In the second year will be realized in collaboration with all the partners the device, which will be also promoted for facilitated the access for the interested persons to this device, and to realize a guide of good practice concerning the use of the technical prothesis, and also methods used for training.

At the end of the project guidelines “the Workshop of the Same Chance” will be produced and disseminated both in print and over the net.

REHA-INPROD project is initiated by **National council of Small and Medium Sized Private Enterprises of Romania** (Bucharest).

The organisations co-operating in WOMEN Project:

- Institut Arbeit und Technik (The Institute for Work and Technology – IAT-Germany)
- Veb Consult S.r.l. Italy
- Dia-sport - Bulgaria



CHAPTER 3

Situation of persons with special needs in the partners countries

3.1 ROMANIA

The number of persons with special needs from Romania (in the evidences of the State Secretary for Persons with Handicap (SSPH)).

Total:	409.672	persons
From which:	58.030	children
	351.642	adults

The number of persons with handicap integrated in work (in evidences of SSPH); 12.877.

The number of persons with handicap for which SSPH “draws up dossiers for receiving allowances”.

Total: 236.427

From which:

Person without earnings or with earning under

the amount of special allowance and which receive special allowance = 160.394 (persons with handicap which can see or with a medium visual handicap);

Persons with visual handicap (blinds) with a hard or accented visual handicap and which receive Social Pension = 76.033

Persons with handicap, are those persons which have a disadvantage determined by psychical, sensorial, psychical or mental deficiencies, which cause or limit their normal access and in conditions of equality to social life, conforming with their age, sex, social, material and cultural factors, needing measures of special protection in order to integrate themselves in the society.

A - Number of persons with handicap noninstitutionalized

Degree	Category (*)	Physical (Locom.)	Somatic	Hearing	Visual	Mental	Neuro psihic	Asso- ciated	SIDA+ HIV	Rare diseases	Social	Total
Hard	C	4.859	2.337	255	2.023	6.325	5.196	2.748	2.251	542		26.536
	A	24.105	12.072	614	43.073	13.714	11.832	6.261	190	730		112.591
Accentuated	C	3.667	2.404	808	1.491	4.276	2.069	1.102	19	190		16.026
	A	55.855	33.478	6.868	35.834	39.925	20.577	15.265	148	1.814		209.764
Medium	C	2.959	2.042	1.433	1.306	4.505	1.347	722	3	69		14.386
	A	3.076	2.850	1.289	660	1.413	949	396	33	79		10.745
All degrees	C	11.485	6.783	2.496	4.820	15.106	8.612	4.572	2.273	801	0	59.948
	A	83.036	48.400	8.771	79.567	55.052	33.358	21.922	371	2.623	0	333.100
	C + A	94.521	55.183	11.267	84.387	70.158	41.970	26.494	2.644	3.424	0	390.048

* Children = C - Adults = A

B - Number of Institutionalized Persons with Handicap

Degree	Category (*)	Physical (Locom.)	Somatic	Hearing	Visual	Mental	Neuro psihic	Asso- ciated	SIDA+ HIV	Rare diseases	Social	Total
Hard	C	7		3	2	163	288	204	1	7		675
	A	472	834	149	314	1.612	1.436	1.140	2	31	192	6.182
Accentuated	C				2	113	91	59	15		4	284
	A	517	1.334	210	195	2.750	2.668	1.168	1	19	308	9.170
Medium	C			1		64	31	25	2			123
	A	212	679	76	101	656	470	492		6	498	3.190
All degrees	C	7	0	4	4	340	410	288	18	7	4	1.082
	A	1.201	2.847	435	610	5.018	4.574	2.800	3	56	998	18.542
	C + A	7		3	2	163	288	204	1	7		675

* Children = C - Adults = A

C=A+B Number of Persons with Handicap (Institutionalized and Noninstitutionalized)

Degree	Category (*)	Physical (Locom.)	Somatic	Hearing	Visual	Mental	Neuro psihic	Asso- ciated	SIDA+ HIV	Rare diseases	Social	Total
Hard	C	4.866	2.337	258	2.025	6.488	5.484	2.952	2.252	549	0	27.211
	A	24.577	12.906	763	43.387	15.326	13.268	7.401	192	761	192	118.773
Accentuated	C	3.667	2.404	808	1.493	4.389	2.160	1.161	34	190	4	16.310
	A	56.372	34.812	7.078	36.029	42.675	23.245	16.433	149	1.833	308	218.934
Medium	C	2.959	2.042	1.434	1.306	4.569	1.378	747	5	69	0	14.509
	A	3.288	3.529	1.365	761	2.069	1.419	888	33	85	498	13.935
All degrees	C	11.492	6.783	2.500	4.824	15.446	9.022	4.860	2.291	808	4	58.030
	A	84.237	51.247	9.206	80.177	60.070	37.932	24.722	374	2.679	998	351.642
	C + A	95.729	58.030	11.706	85.001	75.516	46.954	29.582	2.665	3.487	1.002	409.672

* Children = C - Adults = A

3.4 BULGARIA

The social integration and the improvement of the living conditions of the disabled people demand the working out of an active national policy, corresponding to the contemporary concepts for this process.

An important part in the development of such a policy is the development of an information system regarding the people with special needs. A very useful source of information in this aspect is the gathered data for the disabled people in Bulgaria during the census of the population of the country conducted in 2001.

The number of the people with special needs at the age of 16 and more has increased as follows: from 233 707 in 1992 / 04.December/, to 263 263 in 2002 /01.March/, which is equal to 12,6%. For the same period of time the disability /per 1000 persons of the country's population/

has increased from 34,6% to 39,5%, which is equal to 13,2%. This increase is due to the greater number of the people registered as disabled for the year 2000, compared with those in the previous years.

There are some changes in the structure of the registered people with special needs according to the groups of disability. The relative number of the people with the highest degree of disability has increased /I group/ - from 25,1% to 34,1%, and the number of those with third group of disability has decreased – from 37,2% to 25,8%. All the statistical data should be interpreted very carefully, because there are many additional factors influencing these results.

Basic Statistical Data for Bulgaria

Disabled people categorized by severity of disability, sex and age in the year 1999

AGE	I GROUP			II GROUP			III GROUP			TOTAL		
	TOTAL	MEN	WOME	TOTAL	MEN	WOME	TOTAL	MEN	WOME	TOTAL	MEN	WOME
up to 16	2	1	1	1	0	1	1	1	0	4	2	2
16 - 19	412	258	154	662	406	256	270	175	95	1.344	839	505
20 - 29	261	150	111	921	530	391	472	296	176	1.654	976	678
30 - 39	480	266	214	1.159	612	547	925	459	466	2.564	1.337	1.227
40 - 49	1.316	772	544	2.598	1.386	1.212	2.450	1.151	1.299	6.364	3.309	3.055
50 - 59	2.408	1.607	801	4.055	2.372	1.683	3.157	1.821	1.336	9.620	5.800	3.820
over 60	11.491	5.067	6.424	3.925	1.534	2.391	1.173	487	686	16.589	7.088	9.501
TOTAL	16.370	8.121	8.249	13.321	6.840	6.481	8.448	4.390	4.058	38.139	19.351	18.788

Data Source: National Center for Health Information

Structure by age for the year 1999

AGE	I GROUP			II GROUP			III GROUP			TOTAL		
	TOTAL	MEN	WOME									
up to 16	0,0	0,0	0,0	0,0	0,0	0,0	0,0	0,0	0,0	0,0	0,0	0,0
16 - 19	2,5	3,2	1,9	5,0	5,9	4,0	3,2	4,0	2,3	3,5	4,3	2,7
20 - 29	1,6	1,8	1,3	6,9	7,7	6,0	5,6	6,7	4,3	4,3	5,0	3,6
30 - 39	2,9	3,3	2,6	8,7	8,9	8,4	10,9	10,5	11,5	6,7	6,9	6,5
40 - 49	8,0	9,5	6,6	19,5	20,3	18,7	29,0	26,2	32,0	16,7	17,1	16,3
50 - 59	14,7	19,8	9,7	30,4	34,7	26,0	37,4	41,5	32,9	25,2	30,0	20,3
over 60	70,2	62,4	77,9	29,5	22,4	36,9	13,9	11,1	16,9	43,5	36,6	50,6
TOTAL	100,0											

(in %)

Data Source: National Center for Health Information

Basic Statistical Data for Bulgaria

Disabled people categorized by severity of disability, sex and age in the year 2000

AGE	I GROUP			II GROUP			III GROUP			TOTAL		
	TOTAL	MEN	WOME	TOTAL	MEN	WOME	TOTAL	MEN	WOME	TOTAL	MEN	WOME
up to 16	6	1	5	7	4	3	2	1	1	15	6	9
16 - 19	447	269	178	666	406	260	255	173	82	1.368	848	520
20 - 29	258	139	119	1.044	582	462	523	324	199	1.825	1.045	780
30 - 39	496	252	244	1.308	662	646	1.005	489	516	2.809	1.403	1.406
40 - 49	1.512	846	666	2.958	1.452	1.506	2.642	1.180	1.462	7.112	3.478	3.634
50 - 59	3.132	1.893	1.239	5.508	2.883	2.625	4.006	2.058	1.948	12.646	6.834	5.812
over 60	13.136	5.953	7.208	6.340	2.495	3.845	1.506	660	846	21.007	9.108	11.899
TOTAL	19.012	9.353	9.659	17.831	8.484	9.347	9.939	4.885	5.054	46.782	22.722	24.060

Data Source: National Center for Health Information

Structure by age for the year 2000 (in %)

AGE	I GROUP			II GROUP			III GROUP			TOTAL		
	TOTAL	MEN	WOME									
up to 16	0,0	0,0	0,1	0,0	0,0	0,0	0,0	0,0	0,0	0,1	0,0	0,0
16 - 19	2,4	2,9	1,8	3,7	4,8	2,8	2,6	3,5	1,6	2,9	3,7	2,2
20 - 29	1,4	1,5	1,2	5,9	6,9	4,9	5,3	6,6	3,9	3,9	4,6	3,2
30 - 39	2,6	2,7	2,5	7,3	7,8	6,9	10,1	10,0	10,2	6,0	6,2	5,8
40 - 49	8,0	9,0	6,9	16,6	17,1	16,1	26,6	24,2	28,9	15,2	15,3	15,1
50 - 59	16,5	20,2	12,8	30,9	34,0	28,1	40,3	42,1	38,5	27,0	30,1	24,2
over 60	69,2	63,6	74,6	35,6	29,4	41,1	15,2	13,5	16,7	44,9	40,1	49,5
TOTAL	100,0											

Data Source: National Center for Health Information

EMPLOYMENT *	AVERAGE ANNUAL NUMBER	
	1999	2000
A. NSI official data	1999	2000
1. Employed - total	3.087.830	2.943.351
2. Employed in public sector	1.085.162	880.341
3. Employed in private sector	2.002.668	2.063.010
4. Employed by branches of economy		
4.1. Agriculture and forestry	795.589	785.881
4.2. Industry	891.164	801.957
4.3. Services	1.401.077	1.355.513
Wholesale and retail trade, repair of motor vehicles and personal household goods	354.596	353.201
Hotels and restaurants	79.854	77.868
Transport and tourism	187.947	177.301
Communications	45.174	47.415
Financial intermediation	34.527	32.250
Real estate	10.338	9.409
Scientific research	19.143	17.934
Business activities	84.690	92.616
Public administration	89.959	89.490
Education	230.939	215.474
Health services	161.369	147.925
Vet activities	2.717	2.435
NGOs service activities	14.666	15.143
Housing, public utilities and amenities	35.452	32.530
Culture and art, film industry and informagencies	38.561	33.785
Leisure, physical culture and sports	11.145	10.737

B. NSI Labour Force Survey:	11/1999	06/2000	12/2000
1. Employed – total (number thousands) :	2.811,0	2.872,4	2.735,5
- Men	1.500,0	1.531,8	1.453,1
- Women	1.311,0	1.340,6	1.282,4
2. Employed by age:			
- up to 24	237,7	232,1	218,1
- 25 - 29	318,2	330,4	321,6
- 30 - 44	1.227,0	1.222,4	1.184,7
- 45 - 49	462,5	466,1	455,1
- over 50	565,7	621,5	556,0
3. Employed by level of education:			
- Higher	473,5	653,6	646,4
- College	169,3	-	-
- Secondary vocational	671,4	998,0	988,2
- Secondary general	939,5	586,5	599,9
- Primary or lower	557,4	634,3	501,0
4. Employed by status of employment:			
- Employers and self-employed	329,5	421,4	327,2
- Employees:	2.437,2	2.387,9	2.364,4
• In public enterprises	1.446,5	1.310,3	1.277,0
• In private enterprises	990,7	1.077,6	1.078,4
- Unpaid family workers	34,4	49,6	30,6
- Unknown	9,9	13,6	13,6
5. Employed in urban areas	2.137,4	2.138,7	2.097,8
6. Employed in rural areas	673,6	733,8	637,7

PASSIVE AND ACTIVE EMPLOYMENT MEASURES	1999	2000
A. Passive measures	average annual number	
1. Unemployed* received benefits	146.023	185.580
2. Unemployed received financial aid		
- unemployed received financial aid for long-term unemployment	9.003	17.524
- unemployed received financial aid for part time jobs	197	390
- unemployed received financial aid for vocational training	663	298
B. Active measures	number	
1.Placed at work incl.:	216.939	225.660
1.1 Starting small businesses	2.966	2.393
1.2 Placed young people	1.725	3.089
1.3 Placed disabled people	88	205
1.4 Placed under Temporary Work Programs	63.190	19.542
1.5 Placed under Temporary Work Program "Winter"	16.001	18.409
1.6 Placed under others temporary work programs	353	376
1.7 Placed participants in the Program "From Social Care to Employment"	5.584	6.101
1.8 Placed via "Associations for Employment"	4.455	5.430
1.9 Placed on part time jobs	3.084	4.268
1.10 Placed long-term unemployed	684	1.376
1.11 Placed under the incentive for the first five persons recruited	174	236
1.12 Placed under program "Flexible employment"	0	677
1.13 Placed under Regional Employment Programs	146	9.544
1.14 Placed under Literacy – Vocational Training – Employment Prog.	296	193
2. People used transfer preferences	870	950
3. Unemployed finished training courses:	12.875	9.951
- for initial vocational training	1.149	1.113
- for additional vocational training	8.371	4.568
- for retraining	3.355	4.270
- women	9.239	5.519
- young people up to 24	3.530	2.694
4.Placed after motivation training	2.645	2.618
5.Placed after vocational training	4.546	5.746
6. Job Club	32	35
7. Center of vocational information and consulting	4	4
8. Center of vocational information	7	7

Data source: Employment Agency, 2002

“Unemployment is one of the most difficult problems of the disabled people. 92-93% of our members are unemployed. These people rely only on disability pension or social pension.”
Mr. Krasimir Kotsev, President Union of Disabled People in Bulgaria, (Newspaper: "Duma", 21.06.2002

Methodological notes:

**Labour force:* employed and unemployed persons (according to ILO – International Labour Organisation definitions)

The employed are: all persons aged 15+, who during the reference period worked at least one hour for wage or salary or other remuneration as employees, entrepreneurs, and members of co-operatives or contributing family workers. Members of armed forces and women on full-paid child-care leave are included.

The unemployed are: all persons aged 15+, who concurrently meet all three conditions of the ILO definition for being classified as the unemployed:

- have no work
- are actively seeking a job and
- are ready to take up a job within a fortnight.



3.2 GERMANY

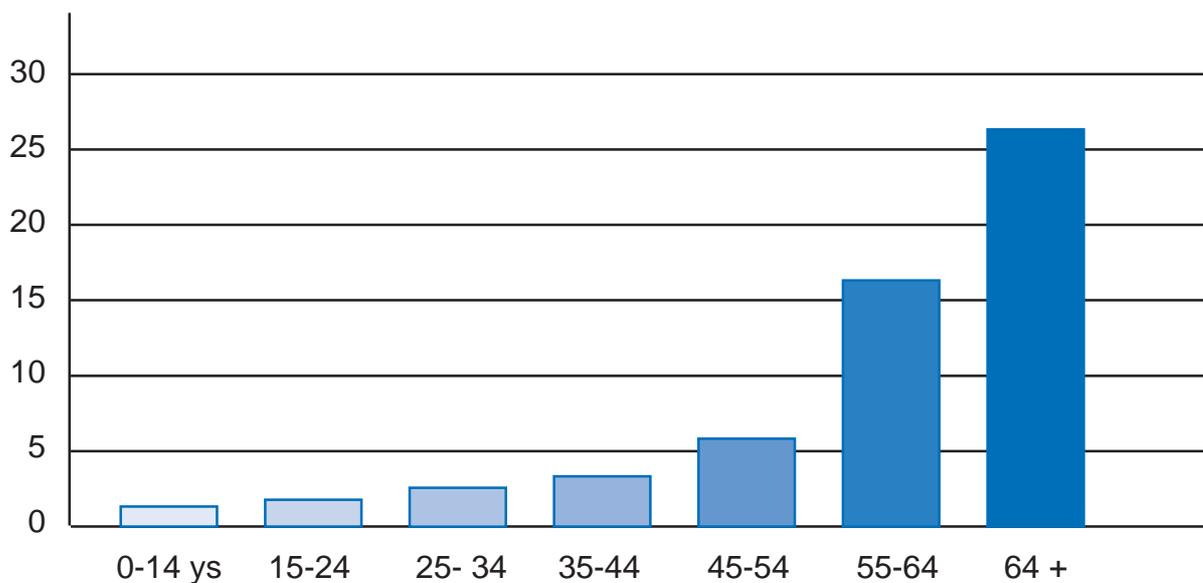
The definition of disability in Germany underlying the law and the politics in this area is as follows: “People are considered to be disabled, if they suffer from non-transient functional disturbances, based on physical, mental or psychological states, deviating from what is typical for their specific age” (Fourth Report on the Disabled and the

Development of Rehabilitation of the Federal Government to the Bundestag, 1998). This is in

agreement with the definition of the World Health Organisation (WHO) which is rooted in the terms **impairment, disability and handicap**. The law considers a person as severely disabled, if disability reaches 50% or more on a highly differentiated scale.

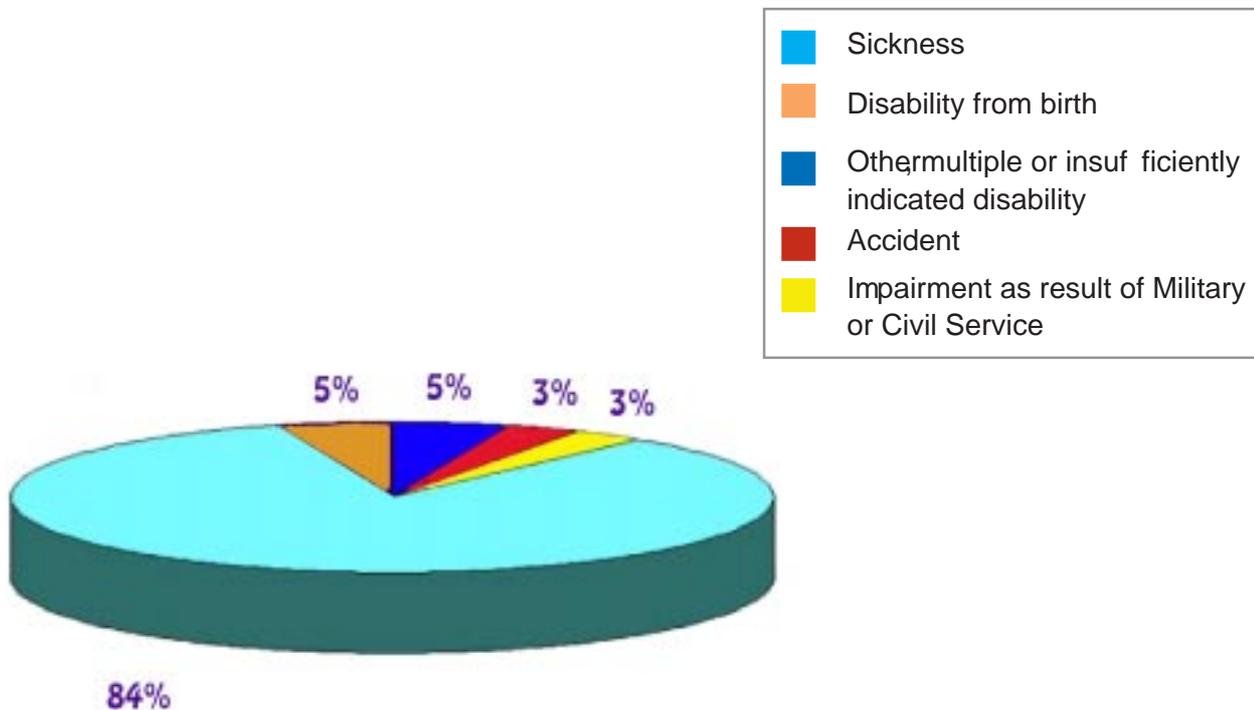
The following diagram shows the occurrence of disability according to age. As can be expected, the risk of disability is less in the years of youth and increases sharply with age:

Proportion of Severely Disabled in the Population broken down by Age Group



From: Fourth Report on the Disabled and the Development of Rehabilitation of the Federal Government to the Bundestag, 1998

The next diagram and table show in detail the break down of disabilities in Germany according to cause and to type (University of Trier, Zentrum für Arbeit und Soziales, Dokumentationssystem Schwerbehinderte und Arbeitswelt. Teil II: Statistisches Archiv, 2000).



Type of Disability	Number s	Percentage
Loss or partial loss of limbs	107.013	1,6
Functional impairment of limbs	1.005.616	15,2
Functional impairments of spine or rump, deformation of thorax	1.009.873	15,3
Blindness, visual impairment	343.182	5,2
Impairment of speech, deafness, impairment of hearing or equilibrium	260.409	3,9
Loss of one or both breasts, Distortion	172.177	2,6
Functional impairment in organic systems	1.982.302	29,9
Paralysis, cerebral impairment, mental or psychological impairments, addiction	972.946	14,7
Other and insufficiently indicated impairments	767.629	11,6
Total	6.621.157	100,0

3.3 ITALY

The main source used is the ISTAT survey "Health Conditions and Access to Health Services". This survey, however, does not give complete information, and has been integrated with other sources to give an overall estimate.

Based on the estimates of this survey, there are 2,615,000 disabled persons in Italy, or about 5% of the population of 6 years and over living in a family (Table 1).

Number of disabled persons 6 years and over living with family, by sex and age group 1999-2000 (numbers in thousands)

	6-14	15-24	25-44	45-64	65-74	75+	Totale
Males	40	27	81	153	204	389	894
Females	40	32	82	209	323	1.035	1.721
Males and Females	80	59	163	362	527	1.424	2.615

Table 1. - Source: ISTAT, survey "Health Conditions and Access to Health Services", 1999-2000

This estimate does not include the c.400,000 people suffering from severe incontinence not associated with other forms of disability. This problem, although not having an impact on the sufferer's autonomy, may have a serious effect on quality of life. It mainly affects the elderly, in particular women.

The survey does not include children under the age of 6 years, as already stated. New studies and analyses are being planned to quantify disabilities at this age. We can however, attempt a "guesstimate" of numbers. At primary school, 1.86% were registered as disabled in 2000, while at nursery school the figure was 0.88%. We can calculate therefore that the underestimate of dis-

abled children of less than 6 years amounts to 0.88%.

Specific studies estimate disabilities at birth to be 1%. Clearly, this value increases with age, not least because some disabilities are not diagnosable at birth. If we hypothesise a linear increase in disabilities from 1% at birth to 1.86% at 6 years, we can estimate that there are around 43,600 disabled children from 0 to 5 years old. For those disabled persons living in care rather than in the family, provisional results from the survey on State Residential Homes indicates the presence of 165,538 disabled persons or un-self sufficient elderly persons living in State Residential Homes (Table 2).

Numbers of disabled and un-self sufficient elderly persons living in state residential homes -1999 (numbers in thousands)

	Disabled persons			Un-self sufficient elderly p.	Total
	U. 18	18 - 64	Total		
Males	1.316	11.163	12.479	32.082	44.561
Females	901	11.270	12.170	108.807	120.977
Males and Females	2.216	22.433	24.650	140.889	165.538

Table 2. - Source: ISTAT-CISIS, Survey of state residential homes 1999. Provisional data

Considering both disabled persons living in the family and those in residential homes, we arrive at a figure of a little over 2,800,000 disabled persons. Obviously, this is an estimate, which is probably lower than the true number of disabled persons in Italy. In fact, as disabled persons living in the family are counted by a sample survey using an interview method (interviewing directly the disabled person and/or his or her family), an underestimation caused by non-declaration of a disabled person in a family can not be excluded.

Passing now to a more detailed analysis of the results of the survey "Health Conditions and Access to Health Services" for disabled persons of 6 years and above living in the family, we see that:

Disability is obviously correlated to age: the population of 65+ years has 19.3% disabled persons, while at 80yrs+ the figure is 47.7% (38.7% for men, 52% for women).

Also obvious is a large difference between the sexes: women represent 66% of disabled persons and disabled men only 34% , while in relation to the whole population 6.2% of women, and a little less than 3.4% of men, are disabled. The difference in sex is also correlated to age: more than 79% of disabled women but only 66% of men are 65 or over. This difference mainly relates to demographic evolution, which has caused strong population ageing, characterised by increased life expectancy at birth. This is true for the whole population, but is especially so for women.

Analysis of territorial distribution shows a difference between northern and southern Italy and the islands. The percentage of disabled persons on the islands is 6.5%; in southern Italy 5.1%; in the North-East 4.6% and in the North-West 4.4%. Central Italy has a disabled population of a little above 5%. Geographical distribution is the same for both men and women. (Table 3).

Disabled persons 6 years and over by region, 1999-2000
Actual and standardised rates per 1000 persons

REGION	Disabled persons		Total population (thousands)
	Actual rate	Standardised rate (*)	
Piemonte	48,1	44,5	4.028
Valle d'Aosta	39,4	38,6	112
Lombardia	40,2	41,8	8.487
Trento	38,2	38,0	422
Bolzano	31,7	35,5	437
Veneto	39,8	40,6	4.206
Friuli-Venezia Giulia	42,3	35,5	1.118
Liguria	47,3	35,5	1.543
Emilia-Romagna	50,8	42,1	3.754
Toscana	55,0	46,0	3.337
Umbria	51,0	40,9	788
Marche	56,0	47,9	1.374
Lazio	41,6	43,8	4.919
Abruzzo	54,1	49,6	1.203
Molise	55,1	48,9	309
Campania	45,8	56,3	5.345
Puglia	53,9	61,5	3.804
Basilicata	54,8	56,4	568
Calabria	62,8	68,1	1.918
Sicily	62,8	68,9	4.723
Sardinia	52,0	59,5	1.555
ITALY	48,5	48,5	53.950

Table 3

** The standardised rate allows comparison of populations with differing age structures. The actual rate depends on the age structure of the population. For example, the actual rate may be higher in some regions because of a higher proportion of elderly citizens. The standardised rate recalculates data on the basis of a standardised age structure to eliminate this factor, thus enabling observation of other regional differences.*



CHAPTER 4

Legislation concerning the integration of persons with special needs

4.1 ROMANIA

Conforming with its historical tradition and system of values, Romania builds a society which proposes to respect total the citizen's rights and liberties, assuring liberty of think, action and movement and which guarantee equal and non-discriminatory access to their exercise.

So that, the adaptation of national legislation to the European Union legislation represents a precondition for realizing all the other objectives proposed.

Thus, it was elaborated and approved on 30 June 1999 the Urgent Ruling of Government nr.102/1999 on special protection and integration in work of persons with handicap.

Approval represents a first stage in realizing this objective. Regarding its content, it's represented the European standards in the field of social protection of persons with handicap, containing for the first time in Romania settlement on:

-Assuring accessibility to physical environment and information of persons with handicap.

-Relation between public central and local administration and civil society creating the legal framework needed for setting up and efficient administration of center for assistance and rehabilitation for persons with handicap;

-Setting up the commissions for expertise of persons with handicap;

-Decentralization of specialized services for persons with handicap in transferring to the local communities the responsibilities regarding the payment of earnings for the personal assistant of persons with handicap and also assurance of free transport;

-Introducing for the first time in legislation for protection of persons with handicap the punishing measures against persons, which don't respect the provisions of the legislation in action; The legislative reform continued with the ap-

proval and publishing in Official Monitor of Romania the Ruling of Urgency nr.40/2000 and the Urgent Ruling nr.47/2001 which set up the rights of children with handicap, and also, some rules related with setting up and function of protected units, retirement of persons with handicap.

The Urgent Ruling nr.102/1999, with its modifications and completions is analyzed by Romanian Parliament for being approved as a law. The methodological norms of Urgent Ruling nr.102/1999 are structured in two decisions of Government, HG nr.427/2001 for approving the methodological norms concerning the employment conditions, rights and obligations of personal assistant of the person with handicap, and HG nr.696/2001 for approving the methodological norms concerning the financing of project in field of special protection of persons with handicap and administration financing together by State Secretary for Persons with Handicap and nongovernmental organization of persons with handicap or which have as aim special protection of persons with handicap.

In April 2001 was published in the Official Monitor the law of Volunteers nr. 195/2001.

From the 1 st of June 2000 action the Law nr.17/2001 concerning social assistance of age persons.

The special protection of persons with handicap is stipulated also in the article nr46 of Romanian Constitutions, which foresee that" persons with handicap benefices of special protection. The state assure the realization of a national policy for preventing, treatment, readaptation, education, counseling and social integration of the persons with handicap, respecting the rights and obligations of their parents and tutors".



The institutional reform

The institutional reform began in 1998 after the approval of the Decision of Government nr. 939 which permit the reorganization of the State Secretary for Handicapped in State Secretary for Persons with Handicap (SSPH) taking into account the needed services imposed by the application of the strategy on medium term proposed by the SSPH at that time and approved by the Government.

The principle, which stayed at the base of the institutional reform, is the improvement of the quality of person's with handicap life, which are assisted in the subordinate units.

In this case are taken in consideration not only the financial aspects but also those related with the assurance of the process of retrieval, abilitation and rehabilitation, social integration. For this were approved more measures:

Reorganization of the hospital house as centers:

- for retrieval and rehabilitation of young people with handicap;
- for neurophysiologic retrieval and rehabilitation;
- for caring and assistance;
- for integration through occupational therapy.

In these centers, a big importance has the retrieval and rehabilitation of persons with handicap for their social integration.

The development of the alternatives to the assistance in institutions of residential type, first of all by evaluating and finalizing the projects started previously in 1996 and not finished, initializing other new which put in practice the new SSPH's strategies, diversifying the services offered to the persons with handicap for a gradually deinstitutionalization, and also promoting a new concept of living centered on professional orientation, vocational training and employment of persons with handicap.

Socio-professional integration of the persons with handicap

Romanian legislation respects the Council Recommendation nr.86/379/EEC from 24.07.1986 concerning the employment of persons with handicap and the Conclusions of the Council

nr.89 from 12.06.1989, where is stipulated the right of persons with handicap to be employed, respecting the law conditions, conforming with their professional education and their physical and intellectual capacity, with individual contract for work.

Persons with handicap can be employed in the law conditions, by physical and juridical persons, which employ persons, conforming to their professional education and their physical and intellectual capacity, on an individual contract for work.

Physical and juridical persons which employ persons with handicap can organize protected places of work, special organized and arranged conforming to the requirements of the persons with handicap (protected units).

In order to sustain the initiatives to set up and function protected units, these benefit, conforming to the O.U.G nr.40/2000, by the following facilities:

1. payment of an tax on the profit of 5%, with the conditions that at least 50% of the profit to be reinvested for buying technological equipments (machines, tools, installations for work) and/or for arranging the protected work places, especially arranged, conforming with the law.
2. to save from the payment of custom duty for importing raw material, materials, tools and component parts used in the production process, including products useful for special protection of persons with handicap; it's forbidden alienate or sell these for a period of 5 years.

Commercial companies, autonomous companies, firms and national companies and also other economic units, which have at least 100 employees, have the obligation to employ persons with handicap in a percentage of at least 4% from the total number of employees. Also, commercial companies, autonomous companies, firms and national companies and also other economic units which refuse to employ persons with handicap conforming with the law, have the obligations to pay monthly to the Special Fund for Social Solidarity with Persons with Handicap an equal amount with the gross minimum amount on economy multiplied with the number of the work places on which they didn't employed persons with handicap.

Persons with hard, accentuate or medium handicap, employed with individual contract of work, benefit of the following rights:

- a) they can have, conforming with the law provisions, depending on their education and psychological and intellectual capacity, any function in the enterprise, employers having the obligation to arrange the work place, eliminating any difficulty in developing the activity;
- b) personal deduction from the annual global earning conforming with OG nr.7/2001 concerning the income tax;
- c) a period of test for employment, paid, of at least 45 days worked;
- d) a notice paid, of minimum 30 days worked, accorded to the undoing of the contract of work from the employer's initiative for reasons which cannot be charged to them;
- e) possibility to work no more than 8 hours per day, if they have a medical recommendation for this;
- f) integral pension for limit of age, with reduction of the paying stages and the standard ages for retirement, accorded conforming to provisions of the article 47 align. (1) and (2) from the law nr.19/2000 concerning the public system of pensions and other rights of social assurances.

Persons with handicap have the possibility to obtain and keep a work place, in the same conditions and with equal earnings, with the other employees.

Physical and juridical persons can be employed, in the conditions of the work legislation, persons with handicap, conforming to their professional preparation and physical and intellectual capacity, on the base of the individual contract of work.

Employment of persons with handicap can be realized creating protected work places, special organized, in order to eliminate the any difficulties, assuring the correct facilities and adaptations.

In the centers for integration for occupational therapy, persons with handicap assisted benefit of training and qualification in much specialization: boot-making, metallic confections, tailoring, bakery, confectionery, weaving, agricultural works, viticulture, animal breeding, etc.

These centers represent an important phase in the socio-professional integration process, many assistances can leave the centers and choose an independent life, a personal house, and a work place in the common environment, adapted to their aptitudes and physical and psychological capacities.

Another document, which stipulates the right for social protection of persons with handicap, is the Law nr.76/2002 concerning the system of unemployed assurances, referring to the measures for stimulating the physical and juridical persons to employ graduates of the education institutions, and also graduates with handicap. In keeping with the article 80 align (2) from Law 76/2002, physical and juridical persons which employ graduates with handicap, with individual contract of work for undetermined period, receive, for a period of 18 months, from the Budget of the Fund for payment of unemployment benefit, for every graduate, a monthly amount representing 1,5 gross minimum earnings on the country level.

Also, as a measure of protection for the graduates, is stipulated the obligation of these physical and juridical persons to maintain the individual contract of work at least 3 years since its signature.

The Ruling of Urgency nr.35/1997 stipulates that if physical and juridical persons who employ graduates with handicap want to train them, for professional requalification of the personnel, the expenses are supported from the budget of the Fund for payment of unemployment benefit. Also, in the article nr.85 align (2) from the Law concerning the system of unemployment assurances and stimulation of the employment of workforce, is foreseen the stimulation of employers with less than 100 employees and which employ with individual contract of work on an undetermined period, persons with handicap, through according for a period of 12 months, from the budget of unemployment assurances, for every person employed, an amount equal with the gross minimum amount on the country level (with the obligation to maintain the reports of work at least 2 years). ■

4.2 BULGARIA

The main regulations (laws, ordinances, etc.) regarding the people with disabilities are as follows:

- LAW ON THE PROTECTION, REHABILITATION AND SOCIAL INTEGRATION OF DISABLED PEOPLE (LPRSIDP)
- COMPULSORY SOCIAL SECURITY CODE
- LAW ON PROMOTION OF EMPLOYMENT

In the end of 2001 a number of significant amendments to the above-mentioned regulations were introduced.

The LPRSIDP was adopted in Bulgaria in 1995. Under the influence of the World Bank and the European Union in 2001 several considerable amendments were made to this law. Some basic philosophic concepts laid therein have been put to reconsideration.

One of the amendments to the law is the setting of an age limit (7 – 65 years), resulting in the inclusion of young children with disabilities within the scope of the law. Another one concerns the establishing of the degree of disability, laid down by an Ordinance of the Council of Ministers.

1. Law on the protection, rehabilitation and social integration of disabled people (LPRSIDP)

This Law makes provisions for the right of the disabled people to rehabilitation and social integration, their protection and the ensuing responsibilities of the state authorities, municipalities, economic and public organizations in the country. The purpose of this Law is to ensure conditions for the disabled people's social integration and their adequate and equal participation in the society.

A National Council for Rehabilitation and Social Integration is established under the Council of Ministers, composed of:

- representatives, appointed by the Council of Ministers;
- representatives of the national organizations for and of the disabled people;
- employers' representatives.

The National Council for Rehabilitation and Social Integration performs consultative functions in the field of rehabilitation and integration of the disabled people.

The Council of Ministers shall pursue a policy towards the protection, rehabilitation and social integration of the disabled people, by providing conditions for:

1. social rehabilitation;
2. education, professional orientation and professional qualification;

3. employment;
4. accessible and appropriate facilities and surroundings;
5. social and legal protection;
6. information and creating conditions for contacts among the disabled people and with the other citizens, as well as among the disabled people and their organizations from other countries.

The public authorities within their competence shall establish methods and standards for rehabilitation and integration activity in the fields referred to in paragraph (1), and for the initial professional background and qualification of the persons working with handicapped people.

No direct or indirect discrimination with respect to the disabled people shall be tolerated. The Government shall create conditions for equality between the disabled and the other persons.

Prophylaxis of preventable injuries

The public authorities in the area of healthcare, education, labor and social policy, branch ministries and agencies, municipalities, institutions within the health insurance system, employers and recruitment bodies shall assist in the prevention of injuries.

Rehabilitation and social integration areas

Education, vocational orientation and professional qualification.

The Ministry of Health, the Ministry of Education and Science and the municipal councils shall establish consultative-diagnostic centers to study the needs for the children's rehabilitation and social integration, and prognosis of their development.

The services in the state and municipal consultative-diagnostic centers are free of charge for the handicapped children.

The persons who have become disabled after sixteen years of age, are entitled to additional free education under adapted programs for general, professional education and training for adults, and also to initial rehabilitation under specific programs for the development of basic skills.

The National Employment Bureau shall open and maintain centers for developing the possibilities for the professional skills of the unemployed handicapped persons, providing training and assistance to find a job.

The schools for higher education and colleges, assisted by the organizations for and of disabled people shall create conditions for adapted environment, additional teaching help, special appliances and auxiliary educational materials, and if necessary, they shall provide personal assistants to the admitted disabled people.

Employment

The disabled people are entitled to work in an integrated working environment.

The disabled people are entitled to be transferred to a more appropriate job under the conditions and procedure, established in the Labor Code and the Law in the Civil Servant.

Employers adapting workplaces for disabled people shall be stimulated with financial means from the Rehabilitation and Social Integration Fund according to the procedure and in the way stipulated in the Rules of the Fund activity.

An employer having hired disabled people with

permanent handicaps shall be entitled to resources from the Professional Qualification and Unemployment Fund according to the procedure and in the way stipulated in the Law on the protection of unemployed people and promotion of employment.

The obligation for creating and maintaining jobs under article 315 of the Labor Code can be fulfilled on the grounds of an agreement with specialized enterprises, cooperative societies and workshops for handicapped people. In this case, the employer shall pay the costs for the creation and maintenance of jobs.

Accessible facilities and surroundings

The Ministry of Regional Development and Public Works and the municipalities shall create appropriate living and architectural environment for the disabled people.

The Ministry of Transport and Communications and the Ministry of Regional Development and Public Works, according to the Road Traffic Act and the Law on the Territorial, Urban and Rural Development, shall elaborate standards and regulations for the use of transport services by handicapped people and for facilitating the handicapped people in the road traffic.

According to the Law on National Standardization, the State Agency for Standardization and Metrology shall approve standards for specialized inside equipment and appliances and furniture in the homes, workplaces and public buildings and production and warranty service of equipment and facilities for training, professional orientation, qualification, employment, transport, household and public utility service of the handicapped people, and for other individual technical assistive devices.

The Ministry of Labor and Social Policy shall grant licenses to natural and legal persons to deal with production, import or maintenance of the technical assistive devices, appliances and equipment for handicapped people.

The Bulgarian National Television, the Bulgarian National Radio and the Bulgarian Telegraphic Agency shall provide free of charge specialized and accessible information to the disabled people.

The competent public authorities shall license the private media subject to compliance with the requirement for the availability of specialized information and programs for the handicapped people.

The Ministry of Culture, the State Agency of Youth and Sports, and the municipalities ensure the use of the entertainment, cultural, sports and tourist opportunities and services for handicapped people.

Socio-economic protection

The disabled people with permanent handicaps are entitled to a social security, health insurance and insurance against unemployment under provisions and according to the procedure laid down in the Mandatory Social Security Code, the Health Insurance Act and the Law on the protection of unemployed people and promotion of employment.

The Ministry of Labor and Social Policy and the National Social Aid Service shall open establishments providing social services to disabled people. Such establishments may be also founded by other natural and legal persons.

The municipalities shall grant to the disabled people with permanent handicaps dwellings from the municipal accommodation fund under the provisions and according to a procedure laid down in the Regulations for applying the Municipal Property Act.

In case of purchase, construction or capital repair of a dwelling the disabled people with permanent handicaps are entitled to get credit at the rate of 75 % of the value of the norm of the living area. The norm amount, the provisions and the procedure for granting such a credit shall be set by the Council of Ministers, in agreement with the Governor of the Bulgarian National Bank.

The activities under this Act shall be financed with funds from:

1. the state budget;
2. the municipal budgets;
3. the Rehabilitation and Social Integration Fund;
4. other sources.

An employer or an official who fails to perform his obligations under this Law, shall be imposed a fine ranging from BGL 100 to BGL 500, if

not subject to a more severe punishment. For a recurrent breach the fine shall range from BGL 200 to BGL 1000.

Institutions

1. Governmental

- Council of Ministers
- Ministry of Labor and Social Policy
- Ministry of Health
- Ministry of Education and Science
- Ministry of Transport and Communications
- Ministry of Regional Development and Public Works
- ◆ National Council for Rehabilitation and Social Integration
- ◆ Rehabilitation and Social Integration Fund - specialized fund from the state and municipal budgets
- ◆ National Social Aid Service
- ◆ National Social Security Institute
- ◆ National Statistical Institute
- ◆ National Health Insurance Fund
- ◆ Executive Agency “General Labor Inspectorate”
- ◆ National Employment Bureau
- ◆ Municipal Councils
- ◆ State and municipal consultative-diagnostic centers
- ◆ State Agency for Standardization and Metrology
- ◆ State Agency for the Youth and Sports

NGOs:

- ◆ Union of people with impaired hearing in Bulgaria
- ◆ Union of disabled people in Bulgaria
- ◆ Union of visually impaired people in Bulgaria
- ◆ Association of the parents of children with impaired hearing
- ◆ Association of the parents of visually impaired children
- ◆ Living Without Limits Foundation
- ◆ Center for Independent Life
- ◆ Center for psychological research and psychotherapy
- ◆ Association of disabled students.

4.3 GERMANY

The main legal instrument regulating access to employment for people with disabilities is the Severely Disabled Act (Schwerbehinderten-Gesetz) in force since 1986 and updated in 2000 and 2001 (amendment of the Social Code IX). The main ruling of this law is that 5% of all jobs in enterprises with more than 20 employees have to go to people recognised as severely disabled according to the criteria of that law. Otherwise, these enterprises pay a penalty, which goes into a financing programme for the disabled.

In addition, in every electoral period, the government is obliged to draw up and publish a comprehensive "Report on the Disabled and the Development of Rehabilitation". The last report was presented to the Bundestag in 1998. According to its statistics, there are 6,6 million or 8,8% of the German population which are recognised as severely disabled. Independent sources estimate that the overall figure for people with disabilities is around 8 million.

The main objectives of political and social measures are rehabilitation and integration of the disabled. Rehabilitation is pursued by four groups of benefits, i.e. medical, work-related, educational and social as well as financial.

Employment, and hence education and training are the most important aspects of integration. The highest priority is put on employment in the normal labour market. Employment in sheltered workplaces exists either as a transitional option on the way to "normal" employment or as an alternative for those, whose situation is too severe for that. The situation in the educational system is similar: the main aim is to integrate children and young people into schools alongside non-disabled children and youth. However, specialised institutions exist either to offer transient or compensatory schooling and training to those, who ultimately will be integrated fully, or to offer alternative education and training. Especially in the transitional period between school and professional training disabled young people and their parents are supported by specialist advisors and additional measures to ensure the right choice of profession, and training is taken. For youth, whose disability/dependency on special treatment excludes their direct integration, specific rehabilitation centres are available, the Berufsbildungswerke (Agencies for vocational training), which provide an integrated offering of all necessary medical, pedagogical, social and psychological services

	Bundesrepublik Deutschland	Bundesgebiet West	Bundesgebiet Ost
1990	4,6	4,5	4,9
1991	4,4	4,4	4,1
1992	4,3	4,4	3,6
1993	4,2	4,3	3,4
1994	4,0	4,3	2,8
1995	4,0	4,2	2,9
1996	3,9	4,1	3,0
1997	3,9	4,0	3,2
1998	3,8	3,9	3,4
1999	3,7	3,8	3,5
2000	3,6	3,6	3,4

for youth suffering from multiple disabilities and/or severe impairments of the cognitive faculties.

In the following we present some data about the disabled access to employment in Germany.

The employment rate of disabled people is 20 to 30% below that of non-disabled people.

In addition, most people with disabilities of working age are out of the labour market altogether and heavily dependent on disability benefits, many people with disabilities have a poor basic education and, as a consequence, are often employed in low-skilled and low-paid jobs. A law in Germany requires 6% of the workforce for handicapped. But the next table shows that this quota is not fulfilled and declined.

Some trends contributing to this situation are the following:

- when jobs are scarce and firms are downsizing, disabled workers who lose their jobs, have few prospects of regaining employment or shifting to new careers.

- structural changes in the labour market with an increased emphasis on intellectual ability, advanced education and adaptability offering fewer prospects for people with the double disadvantage of impairment and limited education and skills,

- developments in relation to Information and Communication Technologies (ICTs) affect people with disabilities; the disappearance of printed manuals, of routine and of repetitive work have a desperate impact on people whose skills or cognitive capacity are restricted to elementary jobs.

4.4 ITALY

Legal Framework for Disability in Italy

In Italy the position of disable people in society and on the labour market is controlled by the **Law Nr. 68**, approved on the 12th March 1999. This law substitutes the previous law 482/68 and it entered in force on the 17th of January 2000. It was completed by several ministerial decrees and circulars, among which the most important one, especially for enterprises, is the Ministerial Circular Letter of 17th January 2000.

The Law 68 reforms the norms about the obligatory work placement, making it compulsory as well for companies with 15 up to 35 employees to engage disabled people.

4.4.1 The objectives of Law 68

- To support the disabled in their approach to labour market by a placement with “technical instruments of support” which allow to evaluate precisely people with handicap in their working skills and to intern them to an adequate place of work. These means of support consist in the analysis of the place of work, positive actions and solutions concerning the environment, the instruments and the interpersonal relations on the place of work and socialisation (Art. 2).
- To support the enterprises with
 - Financial contributions
 - The possibility to set up particular contracts of work placement
 - Derogations to some laws in force.

The following decrees were edited by the Ministry in order to actuate the law:

Ministerial Decree (Ministry of Labour and Social Security) of 22nd November '99

Criteria concerning the transmission of information prospects for the employers which by law have to employ, according to Law 68 of 12th March 1999, which includes: "Norms for the right of work for disabled."

4.4.1.1 Ministerial Circular Letter (Ministry of Labour and Social Security) of 24th November '99, nr. 76

Obligatory employments. First definitions of the competencies of the central and peripheric offices after the delegation of functions and responsibilities concerning the labour market from the central State to Regions and Provinces.

4.4.1.2 Ministerial Circular Letter (Ministry of Labour and Social Security) of 24th November '99, nr. 77

Law of the 12th March 1999, nr. 68, concerning "Norms for the right of work for disabled", published in the Gazette nr. 68, ordinary supplement nr. 57/L. Modifications to the discipline of the Law Nr. 2, from 2nd April 1967, Nr. 482. **Ministerial Decree (Presidency of the Council) of 13th January 2000** (Gazette 22/02/2000)

Act of address and coordination in terms of obligatory employment of disabled, due to Art. 1, Paragraph 4, Law 68/99. It establishes the modalities for the assessment of the conditions of disability by special Commission.

Ministerial Decree (Ministry of Labour and Social Security – General Direction for Employment – III Division) of 17th January 2000, Nr. 4

Initial indications for the actuation of Law 68/99. The note intends (in view of the foreseen definition of rules according to the law of obligatory employment of handicapped) to give first directions, in order to allow a correct development, according to homogeneous rules, in the period of transition from the old to the new normative system, which will enter in force on the 18th January 2000.

These directives of orientation are necessary to co-ordinate the disposition of operative sections in Provinces and Regions, to which large part of the issues in labour market policy have been delegated. Main objective it is therefore to offer homogeneous criteria for a quick and efficient application of the reform law, assuring a continuity of service according to the new principles of aimed work placement.

4.4.2 Subjects obliged to employ disabled (Art. 3)

Employers who engage	Quote reserved before Law 68/88	Quote reserved by Law 68/99	Possible normative employment (art. 7)
Up to 14 employees	Zero	Zero	///
From 14 up to 35 empl.	Zero	1 disabled, only in case new employment	Yes
From 36 up to 50 empl.	15 %	2 disabled	Yes, within 50 %
More than 50 empl.	15 %	7 % of employees	Yes, within limit of 60 %

4.4.3 Criteria for the individuation of the occupational basis (Art. 4)

The occupational basis consists in:

- Employees engaged on open term basis
- Employees engaged on limited term basis, for a period longer than 9 months
- Employees on trial
- Part time employees, in proportion to the work

effectively carried out in relation to the schedule considered as regular by the collective contract established for a determined sector (fractions > than 0,50 are considered units).

Not to consider part of the occupational basis due to the Ministerial Circular Letter 17/1200:

Workers engaged with contracts of:

- Training and work
- Apprenticeship or Re-orientation

- Temporary work
- Work at domicile
- Employees engaged exclusively for activities to be carried out on a determined time basis abroad

4.4.4 Services for the work placement of disabled (Art. 6)

4.4.4.1 The responsible regional offices

The Regions entrust special Regional Offices which are adequately prepared in terms of Work Placement for Disabled Workers.

Functions of the Regional Offices:

- Programming, actuation and verification of the measures taken for the work placement of handicapped
- Introduction to work
- Management of the lists of disabled
- Authorisation of the exemptions and of the territorial compensations.
- Stipulate conventions with the enterprises
- Actuation of useful interventions for an aimed work placement

4.4.4.2 The technical committee

They are part of the competent Provincial Commissions and are composed of social experts and duty doctors.

Tasks:

- evaluation of the working capacities of the disabled
- definition of the best means and initiatives for the work placement of the handicapped
- introduction of periodical check-ups to control the permanence of the disability.

4.4.5 List of the unemployed disabled (Art. 8)

The unemployed disabled who fulfil the requirements foreseen by Art. 1 of Law 68/99 can request to be inserted in special lists managed by the entrusted Provincial Commissions. For each disabled person there will be provided a file containing:

- work capacity
- ability

- competence and orientation/interests
- nature and degree of disability

The entrusted Provincial Commissions establishes a public and unique list of the unemployed disabled according to the criteria laid down by the Regions.

4.4.6 Requests of work placements by the employers (Art. 9)

Employers are obliged to present their request for a disabled employee at the appropriate offices within 60 days after the beginning of the obligation of employment. This obligation is considered as fulfilled as well by the sending of an information table to the above mentioned offices.

4.4.6.1 The information table

The information table is defined by a Ministerial Decree which contains the modalities for its composition and the terms for its sending. Once it has been handed in, it becomes open for public reference.

It includes:

- the total number of dependent workers
- the number and the names of the disabled workers already employed
- the work places and the activities available in case of vacancies

4.4.6.2 The introduction to the enterprise

If it is not possible to place a person with the required qualifications in the company, the entrusted offices will send workers with similar characteristics, according to the list and previous training.

4.4.6.3 The introduction of persons with psychic handicap

The psychically disabled workers are introduced to work on nominal request and through a convention:

Art. 9, paragraph 8

Refusal of employment by the employer

Art. 5, paragraph 8

Refusal of employment by the worker

a) In case of refusal by the employer, a record is composed and sent to the responsible offices and to the judicial authorities. If necessary, there will be applied the fines foreseen by Art. 15.

b) In case that the worker twice doesn't respond to the convocation of the employer without any justification or if he refuses a place of work offered to him according to his professional requirements, he loses his right of unemployment benefits and will be cancelled from the employment lists for 6 months.

4.4.7 Relation between the employer and the obligatorily engaged employee (Art. 10)

The employer:

- receives normal economic/normative treatment foreseen by law and by the national contract of the specific working sector.
- cannot carry out tasks which are not manageable with his type of disability.
- can request that it is checked if the tasks of his work are compatible with his state of health

The employer:

- cannot request from the disabled worker the carrying out of tasks which are not compatible with his state of health
- can request that the health conditions of the disabled worker are checked in order to establish the type of possible working relation in the enterprise

Report by medical commission:

If incompatibility is testified, two are the possibilities:

1. The incompatibility is provisory and can be overcome:

- the disabled has the right of a non-paid suspension of the work until the incompatibility is resolved
- in the same period the disabled worker can participate in internships for training

2. The situation can not be overcome

- the working relation can be interrupted (in which case it has to be communicated within 10 days for a possible substitution with another disabled worker).

4.4.8 Conventions between enterprises and Provincial Offices (Art. 11)

With the purpose to facilitate the work placement of disabled workers the law foresees the possibility to stipulate specific conventions between employers and the entrusted Provincial offices. The conventions must establish times and modalities of employment followed by the enterprise.

The agreement can consist in:

- the possibility that the person can be chosen by the company
- the practice of internships for training and orientation, which last not more than 12 months (can be renewed one time), which finish with the eventual actual employment of the trainee and are as such considered a temporary covering of the quota of obligatory employments.

For the enterprise this involves the following obligations:

- assure the trainees for Civil Responsibility (Art. 13, par. 3) and for accidents at work by means of a convention with INAIL
- employment with fix term contract
- longer trial periods than foreseen by the national common working agreement

- derogation from age limits and duration of the training contracts.

The entrusted offices can promote and start specific initiatives as well by conventions with:

- social co-operatives, consortiums of social co-operatives, voluntary associations
- professional training centres
- other accredited organisations

4.4.9 Conventions between enterprises, Provincial Offices and Social Co-operatives

The Provincial offices can also stipulate conventions with private employers and Social Co-operatives for the temporary work placement of disabled. The disabled worker can be placed within the Social Co-operatives themselves, to

which the private employer agrees to entrust working orders.

The period of temporary work placement within the Co-operative is valid for the covering of the reserve share.

Enterprises that employ	Possibility of conventions with Social Coop.
Up to 15 employees	Not possible
From 15 up to 35 empl.	Max. for one disabled worker
From 35 up to 50 empl.	Max. for one disabled worker
More than 50 empl.	For max. 30 % of the disabled worker

Conditions:

- a) open term employment of the disabled
- b) work placement of the disabled at the Social Coop. for all the duration of the convention (max. 12 months, except extension of other 12 months by the entrusted offices), which accounts for the expense for salary, assistance and insurance.

c) In the convention have to be indicated:

- the working commissions that the enterprise agrees to entrust to the Coop., which must be at least of the same value as the expense that arises from the work placement
- the name of the workers to place
- the personalised training course

4.4.10 Incentives for the employments made by conventions

The entrusted offices have the faculty to grant incentives, according to presented programmes and to the money available.

- a) fiscalisation of the contributions for 100 % for max. 8 years

- for each disabled with more than 79 % working capacity or with handicaps belonging from the first to the third category (which are regulated according to tables of norms for war pensions);

- for each worker with intellectual and psychic handicap (mentally handicapped), who is employed according to the law without considering the percentage of invalidity, after previous definition by the Region of the general criteria that allow to limit the expense to 10 % of their quota of competency.

b) Fiscalisation of the contributions for 50 % for a max. of 5 years

- For each disabled with working capacity between 67 and 79 % or with handicaps belonging from the forth to the sixth category (which

are regulated according to tables of norms for war pensions).

c) Flat-rate refunds for the expense necessary to adequate the work places to the requirements of the employed disabled

- For each handicapped with a working capacity less than 50.

Remark: after 5 years, the entrusted offices, verify the continuing of the conditions of handicap, which are the reason why the financial support is granted.

4.4.11 Sanctions

In case of not respecting the law, the Directing Board of the Provincial labour office will claim the following sanctions:

Omissions	Sanctions
Delay of sending the information table	500 Euro + 25 for each day of delay
Missing employments after 60 days from the beginning of the obligation	50 Euro a day for each disabled worker not employed

4.4.12 Obligation of certification (Art. 17)

The law foresees precise obligations for the enterprises that intend to operate on behalf of public institutions.

In case of participation in:

- competitions for public contracts (call for tenders)
- conventions with public administration
- concession with public authorisation

Obligation of preventive presentation:

- declaration of the legal representative which attests the respect of the directives given by the law 68/99
- certification by the entrusted offices which attests that the enterprise follows the directives of the same law.

Source:

THE EDUCATION SYSTEM IN ITALY, Unità Italiana di Eurydice, INDIRE, Istituto Nazionale di Documentazione per l'Innovazione e la Ricerca Educativa (ex-BDP)

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CHAPTER 5

Materials for promotion

5.1 ROMANIA

Modular system of protheses for social and economic recovery of disabled persons with hands handicap

The original solution of the work post is covered by **Patent 109.170** and it recived the **Silver Medal** at the **International Inventions Hall “GENEVA 1996”**.

It is based on original solutions of increasing the flexibility of robot cells by means of automaatically replaceable gripping and operating devices, which have been elaborated in ICTCM by the author of the present proposal and are covered by **Patents 105.603** and **105.604**.

On the occasion of this meeting we would like to advertise this new assistance solution and to find partners for its development and application in the domain of social and economic integration of disabled persons with hand handicap as a result of, either congenital malformations, labour accidents, or infirmities acquired under present war conditions.

Description of the modular prosthesis system

The original solution, elaborated by the author of the present **Project Proposal** within ICTCM is based on the creation of functional and ergonomic stationary work posts, specific to various activities and operations.

The work posts are provided with rapid mechanical, energetic and informational coupling of gripping (hands) or work devices specific for the respective work post operations to a fitting prosthesis (sleeve) that is placed on the disabled person's arm.

Powering the performing elements of gripping and work devices by means of compressed air or electric power is made by the person wearing a prosthesis, by its actuating pedals or other such control units.

The gripping and working devices that are waiting in store are, either coupled, or uncoupled to the fitting prosthesis by the disabled person, who takes it out of or sets it back into the device storage himself, depending on the handling operations required by the respective work post.

Collaboration objectives

- ◆ Joint research and production of prostheses modular systems for work posts specific to various activities, aiming at an efficient socio-economic integration of disabled persons with hands handicap:

- **professional activities**

(industrial activities, birotics at home or at the office, technologic processes at home or at economic agents)



- **in-house activities and entertainment** (daily personal washing, food preparation and serving, other household activities, entertainment)

- ◆ Study of psychic implications, elaboration of a training methodology for disabled persons with prostheses; suggestions of legislation regulations that should facilitate their integration into socio-economic activities
- ◆ Joint research and production of standard modular components of light material, with high mechanical performance, based on specific modern technologies of partners
- ◆ To extend the solutions regarding the capacity of performing hands and work devices interchange, with a view to comply with complex present prosthesis systems with biocurrent control, in order to increase their efficiency and the application performance of complex prostheses.

Estimated results

The proposed prosthesis system has the following advantages:

- ◆ Cost reduction of social and economic recovery of persons with hands handicap, thanks to simple constructive solutions, modular structure, short training period
- ◆ Rapid adaptation of the proposed prosthesis system to the specific infirmity of the disabled person and to his domain of activity, thanks to its modular construction
- ◆ Significant increase of the handling capacity of disabled persons with hands handicap by an ergonomic organization of the work post
- ◆ To open a joint humanitarian field of research, production and application for the benefit of disabled persons with hands handicap due to, either congenital malformations, work accidents, or other infirmities owing to present war conditions

Special delivery equipment for a work post of a disabled person



1. General Description

A functional model of flexible work post operated by a disabled person with hands prosthesis is conceived for assembly operations and electronic subassemblies testing. Its functional and constructive principles can be applied to various specific complex activities- such as: industrial, social, household activities- biotics. entertainment, etc

The disabled person with hands handicap is endowed with a fitting prosthesis provided with a rapid coupling system to the gripping devices- and specific tools. The operator picks them up from the work post storage, where he can find them displayed on special supports. The operator himself performs control of mechanical-pneumatic or electrical feeding of gripping devices and specific tools by means of pedals.

2. COMPONENTS

- general - use equipment:
storage of gripping and work devices,
pressure source, control pedals
- specific equipment:
gripping and work devices
- fitting prostheses:
specific prostheses for various handicaps

3. APPLICATIONS

Socio-economic recovery of disabled persons with hands handicap, by means of creating specific work posts for various activities:

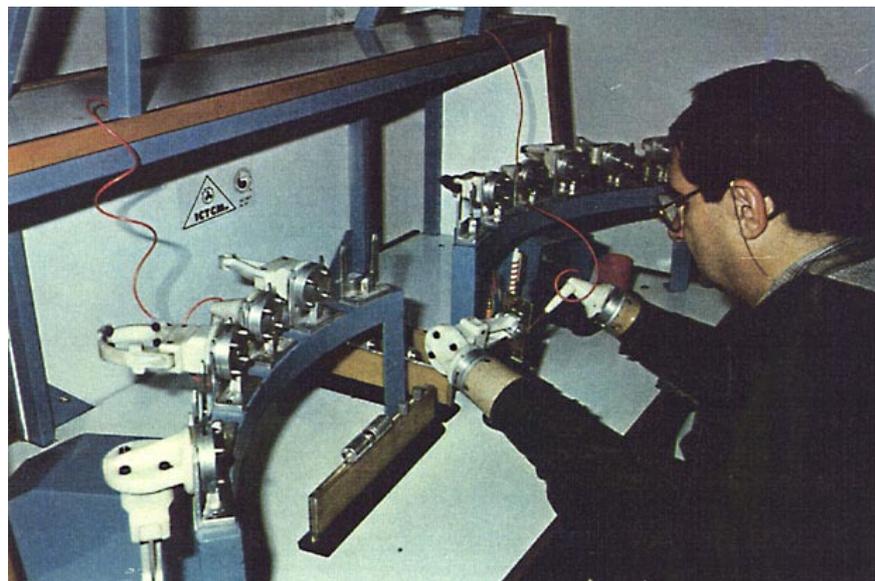
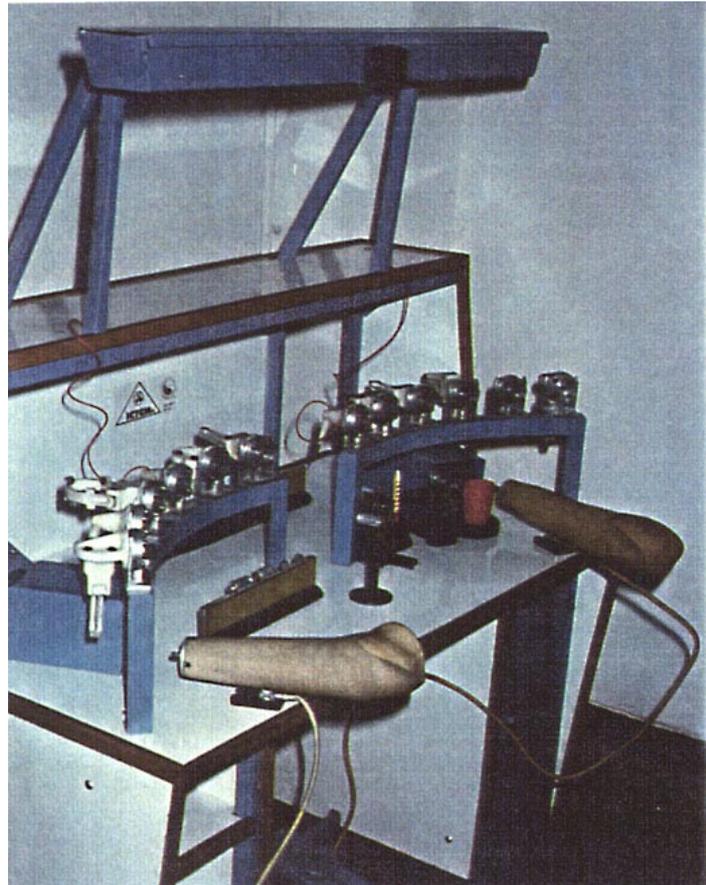
- professional activities
birolics at home or at the office, technological processes at home or at economic agents
- **household activities and entertainment**
daily washing, dinner preparation and serving, other household activities, entertainment

4. ADVANTAGES

- simple, reliable and cost-saving
modular construction
- rapid user training
- rapid adaptation to various handicaps

5. ESTIMATED EFFECTS

- to enhance handling performances of disabled persons
- to open up an unsanitary research and application field
- collaboration opportunities with elite companies specializing in prosthesis manufacturing
- a wide sales market



*The original solution of the work post is covered by Patent 109.170 and it received the Silver Medal at the International Inventions Hall "GENEVA, 1996"
author Dip. Eng. Vladimir Cardei*



5.2 GERMANY

Myoelectric hands

Due to an unfortunate airplane accident, a young man endured two traumatic amputations and burns covering 80 percent of his body. Due to his severe burns, fitting the prosthesis was a problem because normal procedures did not apply in his case. After many hours of thought, patient input, and trial and error, a solution was reached that provided the patient with practical use and satisfaction.

At the outset, after numerous skin grafts, the patient, "Mark," was fitted with left below-elbow yoelectric prosthesis. A conventional prosthesis could not be used because of problems fitting the harness due to severe burns in the axils area. Mark, who is predominantly right-handed, used this prosthesis to make up for lost dexterity in his still-mending right hand. After a lengthy recuperation and further skin grafts, the right hand was healthy enough for fitting and the real challenge began (see Figure 1).



Figure 1

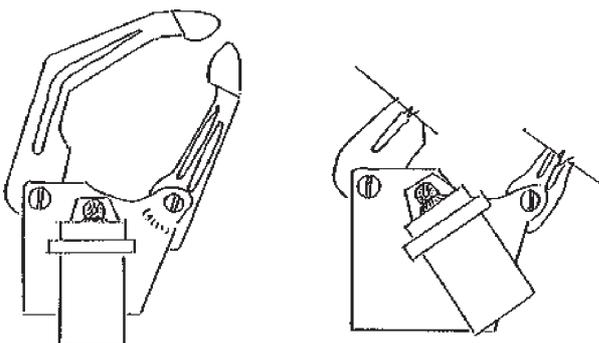


Figure 2



Figure 3

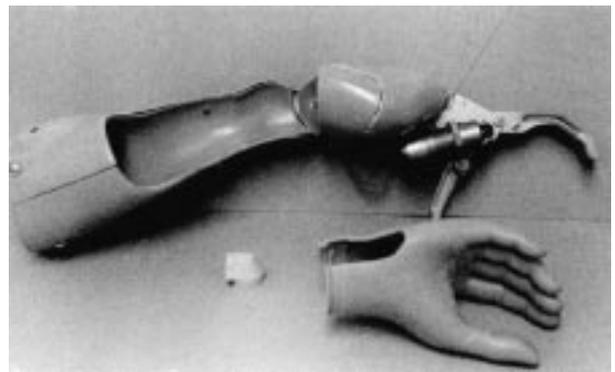


Figure 4

The first attempt was to use a mechanical prosthesis, but again, difficulties with the harnessing were experienced. It was then decided to use an Otto Bock myoelectric hand, which was dismantled except for the main frame. First, the motor and transmission were reattached at a 45-degree angle relative to the frame (see Figure 2).

To minimize the mechanism's length, the tension spring of the inner hand shell was eliminated. The amputation in the distal metacarpal region was 1 1/4-inch larger than the wrist section; therefore, to facilitate donning and removing the prosthesis, a socket with an angled opening and a flap covering secured with Velcro was made (see Figure 3).

The stripped frame was then attached to this socket with carbon and fiberglass in a 45-degree angle, which placed the fingers of the myoelectric hand in a functional position (see Figure 4).

This combination resulted in only a 3/4-inch discrepancy from a normal metacarpal phalange joint. The next task was placing the electrodes. The electric output of the flexors and extensors was very good. However, there was a problem with the pronator. When stimulating the extensor in the closed position, the pronator inadvertently opened the hand. The patient, himself, found the correct placement for the extensor electrode, thereby eliminating the problem.

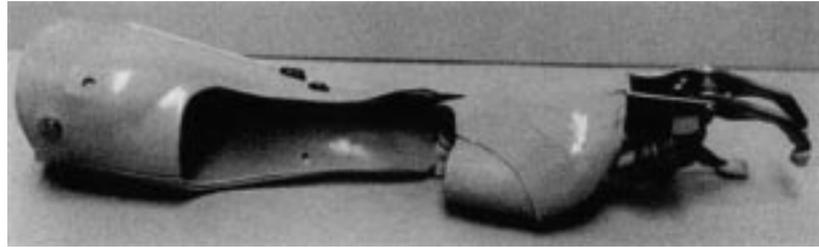


Figure 5

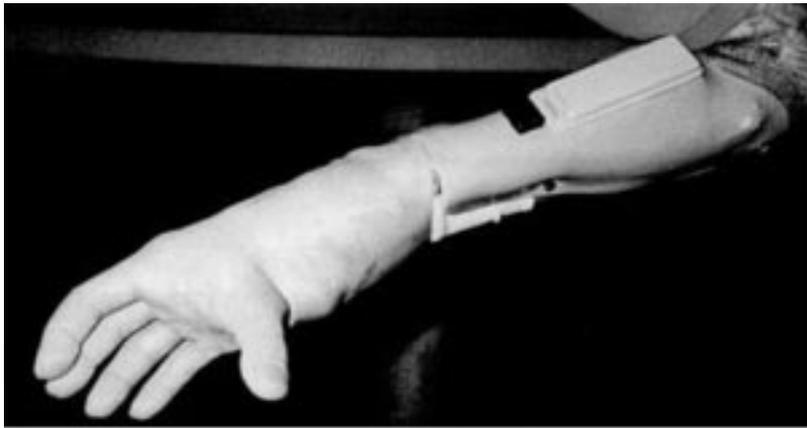


Figure 6

Using experience gained in orthotics, the socket with the electrodes was connected in accordance with the principles of the wrist-driven flexor hinge or tenodesis splint. The goal was to maintain the exact location of the electrodes in each of the hand's positions. Three objectives for the upper socket design

were to cover a minimal amount of surface area provide a method of donning and removing the prosthesis with ease and conceal and protect all cable connections to the hand (see Figures 5, 6 and 7).

These objectives were accomplished by using a double lamination (see Figure 8).

After successfully completing lamination, the electrical hand controls had to be installed

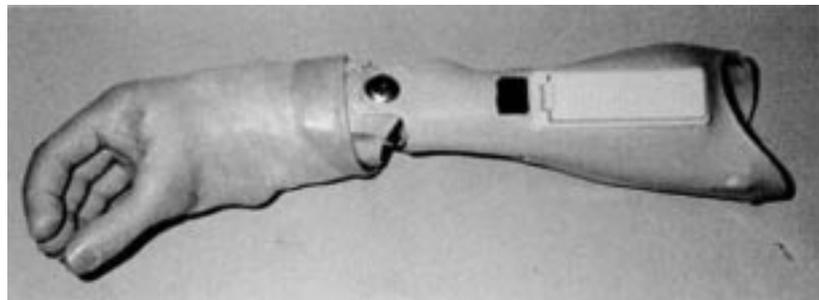


Figure 7

Otto Bock HealthCare GmbH
Geschäftsbereich Technische Orthopädie
Max-Näder-Str. 15
37115 Duderstadt - Germany



Figure 8

5.3 ITALY

5.3.1 Introduction

Disadvantaged, disabled or handicapped, these are just some of the terms used to define the human condition when the body is evidently missing some of its usual functions, a lack of which often is determined as “abnormality”. If our objective was to overcome this obstacle by thinking for example about a random distribution of prosthesis, almost everybody would need some kind of technical and material tools to reach “normality”. However in the daily life experience we would find out that the main questions are others. On the one hand there’s the political problem - the daily incoming into force of the norms of civic correctness still continuously evaded in Italy and this has to be reminded. On the other hand there’s a “cultural battle”, which waits from all people to obtain a goodwill, aiming to understand and to accept that the individuals are not identical, that they have different affective and sensorial attitudes, and that a lot of mutual respect and solidarity is needed. It must be worked on the development of a social mentality aware of the various values of living together and from this point of view it must be joined the adequate technology and design and not vice versa. We will have to focus an economy which takes care about the “individual potentials” and not about the limits. The educational course indicated by Maria Montessori foresees the experimentation of each form of autonomy since the earliest age. It has also to be realised that the standard of living quality becomes a relevant factor for the determination of the right type of intervention and service.

5.3.2 A little bit of Solidarity Design

Solidarity: the dictionary says “tendency to realize a social arrangement based on collaboration and agreement or to demonstrate one’s own approval and support of a person or group engaged in an enterprise or a movement”. It would certainly seem that the shapes of objects or spaces could never have anything to do with solidarity action. Then again, a solidarity action towards who or what?

And yet “agreement” and “collaboration” can be expressed everywhere, in the domestic and in the social environment, in collective spaces and in the individual relationships between many or few people. To define the word “solidarity” in a community environment, today, would express a precise longing: that of helping those in need, those who require immediate care, those helpless, those, perhaps, less lucky than we are. Substantially these are people who are other than us, people who had their rights, their standard of living trod upon, a standard of living which we seem to have somehow reached. Art has always been a little at odds with notions of “difficulty” and “suffering”, and with this it has been alien to the people involved in professions and other occupations whose aim is to give shape and voice to quality and beauty.

The quality of useful shapes and the language of design almost never find grounds for expansion in the social environment but are notable for an attention towards the family/domestic environment, perhaps also because super-consumerism and luxury can be expressed better in the latter.

Solidarity or “solidarity design” is therefore a pretext to fully consider the concept of projects that look in an ethical way to social and environmental issues with generous knowledge and optimism, to make it the object of research for formal innovations. Not only objects, but “communications”, messages of public utility: even just the promotion of ecologically correct actions, like drinking water from the tap, is becoming an emergency communication, like discussing about traffic jams and the promotion of car-sharing.

This is about S.O.S., or rather about the shape, quality and aesthetics of the S.O.S. This is not about charity, but about the feeling that stimulates us to be charitable, that will take us to finalise a project.

The project’s proposal should therefore have originality both in its formal and aesthetic appearance and in its aspects of sustainability and technology.

The realistic panorama of violence, exploitation, war, death, violation of human rights, crushing of the weak, of women and children, natural disasters, human submission to the logics of money and of the marketplace could be extremely discouraging. But the optimism pervading us, and the ability to maintain a broken distance between justifications and real problems gives us a human body (our body and that of the “other”) ready to work, full of life and not self-sacrificing, a body with the tendency to run from one side to the opposite one, a side where indifference would often want to push us. The knowledge that art and creative experimentation (also with its provocative load and its infinite search for aesthetic quality) could be enjoyed usefully in places and areas of emergency and recovery, which are in this case exponentially opposed to luxury and waste.

There are circumstances, micro-contexts (like that of prosthetics), macro-economies or immaterialities (ethical banking, fair and community-based trade), that belong to a larger shared network of issues and contexts: sheltered family housing, orphan children, religious integration, homeless, racial integration, protected communities, the elderly, the poor, people with disabilities, children with terminal illnesses, places where pain and therapy take place, hunger, thirst and many other issues.

All of the people belonging to these contexts are in need, more than anyone else, of “quality” and of “beauty”, as pointed out by Giovanni Bollea neuropsychiatrist italian.

What can the concept of “project” usefully express to such majority of people, wrongly defined as “different”?

This is the actual issue to consider in order to express individual creative imagination. It is useful to examine the various proposals reviewed in the anthology “Arte e Ospedale” by the Michelucci Foundation in Florence (www.apeironbookservice.com): the projects carried out in Berlin by Tim Braun from the “e27” group (www.e27.com); the “Rice School”, an edible installation for children from Pristina created for the Fiera di Roma fair; the new section for child cancer patients set up at

the Umberto I hospital in Rome; the “Children in Emergency” project in Bucharest and Singureni in Romania, (www.bambiniinemergenza.org); the refurbishment of Villa Ulrick (a sheltered house for mothers and children) by the Abele Group in the town of San Mauro Torinese, realised with site specific furniture solutions. Some projects, carried out by the Fine Arts Academy of Florence and included in a dedicated website (<http://contrajubilaum.webitaly.com>), develop and explore multi-ethnic and multi-religious objects, industrial graphics and gadgets with irony and practicality. Orientation for research about eco-mafia, macro-economy and poverty in many Southern regions of the world is available from the “Abele” group (www.gruppoabele.it).

There will be a lot of proposals and research in this direction spread between many countries1 cultures, and they will all try to go beyond a simple act of charity (religious or not), to travel to places where feelings of love, tolerance, equality, brotherhood, peace and democracy will be able to generate concrete and sustainable projects that will be able to effectively help the “other”.

From domestic art to social art? From a taste for everything which is near, maternal and familiar, to a want for everything social, remote, community-based and environmental? From a want for possession to a wish for sharing? From the jungle of hyper-liberal economy to fair trade and solidarity commerce and ethical banking? Only a year ago, these would have sounded to us like utopic questions, but the bigger issues of poverty and the health of the planet call for individual responsibility, and they need the rethinking of habits like the use of plastic cups to driving cars in city centres. The ethics and the social responsibility required by those who operate in creative professions could give us new shapes, new colours, new contexts, new spaces and new challenges.

Edoardo Malagigi

PROTESI MIOELETTRICHE: nuovi Prototipi

A.Davalli*, R.Sacchetti*, C.Bonivento**

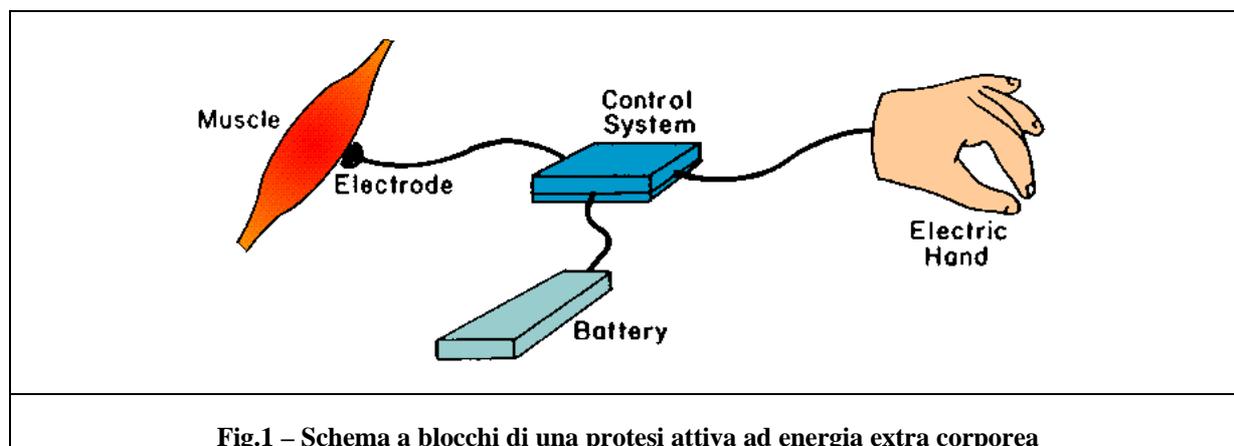
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Le protesi mioelettriche sono protesi elettromeccaniche ad energia extracorporea che attraverso il rilievo e l'elaborazione di segnali elettromiografici superficiali, utilizzando l'energia fornita da accumulatori, possono realizzare alcuni movimenti dell'arto superiore. Attualmente controllando fino a 3 motori in corrente continua si può determinare la chiusura o l'apertura della mano; la flessione-estensione del gomito; la pronazione-supinazione del polso. Le protesi mioelettriche sono dispositivi relativamente recenti essendo state introdotte negli anni 50-60; in Italia il primo amputato trattato con una protesi di questo tipo risale al 1965.



Le protesi a comando mioelettrico, utilizzano come sensori degli elettrodi superficiali posti a contatto con la cute del moncone, in grado di rilevare il segnale elettromiografico generato a seguito di una contrazione isometrica della fascia muscolare sottostante. Tale segnale, che ha origine dal meccanismo intrinseco di contrazione della fibra muscolare, ha un valore molto basso dell'ordine di decine - centinaia di microvolt, in una banda di frequenze situata al di sotto di 1KHz. Queste caratteristiche evidenziano come sia necessario elaborare con estrema attenzione questo segnale, per poter trovare un comando significativo per la protesi stessa.

Condizione necessaria affinché sia possibile utilizzare tale tipo di segnali è che siano disponibili segnali di ampiezza tale da essere riconosciuti dai sensori, ed inoltre che il paziente riesca a generarli in modo indipendente uno dall'altro. Quest'ultima condizione si rende necessaria in quanto solitamente si associa ad un elettrodo un movimento (es. apertura), ed al secondo il movimento opposto (es. chiusura).

Di conseguenza il sistema di controllo attua il movimento sulla base del sensore che fornisce un segnale. Il tutto funziona correttamente se viene attivato un muscolo per volta, altrimenti il sistema di controllo si trova a dover eseguire 2 ordini contrastanti e quindi la protesi ha un funzionamento errato. Considerando il caso in cui si utilizzino i gruppi muscolari estensore dell'avambraccio per aprire la mano protesica, e quelli flessori per chiuderla, si ottiene che tali movimenti sono comunque abbastanza facili da apprendere in quanto simili a quelli che si compiono sull'arto naturale.

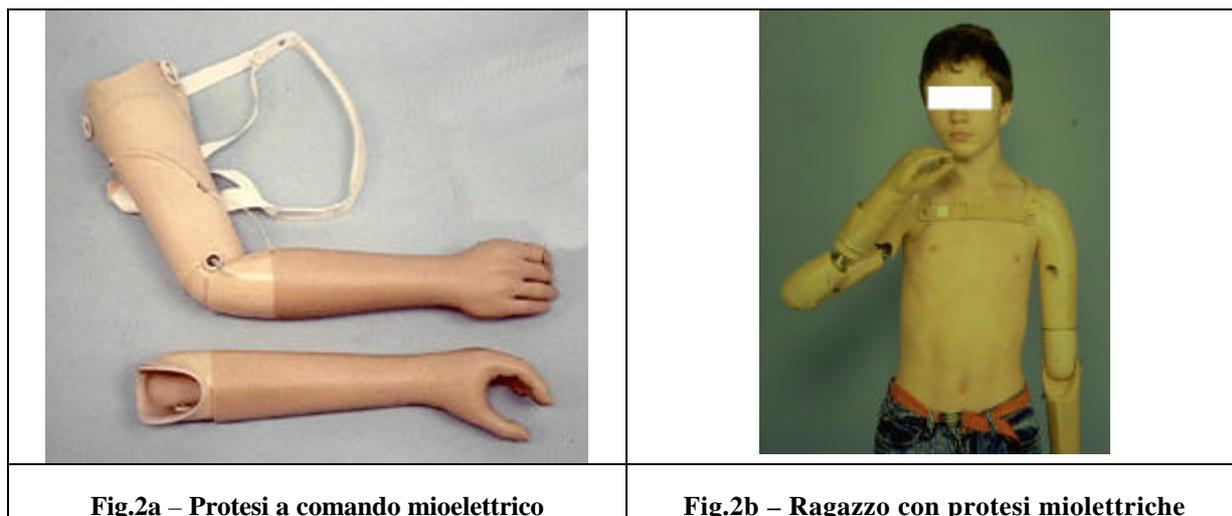
Con il crescere del livello di amputazione, saranno da ricercarsi fasce muscolari la cui attivazione, per compiere un determinato movimento della protesi, può richiedere l'applicazione di uno schema motorio più complesso.

Vi sono patologie dove il ricorso all'elettromiografia non è indicato, o esistono soluzioni più efficienti. E' il caso di patologie congenite come le amelie e le focomelie dove la situazione muscolare è particolarmente anomala ed inoltre sono presenti delle sporgenze, o addirittura delle pseudo dita che il paziente è in grado di controllare molto bene. In questi casi si utilizzano dei micro interruttori o dei sensori di pressione che sono comandati direttamente dalla persona. Questo tipo di comando prende il nome di "comando elettronico".

Nelle protesi funzionali ad energia extra corporea si possono controllare i seguenti dispositivi :

- mano o gancio manipolatore (apertura e chiusura)
- polso (pronazione e supinazione)
- gomito (flessione ed estensione)

Vi possono essere altre articolazioni nella protesi, che però sono di tipo passivo e servono essenzialmente per ottimizzare l'atteggiamento l'arto al fine di compiere con minor difficoltà certe funzioni.



Tali protesi possono essere applicate a partire dalla disarticolazione di polso fino al livello di disarticolazione di spalla se le condizioni sopra citate sono soddisfatte.

I vantaggi di questo tipo di ausilio sono :

- Elevata forza di presa
- Elevato grado di funzionalità anche con livelli di amputazione molto prossimali

I fattori che invece possono sconsigliarne l'applicazione sono:

- Segnali elettromiografici insufficienti o non controllabili indipendentemente,
- Impossibilità di controllare contemporaneamente più funzioni
- Peso elevato. In alcuni casi la struttura scheletrica del paziente può non sopportare il peso della protesi, specie nei casi dove sia previsto un gomito elettromeccanico.
- Utilizzo della protesi per lavori particolarmente pesanti in cui la pur robusta struttura della mano elettromeccanica potrebbe venire danneggiata.

Trattandosi di protesi funzionali ad energia extra corporea, uno dei fattori principali dell'innovazione si gioca sul tipo e sulla gestione della fonte di energia utilizzata. I sistemi attuali utilizzano come fonte energetica degli accumulatori al Ni-Cd che presentano un accettabile compromesso fra energia erogabile e dimensioni, peso e si riesce a garantire una autonomia giornaliera di circa 1000-2000 movimenti. Con tecniche particolari di gestione energetica quali l'introduzione di modalità di funzionamento a basso consumo, limitazioni di corrente in particolari situazioni, utilizzo di accumulatori particolari si possono avere fino a 8000 movimenti con una singola ricarica. Si iniziano ora a sperimentare protesi con batterie agli ioni di Litio che a parità di dimensioni, assicurano una durata maggiore.

La nuova generazione di protesi per arto superiore sviluppate al centro R&D dell'INAIL di Vigorso di Budrio, in collaborazione con il Dipartimento di Elettronica e Sistemistica

dell'Università di Bologna è controllata da un sistema a microprocessore in grado di acquisire i segnali elettromiografici e con una particolare legge di controllo di pilotare il motore elettrico posto all'interno dell'arto. Questa legge di controllo è variabile per permettere la miglior configurazione dei suoi parametri, così da ottenere il controllo ottimale della mano da parte del paziente.

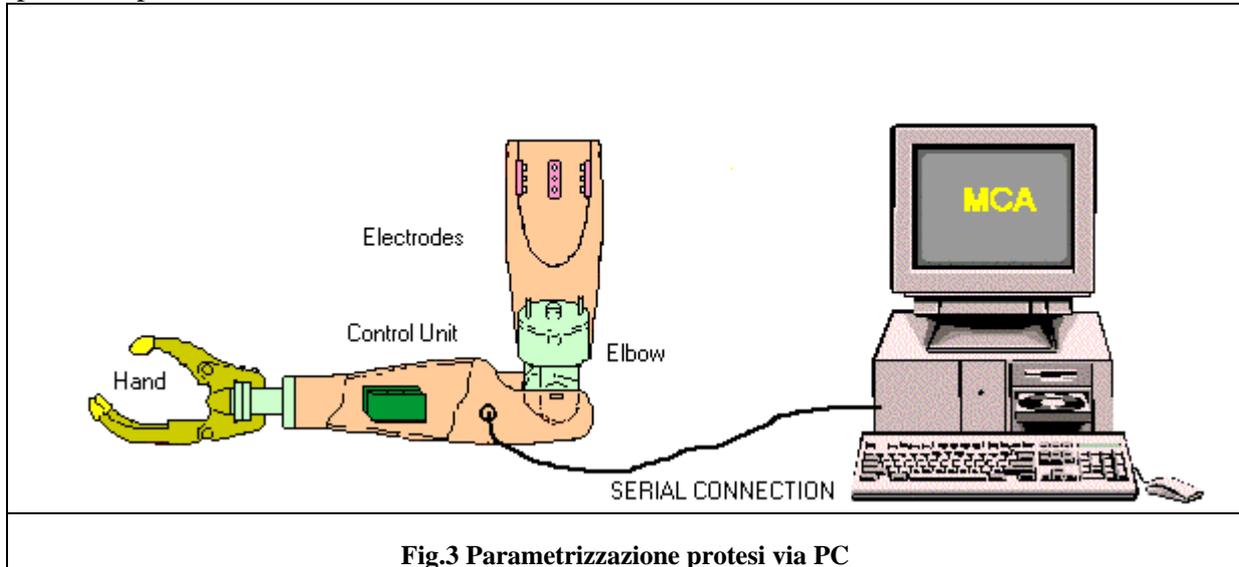
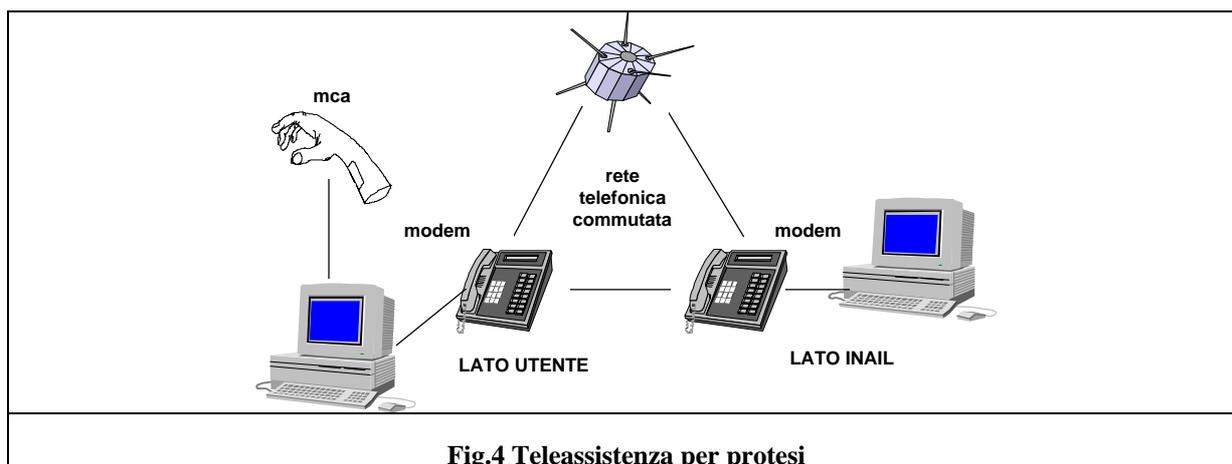


Fig.3 Parametrizzazione protesi via PC

Tramite un PC è quindi possibile sia monitorare lo stato della protesi, sia intervenire sui parametri che ne modificano il funzionamento in modo da ottenere la massima personalizzazione sul paziente stesso. E' possibile ad esempio cambiare la sensibilità della mano, eseguire operazioni di autodiagnosi, contare il numero dei movimenti effettuati da paziente al fine di dimensionare correttamente gli accumulatori.

Tutte queste operazioni sono possibili sia in locale, cioè con il paziente e la protesi collegata ad un PC presso il Centro Protesi, oppure in remoto, cioè con il paziente presso la propria abitazione. In questo caso tramite l'uso di linee telefoniche digitali il paziente si collega al Centro Protesi dove un tecnico può provvedere a tutte le operazioni necessarie. Il tutto con il supporto della video comunicazione che permette un contatto più 'umano' tra tecnico e paziente.



Altra importante frontiera nel campo delle protesi di arto superiore riguarda il problema della sensorizzazione e del bio-feedback. Infatti la funzione prensile dell'arto superiore non è l'unica funzione svolta; con la nostra mano naturale siamo in grado non solo di afferrare un oggetto ma anche di valutarne il peso, la consistenza, la rugosità, temperatura. Le tecnologie hanno messo a disposizione sensori e trasduttori di varia natura, che si sta cercando di integrare all'interno della mano protesica. A livello prototipale oggi è possibile rilevare e trasmettere sul moncone sensazioni termiche, vibrotattili o pressorie, che cercano di ricreare in zone sane le relative sensazioni dell'arto sano. I principali problemi in questo campo sono relativi ai consumi energetici, ed alla necessità di mantenere comunque una cosmesi della protesi che permetta al portatore di non essere individuato come un 'diverso'. Anche i problemi di affidabilità sono di estrema importanza.



Sempre grazie ai sensori ed ai microprocessori è possibile implementare delle funzioni di presa automatiche, che tentano di replicare le funzioni che l'arto sano svolge in modo autonomo senza richiedere l'attenzione diretta del paziente. Ad esempio con l'arto sano è possibile afferrare un oggetto senza osservarlo continuamente grazie alla sensibilità tattile, analogamente con le mani protesiche di nuova generazione è possibile fare afferrare un

oggetto automaticamente semplicemente fornendo un comando di partenza; inoltre la mano è in grado di aumentare automaticamente la forza di presa nel caso l'oggetto tenda a scivolare.

Se da un lato la ricerca di nuovi dispositivi e metodologie è oggi in grado di fornire ausili sempre più funzionali ed affidabili, dall'altro lato si evidenziano le difficoltà nel rendere possibile la fruizione su larga scala di questi dispositivi a causa del loro elevato costo. Quindi solo una politica sociale lungimirante potrà permettere di estendere a tutti coloro che ne necessitano, di ausili che permetteranno ai disabili un sempre maggiore reinserimento sociale e lavorativo.

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5.3 Good practice - Prosthesis mioelettriche

The new generation of prosthesis mioelettriche foresees the use of components to elevated contained technological, that allow the control of the limb to the patient in natural way and they optimize the functions of taking of it, what time you/they Khan automatically be performed always releasing him/it from the duty to look at the hand during the taking. Together to the **proportional control the patient Khan also grab now with fragile extreme delicate precision and facility very and objects, thanks to the sensors of strength and without worrying himself/herself/themselves about to possible glide.**

The system of taking intelligent 'allows to exploit to the best the energy furnished by the accumulators lengthening the autonomy of the prosthesis,

The all available rhesus from the presence of to sophisticated microprocessor and from to series of sensors able to notice the contact of an object.

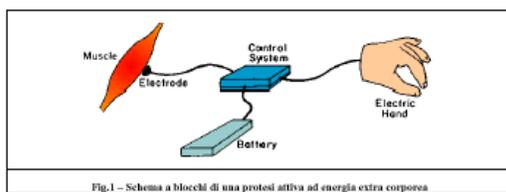


Photo 1.

INTRODUCTION

The principle of operation of this prosthesis is based on the elaboration of the signals elettromiografici (EMG) superficially produced by the present contraction of one of the residual muscles on the stump of the patient.

Besides in comparison to the other hands to command mioelettricos are present sensors of strength and skid that allow the patient a best and more efficient management of the taking of an object.

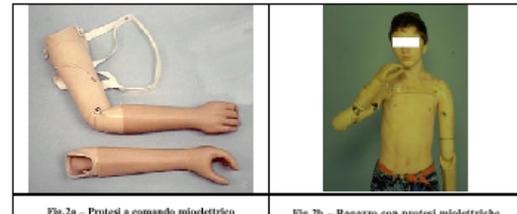


Photo 2.

These signals, noticed by the electrodes, present inside the potting of the prosthesis, you/they are amplified and directly brought to the entry of to microprocessor which, in basic to control's law memorized, it jointly elaborates them to the deriving signals from the varied sensors, with the purpose to get burdens signals in exit you suit for to pilot the motor of the hand.

AS THE GREATEST PART OF THE PROSTHESES MIOELETTRICHE IS FULLY GROWN FROM THREE FINGERS WHERE THE INDEX AND THE MIDDLE ONE ARE MECHANICALLY OPPOSED TO THE THUMB, AND THE ARES ABLE TO EFFECT ONLY TO TYPE OF TAKING: the taking to pliers.

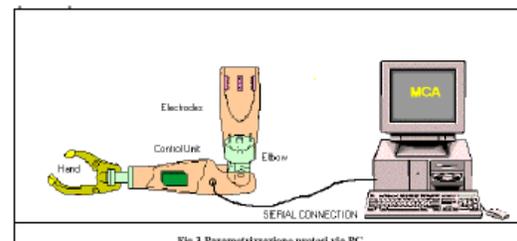


Photo 3.

The patient Khan grab with sure taking an any type of object, fragile from the

article to the container full of liquid. To particular function, called FlexiGrip, it allows him to have to flexible and natural taking, to the appearance, almost as to healthy hand, and, besides, the system of sensors and control of the prosthesis, warns when the object in hand is beginning to brief and they automatically does in way of regulating the taking allowing the patient not to have to hold the attention constantly aimed at the grasped object.

The present sensors in the hand are two: the touchpad, (sensor of glide) that it is found on the thumb, and it allows to notice the glide of an object and the grip force, (strength's sensor) present in the group thumb-index, that measures the strength with which an object is being grasped.

The microprocessor elaborates both the signals deriving mioelettrici from the electrodes both those in relief through the sensors and through to system of regulation implemented, in micro the one, to control is effected type proportional on the strength and on the speed of taking; that is the hand is opened or he is dark closed quickly to the entity of the contraction effected by the patient.

Another characteristic of the prosthesis, is represented by the function auto-grasp, (taken automatic), which is realized through the technology SUVA Sensor, from which, notebook, takes the name the same hand. This particular technology, integrated in the thumb, it instantly feels when to grabbed object begins to brief, therefore the system automatically provides to increase the strength of taking up to when the object doesn't return to firmly be grasped.

All the present automatisms are always however under the control of the patient that through the signals mioelettrici

allow the height and suit The checks burdens prosthesis: for instance: to brief of mioelettric's signal of opening, will stop the function of the auto grasp, knows that to fix the hilt in the position until now reached, while, instead, to long signal mioelettric will make to open the hand.

The function of FlexiGrip allows to passively change the position of an object inside the hand, which it means without the need to open and to close the same one using to command mioelettric. Besides if, for instance, the hand protesics is being moved on an object the fingers, automatically, the new geometry of the taking they are adapted to.

Specific Techniques

- Maximum opening, measured between thumb and couple middle-index, of 100 mmseses
- Inclusive speed of proportional movement among 15-130 mm/seses
- Strength of taking, always proportional, that goes from the 0 Nseses to the 100 Nseses
- Weight, included the whole inside system of the hand of 460 gseses.
- 4 formalitieseses or programs of operation
- Feeding 6V
- Possibility of telediagnosi

Formality of control

THE ENTITY AND THE NUMBER OF THE RESIDUAL MUSCULAR SIGNALS AMPUTATED DELLS DETERMINE THE CHOICE OF THE TYPE THE CHECKS TO APPLY FOR BEING ABLE TO GET AN OPTIMAL ADAPTATION OF THE PROSTHESIS. It is for this that, in the prosthesis Suvas, are available four different formalities of control.

These programs, that are trained by the competent technician, are encoded

through thorns of different color. They are differentiated, in terms of functionality, first of all for the typology of control of the closing and the opening of the hand, and besides for the different calibration of the principal parameters of the prosthesis what the grip force, the flexi grip and the grip speed.

Control Mode one

This system of control offers to DMC-control proportional plus with the functionality of auto grasp. THE SPEED OF TAKING AND THE INTENSITY OF HOLD ARE DETERMINED BY THE INTENSITY OF THE SIGNALS ELETTROMIOGRAFIC (EMG) OF THE MUSCLE NOTICED BY TWO ELECTRODES.

The opening as the closing are proportionally checked by the electrodes, respectively, of opening and closing.

For instance: to delicate muscular contraction produces to small hold equal to 10 N. And, if the sensor recognizes that the object is slipping, automatically it increases of 50% the value of the grip force. The flexi grip becomes active when to strength of 20 Nseses is applied to the movement of to present object inside the hand, ounces that it has been put the system it brings the value of the grip force equal to that initial.

This type of control is, particularly, suitable for patient with good muscular signals.

Control fashions two

With this typology of control the hand is closed with the maximum speed and grabs an object with the least essential strength that is equal to grip force of 10 N. Se the sensor it notices that the object is slipping, it, automatically brings, if the grip is necessary force to its maximum value of 100 N. Il flexi grip it becomes

with an applied strength active, for the move of the object inside the hand, equal to 130 Nseses, then the system, when the object has been riposizionato, it brings the value of the grip force to that initial.

In this type of program different possibilities of applications are had: two electrodes or an electrode and to switch Khan be used (interrupter) or an halo switch; to each of these it corresponds to different way of opening and closing of the hand.

In the first houses the opening is proportionally checked through the electrode of opening and the closing is effected to elevated speed and is produced by to impelled brief noticed by the electrode of closing.

In the second houses the opening is analogous to the preceding one, while the closing is always performed to the maximum speed (130 mm/seseses) through an operation of switch.

In the bystander and last houses both the opening that the closing you/they are effected to the maximum speed and the hand he/she remains in the respective position until the position of the switch it is not changed.

This formality of control covers varied typologies of patients in fact the three different solutions they are respectively suitable in the houses of: two signals muscular weak, an only weak signal and finally in total absence of signals.

Control fashions three

The hand is closed with the maximum speed and grabs that is with the least strength with to grip force equal to 10 N. Se the sensor it notices to change of position, of the object inside the hand, this causes automatically, the to increase at the most value of the grip force equal to 100 N. Il flexi grip becomes effective when applied strength is of 130 Nseses and as in the cases previously seen when

the taking is sure the system it brings the value of the grip force to that initial.

In this type of control it is in demand or an only electrode or an halo switch. In the first houses both the opening that the closing you/they are effected to the maximum speed. The first one of the two movements is two to signal muscular constant, while the second is produced by to rapid relaxation of the muscle; when the sensor notices to slow relaxation of the muscle the hands it is stopped. For instance: IF THE PATIENT AFTER THE OPENING OF THE HAND RELAXES THEN SLOWLY THE MUSCLE, THE POSITION JUST ASSUMED IS UNCHANGED, IF THE HAND QUICKLY DOES HIM IT IS AUTOMATICALLY CLOSED AGAIN TO THE MAXIMUM SPEED AND IT BEGINS TO GRAB THE OBJECT WITH TO STRENGTH OF 10 N. THIS APPLICATION IT IS SUITABLE FOR PATIENT THAT HAVE ONLY TO SIGNAL AND, FOR JUNTA, WEAK.

In the second houses according to the position assumed by the switch the opening it is had to the maximum speed or the rapid closing with to strength of taking of 10 N. This solution it is suitable for patient that don't have signals muscular residues.

Control fashions four

This last type of control uses only an electrode; in this houses both the opening that the closing they are proportional, for the first movement The ams the speed and the intensity of the muscular tension that determine the speed of it, while for the second same greatness is determined by the reduction

of the muscular tension. For instance if to opened hand the patient slowly relaxes the muscle, then it is slowly closed, otherwise to rapid relaxation you/he/she corresponds to fast movement. This typology of control is suitable for patient that have only to strong muscular signal.

Teleassistenza

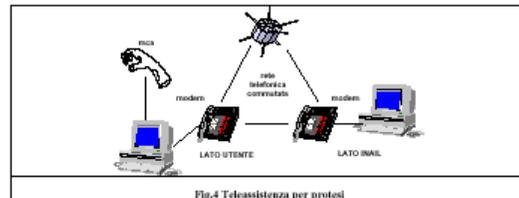


Photo 4.

Having to kit for video communication (videotelefono MAYA384, PC with card SDV8000 and line ISDN), for the prostheses equipped of hand sensorizzata it is anticipated to service of teleassistenza that will allow within brief to connect himself/herself/themselves from to center INAL to the Center Stretched out for effecting controls and diagnosis on possible ache operations.



5.4 BULGARIA

Good practice – Firms on the Bulgarian market, importing modules for prosthesis and orthosis

In Bulgaria there are several licensed firms, dealing with the import of components for prosthesis /respectively the development of individual prosthesis with components/ and import of orthosis.



“VIP+” Ltd

Blvd. “Tzar Boris III” Nr. 136 B,
Tel: + 359 2 56 50 38,
Contact person: Dr. Liliana Ivanova
Mrs. Dimitrova

The main activity of the firm is related to the import of components for individual prosthesis of the German firm Otto Bock and the development of individual prosthesis.





Lower limb prosthetic component

Upper limb prosthetic component



**Prosthetic components of the
German firm Otto Bock**

**“Emmonya – Pharmatech” – a
BulTrust Company**

The firm imports orthosis of the German firms Medi Bayreuth and Invacare.

Sofia 1000, « Iskar » Street Nr. 20,
E-mail: emmonya@mbox.infonet.bg,
www.emmonya.com,

Tel. +359 2 983 12 21
+359 2 954 94 62

Tel/Fax: +359 2 983 51 71

Contact person:

Mrs. Kamelia Toneva
Mrs. Veronika Daneva



Recent developments and projects

During the last several years there are some developments to be mentioned relating to the overall improvement of the situation of the disabled people in Bulgaria. We are very well aware that they are in no way sufficient but at least they show initiativeness which is the first step to good practice.

Most of the improvements are related to the transport and communication services for disabled people. During the last three years the people with special needs in Sofia began feeling the change in the attitude to them. Cross-roads, traffic lights, streets were adapted for them, trams with platforms were put into operation.

The implementation of the updated working programme of the Ministry of Transport and Communications for transport and communication services delivered for the handicapped can be described as successful.

The steps taken by the government are part of the ambitious programme of the Ministry of Transport and Communications. The purpose is to help the people with disabilities not only with words but with real activities so that finally they will be able to get their "right to travel".



Railway transport

There are 20 specialised carriages envisaged for the travelling of people with mobility impairments. They will travel along the following routes: Sofia-Stara Zagora-Varna, Sofia-Gorna Oriahovitza-Varna, Sofia-Kardjali and Sofia-Plovdiv. The trains that comprise of such carriages shall leave and arrive at platform 1 so as to facilitate the moving of the people with mobility impairments.

The National Centre for Social Rehabilitation deals with rendering services to the newly-established control station points for people with mobility impairments. Such are established in Sofia, Plovdiv, Stara Zagora and Bourgas. Each of these points dispose of a rest room for the disabled, the toilets are also adapted for the needs of people with disabilities.

Air transport

At the airports of Sofia, Plovdiv, Varna and Bourgas toilets for people with mobility impairments are installed in the departure and arrival zone. Besides this, special platforms are built in order to facilitate the moving of people with disabilities within the airport zone. Special narrow wheelchairs designed for climbing up and down as well as for passing through the halls are delivered.

Automobile transport

In the field of automobile transport the elaboration and endorsement of regulations for transport services for people with mobility impairments in the public transport and buses for rural areas is forthcoming. At that time, a series of trams with a second section of lower floor are being produced by "Tram Car" Company, which will be equipped with seats and hafts, specially designed for people with mobility impairments. Buses with low platforms and motor lift equipment for people with disabilities are to be put into operation. Until now, such buses travel only along the route of bus № 260. Moreover, the request to taxi drivers - a certain percentage of the automobiles recently put into practice to be generally accessible, will be regulated.

Underground

It is still forthcoming the building of lifts and other lifting equipment designed for the servicing of people with mobility impairments in the Sofia underground.

Telephones

Over 120 are the public telephones installed by the Bulgarian Telecommunications Company (BTC) in Sofia and other big cities in the country - they are accessible for people in a wheelchair and for low-height people. Putting into operation of telephones specifically designed for people with visual impairments is forthcoming.

All these initiatives are concentrated not only in the territory of Sofia but also in the country. 32 platforms for people with mobility impairments are already a fact in the town of Dupnitsa after the implementation of a project related to the building of such platforms.

The steps taken by the government which ensure the accessibility of people with disabilities to all kinds of public transport get us closer to the requirements of the European and world standards.

The Ministry of Transport and Communications, the Ministry of Labour and Social Policy, the National Centre for Social Rehabilitation and the Union of the disabled people in Bulgaria will continue to join their efforts within the framework of the National Programme for full access of the people with mobility impairments to all kinds of transport.



CHAPTER 6

**Philosophy about the past, present and future situation
of persons with special needs**

6.1 ROMANIA

The interest for the persons with special needs as a target group for the social protection results from the affirmation of principles of „equal chances” and solidarity, which tends to sustain most of the social policies, regulated the reactions of collectivity before of the persons in difficulty. Their special needs (concerning care, communication, accessibility, education, assurance of the work places and salaries, etc.) can determine various answers from the society part. Sometimes, the society tends not to recognize their real needs; in other situations, their existence is recognized, but from different reasons it isn't done too much or it isn't done anything for satisfying the needs of these persons.

A general characteristic of Romania consists in a grade of development of the social security, especially concerning the social assurances (the rights related to work), the sphere of social assistance wasn't so development taking into consideration the „values” promoted by the official ideology.

Before the 1989 the single efficient modality to resolve the problems of the persons with special needs was represented by the care in institutions.

After the 1990 was created the State Secretary for Persons with Handicap, as an institution specialized of the public administration for realizing the strategy and programs of government in the field of special protection of the persons with special needs.

Actually the most of the persons with special needs are integrated in special institutions. There are some important governmental and nongovernmental institutions, which sustain persons with special needs.



6.2 GERMANY

The Philosophy about disabled in Germany 50 years ago and now
Nazis, Eugenics, and the T-4 Program (1920-1950)

It is not widely known that Hitler's extermination policies began with the widespread killing of institutionalized disabled people in Germany in the 1940s, and that the eugenics theories that were the basis for Hitler's policies originated in the United States in the 1920s. Sterilization and euthanasia were not the ideas of the Nazis. Germany, however, was the only country in which the Nazi-political climate allowed materialization of the final goal of sterilization and euthanasia. The Figure shows the Hadamar Mental Institution where killings of disabled people took place. The project that carried out the extermination of children and adults with disabilities was known as "T4." The initials came from Tiergartenstraße 4, Berlin which was the full address of the Führer Chancellery. At Hadamar Mental Institution, the victims were stripped, dressed in paper shirts and taken to a gas chamber where they were murdered with hydrocyanic acid gas, and the bodies moved to crematoriums by conveyer belts, six bodies to a furnace. Estimates of how many disabled people died under the Nazis range up to 250.000.

Many people in Germany are disabled as a consequence of the two big wars. Now, the integration of disabled persons into society, particularly into employment, is considered as a duty and is as a central issue in the

democratic Germany. Comparative figures from the Europe and the European member states on the degree of integration of disabled person into employment, according to age group, gender, degree of disability shows high percents for Germany in all these categories.

2003 will be the European Year of disabled citizen, the recognition of 37 million disabled people living in the member states of the European Union and the perfect opportunity to increase public awareness.



The smoking chimney of the Hadamar Killing Center

Together with other European countries Germany would like to achieve in 2003:
to promote understanding and acceptance of citizen with disabilities,
to encourage disabled people to express their views,
to take action in order to improve disabled people's lives.



6.3 ITALY

Every pedagogy, over blackberries that organic system of knowledges around the reality proper of the human being, is also to proposal of ideal that should intend the work of formation or transformation of the individuals and, particularly, to tell us what they would owe or you/they could be the ideal to which to turn the efforts for the king-education or the rehabilitation of those people that have difficulty in scholastic circle, social, report to her, etc...

How much of us they are asked which are the stereotypes or the prejudices that have in explicit dark or aware way in us are, and that they live in the society in which we live.

These prejudices, in reality stereotypes are called because with this term an image intended that each of us it has in itself and that it conditions our judgments and our attitudes, without we make us of it account, therefore to something that cannot be submitted to the sieve of the criticism:

The know dark much dangerous it is to stereotype, how much less it is aware.

Eliminated To or to eludes the prejudice means to modify the thought of every civil society.

But in which way? We know that the learning pertains to all the aspects of the personality of the human being; therefore we have to learn that the attitudes in the affective order are learned as the attitudes are him/it in the order cognitive: **innate this means that feelings are teaching and not: from here it has to depart to society that wants to evolves himself/herself/themselves to become himself/herself/themselves civilized.**

We start, then, to clarify to us the difference among insertion and integration, two concepts that are at basic the of whatever elimination of stereotype.

We make an example: the spastic insertion of one in to scholastic community of boys that is not spastic, means that he is admitted, he is inserted, it is not integrated because he doesn't participate or you/he/she is not invited to par-

ticipate in the life of this community. Then all of us are inserted in our society, but we would be able not to be also integrated, because integrated to is meant to belong to something, of somebody, means to belong to the civil society. What we will have to make to learn is that the difference, the other from us, the "different from us" it is to value. The disabled person represents our fortunes, our wealth, not the our adversity.

It is to cultural battle and of opinion that also has the function to point out the complete actions to the politics to; the respect of the rights and the basic rules is not to make to feel anybody foreigner in the earth of the duties. Complete They will be had to not easy passages, for instance from the concept of charity to that of solidarity, to the ethical choice, of transparency and knowledge. This action runs over countries that desire to enter Europe, also very different among them as Switzerland or Bulgaria, but also the same union.

We have to make to learn to the people to all **burdens values** that are estranged by the concept of assistentiality that is the same to benevolent assistance,: values as the cultures of the voluntary service, the cultures of the difference as resource, wealth. To integrated in circle of project these concepts with the great distribution, the visibility.

In Italy they have been made numerous battles, to which are followed burdens laws that The give today, yes that to disabled child both integral part of to school and the school both for him to place of pleasure; laws that The give yes that to disabled adult Khan get to job in private to public or firm.

This means that are not the laws or the economic resources that bring the cultural battles: they are the cultural battles that, sensitizing, creating not a culture of the different one but of the peer, they stimulate the economic resources and the political power.

Clara Pietrini Edoardo Malagigi

6.4 BULGARIA

The common thing in the history of the society's attitude towards the disabled people is the presence of various in terms of duration stages of discrimination and exclusion. If we look back to history, a widespread and predominant concept was the one that the existence of a functional handicap hinders the adequate participation in the social life.

Traditionally, the handicapped people used to be completely dependent on their families, charity, church communities, i.e. they were considered as powerless individuals and thus were isolated from. The mainstream of education and economic participation. The initiatives related to this minority were limited to only words of good wish and no real actions.

In the late 60^{ies}, when the fundamentals of a modern policy regarding the handicapped people were set up in Europe, the idea that the environment also affects their life became much more popular. The handicap is already perceived as a result of restrictions within the society and the social structures, which could be removed by a change. The foundations of a new legislation were laid - legislation, which thereafter has been permanently developed and improved, even nowadays.

As Bulgaria moves to join modern Europe, undoubtedly, a necessary precondition for its success is the shift to alignment of the European concepts, views, values and legislative measures - all of them aimed at equal opportunities and human rights thus eliminating the discriminatory practices concerning the people with disabilities, accessible environment, needs for better education and active participation in social life.

A great step ahead in Bulgaria is the change in the concept of disability - from a purely medical problem, now it is being treated as a social problem of the whole society. The next step in this direction will be the creation of a more realistic notion of the people with disabilities - as individuals with social potential, and overcoming the prejudices and negative attitudes.

On the whole, with the adoption of the new Law on the protection, rehabilitation and social integration of disabled people, the key European values have been introduced into the Bulgarian society. Over the past few years a number of events - conferences, seminars, round tables meetings, discussions on different disability-related issues have been organised, many projects have been launched, initiatives taken, all of them emphasising the need of integrating disabled people in the society.

Recently, in the web site of the Council of Ministers the Management Programme of the Government of the Republic of Bulgaria for the period 2001 - 2005 has been announced. Some of the objectives set out in the action plans related to the social policy and social services can be listed as follows:

- Preparation of the disabled people for independent living and full participation in the society;
- Providing equal opportunities for inclusion of the disabled people in the economic, social and other processes, with respect for their individual choice;
- Prevention of social isolation and discrimination of the most disadvantaged groups - minorities, young children, adults with disabilities.

As a medium-term action (by the end of 2002) it is included the drafting of a National Strategy for equal chances of people with disabilities, which is planned to be realized until the mandate of this government expires. It is really satisfactory that the need of such a document is declared at the highest decision-making level. This implies on the one hand, a strong commitment of the Bulgarian government and, on the other hand, a continuing process of pursuing the modern European and world trends and practices in the field concerned.



CHAPTER 7

Some organizations for persons with disabilities

7.1 ROMANIA

1. Governmental

- Government of Romania
- Ministry of Labour and Social Solidarity – Demetru.Dobrescu Street 2B, District 1, Bucharest, Tel: 004021-315.65.63, www.mmss.ro
- Ministry of Health and Family – Cristian Popisteanu Street nr.1-3, District 1, Bucharest, Tel: 004021-315.38.02, 315.38.60, www.ms.ro
- Ministry of Education and Research
For Education: General Berthelot Street nr.28-30, District 1, Bucharest, 70738, Tel: 004021-315.74.30, 314.26.80, 310.43.20, Fax: 004021-312.47.19, www.edu.ro
For Research: Mendeleev Street nr. 21-25, District 1, 70168, Bucharest, tel: 004021-212.85.59, 212.85.61, 212.85.67, 212.85.76, www.mct.ro
- Ministry of Youth and Sports – Vasile Conta Street nr.16, Bucharest, www.mts.ro
- Ministry of Justice – Apolodor Street nr.17, District 1, Bucharest, www.just.ro
- Ministry of Home Affairs – Mihai Voda Street nr.6-8, District 5, Bucharest, www.mi.ro
- State Secretary for Persons with Handicap – Calea Victoriei Street nr.194, District 1, Bucharest – tel: 004021-212.54.40, fax: 004021-212.54.43
- National Authority for Protection of Children's Rights and Adoptions
- National Agency for Employment and Regional Agencies Employment – Sf. Dumitru nr.3, District 3, Bucharest, www.anofm.ro
- National Institute for Studies and Strategies concerning the Problems of Persons with Handicap – Tel/fax: 004021-322.0976
- Labour Inspection – Tel/fax: 004021-315.10.39
- National Council for Adults' Professional Training – Walter Maracineanu Street nr.1-3, room 26, District 1, Bucharest, 004021-315.78.55, 004021-315.78.46
- National Statistical Institute – Libertatii Blvd nr.16, District 3, Tel: 004021-312.48.75, 311.33.09, Fax: 004021-312.48.73, e-mail: romstat@insse.ro, www.insse.ro
- International Labour Bureau – Ministerulul Street nr.1-3, entrance D, 5th floor, room 574, District 1, Bucharest, tel: 004021-313.29.65, Fax: 004021-312.52.72

NGOs:

- National League of the Organizations with Personnel Handicapped from the Handicraft cooperatives – Calea Plevnei nr. 46-48, District 1, Bucharest, Tel: 004021-315.18.10, fax: 004021-310.45.97
- Association „Foundation H for Distance Learning for Persons with Hndicap”, Poenaru Bordea Street nr.6, ap.10, District 4, Bucharest, Tel/fax: 004021- 337 10 19, e-mail: fundatiah@fx.ro
- National Organization for Persons with Handicap, Banu Manta Blvd. Nr 9, District 1, Bucharest
- ROM-HANDICAP- Th. Stefanescu nr.3, District 3, Bucharest, Tel: 004021-313.49.63, 004021-315.25.91, Fax: 004021-312.03.48, e-mail: rh@fx.ro
- Association for the Persons with Locomotors Handicap from Romania – Romulus Street nr.36 B, District 3, Bucharest, Tel: 004021-321.69.95
- Association for Supporting Children with Physical Handicap – General Haralambie Street nr.36, District 4, Bucharest, Tel: 004021-337.18.75
- International Handicap – Tepes Voda Street nr.86, District 1, Bucharest, Tel/fax: 004021-320.28.74
- Foundation for Development of Civil Society – Splaiul Independentei nr. 2k, et.4 District 3, Bucharest, Fax: 1-310-0180, www.fdsc.ro
- Save the Children Romania Stefan Furtuna Street nr.3, District 1, 77116, Bucharest, Tel: 00402-212.61.76, fax: 004021-312.44.86, e-mail: rocs@mb.roknet.ro www.rosc@mb.roknet.ro
- Association of Persons with Neuromotor Handicap – Calea Victoriei Street nr.135, District 1, Bucharest, Tel: 004021-230.9316
- Associations of the Invalids from Romania – Plantelor Street nr.9, District 2, Bucharest, Tel/fax: 004021- 313.11.02
- National Association with Hearing Impairment from Romania – Italiana Street nr.3, District 2, Bucharest, Tel/fax: 004021-311.30.61
- Association of Visually Impaired People form Romania – Vatra Luminoasa Street nr.108bis, District 2, Bucharest, Tel: 004021-250.56.25, 250.66.15, fax: 004021-250.05.19

7.2 ITALY

- Handimatica: www.handimatica.it
 - Leggi a portata di mano: www.handylex.org/
 - Onlus - Unione Italiana ciechi: www.uiciechi.it
 - Forum Europeo disabili: www.edf.unicall.be
 - Handimpresa: www.handimpresa.it
 - hPRESS - Agenzia internazionale dei portatori di handicap: pwhux.tin.it/
hpresstiflossystem.it
 - HandiLinx - Sito dei siti su handicap e disabilità: www.uildm.org/handlinx
 - Portale Handicap - Presidenza del Consiglio dei Ministri- Affari sociali: www.minwelfare.it/default2.asp
 - Associazione Nazionale Mutilati ed Invalidi del Lavoro - www.anmil.it
 - Fondazione Don Gnocchi: www.dongnocchi.it
 - Comunità di Capodarco: www.netonline.it/ospiti/capodarco/welcome.htm
 - Ausilioteca: www.ausilioteca.org/
 - AIES: www.aies.it
 - Ufficio H CGIL di Roma e Lazio: www.lazio.cgil.it/cid
 - Ufficio H CGIL di Torino: www.pmt.cgil.it/handicap.htm
 - Ufficio H CGIL di Firenze: www.cgil.it/uffhfi/
 - Ufficio H CGIL di Lucca: www.comune.lucca.it/sindacati/cgil/cgilpag1.htm
 - Ufficio H CGIL di Genova: www.liguria.cgil.it/Uffici/Handicap/Index.htm
 - Ufficio H Regionale Toscana: www.cgiltoscana.it/ufficio/handicap/default.htm
 - www.disabili.com
 - www.affarisocialihandicap.it
 - INAIL - Istituto Nazionale Assicurazione Infortuni sul Lavoro
 - INPDAP - Istituto Nazionale di Previdenza dei Dipendenti dell'Amministrazione Pubblica
 - INPS - Istituto Nazionale Previdenza Sociale
 - Ministero del Lavoro e delle Politiche Sociali
 - Ministero della Pubblica Istruzione
 - Ministero della Salute
 - Ministero delle Finanze
 - Ministero delle Infrastrutture e dei Trasporti
- Associazioni:**
- ADV - Associazione Disabili Visivi
 - AGD - Ass. per l'aiuto ai Giovani diabetici
 - AI - Alzheimer Italia - Federazione delle Associazioni Alzheimer d'Italia
 - AICG - Ass. Italiana Ciechi di Guerra
 - AICH - Associazione Italiana Corea di Huntington - Sede di Roma
 - AIM - Ass. Italiana Mielolesi - Milano
 - AIMA - Ass. Italiana Malattia di Alzheimer
 - AIP - Associazione Italiana Parkinsoniani
 - AIPD - Associazione Italiana Persone Down - Direzione Nazionale
 - AIRCH - Associazione Italiana Ricerca Prevenzione Cura Handicap
 - AIRS - Associazione Italiana per la Ricerca sulla Sordità
 - AISA - Associazione Italiana per la lotta alle Sindromi Atassiche (Atassia)
 - AISAC - Associazione per l'informazione e lo studio dell'Acondroplasia e di altri deficit strutturali
 - AISEA - Associazione Italiana per la Sindrome di Emiplegia Alternante
 - AISM - Associazione Italiana Sclerosi

Multipla - Sede Nazionale

- AISS - Associazione Italiana Sindrome di Shwachman
- AISW - Associazione Sindrome di Williams
- AITA - Associazione Italiana Afasici
- AITR - Associazione Italiana Terapisti della Riabilitazione
- AIUTO - Associazione Italiana Uguaglianza Tutela Pari Opportunità
- AMIG - Associazione Minorati Gravi (Firenze)
- ANGLAT - Associazione Nazionale Guida Legislazioni Andicappati Trasporti
- ANGSA - Associazione Nazionale Genitori Soggetti Autistici
- ANIEP - Associazione Nazionale per la difesa dei diritti civili e sociali degli handicappati
- ANMIC Associazione Nazionale Mutilati e Invalidi Civili - Direzione Nazionale
- ANMIL - Associazione Nazionale Mutilati e Invalidi del Lavoro - Sede Nazionale
- ANPHa - Associazione di Nuoto per Portatori di Handicap
- APL - Ass. Paraplegici Lombardia
- ARD - Associazione Italiana per la ricerca sulla distonia
- AsItOI - Associazione Italiana Osteogenesi imperfetta
- ASM - Associazione Italiana per lo Studio delle Malformazioni
- Associazione "Amici di Casa Blu" (Roma)
- Associazione Italiana Dislessia
- Associazione Italiana per le Mucopolisaccaridosi
- Associazione Italiana per lo Sviluppo dell'Integrazione Sociale dei Disabili
- Associazione Italiana Sindrome X-Fragile
- Associazione Nazionale Utilizzo del Cane per Scopi Sociali
- Associazione Vittorio - per la Sindrome di Marfan e le malattie correlate
- Associazione volontaria per la lotta, lo studio e la terapia dell'angioedema ereditario
- AST - Associazione Sclerosi Tuberosa
- ATP - Associazioni Paraplegici Livorno
- AVI - Associazione Vita Indipendente (Toscana)
- Centro Nazionale per il Volontariato
- CIRHS - Centro Italiano di Riferimento per

l'Handicap e lo Svantaggio Culturale

- Coordinamento Nazionale Associazioni Trauma Cranico
- CUI - I ragazzi del sole - Associazione di volontariato per la tutela i diritti dei portatori di handicap
- DPI - Disabled Peoples' International - Italia
- ENIL Italia - European Network on Independent Living - Rete Europea per la Vita Indipendente
- FAIP - Federazione Associazioni Italiane Paraplegici
- FAISBI - Federazione Associazioni Italiane Spina Bifida e Idrocefalo
- FDG - Federazione nazionale Diabete Giovanile
- FIADDA - Famiglie Italiana Associate per la Difesa dei Diritti degli Audiolesi
- Fondazione Don Gnocchi
- H81 - Associazione sportiva e culturale per persone disabili
- Handicap e sviluppo
- Lega arcobaleno contro le barriere
- Lega del Filo d'Oro - Osimo (AN)
- Lega Italiana Sclerosi Multipla
- OrSA - Organizzazione Sindrome di Angelman
- Parent Project - Italia - Associazione di Genitori di Bambini affetti da Distrofia di Duchenne o di Becker
- SMA Net - Spinal Muscular Atrophy Net - Atrofia Muscolare Spinale
- UIC - Unione Italiana Ciechi - Sede Naz.
- UILDM - Unione Italiana Lotta alla Distrofia Muscolare - Sezione di Livorno

Handicap e lavoro

- CGIL Nazionale - Ufficio Handicap
- Dimensione Handicap - Coordinamento Nazionale Autonomo Portatori di H.
- Disabili: punto e a capo. Dalla dissipazione all'investimento - Eurispes (analisi della disabilità in Italia)
- Handijob - Un modello di intervento per l'occupazione dei disabili
- Handimpresa - collocamento mirato delle persone con disabilità
- Progetto GOAL - Generare Opportunità di lavoro a lungo termine
- Progetto HORIZON TOP - Nuove imprese per nuovi imprenditori

7.3. GERMANY

- **Bochum** Altenbochumer Werkstätten – Herr Gorihs, Durchwahl 0234/93887-10
Tel : 0234/93887-0, Fax : 0234/93887-99
- **Dinslaken** Albert-Schweitzer-Einrichtung für Behinderte gGmbH
Herr Etheber, Tel : 02064/4184225, Fax : 02064/12167
- **Gesenkirchen** Gelsenkirchener Werkstätten für angepasste Arbeit
Herr Kuhnen, Durchwahl 0209/95896-29, Tel : 0209/95896-0, Fax : 0209/95896-77
- **Herne** Werkstatt für Behinderte
Herne/Castrop-Rauxel, Herr Schreiber, Tel : 02323/3890-0, Fax : 02323/3890-77
- **Witten** Reichsbund-Lebenshilfe gGmbH für Berufliche, Bildung Behinderte, Herr Schlomer, Durchwahl 02302/91038-13, Tel : 02302/91038-0, Fax : 02302/91038-29
- Klink und
Rehabilitationszentrum
Lippoldsbarg e.V
- Arbeitstrainings-und
Therapiezentrum Saarbrücken
(ATZ)
- Rehabilitationszentrum
Stephanuswerk Isny
- Bundesarbeitsgemeinschaft
Werkstätten für Behinderte
- Bundesverband für Körper- und
Mehrfachbehinderte eV
- Bundesverband Selbsthilfe
Körperbehinderter eV
- Deutsche Behindertenhilfe – Aktion
Mensch
- Disabled Peoples' International
- GDW – Genossenschaft der
Werkstätten für Behinderte eG
- Landesarbeitsgemeinschaft der
Werkstatträte in NRW eV
- Landesarbeitsgemeinschaft WfB
Rheinland Pfalz
- REHADAT
- Selbsthilfe von Menschen mit
Behinderungen in Deutschland
WfB-Portal der bayerischen
Werkstätten für Behinderte.

7.4 BULGARIA

1. Governmental

- Council of Ministers, Blvd.'Knjaz Dondukov" №1, Tel: + 359 2/940 29 99, Fax + 359 2/ 981 81 70, Contact person: Konstantin Palikarski
- Ministry of labour and social policy, 'Triadiza" str. №2, Tel: + 359 2/ 91 408, 987 65 08, 981 91 72, Fax: + 359 2/359 2/ 986 13 18, 981 91 72, E-mail: mlsp@mlsp.government.bg, Contact person: Lidia Shuleva
- Ministry of labour and social policy, 'Triadiza" str. №2, Tel : 359 2/ 986 23 36, Fax: 359 2/ 986 23 36, E-mail: gorcheva@mlsp.government.bg, Contact person: Christina Christova
- Ministry of labour and social policy, 'Triadiza" str. №2, Tel: + 359 2/ 933 24 15, 987 14 52,
- Ministry of Health, Sq. Saint Nedelia №5, Tel: + 359 2/930 11 01, Fax: + 359 2/ 981 18 33, E-mail: minister@mh.government.bg, Contact person: Prof. Bojidar Finkov
- Ministry of education and science, Blvd.'Dondukov" №2a, Tel: + 359 2/987 49 51, Fax: + 359 2/ 988 24 85, E-mail: pressmon@minedu.government.bg, Contact person: Prof.Dr.Vladimir Atanasov, Julian Nakov

- Ministry of education and science, Blvd.'Dondukov" №2a, Tel: + 359 2/921 77 99/439, Contact person: Peshka Korcinova
- Ministry of the transport and the communications, 'Levski" street №9, Tel : + 359 2/940 96 40, E-mail: mail@mtc.government.bg, Contact person: Plamen Petrov
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- Ministry of the regional development and urbanization, "St. st. Kiril and Metodi" street " №17-19, Tel: + 359 2/940 55 73, Fax: + 359 2/987 25 17, Contact person: Kostadin Paskalev
- National council for rehabilitation and social integration
- Fund "Rehabilitation and social integration", "Sofrohii Vrachanski" str. " №102-10, Tel: + 359 2/31 80 60, Contact person: Mariana Karkovska
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- Centre for the development of the abilities, Blvd. “Iskarsko shoes” №14, Tel: + 359 2/ 79 13 62, 79 60 11, 79 20 15, Contact person: Neli Georgieva
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- Metropolitan municipal daily centre for social integration of the disabled, “Slatinska” street №26, Tel: + 359 2/ 971 44 34, 71 11 81, 72 39 80, Contact person: Dr. Vasileva
- Agency for the employment, Blvd. “Dondukov” №1-2, Tel: + 359 2/ 987 82 33, Contact person: Zvetana Nanjova, Zvetanka Smileva
- Association of the depth ion Bulgaria, “Denkoglu” street №12-14, Tel: + 359 2/ 986 59 69, Fax: + 359 2/980 16 96, 88 335 138, priv. 79 15 05, E-mail: vest@multucom.bg, Contact person: Liljana Elizina
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mail: udpb@abv.bg, Contact person: Krasimir Kozev, Peju Peev

- Association of the blind in Bulgaria, “N.Zanov” street №172, Tel: + 359 2/21 91 70, Contact person: Vasil Dolapchiev
- ## 2. Non-governmental
- Association of the parents of hearing impaired children, “Denkoglu” street №12-14, Contact person: Kirilka Garkova
 - Association of the parents of children with impaired vision, “Lomsko shose” street № 177, Tel: + 359 2/38 15 83, Contact person: Lazar Jivankin
 - Foundation “Life without boarders”, “Lakatniza” street №2, Tel: + 359 2/ 944 99 31, Contact person: Miroljubka Bazarova
 - Centre for independent life, “Gurgukjat” street №2, Tel: + 359 2/ 989 88 57, Fax: + 359 2/989 88 57, 981 15 48, 980 58 39, E-mail: cil@bitex.com, Contact person: Albena Atanasova
 - Centre for psychological examinations and psychotherapy, “Lavele” street №10 app.2, Tel: + 359 2/ 987 88 67, 981 44 11, E-mail: pcrp@sf.icn.bg, Contact person: Dr. Iana Indjova
 - Association of the disabled students, j.k.”Nadejda” – 2, Bl.241 entrance G floor6 app.85, Tel: + 359 2/ 38 82 95, 22 19 58, E-mail: mariana_asd@abv.bg, mariana_asd@olb.net, Contact person: Mariana Petrova
 - Association of the disabled students, Tel: + 359 2/962 45 43 Contact person: Hari Haralambov – chairman
 - Foundation “Program step by step”, “Bacho Kiro” street №14, Tel: + 359 2/ 980 57 12, 980 49

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- Association “Movement 12”, j.k. Ovcha Kupel”Bl.401, entr. C,app. 19, Tel: + 359 2/957 27 16, E-mail: dvijenie12@abv.bg, Contact person: Nina Jisheva

- Association “Movement 12”, j.k.”Mladost 2”Bl. 206, entr.9, app.17, Tel: + 359 2/967 17 90, 75 23 69, Contact person: Angel Grigorov - chairman

3. Research institution

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CHAPTER 8

Conclusions

Today it is absolutely clear that there have been some fundamental changes in policy and concepts in most countries in Europe – regardless of being a Member State or an applicant country. One of the most significant is the emergence of a social model for disabled people resulting partly from the efforts of disabled people themselves and organizations representing them to put forward their voice. Another important achievement is the adoption of and amendments to the legislative measures to help the improvement of environment in which people with special needs live and work – measures directed to anti-discrimination and protection of rights of disabled people.

There is a strong willingness to raise employment levels of people with disabilities by moving them from welfare to work and by eliminating various obstacles to their full participation. Although there have been important changes in all the four countries – Bulgaria, Germany, Italy and Romania, people with disabilities still face a lot of problems in their daily life and especially in their attempt to find a job. There still needs to be done much work to accompany national social policies with additional measures, for example further consideration of the problems of adapting the working environment to the needs of disabled people and improving transport connectivity to allow disabled people better access to the workplace, and to improve their quality of life in general. The attention should be focused on the importance of promoting awareness and understanding of the problems of people with special needs – what real actions

can be done to support and facilitate them.

So, it can be summarized that there are **three main issues** that concern our countries today:

- the need for development of a **greater awareness** and understanding of disability among employers and in society as a whole;

- a need for **better dissemination of information** on all the topics concerning people with special needs;

- the vital role of the **mediating organizations** (Research institutes, NGOs, etc.) in promoting a positive awareness of both disability and regulatory framework, providing training and personal support to people with special needs.

We hope that our efforts to produce this publication would be highly appreciated and would contribute to stimulate further dialogue between institutions engaged with the problems of disabled people, dialogue between the employers and employees. Because we all know that the truth is born during a dialogue, and the dialogue itself is the first step to establish and strength the cooperation between government institutions and NGOs.

The focus should be on the individual and their human needs-the child, the adult, who has the disability and who deserves the attention. Again and again the focus should be on the differences of individuals, and the abilities rather than the disabilities, and then the disability will disappear into the background.