

SHELTERED EMPLOYMENT

Romania has the lowest employment rate compared to other European Union countries for persons with severe limitations.

Are entities organized as/ represented by natural or legal persons, public or private; they can be also sections, workshops or other structures within economic operators or public institutions, non-governmental organisations, or they can be organised by an individual authorised disabled person, who can run an independent business, as stipulated by the legislation.

The rate of disabled personnel must be at least 30% of the staff

The employment of disabled people is made on the open labour market, at home, or in authorised protected units (sheltered employment), that employ persons with (more severe) disabilities, or as intermediate stage on the open market job.

EMPLOYMENT IN ROMANIA

According to Law no. 448/2006 on the protection and promotion of the rights of persons with disabilities any public or private employer with at least 50 employees has the obligation to employ persons with disabilities, in a percentage of at least 4.

OPEN LABOUR MARKET

Depending on the qualification and degree of disability, any person has the right to work.

Before looking for a job, they have free access to professional assessment and guidance. Thus, they can more easily integrate into a new job or even make a professional conversion if they want to change your field of activity.

The employer must provide them with all the necessary conditions to be able to carry out their work. Also, just like any other co-worker, they have the right to be promoted

The employer is obliged to offer the same salary that they would give to any other employee in similar position.