

**ALTERNATIVE SUBMISSION**  
**to the 26<sup>th</sup> UN Human Rights Council session**  
**on the UNIVERSAL PERIODIC REVIEW**  
**of the Republic of MOLDOVA**

**The Submitting Stakeholders**

1. This report is submitted by the „ProbAbility” NGO, Business Support Center for inclusion of blind persons in social and economic life. „ProbAbility” was founded in 2010 in purpose of facilitating social and economic inclusion of visually impaired persons in Moldova. “ProbAbility” helps disabled people to live a worthy life through offering them a chance to become self-employed.

**Summary**

2. This report deals with the **right of people with disabilities to employment.**

***I. The right to employment for persons with disabilities in Moldova***

3. According to the statistics there were 184800 persons with disabilities registered in 2014 in Moldova, 155400 of them are people with disability in the working age.

4. Considering the total number of employees in Moldova at the end of 2014 it might be inferred that only 0,9% of them are people with disabilities. (National Bureau of Statistics: The situation of people with disabilities in Moldova 2014);

5. Employment rate of people with disabilities, 2014 according to the National Bureau of Statistics:

People with disabilities in the working age	155400
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People with disabilities employed	6512
Employment rate of people with disabilities	4,2%
Employment rate, on the whole	32%

6. In 2014, 598 persons with disabilities filled applications to the National Agency for Employment and only 220 persons were employed.
7. Level delivering the services of National Agency for Employment for people with disabilities, 2014

	persons	%
People with disabilities in the working age unemployed	155400	95,8
People with disabilities registered as unemployed at National Agency for Employment	598	0,4

8. Data presented above, shows the minimal effect of the state policies concerning the right to work for persons with disabilities. This result is generated by lack of instruments for implementation of the existing legal framework. Even if legal stipulations prescribe measures to encourage the employment of persons with disabilities, there are no mechanisms, instruments and resources to be implemented.

9. For instance, according to the Law on social inclusion of people with disabilities "Employers, regardless of the legal form of organization that according to the scheme staffing has 20 employees and more, have to create or reserve jobs for people with disabilities at a rate of, at least 5% of total employees." As a measure to ensure the implementation of this provision the law prescribes that employers who violate the provisions of law during a financial year are penalized under the Contravention Code.

*But what happens when the employer fulfills this standard? How is he encouraged to maintain the standard? How does the state survey fulfillment of this norm?*

## **II. The right to self-employment**

10. There is no national mechanism for ensuring the implementation and the national level of art. 27 of the Convention on the Rights of Persons with Disabilities. The Convention states that it the obligation of the state to promote *opportunities for self-employment, entrepreneurship, the development of cooperatives and starting one's own business.*

11. Such measures are necessary in the context described above, considering that 65% of jobs are available in the capital city of the country whereas the vast majority of persons with disabilities lives in other regions.

12. Distribution of persons with disabilities and enterprises in rural and urban areas (National Bureau of Statistics-2014)

	Distribution of enterprises	Distribution of Persons with Disabilities
Urban area	82%	40%
Rural area	16,8%	60%

13. Statistics shows that for people with disabilities living in rural areas there are only 16.8% available enterprises/employers. Thus, for this category of persons the chances of employment are virtually non-existent.

14. National Agency for Employment performs measures in employment assistance and counseling. Still, for 60% of people with disabilities living in rural areas, services provided by National Agency for Employment have little impact.

15. Stimulation of state assistance on self-employment/encouraging small, family businesses could increase the chances of persons with disabilities to get paid jobs.

**Recommendations:**

16. Develop programs for economic and social development of people with disabilities in accordance with existing social realities;
17. To provide access for people with disabilities to assistance services of good quality;
18. To develop and implement tools to encourage the employment of people with disabilities, both in the form of sanctions as well as positive motivation (wage subsidies and/or tax exemptions, subsidizing adaptation of the workplace etc.)
19. Agencies / state institutions in the field of entrepreneurship to develop and expand their range of services for people with disabilities;
20. National Agency for Employment to provide counseling services in employment as well as in self-employment;
21. To initiate and develop partnerships with microfinance institutions / bank institutions, to take measures of financial assistance for encouraging people with disabilities, to develop income-generating activities.