

No.	Main problem	Concrete problems (operational isation)	Who is responsible? (Who should we turn to?)	Resources (needed)(professional, personal, financial, etc.)	Tools to be used	Expected results (to be achieved)	First step (steps)	Deadline / Timing
1.	Inappropriate implementation of regulations on the rights of persons with disabilities	<ul style="list-style-type: none"> - lack of concrete responsibilities of institutions on the implementation of the regulations (BG) - financing should be overviewed and rationalized (by the end of each year) (RO) - lack of resources to implement the regulatio 	<p>BG:</p> <ul style="list-style-type: none"> - Government - Municipalities - Ministry of Labour and Social Policy <p>RO:</p> <ul style="list-style-type: none"> - Municipalities (local authorities) - Government <p>HU:</p> <ul style="list-style-type: none"> - Ministry of Social Affairs and Labour 	<p>BG:</p> <ul style="list-style-type: none"> - human resources - professionalism - experience in implementing lobby actions - platform of the network <p>RO:</p> <ul style="list-style-type: none"> - good contact with key persons on regional and national level - Romanian National Federation of Curative Education <p>HU:</p> <ul style="list-style-type: none"> - CÉH-network's experience and already implemented actions - Good contacts with key persons in the Ministry - Supportive persons in the Ministry 	<p>RO:</p> <ul style="list-style-type: none"> - Formulation of protocols - Co-operation agreements with important stakeholders (Ministry of Education, School's Board, local council, regional council...) <p>BG:</p> <ul style="list-style-type: none"> - direct meetings - personal contacts <p>HU:</p> <ul style="list-style-type: none"> - personal contacts - revealing study (legal) - presentation of the problem - meetings - financial resources 	<p>RO:</p> <ul style="list-style-type: none"> - fulfilling the requirements / obligations formulated in the protocols (by all parties) <p>BG:</p> <ul style="list-style-type: none"> - the Municipalities and the Ministry will put the topic of implementation of laws (on rights of persons with disabilities) on the first place on their agenda <p>HU:</p> <ul style="list-style-type: none"> - the decrees / acts on implementation will develop and be more effective (with concrete sanctions, responsibilities, tasks of all stakeholders) 	<p>BG:</p> <ul style="list-style-type: none"> - legal registration of the network (create basis for the meetings and lobby actions) <p>RO:</p> <ul style="list-style-type: none"> - involve member organisations - study the legislation in order to get a clear image <p>HU:</p> <ul style="list-style-type: none"> - prepare the legal study of the situation (data collection, formulation of proposals) 	<p>RO:</p> <ul style="list-style-type: none"> - results of legislative study: 19.03.2009. <p>BG:</p> <ul style="list-style-type: none"> - initiate (at least 1) meeting with key-persons: 23.02.2009. <p>HU:</p> <ul style="list-style-type: none"> - start the legislative study: 09.02.2009.

		<p>ns (financial , human resources , professio nal resources) (BG)</p> <ul style="list-style-type: none"> - no control on implementation; undeveloped legal background (BG) - regulations for the implementation of the national law are missing or undeveloped (HU) 						
2.	<p>Definition of the group of persons with intellectual disabilities (in regulations)</p>	<ul style="list-style-type: none"> - social and legal definition is missing (BG) - develop 	<p>BG:</p> <ul style="list-style-type: none"> - Ministry of Labour and Social Policy <p>RO:</p>	<p>BG:</p> <ul style="list-style-type: none"> - human resources - professionalism - experience in implementing lobby actions - platform of the network 	<p>BG:</p> <ul style="list-style-type: none"> - written proposal <p>RO:</p> <ul style="list-style-type: none"> - agreements - discussions with specialists <p>HU:</p> <ul style="list-style-type: none"> - discussions with 	<p>BG:</p> <ul style="list-style-type: none"> - formulate the necessity of this definition <p>RO:</p> <ul style="list-style-type: none"> - change of 2 laws: <ul style="list-style-type: none"> o law defining the disability 	<p>BG:</p> <p>Arrange a working committee including professionals to define the problem and to show good practices to the Government</p> <p>RO:</p>	<p>RO:</p> <p>Next meeting of Disabnet BG: Next project forum (19.03.2009) HU: legal examination starts: 09.02.2009. Elaboration of experiences: 19.03.2009.</p>

		<p>mental and intellectual disabilities are not named as individual categories in the regulations (RO) concrete legal regulations are missing with regards to the diagnosis of persons with intellectual disabilities above the age of 24 (HU).</p>	<p>- National Authority for the Protection of Rights of People with Disabilities</p> <p>- County Direction of Child Protection and Rights Assistance</p> <p>HU:</p> <p>- Ministry of Labour and Social Affairs, Department of Disability and Rehabilitation</p>	<p>- experience from partners</p> <p>RO:</p> <p>- examples coming from other countries</p> <p>HU:</p> <p>- clear picture on actual legislation (to find the place to modify)</p> <p>- human resources</p>	<p>experts</p> <p>- modification proposals</p>	<p>categories</p> <ul style="list-style-type: none"> o law for the rights of persons with disabilities <p>HU:</p> <ul style="list-style-type: none"> - there will be a concrete order on how people with intellectual disabilities above 24 can be diagnosed <p>OR:</p> <ul style="list-style-type: none"> - the age limit will be expanded 	<p>Initiate discussions with specialists from multi-disciplinary fields (network, professionals outside of the network, experts of state authorities)</p> <p>HU:</p> <ul style="list-style-type: none"> - distribute our idea to our network members - initiate the legal examination of this possibility 	
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3.	<p>The UN Convention is not ratified yet in the country</p>	<p>- not ratifying the Convention in practice, that's why no possibilities to implement it (BG, RO)</p>	<p>BG: Ministry of Labour and Social Policy, Department on Problems of People with Disabilities RO: Ministry of Law and Ministry of Labour and Social Affairs</p>	<p>BG: - contacts - resources of Ministry of Labour - resources of agency for people with disabilities - referring to other countries RO: - other NGOs and networks - National Authority for the Protection of Rights of Persons with Disabilities - Experience of other countries</p>	<p>BG: - partnership - support of the civil sector RO: - analysis of the way other countries have done the ratification - develop an action plan or strategy</p>	<p>BG: - Achieve that the attitude towards the ratification would change, force the process RO: - save time for the authorities - facilitate the process</p>	<p>HU: - HiH shares experience and provides contact details to MDAC BG: - establish contacts with the civil sector, involve organisations RO: - organize meetings with other NGO-s and networks on this specific problems</p>	<p>HU: Contact details: 26.01.2009. Monday BG: Next project forum RO: Next meeting of Disabnet</p>
4.	<p>There is no definition of disability in the law on equal treatment</p>	<p>- people with intellectual disabilities get discriminated often because of their other status (guardianship etc.) - the rights</p>	<p>HU: - Equal Treatment Authority - Ministry of Social Affairs and Labour</p>	<p>HU: - experiences in the operation of a legal aid service for persons with disabilities - concrete practical experience-based proposals</p>	<p>HU: - ask the Equal Treatment Authority - formulate proposals based on experiences</p>	<p>HU: The law on equal treatment will precisely define the concept of disability and exactly denominate the 'other status' category (e.g. include guardianship)</p>	<p>HU: - consult with Equal Treatment Authority - formulate experiences and proposals</p>	<p>HU: Next project forum</p>

		<p>of persons with disabilities cannot be validated because there is no legal basis for it in the law on equal treatment</p> <p>- the law doesn't define what it means by disability</p>						
5.	Obligation of accessibility in the law on equal treatment							
6.	The obligation of reasonable accommodation is not included in national regulation (law	<p>BG:</p> <p>- if this principle is missing, then</p>	<p>BG: Ministry of Labour and Social Policy</p> <p>HU: - Equal</p>	<p>BG: Same as before</p> <p>HU: Referring to the EU-Directive on Anti-discrimination</p>	<p>BG:</p> <p>- written proposal</p> <p>HU:</p> <p>- case study to present the actual situation and the</p>	<p>BG:</p> <p>- accept the proposal</p> <p>- form position in order to change the legislation</p> <p>HU:</p>	<p>Daniel: send EU-directive to partners</p> <p>BG:</p> <p>- study the EU-Directive</p> <p>- formulate how this</p>	<p>Daniel sends Directive: 26.01.2009. Monday</p> <p>BG:</p> <p>- study Directive after receiving it</p> <p>- make a draft and send to</p>

	on equal treatment)	<p>the rights of people with disabilities are not defended and implemented</p> <p>HU:</p> <ul style="list-style-type: none"> - people with disabilities can't get use of services, goods, etc. with the same opportunities as others 	<p>Treatment Authority</p> <ul style="list-style-type: none"> - Ministry of Social Affairs and Labour 	<p>(reasonable accommodation)</p>	<p>consequences of the actual legal situation</p> <ul style="list-style-type: none"> - an international comparative study (including the EU-Directive) 	<ul style="list-style-type: none"> - the principle of reasonable accommodation will be included in the law on equal treatment 	<p>principle can be included in the national legislation</p> <p>HU:</p> <ul style="list-style-type: none"> - prepare the case study and the comparative analysis 	<p>partners: end of February</p> <p>HU:</p> <ul style="list-style-type: none"> - write case study and comparison: end of February
7.	The regulations on equal opportunities are not implemented effectively enough on national level	<p>BG:</p> <ul style="list-style-type: none"> - lack of control on the implementation <p>RO:</p> <ul style="list-style-type: none"> - the regional implementation is very different 	<p>BG:</p> <ul style="list-style-type: none"> - Ministry <p>RO:</p> <ul style="list-style-type: none"> - local authorities - Ministry of Social Affairs 	<p>BG:</p> <p>Network</p> <p>RO:</p> <ul style="list-style-type: none"> - Disabnet - Implemented good practices in some regions 	<p>BG:</p> <ul style="list-style-type: none"> - written proposal to Ministry (nationwide research) - personal contacts to support the proposal to empower the Agency for People with Disabilities to control the implementation of the laws 	<p>BG:</p> <ul style="list-style-type: none"> - Form the position of the Ministry that it is necessary to give the Agency legal power to control <p>RO:</p> <ul style="list-style-type: none"> - established good connections and cooperation with the councils - start the standardization process 	<p>RO:</p> <ul style="list-style-type: none"> - ask Disabnet about problematic regions - establish good cooperation with County Councils where good practices have been implemented (Hunedoara County Council, Harghita County Council) <p>BG:</p> <ul style="list-style-type: none"> - formulate a proposal 	<p>BG:</p> <ul style="list-style-type: none"> - prepare proposal: end of February - look for contacts: continuous <p>RO:</p> <ul style="list-style-type: none"> - ask Disabnet: first meeting of Disabnet - ask member organizations to collect good practices of implementation: 10.02.2009. - member organizations bring good practices: Disabnet meeting

		<p>depending on the interest of local authorities</p> <ul style="list-style-type: none"> - lack of material resources on local level in some regions 			<p>RO:</p> <ul style="list-style-type: none"> - make a proposal to the regional councils where the implementation is problematic - recommendations of County Councils about the effective implementation of laws 		<ul style="list-style-type: none"> - look for contacts to support the proposal 	
10.	<p>Official data is missing / not available on the effectiveness of equal opportunities regulations and that's why we don't know how appropriate they are</p>	<ul style="list-style-type: none"> - lack of information on the effectiveness of the implementation of these laws - due to lack of information the rights of persons with disabilities 	<p>BG:</p> <ul style="list-style-type: none"> - Ministry - Agency <p>RO:</p> <ul style="list-style-type: none"> - Ministry - National Authority 	<p>RO:</p> <ul style="list-style-type: none"> - Annual Reports of General Directions of Social Assistance and Child Protection (county level) <p>BG:</p> <ul style="list-style-type: none"> - partnership with other NGO-s to support the research 	<p>BG:</p> <ul style="list-style-type: none"> - create a powerful co-operation amongst NGO-s to lobby for the research - research <p>RO:</p> <ul style="list-style-type: none"> - Annual Reports - Data-bases on social services 	<p>BG:</p> <ul style="list-style-type: none"> - the Ministry's agreement on the necessity of the research <p>RO:</p> <ul style="list-style-type: none"> - implementation of the research (long-term) - collection of data from Annual Reports (short-, medium-term) 	<p>BG:</p> <ul style="list-style-type: none"> - include the necessity of a nation-wide research about this topic in the proposal written to Ministry <p>RO:</p> <ul style="list-style-type: none"> - initiate a nation-wide research on regulation at the Ministry and National Authority for the Rights of Persons with Disabilities 	<p>BG:</p> <ul style="list-style-type: none"> - communication with member organizations about the research; end of February - including this aspect the in the proposal: end of February <p>RO:</p> <ul style="list-style-type: none"> - spread e-mail to members: 10.02.2009. - members collect data from Annual Reports: Disabnet's meeting

		<p>ties cannot be validated / put into practice effectively enough</p> <ul style="list-style-type: none"> - that's why their rights are violated and they might be discriminated against 						
13.	<p>The system of supported decision-making is not implemented with relation the system of guardianship and related regulations don't provide guidance on how to</p>	<ul style="list-style-type: none"> - if this system is not put into practice, then the basic human rights of persons with 	<p>BG: - Ministry of Justice</p> <p>HU: - Equal Treatment Authority</p>	<p>BG, RO, HU: UN Convention</p>	<p>BG: - ask for a position paper (statement) from the Ministry of Justice about the implementation of supported decision-making</p> <p>HU: - summary and proposals on how this principle could be implemented</p>	<p>BG: - positive attitude towards this topic</p> <p>HU: - openness for the proposals from the Ministry and ETA</p>	<p>BG: - formulate a letter to the Ministry of Justice</p> <p>RO: - check about this question in the law</p> <p>HU: - write summary based on the UN Convention</p>	<p>BG: - end of February</p> <p>RO: - present findings: next meeting</p> <p>HU: - end of February</p>

	implement it	disabilities can get violated						
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