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**INCLUSION OF DISABLED PERSONS IN
THE REPUBLIC OF MACEDONIA:
Social Protection and Employment Policies**

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Social protection is determined as an activity of public interest. The state implements the social protection of citizens in accordance with the principle of social justice. The social protection is defined as a system of measures, activities and policies for prevention and overcoming the basic social risks to which the citizen is exposed throughout life, for reducing poverty and social exclusion and for strengthening citizen's capacity for self protection.

Social protection system in the Republic of Macedonia encompasses a wide range of vulnerable groups within the contributory insurance schemes and noncontributory welfare protection. The contributory part encompasses pension and disability insurance, health insurance and unemployment insurance and non-contributory or tax-financed part of the system is composed of financial benefits and social services.

Traditionally, disabled persons had a special treatment in the process of development and implementation of social policy measures in the Republic of Macedonia. As a part of former Yugoslavia, Macedonia had a long history of inclusion of disabled persons in the labor market. The devastating political and economic transition, following the country's independence in the early 1990s, jeopardized the gained position of disabled persons in the labor market. Generally, a large segment of state

owned capital was either downsized or closed due to bankruptcy which reflected in the rapid growth of unemployment rate among vulnerable groups. Consequently, the state undertook number of noncontributory welfare measures to soften the negative effects from the economic distress. Gradually, the focus was shift from passive to active labor measures: job placement services, benefit administration, and labour market programmes such as training and job creation.

This article presents an overview of the political, legislative and practical efforts for development of an inclusive labor market in the Republic of Macedonia. In that regard the article will elaborate: the position of disabled persons in Macedonian society; employment policies and social protection measures targeting disabled persons; challenges and obstacles in the implementation of the national strategic goals for development of active labour market.

Keywords: disabled persons, social policy, social protection, protected employment, inclusive labor market.

INTRODUCTION

Inclusion of the most vulnerable parts of population in social and working environment is set as one of the main social policy priority in the Republic of Macedonia. In this regards in accordance with the international law Macedonia is developing a legal framework aiming at enabling financial, professional and technical support both to vulnerable groups (particularly people with disabilities) and to the potential employers. Measures and activities for labor inclusion of disabled individuals are consisted of two components: 1) financial support and stimulation for increasing of employer's interested to include disabled persons in the working process; 2) institutional structure for acquiring skills and knowledge of the disabled persons for employment and social inclusion measures. These measures are expected to be the corrector of the imperfection of the market interest for these categories of citizens. Providing equal opportunities for people with disabilities is related to the

design of individual annual and mid-term programs for rehabilitation and integration of the people with disabilities on the labor market which enables their social inclusion.

International legal framework

In the last sixty years a significant number of international initiatives related to persons with disabilities have been developed. Primarily, the disabled persons gain special status within the global organizations through different conventions and agreement systems. Disability rights have been explicitly mentioned, among other issues, in the Convention on the Rights of the Child, the Revised European Social Charter and the ILO Vocational Rehabilitation and Employment (Disabled Persons) Convention No. 159.

The UN adopted a Declaration on the Rights of Disabled Persons and the Standard Rules on the Equalization of Opportunities for Persons with Disabilities. Most of these international documents refer to nondiscrimination and equality in society, education and employment. Fundamental instrument for promotion of the rights of disabled people the United Nation Convention on the Rights of People with Disabilities and its Optional Protocol opened a new path within the international human rights framework. Convention obliges signatory countries to commit themselves to promote and monitor implementation of the Convention as well as to provide barrier-free communities that may hinder full and effective participation of disabled persons in society.

In European context, the Lisbon Agenda and European Employment Strategy, the Employment Directive 200/78/EC and the European Disability Action Plan place emphasize on the improvement of employment situation of disabled people in European countries. Further on the Europe 2020 Strategy and its Agenda have been designed as a successor to the Lisbon strategy. The Europe 2020 Strategy focuses on analysis, political guidance, information exchange and other support that will consequently create new skills and jobs. It is expected that the strategy will contribute to improved knowledge on the employment

situation of women and men with disabilities, identification of challenges and propose remedies. The Strategy places a special attention on young people with disabilities in their transition from education to employment as well as on intra-job mobility on the open labor market and in sheltered workshops, through information exchange and mutual learning. It also addresses the issue of self employment and quality jobs, including aspects such as working conditions and career advancement, with the involvement of the social partners.

Another important document is the European Disability Strategy 2010-2020 that guarantees the right on full and equal participation of persons with disabilities in society and economy. The Strategy represents a comprehensive framework committing the Commission to empowerment of people with disabilities to enjoy their full rights, and to removing everyday barriers in life. The European Disability Strategy focuses on eight priority areas: Accessibility, Participation, Equality, Employment, Education and training, Social protection, Health and External action. The European Disability Strategy 2010-2020 main goal is a full participation and equal opportunities for all disabled people.

The Republic of Macedonia has signed and ratified several documents targeting disabled persons, including The Convention on the Rights of Persons with Disabilities along with the Optional Protocol signed on 13 December 2006 and ratified on 5 December 2011, as well as the European Social charter (revised 1996) signed in May 2009 and ratified in January 2012.

National strategies/policies

The policies and measures for increasing employment and the labor market flexibility are one of the priorities defined in the Work Program of the Government and in number of strategic documents that give an overview of the current situation and represent sets of clearly define national targets, policies, programs, measures and activities focusing on social inclusion of disabled persons:

The National Program for Development of the Social Protection 2011-2021.

The program is the basis for the reform of the social protection and preparation of statutory and other regulations in the field of social protection. It also, represents a strategic document that unites all the previous strategies focused on specific areas or vulnerable groups in social protection. The main objective of the program is the development of an integrated, transparent and sustainable social protection system that will provide accessible, effective and high quality measures and services designed in accordance to beneficiaries needs.

National Strategy on alleviation of Poverty and Social Exclusion 2010-2020 (revised)

The National Strategy on alleviation of Poverty and Social Exclusion 2010-2020 was adopted in 2010 and revised in 2013. The Strategy reflects the Government intention for balancing the degree of inclusion and welfare at all social levels. Creating equal employment opportunities for persons with disabilities is one of expected results within the area of employment. The employment of disabled individuals is related to the support provided in line with the regulations, which enables financial support for the employer's interest to include them in the working process. The Government of the Republic of Macedonia is the main implementer and coordinator whereas the ministries are responsible for implementation of the individual strategic goals and measures in accordance to their competences. Strategy measures were elaborate in the Operational Plan of Measures and Activities for Implementation of Strategy.

National Strategy on Equalization of the rights of the People with Disabilities 2010-2018 (revised)

The revised National Strategy on Equalization of the rights of the People with Disabilities (2010-2018) provides a comprehensive framework for the development and implementation of policies that in a

long run aim at improvement of the human rights and equal opportunities of the people with disabilities. The strategy was firstly adopted in 2000 and was based on European and national legislation and on the Standard Rules for Equalization of the Opportunities for persons with disability. The revised Strategy represents a plan of numerous activities that are in accordance with the UN Convention on the Rights of Persons with Disabilities, European and national documents and standards in the area. This national Strategy aims to improve the position of Persons with disabilities to a position of equal citizens who enjoy all rights and responsibilities. The Strategy provides the support for organizations of persons with disability, their participation in decision making on issues related to persons with disabilities. For the purpose of implementation of the Strategy the Government has established a National Coordinating Body for equal rights for people with disabilities. The Body is comprised from representatives of the National disability organizations, ministries and relevant agencies. The revised Strategy will enable social inclusion of people with disabilities through implementation of multi-sectoral approach, effective legal protection, better accessibility and availability of quality services (social, health and other services), as well as implementation of programs and measures, particularly in the fields of education, employment, housing, which are essential for independent and active life of the disabled in all areas of the society. The Progress Report of the European Commission (2013) notes limited progress in regards of implementation of the National Strategy on Equal Rights for People with Disabilities 2010-2018.

The National Strategy for Equality and Non-Discrimination
on the Grounds of Ethnic Affiliation, Age, Mental or
Physical Disability and Gender 2012–2015

The Government of the Republic of Macedonia adopted a National Strategy on Equality and Non-discrimination on the Grounds of Ethnic Affiliation, Age, Mental or Physical Disability and Gender 2012-2015. This Strategy aims at improving the status of the most vulnerable groups of citizens in the society and ensures development in enjoying equality and non-discrimination. As stated in its title, the Strategy among others

focuses on persons with disabilities and makes provisions in regards of employment actions for people with mental and physical impairments. The activities designed to achieve strategic goals are focused on strengthening the capacity of all stakeholders to implement appropriate adjustments in the workplace for people with mental and physical disabilities.

National Strategy for Deinstitutionalization (2008-2018)

The Government of Macedonia has adopted a National Strategy for Deinstitutionalisation (2008-2018) in order to improve the quality and comprehensiveness of social protection services on a local level and to facilitate the social inclusion and re-integration within the families and society of all categories of beneficiaries in risk, placed in residential institutions. This Strategy imposes the need for estimation of roles and responsibilities of national and local structures and promotes and empowers partnership among the state, local government, non-governmental and private sector in provision of services in the area of social protection. Its goal is to improve the quality of care for certain categories of citizens exposed to social risks that are identified as a target group, through implementation of the process of deinstitutionalization. The Strategy promotes forms of protection that enable higher quality of services to be available for citizens in their place of living. The basic principles on which the strategy has been established are the best interest of the beneficiary, right of living in the family, citizens rights, equal opportunities and non-discrimination, protection from all kinds of violence, abuse and neglect, inclusion and integration, partnership, multi-sectoral collaboration, and quality of social services. The Strategy assumes a gradual transformation of all eight residential social services' facilities over a ten year period in order to prepare them to deliver alternative forms of services in the community. The Strategy emphasizes the need for delivery of standardized non-residential care, tailored to the needs of the beneficiaries and their biological families.

National legal framework

The Republic of Macedonia has adopted a number of laws within the national legislation that explicitly prohibit discrimination, including disability discrimination. Prohibition of discrimination is particularly emphasized in the laws that regulate labor relations as well as in adopted Law on prevention and protection from discrimination. The laws explicitly prohibit all discriminatory forms including direct and indirect discrimination, harassment, reasonable accommodation as well as instruction to discriminate, committed by natural persons and legal entities in the public as well as private sector, in the area of: employment and labor relations, education, access to goods and services, housing, health, social protection, judiciary and administration, science, sport, participating and acting in syndicate, political parties, associations of citizens and other areas, accordingly. Unfortunately, the lack of sufficient judicial practice is significant obstacle in explaining the application of these legal institutes, provided by the anti-discrimination legislation. One of the shortcomings of the ADL is in the inability to provide definitions on disability as well as on the protected group – persons with disabilities. Nonetheless, such definition has been provided in other laws such as: the Law on social protection, Law on employment of disabled persons, Law on invalid organizations, Law on child protection and the Law on use of the sign language. Existing definitions in the Macedonian legislation (with the exception of those contained in the Law on invalid people's organisations) fully reflect the medical model. The Law on employment of invalids defines “disabled person as a person with impaired vision, impaired hearing, impairments in voice, speech and language, a physically disabled person, a person with intellectual disability and a person with multiple disabilities that due to the degree of disability has specific needs in employment field, ... as well as unemployed disabled worker is a person with residual or reduced working ability” (Article 2 paragraph 1 and 2). Paragraph 3 from this Article provides that, the disability is determined by the Commission for evaluation of working ability. Also, Article 5 of the Law on invalid people's organisations defines “person with disability ... is an individual who because of his/her congenital or acquired injuries and impairments acquired or created by their physical or living environment,

alone cannot partially or fully satisfy his personal, living or family needs to live in the community” (Article 5 paragraph 2). From all these definitions it is evident that there is an inconsistency in regards of different naming and defining the protected group, however the last definition is more comprehensive.

The Law on Labor Relations includes special Chapter that elaborates the exercising of rights of persons with disabilities in specific areas and in specific cases of occurrence of disability. A disabled worker with remaining or altered working capacity must be provided with the opportunity to perform other appropriate work by the employer i.e. work with shorter working hours, considering the remaining or altered working capacity, including appropriate salary allowance in relation to realization of these rights and in accordance with the pension and disability insurance regulations. The worker who is faced with immediate threat of potential disability should be provided with a relevant job by the employer, including appropriate salary allowance in the realization of this right, in accordance with the pension and disability insurance regulations.

Law on Employment for disabled people stipulates support measures to ensure the equal position of the disabled persons on the labor market. This Law and the Rulebook on employment of disabled persons prescribes specific conditions and rights for employment and work of persons with disabilities, more specifically: Employment of person with disabilities on indefinite period; Training for employment; Adaptation of a work place; Purchase of equipment, instruments, equipment, tools and spare parts; Relief from taxes and from the obligation to pay social security contributions, as well as securing of funds for contributions and other financial support. The law gives the opportunity for establishment of sheltered enterprises. Based on this law sheltered enterprise can be established and operate as such if the company employs at least 10 persons on permanent contract, 40% of which are persons with disabilities. Sheltered enterprises are relieved from the obligation to pay profit tax and all profit related taxes. For the purpose of achieving joint goals and objectives in the improvement of the employment of disabled persons sheltered enterprises established an Association of Protective Enterprises

in accordance with the Law on Enterprises. Based on the available data shelter enterprises employ total of 7,841 persons, of which 3,365 are persons with disabilities.

The Law on Employment of Disabled Persons, also, prescribes establishment of Special Fund for provision of conditions for employment and work of the disabled persons. The Fund was established within the Employment Service Agency. The funds awarding procedure starts with filing of request to the Management Board of the Agency for Awarding Funds from the Special Fund. The starting point in awarding of funds from the Special Fund are the scope and type of the special requirements for employment and adaptation of the jobs that need to be created, the type and scope of the equipment, the tools, devices and spare parts that need to be secured in order to create special conditions for employment and work of the disabled person. Funds from the Special Fund can be awarded to the protective company for the newly hired disabled person (hired on permanent basis), adaptation of his/ her job position and purchase of equipment. Any legal entity (that is not protective company) can be awarded with funds from the Special Fund for new employed individual on permanent contract and adaptation of the job position for the disabled person. When working as sole proprietor, the disabled person can be awarded with funds from the Special Fund for his/ her permanent employment, adaptation of his/ her job position and purchase of equipment. Based on the available data for 2013, the Employment Service Agency has awarded 153 grants to enterprises for employment of 219 disabled persons, and approved 53 requests for equipment provision.

The Employment Service Agency developed active policies for unemployed persons with disabled persons who are actively seeking employment within its annual Operational plans for active employment programs and measures. According to the Operational Plan for active employment programs and measures for 2012 and 2013, the Employment Agency is subsidizing the employment of disabled people. Subsidies were granted in accordance with the Law on Employment for Persons with Disabilities and the Rules on the criteria and the manner of allocation of grants from the Special Fund for improvement of the conditions for

employment and work of the disabled persons. The total amount forecasted for 2012 for these measures is €3.040.650, covering 200 registered unemployed persons with disabilities and 300 registered unemployed persons with disabilities with a budget of € 3.121.951. The Government also stimulates employment disabled persons in the public sector. Through active employment measures the Government in 2014 announced employment of 300 people with disabilities in the public sector.

1. Social protection of people with disabilities

Constitutionally the Republic of Macedonia is defined as a social state responsible for provision of social protection and social security of citizens as well as provision of special protection and conditions for inclusion of persons with disabilities. This constitutional provision practically obliges the state, within its social policy measures and overall normative-legal activities, to provide substantial equality of the persons with disabilities.

The system of social protection in the Republic of Macedonia encompasses contributory and non contributory services and benefits. Contributory part of the system is referred to as social insurance and includes: pension and disability insurance, health insurance and unemployment insurance. The non-contributory or tax-financed part of the system referred to as social welfare encompasses: social assistance (social financial assistance); permanent financial assistance; personal care allowance; one-off financial assistance and assistance in kind, child protection, institutional and non-institutional services and social prevention.

The state implements the social protection of citizens in accordance with the principle of social justice. It establishes the system of social protection and enables its functioning, provides conditions and measures for social protection activities and develops self-help forms. The

carriers of social protection are the Republic, local self government, the City of Skopje and the municipalities from the city of Skopje.

The Law on social protection provides medical definition of the disable person. According to this article “disabled [invalid] person is considered to be a person with mental or physical disability”. This definition in its nature is very restrictive encompassing only persons with certain kind of disability while excluding others (especially those with multiple disabilities). Nonetheless, the Law on social protection provides protection against discrimination based on disability.

The realization of the social protection for persons with disabilities is carried out through institutional and non-institutional forms of social protection. Persons with disabilities are equally entitled to rights and services prescribed with the Law on social protection. Disabled persons are entitled to the following rights for material cash benefits: financial assistance for provision of care by other person, permanent financial assistance, allowance for fully blind and deaf adults, and material supplement for mobility of adults with 100 percent physical disability as well as for persons with mental disability. Additionally, parents of children with physical or mental disability and severe chronic diseases are entitled to compensation on wages (loss earning) for part-time working, due to the need for providing care for their child.

Based on the Social Protection Law disabled persons up to 26 years of age are entitled to institutional care. The institutional care assumes the right to working occupation and the right of accommodation in a social protection institution in cases when living conditions in the biological families are inadequate. Provision of working occupation might be provided by the protection institution, licensed NGOs, individuals and other non-profit organization. Engagement in working occupation is not based on profit making. It is rare case when disabled persons or their parent receive symbolic financial awards from such engagement (e.g. Daycare centre Poraka-Negotino and Daycare centre for children with disabilities – Bitola).

Lacking of adequate and complete statistics on the number of persons with disabilities, among other things, hinders the assessment that all persons with disabilities who are socially vulnerable exercise their right to social protection. According to the State Statistic Office in 2013, the number of juvenile recipients of social welfare is 4825 beneficiaries, of which 2047 are persons with intellectual disabilities and 1097 are persons with combined disabilities. Whereas according to the same source in 2013, there were 18.888 adults with disabilities, recipients of different kinds of social protection, among which persons with physical disabilities are represented 55.76 percent or 10533 in total number (State Statistical Office, 2014¹).

There are 2678 children with mild and severe mental disabilities living with their biological parents or are placed in foster families (Ibid.). The state has established 25 daycare centers providing care of the children with mild and severe mental disabilities with aim to meet needs of disabled children and their families. Based on their capacity daycare centers accommodate at average between 5 and 18 persons. Daycare centers offer accommodation, food, psycho-social rehabilitation and re-education, and counselling for persons with moderate and severe disability. Mainly, these centers are located in urban settings that enable multi-institutional cooperation at local level. Total of 400 children are beneficiaries of daycare services. The Ministry is co-financing six daycare centers for youth and adults with mental disabilities and the regional centre for support of persons with mental impairments "PORAKA" from Skopje and Negotino (MTSP, 2014). Additionally there are two centers for autistic children one established by the Ministry of Labor and Social Policy and one by the Municipality of Strumica (Trbojevik, 2013).

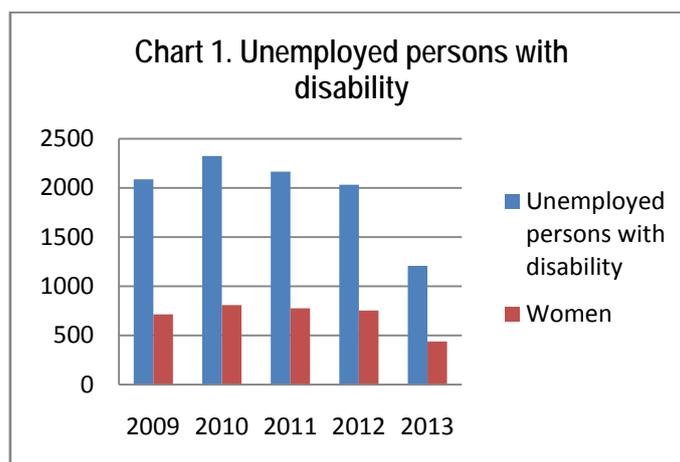
2. Data on employment and social protection of persons with disabilities

One of the main obstacles for greater inclusion of the disabled people in the labor market is the lack of precise statistics on their number and profile. There is no official proven statistical data on the number on

persons with disability but the estimates go as far as 90.000. This estimate was made on the bases of members of civil society organizations and associations of persons with disabilities.¹

Based on available data from the State Statistical Office (2014), the labor force in 2013 counted 1.672,460 persons, of which 678,838 were employed, while 277,219 were unemployed persons while inactive were 716,403 (State Statistical Office, 2014²).

According to the most recent data from the Employment Service Agency at the end of 2013, there were total of 1208 people with disabilities registered as unemployed out of which 438 are women.



Source: Employment Service Agency

As regards to the type of disability (338 or 28.1 percent) of those registered as unemployed persons with disabilities are with mental disability, followed by persons with physical disability (279 or 23.2 percent) and by those disabled as a result of work injury (147 or 12.2 percent). The structure of unemployed registered persons with disabilities in regards of their level of education shows that most of unemployed were in the categories of unemployed disabled persons without any qualification (577 or 47.7 percent) or with incomplete high school

¹Reference from the "Conference on disabled employment" no December 6, 2012, Skopje,

education (275 or 22.8 percent). According to age structure, 24 percent are in the age group from 15-29 years, 47.5 percent are in the age group between 30 to 49 years and 28.6 percent from the unemployed are at the age of 50 and older.

Table: 1. Age structure of the unemployed persons with disability

Year	Total	15-19 years	20-24 years	25-29 years	30-34 years	35-39 years	40-44 years	45-49 years	50-54 years	55-59 years	60 years and older
2009	2089	42	195	268	272	287	221	239	232	199	116
2010	2326	37	206	318	295	341	256	253	263	216	141
2011	2165	33	192	287	271	298	252	220	280	208	124
2012	2034	21	164	265	261	276	246	212	250	214	125
2013	1208	9	103	168	167	160	135	131	117	128	100

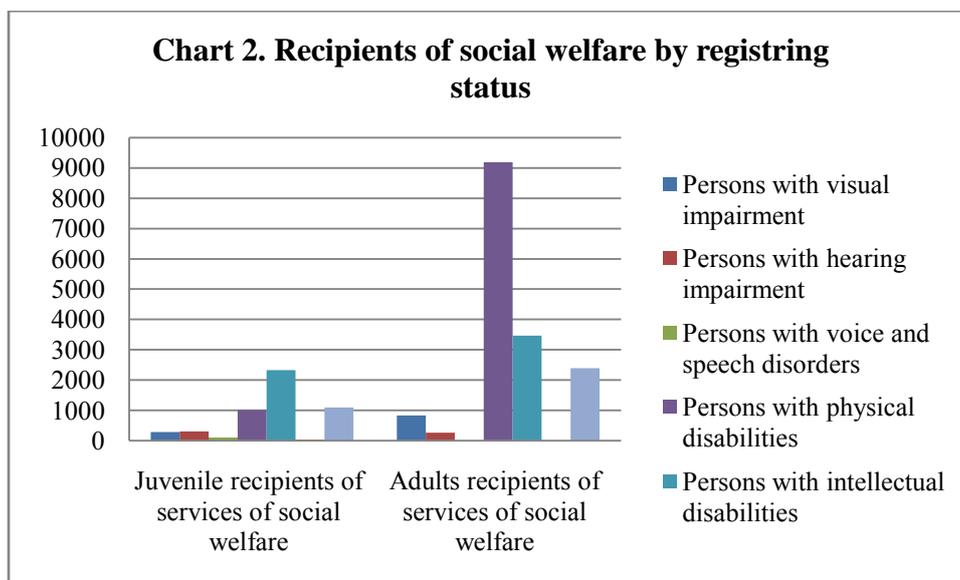
Source: Employment Service Agency of Republic of Macedonia

Based on the available data from the Employment Service Agency (June 2014), there were around 289 registered sheltered companies, established and functioning in accordance with the Law on employment of persons with disabilities, employing a total of 6721 persons out of which 2730 are persons with disabilities. The numbers of employed disabled persons in shelter organizations has decreased in the last few years. The statistics show that there were around 670 registered sheltered enterprises in Macedonia in 2011. These sheltered enterprises employed a total of 8,990 persons, of which 3,090 are persons with disabilities. According to the data of the Employment Service Agency², there were around 393 registered sheltered companies in 2012, which employed around 3442 persons with disabilities. Whereas their number in June 2014 decreased to 289 registered shelter enterprises, employing a total of 6721 persons out of which 2730 are persons with disabilities. It is considered that changes in Law on employment of persons with disabilities contributed to the decrease in the number of shelter enterprises.

According to the available data from State Statistical Office (2013), 21,284 persons with disabilities received social benefits and/or

²Employment Service Agency (ESA) of Macedonia

social services, out of which 5,155 were children (2,325 with intellectual and 1,097 with combined disability) and 16,116 were adults.



Instead of conclusion: shortfalls in the employment policies and social protection system

Despite of the substantial legal framework that enables labor integration of persons with disabilities the practice shows that mainly they can only find jobs in segregated, protected workplaces that do not contribute to their social integration. It is quite obvious that the Macedonian state allocates vast financial resources in employment of persons with disabilities, which goes with remarkable lack of statistical data and reporting on the results. Available data show a low number of people employed people with disabilities emphasizing the need for comprehensive evaluation of the existing policy measures. Additionally, the practice shows that for some sheltered enterprises, the only motivation for employment of disabled persons are the financial benefits that can be obtained from the Special fund. Thus, in small number of cases disabled persons are fictively employed but in practice they remain excluded from participation in labor processes, leaving the goal for social inclusion unreached. Also, employment of persons with disabilities in Macedonia is

based on the general disability assessment procedures and is based on medical diagnosis. This approach limits the opportunities to respond to the needs of persons with disabilities, which are strictly related to employment – education, professional skills, social skills, transport, technical aids, personal assistance on the job, etc.

One of the reasons for improper labor inclusion is identified in attainment of low education level by of persons with disabilities. Only small segment of persons with disabilities is included in the processes of regular education and is skillful to compete on the open labor market. Mainly they attain education through specialized education that at times limits disabled persons to few professions that are not always in demand on the labor market. Therefore an update of the offered educational training for disabled persons is required.

The Ministry of Labor and Social Policy has also identified the urgent needs for amend on the Law on employment of people with disabilities. For this purpose they have recently established a working group that will work on the Law amendments. Based on the opened public debate the working group proposes introduction of obligatory employment quota scheme, changes in of the way of assessment of the work capacities and reinforcing of the vocational rehabilitation for people with disabilities.

Successful integration in the labor market of people with disabilities requires the development of appropriate models for vocational rehabilitation. In the integration of these people needs to take into account the necessity for psychosocial support that will enable adjustment to the new working environment, job retention and advancement. Hence, there is a need for an investment in the development of professional skills among primary service providers in order to achieve the goal of better vocational training to persons with disabilities. In addition to that changes in the legislative should be focused on standardization in the work rehabilitation processes as well as on introduction of a quota system in regards of employment of persons with disabilities. It is necessary to establish a special system for needs assessment in employment, which should determine the resources to be given to each individual in order to perform

on a particular position when hired. This implies transforming public measures in favor of employability of persons with disability.

The data analysis on social protection of disabled persons also points out on the following system shortfalls:

- Lacking of adequate and complete statistics on the number of persons with disabilities hinders the assessment that all persons with disabilities who are socially vulnerable exercise their right to social protection.
- Lack of developed capacities that provide protection for persons older than 18 years.
- Need for standardization of the available capacities in regards of provision of facilities that could address the diversified needs of the disabled persons regarding their age, sex, level of disability and rehabilitation prospects.
- Provision of sustainability of the daycare centers established on multi-sectoral collaboration, depend on the financial support received by central and local government.
- Improvement of noninstitutional forms of protection through small group homes, personal assistance, services for independent living, respite centers, mobile teams, supported employment, foster care for persons with intellectual disabilities, etc.

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