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ANNUAL REPORT FOR 2020

Angela Foundation

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## **1. INTRODUCTION**

The "Angela" Foundation was established with the aim of enabling a more adequate (optimal) use of the living space in which a person in need of a wheelchair resides. Due to the specificity and diversity of this population, we are aware that for each living space it is necessary to make an adaptation that is individual and specific. Also, due to the difficult financial situation of many people in wheelchairs and the lack of procedures for adaptation on request, we believe that donor funds and the work of the entire team will have a very positive, humane effect. In this way, and especially with the construction of the entire housing unit according to the principles of accessibility, a fund of apartments is created that will always have its market value in the future.

Parents of persons with disabilities (PWDs) are currently finding it very difficult to exercise their right to work. Obstacles are often so insurmountable, both on the side of positive legal regulations and recognizing this need, and from the aspect of parents who generally believe that employment is not feasible, give up work and stay with the child. The "Angels" Foundation will actively participate in enabling the preconditions for the realization of the employment relationship of parents of PWDs.

Professional literature:

1. Situational analysis of the position of children with disabilities in Serbia, NOOIS 2017. The document has a lot of statistics and analyzes, and what is important for the determination of the Angel Foundation is the following:

- Families where is a member of PWD have an economic situation above the average at the level of Serbia when it comes to poverty.
- It is recommended that the competent authorities provide support to the employment of parents of the PWD population.

2. Doctoral dissertation "Relationship between stigma and personality traits with the quality of life of parents of children with autism spectrum disorder and motor disorders", Marija R. Colic, 2020.

The dissertation is very professional and it is not possible for someone who is not a psychology student to recognize the allegations. Nevertheless, it can be concluded that parents are at higher risk of mental illness.

My observation, which is not stated in the dissertation, is that one of the ways to preserve the mental health of parents is employment because it enables a change in everyday life. In the period that is still going on, protection measures against Covid-19 have led to the regular population living in isolation, which is a characteristic of the life of the family of the PWD population. The regular (typical) population has expressed dissatisfaction with isolation, alienation, an increased number of mentally ill people, and their lives have now been brought into the situation of how parents of PWDs normally live.

## **2 ACTION DURING 2020**

Section made on January 15, 2021

Number of sent emails to companies that make a profit from business - 63.

These emails have a short presentation of the Foundation, and a very short text with an invitation for cooperation or donation.

No response was recorded.

Number of emails sent to retail chains to set up a donor box - 7.

No response was recorded.

The Foundation has a special employment agreement with Delhaiz and the possibility to place donor boxes in their retail facilities. The agreement is verbal and a reflection of good will.

Number of emails sent to financial organizations, banks and insurance, - 6

The two banks responded that they do not have room for donations in 2020. The others did not respond.

We addressed the foundations, ie NGOs with the intention to point out the problems of the housing stock that is not adequate for people who use wheelchairs, as well as the systemic problem that parents of children / people with disabilities are not allowed equal participation in job vacancies. Emails were sent to the addresses of 17

organizations. Apart from the German embassy, no communication has been established for further resolution of the mentioned issue.

Within the organizations we contacted, there are also three associations of people who use wheelchairs, there was no response, and thus no recognition of the possibility of cooperation. Also, foundations that had competitions related to employment, the focus was on families below the poverty line, on single parents (mostly mothers) and women from safe houses. It is not accepted that in these groups there are also parents of the PWD population who, due to the specifics and systemically unresolved concerns about PWDs, are not able to respond to the requirements of the competition. These specifics are reflected in at least two factors:

- It is not possible to work full time, and often not even part time
- Due to a long period of child care, they lost the qualifications for the job for which they were educated

Legislation does not recognize this part of the population, so there are no preconditions for organizing and directing job vacancies, as well as vacancies organized by NGOs.

Nevertheless, we believe that it is possible to achieve employment of parents of PWDs with the existing conditions until the elements for a more mass approach to this issue are acquired. Examples are parents who work full time, but they have the characteristic that a family member sacrifices because he is with the child all day or they have managed to get their children to go to social assistance institutions, which is not available to everyone because the waiting lists are long.

During 2020, a project task was done, as a first step, for a building that should be done according to accessibility standards. Talks with investors have not yielded the expected agreement, for now. Because, buildings with narrow corridors are still being built, without adequate access, bathrooms have bathtubs, carpentry is not wide enough, thresholds and obstacles still exist inside the apartment. The bathroom is a space that is designed to be quite cramped so that other rooms have a larger area. Demands for an affordable building, due to larger communication areas, larger garage areas due to higher requirements in the area of car users, increase the price, which has a rather disincentive effect on investors. They simply do not want to give up their full earnings. This building will have a market character and will not be the subject of donations. However, the Foundation believes that it will not be a problem to sell, because the apartments will be offered to everyone on the territory of Serbia, not only Belgrade. Since we already have the structure of apartments, floors, the next step is to create a project that would then be visually presented to potential buyers. With the gathered interested families, the conversation about the construction of the building with the investors will be more likely to be realized.

In addition to maximum transparency, which will be more discussed in the fourth part of the Report, the Foundation takes care of renewability, ie ecology.

All members have an electronic signature so that they can work remotely with minimal printing requirements.

In that sense, a donor box was made of natural materials, only cardboard and thread with which the net was woven as protection for the box.

### **3 PLANNED ACTIVITIES FOR 2021**

What the Angels Foundation intends to do in 2021 is to identify which laws need to be harmonized, and thus make proposals to change them:

1. **Law on Personal Income Tax.** In order to stimulate employment, the Law allows the employer to, under certain conditions, receive a refund of paid payroll tax if the employee has been at the labor office for 6 months or more. Since the parents of the PWD population are generally not registered at the bureau, the Foundation proposes to introduce the category Parent of PWD populations who are not obliged to be registered at the bureau for more than one day, which should further stimulate employers to employ this marginal group.

2. **The Labor Law** should be harmonized with the above. Namely, to enable a full working week to be less than 40 hours, ie less than 8 hours a day. Also, it is necessary to enable the National Employment Service to have a third category of employment. Now it is a regular population and a disabled person. The third category would be the parent of the PWD.

3. **Law on Contributions for Compulsory Social Insurance.** In order to achieve a whole for the changes of the Law on Personal Income Tax and the Law on Labor, in this law it is necessary to make a correction in the calculation of contributions for compulsory social insurance. The correction consists in accepting the realized fund of working hours for parents of the PWD population, which means that the calculation can be done for working hours less than 40 per week and that there is no reduction of salary for payment to the employee.

4. Bring the **Law on Social Entrepreneurship** to the level to be adopted in the Assembly and to involve parents, not only PWDs.

5. When a person with a physical disability is employed, he / she should receive both disability benefits and earnings.

6. Introduction of dentistry in private settings (hospitals) where conditions for anesthesia already exist.

7. Introducing the Ministry of Health to the call of Developmental Pediatrician and forming these staff.

8. Donation of assistive devices of lesser value to persons with disabilities.

By the way, there is the problem of accommodation for people with disabilities, the quality of staff, health services and more. As it has already been written once, 12 years, provided that changes start immediately, which will not happen.

#### **4 OVERVIEW OF FINANCIAL OPERATIONS IN 2020**

In addition to the already mentioned activities, I would like to explain how the management of the Foundation's funds is conceived.

1. Payment of donations - payment was made by 58 persons, of which 10 are legal entities. All donors are exclusively friends or people who know me well. There is no payment from unknown donors who have decided based on the Foundation's goals.

On the website of the Angela Foundation, the "Donations" page contains instructions and instructions for payment. Also, there is a display of payments made:

- Number of payers
- Total funds available
- Funds by funds
- Funds spent for the goals of the foundation

The foundation intends to be absolutely transparent. The data is updated every 15 days, 05 and 20 of the month

2. Donor boxes - contracts were made with 5 legal entities. Since the cooperation started in October, the first payment of donor funds will be in January 2021

3. Activities - here is information that someone is employed through the Foundation and will be shown separately for each adaptation or event for which the Foundation has provided funds. The amounts for the adaptation or event must be equal to the amount on the "Donations" page, in the part where the amount for the funds spent is entered. Here, the cost / donation is documented in the Activities. I don't think anyone publishes data in this way, openly and comprehensively.

The newspaper "Kadrovi" lists the persons who make up the foundation, no one is employed in the Foundation, so there are no costs on that basis. The only cost that the foundation paid from its own funds (10% of each donation) is the payment of the mobile phone bill.

CASH FLOWS AT 31 DEC 2020

	Number	Payments	Amount For donations	Expenses
<b>Inflow</b>				
<b>I. Donations</b>				
Individuals	49	201.900,9	181.710,8	20.190,1
Legal entities	10	56.600,0	50.940,0	5.660,0
Sum	59	258.500,9	232.650,8	25.850,1
<b>II. Founder</b>				
Borrowed				10.500,0
<b>III. Other</b>				
Interest				84,1
Total				36.350,1
<b>Outflow</b>				
Mobile				29.693,5
Other				5.815,6
Total				35.509,1
Funds available				
I. Donations			232.650,8	
II. Expenses				841,0

A plastic example to understand - if the donation is RSD 500,000.00, 450,000.00 goes for the goals and 50,000.00 for the costs of the foundation. With these funds, it is difficult to pay for a serious campaign, for salaries even less. All humanitarian organizations contacted by the Angel Foundation have employees.