



IMPROVING SERVICES
IMPROVING LIVES

European Association of Service
providers for Persons with Disabilities



10 BEST PRACTICES IN EMPLOYMENT SUPPORT FOR PERSONS WITH DISABILITIES

*Selected for **THE 2015 EASPD EMPLOYMENT
FOR ALL AWARD***





This award is organised by the European Association of Service Providers for Persons with Disabilities in cooperation with OSVIT and with the Support of the European Commission.



AWARD CEREMONY: 7th May 2015 during the Zadar conference:
Persons with Disabilities in Employment: Inclusion through Jobs - Making It Real

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Foreword

As Commissioner responsible for the rights of persons with disabilities, I am delighted to introduce this year's best practices in supporting employment of people with disabilities, selected by the Grand Jury of the EASPD Employment for All Award.

Job creation is a top priority for the European Commission. Having a job is the best guarantee for human dignity and enables people to fully take part in our economy and society. Evidence shows that the fight against unemployment and poverty of people with disabilities is particularly challenging.

The European Commission is fully committed to supporting the rights of persons with disabilities to work, on an equal basis with others, in line with Article 27 of the United Nations Convention on the Rights of Persons with Disabilities. Through the actions of the European Disability Strategy 2010-2020, we aim at building a barrier-free Europe that allows many more people with disabilities to earn their living in the open labour market.

In order to reach the EU2020 targets for employment and social inclusion, we need to achieve greater labour market participation of people with disabilities. The EASPD Award gives extra visibility to projects which successfully put in place conditions supporting employment and career opportunities of disabled people.

These projects provide a source of inspiration for private and public employers to develop enabling working environments, not only for disabled and older people, but for all of us. They also highlight the type of integrated and personalised social services which can accommodate for the needs of people with disabilities in the labour market. These best practice models show us ways to create more and better jobs for people with disabilities.

I warmly congratulate all organisations featured in this brochure and I encourage public authorities, private employers and other organisations across Europe supporting the right to work of persons with disabilities to take ideas and inspiration from their achievements.



Marianne Thyssen

Commissioner for Employment, Social Affairs, Skills and Labour Mobility

Executive Summary

The right to work is a fundamental right that is recognized in Article 27 of the United Nations Convention on the Rights of Persons with Disabilities (UNCRPD). It is the goal of EASPD to ensure that all persons with disabilities enjoy this right as some of them are at a disadvantage when it comes to access to fair work, as exhibited by numerous labour market statistics.

It is the hope that through this award process; EASPD can publicize practices that are positively contributing to ensure that persons with disabilities are afforded equal opportunities in the workplace. The first instalment of the award in 2013 that launched in Turkey was widely successful. It was the hope of this year's instalment that it would build upon the success of the 2013 award. The second instalment of the EASPD Employment for All Award has continued the efforts of the 2013 award process and has highlighted the importance of the need to provide employment opportunities to persons with disabilities. It was not easy to narrow down the best practices to the ten printed in this booklet. All of

the submissions brought a unique and positive aspect in the contribution of providing quality employment for persons with disabilities.

It is important to note that this year, EASPD has provided a twin track approach to the award, including both employers/ businesses and service providers. Both approaches are important because they both play a crucial role in creating a more inclusive society, especially in the employment sector.

The quality of the applications submitted is a testament to the hard work that many organizations are involved in to improve working conditions and employment opportunities for persons with disabilities. We are grateful for all of the organizations that submitted their practices.

It is our hope that this booklet can serve as a source for making workplaces more inclusive for everyone. The practices submitted will also serve as inspiration as EASPD continues to strive for equal employment opportunities.



"At a time when news about the financial crisis can make us doubt whether we can help people with disabilities gain work opportunities, it is even more important that we highlight and celebrate the great examples of success that do exist and blossom across Europe. We thank all the projects that have been nominated for the award for the work they do, day in and day out to promote the untapped potential of disabled people."

Mr. Jim Crowe

Learning Disability Wales (Director)
EASPD (Vice President)

Introduction

The goal of the **EASPD EMPLOYMENT FOR ALL AWARD** is to promote good examples of high quality support services to facilitate the implementation of Article 27 of the UN CRPD. This article recognizes the right of persons with disabilities to work on an equal basis with others, which includes the right to gain a living by work freely chosen or accepted in a labour market and work-environment that is open, inclusive and accessible to persons with disabilities.

We received numerous best practices from both businesses/ employers who promote better employment opportunities for persons with disabilities, and social services and support providers who exhibit exceptional qualities in their practices in the employment field for persons with disabilities. From these two categories six practices were chosen for this publication. Many practices submitted including the ones that were not selected for publication exhibited:

- ★ improvement opportunities in organizational structures
- ★ increased standards and level of service support
- ★ supporting opportunities for organizations and practices
- ★ networking and co-operation opportunities between NGO's, services, organizations, employers, (non-)governmental bodies
- ★ a platform for actors to improve employment opportunities for people with a disability

It is our hope that this booklet can help to improve services and the lives of people with disabilities in order to raise the standards for all. We are thankful for all organizations who submitted their best practices, as these cases will continue to help shape the employment sector for years to come. We would also like to thank the jury-members who participated in the selection process and had the difficult task of selecting the finalist out of many qualified deserving participants.



"The award is not only valuing the excellent work done by committed professionals, DPO's and innovative employers it is also the celebration of successful cooperation and effective interventions promoting the employment of persons with disabilities. In fact it even is the celebration of concrete Human Right implementation in day to day life. Indeed a decent job allowing people to gain a living and allowing them to be actively involved in society is a Human Right. Let's celebrate and learn from each other...it will make our labor market and society more inclusive."

Luk Zelderloo
EASPD (Secretary General)

Best Practice Categories

New to the Employment for All Awards this year is the introduction of two separate categories which include:

- ★ **Businesses/Employers** who promote better employment opportunities for persons with disabilities.
- ★ **Social services/Support Providers** who exhibit exceptional qualities in their practices in the employment field for persons with disabilities

Businesses/Employers and Social Services/Support Providers each bring different positive aspects to employing persons with disabilities. Due to this, and based off feedback from the 2013 Employment for All Award, EASPD felt it necessary to include two separate categories as to reflect the different nature between the two.

Selection Criteria

Practices that were submitted to EASPD for the Employment for All Award went through a rigorous selection process. Submitted practices were first checked to ensure that the basic qualifications were met. Following this stage, the submitted practices then reached the preliminary jury. This jury was tasked with the difficult responsibility of narrowing down the numerous best practices to the ten practices that are printed in this booklet. Nominees were chosen based on the following criteria:

- ★ The promotion of UNCRPD Article 27
 - ★ The lasting impact of the best practice
 - ★ The future prospects of the best practice
- The ten finalists were then submitted to a final grand jury. This jury was tasked with the responsibility of selecting three grand finalists per category along with a winner.. To score the finalists, the grand jury analysed the practices based on if the practice:
- ★ has proven its merits in improving support conditions for integrating work- and career- opportunities for persons with disabilities.
 - ★ is an active and on-going practice and it has positive prospects for future activity.
 - ★ is preferably integrated in mainstream operations.
 - ★ is about support leading to improvement of employment opportunities, including promotion of autonomy and an environment that is empowering.
 - ★ is about supporting and promoting quality in work and in work- and career- opportunities.
 - ★ can be part of support-processes built around the person.



"Employment for all should not be an ambition but a reality in the 21st century : the road for inclusion is still long, improvements are constantly made for barrier free & opened mindset workplaces. The cases highlighted demonstrate high added value and real empowerment that can inspire all stakeholders and citizens. "

Mr. Bruce Roch

Adecco-Group France. : CSR & Solidarity (Manager)
French Association of Diversity Managers (President)

European Disability Strategy

In addition to participation in the public consultation, the annual EASPD Employment for All Award is one way in which EASPD is contributing to the implementation of the Employment Disability Strategy. The practices listed in this booklet exemplify ways in which the EDS can be implemented throughout Europe. Furthermore, the European Disability Strategy is a tool for the EU to better implement the UNCRPD.

The overall objective of the European Disability Strategy is to empower persons with disabilities so that they can enjoy their full rights, and benefit fully from participating in society and in the European economy, notably through the single market by means of contributing to compliance with the UN Convention.

The general objectives are the followings:

- ★ Ensure effective governance to implement the UN Convention
- ★ Establishing independent mechanisms to promote, protect and monitor the implementation of the UN Convention
- ★ Comply with the substantive obligations of the UN Convention
- ★ Improve monitoring and evaluation

This Strategy focuses on eliminating barriers, with eight main areas for action: Accessibility, Participation, Equality, Employment, Education and training, Social protection, Health, and External Action.

EASPD Position on EDS

- ★ For persons with disabilities, obstacles to their full participation are represented not only by the physical environment, transportation, ICT, but also by access to facilities and services due to the lack of adequate and affordable support available. In the European Union, there are highly specialised accessibility agencies whose expertise should be unlocked and made available.
- ★ Active and meaningful participation into society has to be considered as an added value for all. Tools and mechanisms to facilitate active and full participation need to be put in place. Some persons with disabilities need support to fully participate in society, via, for example, supported decision making services.
- ★ The EU can play an important role in leading by example and put in place the correct mechanisms to ensure equality principles.
- ★ People with disabilities continue to be disproportionately excluded from the labour market.
- ★ Often support services are needed to successfully integrate persons with disabilities in the open labour market.
- ★ Access to education and lifelong learning programmes in mainstream schools are still far from being the reality for many students with disabilities and this is due to a shortage of (specialized) staff, the lack of adapted structures and tools and the perseverance of prejudices on the skills and potential of persons with disabilities.
- ★ People with disabilities need to be supported and receive adequate and individualised assistance in case their incomes are not adequate to cover their needs. Sustainable funding to service providers is a prerequisite to ensure the necessary support to persons with disabilities.
- ★ Access to quality and affordable health care as well as preventive healthcare and rehabilitation services should be guaranteed on an equal basis to persons with disabilities, including rural and/or hard to reach areas.

To read more on the EDS please visit: <http://easpd.eu/en/content/european-disability-strategy-2010-2020>

The Jury selection

★ The following 10 best practices were chosen for publication in this brochure.

BEST PRACTICE	NAME OF ORGANIZATION
Social Service	
JASS	Stewarts Care Ltd.
KARE Employment Programme	KARE Organisation
Real Opportunities – Transition into Employment	Elite Supported Employment Agency Ltd.
Einer für Alle	Promente Steiermark GmbH
Work Engagement of People with Developmental Disabilities	KEC
Business/Employer	
Buurtmarkt Breedeweg	Buurtmarkt Breedeweg
Mirschaffe.ch	Mitschaffe.ch GmbH
Accessibility for Employees and Clients	Credit Suisse
Wellnea – beauty salon for everyone	WELLNEA s.r.o
Quality Job Opportunities for Individuals with Mental Illness and Disabilities	La Fageda Fundació

★ The 10 best practices chose for publication were then submitted to a 'Grand Jury,' where the practices were narrowed down to the final three from each category.

★ These 6 nominees are invited to attend and present their best practice in the 2015 EASPD Annual Conference in Zadar;

Social Service/Support Provider

- ★ JASS, Stewarts Care Ltd.
- ★ KARE Employment Programme, KARE Organisation
- ★ Real Opportunities, Elite Supported Employment Agency Ltd.

Business/Employer

- ★ Accessibility for Employees and Clients, Credit Suisse
- ★ Wellnea, WELLNEA, s.r.o.
- ★ Quality Job Opportunities for Individuals with Mental Illness and Disabilities, La Fageda Fundació

★ The winner from each category will be announced during a special award ceremony at the 2015 EASPD Annual Conference in Zadar.



"Through the practices in this booklet, real jobs, in paid employment, are possible for many persons with a disability."

Mr. Chiel Kamp

Dutch Association for Supported Employment (Chair)
European Union of Supported Employment
World Association for Supported Employment (Secretary)
GLADNET Association (Chair)

EASPD - Employment for All Award - The Grand Jury



Mr. Bruce Roch

Adecco-Group France, CSR
& Solidarity (Manager)
French Association
of Diversity Managers
(President)



Ms. Marjatta Varanka

Vates Foudation (Managing
Director)
President of Workability
Europe (2013-2014)



Mr. Johannes Ungar

Innovia (Managing Director)



Mr. Chiel Kamp

Dutch Association for
Supported Employment
(Chair)
European Union of
Supported Employment
World Association for
Supported Employment
(Secretary)
GLADNET Association
(Chair)



Ms. Maria Luisa Cabral

Head of Unit. Rights of
Persons with Disabilities
DG Employment, Social
Affairs and Inclusion,
European Commission



Mr. Luk Zelderloo

EASPD (Secretary General)



**Ms. Margaret Haddock,
MBE**

The Orchardville Society
(Chief Executive)
European Union of
Supported Employment
(President)



Ms. Helga Stevens

ECR (Vice-Chair)
Disability Intergroup
(Co-President)
EU Women Caucus
(Women in Parliaments,
WiP) (Co-Chair)

EASPD Employment for All Award



The tree in the award symbolizes life.
The star in the award represents Europe.
This mutual support permits a better living and better inclusion for people with disabilities.

The trophy was provided by the
Centre de la Gabrielle, MFPASS France.



CENTRE DE LA GABRIELLE
ATELIERS DU PARC DE CLAYE



"The UN Convention on the Rights of Persons with Disabilities emphasizes the right of people with disabilities to work. This signifies the right to earn a livelihood in a profession individually chosen and to work with equal rights with others. The UN convention also challenges the actors on the intermediary job market and those providing sheltered work to develop their activities along lines that ensure people with disabilities the opportunity to education, training and a possibility to use their professional skills on the open labour market in order to improve their financial situation. A good working community promotes openness and participation and supports personal empowerment and accessibility of persons with disabilities."

Ms. Marjatta Varanka

Vates Foudation (Managing Director)
President of Workability Europe (2013-2014)

*On the following pages you will find the top 10 'Best Practices' from both categories.
If you wish to find more information on the practices please visit their website listed in
this booklet for more information.*



1 JASS (NOMINATED)

Supported employment service for service users in Stewarts Care

Stewarts Care Ltd. IRELAND

Social Services/Support Provider

Ms. Siobhan Kearins, Training, Education and Social Enterprise Programme Manager

Stewarts, Mill Lane, Palmerstown, Dublin 20

<http://www.stewartscare.ie/>



In order to provide supported employment services for service users in Stewarts Care, the JASS programme uses a person centred approach that involves the service user and their family. The program is offered to persons with intellectual and/or physical disabilities over the age of 18.

Since the initiation of the JASS programme in 2000, 62 service users have found employment ranging from retail to horticulture. The service users who find employment are employed on the open market.

The objectives of the JASS programme are to obtain employment for service users, to profile the individual in order to match their preferences and experience with a job or internship, provide work based training and community education, promote independent life skills, the enhancement of career prospects, educational lectures, awareness training to employers and the promotion of self-advocacy.

In order to accomplish the main objectives, the JASS programme assists in the exploration of the labour market for jobs and provides recruitment services which include curriculum vitae development and interview preparation. Each service user receives support in negotiating terms and conditions of employment, revenue affairs, a job coach



perform a job site analysis which identifies the training that will be needed for the service user. In addition, Community Education courses in local Education Training Board facilities and Universities are offered to service users with the aim of promoting independent life skills. A Jobs Hub meeting is held monthly, which provides the service user with the opportunity to discuss any work concerns with their peers.

The JASS program has received recognition by the Irish Association of Supported Employment as well as participation by staff members in the Irish Association of Supported Employment.

2 KARE Employment Programme (NOMINATED)

Promoting employment for people with intellectual disabilities

Kare Organisation IRELAND
 Social Services/Support Provider
 Mr. Christy Lynch, Chief Executive Officer
 Newbridge Industrial Estate, Newbridge, Co. Kildare, Ireland
www.kare.ie

KARE

The Mission of the KARE Employment Programme is to “ensure that all adults with intellectual disabilities to whom we provide support, who wish to work, get the opportunity to do so.” KARE believes that employment is the key to ensuring full inclusion for adults with intellectual disabilities in society. Through the program, individuals with a disability are responsible for driving the process. This includes deciding what kind of work they wish to do, the amount of hours they wish to work, and the type of salary they wish to receive.

The KARE programme provides a team of employment officers who work with the individuals to find them a job that is best suited for the individual. Once a job is acquired, the job coach then works with the individual to identify any training that may be needed for the job along with any other possible needs, that the job requires, such as transportation, are met. Job coaches also provide support to the employer based on the needs of both the employer and the client. The approach of the KARE program is completely client driven, promoting real work in the open labor market for real pay.

It is the policy of the KARE programme to only take jobs in the open labour market that provide appropriate contracts with at least a minimum wage salary.

In addition to ensuring that people with intellectual disabilities can obtain a job, the KARE programme also provides a supported living program. This additional assistance is provided to persons that are involved in the KARE programme and aims at supporting them in becoming independent and living on their own.

Through this program, KARE has developed its own supported employment training program, which has received a national recognition by the Irish National Certification Process. Today, the programme supports approximately 160 individuals with an intellectual disability.



3 Real Opportunities – Transition into Employment

(NOMINATED)

Enabling persons with a disability to gain vocational experience and or paid employment

Elite Supported Employment Agency, Ltd. UNITED KINGDOM

Social Services/Support Provider

Ms. Kathy Rivett, Assistant Chief Executive Officer.

Unite 8 Magden Park, Greenmeadow, Llantrisant, Rhondda Cynon Taff,
South Wales, CF72 8XT, UK

www.elitesea.co.uk



The mission of Real Opportunities – Transition into Employment is to “enable people they work with, to access, obtain and maintain paid employment via appropriate support.” ELITE utilizes the pure model of Supported Employment, commencing with a detailed Vocational Profile of the jobseeker, followed by job searching along with job matching, employer negotiations, job carving, advice to the individual and acting liaise with parents. Furthermore the program utilizes the ‘Place, Train and Maintain’ model with an emphasis on job maintenance to ensure stability for the individual.

The programme provides young volunteers known as ‘Peer Mentors’ to support the persons that are in the programme. These mentors help in building an awareness of the capabilities of people. Each person in the programme is assigned their own mentor who is similar in age.

In addition to assisting persons with a disability in finding employment, ELITE also trains companies in employing persons with a disability. ELITE provides free trainings to employers on disability awareness, specific disabilities such as autism, how to make reasonable adjustments in the workplace, the Equality Act and other training as the employer and the program see fit. Through this training ELITE is able to help to break down barriers faced by disabled employees.

The program currently delivers services to 500 individuals across 9 counties in South and West Wales in order to assist the individuals in achieving their employment goals. ELITE has been a recipient of the Social Care Accolades Award in 2007, the Association for Public Service Excellence Award in 2008 the Local Employer Award in 2009. In addition to these awards, numerous Peer Mentors have also won individual awards.



4 Einer für Alle

One for all- the social local shop

Promente Steiermark GmbH AUSTRIA
 Social Services/Support Provider
 Ms. Andrea Zeitlinger, Chief Executive Officer
 Eisteichgasse 17, 8042 Graz, Austria
www.promentesteiermark.at

pro mente stmk

The Einer für Alle programme is a 'social local shop' that provides employment for persons with mental illnesses, while providing shopping benefits for people with low income and selling products for the region and at the same time closes the supply gap in Graz.

Einer für Alle trains employees through several stages in order to enable employees to reach their goals in relation to employment. Employees who participate in the training are supported by two trainers. The trainers assist employees in the development of communication skills and intensive training of soft skills.



Furthermore, employees develop personal skills such as self-organization, an increased level of independence, taking responsibility for one's actions, and motivational skills. Performance requirements for employees are gradually increased through a climate of open-sided feedback from the trainers.

The market provides both group settings and individual settings for employees. Group settings are utilized for the retention of primary school knowledge, training and communication skills, knowledge of retailing and application

strategies. Individual settings are utilized for agreements established by contract as a basis for work, career guidance on sustainability analysis, strength and weakness profiles on both a theoretical and practical level and accompanied internships with 'partner' companies.

Beginning in 2008, Einer für Alle has benefited 65 project participants through their years of operation. On average 43% of the participants in the program receive a job on the open market. Additionally, a further 26% of the participants go on to participate in other projects.

5 Work Engagement of People with Developmental Disabilities

Designing programmes for young adults with developmental disabilities

Creative Educational Center for People with Developmental Disabilities SERBIA

Social Services/Support Provider

Ms Margareta Kecman, President of the Board

Kraljevica Marka 4, Belgrade, Serbia

www.kec.org.rs



Established in 2002, the Work Engagement of People with Developmental Disabilities (KEC) is devoted to designing a programme for young adults with developmental disabilities in order for them to continue to be challenged and engaged in adulthood, by creating partnerships with the community in order to help them to realize their own strengths, talents and capabilities.

The KEC programme includes 4 aspects: a day centre, work placement, social enterprise and advocacy and training. 1. The day centre provides activities aimed at encouraging ones independence and promoting integration. 2. Work Placement in KEC aims to develop and implement various employment models for people with developmental disabilities. 3. KEC provides employment for persons with disabilities through social enterprises. These enterprises include production of

pet food, planting of saplings, and the production of “fruit rolls.” 4. KEC provides also advocacy and training directed towards positively influencing laws and regulations concerning persons with disabilities. In addition, KEC provides training to specialists wishing to provide employment programmes for persons with developmental disabilities.

The KEC programme allows persons with a developmental disability to gain a job in the open labour market leading to a more integrated, active and independent life.

The model provided by KEC also allows for direct contact between beneficiaries and citizens, and vice versa, which reduces barriers and stereotypes in order to create a more integrated society. Furthermore, the fair level of wages that beneficiaries receive increases the level of financial independence of the beneficiary.



The KEC work engagement programme began in 2004 with only one company, however today; the programme includes over 30 companies and 160 beneficiaries. There are also currently, 45 individuals in the programme who have obtained full employment status, many of whom began in the work engagement programme. KEC was recognized as a third place finalist in Erste Foundation's Award for Social Innovation, and is accredited by the Serbian Government.

6 Buurtmarkt Breedeweg

All in one grocery store and meeting point

Buurtmarkt Breedeweg THE NETHERLANDS
 Business/Employer
 Mr. Eric Tonn, Participation Manager
 Breedeweg 61, 6562 DC Grosebeek, The Netherlands
www.buurtmarktbreedeweg.nl



Buurtmarkt Breedeweg program began in September of 2012 in order to fill a need in the Breedeweg village. Buurtmarkt Breedeweg provides persons with disabilities an opportunity to obtain meaningful work while providing the community with a much needed market. Today the market provides work for 45 people with various disabilities.

Buurtmarkt Breedeweg allows persons with disabilities who would have in the past been in traditional day care centres, to further develop their skills in the labour market.

Employees at Buurtmarkt Breedeweg are given a professional toolbox consisting of trainings and instruments that help job-coaches realise personal growth with the candidates. This training gives employees the opportunities to further develop their skills and provides them the opportunity to seek other opportunities if they wish to do so. Furthermore, every employee creates a personal development plan which includes personal development goals. This plan is monitored by a job coach and evaluated and adjusted on a regular basis.

By employing a mixed group of people, the market increases self-reliance amongst all employees. Employees are responsible for various activities including baking, cleaning,



stocking the shelves, and managing the store. In addition, they are responsible for daily interaction with customers and suppliers, furthering a sense of unity amongst all the parties involved.

Buurtmarkt Breedeweg is a “Kenwerk” acknowledged vocational training centre. In addition to this acknowledgement, the market has been awarded with the “Appeltje van Oranje” which is an award for the best national initiative in the Netherlands. It is the hope that in the near future a second Buurtmarkt can be opened.

7 Mitschaffe.ch

Be a part of working life

Mitschaffe.ch GmbH SWITZERLAND
Business/Employer
Mr. Thomas Bräm, Founder
Wiesengasse 12, Postach 50, CH - 8222 Beringen, Switzerland
www.mitschaffe.ch

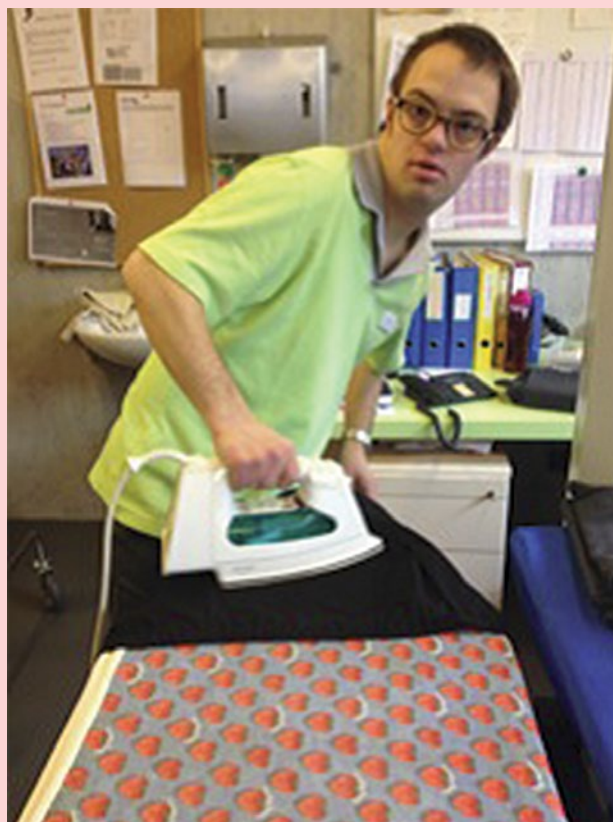


The mitschaffe.ch program noticed, based on a survey, that employers had a lack of knowledge in contacting persons with disabilities, a fear of administrative and insurance related additional expenditures and moral doubts on the subject of lay-off protection. Based on this information, mitschaffe.ch was created in order to integrate persons with a disability into the daily working life.

While the core activity of mitschaffe.ch is job placement, there are also two other aspects to the programme. The first aspect is the assistance of persons with a disability during their job search. During the job search, persons with a disability have the opportunity to choose freely between different jobs that provide ordinary employment contracts. The second aspect is the training and education of employers on ways in which they can effectively employ persons with disabilities.

Over the past year, 80 new jobs have been created for persons with disability accounting for over 1,000 working hours per month. While for the first three years of operation mitschaffe.ch will be focused exclusively in the canton Schaffhausen, in the future, it is hoped that this same model can be implemented in other cantons and regions in Switzerland.

During the 2014, SEIF-Workshop on Business Development, a scaling strategy for three other Swiss-German cantons was developed and awarded best marks in a pitch by a panel of experts.



8 Accessibility for Employees and Clients (NOMINATED)

Providing better opportunities for employees and clients

Credit Suisse SWITZERLAND

Business/Employer

Mr Alireza Darvishy, Head of Accessibility, Credit Suisse

Badenerstrasse 50, 8004 Zurich, Switzerland

www.credit-suisse.com



In 2006, Credit Suisse began their accessibility for employees and clients programme. The mission of this project is to firstly, assist in the integration of employees with disabilities, and secondly, make banking services more accessible. The Centre for Accessibility is a single point of contact for questions pertaining to disabilities and accessibilities.

In order to accomplish their mission, Credit Suisse has initiated numerous programmes. These programs include, Disability Awareness Training, access to services, products and infrastructure, accessibility guidelines and directives, assistive technologies for employees with disabilities, and the establishment of a disability interest forum which allows for employees both with and without disabilities to discuss disability related topics.

This project involves both external and internal stakeholders and is supported by Credit Suisse management. Branches of Credit Suisse must meet certain standards that allow for better accessibility. These requirements include accessible entry points, suitable access for both employees and clients, and clear unobstructed access to counters. Furthermore, Credit Suisse provides barrier free access to the intranet so that employees with visual impairments may access online information and applications.

Credit Suisse has also started internships for young people with disabilities. Additionally, Credit Suisse has initiated an accessibility roundtable with other enterprises in Switzerland, in order to promote awareness of disabilities and accessibilities.



Both employees with disabilities and employees without disabilities within Credit Suisse are provided an equal opportunity regarding remuneration and career opportunities. Additionally, Credit Suisse allows for job and salary continuity when an employee suffers from an illness or disability.

The project has received recognition from the Credit Suisse Best Award, Biene Award and the Aeppli Award.

9 Wellnea (NOMINATED)

A beauty saloon for everyone

WELLNEA s.r.o. SLOVAKIA

Business/Employer

Ms. Elena Kopcová, Ph.D, Co-Owner and Chief Executive Officer

Lichnerova 41, 903 01 Senec, Slovakia

www.wellnea.sk ★ <https://wellnea.sk/english/>

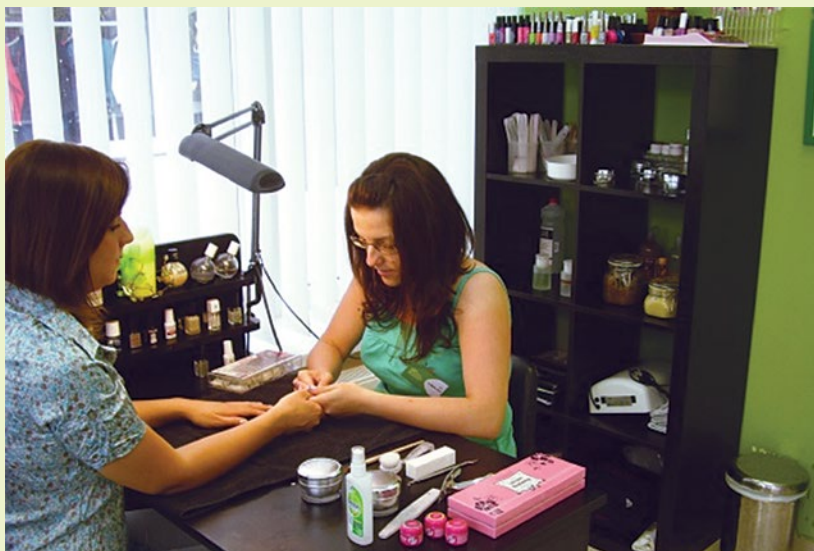


WELLNEA is a workplace for six disabled young adults. These six youth work with another 13 employees, many of whom are at risk of social exclusion for various reasons, in order to provide a complete service beauty salon, including hair-dressing, cosmetics, pedicures, manicures, and massages. The salons also produce jewellery and bio-cosmetics.

WELLNEA has two salons, one in Senec that has been operational for five years, and another in Bratislava that has been operational for a year. The programme has been awarded the 'Family-Friendly Employer' title by the Ministry of Labour, Social Affairs and Family of the Slovak Republic along with the 'Social Business ASHOK Changemaker Award.'

It is the mission of WELLNEA to positively change the condition of supported employment of people with disabilities in Slovakia for the better. In addition to this, the program aims to create more effective and beneficial employment policies for persons with disabilities in Slovakia.

Since its inception, WELLNEA has employed 20 people with a disability, many of whom have been able to integrate into the open labour market thanks to the job skills learned at WELLNEA.



10 Quality Job Opportunities for Individuals with Mental Illness and Disabilities (NOMINATED)

Quality over Quantity

La Fageda Fundació SPAIN

Business/Employer

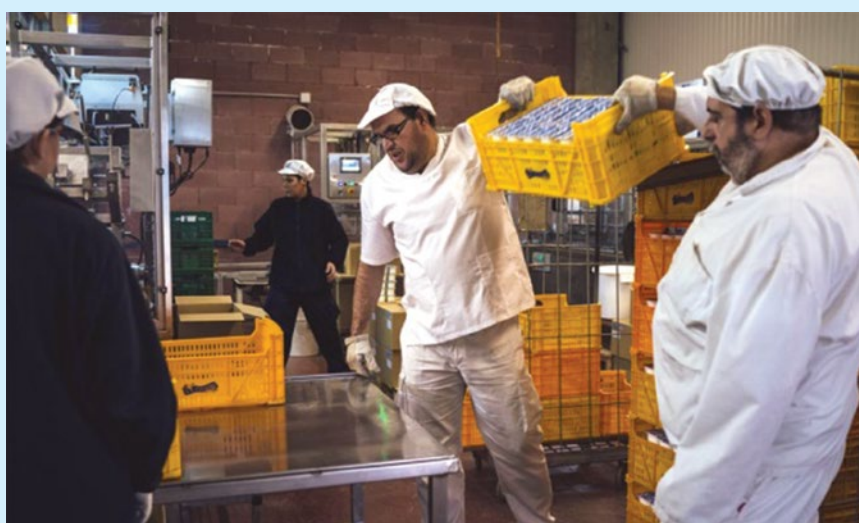
Mr. Albert Riera, Director of Communications

Mas Els Casals,s/n – 17811 Santa Pau, Spain

www.fageda.com



La Fageda is a social enterprise that produces dairy products, more specifically yoghurt. In addition to dairy products, La Fageda manages vegetable gardens for jam production, an ice cream factory, a landscaping service and a cattle care facility. Today, La Fageda employs 120 employees with disabilities and an additional 50 persons with disabilities who are retired but are active participants in the Social Club or have a disability that prevents them from working. Additionally, La Fageda has assisted in the integration of 40 other persons with disabilities into other local companies.



Support programmes are provided to the employees and comprise of a group of psychologists who follow each worker's personal and professional rehabilitation. Additionally, this support group oversees the residential halls where the workers without families reside. An occupational centre is provided for those employees with the highest level of needs. In addition to residence halls, personalised attention at home is provided to employees. Workers have the chance to participate in organised holiday as well as cultural and sport activities.

All employees at La Fageda receive the market salary as it has been laid down in the Interprofessional Minimum Salary.

Furthermore, 75% of the employees having a disability receive salaries above this minimum. All workers enjoy all social and labour rights, which means they are treated equally with all other workers who are not certified as disabled. Additionally, employees receive on the job training in order to continuously develop their skills while on the job. Through their jobs, workers increase their autonomy and deployment of skills, so they acquire more responsibility.

La Fageda is categorized by the Spanish Ministry of Agriculture as a Priority Agriculture Enterprise. In addition to this, La Fageda has received awards from Fundació Empresa y Sociedad, Generalitat de Catalunya, Carrefour, diario El Periódico, Actualidad Económica and BBVA.

EASPD Employment Declaration

In December 2014, the EASPD Board endorsed the new EASPD Employment Declaration which results from several months of consultations with EASPD's members and stakeholders, in particular the members of EASPD's Standing Committee on Employment. The final document analyses the situation in Europe regarding the participation of persons with disabilities in the open labour market and highlights the need to shift the focus away from a disability perspective on to a skills and competences perspective.

Executive Summary

The fundamental right of people with disabilities to work, on an equal basis with others, is clearly identified in Article 27 of the United Nations Convention on the Rights of Persons with Disabilities (UN CRPD). EASPD is committed to ensuring that these rights are realised, while at the same time acknowledging the significant challenges to their implementation. People with disabilities are structurally disadvantaged in the labour market because of the barriers posed by society. Their labour market participation is significantly lower than that of persons without disabilities and this situation has not improved over the past 15 years. The persistent underemployment of persons with disabilities needs to be addressed with immediate action to end the situation of exclusion from the labour market. Positive support measures in this sense are key to unlock job potential and shift the focus away from the disability on to skills and competences. As European umbrella organisation, it is EASPD's aim to pursue accessible and inclusive labour market opportunities for persons with disabilities. This Declaration represents EASPD's commitment to strive for improved labour market participation reaching out to all actors of society, such as Disabled People's Organisations (DPOs), civil society stakeholders, policy makers, trade unions and the business world, and ensure the needs of persons with disabilities are fully taken into consideration, and in particular the enjoyment of their human rights.

Recommendations to the EU

The disability sector

The EU should tackle the lack of clarity and understanding of the disability and work and employment sector by collecting data, via e.g. Eurostat, ANED and others, on the following:

- ★ Persons with disabilities employed, unemployed and those declared as "unemployable" according to national legislation

- ★ Persons with disabilities working in the sheltered sector
- ★ Persons with disabilities who make the transition from the sheltered sector to the open labour market and vice versa
- ★ Persons with disabilities who are not in the labour market and rely on social security allowances
- ★ Persons with disabilities and their economic situation and quality of life in different employment situations
- ★ The EU should tackle the issue of persons with disabilities declared "not able to work" in some of its Member States.

Quality of life and services needed by persons with disabilities

The EU should promote research, through e.g. the Horizon 2020 programme, to clearly understand the impact of the disability sector on society and define the type of services needed by persons with disabilities, including persons with severe and profound disabilities.

- ★ The EU should monitor the quality of life of persons with disabilities via, for example, the European Platform Against Poverty (EPAP).
- ★ The new Commission Staff Working Document to implement the European Disability Strategy should promote research to evaluate the effectiveness of the implementation of the Strategy at Member State level and to assess the impact of the different work and employment models on the quality of life for persons with disabilities (i.e. taking into account and building on already existing knowledge based on the work environment and quality of life).
- ★ The specific needs of persons with disabilities in the working environment should be tackled by the new Commission Staff Working Document of the European Disability Strategy: individualised and specialised accommodations are needed in order to provide equal job opportunities.
- ★ The relationship between disability-allowances, social security measures - all part of social protection schemes and work and employment should be analysed from the perspective of the UN CRPD implementation.

To find more information on EASPD's Employment Declaration please visit:

<http://easpd.eu/en/content/employment-declaration-opening-labour-market-persons-disabilities>

Conclusions

In the second instalment of the EASPD Employment for All Award, we received numerous award applications from throughout Europe. All practices submitted brought a unique and innovative approach towards providing better employment prospects for persons with disabilities, which made the selection of the finalist a difficult decision.

The practices submitted to EASPD, will continue to have a positive impact in the disability sector. We look forward to the development of all of the practices submitted as they continue to shape the sector for many years to come.



Acknowledgement

On behalf of the board of EASPD we would like to thank all of the organisations who took their time, having invested the energy to submit their best practice. It was evident through the selection process that all practices submitted have been developed over years of hard work. These practices were inspiring, as they all provide a positive contribution in the employment of persons with disabilities which made the selection process very difficult. This award would not be possible without the many submissions that were received.

We are grateful for the members of the final grand jury who had the difficult job of nominating six finalists and a winner from each category. Each jury member brought a diverse background in the disability sector which provided the award process with a unique perspective.

We would also like to thank all of the EASPD members who contributed to this award and the production of the booklet.

Franz Wolfmayr
EASPD (President)



The European Association of Service Providers for Persons with Disabilities (EASPD) represents over 10,000 social service providers. EASPD's main objective, based on the UN Convention on the Rights of Persons with Disabilities (2006), is to promote equal opportunities for people with disabilities through effective and high-quality service systems. Improving the lives and employment opportunities for persons with disabilities is part of our objectives.



ALSO AVAILABLE in English, French & German on WWW.EASPD.EU



**IMPROVING SERVICES
IMPROVING LIVES**

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