



DESC Project
DISABILITIES, EQUALITY,
SECURITY, CAREERS



Co-funded by the
Erasmus+ Programme
of the European Union

Guide to

European Disability Employment Week



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1. INTRODUCTION

The employment situation of people with disabilities varies in Europe and developments have taken different directions, depending on such factors as the level of social-economic development and the difference in approach regarding the needs and requirements of people with disabilities across the continent.

In Europe there are **80 million disabled people** (source Eurostat - February 2013). This figure corresponds to more than one out of every six Europeans!

These citizens encounter obstacles to accessibility that hamper their use of public services.

They are often on the receiving end of unfairness and discrimination. The accessibility we are discussing is not only linked to reduced mobility, as is often the case, but to accessibility in its widest sense: access to the school of your choice, access to training, access to holding down a job, access to culture and sports activities, and urban access.

The participation of people with disabilities in the open employment market is also much lower than in the rest of the population. According to data from EASPD, just 20% of disabled people in Europe are at work, while the percentage is about 65% for the active population as a whole.¹ In addition, among disabled people in work, many are under-employed, paid below the minimum wage, often work below their threshold of ability and/or only have access to temporary contracts, while their career prospects are poor. This situation has not changed over the past 15 years.

The solutions to this terrible situation vary in EU countries, according to cultural, political and legal traditions: anti-discrimination laws in the UK; inclusion without legal obligations in northern Europe; legal obligations in Germany, Belgium, Spain and France.

Europe promotes equal opportunities, as we can see in the following major initiatives:

- ▶ The Charter of Fundamental Rights of the European Union (Nice, December 2000).
- ▶ The International Convention on the Rights of Persons with Disabilities (UN 30 March 2007).
- ▶ The ratification by the European Union of the CRPD (23 December 2010).
- ▶ The European «Disability Strategy - 2010-2020».

While the member states are meeting their responsibilities, action is needed from the EU to complement national initiatives.

a. The European Strategy 2010/2020 meets the objectives

1. Accessibility: guaranteeing people with disabilities access to goods and services, as well as support services.
2. Participation: creating the conditions for full and fair participation of individuals in society by providing high-quality local services, including personal assistance. Creating suitable conditions for the full citizenship of people with disabilities to be expressed.
3. Equality: eliminating all discrimination based on disability in the EU and in each member state.
4. Employment: setting up measures and initiatives authorising free access to the jobs market, as well as the chance to stay in work.
5. Education and training: promoting education that is accessible to all and life-long learning for pupils and students with disabilities.

6. Social protection: promoting decent living conditions for individuals, fighting poverty and exclusion.

7. Health: fostering equal access to health services and to institutions providing these services.

8. Overseas initiatives: promoting the rights of individuals in all situations, including in countries wishing to join the EU and in international development programmes.

b. Europe sets out 3 approaches to apply this strategy

1. Raising awareness: raising awareness throughout society to issues linked to disability. Making sure that people with disabilities are better informed of their rights and are in a position to express them.
2. Financial support: optimising the use of EU financial instruments in favour of accessibility and non-discrimination. Making known the financing options in the programmes helping people with disabilities.
3. Gathering statistics and data for follow-up and assessment: collecting global statistics on disability in order to monitor changes in the situation of people with disabilities.

c. Civil society is mobilised

This is the basis on which LADAPT, EASPD, Fundación Emplea and Scuola Viva Onlus have come together. The four partners sought to pool their capacities and skills in the context of the European Erasmus+ DESC programme (2014-2017).

Each of the partners, in their own countries, is committed to actively promoting the conclusions of the International Convention on the Rights of Persons with Disabilities. They also seek to mobilise political, institutional networks, associations, businesses and civil society, which they see as the main driving forces for change.

All the DESC partners are mobilised to contribute their experience and expertise.

- ▶ Each of them is committed to supporting the others in carrying out tasks such as communications and promotional initiatives.
- ▶ The programme is part of a participative approach.
- ▶ Each of them has the capacity to undertake concrete initiatives in their own country. - They all take action in European networks.
- ▶ The collective effort contributes to the successful outcome of the programme.

First of all, the aim of the Erasmus+ DESC programme is to resolutely adopt and promote the decisions of the International Convention on the Rights of Persons with Disabilities. (CRPD), and particularly the principle of inclusion concerning all aspects of life.

Within the DESC, the aim is to promote:

- ▶ secure career paths, from school to occupational integration
- ▶ supported employment
- ▶ create and develop the European Disability Employment Week, an initiative mobilising civil society, companies and politicians to promote inclusion through employment for people with disabilities.

d. Three working approaches

Approach 1: European best practices in terms of safeguarding career paths (SCP) were identified and shared with social service professionals, then a guide was published, and finally in connection with approach 2, a training reference document was drawn up about implementing an SCP service.

November 2015, production of deliverable 1 with the title: European guide for professionals to best practices in supported employment and managing transitions in an ordinary working environment. «*Safeguarding career paths for a genuinely inclusive jobs market*». Distribution of deliverable 1.

1. These figures differ from those published by Eurostat in 2014. EASPD disputes the EU figures, since they may not include all individuals working in protected workshops and individuals declared inapt for work as a result of national legislation: <http://ec.europa.eu/eurostat/documents/2995521/6181592/3-02122014-BP-EN.pdf/aefdf716-1420-448f-8cba-893e90e6b460>

Approach 2: Young European disabled people have access to efficient and adapted SCP services. This involves training for European social services professionals, as well as the implementation of SCP services.

Training 120 social workers on a European level on the basis of the reference document is recommended. The aim is to take action in favour of developing the skills of professionals required to deliver services, safeguarding career paths and ensuring high-quality support.

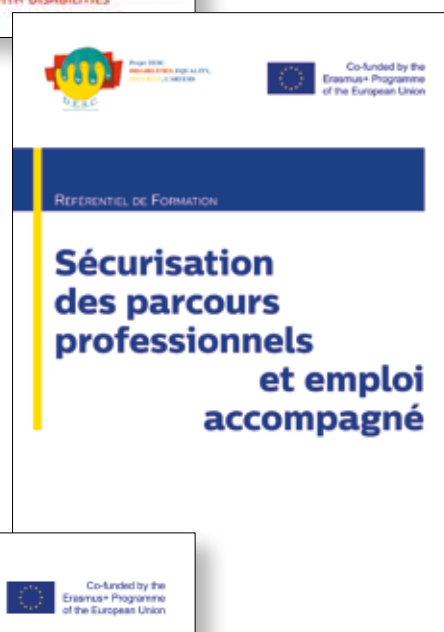
November 2016, production of deliverable 2 with the title: Training reference document – «*Safeguarding career paths and supported employment*». Distribution of deliverable. Training for 147 social workers in Europe.

Approach 3: The EDEW: the partners develop and promote the European Disability Employment Week, particularly in Italy, Belgium, Spain and France. We train the project partners in setting up the European Disability Employment Week; we develop links between the business world, companies, by creating events in the partner countries; we act on the representations of European citizens regarding people with disabilities; we raise awareness through communications with institutions and the general public «to show and make known, to raise questions and have an impact».

June 2017, production of deliverable 3: «*Guide to European Disability Employment Week*».

**THIS DOCUMENT IS DELIVERABLE NUMBER 3,
INTRODUCING THE METHOD AND ACTIONS UNDERTAKEN
AS PART OF THE EDEW PROGRAMME, ALONG WITH QUALITATIVE
AND QUANTITATIVE ELEMENTS.**

Deliverable 1.
Safeguarding career paths
for a genuinely inclusive jobs market



Deliverable 2.
Training reference document



Deliverable 3.
Guide to European Disability
Employment Week

2. THE EDEW: DEFINITION

a. Action on the environment and its objectives

In 1997 LADAPT created the *Semaine pour l'emploi des personnes handicapées*, (SEPH: Disability Employment Week) in France. It takes place every year in the third week of November. For us, it is **a way of taking concrete action in support to change and of promote the integration of people with disabilities** into society and into the world of work in particular.

Alongside our partners we are determined to offer concrete initiatives in the public sphere with the aim of drawing wider attention to the difficult situation of people with disabilities in terms of access to employment, and fighting for this fundamental right.

This militant campaign, launched by service providers working with people with disabilities, mobilises people with disabilities, companies, public partners, politicians, civil society and the media.

10 years later, the initiative launched by LADAPT has been developed all over France. It has been taken up by numerous partners and service providers acting and communicating together.

In 2015 the SEPH became the European Disability Employment Week: the EDEW. LADAPT has shared the concept, content and experience with its partners.

The Erasmus+ DESC programme constitutes an essential element in the development and expansion of the campaign.

In 2015 and 2016 employment initiatives were concretely deployed in each country.

The EDEW has also seen the mobilisation and active participation of European parliamentarians, members of the European Commission and the Council of Europe.

Along with the European associations, partner companies and civil society, we have organised international conferences:

- ▶ November 2015: at the European Parliament in Brussels «Safeguarding career paths, supported employment».
- ▶ November 2015: at the OECD in Paris «Supported employment in France - what are we waiting for?»
- ▶ November 2016: at La Maison de l'UNESCO, «Developing an inclusive jobs market in France and Europe».
- ▶ June 2017: at the Hotel Thon (Brussels), final conference of the DESC programme.



At each of these conferences we present the breakthroughs from the concrete initiatives we have conducted as part of the European Erasmus+ DESC programme. We focus on both national and international initiatives.

In the context of Erasmus+ DESC, the aim of the EDEW is to:

- ▶ set up a more favourable environment for social and occupational integration for people with disabilities
- ▶ organise concrete initiatives on the ground
- ▶ help professionals to develop their practices and act on the immediate environment
- ▶ involve political players
- ▶ involve private and public business players
- ▶ involve the public authorities and national and European politicians
- ▶ raise awareness in the general public through responsible communication
- ▶ make reports on the concrete actions undertaken.

The entire programme is seen as a lever of action to promote access to work and safeguarded careers for people with disabilities, as well as contributing to the promotion of supported employment.

People with disabilities are the main target audience of the EDEW. They are kept informed of initiatives by:

- ▶ the media
- ▶ partner service providers
- ▶ employment partners

Companies are the second target audience. They clearly have a key role in the EDEW because without them we cannot meet our objectives, which are to:

- ▶ encourage access to employment for people with disabilities
- ▶ develop access to employment and maintain individuals in work
- ▶ promote supported employment
- ▶ reinforce safeguarded career paths

Partner companies are associated in concrete terms and take part in initiatives, such as:

- ▶ awareness-raising in companies
- ▶ jobs forums and Jobdatings®, Handicafés®
- ▶ international promotional conferences

Association partners, local elected officials, national politicians and the public authorities play an active role in the EDEW. These organisations make an effective contribution to carrying out projects often launched under their own initiative.

The EDEW economic model is based on financing from:

- ▶ companies (mainly)
- ▶ the Europe Union
- ▶ local authorities

EUROPEAN DISABILITY EMPLOYMENT WEEK

www.edew.eu

BY LADAPT

The EDEW is a civic, voluntary and independent initiative, organised by LADAPT and its national and European partners.

The EDEW is a project helping towards the implementation of the International Convention on the Rights of Persons with Disabilities. The event contributes to the integration of people with disabilities, as well as widely mobilising civil society and its various component parts.

b. Some landmarks

From the SEPH to the EDEW!

- ▶ **1997** *Semaine pour l'emploi des personnes handicapées* (Disability Employment Week, SEPH) by LADAPT. 1000 job offers collected, with 1300 a year later.
- ▶ **1999** A call for employees to form the first network of «intermediaries for the employment of disabled workers».
- ▶ **2001** A new slogan «Let's break the ice». The aim is not only to collect job offers, but to raise awareness and mobilise people around the employment of disabled people.
- ▶ **2003** New slogan: «Disabled and skilled».
- ▶ **2004** Creation of a completely new meeting concept, the Jobdating®
- ▶ **2007** New slogan: «Working together», plus the creation of the Handicafé® meeting concept.
- ▶ **2011** New slogan: «Committed!»
- ▶ **2014** A new campaign fronted by three ambassadors with disabilities.
- ▶ **2015** **The Disability Employment Week becomes the European Disability Employment Week, EDEW.**
- ▶ **2016** 20th European Disability Employment Week.

In France, since it was created, the Week has brought together **21 000 recruiters/ companies, 101 000 candidates and 115 000 visitors**. With **780 000 interviews / meetings** held since the beginning, the Week has greater success each year.

For proof, the European Disability Employment Week, for its 20th year, in 2016, was given **the eminent patronage of François HOLLANDE, the President of France, the eminent patronage of the European Parliament, the patronage of Jean-Claude Juncker, President of the European Commission, and lastly the patronage of Marie-Anne Montchamp**, former secretary of state in charge of disabled people from 2004 to 2005 and secretary of state to the ministry of Solidarity and Social Cohesion from 2010 to 2012.

3. SETTING UP THE EDEW ON A EUROPEAN LEVEL

In terms of methodology, the EDEW has been shared with our European partners as follows:

- ▶ presentation of the various types of initiative for which we have drawn up reference documents and implementation methods: the «EDEW products»
- ▶ training for DESC partners in «EDEW products»
- ▶ support for partners in concrete implementation of initiatives during the EDEW
- ▶ cooperation of partners in developing communications tools and spreading information
- ▶ participation of all DESC members as much as possible in the other members' events
- ▶ organisation of conferences by the partners: themes, content, events, invitations.



EUROPEAN DISABILITY EMPLOYMENT WEEK

a. A European communications campaign

From 2014 to 2016, EDEW communications were embodied by three ambassadors, people with disabilities who are especially involved in the issue of inclusion in society.



Project DESC
DISABILITIES, EQUALITY,
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The expansion of the EDEW to the European area was made possible by the Erasmus+ DESC programme. The presence of the DESC logo, as well as the website (www.desc-project.eu) has played a major role in EDEW communications.



A unique poster campaign in the different partner countries took up the graphic features of the French campaign. They were translated into English.



The European #SEEPH #EDEW (European Disability Employment Week) stamp is featured on all the campaign materials in France and in Europe.

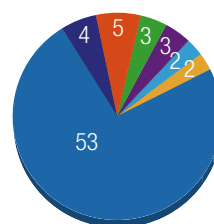


The official logo, translated into English, is a shared element on all the communications materials produced in the partner countries.



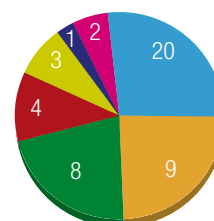
During the EDEW, the social networks provide an opportunity to mobilise civil society on the issues of employment and disability. The association supplies the networks with content: key figures, commentary on these subjects. Through these media we can reach a wider public. Some of the networks are used to address influential figures and decision-makers to help the cause to progress.

b. Number and nature of EDEW 2016 initiatives (Europe)



83 awareness-raising initiatives

- conferences
- Handi'Mallette®
- cafés des Réussites
- employment and prejudices exhibition
- tifos
- flashmobs
- other



39 employment initiatives

- Handicafés®
- Handi'Rencontres entreprises
- disability employment forums
- Jobdatings®
- Mouv'emploi
- Handi cap entreprise
- other

c. Impact of the campaign on web media



SITE INTERNET

- Site of the week: **40.491** unique visitors
- Pages relating to EDEW 2016 on LADAPT website: **4.700** unique views
- Display (banners on external websites): **900.000** prints



- Twitter: **379.000** people reached (from 500 tweets)
- Facebook: **319.042** people reached (from 64 publications)

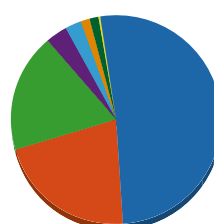
LinkedIn: **26.002** prints (for 22 published videos)



Youtube: **56.103** prints (for 22 published videos)

- E-mail campaign: **23.736** recipients
- «Fais passer» event: **1.762** visits

Global visitor numbers for all networks in 2016 (from 1st October to 30 November)



Display	900.000
Twitter	379.000
Facebook	319.042
YouTube	56.103
Websites	45.231
LinkedIn	26.002
E-mail campaign	23.736
Fais passer	1.762

A potential audience
of **1.750.876 people**
Source EDEW 2016 results

d. Our recommended employment initiatives

LADAPT and its European and national partners, companies, associations, employment services, civil society, etc. together organise initiatives to encourage the employment of people with disabilities. These events are addressed both to people looking for work and to recruiters.

LADAPT and its service-provider partners are active as members of civil society in the initiatives outlined below.

The initiatives and their aims as put forward by partners in the framework of the EDEW are:

» **Handicafés®** are meeting places blending flexibility and a friendly atmosphere. They are a chance for candidates with disabilities and recruiters to meet in a sociable atmosphere for a coffee. Two display areas are set up, one for CVs and the other for job offers. Each participant is asked to consult the information, then to go and talk with the other participants.

The format for the meetings is less formal than for a job interview. The aim is to provide a first contact, lasting about ten minutes, which may lead to a more official job interview. This format is particularly well suited to people with major difficulties.

The Handicafé® provides:

- great added value for candidates: they meet companies that are open to their qualifications and are looking for people in their field.
- great added value for companies: they meet a large number of candidates who have been pre-selected according to the jobs on offer, they can talk with them and expand their pool of CVs.



Handicafé® - EDEW 2016 - France

» **Jobdatings®**. These are simple face-to-face meetings. A series of interviews lasting 12 minutes, giving recruiters and candidates a chance to meet and to focus on what is essential. Inspired by speed-dating, LADAPT adapted the idea to professional interviews, encouraging recruiters to go beyond their prejudices about disability.

The results: Jobdatings® are an opportunity, in 60% of cases, to find a job within six months of the interviews.



Jobdating at the 104 in Paris for the opening of the EDEW 2016

» **Disability Employment Forums** give companies the chance to meet candidates, like at a regular jobs fair. The candidates come along with their CV and can meet recruiters and leave their contact details. During disability forums we organise conferences on vocational block-release training, accessibility, supported employment, etc. The conferences are chaired by companies and consultants. People with disabilities play an active part in the events.



Forum at the Halle Carpentier EDEW 2016

› **Le Point Com Entreprise:** is an information stand set up in LADAPT's partner companies. A LADAPT representative and a company disability advisor/HR manager are on hand for the whole day. Their role is to inform employees about the company's «disability» policy, while raising customer awareness about the company's approach. All the company's employees are involved, including the managers and staff representatives. From the exchanges better comprehension of the situation of disability arises.

› **«Company» breakfasts:** occasions to meet company representatives and raise the awareness of decision-makers and management teams about the skills of people with disabilities. They are also a chance to answer concrete questions about the employment of disabled people. This is an effective way to change negative images concerning people with disabilities.

› **The Handi Mouv'Emploi:** arose from the idea of mobilising job seekers with disabilities to visit companies and collect a list of available job openings. In a given geographic area, the job seekers go door to door to collect available job offers. All the job offers are then pooled. Job seekers take part in this initiative on behalf of the community and not just for themselves.

› **Handi Cap Entreprises:** What is the priority? Helping people with disabilities in training to knock on the doors of companies so that they can offer their skills, and in return collect job or internship offers for the community. Using the dynamics and brand awareness arising from the **EDEW** to make contact with firms in the area and introduce the entire range of services on offer.



Handi Mouv'Emploi in Lyon, EDEW 2016

e. Results of these employment initiatives during the EDEW 2016

Total employment initiatives during the EDEW 2016
39 employment initiatives
4.353 candidates taking part
1.083 professional recruiters
728 companies taking part
10.051 individual meetings

EMPLOYMENT INITIATIVES ORGANISED BY OUR EUROPEAN PARTNERS ALSO TOOK PLACE

IN BELGIUM

The 1st European Jobdating®, co-organised by LADAPT, AVIQ* and EASPD at the European Parliament in Brussels on 12 November 2015

14 companies
15 candidates



Jobdating® in Charleroi, Belgium, organised by AVIQ on 10 November 2016

15 candidates
15 companies
15 recruiters
75 interviews



IN SPAIN

A Handicafé® in Valencia, Spain, on 1st December 2016 with Spanish companies

60 candidates
6 recruiters
6 companies
80 interviews



Handicafé in Valencia - EDEW 2016

EUROPEAN DISABILITY EMPLOYMENT WEEK

f. Description of awareness-raising initiatives

One of the aims of the EDEW is to make progress in the debate about the inclusion of people with disabilities in civil society, and with this in mind, awareness-raising events are set up to reach the general public:

» **Les Cafés des Réussites (“Success Cafés”)** bring together, for example, people with disabilities, instructors, and company or association managers for conversations around a theme linked to disability. The aim is to give each person a chance to debate about the theme and linked issues, but also to develop networks – something essential to get a better idea of the employment situation. Chaired by a specialist on the theme, they take place all over France during the Week, and throughout the rest of the year, too.



Café des Réussites, Hauts-de-France, 2016

» **Les Porteurs de Parole:** the work of the Porteurs de Parole («Spokespeople») is to encourage expression and dialogue. Set up in public areas, they involve passers-by in addressing a range of questions, such as: «What is handicapping you most in life?»



Porteurs de Parole, Auvergne, 2015

» **Tifos:** as a powerful symbol of their commitment in favour of the cause and to raise awareness among as many people as possible about the issues of its combat, the members, volunteers, supporters, employees, disabled people, etc, mobilised to create Tifos in the EDEW colours.



A Tifo in the Moselle region - EDEW 2015

g. Results of awareness-raising initiatives during the EDEW 2016

Total awareness-raising initiatives during EDEW 2016

83 awareness-raising initiatives:

490 speakers

3.883 publics

1.468 companies

1.669 participants

AWARENESS-RAISING INITIATIVES ORGANIZED BY OUR EUROPEAN PARTNERS ALSO TOOK PLACE

IN ITALY

An initiative promoting the artistic talents of people with disabilities was organised as part of the EDEW in Rome on 18 November 2016

40 visitors

10 exhibitors



Art and culture in Rome, 2016

h. Conferences and disseminations events

Throughout the programme, the DESC partners organised international conferences in different countries. They were aimed at:

- › Companies.
- › People with disabilities.
- › Representatives of civil society.
- › Politicians.

We made sure to invite members of

- › The European Parliament.
- › The European Commission.
- › The Council of Europe.
- › International organisations, such as EDF, EUSE, CFHE and EASPD.

The conferences were support and disseminations events to set up and share our ideas, concretes realisations, our perspectives and the deliverables undertaken as part of the DESC programme.

By these concrete actions, we contributed to develop the reassurance of professional careers and the supported employment in Europe, for the people with disabilities.

It is important to note that the committed companies have made the success of the program:

- › By the participation in the employment initiatives created in Europe
- › By the co-financement of the EDEW European actions.

So companies are contributors for several reasons of the success of this program.

IN FRANCE

**An international conference: supported employment in France,
what are we waiting for?
organised at the OECD in Paris on 20 November 2015**

28 speakers

150 participants



Conference at the OECD (Paris), 20th November, 2015

**An International Conference:
Developing inclusive employment in France and Europe,
organised at La Maison de l'UNESCO in Paris, 10 November 2016**

18 speakers

157 audience members



Conference at La Maison de l'UNESCO on 10 November 2016.
Left to the right: Liliana Gorla – Human resources director – Siemens France; Jean-Luc Delenne – Director of the social relations Group and France (Groupe Carrefour / ILO); Marie-Lucile Calmettes – General Director of the Malakoff Mederic Foundation; Guillaume Balas – Member of the European Parliament; Jacques Ravaut – President of the French supported employment group (CFEA).

EUROPEAN DISABILITY EMPLOYMENT WEEK

IN SPAIN

An international congress organised by the Fundación EMPLEA in Valencia in November/December 2016 on the theme of supported employment

40 speakers

450 participants



The partners of the DESC programme in Valencia for the congress.
Left to the right: Timothy Ghilain - Communications officer (EASPD); Fabrizio Fea - Medical director, coordinator of the european programmes (Scuola Viva Onlus); Marc Caballero Ciscar - International project officer (Fundación Emplea); Henri-Pierre Lagarrigue - European and International development (LADAPT).



IN BELGIUM

International conference: the results after 10 years of the UNCRPD and promotion of safeguarded career paths, organised at the European Parliament in Brussels on 12 November 2015

25 speakers

130 participants



Emmanuel Constans- President of LADAPT / Sylvie Guillaume-Vice-President of the European Parliament / Gunta Anca-Vice-President of IDF.



Zelderloo-General Secretary of the EASPD / Jan Jarab- Regional representative of the UN in Europe / Helga Steevens- MIP / Catherine Naughton- Director of IDF / Adam Kosa- MIP and President of the Disability intergroup at the European Parliament.

Closing conference of the Erasmus+ DESC programme, Securing career paths toward inclusion in the open labour market, on 21 June 2017 in Brussels

20 speakers

100 participants expected

4 . RESULTS AND PERSPECTIVES

Since 2014, LADAPT has helped to develop the EDEW on a European level. Our ambition, supported by Erasmus+ DESC, has helped to foster the development of a European network. In this way the EDEW, first launched in France, has been extended, adapted and expanded to Belgium, Spain and Italy.

Service providers express their determination to act concretely in favour of the inclusion of people with disabilities. Through their civic initiatives, service providers combine energies, projects and actions.

Political decision-makers (European Parliament, European Commission, Council of Europe) are kept informed and associated.

Companies, associations representing people with disabilities and employment partners actively implement employment and awareness-raising initiatives. They are committed financially to supporting the development of the EDEW.

Civil society is mobilised.

National as well as international associations are stakeholders in the EDEW.

The whole event is transmitted to the public through the mainstream and specialised **media**, which help to share information, interacting with the population and providing widespread coverage of the EDEW.

This expansion was given material form by special partnerships with European associations:



European Disability Forum (EDF),



European Association Of Service Providers for Persons with Disabilities (EASPD)



Conseil français des personnes handicapées pour les questions européennes (CFHE).



AViQ : Agence pour une Vie de Qualité

It should be noted that this Walloon association is now fully involved in its own right in organising and carrying out employment initiatives in Belgium in 2015 and 2016. This represents a real added value in terms of efficiency in carrying out the programme's objectives.

As regards perspectives, the DESC partners intend to reinforce their initiatives and make them part of a development over the medium and long term in each country.

To do so, they have submitted an Erasmus+ 2017-2020 programme that continues on from the first project, and aims to write a new page in promoting and safeguarding career paths for people with disabilities, while promoting supported employment as an effective means towards integration through employment.

Lastly, we want to continue to expand the EDEW, and strengthen its roots with our economic partners.

The EDEW is a concrete driving force on the environment in alliance with the economic world and public and private employers.

BIBLIOGRAPHY / RECOMMENDED TEXTS / REFERENCES

Websites

The EDEW website

<http://semaine-emploi-handicap.com/>

The DESC website

<https://www.desc-project.com/>

Social networks

See the interviews made during the EDEW 2016

<https://www.youtube.com/playlist?list=PLrcR8m43z3xkh3r17uvYhC9Mv3P-oNtvs>

Deliverables

Training reference document – safeguarding career paths and supported employment

http://www.ladapt.net/sites/default/files/atoms/document/desc_2016_def_basse_def.pdf

The Guide - safeguarding career paths for a genuinely inclusive jobs market

http://www.ladapt.net/sites/default/files/atoms/document/securiser_parcours_marche_travail_inclusif_desc_0.pdf

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http://www.easpd.eu/sites/default/files/sites/default/files/easpd_alternative_report_en_final_1.pdf

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European strategy in favour of disabled people (2010-2020)

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DESC Disabilities Equality Security Careers

Promoting equal opportunities and securing professional career paths for young people with disabilities in Europe.

The DESC Project lasted three years, from 2014 to 2017

Numéro de référence : 2014-1-FR01-KA200-008809

www.edew.eu/desc-project

www.desc-projet.eu

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FRANCE

LADAPT is a french non-profit organisation that provides different kind of services for 14.000 people of all ages and with all types of disability in order to improve their social and professional inclusion.

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BELGIUM

EASPD is a non-profit European umbrella organization, established in 1996, and currently representing over 11.000 social and health services for persons with disabilities.

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SPAIN

Fundación Emplea is a non-profit foundation created in 2008 that aims at enhancing the methodology of Supported Employment and innovation in employment programs for people from disadvantage groups.

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ITALY

Scuola Viva is a rehabilitation, research and training centre in the field of intellectual disabilities, but not only, that focus on the personal development and social inclusion and participation of users.

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