European Commission

THE EU HELPS FIGHT DISCRIMINATION AT WORK

#EUvsDiscrimination

Social Europe

Interpretation:
EN DE FR ISL

Live captioning in EN with Text on Tap:
Event code: LsDKcQhqbH

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WELCOMING WORDS

#EUvsDiscrimination

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Webinar #EUvsDiscrimination– *Housekeeping*

- Interpretation is available in **English, French, German** and **International Sign Language.** You can choose your language on the top of the screen, on the button above ***'audio channel selector'***

- **Live captioning** is also available – please see indications in the confirmation e-mail. The link is also available in the chatbox on the right side of the screen.

Webinar #EUvsDiscrimination– *Housekeeping*

- The webinar **will be recorded**
- The PowerPoint Presentations will be available on the event's website: **www.ec.europa.eu/social/EUvsDiscrimination**
- Your **microphone** and **camera** are **turned off by default**
- Use the **chatbox** on the right side of the screen if you have a question or wish to share information with the organisers

Webinar #EUvsDiscrimination– *Housekeeping – Q&A*

- **Questions** will be collected throughout the event via the **chatbox** and you will have the opportunity to **ask questions at the end** of the webinar
- Please indicate your **name, company/organisation and position** while sending us your questions
- **The team will select questions**. If selected, you will have the opportunity to ask your question directly to our speakers

OPENING

Katarina Ivankovic-Kneževic

Director Social Affairs,

Directorate-General for Employment, Social Affairs and Inclusion,

European Commission

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Awareness-raising campaign

Ms Katarina Ivankovic-Knezevic
Director for Social Affairs
DG for Employment, Social Affairs and Inclusion
European Commission

Social Europe

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HOW THE EU HELPS FIGHT DISCRIMINATION AT WORK ?

- TREATIES
- DIRECTIVES
- EUROPEAN PILLAR OF SOCIAL RIGHTS

COUNCIL DIRECTIVE 2000/78/EC
of 27 November 2000
establishing a general framework for equal treatment in employment and occupation

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DISCRIMINATION AT WORK

SCOPE OF THE DISCRIMINATION AT WORK CAMPAIGN

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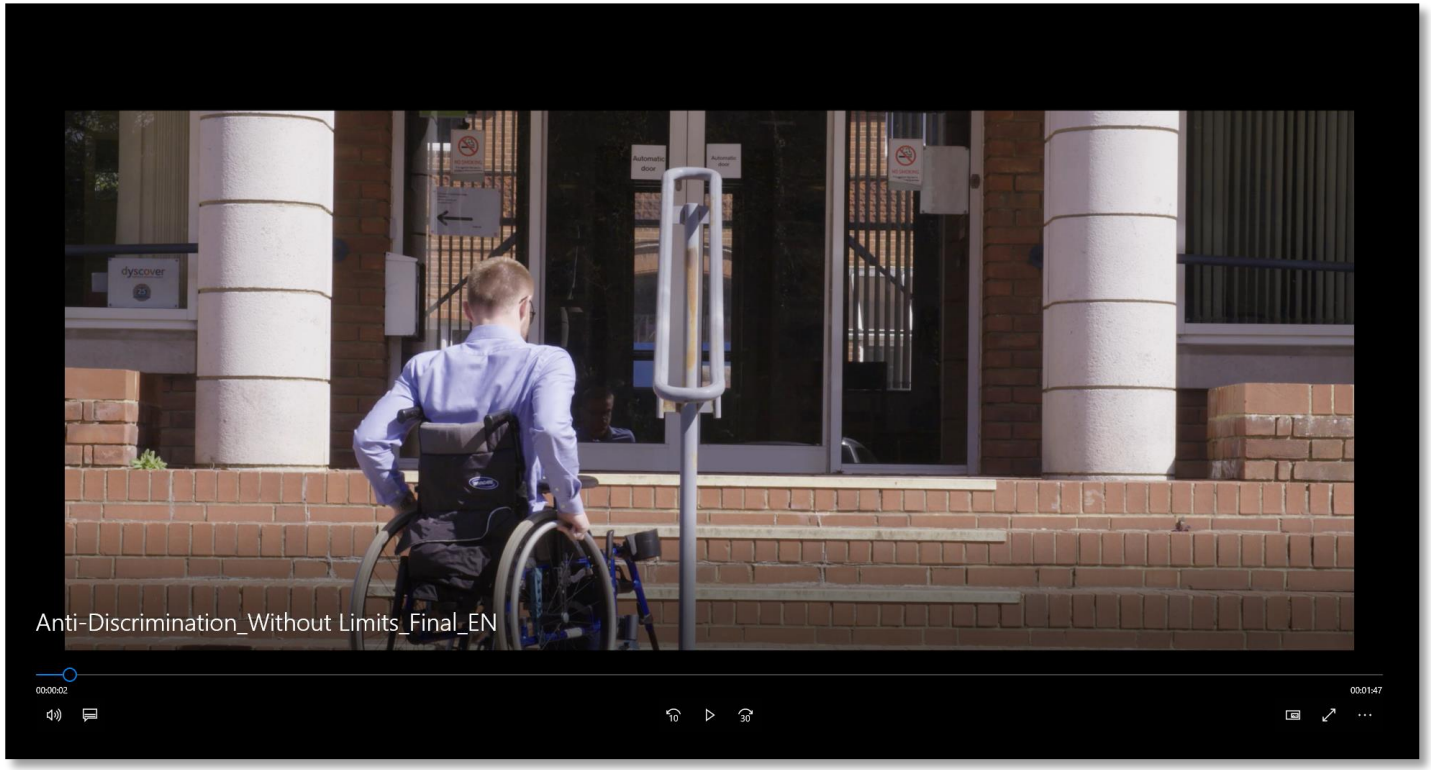
REASONABLE ACCOMMODATION IN THE WORKPLACE FOR PERSONS WITH DISABILITIES



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REASONABLE ACCOMMODATION - WORKSHOPS

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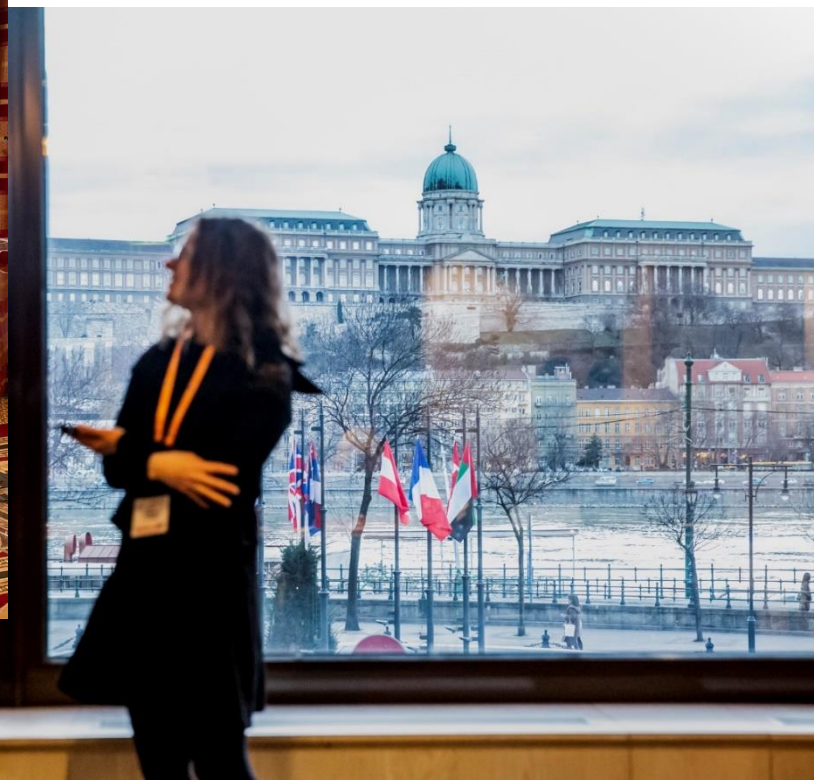
REASONABLE ACCOMMODATION - WORKSHOPS



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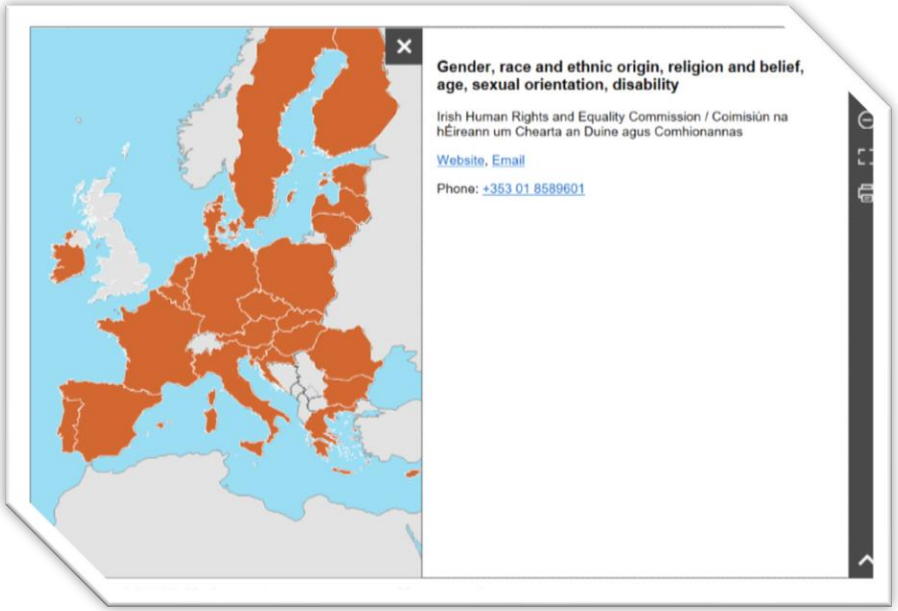
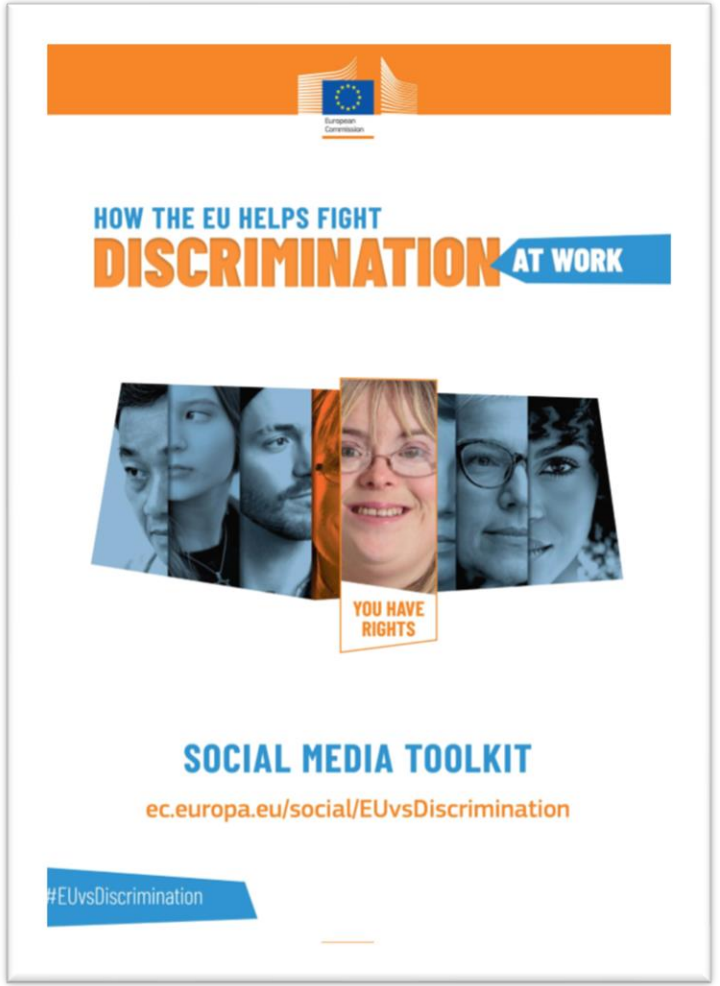
MATERIALS



ec.europa.eu/social/EUvsDiscrimination



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SOCIAL MEDIA

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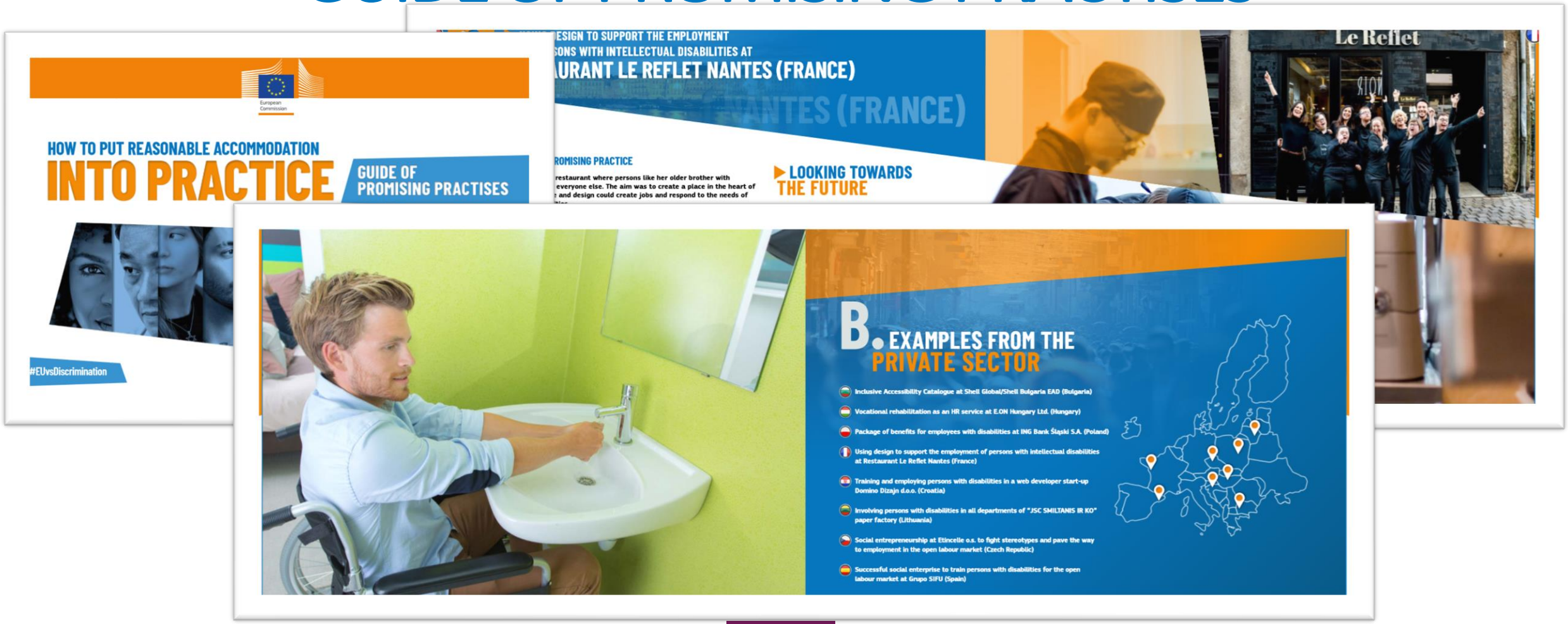
GUIDE OF PROMISING PRACTISES



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HOW THE EU HELPS FIGHT DISCRIMINATION AT WORK

ec.europa.eu/social/EUvsDiscrimination

THE #EUVSDISCRIMINATION CAMPAIGN

Emmanuelle Grange

Head of Unit – Disability and Inclusion Unit,

European Commission

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THE #EUVSDISCRIMINATION CAMPAIGN

Catherine Naughton

Director of the European Disability Forum

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THE #EUVSDISCRIMINATION CAMPAIGN

Luk Zelderloo

Secretary General of the European Association of Service Providers for Persons with Disabilities

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#EUvsDiscrimination webinar

Luk Zelderloo

Secretary General EASPD

www.easpd.eu

ABOUT EASPD

- European nongovernmental umbrella organisation
- Active in the disability sector since 1996
- Representing over 17.000 European social and health support services for persons with disabilities from 40 countries
- EASPD plays a key role at European level as a representative of disability service providers

Objective: to promote effective and high quality service systems, to empower people with disabilities so they:

- can take part in society on an equal basis;
- get equal access to health, education, employment, economic and cultural environments;
- live independently and have the freedom to make their own choices.

Discrimination at work: key issues

- Statistics
- Access to quality education
- Accessibility of assessment procedures and recruitment process
- Accessibility of working methods and work places
- Ability focus

THANK YOU FOR YOUR ATTENTION

ANY QUESTIONS?

EASPD

IMPROVING SERVICES
IMPROVING LIVES

With the financial support of the European Union Programme for Employment and Social Innovation "EaSI" (2014-2020)

EASPD – European Association of Service providers for Persons with Disabilities
www.easpd.eu

/easpdbrux @EASPD_Brussels

REASONABLE ACCOMMODATION FOR PERSONS WITH DISABILITIES: GUIDE OF SUCCESS STORIES

Magdi Birtha

Ph.D., European Centre for Social Welfare Policy and Research - rapporteur of the guide of success stories

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AIM OF THE GUIDE

- Improve the general understanding on reasonable accommodation
- Serve as a myth buster
- Highlight benefits of employing persons with disabilities in open labour market
- Showcase promising practices from across the EU
- Inspire other employers to hire persons with disabilities

STRUCTURE OF THE GUIDE

- EUvsDiscrimination campaign
- Background
- What is reasonable accommodation?
- Promising practices of employing persons with disabilities in the open labour market (examples from public, private sectors and civil society)
- Who can help you to enforce your rights?

EMPLOYING PERSONS WITH INTELLECTUAL DISABILITIES AS CIVIL SERVANTS AT THE

GOVERNMENT OF THE PROVINCE OF BISCAY (SPAIN)

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EXAMPLE FROM THE PUBLIC SECTOR

- Longstanding commitment and willingness to adopt new, more flexible and inclusive ways of working
- Steps of recruitment:
    1. Understanding the needs of people
    2. Accessible recruitment process
    3. Provide adequate support
    4. Employment and induction training

AREA OF ACTIVITY
- Public administration

NUMBER OF PERSONS WITH DISABILITIES EMPLOYED:
- 5

CONTACT
https://web.bizkaia.eus/

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PACKAGE OF BENEFITS FOR EMPLOYEES WITH DISABILITIES AT

ING BANK ŚLĄSKI S.A. (POLAND)

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EXAMPLE FROM THE PRIVATE SECTOR

- Commitment to create an inclusive & barrier-free environment
- Sustainability Strategy and concrete measures (e.g. extra leave)
- Building on needs & recommendations of employees with disabilities
- Regular engagement with staff
- Close collaboration with NGOs to reach candidates

AREA OF ACTIVITY
▶ Banking sector

NUMBER OF PERSONS WITH DISABILITIES EMPLOYED:
▶ 143

CONTACT
https://www.ing.pl/

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THANK YOU!

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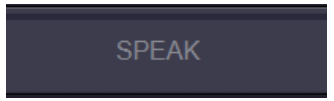
Q & A

- If you want to ask your question directly, click on ‘Raise Hand’

at the bottom of your screen.

- **Once your name is called, please click on ‘Speak’** 

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THANK YOU!

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