



THE EU HELPS FIGHT **DISCRIMINATION** AT WORK



**YOU HAVE
RIGHTS**

#EUvsDiscrimination

*Social
Europe*

Interpretation:
EN DE FR ISL

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



WELCOMING WORDS

#EUvsDiscrimination

*Social
Europe*

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-Knežević

Director Social Affairs,
Directorate-General for Employment, Social Affairs and Inclusion,
European Commission

#EUvsDiscrimination

*Social
Europe*

Awareness-raising campaign

Ms Katarina Ivankovic-Knezevic

Director for Social Affairs

DG for Employment, Social Affairs and Inclusion

European Commission

DISCRIMINATION AT WORK



**YOU HAVE
RIGHTS**

#EUvsDiscrimination



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

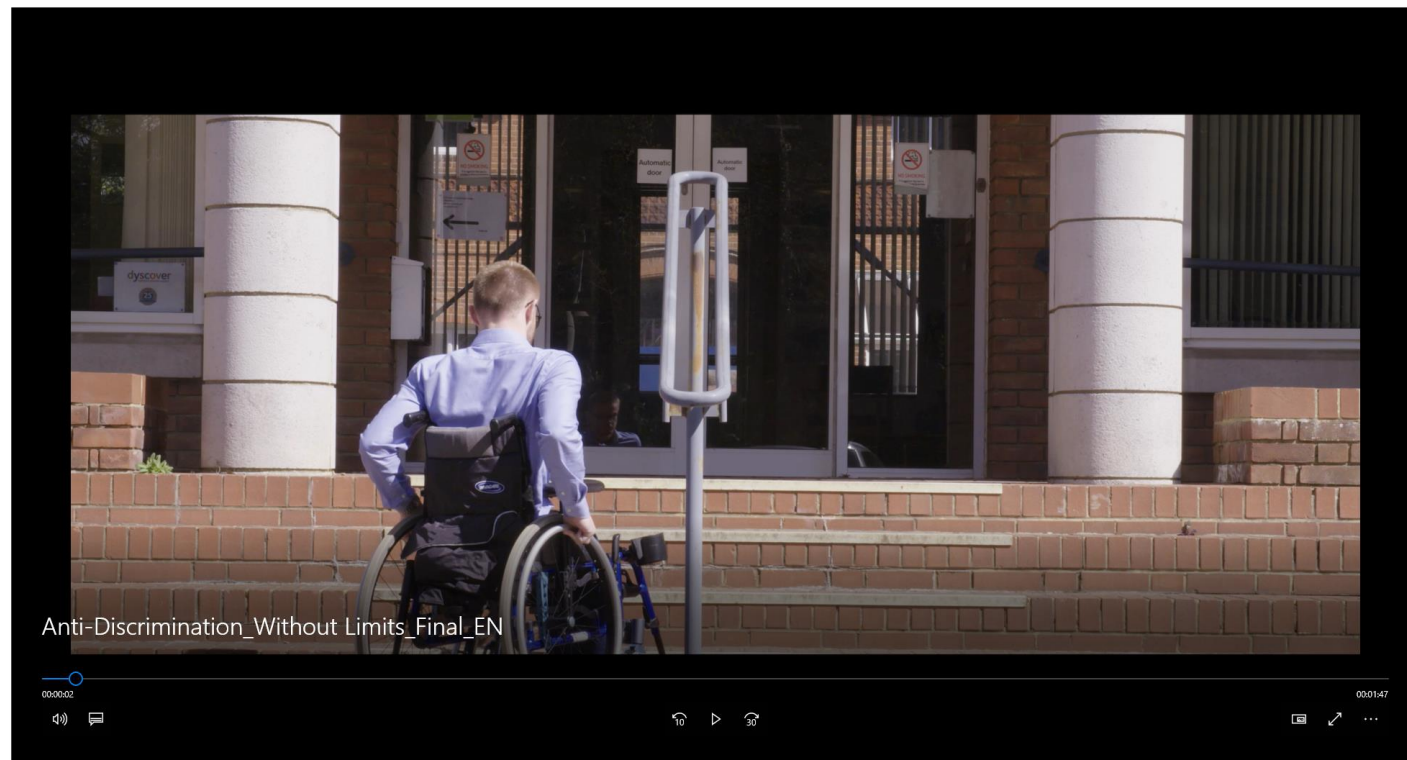
**DISCRIMINATION
AT WORK**

SCOPE OF THE
DISCRIMINATION **AT WORK**

CAMPAIGN

#EUvsDiscrimination

REASONABLE ACCOMMODATION IN THE WORKPLACE FOR PERSONS WITH DISABILITIES



REASONABLE ACCOMMODATION - WORKSHOPS



#EUvsDiscrimination

Social Europe



REASONABLE ACCOMMODATION - WORKSHOPS



#EUvsDiscrimination

MATERIALS




European
Commission

HOW THE EU HELPS FIGHT DISCRIMINATION AT WORK



YOU HAVE RIGHTS

#EUvsDiscrimination




Gender, race and ethnic origin, religion and belief, age, sexual orientation, disability

Irish Human Rights and Equality Commission / Coimisiún na hÉireann um Chearta an Duine agus Comhionannas

Website, Email


Phone: +353 01 8589601

ec.europa.eu/social/EUvsDiscrimination



European
Commission

HOW THE EU HELPS FIGHT DISCRIMINATION AT WORK



YOU HAVE RIGHTS

SOCIAL MEDIA TOOLKIT

ec.europa.eu/social/EUvsDiscrimination

#EUvsDiscrimination

#EUvsDiscrimination

SOCIAL MEDIA



#EUvsDiscrimination

Tienes derecho
a ajustes
razonables



TEM
DIREITOS

De que forma as regras na
UE o protegem no trabalho

#EUvsDiscrimination #EU4LGBTI



#EUvsDiscrimination

Scopri come
ti tutelano le
regole UE



#EUvsDiscrimination

GUIDE OF PROMISING PRACTISES



HOW TO PUT REASONABLE ACCOMMODATION
INTO PRACTICE GUIDE OF PROMISING PRACTISES


DESIGN TO SUPPORT THE EMPLOYMENT
PERSONS WITH INTELLECTUAL DISABILITIES AT
RESTAURANT LE REFLET NANTES (FRANCE)

PROMISING PRACTICE

restaurant where persons like her older brother with everyone else. The aim was to create a place in the heart of and design could create jobs and respond to the needs of

▶ **LOOKING TOWARDS THE FUTURE**



B. EXAMPLES FROM THE PRIVATE SECTOR

- Inclusive Accessibility Catalogue at Shell Global/Shell Bulgaria EAD (Bulgaria)
- Vocational rehabilitation as an HR service at E.ON Hungary Ltd. (Hungary)
- Package of benefits for employees with disabilities at ING Bank Śląski S.A. (Poland)
- Using design to support the employment of persons with intellectual disabilities at Restaurant Le Reflet Nantes (France)
- Training and employing persons with disabilities in a web developer start-up Domine Dizajn d.o.o. (Croatia)
- Involving persons with disabilities in all departments of "JSC SMILTANIS IR KO" paper factory (Lithuania)
- Social entrepreneurship at Etincelle o.s. to fight stereotypes and pave the way to employment in the open labour market (Czech Republic)
- Successful social enterprise to train persons with disabilities for the open labour market at Grupo SIFU (Spain)





#EUvsDiscrimination



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

#EUvsDiscrimination

*Social
Europe*



THE #EUVSDISCRIMINATION CAMPAIGN

Catherine Naughton

Director of the European Disability Forum

#EUvsDiscrimination

*Social
Europe*



THE #EUVSDISCRIMINATION CAMPAIGN

Luk Zelderloo

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

#EUvsDiscrimination

*Social
Europe*



#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?



/easpdbrux



@EASPD_Brussels



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



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

#EUvsDiscrimination

Social
Europe

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)**

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/



**PACKAGE OF BENEFITS FOR EMPLOYEES WITH DISABILITIES AT
ING BANK ŚLĄSKI S.A. (POLAND)**

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/



THANK YOU!

#EUvsDiscrimination

*Social
Europe*

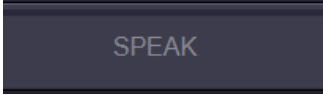
Q & A

▪ If you want to ask your question directly, click on ‘Raise Hand’ at the bottom of your screen.



RAISE HAND

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



SPEAK



THANK YOU!
THANK YOU!

#EUvsDiscrimination

*Social
Europe*



THE EU HELPS FIGHT **DISCRIMINATION** AT WORK



**YOU HAVE
RIGHTS**

#EUvsDiscrimination

*Social
Europe*