

intoWORK conference 2003

Promoting the Employment of People with Motor Disabilities

Athens 15-16 May 2003

CONFERENCE REPORT



THE EUROPEAN COMMUNITIES
The European Social Fund
Article 6 Innovative Measures



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Hellenic Presidency of the EU



European Year of People with Disabilities 2003

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INTO WORK Conference 2003. Promoting the Employment Opportunities of People with Motor Disabilities. CONFERENCE REPORT

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And <http://origia.di.uoa.gr/proteas/>

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Preface by Mr. Christos Polyzogopoulos

*Mr Christos Polyzogopoulos, President of the General
Confederation of Greek Workers-GSEE and President of the
Institute of Labour - INE/GSEE,*

It is a great pleasure for me to have the chance to salute a measurable effort in the form of the *INTO WORK Conference 2003*, both as President of the Greek General Confederation of Labour's (GSEE) and President of the INE / GSEE.

First, the organisers of this conference should be congratulated:

The SDV-NetJob Project, which is co-financed by the European Social Fund within the framework of the actions of the article 6, promotes the social dialogue between the social partners while at the same time it lays emphasis on the social responsibility that all of us have towards disabled people regarding their right to employment.

The Developmental Partnership PROTEAS is included in the framework of the EU initiative EQUAL of the Ministry of Labor and Social Insurance. The Partnership in question aims to promote the integration of people with physical disabilities to targeted working places.

The continuous effort to improve the position of employees into their working environment, to enhance their rights but also to promote the right to equal opportunities in employment for all, constitutes our prime concern. Our struggle is not targeted towards certain categories of employees but includes all, whether they have motor disabilities or not. Besides, we strongly believe that discrimination should not exist in employment or in other expressions of social life. The equal treatment of all is a sign of civilization.

On our side, we feel the need to commit ourselves to continue our struggle, even after the completion of these projects, for the promotion of assertion as

well as the establishment of the employees' rights.

I'd like once more to congratulate all these people who work in the
aforementioned projects. Our hope is that similar efforts will follow.

Setting the scene: Disability as an issue in the employment field

Disability is undoubtedly one of the basic concerns of society today. It is widely acknowledged that disabled people have a right to full participation in all aspects of life: education, leisure, training and, not least, work. However, society has not taken the necessary steps to guarantee such access for disabled people.

- The unemployment rate of disabled people is three times as high as for the rest of the working population.
- The employment rate of blind and partially sighted persons in Europe is now falling.
- Workplaces are frequently inaccessible to people with motor and sensory disabilities.
- Disabled people may be discriminated against when seeking a job.

Measures must therefore be taken to ensure the smooth and equal integration of people with disabilities into society as a whole. As part of the road to integration, vocational rehabilitation and training of people with disabilities is essential. This applies whether an individual seeks to retain a job after illness or injury, or when seeking employment as a disabled person for the first time.

Current statistics show that 12 to 14 percent of the population in Greece has some form of disability, with a wide range of causes ranging from genetic to accidents, mostly automobile accidents. All types of mobility disabilities account for 3/5ths of the total disabled population, and the population of the mobility disabled in Greece is estimated to be at about 550.000 persons.

The greater percentage of the mobility disabled comes from traffic accidents where Greece has one of the highest rates of serious accidents in the world. A particularly important element is that most people becoming disabled as a result of traffic accidents are between the ages of 18 and 35. They therefore comprise a portion of the potentially active working population: people who

are already employed or will come into the labour market and who represent an important educational, professional and social asset that remains untapped. While disabled persons have to deal with their disability on a daily basis, it is often forgotten that it is possible for anyone to find him/herself in a similar situation. Disability is therefore not just a problem affecting disabled persons but, potentially everyone.

Until today, passive social policies have been used to deal with the social integration and job market placement of disabled people, especially those with mobility disabilities. The European Directive on Equal Opportunities and Non-Discrimination in the field of Employment (2000) shall now be passed into law in all EU Member States, giving disabled people greater security when seeking a job and in employment. This and other policy frameworks, as well as voluntary initiatives by employers, must be leveraged to provide improved training and jobs for disabled people. In this, the European Year of People with Disabilities 2003, a great chance exists to overcome barriers and expand employment opportunities.

The Conference Organizers

The conference is co-funded by the European Social Fund and the European EQUAL Programme and is organised jointly by the SDV-NetJob project in cooperation with the "PROTEAS" developmental partnership.

SDV-NetJob is a project financed by the European Social Fund in the framework of actions under Article 6 Innovative Measures, aiming at the vocational training of people with disabilities in new technologies and finding them a job as IT professionals. This project consists of the transfer to Greece of the Danish "NetJob" training scheme for people with disabilities. This scheme has had an 85 percent success rate in getting trainees into long-term mainstream jobs. With Danish, Greek and Irish partners, the project has also established the Internet portal you are currently visiting.

The Developmental Partnership PROTEAS is a network of 16 organizations (comprising organizations and other legal entities that are involved in a variety of fields of activity such as rehabilitation of disabled people, vocational training, health, mass media, local development, business associations, private companies, etc.). In the framework of the EU initiative EQUAL Action Line 3.1 "Promoting lifelong learning and inclusive work practices", PROTEAS is implementing an intervention plan entitled, "Adjustment of people with physical disabilities to targeted working places. The project is included in the programme of the Ministry of Labour and Social Insurance for the EU EQUAL initiative, receiving 75 percent co-funding from the European Social Fund. It aims to ensure and retain employment for people with motor disabilities through a comprehensive and holistic model of intervention for the adaptability of both people with motor disabilities and targeted working environments.

Conference Presentations

Gala Dinner Speeches

Ms Efi Kalliga, (Greece), President, Social Work Foundation - IKE

Good evening, it is an honour. Secondly thanks to our guests who came from outside Greece to share their experience with us and their knowledge. You must have been informed of the programme and some names on it. May, as you know, is very thick with such events. Particularly this year, on account of the Greek presidency, we have seen an epidemic of such events. So it is not strange that both the Greek Commissioner and the Minister of Labour are unfortunately (and in-spite of their interest) unavailable because they are engaged in Rhodes as well as other government officials. They communicated their interest with us in the conclusion of tomorrow's session. Our foreign guests - perhaps they are not aware of the difficulties we encounter - joined actions and particularly within Proteus. I would say that Proteus with respect to Greek standards is a unique organization not only because of the great numbers of partners participating (there are 16 partners involved) co-operating for one and the same project. Proteus is unique because of its size and of the eminence of the partners. So we rarely see such a kind of co-operation among our eminent partners. However there are difficulties. However the fruitful results are here and explained. My explanation is the invaluable targets and aim that this partnership tries to serve. It is really hopeful that all the participants agree that we have gone beyond the stage of trying to change the attitudes in Greece. And we have set the foundation for the conditions so that the disabled can catch up with the rest of the working population. One of our targets concerns the aims and methodologies that will help the disabled integrate into society into mainstream life, with access to jobs specifically with very good terms and long-term prospects. In respect of whether our intentions of the initiatives are humanistic or practical. What is important is the joined goals and the positive results. We should mention that such needs and policies have been adopted by the European Union and are

at the stage of implementation in co-operation with the competent ministries of the member states. We are grateful on the assistance and support from all sources. Without this support our effort wouldn't have gone so far. Proteas co-operates also with two countries and organization of those countries. One country is Ireland and the other is Denmark, a representative of Denmark is here this evening and he is a co-organizer of the conference tomorrow. The inter-state character provides options to enrich knowledge and our possibilities. It is the beginning of a new effort. I will not take much of your time for more details. I have to admit that it's very important and will agree on this that tomorrow's conference is an exception to the prevailing climate. It is not only a "firework conference" for the benefit of the disabled. It is a conference organized with the aim to exchange experiences to deepen into the problems and draw valuable conclusions to help us promote our thoughts and our knowledge and the main subject that we are elaborating to serve our target to bring into the mainstream jobs as many as disabled people suffering of this problem. Let me remind you and say to many who don't know that in Greece, the population, the statistics, demographics are very disheartening and of course we encounter the same feeling with the marginalized people and we should not allow the disabled to stay in the margins of society. These people are very young, highly qualified and they should be allowed to enter in the mainstream society and life. We should not marginalize them.

This is the practical side of the issue. It is very important, I think. And I am sure that tomorrow we will all have the chance to follow the discussion to enrich our knowledge and find the opportunity to break new ground into finding the means to help the disabled: The people who, perhaps, it was not their own doing to find themselves in the margins of society, and they are able to serve society on equal terms.

Thank you very much.

Mr Michalis Komninos, (Greece), President INE Communications

Dear friends, I have the honour to give you the warmest welcome of the President of the Union of Labour, who is at the same time the President of the Work Institute, and myself, I would like to talk to you about some issues that deal with tomorrow's conference.

First of all, the inclusion of the people with motor disabilities in all levels of social life is a problem of every society. It is not a national problem. The year 2003 is dedicated to the people with special needs and can be a motive for each one of us from the position that we have to fight in order to achieve a common aim which is the equal inclusion of these people.

A job, without any question, can be one of the most important factors of socialization. People with motor disabilities should not be treated as people who cannot work and take only state benefits. They should be actively involved in the labour market depending on their qualifications. We, as a Trade Union, should fight for their rights.

It is obvious that the people with motor disabilities cannot perform jobs that are strenuous for the body but they can perform jobs that are relaxed to the use of the computers, for example, and today, jobs like that, have been radically increased and people with special needs have more opportunities and chances for vocations and rehabilitation.

We realize that the problems are many. The solution can be promoted through wider social dialogue with all the involved parties. Taking advantage of the modern means of technology, social dialogue is facilitated at the solution of work. The work Institutes can work with union schools as the participation of people with special needs into the Trade Union. We believe that the work problems can be better promoted because they know them better of anyone else.

Our social responsibility to these people with special needs is given. Our participation in similar programs as well as our efforts that do not stop, shows our interest. People with special needs in any case can and should be a productive part of the society. The promotion of social dialogue at a level higher and wider than a national one can be the beginning of finding solutions

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for many work problems, social exclusion should be abolished and be included into productive work procedures. Disabilities should not be an obstacle for the work development of people, but although they have all the qualifications, they find the doors closed.

Thank you very much.

Mr Otto Herskind Jorgensen, (Denmark), Mayor, County of Vejle

As you were told, I am speaking on behalf of a Technology Centre as a representative of Denmark. Welcome to the conference and I am very grateful to be here. I am a former teacher of classical Greek culture, which we teach in the Danish gymnasiums, so I am happy to be here, but it reminds me of the great heritage we have from this country. The realism, the idealism, the joy of freedom, the joy of life and at the same time the acceptance of the idea that we owe so much to the old Greek culture.

I was taught by my teacher in Greek culture the word “sofrosini”, which I think is the heart of the best things in Greek civilization and I wish for you that this conference could be an example of that sofrosini which, as we say in our way of speaking, there is room for everybody. We must build a cohesive Europe, we must combat social exclusion, we must create as equal opportunities as possible for everybody. And, of course, the employment policy is an extremely important tool in this. Prosperity is created through work places and through work. Social exclusion is best fought by giving people jobs. As an example, integration of immigrants into our European societies will only become a success if the immigrants work with the country’s own citizens at work places as here in the Community of life work.

“Social Inclusion through social dialogue and partnership” that was the overall theme for the initiatives in the period of the Danish E.U. Presidency in the employment and social field. I should have mentioned it at first, to compliment the Greek Presidency on its way of handling the chairmanship in this very difficult situation for Europe, but I will return to the Danish chairmanship and social dialogue.

A lot of initiatives have been started by disability organizations, by governments, by institutions, of research and knowledge centers, local networks, manufacturers, suppliers, in order to create awareness about managing diversity, .and especially for our conference opening the job markets to people with disabilities.

At NetJob, the aim is the never ending development of an educational model in which information technology skills can be used as a mean of

increasing job market opportunities for people with motor disabilities. The result reveals that individuals with computer skills are very well armed to compete on a level playing field with others in the job arena.

In Denmark 90% of our Danish participants obtain employment. As far as I am informed, the prospects of NETJOB HELLAS for your participants look very prosperous too.

The task of creating an inclusive Europe is very big, and of course we need to cooperate and this conference is an important part of this theme. Corporation between authorities, employers, employees is necessary to achieve the goals of our future in Europe in harmony. Co-operation between the players is also a vital element in the whole European social model. In many E.U. countries trying partnership between the social partners and the authorities is becoming a natural thing. The social partners who are consulted when new policies are formulated play an important role when the policies become realities, such as employment, safety at work, location or training, integration, marginalized groups on the job market. Through regular consultations and committees with equal representations of the parties at central and regional levels, public authorities and social partners have a close day-to-day dialogue in the development, prioritization and implementation of employment policy everywhere.

In the new European way of speaking this could be called a “win- win situation”. The social partners gain influence and they are the social partners at the same time extremely important sources in relations of getting the various policies to work in the real world. Some times I wonder why people speak of policies and the real world. It is very important to connect all the words we in politics speak and experiences from daily life.

Let me make it absolutely clear all countries have their own traditions they have their own special circumstances but this diversity can be used to inspire one another to learn from one another and perhaps try to make stronger links for the co-operation between authorities and social partners in this Europe where the labour market will be one labour market, it will be like that. As I am sure this conference will show that non- governmental organizations particularly organizations of disabled people and others working

with disabled people have an essential role to play. I believe that they can make a significant and positive contribution in their own right.

The European year of people with disabilities 2003 has given us a slogan: "nothing for disabled people without disabled people". And I firmly believe that the interaction of this principle in the areas of training, employment and working conditions, will give a tremendous boost to implementing new practices which can favor disabled people and redress the imbalances caused by many years of neglect and discrimination. And I would say its good for everyone of us. You mentioned my age and I'll say I profit from things that society has widened in margins. If we are going to not have marginalization we have to widen society to use all the possibilities and we need all now in Europe. We need the resources of elderly people we need resources of people which are not like everybody else. We should take care of the diversity, we should be glad of diversity but of course we must strengthen dialogues so that the differences have better and more constructive conditions than before.

Ladies and gentlemen let me end by thanking the conference organizing committee it has done very big, great efforts to make everything well functioning here . I look very much forward to the programme, I am sure we all do. And I would like to thank, especially, the owner of this hotel who has so generously contributed the facilities for the conference and has made sure that we are all well cared for while we are here so very much thanks from all of us. Lastly I would like to thank all of you for the interest, for your enthusiasm which you are showing by coming here from Greece, from corners of Europe, you shouldn't say corners because Europe is everywhere and of course the center of Europe is where every citizen of Europe is. I am very pleased to see so many here and I just have to say I hope you have a good, fruitful conference so once again most warmly welcome to this conference.

1st Plenary Session

Ms Rodi Kratsa - Tsagaropoulou, (Greece), Member of the European Parliament

Thank you very much. It is my honour and my pleasure to be here with you and I accept this invitation very gladly although I came from Strasburg some hours ago.

Good morning. I congratulate you on being here today. I know that is a day before the weekend and everybody would like to be outdoors rather than being here in a confined hall. We understand that the problem that connects all of us here is a humanistic problem with social and financial consequences.

I would also like to congratulate you because this initiative for this conference is at the specific moment because this year we have ten years after the publication of the UN guide lines and rules about the disabled people. These rules and regulations are brought about many changes. So we started adopting proactive measures for the inclusion of the disabled people into the society and get away from the old fashioned and out-dated environment and idea of treating these people medically and dealing with them according to this concept.

The other reason that I think that this period is very important, is because year 2003 is the European Year for the Disabled People. The E.U wants through the programme, a special programme, which is divided into two branches, a European and national branch, to sensitise people for this problem, sensitise people for the needs of the disabled people, so that everybody can understand on European, national and local level our responsibilities in order to study the phenomena and adopt strategies that would help them to be included in the labour market.

Today, in the European Union, approximately 37.000.000 is characterized as people with special needs comprising 10% of the whole population. For these people, their living conditions, more or less, are very difficult and adverse. As study that was carried out by the European Community, by a non governmental organization, says that for the people

between 16- 64 years of age the possibilities to find a job or to set up their own business is 66%, but for the disabled people the percentage is 47%. So we understand that this problem is for the European Union a challenge, a qualitative challenge.

In 2002 we have the target of Lisbon that we try to cover now but up to 2010 we would like to have the most competitive economy of the world based on full employment with access to modern knowledge and social cohesion. We have other quantitative targets as well. In order to achieve this target of Lisbon we have to create all these conditions that would allow the people with special needs to be included in the labour market and become a labour force that would be competitive because it is not only the idea that they would have a job but they should retain it as well.

So we talk about a labour force that would have modern vocational training, lifelong learning, and this people would have mobility inside their countries but also in the European Union as well. In order to have a single market, we should have mobility of the workers.

Apart from these needs, for access to work, dealing with people with special needs has another dimension as we have to promote the idea that these people are citizens as well. We are not only interested in having them as good workers but they should have every opportunity of being educated, of being entertained, they should be able to go to vote, and exercise all their rights. So our aim is multi-faced. Disabled people should have access to public services in order to be informed and trained for everything that would be useful to them.

So if we want our society to be anthropocentric and be competitive, we should have as a central axis our common action so that these obstacles should be moved and taken away, obstacles that prevent our disabled people to exercise their rights. Everybody knows what kind of problems we are talking about, we're talking about mass transportation media, we're talking about access to public services, about facilitation of getting information. These people should have access to communicate, perhaps in specific methods, and we should also provide them with upgraded services.

Everybody knows that our society has some kind of subtle discriminations that are rooted in our attitude that would have to be taken away through specific programmes and policies. It's the idea of discrimination that many people think that disabled people are sick and should not really enjoy because they have problems by nature or because they were faced with some accident. These are more important obstacles, because it's not the idea that creates problems in interpersonal communications but, it is an attitude rooted also in many politicians and decision-makers that really create the structure of the future. So we should start by trying to lift these barriers and our role starts from school and education.

In the European Union, after the Amsterdam treaty that gave the legal basis for the adoption of these policies, a strategy has started, everybody knows the directives and you are going to listen to them later, for those who are not really new. We have representatives of the European Union here, so I am not going to talk about these issues, although they are very interesting for me personally.

But the speeches on these topics are going to follow later on. So we have this legislative approach, we have the European social fund which supports innovative measures and innovations, article 6 for example.

Also we have community initiatives as Equal for example, on which you are going to listen a speech, the responsible, Mr Pappas from the European community.

What I want to stress here is that the European community acts at a complimentary level to the policies that are applied at a national level.

So our responsibility for creating the infrastructure and for lifting any kind of discrimination and attitude belong to the competency of our national policy. Because you are in Greece, I suppose you are really interested in understanding the situation that exists in Greece. But our country has almost a million people with special needs. A big percentage but on the other hand I should say that we are not really proud of exploiting the possibilities of the European policy in promoting an effective policy.

We don't have a very good exploitation of the communal resources. In this period, we absorb very slowly the funds given to us by the European

community; I have already said that. There is a lack of interest in absorbing programmes of OAED, specifically in finding jobs for people with disabilities.

On the one hand we could have money and we could absorb the capital funds from the European community but on the other hand, we give the impression that we don't have the ability to do that. I think that the responsible people should study these issues, and see why we cannot do that, the reasons are many. Perhaps that here in Greece there is a bureaucracy and the companies are really discouraged when they face this bureaucracy. We should see the models of good practices that are exercised in other countries. All of the member states should understand the good practises and copy them where possible. On the other hand I would like to say here, that we develop today of the basis of good practises, where we have the best results, is in the countries where they have a completed, a cohesive co-ordination of the designing on how to deal with the disabled people. Because practically they approach it on a horizontal level, they don't see it as a problem that they could face it with specific measures, but they take it into the mainstream of their policy but they say that, for example, we have policy in the schools, we have policies in labour market, we have policies in transportation and regional development. Everywhere we have the dimension of people with disabilities. That's what we lack here in Greece and that's what we should have. All the action plans should be interconnected and the national action plans for dealing with poverty and social exclusion should take into consideration disabled people as well. We should know that here in Greece we have 22% that are on the margin of poverty and below the threshold of poverty.

So we should understand that here in Greece the disabled people are people that are discriminated in many ways, and women are more discriminated against than others because in their families, or because they are women - and don't forget that there are disabled people that belong to minorities and they face many more problems. If we want to be effective we should see all these aspects of the problem.

I should say here that we cannot believe that a policy can be effective if it is not based on scientific research and on trustworthy statistical data. Many

times we have the cases that we have decisions and resolutions on how a programme can be applied, where we have a committee where they exchange opinions and these opinions are very far away from the needs of society. If we do not incorporate in these committees, the organizations of the disabled people that they know their problems, or the people that they really know their problems or people that they really know the needs of the disabled people either at a regional or national level, then we are not going to have any results. If we do not incorporate with the designed evaluation of the programmes, the people with special needs, we are never going to have a viable and effective programme.

And concluding I would like to say, to emphasize, that all the society should be active, local authorities for example, all agencies and governmental bodies, volunteering organs and bodies, and also all the social partners and Mr Danilatos know that your network has taken many initiatives and this should be a policy in your policies. We don't really talk about a good charity work that one or two companies follow a practise for a group of people. I believe that your network should undertake the design to find solutions to the disabled people, that on a corporate level for example, that is your field, is to create a friendly environment, an accessible environment for the disabled people. And I am really talking about any kind of technical aid and also promote lifelong learning.

I would like to thank you again for giving me the chance to give you my ideas and my opinions and listen to the other speakers as well, thank you very much.

Mr Antonella Schulte-Braucks, European Commission, Employment and Social Affairs Directorate General - Article 6 Innovative Measures Programme

Ladies and gentlemen, it gives me great pleasure to welcome you to this conference on behalf of the European Commission. After the politician, it is the bureaucrat who speaks to you.

First of all, I wish to comment warmly the fact that two initiatives funded under two different financial instruments, co-funded by the European Commission are brought together to organize this event. I think that this is an example of synergy we see very rarely and I really commented so bravo to SDV-NetJob and PROTEAS. Secondly, as the chair was saying, as a former head of the Disability Unit within the Commission, I am particularly happy that this event takes place during the European Year of People with Disability. We are seeing throughout all member states an array of useful initiatives taking place during this year and I particularly wish to thank the European Parliament for the support it gave to these initiatives from its very beginning.

Now, ladies and gentlemen, I have been given a few minutes, I will present only some key features of the two instruments which support today's event: Article 6 of the European social fund regulation and the community initiative EQUAL. Both instruments have written the word on their big banner: "innovation". Now by innovation we do not mean some abstract, obtuse idea far away from the real problem. We are searching for new ways of doing things for transfer of good experience, from one context to the other, and we have an example here of a good practise being transferred from the Danish to the Greek reality I believe with great success. So both instruments promote innovation. But they are managed differently and they have a different thematic focus.

So, this is article 6, an instrument I am responsible for and the Commission seeks to promote new approaches and identify examples of good practise through projects which manages directly. In contrary to EQUAL which is managed through the member states. And to give the maximum

impact to this project we chose to focus on specific themes. This is a very flexible instrument which allows us to pick up themes which are very topical, so for the first 3 years of this programming period, we have chosen the “adaptation to the new economy within the framework of the social dialogue” and to support “the development of local employment strategies at a local and regional level”. One of the promoters of today’s event is one of the 35 projects selected on is purposeful proposal: adaptation to the new economy within the framework of the social dialogue: I said 35, do not start please counting the numbers above the columns because many projects have chosen to cover more than one theme, therefore it does not add up to 35.

You see that project cover different and very topical sub themes within the adaptation to the new economy and our project here, as NETJOB combines the social dialogue using tools, the corporate social responsibility and the promotion of lifelong learning.

I also wanted to show you that we are glad to see that a vast array of organizations is taking part in our projects. And this confirms to us the tendency through the partnerships and that the relevant actors have understood that to join forces, to address issues of common concern. And I conclude giving you a glance into the future. As I said this is a flexible instrument and allows us to pick up the most topical themes.

Now for the next 3 years, we have chosen the “management of change”. This title doesn’t mean anything as such but if you look at the 2 sub themes, you will see that they are themes which I believe almost on the FrontPage of every member state, especially the management of the demographic change and the aim of promoting active aging and raise employment rate of all the workers is a most sensitive issue which will have to be coped by all European governments in the next year. So I want to announce this future theme, just in case some organization in the audience would be interested in getting started with preparations. Now I think with this glance in the future, I close my presentation as far as the first instrument is concerned, article 6.

Now I am turning, even more briefly to EQUAL. Now I understand that Mr. Pappas is speaking on this very theme after me and I would not like to cut

too much grass under his foot. I will limit myself to some consideration of the European level, maybe you will go more into the Greek situation. What I wanted to say is the promotion of equal opportunities of social inclusion, of labour market open to all, have been and are one of the cornerstones of the European policy of which we are very proud. And in this framework the community initiative EQUAL is a true laboratory which supports new means of combating forms of discrimination and inequalities in connection with the labour market. And, as I was saying, this is managed through the member states and not directly by the Commission. Yesterday, I have already heard complaints on how complicated and bureaucratic is the functioning of these initiatives, is the spending of the community money. I believe it is always this way.

Anyway, as Mr. Pappas may be intending to say, the implementation of this community initiative is guided by six guided principles. I will only touch very briefly two. As it concerns integration within the labour market, of course the themes are strictly connected within the wider European employment strategy. As the chair has already mentioned, the PROTEAS partnership is very rooted in adaptability.

Now, as far as partnership is concerned, PROTEAS I think constitutes an excellent example of a wide and rich partnership. And the commission really believes that it's stress on partnerships that adds a new dimension of governance into the European social fund. Now governance is at present a buzz-word in community jargon meaning that all the relevant actors in all relevant level should be more implicated in the design and in the delivery of policy. So again, congratulations to PROTEAS for its broad partnership.

Now, these are the 9 themes which the developing partnership could choose, and you see how relevant they are for the promotion of an inclusive labour market, but as I say I prefer to avoid going too much into EQUAL not to impose on the next speaker. And this is just a little statistical overview to show you that around 1.500 development partnerships, which are operating in all member states, almost 1/3 have chosen as a theme the integration into the labour market and it goes down to the least preferred theme which is dealing with the asylum seekers.

Now, I wish to stress that the Commission follows very closely these initiatives on the both instruments. And why? Because by using new ideas, testing new approaches, they really contribute to the development of community policy and they help in the implementation of the more general European Employment policy. And I wish to conclude by saying that the search for innovative approaches, the co-operation among relevant actors, the transfer of good practises and the willingness to learn from each other, all elements, which we find in both instruments, I have just presented to you but also in both projects which have organized the conference today, these elements are all intended for promoting a better integration of people with disabilities, not only into the labour market, ladies and gentlemen, but also into society as a whole.

Therefore, congratulations again to the organizers of today's event and I am looking forward to fruitful discussions.

Thank you.

Mr Kimon Pappas, (Greece), Representative of the Hellenic Managing Authority of the EQUAL Community Initiative

Good morning ladies and gentlemen, first of all, I would like to thank you for your invitation, I would like to thank PROTEAS and EQUAL we are very glad when we have invitations for developmental partnerships, because we understand that the programme is being promoted and implemented and that is what we really want in the end.

So, on behalf of the Hellenic Managing Authority of the EQUAL community initiative, I would like to address this conference, and emphasize the importance of these events for the most effective promotion of people with motor disabilities in the labour market. Before I start, I would like to present to you, the EQUAL community initiative.

This initiative first of all, is a tool of the European strategy for the employment. This is very important; the strategic aim of this initiative is to promote new policies for the employment in order to deal with discrimination in the access of the labour market. In other words, we want to have initiative and innovative actions. We have different thematic fields, that are common in all member states of the E.U. and we have a developmental partnership in order to implement this programme between other private bodies of the public sector.

Through this interstate co-operation, and through the active participation of all the participating bodies, we expect to have good practises that will be implemented- as pilot actions, and consequently later on they will be incorporated into the mainstream of the national and the European measures for the employment.

The total budget for the Greek programme, is approximately 138 million euros, from which 75% will be financed by the European social fund, 25% is the national participation. This programme is in two phases, we are at the implementation of the first phase, the second one will start in 2004, or at least that's what we hope. And what is very important to stress here is that the programme is implemented having a common, a joint time schedule. In the second circle, we're going to have 25 states. We are going to face some

difficulties perhaps in creating this joint schedule but, we'll deal with it as Mrs. Schulte- Braucks said we have 9 thematic fields. And on these, we have three where we talk about the disabled people. And we want to encourage businesses and the employers in order to have lifelong training and vocational training and the beneficiaries are the people and the workers, and specifically the ones that face problems, like women and disabled people, and other categories and we have a list of these categories. The problem that the environmental organization PROTEAS invited us here to address is about the adaptability of the disabled people in targeted work places. This action concerns the lines of 3/ 1 and we see that there is positive prospective of this group. A second point that I would like to talk about before I conclude my speech is that the EQUAL community initiative wants to promote people with disabilities, through the national networks, there are 5 networks and there is a possibility of having a sixth one as well. So in the network of employability, the group of disabled people have a prominent place and don't forget that the year 2003 has been a scribed as the year for the disabled people. So the managing authority in co-operation with the European community, decided that to have the participation of PROTEAS in the first meeting of the network, in Birmingham of England next month, so we do have prospective so that the partnership will go outside the national bodies. In order to understand better how these networks work is to tell you that these networks have an aim, to promote good practices either at the national and European level. In other words, the thematic networks are practically the heart of the EQUAL community initiative. It's the workshop through which the practices can become practices of the European member states and we do believe, as the managing authority of the community initiative, that PROTEAS will help in finding solutions for people with motor disabilities at a national level, and why not at an international level.

The special office of the EQUAL community initiative is going to support and help PROTEAS as much as it can.

Thank you very much.

Ms Rena Barthani, (Greece), Representative of Federation of Greek Industries

Good morning. I would like first of all to congratulate the Hellenic Network for Corporate Social Responsibility for the initiative in order to co-organize this conference and wish you good luck. And also I would like to thank you on behalf of the Federation of Greek Industries that you give us the chance on the one hand to express our consent and on the other our hope in order to have a quick improvement in the existing situation.

Ladies and gentlemen, during the last years the European policy of dealing with people with motor disabilities has moved on from the idea of servicing into an approach based on the rights and emphasis is given to lifting the barriers for the full inclusion of these people. Today, we have 37.000.000 people with special needs in Europe. Many people with motor disabilities want to work if they have the opportunity and the appropriate support, but what they face in their daily work life and in their social life are many problems. This can lead to social exclusion which has created many problems either psychological, but also social and financial consequences for all our society.

The Federation of Greek Industries believes that the business world can contribute greatly to achieving this aim of including people with motor disabilities in the society, because businesses play a very important role in the society as bodies providing services, products and employment. SEB, our Federation, tries to contribute in order to lift these discriminations and we participate in programmes like the EQUAL programme.

The development of cooperate policies in combating the dimensional difference is without question a modern challenge for the Greek businesses that on their own cannot promote the above mentioned target because they don't really have the tools to design strategies to managing human resources. So, projects like this one that the Hellenic Network for Corporate Social Responsibility is asked to implement, we expect that this project and these programs will give to the Greek businesses the tools in order to facilitate them for achieving this target.

In the framework of the social responsibility, businesses can incorporate this specific aspect by adopting policies and hiring people with motor disabilities and facilitating their work and their job by creating substructures. Motor disability does not really mean incapability. They are not talking about charity or we talk practically about the development of activities and initiatives that really promote new forms of social policies accompanied by a wider strategy of dealing with these problems and which can lead to viable solutions in the long run.

But this could happen only when we have all the implicated people at local, national and European level operating in order to have an integrated society and participation of all citizens.

Thank you very much.

Mr Spyros Stavrianopoulos, (Greece), President of the Panhellenic Union of Paraplegics and Physically Challenged

Good morning. I am sorry for the minor accident¹. I failed to see the gap behind my wheelchair and we are experiencing a minor technical problem with the software. Until we log on with the computer, I would like to thank you for being here with us, to say that truly PROTEAS makes a very good effort in order to bring forward the best of results concerning employability of the motor disabled. And of course, PROTEAS is trying to link the programme with employers.

I would like to say a few general thanks which have already been reported but I cannot ignore them. But any way we should admit that repeating key items or ideas is necessary that also underline that good intentions are not always fruitful.

So, in Europe, it is common knowledge or has been repeated so many times and again we have 37.000.000 people with disabilities in Europe that is 20% motor disabilities. So this number of disabled people is equal to three times the population of Denmark. We have 900.000 motor disabled in Greece. There are a number of people who are not registered in Greece, so the desideratum is social inclusion that is inclusion into the social life of Greece. The basic means for integration of the motor disabled is to include them in the labour force of the country that is, we're talking about employment and jobs. Indeed employment for all people and social groups is considered the highest good, the highest quality for freedom.

Years ago freedom was the highest good but now it is work. In modern societies there is no freedom unless there is financial and economic freedom. It is even not possible to attain social integration without social acceptance, which is facilitated by allowing people to prove their own value but this is promoted through having people prove their abilities within work places within production. That is people should be allowed to prove their qualities in

¹ Mr. Stavrianopoulos' wheelchair tipped backwards of the edge of the podium as he approached the microphone to speak.

respective of their physical or other disabilities. It isn't possible that a disabled person should be allowed to feel the despondency, he or she should be encouraged to feel that he/she is a productive member of society. Therefore it is useless to talk about social inclusion, acceptance and equal rights unless we secure the disabled the right to employment. Particularly today when modern technologies and the fast developments in telecommunications have replaced strength with the spirit. We need to review our policies and strengthen the rights of the citizens, particularly those that are disabled. However this should be orchestrated through the wise actions, not through theories and good will and good intentions.

Talking about exclusion of motor disabled people from production is not specific to Greece. It is a matter of European dimension. Europe has done a lot of research and arrived at useful conclusions that lead to the design of actions for the promotion of the disabled, which I am going to list shortly if I had the time and along with the Proteas conclusions -I am going to use the Proteas conclusions and those of other organizations that deal with the disabled. In particular it was said earlier that is, by our member of parliament in the European community that she had some research in mind, she talked about a research results, that is between 16 and 64 years of age one has a good opportunity to find a job. However a person with a minor disability has only 47% success to find a job and a person with a serious disability has only a 25 % chance to find a job. Also the E.U acknowledges that people with disabilities face a number of multiple obstacles in their search for job. Also in education, in social services and very prompt risks particularly marginalization. It is important that in the Lisbon summit so we saw there the social will for a new model and a social model. There was an emphasis there on linking financial performance with social progress and the Lisbon summit concluded that if we need to have results through this model we must have a three part fit between democracy- economy and society. I will stay at this point here for a few moments.

First democracy, we need democracy to pass laws and regulations about human rights and discrimination. We need the economy to support these political policies and society to accept, to subscribe to them because

unless society subscribes to these principles then of course the results will not be fruitful. The establishment of a social action programme was decided and therefore - on this occasion we are here. This programme 2001- 05 will encourage co-operation, exchange of information for good practices among the member states of the European Union with the aim to develop joint actions for combating exclusion and my data say that this budget is about 200.000.000 euros.

What is the main goal of this programme? It is to minimize exclusion of the disabled from the labour market. It is the provision of opportunities for work through employment policies. For education and management of human resources that all these secure a humanization in the work place, inclusion in the social life and independent and self-sustenance of disabled persons.

The key conclusion of the Nice summit recorded that we must encourage, promote access of the disabled in the job market, because these people find on an economic factor that leads to social inclusion. So in this direction we have declaration of 2003 for the people with disabilities and it advocates practices as a main pillar for achieving these results.

It is also important to see on the basis of our data, the allocation of ages for the disabled. 70% are between 18 and 65 that we already mentioned. 45% of the disabled are between 18 to 45 years old. But from this data we understand the need that should really concern us seriously about the current situation that the disabled are experiencing. In spite of that, we all acknowledge the employment problems for the disabled. And in order to speed up my talk, we understand what the problems are and the policies should combat these problems.

First the negative attitude of the people towards disabilities which are created by prejudices, which is an impediment for work. Secondly it is lack of proper education and I will come back to that because it is important. The third is lack of access, inaccessibility, inaccessible to the environment to transportation, public services, social services, culture, sports, recreation, and inaccessibility in all these areas. This is a dominant need so in terms of accessibility I would have to come back to that.

Another issue that we must see is legislation. We believe that legislation is not harmonized behind this philosophy that I have been talking about. Legislation is rather not well structured it is rather an off-hand legislation, it is quite diffused whereas we should be practical and this practicality is absent from the Greek legislation. In spite of the fact that I am making a note of that, in spite of the fact that if state wishes to make good progress, the state does not need to have an innovative policy. But the state needs to implement its current legislation as is. One of the obstacles is the implementation of the policy of allowances which does not meet the expectations of disabled people. And there is confusion in terms of the differences between allowances, the minimum allowance allowed to the general public and the allowances provided to the prospective employers. So we must make a distinction between established allowances, and allowances that are provided to the disabled.

If a disabled person is not working then he should receive a minimum allowance. These are the main issues that we have recorded with respect to obstacles that must be lifted.

Now I will speak about two major issues from a group of five. We believe that training and education are necessary factors for attaining employment. A lack of education and training are the key factors that lead to social exclusion and poverty. The reasons are obvious. Children with disabilities are less likely to participate in basic education.

Only 59 % of children with disabilities complete their basic education and if there is a required support and this again ties with accessibility. 60 % percent of them believe that the support they receive through basic training is necessary for catching up with school activities, but however this percentage believes that there is even sufficient support. And only six or seven % of these people reach higher education. This diagram clearly illustrates that 60.5% of them believe that the conditions for their education are insufficient.

Now let us see on the basis of these results, the data come from our own sources and we do not claim that the data is reliable but they come from our own sources, so look at this pie, and we should conclude however that 15% of the disabled have not concluded elementary education. 20% of the

disabled children have completed only a few grades from the elementary education. 40% have completed the elementary education. 10% have completed high school and 9% lyceum and we say 6% (the European say 7%) they have completed higher education. So it is obvious from this data, that unless there are policies for the promotion of the disabled in education, we cannot have the fruitful results we talked about.

And now I will go to the second obstacle, the obstacle of accessibility. We believe it is of paramount importance because for us, the disabled it is a basic requirement for participation in the social life, in the life of the community. It is a must and we should have access to transportation means and will provide us the opportunity to become active citizens. So we file our view as a personal experience, an experience that we live every day. This fact has been acknowledged by the European Union, and the United Nations. Actually this commission understands this inaccessibility issue, the commission has talked about Europe without obstacles and barriers, which stand as a major obstacle for active citizens, for citizen participation.

So to combat this inaccessibility we need legislation. It is obvious that accessibility is the key to equal opportunities for the motor disabled and an obligation for the state. Now let me come back to the word "obligation of the state" and I will have to come back to another issue to say that the state has signed international conventions for accessibility, but actually the state does not meet the requirements of its international obligations. There is a myth, and allow me to persist on that, that it says that accessibility concerns only people with disabilities. That's a myth; really accessibility concerns the quality of life of all citizens. The fact that we do not have accessibility, we experience a disastrous situation, a kind of barbaric and discriminating circumstance in everyday life. What I mean by that, is that inaccessibility hits the disabled more than anyone else but it is a major issue, which concerns all citizens. For aged people, it is an issue, for women as well. Now in hospitals for example, 27% there is an issue of inaccessibility, which concerns the hospitals, we see that most hospitals do not feature those ramps that would allow the disabled to have access to health services. It is not only the hospitals, it is also other public services, Ministries 30% of them, allow only 30% accessibility. So

ministries are virtually inaccessible, the same is the case with museums, there are 60 % inaccessible in the museums, theatres 62 %, cinemas 53%, so I think, and let me finish with this accessibility issue, because there is a misunderstanding about, some people say 'why should the employer go through the trouble of allowing a large scale accessibility, well, I should say that if the employer realizes and implements accessibility to his work-place, then this will increase his productivity. The employer really does not need to embark on a large project of restructuring his entrance, but are minor issues that the employers should cater for; and the employer himself really knows what he must do in order to affect accessibility for his employees.

I would like to say that PROTEAS, for example, believes that we cannot really talk about such major issues without the personal data, but PROTEAS has really done a very good job along with VPRC the poll company. So in March 2003 they did a poll that provided us with some valuable data, some of this data I presented earlier. However this polling company confirmed we mentioned of hundred thousand of the disabled are at that range, 64% of the disabled are men, we say 50, now there is a comparison between the VPRC polling data and our own, there are minor discrepancies. The data that we in VPRC have, say that the larger share of disabilities are found in the age range of 35 to 53.

Now another issue, talking about the familiar ties in Greece, 90% of the disabled lives with their families, so these results in the fact that the state relaxes, and shifts the responsibility to the families. However the family in Greece is very protective, is overly protective to such an extent that it strangulates the initiative of the disabled person to come out of the closet and say "I am here, I am here but what does that mean?" that means that the state should take up all it responsibilities, but actually the state needs the disabled people in the closet in the family environment.

Other statistics, 74% of the disabled have not looked for a job owing to inaccessibility issues. 56% of the disabled do not use transportation means, why? They are no accessible, therefore if we need to examine these issues seriously, we cannot only confine ourselves to question such as "what would the employer do?", will he do this or that? We must have a general view of the

situation. We cannot confine ourselves to single issues only. So what we aspire is that and what we look forward to the workings of PROTEAS, we look forward to all co-operations and we can safely conclude from this meeting to say that we need to change the social attitude towards the disabled.

However, saying this is fruitless. We must find solutions, and we believe that solutions can be found through the promotion of the skills and abilities of the disabled involved with science and art. Secondly the requisition of skills, can be achieved through education and training. Thirdly, securing accessibility in the structured environment in work-places as a prerequisite unless we combat inaccessibility, we cannot achieve results but we must believe that accessibility is a concern for everyone, disabled or not. Finally, we need to harmonize our national legislation to the European legislation and support the people with motor disabilities. Now as far as legislation is concerned I shall say one thing; naturally of course that legislation, unless it is accepted by society, will not have positive results, however it will be useful, and I enjoy saying it a slogan that "legislation alone cannot dictate ethics, legislation alone cannot sensitize people however it can combat those people who raise obstacles". Thank you very much, we don't believe that there are different people.

Ms Maria Marinakou, (Greece), Project Co-ordinator, PROTEAS D.P.

Thank you Mr. Danilatos. I would like to begin by mentioning one portion of what Mrs. Schulte-Braucks mentioned earlier. She said that there are not many equivalent initiatives of co-operation between different programs within the European Union, such as this one today that PROTEAS has initiated with SDV NETJOB Hellas; programs that are interrelated at the base level, also with respect to results.

The organization of today's conference is proof. Mrs. Schulte-Braucks, we are working in an open method of co-ordination and we found that this is the essence of the way we target, following the policy principles of Lisbon. We try to come to the year 2010 to combat exclusion and poverty for all who experience exclusion within the European Union as well as needing to reach competitiveness of the European economy and reach social cohesion and acceptance of diversity within the European Union.

PROTEAS tries to promote new prospects for employment of the disabled people. Now this reminds me of Mrs. Anna Diamantopoulou, who in September 2000, while in Crete, in a conference of NGO's, announced an open employment policy for the disabled people of Europe and stressed that the existence of European programs, particularly of the EQUAL which are fundamental for achieving this goal. The basic goal of PROTEAS is to create a holistic model for approach and adaptability methods for disabled people in targeted employment posts.

Our central message is "we must adapt the positions and employers in order to affect a better link between them". PROTEAS programme has a budget of 1.750.000 euros and duration of 3 years. Its main target is to investigate the conditions and the prospects of adaptation of the disabled people into the work places. We need to find which are the requirements to bring disabled people closer to jobs. We need to map the needs of the two target groups, we need to listen to the disabled as well as the employers and learn from them what is their opinion about the best solutions, about the best practices needed in order to achieve the linkage that Mr. Stavrianopoulos talked about.

To synthesize a harmonious and suitable technological environment, to effect adaptation of the disabled unemployed we need a model that puts the needs within the proper context in order to create educational packages that give the necessary qualifications to disabled people in order for them to cope in employment. To support employment of disabled unemployed people, we're using pilot projects; we need to adopt distance learning. For example, in PROTEAS we use an innovative approach for tele-work.

Finally, which is the most important, we need to sensitize the employers and society itself to educate all interested bodies that work with specialized actions and devise methodologies, as for example through this conference, to find innovative actions, strategies, so that we sharpen our actions that give rights to new policies and social attitudes within the national and European levels.

The coordinator of PROTEAS is the Social Work Foundation that I work with. This foundation in the last 25 years has worked actively for the rehabilitation of people with moderate disabilities. The foundation has realized educational programmes particularly in the areas of new information technology, and has created perhaps the first assistive technology laboratory where research takes place and innovative actions are realized to find technological solutions for the support of people with moderate disabilities.

PROTEAS developmental partnership honored us with its trust and allowed us to organize the programme.

I will now present the partners; Lambrakis Research Institute, equipped with experience in tele-education and training. Disability Now is another partner, Mr. Voulgaropoulos is with us today. It is a dynamic member of the disability movement in Greece. The Pan-Hellenic Union of Paraplegic and Physically Challenged. This union has long experience with people with disabilities. And it is very active in education as well. The Hellenic Network for Corporate Social Responsibility. Today this network helped in our organization of this conference. Another is the "ideasis" ltd, involved with robotics that works with a task to provide actions in assistive technology. Interamerican insurance company, this insurance company will be the link between us and employers. It will also help in tele-working, in issuing

insurances for people with disability. Another organization is the Hellenic Society for Disabled Children with long experience in that area. Another company is the KLARDEK S.A. an employer involved in gold smithery and they employ motor disabled people in their operations, highly specialized operations in the gold smithery. Another partner it is the National Kapodistrian University of Athens. They use there the Information Technology department to shape a technology and environment that will help PROTEAS. The Hellenic radio and television representative is here today with us, "ERT" as we call it. This company provides us with the means to disseminate our efforts to a wider public, which is a great help for us. And there is also the Hellenic society of physical medicine and rehabilitation. We need the medical expertise from these people, although our focus is not purely medical. However we need to sensitize people, educate people about medical issues involved with the motor disabled people and we can all be motor disabled and no one can escape, we do not know what the future holds.

So, a person who accidentally becomes moderately disabled will experience new situations and conditions of living. Another company and partner is "Detector S.A", this is our liaison for new employers for the disabled. Then there is another public organization for the development of the Municipality of Egaleo. And this is our channel to society. The link with society. And lastly the VPRC, the opinion polling company, that Mr. Stavrianopoulos mentioned earlier.

The structure of the work of PROTEAS now. PROTEAS raised the stakes highly in terms of quality, in terms of quantity as well. PROTEAS aims at the inclusion and maintenance of 300 people in job placement. It aims to secure 150 new job placements. To understand the size of this aim, I should say that 2001-02 as Mrs. Kratsa mentioned, we had support and with programs providing support to employers where motor disabled individuals were placed. The number of disabled placed in those new jobs was 500.

On a national level, the people who took advantage of this programme were 500, so we hope within 2 years, to create roots to employment, tailored individual needs for 300 people. Perhaps not all of them will succeed in attaining these job placements, perhaps they will have to go

through a specific training. They will have to be properly prepared but anyway the final goal is to achieve employment for these people. Naturally we need to train the unemployed; we need to take up actions that will provide them with the necessary qualifications and skill. We need however to network our actions and operations.

In total, 27 different individual and national sub-projects and actions and 10 intrastate programs are the highest goals that PROTEAS is trying to achieve. We are designing educational programs, we are trying to create job placements and sensitize the society through mass media and through this conference.

Through studies and tools we emphasize assistive technologies and agronomy, we emphasize research and recording our demographic data as well as other information which give us more knowledge of disabilities in Greece.

In the past, the motor disabled people were marginalized, at the sides and borders of society. Currently we see progress in accessibility, progress in acceptance by society. Progress in shaping an environment that is friendly to disabled people. Mr. Stravrianopoulos spoke about multiple staircases. In Greece we just have many staircases. However technology and ergonomics could slowly provide us the opportunity to combat the obstacles, to find proper solutions and these solutions are the goal of PROTEAS.

PROTEAS has innovative projects, we are involved with long distance, vocational rehabilitation, we are trying to devise standards and accreditation methods so that our trainees will have the opportunities for accreditation of their skills.

We have 4 thematic units that we work with; journalism, insurances, here also tele-working is involved, information technology, and gold smithery. Also, we train job coaches, and you will have the opportunity to listen to more information about these. I believe that information technology should be at the service of disabled people.

In Europe, as well as in America, technology has progressed very far. And it can provide the opportunity for access to the disabled people. Actions concerning employment, it is important in this area to talk about tele-

working, as well as about adaptation and ergonomics. These are two pillars of innovative actions that we have established. We believe that moderate disability is a condition and not disability per se. And this can be exemplified by many motor disabled people in work with employers.

We have consultation services as well. One of them addresses the employers and is established at the Hellenic Network for Corporate Social Responsibility. Other information services are established elsewhere and we give an emphasis to women and accessibility of disabled people to work places. We create intra and extra work in PROTEAS. A very demanding management network for equality. We place an emphasis on transparency issues. Quality of products and the absorbance of the financial resources available. We give emphasis to standardization methods.

I think that the third Community Support Framework has given us a new perspective of management of such projects. PROTEAS is an innovative organization, who looks forward, who places an emphasis on women with disabilities. On new technologies, on novel proposals for the adoption of novel policies.

I would like to talk about the transnationality of PROTEAS, and I would like to extend my welcome to our foreign partners from Italy whose programme concerns the development of employment. It is the program "step Latina" in Italy, another programme is another partner is "Portland Partnership" an organization with long experience in training and assistive technology for people with moderate disabilities and from Germany we have the programme and partners Future 2005 targeting widely SME's linking the motor disabled with small and medium sized enterprises. We exchange good practices, we place an emphasis on joint development and comparison of methodologies for the training and assistive technology. We co-organize a conference, transnational conference and transnational webpage and we develop common joint tools.

Before I finish, I would like to touch briefly, (although Mr. Stravrianopoulos mentioned it), the VPRC polling results. On behalf of PROTEAS these data were published, at the end of March 2003, I would like to underline a couple of points of that research. Age of disability: over 55% of

the motor disabled are in that condition for more than two years. Their training: the VPRC says that lower education is 46.8 %, however statistics vary. What is the percentage of disability for the moderately disabled? The percentage of disability is 67%. And this information can be divided into whether the disability is acquired or congenital. Acquired 65.9%, congenital 32.1%. That's what the poll shows. And in Greece we have a high rate of motor accidents. We are at the top of the list. A high rate of those who have accidents, become disabled. What happens to the individual when he or she suffers the motor disabilities, where does this person stay?

They stay with the family. Truly the Greek family is the entity who shelters the moderately disabled person. But, what about the state? The state is a distant player.

Now, as I mentioned earlier, we have the traffic accidents that are implicated in moderate disabilities. What do we have here? People with disabilities and their families: have received a consultation from private public sector only 11%. Systematic consultation: 14% individual consultation. 4.6% not regular but sporadic. Never or no consultation: 50.8%, so what does this data show? The younger the person is, the more likely the person is to have received consultation. So this says that we are creating new services that shape a new attitude towards these people.

In spite of that we are far behind the creation of an effective and essential network, for consultation for people with special needs. 60% of the disabled do not use a wheelchair. Why? We must answer this question. It has to do with accessibility. For example we all have the experience of blocks of flats. There was a particular case when the residents objected to the shaping of the entrance hall with a ramp. Because there was a moderately disabled tenant in that block of flats, who needed to have better access to his flat but the other tenants objected.

56% do not use transportation means. 75% of the moderately disabled respondents have not looked for a job. And PROTEAS must answer this question, why such a large portion of the disabled people do not seek to find a job. Are they not qualified? Is it because they do not have access? 80%

of people in society believe that disabled people do not have the qualifications or because they do not have training.

We have to answer such questions. So in PROTEAS we believe, we must strengthen and support the motor disabled and the employers in order that they become aware of what an active citizen means. We must create prospects for co-operation, and self-sustenance. We talked about democracy and the concept, what does it involve? Equal opportunities in employment, this is very basic. It is a basic human right employment. Thank you very much.

**Mr Hans Christian Knudsen, (Denmark), Head of Netjob Department,
Danish Center for Technical Aids for Rehabilitation and Education.**

At the Lisbon summit in 2000, the European member states committed themselves to making Europe the most dynamic and competitive knowledge based economy in the world by 2010.

At NetJob, where we work in the area of vocational training for disabled people, this political commitment raised some important issues for us and the people who we work with. For us it is perfectly clear that people with disabilities must not be left out of the new economy. That means that every citizen, including persons with disabilities, must have the opportunity to acquire information technology skills through their education and vocational training. And then go on to use these skills in their employment.

In fact we have found that IT skills can become an **empowering tool** for people with motor disabilities and can give greater scope for employment. I am not going into details about the statistics about employment of disabled people but it is well known that in Europe we still have a long way to go. There are about 37.000.000 people in Europe with disabilities, they have generally lower education levels, lower employment levels, lower incomes, and people with disabilities are excluded from the work force by a combination of forces. To name a few: prejudice, misconceptions about disabilities and lack of knowledge about accessible work places for disabled people.

We have established the SDV NetJob project to tackle some of these problems by raising awareness of disability in the labor market and carrying out actions to support this. And then, we are using vocational training methods, focusing on new technologies, because we believe that IT can place disability outside the primary focus.

Here are a few facts about the project. We have a 2.6 million euro budget with 75% funding from the European Communities, DG employment and social affairs (Mrs Schulte-Braucks office for "European Social Funds, Article 6 innovative measures and adaptation for the new

economy within the framework of social dialogue". Our project period started in November 2001 and will last until the end of October 2003. [Editor: The project has since been extended to 31.12.2003]

The promoter is the Danish Centre for technical aids for education and rehabilitation, or "Hjælpemiddelinstytutet" in Danish, and we work with 11 partners. Two Danish, two Irish and seven Greek.

The partners consist of a mixture of social partners NGO's of disabled people and training organizations. The Danish Centre is promoter and the Danish Council for association of disabled people DSI is one partner, the REVA centre Aarhus, Institute of Labor/ Confederation of Greek Workers INE/GSSE, from Greece. The trade union of Greek Telecommunication Workers OME-OTE, Social Work Foundation IKE, IRIDANOS inter-municipal training centre in Zografou, the E-WORX company, INTERFACE business and information training, the Chamber of Commerce and Industry in Chania. And the REHAB group from Ireland and the Work Research Centre from Ireland as well.

In the SDV NetJob project, one of the major work packages consists of the production and implementation of the Internet portal called <http://www.socialdialogue.net/>

The Web site's theme, is about social dialogue. As its motto says, it is "Providing accessible information on employment and disability" issues and discussion forms. It focuses on the ESF article 6 themes.

IT and social dialogues corporate social responsibility, lifelong learning, social inclusion and disability issues, and economic and social change. The website is accessible for Greek, Danish and English readers.

Another big work package in the SDV NetJob project is the establishing of the NetJob Hellas vocational training scheme. It consists of the transfer project of NetJob a vocational training scheme from Denmark to Greece.

In Denmark 85% of our NetJob students get into work through our course. The training focuses on training disabled people technical IT skills, but it also focuses on other skills, such as responsibility for one's own learning process, project work and presentation techniques. Trainees also have to learn to cope with demands from the employer about quality,

deadlines, etc. It can be hard if you have never or you have hardly been on the job market.

Three partners have created "NetJob Hellas" together. There is INTERFACE, Social Work Foundation IKE and IRIDANOS inter-municipal training centre in Zografou. 12 disabled trainees are now in the second of the job training periods in companies in Athens, working with designers, database developers, and IT managers. NetJob in Denmark is providing guidance in monitoring the transfer process. And now we should have a picture of the team. The happy team, I hope. I believe that some from the team are present at this conference.

Another activity still going on is the IT skills survey. The IT skills survey is examining the needs of employers and the existing IT skills of employees in Greece. It consists of an on-line questionnaire in the Greek language area of the social dialogue website and there is a questionnaire for employees and a questionnaire for employers.

Another big task is to establish an e-learning programme for company human resource managers on how to adapt management policies, practices and work places to take account of the requirements of disabled people. The plan is to make an on-line training programme for human resource managers and to provide information about resources, tools and tips and to make a dialogue with a community on the Internet. You can read more about the initiative at the socialdialogue.net as well.

Finally, I will say that we are heading towards the European knowledge based society, free of discrimination, built on social dialogue and equal opportunities from now on.

In November 2000, the European Council of Ministers adopted a proposal for an EU Directive that set up a general framework for equal treatment at work and in employment. Among other things, this Directive prohibits discrimination on the grounds of disability.

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The Directive comes into force in December 2003, by which time it should be transformed into national legislation in all the Member States of the EU. However member states can ask for a three year extension. But we say: "Why wait any longer?" - With the right knowledge and the right tools, workplaces can be open for all.

Thank you.

Mr Miltiades Pavlou, (Greece), Senior Investigator, Greek Ombudsman's Office

Thank you very much for your invitation, to this Conference and this meeting. I am going to talk to you on behalf of the Greek Ombudsman. As you know, it is not part of the public sector, it is not part of the mechanisms of political life but it is an independent office and practically facilitates the relationship between the states and the citizen in order to protect the rights of the citizens. I am going to talk to you about the implementation of the legislation in promoting the employment of people with disabilities, as we discover them in Greece. Obviously we see many things outside our field and we see what's going on around us in our society, but I am going to talk to you specifically on the issues that we have examined in our office.

First of all, the issue of having access to the social life in Greece and to work is not something only for disabled people, it's something for the society. It's not the problem of the disabled person, it's the problem of the society, and we as an organization and of all the people that want to be active in this field should try to implement, to try to convince politicians, to take actions in this issue, in this framework, in this perspective. Our office wants to emphasize the fact that we in Greece will have the revised constitution from 2001 in which it is stated that one of the basic aims on this, is to take measures, for autonomy and employment inclusion and social participation of people with people with disabilities. In the social life our constitution explicitly says in a very well written text that the problem that we are talking about today, and that many people that have talked about in the past, is the problem of democracy. I don't think that anyone would disagree with me that we are not talking about charity. Perhaps some people would like to help and this would be important in cases where there is no republic but today in the E.U, in our country this is a political problem, it is a problem of democracy and nothing else.

In this framework and through the work we have managed in our office, after some accusations of people with special needs, we come to some conclusions, and have some recommendations. This policy in Greece, in a few words is to have compulsory appointment of people with special needs.

That's what we do here in Greece, that's how we promote the disabled people here in Greece, I will repeat again the compulsory appointments of the disabled people in the public sector, or in some private sectors. So the conclusion is that this process is designed to have a social impact and protects the rights of the people with special needs and promotes their rights in employment. It is, practically, a bureaucratic and ineffective procedure for everyone involved, for the social workers, for people with special needs, for the businesses and for the state as well.

The public sector, through this procedure, tries very hard with a bureaucratic cost and with the investment of this whole system in time, and with a very complex process, but in the end, what we have, is ineffective measures. So I can assure you that there will no be violations of legality by the state and I can assure you that the state tries very hard and invests in this effort but there is no resort, no outcome from this legislation and these efforts. It's just a reason to have a more deterioration in the relationship between the state and the citizen and nothing else.

Now about the businesses this is a very bad and hateful measure - they hate it because it is compulsory, and it has led them in practice, not to follow this measure. They react and every time that they have to appoint a person and fire a person with special needs they react to that. For the people themselves with special needs, because as you can understand a very small percentage of jobs is covered by this procedure, this whole atmosphere has proven to be quite ineffective, they blame the state for that. In a very schematic way the problems are that the jobs do not surely respond neither to the real needs - sometimes we have jobs in the public sector, for example we have five jobs in business but they are not really needed. We have the ministry saying that we have specific jobs in the public sector for disabled people, but this is not really true and the people with disabilities understand that, that they are not really needed in the business or in the public sector. Or we have another case, that through the procedure the appointment of people was carried out through a very bureaucratic way and many times they were cancelled afterwards and practically the disabled people did not have any job.

Our office has some suggestions and recommendations to the competence of industry within the existing framework of the policies of employment. Of course as you can understand, we are not a governmental organization or government agency so we just have some recommendations to offer. Of course, they are unconstitutional laws and directives from the E.U that really recommends the progress of this policy but we feel that we should clear that part as well.

First of all the enhancement of the procedures and processes, we recommend that they should be better explained, better written and describe the priorities towards the disabled people. Nowadays we have a very complicated process and procedure and nobody really understands what's going on. Nobody understands why this person is chosen and not the other person, so I am not going to tire you with all the practical recommendations that we have done. Another thing that we have said is that there should be some responsible persons in the idea of who chooses whom for the specific job.

Up to now no one has these responsibilities, even when they recognize that there is a problem in hiring this person. We are not really needed in the public sector, no one takes the responsibility for doing that. So, being accountable to the state and to the organizations and the partnerships. We also would like to see that the law should be implemented at a quicker rate. First of all, we would like to harmonize the Greek legislation into the policy of the employment and the European directive for equality in employment.

The directive 78 /2000 anticipates measures for the inclusion of disabled people for logical adaptations at the work place for the disabled people.

Here in Greece, we don't have a correspondence between the skills and the jobs needed, there is no process in really understanding the correspondence between the skills and the jobs and according to the law when a disabled person is appointed, the only person responsible and accountable for naturally covering the needs of the specific job is the same, the disabled person, no one knows, not the public sector, not the

businessmen, not the business that fired or appointed this person but no one else, only the disabled person.

Everybody knows that here in Greece the disabled person takes all the responsibility and if he does not succeed in this job, he is a fired.

Another thing, as a counter-balance to these measures and all the adaptations that the state has to implement in order to promote people with disabilities in the labor market. Today the businesses take a grant from the state in order to take disabled people. The business itself, when it stops being supported financially by the state may say that "I don't want to take a disabled person anymore, I am going to fire him so we should not think according to the lines of the financial issues only, but there is the idea of the corporate social responsibility of the specific businesses and there is also specific laws and regulations of the Greek state that covered these issues in participating in the states of law.

The legislation, the legal persons should think of adopting employment practices in Greece that would divide autonomies, because here in Greece we have a very weak framework. Developmental partnerships and I am thinking of Cooperativa Sociale that exists in Italy. Here in Greece we don't have it but there are a very restricted number and only for people with learning difficulties and we believe that these partnerships should be supported by legislation. The possibilities of the existing legislation, of the compulsory appointments as far as they can improve, they can not lead to anything. The request for the inclusion into the labour market of the disabled people should have as a principle that it's not a problem of the disabled, it is a problem of democracy, a problem of the society, a problem of everyone. Thank you.

Workshop no 1 "Social Dialogue and Inclusion in the Labour Market of People with Motor Disabilities"

Speakers:

- a. **Ms Marianne Becker Andersen**, (Denmark), Representative of the Federation of Commercial and Clerical Employees
 - "Social Dialogue Mechanisms: Putting Disability Issues on Employment Agendas across Europe".

- b. **Mr Winfried Detmar**, (Germany), Director, Integration Service-Employment Office, Frankfurt - Oder
 - "Sensitization of Employers through Social Dialogue and Corporate Social Responsibility".

- c. **Mr Christos Economou**, (Greece), Secretary for International Relations, Trade Union of Greek Telecommunications Workers (OME-OTE)
 - "Trade Union Initiatives: Developing Work Opportunities for All in the Telecommunications Sector".

- d. **Mr Nikos Voulgaropoulos**, (Greece), Editor-in-Chief , "Disability Now" Magazine
 - "Expectations of People with Motor Disabilities from "2003-European Year of People with Disabilities".

Rapporteur: Mr Keith O' Malley, (Ireland) Technical Advisor of the non governmental organization, REHAB Group.

The title of this workshop was Social Dialogue and Inclusion at the Labour Market of People with Motor Disabilities. Our first speaker was Marianne. Marianne spoke about social dialogue mechanisms, putting disability issues on employment agendas across Europe. Marianne explained that her

responsibilities with regard to this matter extended beyond persons with motor disabilities and in fact disabilities generally into, for example integrating people with refugee status, that kind of thing. But this was very much an issue for social responsibility and that was the way in which she and her colleagues would act in unions across Europe. Marianne thought that it was very important, to address employers and argue for an inclusion on ongoing basis, but also is important to be careful that situations didn't rise when there was unfair competition and people for instance were kept out of jobs because of mechanisms that were put in place by way of positive action.

She explained what has been done is the use of social chapters within collective bargaining in particular and that this has been attempted right across Europe. She was asked whether it was being done just within bargaining with large companies and she said no. That it was a feature across all collective bargaining but that the implementation tended to happen faster and better within what we might call "leading companies" and she said, particularly in Denmark, that municipalities were very positive and very supportive within the area.

Our next speaker was Winfred, from Germany who spoke about a labour market initiative that he is involved in. The title of his presentation was "sensitization of employers through social dialogue and co-operative social responsibility". He explained that there has been a lot of change in the last 2 to 3 years, there have been two new laws, and two important initiatives, one being a public relations effort to say; "look we need to employ and we can employ more people with severe disabilities", and then there was another initiative out of which the work that he is involved in had really sprung and it was really an action plan out of which have grown specialized integration services SIS of which his organization is one. They were operating as a pilot project for a number of years but are legally established in the last two years. Within Germany they had supported 18.000 people with disabilities and placed over 6.600 people with disabilities into employment. Most of those jobs came up through questioning but still, you know being in those jobs, those jobs continue on into the long term. A small percentage 10-15% wouldn't last into the long term but the vast majority would.

He explained 2 points that I picked up, because I think it is very much the same situation within Ireland, is at the greatest success tended to be within SME's. He did say that within his area the companies are primarily SME's but regardless of that I think that right across Germany my experience has been that it has been easy to get people into SME's and into larger organizations.

Interesting as well, he said that when they were selling to companies, they always sold on the basis of the advantage that the person employing that particular person, and the benefit that the employer would drive from that, they didn't know and say "look you have a social responsibility, you know, why don't you take this person almost as a part of that?" The person was employed because the employer felt that this made good sense for him or her.

Next speaker was Christos speaking on the developing work opportunities in the telecommunications industry. He has been on both sides in terms of, as I understand in trade unionism within the industry and also as a work director and has good international experience as well as the Greek national experience. He felt that we have come into a time of great opportunity primarily because of international linkages and the kind of one country learning best practice from another. And also in terms of new technology and that the kind of opportunities that sprang from that.

He felt that there was a huge challenge, and that this can be tackled by way of social dialogue. And the way that they have been pushing it was really that the union needed to continually push employers to agree that there were more work opportunities that could be made available to the people with motor disabilities. Secondly that a priority had to be put on the provision of appropriate training for people with motor disabilities and thirdly was the area of physical access and providing people with motor disabilities with equal rights within work places.

He made a point about alternative forms of work and was excited about the area of tele-working. Thought that there was a lot opportunity there for people with motor disabilities, but was keen to point out that it needs to be planned and appropriately worked-through and, managed appropriately so that most was got out of the opportunity that existed.

Our fourth speaker then was Nikos Voulgaropoulos and he spoke about, sorry he was asked to speak about the expectations of people with motor disabilities from 2003- the year of disabilities. He choose to talk about a lot more, wider things and he made a very interesting presentation and got us all to sit up very close to lunch. He felt that something as terribly important as you know as a starting point he said obstacles needed to be removed.

He made a plead that we give universal design a chance, you know it's tried out on a really proper basis for what we see is a possible, so that we can live in a world that fits people who are not disabled or are physically disabled.

He stressed the point that equality offers the opportunity to allow people reach their full potential on an equal rights basis. He felt that information provision was a huge-huge issue and if anything was to be done over the next year or this year, the year of people with disabilities, something - or as much as could be possibly done - on information provision would be a great help.

He asked us to celebrate disability and when he was asked a question about what people concerned about disability should do, he made a plea that, if we could think about disability, and many think it through as an issue, not just as a personal thing affecting one person, but as a concept and really what it was about and the issues that sprang out of that.

Out of that what I tried to do was make some conclusions here, and four conclusions, which as they so happened, tend to fit in with the conference declaration.

The first conclusion, the point that Marianne was making about legal and political basis for positive action, I would see that being very alike with the declaration that we take note, that there is a legal and political basis in place.

The next point I made very much reflected what Winfred spoke about, sorry his point was the next one, that employers need to be aware of the capability of people with disabilities, and that would be very much like, I guess point three there in the declaration.

Next point, I am going back one, is the point of barriers continue to exclude people with disabilities. This would be very much reflect Christos' point and would be reflecting point number two.

And lastly of course what Nikos spoke about, the points that Nikos made, and that all members states and everyone within society is need to pull together on this and I think that would very much reflect point 1 here, in the declaration. Thank you.

Workshop no 2 "Leveraging Technology to Promote the Employment of People with Motor Disabilities"

Speakers

- a. **Mr Stathis Triantafyllou**, (Greece), Psychologist - Head of the "Lilian Voudouri" assistive technology laboratory, Social Work Foundation
 - "Assistive Technology: From Assessment to Placement".

- b. **Dr Nikos Katevas**, (Greece), General Manager of "IDEASIS Ltd"
 - "Adaptation in the Workplace".

- c. **Mr Haris Vassiliou**, (Greece), Researcher, National and Kapodestrian University of Athens.
 - "Teleworking".

- d. **Mr. Andy Anderson**, (UK), Director, "Workability" Programme, Leonard Cheshire Foundation
 - "The UK "Workability" Programme and Recent Developments of "Jobability".

Rapporteur: Ms Dawn Green, (UK) Research and Development Department, Portland College, Vocational Centre for people with disabilities.

Thank you. Earlier this afternoon in workshop two we enjoyed four presentations by experts in the field of supporting disabled people. The use of ICT and assistive and adaptive technologies. In this primary session I'll attempting to summarize the major content of the issues that arose from these presentations. Giving a flavour to the content for those of you who weren't able to be there, presenting our points for further consideration and discussion at a national and E.U level.

The first presenter was Stathis Triantafillou who gave us a lively and interesting account of the system of assistive technologies. He introduced himself somewhat amusingly as a rebel psychologist and qualified his statement by saying that he started off as a psychologist and then moved into a technological field of work. He went on to demonstrate how harnessing assistive and adaptive technologies can give invaluable links to the society for a disabled person.

Examples of assistive and adaptive technologies were shown photographically demonstrating the many kind of switches, roller-balls, joysticks, keyboards and mouse simulations that can empower a disabled person to use ICT effectively. The adaptations I just mentioned are just examples of the hard work, but it is essential for the trainee to access appropriate software as well. The hardware is not at all useful without the software and vice versa. However well adapted either may be.

Other examples of assistive and adaptive technologies include environmental control units, alternative communication devices for those who don't possess the power of speech, and motorized wheelchairs.

Nikos Katevas went on to show us how certain development activities and advances in this area have outstripped the capacity of manufacturers. He showed us many examples of innovative technology and described the frustrations encountered to get manufacturers to produce his ideas.

Consequently disabled people are often limited to using the assistive and adaptive technology devices that are commercially available. Until the general public, companies and educators are motivated by such ideas, this will continue to be the case. Key players must share a vision and understanding of how assistive and adaptive technology can be applied to help to integrate the disabled people to the society. Otherwise only limited progress will be made.

Harris Vasileiou went on to give a fascinating presentation about the opportunities presented to a disabled person through the medium of tele-working. He showed how this flexible working model can potentially be used, enabling a disabled person to manage their work life balance in accordance with their needs. Tele- working can be used to overcome many of the

challenges facing disabled people. A distance working approach means that the person can work from home thus negating the need for adaptations to the work place. Working hours must be negotiated between the individual and the company concerned. For example, so that disabled person could build their personal care and medical routines into the working day. Teleworking could present a positive concept for the employment of the disabled people, if applied effectively. It could also do much to promote an inclusive working environment. Ultimately the onset of teleworking could have a wide social and economic impact. Possibilities for developing this mode of working would be part of the work of PROTEAS. Teleworking takes into consideration the needs of the users and far from isolating them within their home environment, it could be instrumental in integration and enhancing their productivity.

The followed presentation by Andy Anderson looked at initiatives in England to enable individuals to work using ICT. The focus is very firmly on ability and on disability and empowerment. The project aims to create new opportunities and integrate people into society through IT. Clients are giving computer hardware and software with full internet access and are supported by the use of volunteers: a motivational factor in the absence of typical peer group support.

Andy made interesting reference to the fact that 75% of disabled people need no adaptations to use a computer effectively. Likening a computer to a car.... Andy stated how to use accessibility options such as sticky keys and enhanced sized fonts, etcetera.

The organization has a website through which clients and prospective employers can meet. Jobs are advertised here and clients can post their CV's on the site. Partnership working and shared understanding and vision, are essential features in making this initiative work.

In summary, I will aim to identify the major issues arising from the four presentations. ICT and assistive and adaptive technologies can be used to include disabled people in employment and integrate them into society. We should adapt the technology and not the individual. A shared vision is required by users, families, practitioners, employers, professionals and policy makers, to promote inclusivity and integration. We should seek innovative and flexible

modes of employment to engage as many disabled people as possible in the work place. Education and awareness-raising is critical to overcome ignorance in terms of both the employment of disabled people and means of harnessing technology to meet their needs. Initiatives to overcome the financial barriers to expensive adaptations must be sought. We should work together to give disabled people a voice as the human cost to fail to meet individual needs is immense. Given appropriate access, adaptations and training, it has been proved that disabled people can contribute positively to the economy and the society.

I will finish with the quote from Andy's presentation: "All people are equal before a computer screen", Professor Steven Hawkins at Cambridge University had said that and with that quote in mind, I urge you all to contribute to strive for a better deal for disabled people. Thank you.

Workshop no 3 "Examples of Good Practices of Inclusion in the Labour Market of People with Motor Disabilities"

Speakers

- a. **Mr Lyndon Evans**, (Belgium), Director of Community Relations for Europe, Middle East and Africa, MANPOWER Inc.
 - "Working with Disabilities".

- b. **Mr Pavlos Evmorfidis**, (Greece), Managing Director, COCO-MAT S.A.
 - "Workplaces for All - the Case of COCO-MAT".

- c. **Ms. Eugenia Lianou**, (Greece), TQM Manager, COCO-MAT S.A.
 - "A Personal Story".

- d. **Ms Aimme Ambretta**, (Italy), Director of Labor Policies Projects' Management, Region of Lazio
 - "The Case of the Social Cooperatives in Italy".

Rapporteur: Mr Dimitris Papadopoulos, (Greece) Manager, Hellenic Network for CSR /

In the third workshop, we had the pleasure to hear very interesting and very practical examples regarding people with motor disabilities. We heard the tool In the framework of year 2003 devoted to people with disabilities for preventive approach in the labor market. This tool is based on true facts and allows the companies to include, incorporate in their business strategies the employment of people with disabilities. Because it tries to sensitize the employers concerning some forthcoming directives of the European Union. About discrimination, it gives practical advice regarding the employment of

disabled people based on the experience of a group of working disabled people in different working environments.

A comment that was made is that in Europe at this very moment there so many inequalities as far as the employment of the disabled people is concerned, but as time goes by and information becomes more extensive, he believes that very quickly these inequalities will be overcome.

We had a very interesting presentation by the representatives of COCO-MAT that gives emphasis to its people. For in many years now, this company has been employing people with disabilities, and a very tangible example we had here with us, Eugenia, one of the workers in the company, she is one of the workers in the company. She, in the little time she has been working with COCO-MAT, she managed to become one of the 5 top executives in the company.

The company employs people of 30 nationalities in many regions, but this has not been proven to be a hindrance but it has helped the company to develop. All of them feel that they belong to the same family. 10% of the employees are disabled people. The message that the company gave us is that the employer should be better and more informed on the possibilities of employing people with motor disabilities and that was the conclusion of the specific presentation. Finally, there was the presentation regarding the case of the social co-operatives in Italy where in the social sector, 700.000 people are employed in the co-operatives of which 400.000 are employees and 300.000 are full time volunteers.

The Italian legislation created social co-operatives which are divided to 2 categories. One of them is the regional co-operatives. What makes these social co-operatives to be successful, is they give the possibility and the opportunity to the employees to gain skills, to have self-confidence and self-esteem and this is a step towards the next phase which is the incorporation in the social environment and then afterwards in the labour market. Although these social co-operatives are non-profit organizations, they some of them at least, are found in part of the market in which they have developed activities and services for which they get paid. And she mentioned to us an example of a co-operative that offers internet services that are used all over Italy.

Concluding, I would like to mention a remark that was made regarding whether we should use terminology of talking about people with special needs, of people with special qualifications or qualities. My personal belief is that the characterization given, that we talk about people of that have a specific personality, is much better because everybody understands and includes this concept in our society.

The practices that were shown to us were just the tip of the iceberg, and we believe that there are many more companies that employ disabled people and have this experience. We believe that the 2 programmes PROTEAS and SDV-NetJob characterize these examples and can promote these examples in a way that would include provide information to the employers to promote the idea of employing people with disabilities. Thank you very much.

Workshop no 4 "New Approaches for the Inclusion of Disabled People in the Labour Market"

Speakers

- a. **Ms Jayne Ball**, (UK) Group Leader in Portland College, Vocational Centre for people with disabilities
-"Vocational Training in New Technologies".

- b. **Ms Despoina Theodosiou**, (Greece), Vocational rehabilitation department, Cerebral Palsy Society
-"Job Coaching".

- c. **Ms Helle Jensen**, (Denmark), Educational Consultant, NetJob & **Ms Maria Margariti**, (Greece), Project Manager, Social Work Foundation
- "The NetJob Training Model and the NetJob Hellas Initiative".

- d. **Mr Henri Nooyen**, (Denmark), Managing Director, RESPONS I/S
- - "Information Technology and Entrepreneurship for People with Disabilities".
-

Rapporteur: Mr Konstantine Tsapras, (Greece) Web Editor in charge of the web-site socialdialogue.net

The first speaker was J. Ball, the second speaker was Mrs. Theodosiou, the third Ms. Helle Foldager-Jensen, the fourth speaker Mrs. Margariti, and the fifth speaker was Mr. Henri Nooyen. Portland College offers new approaches for the integration of people with special needs, integration into the work market. They have a wide range of projects, the main two are: work preparation for people who need to return to work following an accident or are long term unemployed. The second project is training adults, residential

training for disabled adults. They are trained in the information technology or in a long Microsoft certification or statistical certifications. The projects are designed and tailored for specific needs. And Portland College has approximately 200 trainees, 300 personnel. 3- 5 trainees find a job.

The second speaker Mrs. Theodosiou from the Greek Society for Disabled Children Rehabilitation Department spoke about job coaching, a new occupation that is absent from Greece. She asked a number of questions. How much support does a disabled person need to find employment? What are the needs for intensive training, with respect to a specific job, what are the needs for the job training? She also said that a number of employers do not have any experience of people with special needs and when they host such people they do not know how to help them. However they do have a responsibility. Now in this light, a job coach may intervene, may have a role to play.

Now, she stressed that the job coach must have faith in the capabilities of the trainee. The job coach is a stable point of reference. Both for the trainee and for the employers. It is a kind of mediator, he or she, the job coach mediates between the two. He must be an exemplar, an example of attitude. He must have an example of behavior and attitude.

Mrs. Margariti, and Mrs. Jensens spoke about the aims of NET JOB which is to enhance the special skills of the trainees. The provision of comprehensive knowledge in the IT field for the benefit of the trainees. They spoke about the design of the particular program, which follows the demands of the market. And this program, actually it was the Danish program which was transferred to Greece. And the program is designed on the basis of market requirement.

The four thematic fields are: Information Technology. Desk Top Publishing and Data Base Design and Programming. Network Corporation for job placement in Greece has been set up, and they try to place trainees in targeted posts. So, in NetJob Hellas, the expectation of this company is to create equal opportunities in the open market.

And the last speaker Mr H. Nooyen, a very fervent and very eloquent speaker: he spoke about entrepreneurship and information technology. He

started relating his personal experience, I think he originates from Rotterdam, without having any experience at all. He started something completely different. He joined NetJob in Denmark. He went through the training period and found a job in a large company as a consultant and then later he became manager of a large company, and increased the turnover of that company by 80 percent. By the end of the 1990's he was dismissed and started his own company. Mr. Nooyen also spoke about the obstacles and solutions that each disabled person has to face, and has to resolve by himself, he also spoke about the power of a dream that each disabled person should have. The disabled people need the power to dream. He also spoke about the expectations that each one of them should have. He spoke about the things that he dreams about and the things that he should do to achieve and realize his dreams.

He said that it is wrong to think about the things that we can not do. A disabled person has no right to be pessimistic about the things that he can or can not do. He spoke about the freedom of failure. We should let people fail because through failure people learn. This is a kind of a dialectic relationship. That is necessary for us to learn, families should not be overprotective. We should not discourage children or other people from trying and failing. He also repeated that it is tremendous thing for the employers to have people who do things in a different way with respect to others. Physically able people, employers should be open-minded. This diversity may turn out to be beneficial for the companies and the employers themselves.

Then the speaker talked about the information technology, which is changing very fast. NetJob is following the latest technology for developments, they are devising new software, they are designing software packages that meet the individual expectations, and meet the individual needs.

And wrapping up, the trainee needs support as well as companies. In the words of Henrik Nooyen: "The risk is worth taking and we must explore the issues, and think, and be flexible".

Thank you.

2nd Plenary and Closure

The 2nd plenary session was dedicated to the presentation of a Declaration which was drafted by Mr. Ivor Ambrose and Ms. Maria Marinakou, the respective project managers of the SDV-NetJob and PROTEAS projects, based on the presentations and discussions and conclusions of the INTO WORK Conference 2003.

Conference Declaration

"We are over 200 representatives of social partner organisations, companies, non-governmental and public sector organisations in Europe, who have come together at the "INTO WORK Conference 2003" in Athens on 15 - 16 May, to address the theme of "Promoting the Employment of People with Motor Disabilities";

We, the conference participants, have agreed on this Declaration, which is addressed to European governments, regions and municipalities, social partners, private and public organisations and non-governmental organisations, all of which are encouraged to act in their own sphere, and in collaboration, to improve the situation of disabled people in vocational training, in employment and at the workplace.

1. We recognise that people with motor disabilities are being excluded from employment by many barriers which have no place in European society - including physical and architectural barriers to mobility, inadequate means of transportation, restricted access to education, vocational training and employment, negative and indifferent attitudes, difficulties of access to new technologies, and a general lack of awareness and knowledge about how working life can be designed to accommodate disabled persons;

2. We support the spirit and aims of the European Year of People with Disabilities 2003, drawing particular attention to the need for working together with all stakeholders to mainstream the requirements of disabled people in vocational training and employment policies and practices throughout the EU,

coupled with concrete and positive actions to combat discrimination and to ensure equal opportunities for people with disabilities;

3. We believe that empowering disabled people to take control of their own affairs and realise their ambitions is essential for achieving an equitable employment market, accessible for all. Those working with and for disabled people should seek to increase disabled peoples' independence wherever possible, enabling individuals to use their own resources and initiative;

4. We confirm that assistive technologies are crucial for giving disabled people access to work. With Information and Communication Technology tools and training, disabled people can help fill the 'IT skills gap' by taking jobs in the Information Technology sector, creating a "Win-Win" situation;

5. We emphasise the need to make employers everywhere aware of the capabilities of disabled people as workers, and the moderate and reasonable requirements and arrangements which can give them access to employment;

6. We take note that the EUROPEAN COUNCIL DIRECTIVE 2000/78/EC of 27 November 2000 "Establishing a general framework for equal treatment in employment and occupation" (Official Journal of the European Communities, L303/16. 2/12/2000) provides a legal and political basis for positive actions for improving the work situation of disabled people. Governments should seek to implement the Directive, according to the timetable set, through dialogue with the social partners and organisations of disabled people, and by taking advice from professionals in the employment and disability fields;

7. We call on policy-makers and the social partners to engage in an active dialogue with disabled people's organisations, to re-examine current policies and practices, to learn from their experiences and listen to their ideas, aspirations and proposals in a spirit of mutual collaboration;

8. We applaud the examples of good practice, shown by far-sighted employers who are exercising their corporate social responsibility by making efforts to recruit, employ and retain people with motor disabilities, for the benefit of the individuals concerned and for their businesses: - such practices should be widely publicised and adopted throughout Europe;

9. We wish to encourage an acceptance of diversity in the present and future Member States of the European Union, whereby people with disabilities will have equal access to employment - both as workers and as employers; Therefore, we commit ourselves and the organisations we represent to be "champions" for the improvement of conditions and opportunities for the employment of people with motor disabilities.

Annex 1. Synopses of the conference organizers' projects

1. SDV-NetJob Project



EUROPEAN UNION

European Social Fund

Article 6 Innovative Measures



Project title: Promoting Accessible Social Dialogue and Innovative Training Practices. Towards an Information Society for All.

Acronym: SDV-NetJob

Promoter:

Hjælpeinstituttet (HMI) - Danish Centre for Technical Aids for Rehabilitation and Education

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Web Site: <http://www.hmi.dk>

Project Web Site: <http://www.socialdialogue.net>

Email Contact: iam@netjob.dk

The project is located in the “NetJob” Department of Danish Centre.

Project Promoter Logos and links:		
Logo	Promoter	Link
	Danish Centre	http://www.hmi.dk
	NetJob	http://www.netjob.dk
Partner Logos and Links:		
Logo	Partner	Link
		http://www.handicap.dk
	REVA CENTER	http://www.aaa.dk/revanord
	EWORX S.A.	http://www.eworx.gr
	INTERFACE	http://www.interface.gr
	SOCIAL WORK FOUNDATION ΊΔΡΥΜΑ ΚΟΙΝΩΝΙΚΗΣ ΕΡΓΑΣΙΑΣ	http://www.socialdialogue.net/en/en_ab_out_pp_ike.htm
	Iridanos Inter-Municipal Vocational Training Centre, Zografou Διαδημοτικό Κέντρο Επαγγελματικής Κατάρτισης – ΗΡΙΑΔΑΝΟΣ - Ζωγράφου	http://www.socialdialogue.net/en/en_ab_out_pp_iridanos.htm

	<p>Chania Chamber of Commerce and Industry Εμπορικό και Βιομηχανικό Επιμελητήριο Χανίων</p>	<p>http://www.chania-cci.gr/</p>
	<p>Union of Telecommunications Workers, Greece Ομοσπονδία Εργαζόμενων ΟΤΕ</p>	<p>http://www.ome-ote.gr</p>
	<p>Institute of Labour for Communications Greek General Confederation of Labour Ινστιτούτο Εργασίας Επικοινωνιών</p>	<p>http://www.inegsee.gr</p>
 <p>REHAB GROUP</p>	<p>REHAB GROUP</p>	<p>http://www.rehab.ie</p>
 <p>WORK RESEARCH CENTRE</p>	<p>Work Research Centre</p>	<p>http://www.socialdialogue.net/en/en_ab_out_pp_iridanos.htm</p>

Description

Extending the use of the Internet into all areas of working life is a priority objective for European and national policy makers and the social partners. Addressing this challenge, the SDV-NetJob project has developed an innovative Internet-based forum, the "Social Dialogue Vortal" (SDV) at the URL <http://www.socialdialogue.net/>

The purpose of the SDV is to support national and European social dialogue between employers' and employees' organisations and citizens, focusing especially on Information Technology (IT) skills and employment of disabled

people. The site contains information, documents, best practice examples, forums and links on European issues concerning employment and, especially, the training and employment of disabled people.

Furthermore, the SDV-NetJob project has implemented the Danish “best practice” vocational training programme for disabled people, NetJob®, in Athens, Greece. The programme provides training in IT skills and demonstrates the new possibilities this presents for the employment of disabled people.

Aims and objectives

To promote social dialogue in Europe, especially focusing on issues related to employment of disabled people, through the design, building and maintenance of the Internet Vortal at <http://www.socialdialogue.net>

To ensure accessible on-line social dialogue for all citizens, including those with sensory and motor disabilities, by making the Vortal, its content and Web-based services compliant with the Web Accessibility Initiative (WAI) Content Guidelines version 1.0.

To create better job opportunities for sensory-motor disabled persons by implementing the Danish NetJob® vocational training scheme in Greece. The NetJob® training scheme will be specially adapted to the requirements of the Greek labour market and the vocational training sector, in co-operation with public, private and NGO partners. Lessons learned from the transfer process will be used to enhance the transfer of the training scheme to other countries and training organisations.

To stimulate corporate social responsibility among private companies regarding the recruitment and employment of disabled people, especially by engaging them as training companies for the NetJob trainees, and by offering an eLearning programme for Human Resource Managers in “Diversity Management”.

Planned outcomes/products

The Social Dialogue Vortal provides an accessible European Web Site where information is available and dialogue can take place. Targeted information in English, Danish and Greek, relating to employment and disability is regularly updated and specialized services are offered for projects in the employment field and the social partners.

The Vortal is being used to deliver an *IT skills survey and digital publications* concerning e-accessibility and integration of marginalised groups in the workforce.

In relation to *promoting Corporate Social Responsibility* the project will create an on-line “*eLearning programme on “Diversity Management”*” for Human Resources Managers in companies, based on EU policies and best practices.

The NetJob Hellas® scheme has established a vocational training partnership in Athens and collaborates with private IT companies to provide training and employment for disabled trainees.

The project promoter and partners will endeavour *to promote the innovative NetJob® vocational training programme* to other regions of Greece and to other EU Member States and beyond.

Methodologies and activities

Accessible Internet Vortal development and content publication in 3 languages.

Interactive, accessible Internet services, including Discussion Forums, eLearning, On-Line Surveys and Web publishing.

Transnational transfer of best practice vocational training methods for IT workers

Experiences from the project will be disseminated through the *Internet Vortal (via on-line publications and articles)*.

The project will organise a *European Conference* to promote the issues concerning employment and disability and in support of the European Year of People with Disabilities, to be held in Athens during the Greek EU Presidency, May 2003.

Evaluation of the NetJob® transfer, the IT-skills survey and the Social Dialogue Vortal by the *Work Research Centre*, Dublin.

Achievements and results to date

July 2002 - launch of www.socialdialogue.net

July 2002 – Start of 15-month NetJob Hellas® Vocational Training Course in Athens.

November 2002 - Exhibition of SDV-NetJob project, European Commission, Brussels.

November 2002 – NetJob Participation in the Danish EU Presidency Meeting on Disability and Technology.

November 2002 – Presentation of the NetJob Vocational Training Scheme at the Chinese Disabled Persons' Federation (CDPF) congress in the city of Haikou at Hainan Island from 26 - 27 November 2002, as “*Best Practice Example in Vocational Training*”, nominated by the European Commission Representation in Beijing.

January 2003 – Dissemination of the on-line publication: “INTO WORK. The NetJob Vocational Training Scheme”.

15 – 16 May 2003 – Organised the *INTO WORK Conference 2003*, held in Athens, Greece on the theme of “*Promoting the Employment of Persons with Motor Disabilities*”. The conference was attended by 230 persons from 9 European countries, representing social partners, The European Commission, The European Parliament, Disability NGOs, private companies and vocational training organisations.

Outcomes

Establishment of the first European and trans-national Web site dedicated to issues concerning employment and disability, within the framework of social dialogue at <http://www.socialdialogue.net/>

Engagement of the social partners and enhancement of the political agenda and practices concerning employment and disability.

Advancement of Social Dialogue in Europe using Internet technologies and services.

Increased awareness and constructive dialogue in Europe on the core themes of ESF Article 6.

Promotion of the NetJob vocational training scheme across Europe and internationally.

Implementation and completion of the first NetJob vocational training course in Greece over a period of 15 months, providing training and job experience for 11 disabled trainees.

Mainstream employment in IT jobs for two trainees and concrete improvement of employability for other disabled trainees in the IT sector.

Adoption of key elements from the NetJob approach in other Vocational Training programmes in Greece and elsewhere.

2. PROTEAS

Developmental Partnership “PROTEAS”



EUROPEAN UNION

Community Initiative “EQUAL”

Greek Ministry of Labour and Social Affairs

Project title: ADAPTABILITY OF PEOPLE WITH PHYSICAL DISABILITIES TO TARGETED WORK PLACES

Acronym: D.P. “PROTEAS”

Web Site: <http://disabilityproteas.uoa.gr>

Project Web Site: <http://disabilityproteas.uoa.gr>

Email Contact: equalike@otenet.gr



Description

Through the Community Initiative **EQUAL**, the Developmental Partnership “PROTEAS” aims to provide a comprehensive and holistic model of intervention for the adaptability of both people with physical disabilities and working environments.

The relevant stakeholders involved in the Developmental Partnership “PROTEAS” are:

Partners

SOCIAL WORK FOUNDATION (IKE)	Coordinating Partner		www.disabled.gr/ike
HELLENIC SOCIETY FOR DISABLED CHILDREN (ELEPAP)	Partner		www.elepap.gr
OPEN DOOR CENTER (FORMERLY SPASTICS SOCIETY ATHENS)	Partner		www.eps-ath.gr
IDEASIS LTD	Partner		www.ideasis.gr
NATIONAL KAPODISTRIAN UNIVERSITY OF ATHENS	Partner		www.Hydilib.uoa.gr www.ca.uoa.gr
HELLENIC NETWORK FOR CORPORATE SOCIAL RESPONSIBILITY	Partner		http://www.csrhellas.gr
LAMBRAKIS RESEARCH FOUNDATION	Partner		www.lrf.gr
DISABILITY NOW	Partner		www.disabled.gr www.disability.gr

PANHELLENIC UNION OF PARAPLEGIC AND PHYSICALLY CHALLENGED	Partner		www.pasipka.gr
MUNICIPAL ENTERPRISE OF GROWTH OF THE MUNICIPALITY OF EGALIO	Partner		
INTERMERICAN S.A.	Partner		www.interamerican.gr
TECMOR S.A.	Partner		www.tecmor.gr
V-PRC S.A.	Partner		www.v-prc.gr
ERT S.A.	Partner		www.ert.gr
HELLENIC SOCIETY OF PHYSICAL MEDICINE AND REHABILITATION	Partner		

Aims and objectives

The basic aims of the proposed project are:

- To create a network of organizations for the realization of the proposed project
- To formulate a model of evaluation and the proper methodological tools for needs and skills-assessment of the population of people with physical disabilities and their working environments
- To create databases for matching the skills of a person with physical disabilities to the needs of the working place

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- To enhance skills and work-ability of people with physical disabilities through innovative IT training programs
- To secure employment positions in targeted big and small and medium enterprises and empower people with physical disabilities to sustain employment
- To pilot working schemes of flexible work such as distance work, contract work, job rotation and sharing
- To horizontally mainstream women with physical disabilities adopting positive discrimination practices.
- To apply models, methods and tools formulated to both disable and able-bodied populations in risk of social exclusion and thus, multiply the end products of the proposed project and
- To propose new frameworks of policymaking concerning the employment of disabled people.

Planned outcomes/products

The planned outcomes/products are outlined below according to the project's six pillars of action:

ACTION 327 ACTIONS OF INFORMATION – SENSITIZATION

- To provide information to the working population and the unemployed people with physical disabilities – research of training needs
- To provide information to employers and carrying out research on the workplace
- To provide information and sensitization of general population through mass-media – informative pamphlets
- The organization of a conference on Corporate Social Responsibility

ACTION 319 STUDIES – TOOLS

- To research on the “best practices” of employment of people physical disabilities in the greater working environment – legal framework for the employment of people with motor disabilities (opportunities - obstacles)
- To create an evaluation model for the working abilities-needs of people with physical disabilities – individual job readiness profile
- To create an evaluation model for the workplace – job position profile
- To carry out research on the demographic data and public opinion regarding physical disability

ACTION 349 TRAINING

- To design models of Total Quality in Training - on going follow-up

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- To create a service for occupational self-definition and direction
- To carry out trainers' training in customized training methods – Design of 4 training modules
- To carry out customized training in 4 subjects (Modules: IT, Mass Media, the selling of Insurance, Catering)
- Customized training of job coaches

ACTION 350 EMPLOYMENT

- To adjust the workplace based on ergonomic solutions – Follow – up
- To support employed and unemployed people with physical disabilities through programs of employability of the manpower service of Greece
- To promote employment and supervision of those been placed in working environments
- To place trainees in TELE-WORKING environment, with insurance (8 persons X 7 months)

ACTION 351 INFORMATION – COUNSELING – SUPPORT

- To create an evaluation service for trainees and the unemployed with physical disabilities and the workplace
- To strengthen companies in adapting “best practices” in the workplace for employees with physical disabilities
- To create an open service for information of physical disabled about occupational adjustment – Emphasis on women with physical disabilities

ACTION 320 NETWORKING

- To prepare a database for the Electronic Portal and a database operation during the project
- To create a model of internal evaluation – target-oriented methods –systemic evaluation
- External evaluation

ACTION 348 COUNSELING MANAGEMENT SERVICES

- The Management of the “PROTEAS” Developmental Partnership
- The COORDINATION OF ACTION II

Methodologies and activities

ACTIVE PARTICIPATION OF THE USERS

Specific measures are envisaged or have been taken, to enable the direct involvement of the beneficiaries (or their representatives) in the decision-making process. The Developmental Partnership “PROTEAS” aims to fully support the

active participation of people with physical disabilities through their representative movements and organizations in the whole process of a) decision-making, b) implementation and c) evaluation of the project. Thus, two of the most dynamic and active organizations of the Disability Movement with wide participation of disabled people in Greece are equal partners and with important responsibilities in monitoring the content and progress of work packages and disseminating and evaluating the results of the projects.

Furthermore, the active participation of the target group is encouraged through a process of open dialogue from the stage of the planning of the project both at an electronic and an actual level.

AWARENESS OF EMPLOYERS

To sensitize the business world about the possibilities of employing the physically disabled based on the “Best Practices” that have been found on a national and transnational level. The steps, which are taken towards convincing and involving employers, are the following:

Awareness raising

“PROTEAS” has formulated an assertive strategy for awareness-raising of the employers that targets two main areas: First, to explore their policies of Corporate Social Responsibility and to sensitise them on the basis of possible ‘win-win’ scenarios of prospective employment of trained disabled people.

Training for management and employees

With the utilisation of trained job coaches supporting the disabled person within the work environment, we succeed in sanitising both employers and managers on an individualized basis, specific to both the abilities and needs of the disabled employee.

Good practice guides

“PROTEAS” will create a guide for best practices for employers of disabled persons incorporating both national and European best practices, but also accounting for bad practices, that create overt and current exclusions.

Creation of employers networks

One of PROTEAS's most active partners is the Hellenic Network of Corporate Social Responsibility who has the task to constantly inform and sensitise 500 of the largest companies in Greece through their network.

Other relevant activities for the sensitization of both employers and the general public

To develop a structured campaign via the National Television Channel (ERT). To organise a European Conference in May 2003 (coinciding with the Greek Presidency of the EU and the International Year of Disability) which is focused specifically on issues of employment and the role of employers in CSR.

These aims will be covered on a national and transnational level.

A STRATEGY AND PRACTICAL STEPS IN ORDER TO MAINSTREAM DISABLED WOMEN

In Greece, unemployment affects mostly women and young people (30.9%). Women do not make up a solid population that suffers from unemployment. Parts of the female population experience double and triple jeopardies, especially regarding race, physical disability, geographical position, etc. These issues became central to the Women's Movements during the '90's that recognized the difference and diversity of the marginalization and exclusion of different groups of women. Women with physical disabilities make up one of the most marginalized groups with high percentages of poverty and social isolation (Wilson in Munday and Ely, 1996). Social Movements, including those of the Physically Disabled and the Women's Movements, placed an emphasis on the small participation on physically disabled women in aspects of society such as, education, the workplace, entertainment, politics, etc.

In Greece, women with physical disabilities are mainly a hidden population. Even though it is estimated that the population of males with physical disabilities is larger

(due to their involvement in more accidents), physically disabled females are estimated to be around 200,000 which is 40% of the target population (estimations made by the relevant Associations and Organizations), but their participation in educational and training programmes from the previous Initiatives (i.e. Specialised Centers for Vocational Training) and programmes that combat social exclusion was, on average, 2 to 10, as compared to physically disabled men.

“PROTEAS” aims to create conditions of positive discrimination giving a 2 to 1 priority to physically disabled females over physically disabled males and plans to be pro-active and not re-active in creating of conditions for the participation of physically disabled females in the project. Organisations that represent the target population will approach women from the target population through strategic dissemination of information, as well as through the media. All the partners are committed to achieving the goal of positive discrimination through methods of reinforcement and support of the specific population.

Achievements and results to date

The project is on the middle of its realization period. Most products /outputs are on different development stages. The completed ones are:

Creating awareness for over 10.000 people with disabilities and sensitizing 2.500 employers.

Operating two services for supporting and informing people with disabilities. as well as operating a service for employers.

Creating and operating a portal for internal and external networking and dissemination of the project's results.

The assessment tools for both disabled people and working environments

Promoting a dynamic campaign for sensitizing and informing the general population which will include a) a European Conference b) a one-day Conference and the systematic projection of the project by the Mass Media and by spots and informative talk shows.

Outcomes

The overall outputs/deliverables/products of the project both at a national as well at a transnational level are presented as following

- a) Creating awareness for over 10,000 people with disabilities and sensitizing 2.500 employers.
- b) Delivering 10 studies
- c) Assessing both 470 people with disabilities as well as assessing working environments
- d) Producing 10 reports of internal and external evaluation
- e) Training 255 people with disabilities through distance learning
- f) Training 48 people with disabilities for targeted working environments and training of 20 job coaches
- g) Designing and implementing ergonomic solutions for 20 working areas
- h) Promoting to employment 252 people with disabilities on an either direct or indirect way through other training programs
- i) Promoting tele-working on a pilot basis for 8 people with disabilities
- j) Operating two services for supporting and informing people with disabilities, as well as operating a service for employers.
- k) Creating and operating a portal for internal and external networking and dissemination of the project's results
- l) Promoting a dynamic campaign for sensitizing and informing the general population which will include a) a European Conference b) a one-day Conference and the systematic projection of the project by the Mass Media and by spots and informative talk shows.

Acknowledgements

The organisers wish to acknowledge the support given to the *INTO WORK Conference 2003* by the Mrs. Euginia Chandris, owner of Hotel Metropolitan, Athens, who generously donated the meeting facilities of the hotel, the refreshments and the buffet lunch which was provided in the delightful surroundings of the hotel's rooftop restaurant.

We thank the staff of the hotel for their dedicated and attentive service.

For practical and timely professional support we also acknowledge the work of Mrs Evie Pappa and her team of the TRIAENA Conference Bureau, Athens.

Finally, we thank all those who participated in the conference: the guest speakers, workshop chairs and presenters, rapporteurs and the many attending representatives of public and private organisations and NGOs. The work of each and every one was an essential and valued part of this event.

Thank you.

SDV-NetJob and PROTEAS projects

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Annex 2. List of Conference Participants

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Greece	Belanti	Christina	Anapiria Tora	Project Manager	+30 2310 211915	+30 2310 968178	admin@disabled.gr
Greece	Benecos	Constantinos	Tecmor S.A	President & Managing Director	+30 210 7486226	+30 210 7717093	tecmor@otenet.gr
Greece	Biktou - Kontogianni	Marianna	EFG Eurobank - Ergasias A.E	Management of human recourses	+30 210 3337000	+30 210 947441	Askoura@eurobank.gr
Greece	Bolovinos	Andreas	University of Athens	Children Psychiatry	+30 697 4478560		
Greece	Boussios	Kyriaki	Eworx	Financial Manager	+30 210 6148380	+30 210 6148381	kb@eworx.gr
Greece	Boussios	Tilia	EWORX	Managing Director	+ 30 210 6148380	+ 30 210 6148381	tb@eworx.gr
GREECE	CHRISTAKI	ANASTASIA	SWF	MEMBER OF THE SWF GENERAL BOARD	+30 210 9333048	-	sakellaropoulou@mail.com
Greece	Christodouli	Katerina			+30 210 2833014	+30 210 2815931	
Greece	Chrysagis	Kostas	Zenon S.A	R&D Director	+30 210 6041582	+30 210 6041051	chrysagis@zenon.gr
Greece	Crokou	Vicky	Interface	Wp4 Gr Coordinator	+30210-4855000	+30 210-4855055	crokou@interface.gr
Greece	Danilatos	Dimitrios	TEKMOR A.E.	Vice-President of the Board	+30 210 7486226	+30 210 7717093	tecmor@otenet.gr
Greece	Dellasoudas	Lavrentios	University of Athens	Professor	+30 210 9319597/+30 210 7277514	+30 210 9319598	ldellas@ppp.uoa.gr
Greece	Demopoulos	Ellie	SWF	ASSISTANT TO PROTEAS COORDINATOR	+30 210 2830704	+30 210 2825053	equalike@otenet.gr
Greece	Derneli	Nikoleta	Municipality of Egaleo	Sociologist	+30 210 5310542	+30 210 5310542	thonst@egaleo.gr
Greece	Diamantopoulos	George	ELEPAP				
Greece	Dimitriadis	Haralabos	Utility K.E.K Municipality of Kallithea	PC Operator	+30 210 9530161-2	+30 210 9530160	har63@excite.com

INTO WORK CONFERENCE - ATHENS 15-16/5/2003

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Greece	Evmorfidis	Pavlos	COCO-MAT	Managing Director			
Greece	Exarchos	Thanasis	Temagon AE	Consultant	+30 210 6879742		exarchos@temagon.gr
Greece	Exarhou	Chrisoula	EPIKINONIA BUSINESS COMMUNICATIONS NETWORK	Managing Director	+30 210 6891524	+30 210 6854204	epi@otenet.gr
GREECE	FILIPPOU	GEORGE	SWF	OCCUPATIONAL THERAPIST	+30 210 2844 675	+30 210 2825 053	ike@otenet.gr
Greece	Fitros	Konstantinos	Ministry of Education & Religion	Professor of informatics	+30 210 3235040		kfitros@ypepth.gr
Greece	Floratos	Nikolaos	EUROPEAN DYNAMICS	IT PROJECT MANAGER	+30 210 8094500	+30 210 8094508	nick.floratos@eurodyn.com
Greece	Georgopoulou	Maria	KEK IRIDANOS	Psychologist	+30 210 7489271	+30 210 7489272	iridano@hol.gr
Greece	Giannadakis	Emmanouil	Ethniki sholi Dimosias Igeias	Doctor Dimosias Igeias	+30 69445468112	+30 210 6439276	egiannadakis@msn.com
Greece	Giannakopoulou	Roni	ELEPAP	KEK	+30 210 7227758	+30 210 7227757	elepap@hol.gr
Greece	Haloftis	George	AMACON	President	+30 210 4838710-17	+30 210 4822091	amacon@panafonet.gr
GREECE	Kakarouha	Paraskevi	University of Athens	Psychology Section	+30 210 2813307, +30 6937935105		parkakar@ppp.uoa.gr
Greece	Kalatzis	Panagiotis		Computer Uzer	+30 24310 28951	+30 24310 35956	
Greece	Kalesopoulou	Despina	Managing Authority Cip Equal Greece	Cadre	+30 210 5271313	+30 210 5271300	Kalesopoulou@mou.gr
Greece	Kalliga	Efi		President of Proteas Board of Directors	+30 210 7236867		

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Greece	Kanakis	Ioannis	AMACON EQI	Commercial Manager	+30 210 4838710-17	+30 210 4822091	amacon@panafonet.gr
Greece	Kanavaris	Theodoros	5th School Peramatos	Teacher	+30 210 4411010	+30 210 4411010	
Greece	Karachaliou	Loi	Cerebral Palsy Greece		+30 210 9622290	+30 210 9644330	ssa@otenet.gr
Greece	Karella- Diamantopoulou	Mary	ELEPAP	President			
Greece	Karidis	Dimitris	Big of Attika	Technology Manager	+30 210 3314230	+30 210 3314232	d.karydis@bicofattika.gr
Greece	Katevas	Nikos	IDEASIS	General Manager			
Greece	Katis	Kostas	GREEK TELECOM WORKERS' FEDERATION (OME - OTE)	Gen. Secretary	+30 210 3302121	+30 210 3302125	ome-ote@otenet.gr
Greece	Katsabouris	George	Interface SA	Education Director	+30 210 4855000		katsabouris@interface.gr
Greece	Katsouda	Katerina	Theotokos	Business Advisor	+30 210 2319767	+30 210 2314888	theotokos@theotokos.gr
Greece	Kazas	Marios		Law Student	+30 6974 632195		marios80@lycos.com
Greece	Kazepidou	Karin	ELEPAP	Social Worker	+30 2310 30333/+30 2310 325848	+30 2310 325848	
Greece	Kiropoulos	Nikolaos	Kyros Care	Manager	+30 210 9598607	+30 210 9524506	Kyroscare@hol.gr
Greece	Koliouis	Efthimios			+30 210 3468647		
Greece	Konstantinopoulou	Theodora	Technical School of Athens (T.E.I)	Student of Ergotherapy			
Greece	Kontogianni	Eleni	ELEPAP	Director KEK	+30 210 7257758	+30 210 7227757	elepap@hol.gr
Greece	Kontogianni	Rania	ELEPAP	Secretary	+30 210 7212780	+30 210 7228380	elepap@otenet.gr
Greece	Koressi	Alexandra	Klonatex Association	Personel Manager	+30 210 5708030	+30 210 5708200	koressi.alexandra@klonatex.com
Greece	Kostakou	Paraskevi	Eworx	Graphic artist	+30 210 6148380		ek@eworx.gr
Greece	Kostopoulou	Nikolitsa	Aitoliki Anaptixi ae	Public Relation	+30 2634 038110	+30 2634 029927	aitoliki@hol.gr

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Greece	Kotronis	Panagiotis	GREEK TELECOM WORKERS' FEDERATION (OME - OTE)	President	+30 210 3302121	+30 210 3302125	ome-ote@otenet.gr
Greece	KOUBAROU	DIMITRA	Administrative concept EPEAEK	Staff-Action's responsible for AMEA	+30 210 3278045	+30 210 3278040	dkoumpa@epeaek.gr
Greece	Koulierakis	Ioannis	Interface	General Manager Director	+30 210 4855000	+30 210 4855055	kouli@interface.gr
Greece	Kouroupetroglou	Georgios	University of Athens	Professor	+30 210 7275305	+30 210 6018677	koupe@di.uoa.gr
Greece	Kratsa-Tsagaropoulou	Rodi	European Parliament	Member			
Greece	Kypreos	Michalis	Municipality of Egaleo	Programming Manager	+30 210 5914397	+30 210 5315493	mkypreos@asda.gr
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Greece	Labropoulou	Stavroula			+30 210 9226985		sta_la@yahoo.gr
Greece	Lambritzi	Eleni	IRIDANOS	Director	+30 210 7489271-3	+30 210 7489272	iridano@hol.gr
Greece	Lampadariou	Katerina	Klonatex Association	Manager of Communication	+30 210 5708030	+30 210 5708030	lampadariou.Katerina@klonatex.com
Greece	Laskari	Nikoleta	Civilian	Psychologist	+30 210 2441656/697 8215230	-	nltla@hotmail.com
Greece	Laskaris	George	SWF	Financial Manager for Proteas	+30 210 2830704	+30 210 2825053	equalike@otenet.gr
Greece	Lavaris	Konstantinos	SDV-Net Job Hellas	trainee to SDV-NetJob	+30 2294 086488		C-lavacis@pathfinder.gr
Greece	Loukadounou	Evagelia	Social Work Foundation	Member of the Board	+30 210 2826913		-
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Greece	Mavroeidi	Panagiota	ELEPAP	Social Worker	+30 210 7257758	+30 210 7227757	elepap@hol.gr
Greece	Mavroukas	Zaxarias	Elot A.E	Managing Director	+30 210 2120420	+30 210 2283034	dsl@elot.gr
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GREECE	MICHAELIDOU	MARIA	UNIVERSITY OF ATHENS	TEACHER/PROJECT COORDINATOR	+30 210 7770889	+30 210 77 86 278	smi@acm.org
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Greece	Michail	Xanthi	Hellenic Society of PRM	President / Rehabilitation Medicine	+30 210 6867743	+30 210 6867743	x.michail@hygeia.gr
Greece	Michalopoulos	Charalampos	Aitoliki Anaptixi ae	Administrator	+30 2630 038110	+30 2634 029927	aitoliki@hol.gr
Greece	Mihalopoulos	Sarantis	BP Hellas A.E	HR Advisor	+30 210 6887451	+30 210 6887412	michalsa@bp.com
Greece	Mitsotakis	Adamis	Interface	Director & Project Manager	+30 210 4855000	+30 210 4855055	mta@interface.gr
Greece	Moschona	Vasilia	EFG Eurobank - Ergasias A.E	Management of human recourses	+30210 3337000	+30 210 9474441	Askoura@eurobank.gr
Greece	Moskofidou	Danai	A PeSYP Attikis		+30 210 6412830	+30 210 6459346	d.moskofidou@pesyat-1.gr
Greece	Mpazoulis	George	Big of Attika	European Projects	+30 210 3314230	+30 210 3314232	mpazoulis@dimitra.gr

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Greece	Opsimouli	Vasiliki	ARGO	Account	+30 210 4200434	+30 210 4208879	argosom@otenet.gr
Greece	Paligini	Athena	SWF	Director	+30 210 2825622	+30 210 2825053	ike@otenet.gr
Greece	Panoliaskou	Aase	Royal Danish Embassy, Athens	Consul	+30 210 3608315	+30 210 3636163	aaspan@um.dk
Greece	Papadogonas	Dikeos	Aid Company		+30 210 9628500		
Greece	Papadopoulos	Dimitrios	DIKTIO	President	+30 210 3387422	+30 210 3387424	diktio1@acci.gr
Greece	Papagelis	George	IKE	NetJob Hellas	+30 6942 702414		gpapagelis@hotmail.com
Greece	Papageorgiou	Eleni	MUNICIPAL ENTERPRISE OF ZOGRAFOU	Project Manager	+30 210 7489271-3	+30 210 7489272	iridano@hol.gr
Greece	Papageorgiou	Tzortzis	Aid Company		+30 210 9628500		
Greece	Papaioanou	Panagiotis	School of Expert Instance Verias	Teacher/Chairman	+30 23310 67780	+30 23310 21551	speduver@vernet.gr
Greece	Papamichail	Katerina	Organizing Committee of the Olympic Games ATHENS 2004	Architect	+30 210 2004468	+30 210 2004433	iepapami@athens2004.gr
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Greece	Pechlivanidou	Katerina	GREEK TELECOM WORKERS' FEDERATION (OME - OTE)	International Secretary's Assistant	+30 210 3302121	+30 210 3302125	katpech@ome-ote.gr
Greece	Petrohilou	Katia	Cerebral Palsy Greece	Services Director	+30 210 9622290	+30 210 9644330	ssa@otenet.gr

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Greece	Pсарomallou	Rigina	MUNICIPAL ENTERPRISE OF ZOGRAFOU	Sociologist	+30 210 7486267	+30 210 7754285	cariera@deadiz.gr
Greece	Roditi	Eleni	Cerebral Palsy Greece		+30 210 9622290	+30 210 9644330	ssa@otenet.gr
Greece	Sabanegh	Rania	Eworx	IT Consultant	+30 210 6148360	+30 210 6148381	rs@eworx.gr
Greece	Sakellaridi	Fotini	MUNICIPAL ENTERPRISE OF ZOGRAFOU	Psychologist	+30 210 7486267	+30 210 7754285	cariera@deadiz.gr
Greece	Sakellaris	Dimitrios	Jural office OTE / Lawyer	Secretary	+30 210 6118031		
Greece	Sakkas	Alekos	ELEPAP	Member of the Board	+30 210 7227758	+30 210 7227757	elepap@hol.gr
Greece	Samposidou	Anna	Pediatric Ergotherapy Office	Owner/Coordinator	+30 23510 24585	+30 23510 24585	asamp@otenet.gr
Greece	Sapalidou	Kyriaki	EEFIAP	Physical Therapist	+30 6945 155424		ksathens@yahoo.gr
Greece	Sarri	Andriani	INE	Scientific Program Consultant	+30 210 8216290	+30 210 8216290	andrysarri@in.gr
Greece	Sfakianou	Vageldina	VOCATIONAL TRAINING CENTER IRIDANOS	Director of Studies	+30 210 7489271-3	+30 210 7489272	iridano@hol.gr
Greece	Sidiropoulou	Athena	Labrakis Reserarch Foundation	Secondary Teacher / Researcher	+30 210 3311848	+30 210 3230668	athena@lrf.gr
Greece	Simeonidou	Aglaia		Ergotherapist	+30 210 9646752	+30 210 6627254	typotrast@typotrast.gr
Greece	Spiliotopoulos	Anastasios	University of Athens	Scientific collaborator	+30 210 7275225		tasos@di.uoa.gr

INTO WORK CONFERENCE - ATHENS 15-16/5/2003

Country	Family Name	First Name	Organization	Profession/Position	Tel.	Fax	E-mail
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Greece	Stavrou	Panagiotis - Andreas	Altec	Programmer	+30 210 6081197		real1261@msn.com
Greece	Stavroulaki	Aspasia	Big of Attika	Project Manager	+30 210 3314230	+30 210 3314232	astavroulaki@bicofattika.gr
Greece	Terlele	Maria			+30 210 8317366		materlele@yahoo.gr
Greece	Theodori	Sofia	KEK IRIDANOS	Advisor	+30 210 7489271- 3	+30 210 7489272	iridano@hol.gr
Greece	Theodosiou	Despina	Cerebral Palsy Greece	Social Worker	+30 210 9622290	+30 210 9622290	ssa@otenet.gr
Greece	Triantafillou	Stathis		Psychology			
Greece	Tridima	Maria	Social Work Foundation	Assistant	+30 210 2826913		
Greece	Tripodaki	Janis	MDA Hellas	Member of MDA Hellas Board	+30 210 8013470	+30 210 3332036	mdahellas@otenet.gr
Greece	Tsapras	Kostis	Eworx	Content Management	+30 210 6148380	+30 210 6148381	dt@eworx.gr
Greece	Tsiadis	Giannis	ALTEC	Representative			-
Greece	Tsiahri	Maria	Day's Center AMEEAS) N. Fthiotida	Expert Educator	+30 22310 21018	-	m_tsiahri@hotmail.com
Greece	Tsiatis	Vasilis		Lawyer	+30 210 9017346	+30 210 3395605	-
Greece	Tsiganos	Panagiotis	Independent	Biologist - Programmer H/Y	+30 210 6800496	+30 210 6800496	ptsingan@bigfoot.com

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Greece	Tsilikas	Christos	GREEK TELECOM WORKERS' FEDERATION (OME - OTE)	Employee In OTE	+30 210 3302121	+30 210 3302125	ome-ote@otenet.gr
Greece	Tsolis	Antonis	TESAE GROUP	Manager	+30 210 7601317		reflective_greek@hotmail.com
Greece	Tsotsolas	Nikolaos	Eworx	Project Manager	+30 210 6148380	+30 210 6148381	nt@eworx.gr
Greece	Tsoukas	Evangelos	Civilian	Physical Therapist	+30 210 6470200	+30 210 6470200	etsoukas@yahoo.gr
Greece	Tzani	Chrisa	HELIX NET	Activity Advisor	+30 210 3305045	+30 210 3304735	-
Greece	Tzanoudaki	Ioanna	SWF	Member of SWF General Board	+30 210 8141617	+30 210 8141619	
GREECE	Valassi-Adam	Eleni	Social Work Foundation	Physician	+30 210 6716600	+30 210 6712063	evadam@otenet.gr
Greece	Van Isacker	Karel	StingUs	Consultant	+30 6942 868812		frotri@panafonet.gr
Greece	Vartimidou	Archontia	Tecmor S.A	Consultant	+30 210 7486226	+30 210 77017093	tecmor@otenet.gr
Greece	Vasalakis	Evangelos	Cerebral Palsy Greece	Acioupetional Therapist	+30 210 9622290	+30 210 9644330	ssa@otenet.gr
Greece	Vasiliou	Evangelos	Technical School of Athens (T.E.I)	Student of Ergotherapy	+30 210 8311808	-	vangelisvas@yahoo.com
Greece	Vasiliou	Haris	University of Athens				
Greece	Vazaïos	Menelaos	Animal Health & Nutrition Co		+30 210 6080501	+30 210 6080894	info@mkv.gr
Greece	Voulgaropoulos	Nikos	Anapiria Tora	Volunteer	+30 2310 211915	+30 2310 968178	admin@disabled.gr
Greece	Vrienniou	Aliki	Hellenic Company for Sclerinsis kata Plakas	Board member	+30 210 9633383	+30 210 9633383	msathina@yahoo.gr

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Ireland	Wynne	Richard	Work Research Organisation	Director	+353 1 4927042	+353 1 4927046	r.wynne@wrc-research.ie
Italy	Aimme	Ambretta	Lazio Region	Regional Director Area 4E/10	+39 06 51684034	+39 06 61686430	cincioni@stepspa.it
Italy	Alois	Maria Pia	Municipality of Gaeta	The Major's Deputy	+39 0771 4691	+39 0771 462540	cincioni@stepspa.it
Italy	Cincioni	Antonia	Step Spa Consortile	Project Head	+39 0773 441243	+39 0773 663674	cincioni@stepspa.it
Italy	De Siena	Piero	Municipality of Minturno	National Equal Partner	+39 0771 66081	+39 0771 658293	cincioni@stepspa.it
Italy	Frasca	Carlo	Municipality of Gaeta	The Major's Deputy	+39 0771 4691	+39 0771 462540	cincioni@stepspa.it
Italy	Maroso	Francesca	Step Spa Consortile	Project Coordinator	+39 0773 441233	+39 0773 663674	maroso@stepspa.it
Italy	Mesolella	Marilena	Step Spa Consortile	Assistant Project	+39 0773 441243	+39 0773 663674	mesolella@stepspa.it
Italy	Orlandi	Giuseppe	Step Spa Consortile	Managing Director	+39 0773 441200	+39 0773 663674	orlandi@stepspa.it
Italy	Pintimalli	Livio	Municipality of Minturno	Equal National Partner	+39 0771 66081	+39 0771 658293	cincioni@stepspa.it
Italy	Scafetta	Filippo	Municipality of Formia	Equal National Partner	+39 0771 7781	+39 0771 771680	cincioni@stepspa.it
Italy	Soccorsi	Angela	Step Spa Consortile	Assistant Project	+39 0773 441204	+39 0773 663674	soccorsi@stepspa.it
UK	Ball	Jayne	Portland College		+44 01623 499111	+44 1623 499134	jayneball@portland.org.uk
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UK	Green	Dawn	Portland Partnership	Research & Development Manager	+44 01623 499155	+44 01643 499155	Dawng@portland.org.uk
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UK	Andersen	Andy	Leonard Cheshire	Director of programme WORKABILITY			

Annex 3. Links to Participating Organisations

Organisation - Company	Link
A PeSYP Attikis - First Attiki Regional Health System	http://www.pesyat-1.gr/ (page under construction)
Aarhus County	http://www.aaa.dk/english/main.htm
Administrative concept EPEAEK	http://www.epeaek.gr
Altec	http://www.altec.gr/
AMACON EQI	http://www.shh.gr/g6/g646.htm
Austrian Federal Ministry of Social Security and Generations	http://www.bmsg.gv.at/
bbw Bildungszentrum Frankfurt (Oder)	http://www.bbw-frankfurt-oder.de/
Bic of Attika	http://www.bicofattika.gr/
BP Hellas A.E	http://www.bp.com/in_your_area/transition_page.asp?id=30
BTI Brandenburgisches Tourismus Institut Bad Saarow No website found except for following pdf:	http://www.schoeneiche-konkret.de/sk/pdf/25.pdf
CCI Frankfurt	http://www.frankfurt-main.ihk.de/
Cerebral Palsy Greece	http://www.arfie.org/megrspas.html
Chamber of Commerce and Industry Frankfurt (Oder)	http://www.ffo.ihk24.de/
County of Vejle	http://www.vejleamt.dk/web/english.nsf/Url/This_is_Vejle_County
Czech Republic - Government Board for People with Disabilities	http://www.vlada.cz/1250/eng/vrk/vybory/vybory.htm
Day's Center AMEEAS N. Fthiotida	http://www.amea-lamia.gr/kentroimeras.html
DG Employment and Social Affairs - European Commission	http://europa.eu.int/comm/dgs/employment_social/index_en.htm
Disability Now – Anapiria Tora	http://www.disabled.gr
EFG Eurobank - Ergasias A.E	http://www.eurobank.gr/
e-ISOTIS	http://www.e-isotis.org/index.htm
ELEPAP	http://www.elepap.gr/
Elot A.E	http://www.elot.gr/home.htm
Hellenic National School for Public Health	http://www.eie.gr/seahorse/esdy.htm (website in Greek)

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Organisation - Company	Link
EUROPEAN DYNAMICS	http://www.eurodyn.com/
Greek Ombudsman	http://www.synigoros.gr/en_index.htm
Hellenic Association of Paraplegics and the Physically Challenged	http://www.pasipka.gr/index.html
Hellenic Company for Multiple Sclerosis	http://homepages.pathfinder.gr/mssociety/
Hellenic Ministry of Education & Religion	http://www.ypepth.gr/
Hellenic Network for CSR	http://www.csrhellas.gr/
HK-Trades Union	http://www.hk.dk/
IDEASIS	http://www.ideasis.gr/
Ihk Projekt GmbH	http://www.ihk-projekt.de/
ISB gGmbH	http://www.isb-berlin.de/
Klonatex Association	http://www.klonatex.gr/
Labrakis Reserarch Foundation	http://www.lrf.gr/
Lazio Region	http://www.regione.lazio.it/home.shtml
Leonard Cheshire	http://www.leonard-cheshire.org/
Manpower Inc EMEA	http://www.manpower.com/
Muscular Dystrophy Association (MDA) Hellas	http://www.mdahellas.gr/first.html
Ministry of Development of Greece	http://www.ypan.gr
Municipal Enterprise of Zografou	http://www.zografou.gr/city/deadhz.htm
Municipality of Egaleo	http://www.egaleo.gr
OKE – Economic and Social Council of Greece	http://www.oke.gr
Organizing Committee of the Olympic Games ATHENS 2004	http://www.athens2004.com
Portland College	http://www.portland.org.uk/
Portland Partnership	http://www.portlandpartnership.net/
Royal Danish Embassy, Athens	http://www.ambassade.dk/dkgreecathe.php3
Step Spa Consortile	http://www.stepspa.it/
Technical School of Athens (T.E.I.)	http://www.teiath.gr/
Tecmor S.A.	http://www.tecmor.gr/
Temagon AE	http://www.oteconsult.gr/index.html
TESAE GROUP	http://www.tesae.com/
The Danish Institute in Athens	http://www.diathens.com/

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Organisation - Company	Link
University of Athens	http://www.uoa.gr
University of Teesside	http://www.tees.ac.uk
Utility K.E.K Municipality of Kallithea	http://www.dhmos-kallitheas.gr/epihirisis2.htm
Zenon S.A	http://www.zenon.gr/zenon/english/zenon_home