

**EASPD**

IMPROVING SERVICES  
IMPROVING LIVES

# ***From Inclusive Education to Inclusive Employment***

***The role of support providers, Latvia, 11-12 May***

***Luk Zelderloo***

***Secretary General EASPD***

**[www.easpd.eu](http://www.easpd.eu)**



# What is EASPD



- 1. EU NGO in the disability sector**
- 2. It represents over 11,000 social service provider organizations across the EU**
- 3. Based in Brussels**
- 4. Established in 1996**
- 5. EASPD plays a key role on a European level as the representative of disability service providers**
- 6. Objective: Equal opportunities for people with disabilities through effective and high quality service systems in Europe**

# The 3 pillars of EASPD

## INFORMATION

Service provision to members: networking, offer exchange possibilities to members at European, national, regional and local level

## INNOVATION

Research and Development: as basis for innovation and improvement of service provision

## IMPACT

Policy-influencing: offering service providers a voice in Europe  
( Political Representation towards EU Institutions and Council of Europe)

## ***SUCCESSFUL EMPLOYMENT?***

- Freely chosen
- Real contract
- Workers rights
- Decent job
- Fair remuneration
- On the open labour market
- =art.27 UNCRPD



## *MAIN BARRIERS*



- Focus on disabilities instead of abilities
- Low quality education and VET
- Accessibility : Public transport  
Recruitment procedures/Information  
Working methods  
Working environment
- Work must pay: benefit trap
- Lack of holistic support
- Blaming language: People far away from the labour market  
or...labour market far away from the people



## ***HOW IS THE SITUATION?***



- Eurostat data 50% PWD >< 69%
- Self- employed?
- Growing awareness business world (CSR)
- Authorities ...leading by example?
- Access EU many different policies and approaches.

# ***SUCCESSFUL INTERVENTIONS: STAR(1)***

- Stakeholder cooperation
- Targeted actions
- Availability of support
- Research based



# *SUCCESSFUL INTERVENTIONS STAR(2)*



## STAKEHOLDER COOPERATION AT ALL LEVELS

1. All actors at the table
2. Coordinating role for employment agencies
3. Including knowledge and knowhow





TARGETED ACTIONS IN THE MAINSTREAM ARE NEEDED

1. Third generation of policies
2. Individualised support ....one at a time
3. Benefit trap ....decent pay and career path
4. Job fairs





## AVAILABILITY OF SUPPORT FOR ALL INVOLVED

1. Employer: info on state aid, modification workplace , administration and job carving.
2. Employee: specific training , accessible information, administration

EASPD Employment Award 2013 and 2015  
20 effective interventions  
[www.easpd.eu](http://www.easpd.eu)

## RESEARCH AND EVIDENCE BASED IMPROVEMENTS

1. Reliable data collection (comparability)
2. Success factor analysis: what works
3. Reasonable accommodation? !



## CONCLUSION



- **Object is clear = art. 27 UNCRPD**
- **Successful employment = result of successful inclusion**
- **More away from blaming language or policies**
- **Multi – layered approach = S T A R**



**EASPD**

IMPROVING SERVICES  
IMPROVING LIVES

**Thanks for listening**



**Luk Zelderloo**  
**Secretary General – Easpd**  
**[www.easpd.eu](http://www.easpd.eu)**