

## INTERNATIONAL CONFERENCE

### Employment of persons with disabilities Raising awareness & employment opportunities

**ISTANBUL, 27-28 September 2013**

**Location:**

**Wyndham Istanbul Petek Hotel**

Basın Ekspres Yolu Mimar Sinan Cad.  
No.80-82 Güneşli 34212 İstanbul  
P. +90 (212) 464 0000

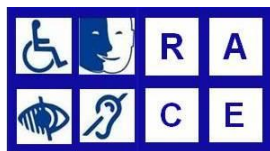
<http://www.wyndhamistanbul.com/index.php>

The hotel is located at 4 km from the airport. Guests can take advantage of the hotel's free, hourly shuttle service from and to Istanbul Ataturk International Airport operating daily from 5.30 to 23.30.

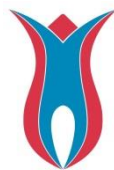
**Conference languages:**

**Turkish, English, French**

*This event has been supported by*



With support from  
the European  
Union Progress  
Programme.



Lifelong  
Learning  
Programme

This event has been  
funded with support from  
the European  
Commission



## Preconference programme

**Thursday 26<sup>th</sup> September 2013**

<b>8.45 – 12.30</b>	<b>Pre-conference programme: EASPD Project Development Workshop</b> <i>The Project Development Workshop provides information on relevant EU funding opportunities for the social sector and project ideas and partnerships are discussed in working groups.</i>
<b>8.45 – 9.00</b>	<b>Registration</b>
9.00 – 9.10	Welcome and introduction: <i>Mr Luk Zelderloo, Secretary general of EASPD (BE)</i>
9.10 – 10.30	Plenary session: <i>Ms Katrijn Dekoninck, Project &amp; Liaison Officer, EASPD (BE)</i>
10.40 – 12.00	Parallel workshop sessions
12.00 – 12.30	Closing plenary session: Presentation of the project ideas and conclusions
<b>12.30 – 13.30</b>	<b>Lunch</b>
<b>13.30 – 20.00</b>	<b>EASPD activities</b>
13.30 – 15.30	EASPD Board meeting
<b>15.30 – 16.00</b>	<b>Refreshments</b>
16.00 – 18.00	EASPD Policy Impact Group
16.00 – 18.00	EASPD Standing Committee on Employment
16.00 – 18.00	EASPD Standing Committee on Enlargement
18.00 – 20.00	EASPD General Assembly
<b>9.00 – 17.00</b>	<b>ILO Global Business and Disability Network (on invitation only)</b>

## Conference plenaries

**Friday 27<sup>th</sup> September 2013**

**8.00 – 9.00**

**Registrations**

**9.00 – 10.30**  
**Opening**

**Welcome ceremony**

Chair: *Mrs Aylin Çifçi, Director General of Services for Elderly People and Persons with Disabilities, Ministry of Family and Social Policies (TR)*

- Council of Europe: *Mr Alexander Preobrazhenskiy, Programme Officer*
- Assembly of European Regions: *Ms Hande Özsan Bozatli, President of AER*
- ILO: *Mr Henrik Moller, Senior advisor*
- EASPD: *Mr Franz Wolfmayr, President of EASPD*
- İŞKUR: *Mr Nusret Yazici, General Director, Turkish public employment agency (İŞKUR)*
- Ministry of Family and Social Policies of Turkey: *Mrs Aylin Çifçi, Director General of Services for Elderly People and Persons with Disabilities*

**10.30 – 11.00**

**Award ceremony for best practice models in the inclusion of persons with disabilities**

**11.00 – 11.30**

**Refreshments**

**11.30 – 13.00**  
**1<sup>st</sup> plenary**

**Scene setting: The current situation and challenges of persons with disabilities in the labour market**

*The state of play of employment of persons with disabilities will be discussed with a focus on labour market tendencies over the past years and after the economic crisis hit Europe.*

Chair: *Mr Fabrizio Fea, Vice-President of EASPD and Chair of the EASPD Standing Committee on Employment*

The spectrum of employment

- An overview of working opportunities for persons with disabilities: *Mr Stephen Beyer, Welsh Centre for Learning Disabilities (UK)*
- Working opportunities for persons with intellectual disabilities: *Mr Thierry Nouvel, General Director of Unapei (FR)*

Labour market tendencies

- Representative from Europe: *Mr Stefan Tromel, Senior Disability Specialist, International Labour Organization (CH)*
- Representative from Turkey: *Mr Ekrem Kayaci, Employment Expert, Turkish public employment agency (İŞKUR)*

Employer's involvement and benefits

- Representative from Europe: *Mr Bruce Roch, Corporate Social Responsibility Manager, ADECCO Group (FR) and President of the French Association of Diversity Managers (AFMD)*
- Representative from Turkey: *Union of chambers and Commodity*

---

Exchanges of Turkey (TOBB) TBC

**13.00 – 14.30**

**Lunch**

**14.30 – 15.30**  
**2<sup>nd</sup> Plenary**

**Cooperation between employers, employees and the social sector: the RACE project**

*The RACE project focuses on how lifelong learning and training opportunities can boost employment in the open labour market through the supported employment methodology.*

Chair: *Mrs Kamile Canbay, Manager of CRM Consulting, (TR)*

- The project and its outputs: *Mr Levent Canbay, Project Coordinator of RACE Project, Manager of CRM Consulting, (TR)*
- The supported employment methodology: *Mr Christy Lynch, Chief Executive, KARE (IE)*
- The supported employment methodology in Turkey: *Mr Öztekin Kaşukci, Head of Kocaeli İŞKUR (TR)*
- Policy recommendations towards Turkish Policy Makers as an output of policy roundtables and corporate roundtables: *Mrs Kamile Canbay, Manager of CRM Consulting (TR)*

**15.30 – 16.00**

**Refreshments**

**16.00 – 17.30**  
**Workshops**

*During the workshops specific topics concerning employability for persons with disabilities will be discussed. In particular, we will deal with the roles that employers and employees can play to create a positive synergy, innovative examples to promote inclusion in the labour market and how to handle successfully the transition phase between schooling and employment.*

**18.00 – 19.30**

**EASPD Interest Group on Human Resources and Staff Development**

**20.30 – 23.00**

**Gala dinner**

## Saturday 28<sup>th</sup> September 2013

9.00 – 11.00  
3<sup>rd</sup> Plenary

### Perspectives from different sectors of the labour market

*Representatives from public, private, self-employment and sheltered employment will bring their testimony and analyse what are obstacles, levers for change and how each sector could better facilitate access to employment for persons with disabilities.*

Chair: *Mrs Sabrina Ferraina, Policy Officer, EASPD (BE)*

### Representatives from Turkey

- Persons with disabilities employed by the public sector
- Persons with disabilities employed by private companies
- Self-employed persons with disabilities

### Representatives from other European countries:

- Persons with disabilities employed by private companies
  - *Mrs Jasmin Duval de Dampierre, INNOVIA (AT)*
- Self-employed persons with disabilities
  - *Mrs Deza Nguembock, General Director, E-hlab (FR)*
- Sheltered workshops provision
  - *Mr Cédric Mametz, President of Nous Aussi and Board Member of Unapei (FR)*

11.00 – 11.30

### Refreshments

11.30 – 13.00  
Workshops

*During the workshops specific topics concerning employability for persons with disabilities will be discussed. In particular, we will deal with the roles that employers and employees can play to create a positive synergy, innovative examples to promote inclusion in the labour market and how to handle successfully the transition phase between schooling and employment.*

13.00 – 15.00  
*Walking lunch and market place*

- **Certificate ceremony for pilot training participants of the RACE project**
- **Market place**  
*Individuals, organisations and project partnerships will show and present their innovative work, their projects and services and their current areas of interest and research.*

15.00 – 16.30  
Closing remarks

*Closing ceremony with a focus on all relevant messages delivered during the conference and presentation of the building blocks that will constitute the new EASPD Declaration on Employment.*

Chair: *Mr Luk Zelderloo, Secretary General, EASPD (BE)*

- Looking forward: building blocks of EASPD's new Declaration on Employment: *Mr Luk Zelderloo, Secretary General, EASPD (BE)*
- *Mr Franz Wolfmayr, President of EASPD*
- *Mrs Sara Park, Technical Officer (ILO)*
- *Mr Alexander Preobrazhenskiy, Programme Officer (CoE)*
- Ministry of Family and Social Policy: *Mrs Aylin Çifçi, Director General of Services for Elderly People and Persons with Disabilities*

## Conference Workshops

### 27/9/2013, 16.00 – 17.30 A good practice of policy: Federal Disability Ombudsman

<b>Speakers</b>	<i>Mrs Doçent Selda Çağlar, Trakya University, Lawyer, (TR) &amp; Dr Erwin Buchinger, Federal Disability Ombudsman (AT)</i>
<b>Moderator</b>	<i>Mr Johann Laister, Director of MERIG (AT)</i>
<b>Content</b>	The workshop deals with one of the selected best practices concerning policy implementation for persons with disabilities of the RACE project. The Federal Disability Ombudsman system applied in Austria will be presented by Mr. Erwin Buchinger. Additionally, current policy applications in Turkey will be introduced by Mrs Selda Çağlar providing real case samples.
<b>Interpretation TR-EN</b>	

### 27/9/2013, 16.00 – 17.30 Testimonies of two employers, possible solutions

<b>Speakers</b>	<i>Mrs Ayfer Atabey, Eti Mine, (TR) &amp; Mrs Gülçin Erem, HR Director Middle East, North Africa and Turkey, Dow Chemical (TR)</i>
<b>Moderator</b>	<i>Mrs Kamuran Özdemir, Consultant &amp; researcher, CRM Consulting (TR)</i>
<b>Content</b>	Two employer representatives will provide information on human resource management policy and practices of their enterprises: Eti Mine, which is the worldwide leader of boron export and manufacturing and Dow Chemical, international company dealing with chemical industry. Both companies are role models in their industries with regard to supporting people with disabilities.
<b>Interpretation TR-EN</b>	

### 27/9/2013, 16.00 – 17.30 The supported employment methodology today

<b>Speakers</b>	<i>Mrs Margaret Haddock, President of EUSE (IE) &amp; Mrs Güldan Kalem, EU and Project Expert, İzmir Governorship (TR)</i>
<b>Moderator</b>	<i>Mrs Sonia Staskowiak, Project &amp; Finance Officer, EASPD (BE)</i>
<b>Content</b>	The supported employment model in Europe will be presented by Mrs Margaret Haddock and will be complemented by Mrs Güldan Kalem who will present its application in the T-EST project (Transfer of Employment Support Tools for people with disabilities).

### 28/9/2013, 11.30 – 13.00 The supported employment methodology today

<b>Speakers</b>	<i>Mrs Margaret Haddock, President of EUSE (IE) &amp; Mrs Canan Güzel, Kocaeli İŞKUR (TR)</i>
-----------------	---

**Moderator** *Mr Mesut Günebakanlı, Vice-President of the Dolunay Association, (TR)*

**Content**  
**Interpretation TR-EN** The supported employment model in Europe will be presented by Mrs. Margaret Haddock and will be complemented by Mrs. Canan Güzel who will show its concrete application at İŞKUR-Kocaeli, a branch of the National Employment Agency of Turkey.

**27/9/2013, 16.00 – 17.30**  
**28/9/2013, 11.30 – 13.00** **Sheltered workshops: realities and future developments**

**Speakers** *Mr Philippe d'Hollander, Director of AWIPH (BE) & Mrs Aude Bourden, Work and Employment Officer, Unapei (FR)*

**Moderator** *Mrs Sabrina Ferraina, Policy Officer, EASPD (BE)*

**Content**  
**Interpretation FR-EN** The sheltered workshops model will be analysed starting from the state of play at EU level and looking at challenges and future developments in the French and in the Belgian model.

**27/9/2013, 16.00 – 17.30**  
**28/9/2013, 11.30 – 13.00** **From schooling to work: success factors and challenges**

**Speakers** *Mrs Cristina Pop, Employment specialist, Motivation (RO) & Mr Michael Barrett, Special Projects Manager, COPE Foundation (IE)*

**Moderator** *Mr Fabrizio Fea, Vice-President of EASPD (IT)*

**Content** This workshop will deal with methodologies and programmes that allow people with disabilities to have a smoother transition from their education career to professional life.

**27/9/2013, 16.00 – 17.30** **Best practices in the field of employment**

**Speakers** *Mr Dirk Rombaut, Commercial Director, Passwerk (BE) & Mr Lorenzo Martinez Salvador, Head of Marketing & Professional Integration, Repsol (ES)*

**Moderator** *Mrs Kirsi Konola, Vice-President of EASPD (FI)*

**Content** The Employment for all award nominees will describe in detail how their best practice models have become sustainable and successful over the years in promoting working opportunities for persons with disabilities.

**28/9/2013, 11.30 – 13.00** **Best practices in the field of employment**

**Speakers** *Mrs Ingrid Heindorf, Head of Policy Research and Conference Organisation, Zero Project (CH) & Mrs Elisabeth Kern, Head of*



<b>Moderator</b>	<i>Department at IFS Assistenz (AT)</i> <i>Mrs Kirsi Konola, Vice-President of EASPD (FI)</i>
<b>Content</b>	This workshop will explore successful practices to raise awareness and ultimately allow people with disabilities to enjoy their right to work. The ZERO project and a best practice from Austria will be presented.
<b>27/9/2013, 16.00 – 17.30</b> <b>28/9/2013, 11.30 – 13.00</b>	
<b>The role of authorities in supporting people with disabilities' employability</b>	
<b>Speakers</b>	<i>Mrs Maria Egger, Head of Departement, BBRZ (AT) &amp; Mr Luc Henau, General Director, GTB (BE)</i>
<b>Moderator</b>	<i>Mr Alexander Preobrazhenskiy, Programme Officer, Council of Europe (FR)</i>
<b>Content</b>	This workshop will deal with focus on the perspective of authorities in supporting people with disabilities in their professional lives, as well as on how private organisations can establish successful cooperation with public authorities.
<b>27/9/2013, 16.00 – 17.30</b> <b>28/9/2013, 11.30 – 13.00</b>	
<b>The business world</b>	
<b>Speakers</b>	<i>Mrs Sara Park, Technical Officer, ILO (CH) &amp; Mr Serdar Sardan, Secretary General of the Cement Industry Employers' Association (TR)</i>
<b>Moderator</b>	<i>Mr Luk Zelderloo, Secretary General of EASPD (BE)</i>
<b>Content</b>	Perspectives from the business sector will be discussed in the framework of corporate social responsibility policies and cooperation between different stakeholders. The ILO Global Business and Disability Network will be presented.
<b>27/9/2013, 16.00 – 17.30</b> <b>28/9/2013, 11.30 – 13.00</b>	
<b>Transition and career paths developments</b>	
<b>Speakers</b>	<i>Mr Rudi Wouters, Job Link (BE), Mr Wolfgang Scheidl, Caritas Linz (AT) &amp; Mrs Mónica Szakács, Project Coordinator, Symbiosis Foundation (HU)</i>
<b>Moderator</b>	<i>Mr Franz Wolfmayr, President of EASPD (AT)</i>
<b>Content</b>	In this workshop professional mobility of persons with disabilities (i.e. career advancement, change of jobs and re-adaptation of the working place) will be discussed looking at how to build cross sector cooperation between job centres and private and public organisations.
<b>27/9/2013, 16.00 – 17.30</b>	
<b>An inclusive approach: a strategy for diversity in the central</b>	



28/9/2013, 11.30 – 13.00 government sector

**Speakers**

*Mrs Sherlot Jonsson, Swedish Agency for Government Employer (SE),  
Mr Ola Balke, Head of Administration, Handisam (SE) & Mrs Maarit  
Aalto, Project Manager NVC (NO)*

**Moderator**

*Mrs Maria Montefusco, Project Manager, NVC (NO)*

**Content**

The Nordic Centre for Welfare and Social Issues (NVC) is an institution belonging to the Nordic Council of Ministers and representing five Nordic countries. NVC will present the results of its project "Work Inclusion" where comparative knowledge on the role of disability policy has been collected and implementation and assessment of policies has been assessed against supporting persons with disabilities to get a job in the open labour market.