

# 8<sup>TH</sup> NEWSLETTER

October 2022



# EU.CAP



*Final Dissemination Conference, Brussel, 13<sup>th</sup> of October 2022*

**Erasmus+ KA2 Project | Project Code : 2019-1-BE01-KA202-050409**



# Final conference

13 october 2022

International Associations Center  
Rue Washington, 40B - 1050 Bruxelles

[Registration](#)

09:00-09:15	<b>Welcome</b>
09:15-09:30	<b>Introduction</b>
09:30-10:00	<b>Presentation of partners and the project</b>
10:00-10:30	<b>Presentation about the results and the productions</b>
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10:30-11:00	<b>Break</b>
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11:00-11:15	<b>Screening extract from the film « Hors normes »</b>
11:15-12:15	<b>Employment and Disability Round Table:</b> <i>Obstacles to the professional inclusion of people with disabilities - How to overcome these obstacles and allow a sustainable inclusion into the «classic» job market?</i>
12:15-12:45	<b>Closing workshop:</b> Recommendations and avenues of work
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12:45-13:30	<b>Lunch</b>



## FINAL COUNTDOWN: WHAT HAVE WE ACHIEVED?

The Brussel Event officially marked the closure of the EU.CAP Project. As the project team imagined itself at the beginning of the activities, we worked as a “ship crew” in the middle of agitated waters. The metaphor is not a poetic one, but the real situation of a group of organizations trying to reflect and to build another small piece into the heavy pathway bringing to real job inclusion for the persons with disabilities who have the right and the capacities to work.

The EU.CAP “trip” crossed the Covid period and had the opportunity to observe part of the post-Covid situation, when it is generally agreed that the “recovery plan” functions less for the disabled persons, the ones who perhaps paid a higher price for the forced isolation: in terms of existing jobs lost and in terms of loss of residual competences as potential workers.

The ambitions of the project were high, and the results are satisfactory: besides the solid working group, the Dissemination Events that impacted on the local level, the Collection of Good Practices on Job inclusion, the project delivers a valuable starting point for the training of the Job Coaches who wish to get specialized into the disability sector: see all the Project products on the project’s website: <http://eucap.net/productions/>.

### FINAL CONFERENCE IN BRUSSEL, 13TH OF OCTOBER 2022

The agenda proposed by the project coordinator, UNESSA, was out of the “classical” structure. The added value of the first part, dedicated to the presentation of the Project’s results, was the involvement of each project partner. Each of them brought a personal perspective on the work done and on the future perspectives of collaboration. The presence of a representative of the Public Institution ACTIRIS, the Service for Inclusion of the Persons Discriminated into the Access of a Job - <https://www.actiris.brussels/fr/citoyens/>, gave an initial necessary framework not only to the context of the work inclusion at the local level, but also on the good practices and the necessary improvements.



UNESSA also included the presentation of the CAP Inclusion project, the one that inspired the presentation of the EU.CAP project, in order to develop concrete tools that can contribute to the improvement of the job matching between enterprises and the disabled persons. The Italian team from C'entro Association involved one of its associated members, Castel Monte Social Cooperative from Treviso, which presented a Good Practice of work inclusion dedicated to adults with disabilities, into the context of their Social Farm EL CONTADIN: <https://www.castelmonteonlus.com/azienda-agricola-el-contadin/>.



### **THE ROUND TABLE OF THE FINAL CONFERENCE**

The formula of the Round Table allowed a vivid debate among different types of experts coming from different European countries. The common ground of all the participants was the ethical responsibility that each of them feels towards the urgent need of changing the actual status quo regarding the access of persons with disabilities to real job places.

The variety of the professional involved (Communication Officer from a Work Inclusion Farm, a Job Coach, a former Officer from DG EMPL – European Commission, European Projects Coordinator from the Inclusion Area, Inclusion policies expert) is expressed through the numerous reflections, suggestions and recommendations collected during the discussions. These are all messages that are worth being heard by the public institutions at all levels, as among the public present at the event all agreed on them. But it is not enough.



### **The Invisibles**

*Our society is far from inclusive and people with disabilities (PWD) remain largely invisible, but this is the case in general for any vulnerable public.*

### **The Caregivers' Dreams**

*The family must accept that their children have a deficit and that their integration will be a real obstacle course.*

### **The Caregivers' Solutions**

*It is often the parents of people with disabilities who organize themselves to promote the PSI of their children by setting up foundations or local initiatives.*

### **The Unseen Resources**

*Often, people with disabilities have soft skills (respect for schedules, hygiene measures, dress code, etc.) that other vulnerable groups find more difficult to acquire.*

### **The Professionals' Dreams**

*It would be better for companies to have quotas for the placement of people with disabilities rather than none at all, in order to put pressure on these employers to adapt and adapt the workplace to better integrate people with disabilities. But the Italian experts say that in Italy there are “reserved quotas” for the enterprises, but many of them prefer to pay the fine and not hire.*

## **Next Steps**

Ideally: continue EU.CAP project with a new one, dedicated to a wide Awareness Campaign on the Persons with Disabilities as Workers or Potential Workers, active members of a common society of rights.



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