



# Workability Europe e-bulletin

September 2008

*Championing the right to work of Europeans with disabilities*

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## EDITORIAL

Dear Members of Workability Europe,

We are pleased to issue the second edition of our internal e-bulletin for 2008. In this Editorial, we bring to you some highlights from our past activities and look ahead to our work in the coming weeks and months. As usual, you will find more detailed information elsewhere in this edition and on our website or alternatively you may wish to contact us direct.

Firstly, we would like to remind you about our **new contact details**. As of 1<sup>st</sup> July 2008 Workability Europe moved office premises. The new address is 11 Rue des Colonies 1000 Brussels and Tel: +32 (0) 2 517 60 13 Fax: +32 (0) 2 517 65 00 E-mail: [info@workability-europe.org](mailto:info@workability-europe.org)

The Annual Conference in San Sebastian was a huge success! The Conference took place between 20 - 23 May 2008 in the City of San Sebastian in the Basque Region of Spain. This year's theme was "*Employment Solutions through Innovation*" and the event

was hosted by EHLABE. The Conference attracted over 110 participants from all over Europe and offered an exciting mix of high level speeches, academic inputs, exchanges and social activities. Several business meetings and Seminars were held in the margins of the event which was covered by local media. The full conference report, papers are available from our website.

We are pleased to announce that the Annual General Meeting approved Bucharest, Romania as the venue for our 2009 Annual Conference to be held on 26<sup>th</sup> -29<sup>th</sup> May 2009. Our host member will be Motivation and planning for the event has already commenced.

During the Annual General Meeting held in San Sebastian, we elected and welcomed six new Board member Maria Goranova- Valkova from the Marie Curie Association (Bulgaria), Maria Egger from FAB (Austria), Marjatta Varanka from VATES (Finland), Marc Chabanel from INSOS (Switzerland), Marek Lukomski from EKON (Poland) and Manuel Sagarra from FUNDOSA (Spain).

In relation to our ongoing involvement in European **projects**, the *Validating Mentoring 2* project held its third Transnational Meeting in Istanbul on 22<sup>nd</sup> -23<sup>th</sup> September. Workability Europe will be increasing its dissemination activities and will evaluate the possibilities to create a Quality Mark for mentoring. Our Matra-funded project "Disabled at Work" in Turkey is progressing well too, a progress report has been published and is available on our website

In the **Public Affairs** field, during the summer we continued to follow up the State Aid General Block Exemption Regulation – and our Public Affairs Officer held a meeting with the European Commission regarding issues raised by our members. If you would have any comments at this stage, please contact us or the Service Development Group. Workability Europe joint efforts with other Service Social Providers and complained formally to the European Commission about the lack of positive feedback and clear strategy regarding the Social Service of General Interest Strategy. A reply from the European Commission is awaited. Workability Europe also participated with other members of the Social Platform in a lobbying action in order not to lose the recommendation on Active Inclusion which is on-going for a number of years.

In conclusion, I take opportunity to express my gratitude and thanks to Martin Ohridski, who served as Public Affairs Officer for the last four years at Workability Europe, and who took up his new position with the European Commission on 1<sup>st</sup> July. We wish him the best in his new career and we thank him for all the efforts and contributions to the organisation during his employment with us. His hand over of duties to his successor, Helena Ruiz Fabra, was both professional and extremely helpful for which both Helena and Workability Europe are grateful.

Looking forward to hearing from you soon,

With best wishes,

Bertie Hunt, General Secretary

## NEWS FROM THE SECRETARIAT

### **NEW Public Affairs Officer**

Following the departure of Martin Ohridski, Workability Europe is pleased to announce the appointment of Helena Ruiz Fabra as Public Affairs Officer. Helena is appointed in a full-time capacity and is based at our new offices premises in Brussels.

Helena holds a Post-graduate in European Political Studies and Master in Political Sciences. Previously she worked in European Commission, International Consultancy and in most recent years in the NGO sector. Apart from her native Spanish, she speaks fluent English and French and also communicates in Italian and Dutch. Helena shares the mission, values and vision of Workability Europe and is prepared to ensure that our Public Affairs agenda is brought to the attention of the European Institutions.

Helena is reachable at [publicaffairs@workability-europe.org](mailto:publicaffairs@workability-europe.org) and on the WE phone+32 (0) 2 517 60. Please, do not hesitate to send her your information, so that she can ensure that your priorities in the Public Affairs arena are brought to her attention for action!

### **Questionnaire on Social Service of General Interest.**

Workability Europe together with eight other European Service Provider Networks has issued a letter to the European Commission regarding the policy frameworks and objectives on SSGI . In this letter the signatories explained some key concerns of our networks related to the July 2008 Social Protection Committee (SPC) Questionnaire on Social Services of General Interest (SSGI) and current policy process on SSGI. The signatories expressed their interest, readiness and willingness to engage in a continuous exchange and dialogue with Commission services and the SPC to all relevant issues around S(H)SGI at European level.

The letter aimed to raise some issues on the process, especially the doubts and benefits of investing time and resources and engaging their national member organisations in replying to such a questionnaire as well as about the real effect this has on the ongoing policy process on SSGI. This is particularly true as long as some crucial questions/issues on policy frameworks and objectives remain unclear.

The full text of the letter is posted at Member's Area, Secretariat Report and Documents Section on the WE website.

### **WE meet with the European Commission concerning State Aid.**

As you recall, the Commission launched in April 2007 a consultation on draft rules for the new **State Aid General Block Exemption Regulation**. This Regulation has entered into force from August 2008. Since the first draft was issued, Workability Europe has responded with three position papers. We are pleased to see that our lobbying efforts have resulted in a much improved regulation. However, the final published version raised some questions from our members. These issues have been brought to the attention of the European Commission in a meeting held on the 16<sup>th</sup> September. The EC have noted our concerns and will be respond to us in the weeks ahead. Find a report about State aid, the new GBER and the meeting with the CE on the member's area new section Secretariat Reports and Documents.

Find our position papers at <http://www.workability-europe.org/index.php?page=publications&hl=en>

### **WE launches a Survey on Supported Employment, Transitions and Progressions**

Resulting from the last meeting of the Service Development Group (SDG), we are conducting a survey on Supported employment, Transitions and Progressions into Employment.

This survey will provide us with knowledge relating to the relevant issues about supported employment within your country. This information will allow Workability Europe to understand more clearly the issues which are of concern to you.

Please, appoint a member of your staff to complete the survey about your organisation and country. The deadline for contribution is 5<sup>th</sup> November 2008.

The survey is available at:

[http://www.surveymonkey.com/s.aspx?sm=0dMpvUqu\\_2fjn4LNG\\_2bgcxolw\\_3d\\_3d](http://www.surveymonkey.com/s.aspx?sm=0dMpvUqu_2fjn4LNG_2bgcxolw_3d_3d)

If you would like to received the word version of the survey, or receive further information contact Helena Ruiz Fabra at [publicaffairs@workability-europe.org](mailto:publicaffairs@workability-europe.org) or by phone+32 (0) 2 517 60 13

### **Research on quality approaches for assuring the quality training and service provision.**

WE has joined a consortium formed by, Workability Europe , Integradja, EASPD, LUCAS, EPR, FEANTSA and AWO to submit a tender aiming to research on the quality approaches for assuring the quality training and service provision. The study will investigate the skill needs within the Social care sector on how they can better addressed through training and what the role of quality assurance in preparing the working force involving “end users. The study will be based on the “skill gaps” approach and it will cover the whole sector and focus on Service Providers.

### **WE attends the Disability Intergroup at the European Parliament.**

On the 4th September 2008 WE Public Affairs Officer attended the Disability Intergroup at the European Parliament. The title for this session was: Working for the EU Institutions: what opportunities for candidates with disabilities? Among the speakers were: **Barry Wilson, Director-General, DG Personnel of the European Parliament**, **Guy Van Biesen**, representative of EPSO (**European Personnel Selection Office**) and **Dr Marion Reichart, Disability Awareness in Action**.

Find a report about the Disability Intergroup on the member's area section Secretariat Reports and Document.

## PAST EVENTS\*

### Report Annual Conference in San Sebastian May 2008.



The Workability Europe (WE) Annual Conference 2008 took place between 20 - 23 May 2008 in the City of San Sebastian in the North of Spain. This year's guiding theme was "*Employment Solutions through Innovation*" and the event was hosted by EHLABE in the framework of the *Year of Innovation* declared by the Basque Government. The Conference was a huge success attracting over 110 participants from all over Europe and offering an exciting mix of high level speeches, academic inputs, exchanges and social activities. WEB BV, e-ISOTIS and WE displayed exhibition stands promoting various products and services. The Conference programme unfolded according to the familiar and appreciated pattern of having one national political day, one day dedicated to visits of services and discussions and one internal day focusing on WE matters. Several business meetings and Seminars were held in the margins of the event too. The Conference was covered by local media.

The complete report, photos and PowerPoint presentations at:

[http://www.workability-europe.org/index.php?page=annual-conference&hl=en\\_US](http://www.workability-europe.org/index.php?page=annual-conference&hl=en_US)

## UPCOMING EVENTS\*

### ✚ **European Commission Conference: The new approach to State Aid - Recent reforms under the State Aid Action Plan and next steps 21<sup>st</sup> November 2008, Brussels**

During the event the Commission will present the simplification package that will be the final step of the current reform of EU State Aid control. In the morning sessions the Commissioner and the DG Competition team will inform the audience about the achievements so far under the current State Aid reform and about the details of the new simplification package. In the afternoon, State aid policy will be analysed in a broader context in a panel with high level participants from the most important stakeholders of European State aid control: Member States, industry, academia and the legal community.

Further information and registration:

[http://ec.europa.eu/comm/competition/state\\_aid/conferences/21112008.html](http://ec.europa.eu/comm/competition/state_aid/conferences/21112008.html)

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\* Includes WE events outside the framework of specific Development Group meetings.

## PROJECTS

### Validating Mentoring 2

The project **Validating Mentoring 2** held its third meeting in Istanbul, Turkey on the 22 and 23 September 2008. The main items of discussion during the first day included update presentations on the partners' activities during period covered since the last meeting. Plans were updated for the identification and recruitment of mentors and mentees and the adaptation of mentoring Training packs, a revision of the Code of Practice for Mentoring and investigation of the possibility of setting up a European Quality Mark in Mentoring.

Helena Ruiz Fabra, WE Public Affairs Officer represented WE at the meeting, where she reported on the tasks conducted by WE. Regarding the evaluation of a European Quality Mark in Mentoring, The Secretariat is looking for an expert or professional within the member organisations who can support and contribute to this task, should your organisation be in a position to offer assistance, please contact Helena at [publicaffairs@workability-europe.org](mailto:publicaffairs@workability-europe.org).

The next activities regarding dissemination and valorisation will be published at WE's Website. However, we are looking for opportunities to present the project and share the results with other professionals, if you would like to receive more information or you would like to invite us to your event, please contact the Secretariat.

The next VM2 project meeting is scheduled to take place in Bulgaria early March 2008, hosted by Marie Curie Association.

For more information, please visit the project website - <http://www.vm2-project.eu/> or contact Helena Ruiz Fabra at [publicaffairs@workability-europe.org](mailto:publicaffairs@workability-europe.org)

## NEWS FROM THE DEVELOPMENT GROUPS

### Network Development Group (NDG)

The minutes from the last meeting held in San Sebastian has been published at the Website. The next meeting will take place on 18<sup>th</sup> November in Brussels. We will keep you posted with more information very soon.

For more information contact the Co-Chairs Tim Papé [sandy.evans@shaw-trust.org.uk](mailto:sandy.evans@shaw-trust.org.uk) or François Kuentz [fegapei.kuentz@wanadoo.fr](mailto:fegapei.kuentz@wanadoo.fr)

### Services Development Group (SDG)

The last meeting of the SDG was held in Brussels on August 27 at WE offices. The main subjects discussed were the follow up and action plan following the Transition Seminar in San Sebastian, the new GBER (General Block exemption Regulation on State Aid), public procurement and quality provision for services.

The next SDG group meeting will take place on Thursday the 20th November in Brussels (the WE office) to combine with the Commission Conference on State Aid the following day, more information above.

For more information contact the Co-Chairs Leif Alm [leif.alm@samhall.se](mailto:leif.alm@samhall.se) or Nigel Hopkins [nigel.hopkins@remploy.co.uk](mailto:nigel.hopkins@remploy.co.uk)

## NEWS FROM WEB BV

### WEB BV Network Meeting Business Challenges and Opportunities

The business concept of WEB is timing the new challenges our members meet in a more global orientated business world.

**Automotive:** Fundosa of Spain, Remploy of UK, Samhall of Sweden and WAAK of Belgium – the original Concept group EABAT – have become a member of CLEPA. This membership opens up a lot of new contacts and possibilities that could be forwarded to our members. The EABAT team welcomes Grupo Gureak of Spain as a new member and will hopefully see GdW of Germany joining the team shortly. The CEO of CLEPA thinks that this concept is absolutely the right way for our members to act and to find a position in this large sector of the economy.

**IKEA,** with Global activities in sourcing and marketing, can also see the potential of the WEB BV network as an interesting potential partner. “You have members throughout the world and there are existing relations with some of your members and there is a potential in the long term for this kind of business concept” says one senior representative for IKEA. “Find the niches directly or around the IKEA businesses, be patient and secure good performance”. This is two examples how WE members and WEB can meet the future business opportunity.

**Procurement:** We continuously work with implementation of the IT hardware and software agreements and WEB BV has organised an IT-information day in Brussels Sept 18<sup>th</sup> to present the possibilities for the members. “If you have inquiries, ideas, business proposals use the WEB network related to business development or purchasing, don’t hesitate to get in touch”, says Lars Lindblom of WEB BV. “There is a great potential out there for cost saving activities and new businesses”.

Use the web site as one part of your marketing activities! [www.webbv.eu](http://www.webbv.eu)

### **Any Questions?**

**If any members have questions regarding agreements, how to apply to obtain access or have other ideas of how we can strengthen our common position by working in partnership, do not hesitate to get in contact with Lars Lindblom, WEB BV’s Executive Director at [director-web@workability-europe.org](mailto:director-web@workability-europe.org)**

## WHAT’S NEW ON THE WEBSITE?

New items posted on [www.workability-europe.org](http://www.workability-europe.org) include:

### **Member’s Area:**

- Development Groups: Minutes from meeting in San Sebastian.
- PR: WE Brochure in German
- Secretariat Reports and Documents :
  - letter together with other Social Service Providers to the European Commission expressing its concerns regarding the Questionnaire on Social Service of General Interest;
  - Internal Report on State Aid and the new general Block exemption regulation

- Disability Intergroup: Working for the EU Institutions: what opportunities for candidates with disabilities?

### Publications section:

- WE Public Affairs e-bulletin April, May, July/August, September editions 2008
- WE internal e-bulletin September 2008

### News section:

- *Update on Validating of Mentoring 2 project*
- *Survey on supported, transitions and progression into employment.*
- *WE moves office!*

### Annual Conference section:

- All documents about the WE Annual Conference in May in San Sebastian

### Events section:

- Report and presentation on Seminar mentoring for employability

### Contact:

- How to reach us
- Accommodation in Brussels- updated suggested hotels.

## NEWS FROM THE MEMBERS

### **SHAW TRUST awarded seventeen ESF contracts**

Shaw Trust has been awarded seventeen ESF contracts, which have been co-financed by either the DWP or the LSC. £42 million of European funding has been awarded to deliver a wide [range of](#) programmes over the next 3 years, which will see almost 40,000 clients receiving support and over 15,000 progressing into employment. The European funding has allowed Shaw Trust to recruit over 100 new staff from across the country and to enter formal sub-contracting relationships with 25 key partner organisations who will provide specialist support for some of the specific needs of our clients. Thomas Moan, the operational Director who has taken the lead for the Implementation of the programmes said: "This is an exciting time for Shaw Trust as we begin to make a significant impact in some of the most disadvantaged communities throughout the country".

News from: [evelyn.okeefe@shaw-trust.org.uk](mailto:evelyn.okeefe@shaw-trust.org.uk)

### **NEWS from CEDRIS**

- Cedris is still waiting for the advice to the Ministry of Social Affairs and Employment of a special committee (Committee de Vries). The advice is delayed until the end of September. One of the outstanding questions is the need for a special target group for people with/ without disabilities. Cedris will have the possibility to react to the Ministry and the Parliament. Also the relation between the municipalities and the organizations for sheltered- and supported employment will be the subject of the study. This study for disabled workers in special provisions will be combined with more recent advice on how to get more people with more severe difficulties involved in the labour market.
- Cedris has finalised the national contract for medical services of the workshops. The quality of the service for this third contract has been improved and again it was possible to make a savings in costs.

- Cedris creates a book for the safety in the workshops. The documents includes check lists and advices, this was an initiative in accordance with the Ministry of Housing/ Buildings
- The Chairman of Cedris Mr. Biesheuvel has moved from the organisation after 5 years of service and is now the Chairman of the National Advisory board (RWI) for labour and social dialogue (this is a tripartite organization of Employers- Employee Organisations and Municipalities) The new chair of Cedris appointed as of 1<sup>st</sup> September , is Mrs Leemhuis-Stout,. She was previously chair of the Union of Hospitals Organisation.
- Cedris undertook a study about the current incomes of CEO's of its member organisations. Background for this study is the "" rule" that CEO's in Public owned organizations are might not earn more money than the Dutch Premier. The first study undertook 3 years ago showed that there were not problems at this regard. The new study will be undertaken by an external and independent organisation.

News from: [lkooyman@cedris.nl](mailto:lkooyman@cedris.nl)

### **MARIE CURIE ASSOCIATION- OASIS Project**

The main target of OASIS - a new Project partially funded by the European Commission within the 7<sup>th</sup> Research Framework Program (ICT and Ageing) - is to revolutionize the interoperability, quality, breadth and usability of services for all daily activities of the elderly.

OASIS aims to utilize ICT and other key technologies in order to provide holistic services to the elderly to support their physical and psychological independence stimulate their social engagement and foster their emotional well being.

The project - started in January 2008 - has an overall length of four years

**The 1<sup>st</sup> OASIS Workshop will be held in Brussels on October 10<sup>th</sup>, 2008 and will have the participation of representatives of the Industry, of Academic and Research communities, of highly recognized experts in the topics addressed by the Project and of Users and User Associations.**

The main target user groups of the Projects are elderly people who experience mild cognitive and physical impairments due to ageing. These people are able, in most cases, to lead independent and active lives, but are at risk of exclusion due to the slight cognitive and physical deteriorations that they are experiencing, as well as the complexity and lack of utility, accessibility and usability of ICT.

Offered services – integrated into the OASIS platform -include Independent Living Applications (ILA) such as Nutritional advisor, Activity coach, Brain trainer, Social relationship, Health monitoring and Environmental control and Autonomous mobility and smart workplaces applications (AMSWA) such as Elderly-friendly transport, Elderly-friendly route guidance, Personal Mobility, Tourism, Leisure and Smart Workplaces.

FIMI PHILIPS Italy is the Coordinator of the Project, and the OASIS Consortium consists of 33 complementary Partners from 11 countries (Belgium, Bulgaria, China, Germany, Greece, Italy, Mexico, Romania, Spain, Switzerland, United Kingdom). Marie Curie Association is the sole Bulgarian partner in the consortium and is mainly responsible for the coordination of testing in Bulgaria of the innovative project results.

More information about the initiative could be found on its official website:

<http://www.oasis-project.eu>

News from: [petia@marie-curie-bg.org](mailto:petia@marie-curie-bg.org)

### ✚ E-ISOTIS award ceremony and AHVIIT-ACCESS Project



E-ISOTIS held on the 18th July 2008 at Microsoft Head Office in London, the first of its kind award ceremony that celebrated and demonstrated Assistive Technology and Information Communication Technology for people with disabilities and the elderly. One of the four awards was for ICT innovations for People with Disabilities at Work. (More info at [www.access-it-awards.eu](http://www.access-it-awards.eu) )

Furthermore, AHVIIT-ACCESS project ([www.ahviit.org](http://www.ahviit.org) ) that e-ISOTIS is involved, completed successfully training programmes on ICT, cooking, and massage for blind people using tactile diagrams that expect to advance significantly the vocational needs of people with visual impairments. Furthermore, e-ISOTIS completed as one of the main partners, the checkandgo tool ([www.checkandgo.eu](http://www.checkandgo.eu) ) that allows people with disabilities to specify their working environment needs and also to inform potential employees about the employment of people with disabilities in their country.

The tools are accessible in five languages. CheckandGo tool was also demonstrated at the Workability Europe conference in San Sebastian last May 2008. Also, in the context of GAMBE project [www.gambe-leonardo.eu/](http://www.gambe-leonardo.eu/) , e-ISOTIS has recently tested with actual users, a vocational training programme that allows people with disabilities as public servants to serve other disadvantaged groups by exploiting e-government services.

News from: [nick@e-isotis.org](mailto:nick@e-isotis.org)

### ✚ Three Anchors Foundation organises a Job coach training in Suriname



In July the Suriname Foundation the Three Anchors has, in collaboration with Salo Germany and Cedris Holland organized an introduction training regarding the work of a job coach. Over 30 professionals from 15 local organizations participated in the pilot training. Hopefully funding will be found so that this pilot project will be followed by a 2 year program to improve the chances of regular work for people with a disability.

New from: [suri.ankers@gmail.com](mailto:suri.ankers@gmail.com)

### ✚ REMPLOY NEWS

- Tim Matthews has been appointed Chief executive from October 2008 and he replaces Bob Warner.
- In 2007/8, Remploy placed more than 6,700 disabled people into open supported employment, up from 5,500 the year before.
- Remploy has satisfactorily completed its major modernisation programme which affected more than 2,000 people.

News from: [Nigel.Hopkins@remploy.co.uk](mailto:Nigel.Hopkins@remploy.co.uk)

**CALENDAR OF EVENTS 2008\***

Date	Event	Location	Contact person
23 October 2008	Steering Group Social Platform	Brussels (Belgium)	Helena Ruiz Fabra <a href="mailto:publicaffairs@workability-europe.org">publicaffairs@workability-europe.org</a>
23 October 2008	Service of General Interest- Social Platform	Brussels (Belgium)	Helena Ruiz Fabra <a href="mailto:publicaffairs@workability-europe.org">publicaffairs@workability-europe.org</a>
3 November 2008	Management Committee	Brussels, Belgium	Bertie Hunt <a href="mailto:secretary@workability-europe.org">secretary@workability-europe.org</a>
3 November 2008	Biannual Meeting European Commission	Brussels, Belgium	Helena Ruiz Fabra <a href="mailto:publicaffairs@workability-europe.org">publicaffairs@workability-europe.org</a>
4 November 2008	Biannual Meeting European Parliament	Brussels, Belgium	Helena Ruiz Fabra <a href="mailto:publicaffairs@workability-europe.org">publicaffairs@workability-europe.org</a>
7 November	Informal Network of Service Social Providers	Brussels, Belgium	Helena Ruiz Fabra <a href="mailto:publicaffairs@workability-europe.org">publicaffairs@workability-europe.org</a>
17 November 2008	WE Board Meeting WEB BV Meeting	Brussels, Belgium	Bertie Hunt <a href="mailto:secretary@workability-europe.org">secretary@workability-europe.org</a>
18 November 2008	Service Network Development Group	Brussels, Belgium	Tim Papé <a href="mailto:sandy.evans@shaw-trust.org.uk">sandy.evans@shaw-trust.org.uk</a> François Kuentz <a href="mailto:fegapei.kuentz@wanadoo.fr">fegapei.kuentz@wanadoo.fr</a>
20 November 2008	Service Development Group	Brussels, Belgium	Leif Alm <a href="mailto:leif.alm@samhall.se">leif.alm@samhall.se</a> or Nigel Hopkins <a href="mailto:nigel.hopkins@remploy.co.uk">nigel.hopkins@remploy.co.uk</a>
21 November 2008	European Conference: "The new approach to State aids – recent reforms under the State Aid Action Plan and next steps"	Brussels (Belgium)	Registration and further information: <a href="mailto:COMP-STATE-AID-CONFERENCE@ec.europa.eu">COMP-STATE-AID-CONFERENCE@ec.europa.eu</a>
30 November 2008	Management Committee	Brussels, Belgium	Bertie Hunt <a href="mailto:secretary@workability-europe.org">secretary@workability-europe.org</a>
1-2 December 2008	European Day of People with disabilities	Brussels, Belgium	Helena Ruiz Fabra <a href="mailto:publicaffairs@workability-europe.org">publicaffairs@workability-europe.org</a>
9-10 December 2008	Annual Conference Social Platform	Brussels, Belgium	Helena Ruiz Fabra <a href="mailto:publicaffairs@workability-europe.org">publicaffairs@workability-europe.org</a>
10-11 December 2008	International Conference on Technologies for Accessibility and Support for Dependent People - ableTech'08	Bilbao, Spain	Helena Ruiz Fabra <a href="mailto:publicaffairs@workability-europe.org">publicaffairs@workability-europe.org</a>

\*List of events as known at the moment. Other events may be added and will be advised. Always confirm dates and location with the Development Group Chair(s) and/or secretariat prior to attending.

**Editorial note:**

This E-bulletin is issued three times a year exclusively to Workability Europe members. Readers are invited to reproduce the information provided the source is quoted.

**Editors:** Bertie Hunt (General Secretary) and Helena Ruiz Fabra (Public Affairs Officer). We welcome your questions, comments and contributions.

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