



Workability Europe e-bulletin

April 2006

Championing the right to work of Europeans with disabilities

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EDITORIAL

Dear Members of Workability Europe,

We are pleased to present you with the first edition of our e-bulletin for 2006. You will be pleased to learn that Workability Europe network has been active on a number of fronts since the start of the year. You will read more about them in the current e-bulletin but in this editorial I would like to just briefly summarise some of the main developments over the last months and to give a quick look to upcoming events and issues in the next several weeks.

On 9 January 2006 we kicked off with a Purchasing Meeting in London which picked up on the promising work undertaken by the Purchasing Group in 2005.

Then, on 18 January the Communications and Networking Pillar Group came together for a meeting in Paris, hosted by FEGAPEI. At this meeting participants completed the official PowerPoint presentation of Workability Europe and put the finishing touches on the new brochure.

In February, the Enlargement Pillar Group held its first meeting of the year in Warsaw. During this month, Workability Europe also met representatives of DG Competition to discuss the issue of State Aid and to put forward the views of service providers of disabled people.

The Board of Directors of Workability Europe held its first meeting of the year in Bilbao, Spain on 20 February, hosted by EHALBE. Preceding the Board meeting, Directors were received by the Mayor of Bilbao in his official residence. Following the Board Meeting, EHLABE kindly provided a tour to some of their local employment services. The Board also approved the application for membership to Workability Europe of Sonneheerdt from The Netherlands. On 21 February, also hosted by EHLABE the B2B & CSR Pillar Group held a full-day meeting.

On 23 February a Seminar on Funding Opportunities brought together members of Workability Europe and the European Platform for Rehabilitation. The European Commission is currently preparing a new generation of funding opportunities that will cover the period between 2007-2013 and in this respect the Seminar was a timely opportunity to gain knowledge about the new stream of funding opportunities available for the disability sector from 2007. The Seminar was also a very good event for networking.

In March we were especially active in the Public Affairs field, holding meetings with key officials in the European Commission. Workability Europe, along with other social service providers, met the Head of Cabinet of V. Spidla (Commissioner for Employment, Social Affairs and Equal Opportunities) and the Director-General for the same DG. Main matters discussed included the Services Directive and role of service providers for social cohesion in Europe.

A two-day Seminar by *Routes to Employment & Best Practice Pillar Group Meeting* was held in Asker, Norway on 30-31 March, hosted by ASVL. The Seminar covered some very operational, interesting and important subjects on management and involvement of employees with disabilities.

At the end of March the final Purchasing Agreements with HP were ratified for signature and this together with the Agreement currently in place with Dell computers will allow members of WE to have direct access to purchase business computers - desktops and laptops – at significant savings to each member organisation.

We expect the period in the run up to the Workability Europe Annual Conference and in its immediate aftermath to be quite charged. For Workability Europe to achieve the strategic objectives it has set itself we count on the active participation of our members and as always remain ready to support their work from the secretariat.

Finally, we would like to remind of our Annual Conference to be held in Amsterdam, The Netherlands from 9 to 11 May 2006 and co-hosted by Cedris and AMFORS Group. We have had a very good response from the membership and we encourage you to register if you still have not done so in order to achieve full representation from all our members.

All good wishes,
Bertie Hunt
General Secretary, Workability Europe

NEWS FROM THE SECRETARIAT

Workability Europe welcomes new member organisation

In February 2006 Workability Europe formally welcomed a new member organisation - **Bartiméus Sonneheerdt International Affairs** - a department of the Bartiméus Sonneheerdt Foundation in the Netherlands, which supports the overall quality of life for the blind and partially sighted. The international department is specialised in vocational training and employment for visually impaired persons in Eastern Europe, Africa and the Antilles. Its main objective is to get visually impaired persons at work, earning their own income and become visible contributors to society. Bartiméus Sonneheerdt International Affairs assesses career and job opportunities and strengthens international links with various enterprises. The organisation liaises with organisations for the blind, government institutions and business communities. Its contact details are: Email international@sonneheerdt.nl ; Websites www.sonneheerdt.nl and www.bartimeus.nl

ENSPER meets key EU officials

In February 2006 Workability Europe, representing the European Network of Service Providers in Employment and Rehabilitation (ENSPER), along with other European Networks of Social Service Providers, held two high level meetings with key officials in the European Commission. ENSPER met with S. Ouaki, Head of Cabinet of Commissioner V. Spidla (DG EMPL) and N. van der Pas, Director General DG EMPL. Martin Ohriski (WE Public Affairs Officer) and Jan Spooren (General Secretary ENSPER) represented ENSPER. Some highlights from the meetings are listed below:

- **The role of social service providers for social cohesion in Europe** was discussed underlining the importance of working in partnerships in the challenge to ensure the provision of high-quality social services of general interest for all in the future in the EU internal market.
- Social Service Providers also put forward their positions and expectations with regard to two key dossiers – the **Services Directive** and the upcoming **Communication on Social and Health Care Services of General Interest**.
- Finally, Social Service Providers sought to learn more about **planned initiatives of the European Commission in relation to social service provision** and how they can input into them

Detailed minutes from these two meetings can be requested by sending an email to publicaffairs@workability-europe.org

ENSPER develops position paper on State Aid

As many of you are aware, the European Commission is currently reforming the current **EC Regulation No 2204/2002 of 12 December 2002 on the application of Articles 87 and 88 of the EC Treaty to State aid for employment** and is preparing a proposal for the New State Aid Regulation.

A Workability Europe working group has been dealing with this issue aiming to ensure that the best possible regulatory framework for social enterprises providing sheltered work and employment is assured under the new regime entering into force from 1 January 2007.

Meanwhile, ENSPER has maintained close contacts with DG Competition of the European Commission to put forward the views and expectations of service providers. A formal **position paper, drafted in consultation with Workability Europe members, was recently submitted to DG Competition**. Members will be kept duly informed about future developments and actions undertaken in this dossier.

To request the ENSPER position paper on State Aid or for further information on this issue send an email to publicaffairs@workability-europe.org

PAST EVENTS*

EPR and Workability Europe organise Seminar on Funding Opportunities

On 23 February 2006 EPR, in conjunction with Workability Europe, organised a successful Seminar entitled ***A new cycle of EC Funding Opportunities for the disability sector (2007-2013)*** which took place in Brussels.

The European Commission is currently preparing a new generation of funding opportunities that will cover the period between 2007-2013. They will replace the 2000-2006 cycle of funding programmes, and will offer to the disability sector another wide range of opportunities to finance training, development and dissemination activities at both national and European level.

In this respect, the Seminar was a timely occasion to acquire an insight into the new streams of funding that will soon be available for the disability sector, and to understand how an organisation might benefit from them.

The Seminar was very well attended attracting 32 persons from 14 European countries. Participants came from the EPR network and from member organisations of Workability Europe including Samhall, Remploi, VLAB, Salo Holding, ONCE Foundation, Rehab Group, FEGAPEI and Sonneheerdt International.

The programme started in the premises of the European Commission with a general presentation on the role and functioning of the EU institutions. This was followed by presentations given by officials from DG Employment Social Affairs and Equal Opportunities on the PROGRESS Programme, ESF and other interesting upcoming funding opportunities for the disability sector.

The afternoon session of the Seminar took place in the Eurovillage Hotel. After a networking lunch, Jan Dröge – a top consultant in the field – balanced professional expertise with theoretical and practical approaches, allowing participants to become familiar with:

- The objectives and scope of the main upcoming funding opportunities including the specific actions and activities they can fund

* Includes WE events outside the framework of specific Pillar Group Meetings.

- The application procedures for each funding programme as well as the framework for implementation and reporting
- Evaluating budgets and financial reports
- Strategies to transform a project idea into the a decision to submit a project proposal, and tools for proposal writing
- Best practice in partner search and partnership-building

Martin Ohridski, WE/EPR Public Affairs Officer, facilitated the event. A detailed Training Pack, Certificates of Attendance and follow-up information were distributed to all participants.

For more information on the Seminar or to request the training materials send an email to publicaffairs@workability-europe.org

UPCOMING EVENTS*

Workability Europe Annual Conference around the corner

As we informed you in earlier communications **Workability Europe Annual Conference 2006 will take place between 9-11 May in Amsterdam, The Netherlands**, and will be co-hosted by Workability Europe members Cedris and AMFORS Group. The theme of the Conference is ***Beyond 2006: Building Workability Europe's Future Together.***

In 2006, our three-year Strategic Plan will come to an end. Workability Europe would have reached a milestone in its progress. A lot has been accomplished over the last few years, but still a lot of opportunities and challenges await us in the years ahead in all areas of our work – Employment, Learning, Research & Development and Public Affairs.

Thinking ahead to the future and building a common strategy to achieve our common goals in championing the rights of the most disadvantaged to work will be uppermost in our minds when we meet in May.

This year's event will be slightly different from previous years. The Conference Programme will be shorter and more focused on working together to generate and channel ideas and contributions from our membership into the content proposals for the next Strategic Plan 2007-10. This gives us the opportunity to look at Workability Europe and how it can continue to add value to the work of all its members.

Our next Strategic Plan also coincidences with the new EU Financial Framework 2007-13, which will open up new funding streams for our sector. This Conference affords us the facility to discuss and develop these opportunities further.

We would encourage full participation from all levels within our member organisations, in order to ensure that we achieve the maximum representation and contribution from our membership in developing our future plans.

To facilitate a high level of attendance, we have chosen Amsterdam as the location for our Conference due to its easy accessibility by low cost airlines, train or car. Our hosts have negotiated competitive packages with a hotel in the wider Amsterdam area, which will fit all

* Includes WE events outside the framework of specific Pillar Group Meetings.

budgets. Furthermore there will be no Conference registration fee, as Workability Europe, Cedris and the AMFORS Group will cover all organisational costs.

The full Conference Programme, Invitation letter and Registration form are available from the WE website at http://www.workability-international.org/europe_152.html

The deadline for registrations has expired but there might still be the possibility to register for the event. Therefore, we urge those of who still have not registered and for further information to immediately contact **Leo Kooyman, Treasurer WE, Email lkooyman@cedris.nl, Tel: +31 30 290 68 00, Fax: + 31 302906899**

NEWS FROM THE FOUR STRATEGIC PILLARS

Pillar I: Business to Business & Corporate Social Responsibility

Joint Purchasing Group

The last B2B & CSR Pillar Group Meeting was held on 21 February 2006 in Bilbao, hosted by EHLABE. Regarding Purchasing, Connect Industries have been contracted by WE to support and monitor the progress of HP, MICROSOFT and DELL Agreements. Formal preferential price Agreements have been negotiated with Microsoft for Software Programmes and with Dell and HP for Business Desktops and Laptop Computers. These agreements are not totally exclusive to these Companies as our search for other hardware providers continue. All members are eligible to benefit from these agreements and all relevant details have been circulated by the General Secretary Bertie Hunt on 10 April 2006.

TechSoup

Workability Europe is also currently having discussion with TechSoup in the United States regarding possible access to donated IT products and services. TechSoup connects non-profits with donated and discounted technology products and is interested in setting up in Europe the Donations Programme and they have considered WE as a possible partner. A one-week meeting was held in San Francisco commencing 27 March and WE were represented by Hugh McNally (Rehab Group) and technical experts from Fundosa/Technosite. Fundosa/Technosite from Spain and Samhall, Sweden will be the first WE members to pilot the Donations Programme in Europe.

Powered by CompuMentor, one of the nation's oldest and largest non-profit technology assistance agencies, TechSoup.org offers non-profits a one-stop resource for technology needs by providing free information, resources, and support. For more information refer to <http://www.techsoup.org/>

The date of the next meeting for Pillar I will be established and advised in due course.

For more information contact the Chairs

Ashley Balbirnie: ashley.balbirnie@gandonenterprises.ie or

Mercedes Ramos: mramos.fundosa@fundaciononce.es

Pillar II: Enlargement

The last Enlargement Pillar Group Meeting was held in Warsaw on 10 February 2006. There were 16 participants, with most of the Polish members present. It was agreed that wherever the Pillar meeting was held, all Workability Europe members from that country would be invited to attend. This would help to strengthen the links with Workability membership. Main highlights from the meeting included the following:

- Rolf Salo (Salo Holdings, Germany) and Zoltan Bodnar (Lux-tex, Hungary) were welcomed and provided a presentation on their respective organisations.
- VSZOSZ, Hungary (a large organisation) is considering joining Workability Europe. Hopefully there will be positive news about this at the next meeting.
- It was agreed that any contacts Workability Europe members had on prospective new members should be passed on to Bertie Hunt and these contacts will be provided with regular information on WE activities.
- It was agreed, wherever possible, to look at the possibility of holding Pillar Group meetings in the margins of EU project meetings. In this way the travel and hotel costs could be partly covered.
- Much discussion took place on the impact and implementation of EC Regulation No 2204/2002 on State Aid. This was of particular concern to both Polish and Hungarian members. More detailed discussions were held with Martin Ohridski outside the meeting so that high level contacts in Brussels could be properly briefed.
- It was agreed that the 2004 Warsaw Statement would be looked at again as part of the strategic planning being undertaken at the next WE Annual Conference in the Netherlands in May.

As it was agreed by Pillar II Meeting in November 2005, **a special Conference in Budapest is will be organised on 10 & 11 October 2006** in conjunction with a Pillar II Group Meeting. Full details will be published later. Major issues of Conference are:

- Convergence of employment policy for disabled people, cross-national policies in EU countries - case studies
- Implementation of EC Treaty Regulation No 2204/2002 in Hungary
- Experiences in Accreditation of Employers of disabled persons in Hungary refer to orders 176/2005 (IX.2) K.rend.,14/2005 (IX.2) FMM

For more information on the Conference please contact Zoltán Bodnár:
bodnar.zoltan@luxtex.hu

Pillar II is planning to meet next in Romania probably in June 2006 (exact date to be established). More information on this will follow.

For more information contact the Chair Tim Papé: sally.clark@shaw-trust.org.uk

Pillar III: Communications & Networking

The Communications & Networking Pillar Group met last in Paris on 18 January 2006, hosted by FEGAPEI. 13 persons attended the meeting. The meeting finalised the design of a new Workability Europe brochure and the development of a very professional WE PowerPoint presentation.

- The WE brochure will be handed out for a first time at the WE Annual Conference in May in Amsterdam. At this occasion, member organisations can also receive extra copies for their own PR purposes.
- The PowerPoint presentation is in English and is made to fit diverse audiences. Presenters can modify it to fit the purposes of their own presentation and can also translate it in other languages if they wish. To request a CD-ROM of the PowerPoint presentation send an email to publicaffairs@workability-europe.org

Pillar III also discussed specific Public Affairs actions to conduct in 2006. More input with regard to this key item will be sought when formulating the New WE Strategic Action Plan 2007-2010.

Pillar III will meet next on 11 May 2006 at 14.00h immediately after the closure of the Workability Europe Annual Conference.

For more information contact the Chair
François Kuentz fegapei.kuentz@wanadoo.fr or
Mark Daymond at daymond@coachhousebox.freemove.co.uk

Pillar IV: Routes to Employment & Best Practice

In late March 2006 the Routes to Employment and Best Practice Pillar group met and held a Seminar in Asker, Norway. Some of the main subjects and activities of the Group at the moment are as follows:

Seminar on "Involvement of employees with disabilities in planning and management in their workplace"

A very interesting Seminar on ***Involvement of employees with disabilities in planning and management in their workplace*** was organised on 30-31 March in Asker, Norway by Pillar IV together with the Norwegian WE member ASVL and the company Asker Produkt.

About 15 participants took part in the Seminar and WE members from Belgium, Germany, Hungary, Iceland, Norway, Poland, Sweden and UK as well as the WE secretariat were represented. The Seminar included general information on the Norwegian labour market programmes for people with disabilities and a visit to the company Asker Produkt which is a member of ASVL. Asker Produkt is a successful and well-known company in the field of employment and disability in Norway.

During the visit the Seminar participants participated in meetings on team sessions reviewing the work of the day and future planning with the employees of Asker Produkt. In the Seminar the participants also discussed experiences on value based leadership as

presented from Belgium and Finland. A representative from the Norwegian Trade Unions presented some of their training programmes for employees with disabilities and the significant support they provide from these programmes.

The results of the Seminar will be presented to the entire membership at the WE Annual Conference in May.

Pillar IV will use the experiences from the Asker Seminar to develop the subject on "Involvement of people with disabilities". The idea is to develop documentation with a number of examples of best practices in how to involve people with disabilities as customers, as employees, in policy-making and in process development etc.

For this reason, Pillar IV again kindly ask all WE members to gather information on best practices of involvement of people with disabilities in the running of the organisations, decision making, management, making employment policies etc within your own organisation and/or in the country and to send this information by email to Kristján Valdimarsson (kvald@smfr.is), from The Icelandic Union of Special Employment and Training.

Funding mechanisms of providers in different member countries

In the beginning of 2006 Pillar IV sent out a questionnaire to all members on how our individual organisations are funded. The compilation of an up-to-date database of funding by country will allow for individual members/countries to use the database to improve their funding potential and use it as lobbying tool to improve our overall funding position. Pillar IV has sent out reminders on the questionnaire but still answers from many WE members are missing. Some preliminary findings are made from the survey but it is difficult for Pillar IV to draw meaningful conclusions as long as some countries still are not included. For this reason Pillar IV again kindly ask all WE members to follow up the answering of the questionnaire on funding. Send your answers to Nigel Hopkins, Remploy, UK at nigel.hopkins@remploy.co.uk. Nigel Hopkins is also is prepared to answer your questions on this questionnaire and documentation.

Learning and leadership

Different perspectives on "Learning and leadership" have been discussed in Pillar IV. Subjects like "Lifelong learning", "The learning centre model in Remploy", "Challenges for leadership in sheltered employment and multiservice centers", "Leadership in employment for multidisabled people" and "Value based leadership" have been brought up in the discussions. Pillar IV will use the experiences from the Asker Seminar and the Leonardo-project (later mentioned) in this work.

Partnerships

Pillar IV members are at the moment involved in following two transnational projects (among others):

- The Leonardo da Vinci Project: "Vocational Improvement Pipeline Project" (VIPPP) which started during the autumn 2005. Partners in the projects are Remploy, UK; USEL, Northern Ireland; Ehlabe, Spain; Cedris, the Netherlands; Samhall, Sweden;

and Marie Curie Association, Bulgaria. The project now has an own web www.vipp.org.uk where you can find more information.

- The IDEA-project (“Innovation through development of employability and age-awareness policy”) on older employees – an ESF (Article 6) application has been made in January 2006. A decision is expected in late April 2006.

Pillar IV and WE is all the time looking for the possibilities to take part in and to cooperate with different partnerships/transnational projects within Europe and EU.

Other subjects

Other interesting subjects discussed at the moment in Pillar IV are employers’ connection, the new EU State Aid rules and social criteria in public procurement. In terms of employers connection Pillar IV has the ambition to establish a contact with the European Network of Business & Disability. For State Aid, Pillar IV is working closely with ENSPER to ensure that the best possible terms are obtained once the New Regulation enters into force from January 2007. Significant progress has been made on this issue.

The Finnish WE member Vates is arranging an International Seminar on public procurement subject on 31 May in Hämeenlinna, Finland. For more information on this Seminar contact Marjatta Varanka, Vates at marjatta.varanka@vates.fi

Meetings

The next Pillar IV meeting will take place in Amsterdam on 9 May at 17.30h in association with the WE Annual Conference. The Pillar also uses phone conferences to keep a closer contact among its members.

Membership

Pillar IV is very interested and happy to invite more WE members to join the Pillar to develop Routes to Employment and Best Practice. Just send an email to either of the Chairs to be included on the mailing list for the Group.

For more information contact the Chairs
Nigel Hopkins, Remploy, UK nigel.hopkins@remploy.co.uk or
Leif Alm, Samhall, Sweden leif.alm@samhall.se

NEWS FROM THE MEMBERS

ONCE Foundation presents the first documentary television series about disability

The ONCE Foundation presented on 21 March 2006 in Madrid "Discapacidades Humanas" (Human Disabilities), the first documentary series about disability in which disabled people become performers and tell the camera their life stories, dreams and worries. Queen Sofía presided over the event in which this television series that will be broadcasted by Televisión Española was presented.

The television serial involves 13 chapters; each one is 26 minutes long. The first chapter shows a global vision, both qualitative and quantitative of the reality of disability in Spain. The following twelve chapters are focused on the description of the realities of the people affected by the twelve types of disabilities that the ONCE Foundation has considered the best representation of diversity in this sector of population.

The financing of the serial has been carried out by Xunta de Galicia (Regional Administration of Galicia), the European Social Fund and contributions of Productora Faro and ONCE Foundation as joint-production members.

News from: mramos.fundosa@fundaciononce.es

FAB celebrates Anniversary

In 2006 our Sheltered Workshops - a business unit of FAB (Association for Promoting Work and Employment) - will celebrate their 40th Anniversary.

In the early days, employees with disabilities specialised in simple assembling and packaging services, but during the last decades the image of the workshops upgraded. Computer technology led to new fields of production and considerable challenges, computer based machinery such as CNC metal working, has increasingly replaced traditional mechanical work. Within the last ten years, skilled labour, commercial services (e.g.: printing, copying, etc) as well as other new forms of employment for disabled people have increased considerably in volume.

Furthermore, new placement-methods like "supported employment" will be implemented and used continuously. The economical success proves that we are on the right way to manage the current technological and economical changes.

News from: josef.stockinger@bbrz-gruppe.at

Two new Shaw Trust projects

TRAIL-blazing Shaw Trust projects have been eagerly embraced by disabled people looking forward to a new lease of working life. Teesside's Back On Track is funded through European Social Fund Co-financing by the Learning Skills Council. "It plugs the gap for 16 to 18 year-olds who currently have the choice of staying on at school or going straight into day care," says national charity Shaw Trust, whose project offers the alternative of new skills and work experience. Meanwhile, Halifax's European Social Fund and JC+-funded New Directions project aims to help GP referred-IB claimants to get back to work with a tailor-made skills and motivational course.

News from: evelyn.okeefe@shaw-trust.org.uk

News from Bartiméus Sonneheerdt International Affairs, the Netherlands

Visit

In February 2006 Henk de Jong, head of department, visited the Moldovan Blind Union for monitoring the project INWISE (Social and economic inclusion of visually impaired persons in society in Moldova). Under this – ICCO financed – project strategies were developed to reverse the present situation of blind and partially sighted people, concentrating on employment possibilities by development business between Moldova and Western Europe. An expert team is being formed and working on a programme until December 2006.

Publication

Recently we published a startling booklet stressing the power and the potentials of people with a visual impairment. The brochure can be downloaded on our website: www.sonneheerdt.nl. If you prefer to receive the hard copy, please contact international@sonneheerdt.nl

News from: hjongeling@sonneheerdt.nl

Remploy, UK in Vocational Improvement Pipeline Project (VIPP)

This project has been set up to develop, share and improve the employment of people with disabilities via specific 'vocational pipelines' across 7 EU partners. It began 1 October 2005 and will be completed on 30 September 2007. During this time we will develop and share 'vocational pipeline approaches' to improve the employment levels of disabled people to get into work or move into higher level jobs. We will also influence policy advice across EU governments.

The team is a transnational network of specialist disability support organisations who work with beneficiaries, employers and others within 'disability and employment'. Our experience covers all disabilities (including people with learning disabilities and/or mental health needs). We also have direct experience of sheltered workshops and/or supported employment programmes across the EU.

Since 1 October 2005 project partners have been developing and agreeing the project's objectives and activities. A definition of 'vocational pipelines' has been agreed amongst partners and information gathered of the different ways that disabled people are supported into work. The three vocational pipeline sectors have been confirmed and detailed plans are being developed to allow effective testing and sharing of what works across the sectors from April 2006. The project website is www.vipp.org.uk

News from: lynne.myall@remploy.co.uk

New from Lux-Tex, Hungary

Projects & Visits

The EQUAL HU-14 project entitled '*Füzesabony Rehabilitation Centre*', that Lux-Tex Hungary is involved in, is running well. We have received 42 attendees of our international partnership (from Austria, UK, Germany, Czech Republic) for conference & study visit in Miskolc and for four thematic working groups (Engaging non Learners, Skills, Networks, I.C.T.) in Budapest. Our visitors participated in two Conferences on "Adult Training in North Hungary by ÉRAK Training Centre" and an Open Space conference on "Routes to more employment supported by vocational training" and reported their satisfaction.

Two publications, only in Hungarian language, were published in January 2006, in the field of Rehabilitation: 1) Accreditation of Employers engaged in Rehabilitation (Author: Mrs István Somodi dr., published by Zoltán Balogh Chair of VSZOSZ, January 2006). In this publication in the beginning the author gives a recent overview of situation of employment of disabled people in Hungary, then refers to regulations by Government for Accreditation for Employers with detailed definitions, criteria, rules and legal conditions. The edition is 149 pages long.

2) State Aid Supports for Employments of People with Disabilities (Author: Mrs István Somodi dr., published by Zoltán Balogh Chair of VSZOSZ, January 2006). This handbook is a collection of practical information for employers to respond to 'What scale of state aid supports are available and how can employers of disabled people for supported employment apply for these in Hungary from July 2006'. The handbook is 250 pages long.

New facilities & staff

In our company Lux-Tex Ltd a new technology project is to start, as the management decided to build a new ICT based ADSL country-wide network for Payroll and Accounting information system. This project is to be completed at the end of this year. Related to this project, we hope to be able join as a purchasing beneficiary to the undergoing agreements with Microsoft, HP and DELL concluded by WE Pillar I on B2B & CSR.

Disability news from Hungary

The process of the Accreditation of Employers Engaged in Rehabilitation started on 1 November 2005 is coming to the end on 31 March 2006. On the basis of "equal chances" the new state aid support system will widen the circle of employers to be supported, and it makes possible the employment of disabled people for not only the large dedicated sheltered companies, but for private entrepreneurs, SMEs, associations, foundations as well. These new rules of disabled employment follow the EC Regulation on State Aid for Employment No 2204/2002.

News from: bodnar.zoltan@luxtex.hu

🚧 Rehab Recycle to pioneer ProtectIT product

A meeting between Hugh McNally on behalf of Workability Europe and Mark Kelly of ProtectIT Ltd agreed to form an alliance between both organisations to provide solution across Europe to clean, protect and maintain cities and towns from the problems of chewing gum, graffiti, etc. It was agreed that Rehab Recycle would pioneer the concept in Ireland and we are pleased to advise that this joint venture has been put in place and an Agreement signed between the two parties on 20 January 2006.

ProtectIT was formed as the agreed strategic partner of Guard Industries, France. ProtectIT was tasked with developing a strategy to provide a service to clean, protect, and maintain areas of high traffic with specific problems i.e. chewing gum, graffiti, etc. As a result ProtectIT developed a very successful chemical product to fight these problems. For more information contact Hugh McNally at the below email address.

News from: hughmcnally@conect.iol.ie

CALENDAR OF EVENTS 2006*

Date	Event	Location	Contact person
9 May	WE Board Meeting	Amsterdam, The Netherlands	Bertie Hunt secretary@workability-europe.org
10 and 11 May	WE Annual Conference & AGM	Amsterdam, The Netherlands	Leo Kooyman lkooyman@cedris.nl Bertie Hunt secretary@workability-europe.org
11 May (14.00-16.00h)	Pillar III: Communications & Networking	Amsterdam, The Netherlands	François Kuentz fegapei.kuentz@wanadoo.fr Mark Daymond daymond@coachhousebox.freemove.co.uk
June <i>(tentative)</i>	Pillar II: Enlargement Meeting and conference	Romania	Tim Papé sally.clark@shaw-trust.org.uk
5 September	WE Board Meeting	Washington DC, USA	Bertie Hunt secretary@workability-europe.org
6, 7, 8 & 9 September	WI Annual Conference & AGM	Washington DC, USA	Alain Riolland workability.international@wanadoo.fr
10-11 October	Pillar II: Enlargement Meeting and Conference	Budapest, Hungary	Tim Papé sally.clark@shaw-trust.org.uk Zoltán Bodnár bodnar.zoltan@luxtex.hu
13 November	WE Board Meeting	Belfast N. Ireland <i>(preliminary)</i>	Bertie Hunt secretary@workability-europe.org

✚ List of events as known at the moment. Other events can be added and will be advised. Always confirm dates and location with the Pillar 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 Martin Ohrdski (Public Affairs Officer). We welcome your questions, comments and contributions.

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