



Workability Europe e-bulletin

October 2007

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 this year. In this Editorial, I would like to highlight some of the main events and activities in our network over the last few months. Additional details are elsewhere in this e-bulletin, on our website or you may wish to contact us direct.

The main event of the year for our network is the **WE Annual Conference** held in May in the city of Cologne and hosted by BAG:WfbM. The Conference, which brought together almost the entire membership, as usual combined theoretical inputs with practical examples of employment and other service models. Apart from becoming acquainted with the situation of people with disabilities in the German labour market, the EU-dimension on disability was also presented. It was positive to see several high-positioned officials from the German government and the European Institutions give their contributions at the event. The social evening on the River Rhine. We take this opportunity once again to thank our host BAG:WfbM for organising such a successful three-day Conference event!

A significant part of the Conference was dedicated to presenting and discussing the new strategy for WE in the coming years. The AGM in Cologne formally endorsed our **New Strategic Plan 2007-2010**. Now that we have approved the Plan, it is time to get down to real work in order to implement its many priorities.

In June, several of our members send participants on an **English Language Course** for Rehabilitation Professionals. Held on the island of Malta, the Course introduced participants to key terminology used in the

disability sector.

In July, an **International Conference, hosted by Marie Curie in Plovdiv, Bulgaria**, gave Workability Europe and members the opportunity to learn more about the disability sector in this country and to strengthen our contacts there.

The **project “Disabled at Work!”** in Turkey started too. This project represents a Dutch-Turkish partnership facilitating access to the labour market for disabled people. It is led by Workability Europe, its Dutch member Cedris, plus a consortium of several other partners. The project is funded by the Matra Programme of the Dutch Ministry of Foreign Affairs. One concrete result of the project will be a Turkish member joining our network.

The **World Body also held its Annual Conference** in September. The event celebrated in style the 20th Anniversary of Workability International. It was hosted by Samhall in Stockholm - a throwback to the first meeting of the organisation held in 1987 in Sweden.

Two highlights from the **Board meeting** in Stockholm include the admission of a new member from Georgia and the important discussions held on ways of integrating our members from the New Member States into Workability Europe.

On **communication** matters, we are happy to report that in the last couple of months we invested significant efforts to upgrade our *website*. Our revised website includes several brand new sections with much new content. Our aim now is to make the most of this tool by posting relevant information online thus reducing email attachments we send to you. The members' section as you have been informed has also been activated. The website will be operated directly by the secretariat from Brussels with Martin Ohriski assuming the responsibilities of webmaster in addition to his Public Affairs duties.

We require some new *PR tools* too. In this respect, our latest Annual Report is under preparation and our brochure also needs to be revised in line with our New Strategic Plan.

Looking ahead to the coming months, we will be busy participating in various **Conferences and events**. In November, WE will be represented at the Social Platform's Annual Conference and at an EDF-ONCE Conference on Women and Disability. In December, we will take part in the European Day of Disabled People – the key event of the year in our sector and we will join a Networking visit to Slovakia organised by the Social Platform. This month, our President, Hans Vrind, already attended the EDF Annual General Assembly and we gave our contribution to EDF's "One Million for Disability Campaign" which successfully collected the necessary number of signatures to exert pressure on the EU Institutions for disability specific legislation. It is important for us to be at these forums in order to obtain inside information, to make our voice heard and to gain visibility and to strengthen our contacts.

We will also be commencing two **new projects**. First, at the end of October, an international mission composed of several members will be heading to the South American country of Suriname. Second, a new EU-funded Leonardo project on *Mentoring* with our participation will be starting up. A first meeting is scheduled in Bulgaria in the last week of November.

I wish all the best and we will be back in December with more news and planning for 2008.

Bertie Hunt
General Secretary

NEWS FROM THE SECRETARIAT

Workability Europe approves New Strategic Plan 2007-2010

The AGM held on 25 May 2007 in Cologne, Germany formally adopted the new **Workability Europe Strategic Plan 2007-2010**. This document commences by setting out the vision, mission and values of the organisation and proposes an outline for the delivery of the Strategic Plan. Next, the document establishes a framework for the Strategic Plan, identifying nine key areas of engagement and listing the most important objectives and actions to be undertaken in each area, also indicating responsible structures. Several valuable elements within the previous Strategic Plan have also been carried forward. The Plan has several key characteristics, it is:

- *Representative* of the views and demands stated by WE members having been developed in full consultation with them
- *Comprehensive* in content – the Plan proposes objectives and actions for all spheres of activity of WE
- *Concrete, realistic and measurable* – the Plan is being translated into a Work Programme identifying instruments to achieve the proposed actions, including success indicators, nominating persons/structures responsible, allocating human and financial resources within the secretariat and establishing a timetable.

The new structure of activities moves from the four Strategic Pillars to three Development Groups each led by Co-Chairs members of the Board. As a result, the new set-up looks like this:

Group	Co-Chairs
Network Development	Tim Papé and François Kuentz
Services Development	Nigel Hopkins, Leif Alm, Wolfgang Gruber
Business Development	Juan Antonio Gonzalez, Frank Flannery, Charles Hagens

Highlights of the Plan:

- The Strategic Plan objectives will form the brief of each Development Group
- Each Group will have at least one Platform meeting/seminar per year, open to all members to attend and contribute ideas to the work.
- It is important that all WE members register to participate in the activities of at least one of these Groups
- The Work Programme of the Development Groups will be developed in forthcoming meetings of each Group

> The full Plan is available on our website at

<http://www.workability-europe.org/index.php?page=strategy&hl=en>

Coalition the Equalisation of Opportunities for Georgian Persons with Disabilities (CEOGPD) joins Workability Europe

In September Workability Europe welcomed a **new member organisation - Coalition the Equalisation of Opportunities for Georgian Persons with Disabilities (CEOGPD)**. The idea for the **creation** of the Coalition arose in August 2006 during a visit by Workability Europe to Georgia. In November 2006, the Coalition brought together three separate organisations and officially registered as NGO and non-commercial union. The **mission** of the Coalition is to help people with disabilities to integrate in all spheres of social life through employment and rehabilitation. CEOGPD **aims** to create industrial and trade enterprises, service centers, sports and cultural activities through which people with disabilities and members of their families can access employment and rehabilitation opportunities. Its main areas of activity are physical and social rehabilitation and employment.

> For more information about CEOGPD contact Zaza Sikharulidze at ceogpd@yahoo.com

Bertie Hunt, WE General Secretary, stated, "Attracting a second member from Georgia means that we are establishing a strong foothold in this country. Hopefully we will find an effective way of cooperating with our colleagues in Tbilisi which will lead to further strengthening of the WE brand in this area of Europe."

Other organisations from Italy and Denmark have also expressed interest in joining Workability Europe and these contacts will be followed up in the coming months.

European Commission consultation on the Draft General Block Exemption Regulation for State Aid

The Commission launched in April 2007 a consultation on draft rules for the new **State Aid General Block Exemption Regulation**. This Regulation will replace the existing General Exemption Regulation from July 2008. Since the first draft was issued, Workability Europe has responded with two position papers, one on the original version of the Draft Regulation and the second on the revised version. As a result of our lobbying efforts, combined with additional pressures from the sector, we are pleased to see that this dossier is now moving in a much more positive direction.

The Commission is expected to come up with a final draft of the Regulation in the first half of 2008. The prolonged Regulation 2204/2002 remains in force until the end of June 2008.

We will keep you duly updated on all State Aid developments. You are also welcome to send us your own position papers.

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

PAST EVENTS*

Report from Workability Europe Annual Conference (22 – 25 May 2007)

Workability Europe organised a successful Annual Conference between 22 and 25 May 2007. This year the overriding theme was **Work, Lifelong Learning and Equal Opportunities**. The event took place in Cologne, Germany and was hosted by WE member BAG:WfbM. The Conference was held under the patronage of Vladimir Špidla, EU Commissioner responsible for Employment, Social Affairs and Equal Opportunities.

The Conference was very well attended, attracting over 100 delegates from 16 countries during the three days. Presentations by BAG:WfbM's Directors and by high-level German politicians as well as visits to sheltered workshops gave delegates a real insight into the situation of people with severe disabilities in the German labour market. This sparked lively discussions on the practical ways for enhancing the employability and full inclusion in society of people with disabilities on the pan-European level. In this context, a presentation from the European Commission was especially useful in setting out the future priorities of the EU Disability Action Plan. Finally, WE members also approved the New Strategic Plan for the period 2007-10. During the internal day of the Conference, members met in the different Pillar Groups to talk about plans and priorities for the coming months. As usual, several social activities and business meetings took place in the margins of the Conference. The Annual General Meeting of the organisation was held shortly after the formal Conference proceedings.

Giving his view on the Conference Hans Vrind, President Workability Europe, said "At a time when Germany is leading the way to a new European Constitution, it was symbolic for Workability Europe to approve its New Strategic Plan in Cologne."

> Find all Conference documentation at

<http://www.workability-europe.org/index.php?page=annual-conference&hl=en>

Report from Seminar "The Added Value of Social Service Providers" (13 June 2007)

On 13 June 2007 seven European networks – Workability Europe, Caritas Europa, EASPD, CEDAG, FEANTSA, EPR and Solidar – organised a Seminar on the topic **The Added Value of Social Service Providers**. The event took place in Brussels and gathered about 20 participants. It represented another successful joint initiative of the partner organisations.

The morning part of the Seminar concentrated on understanding what is the added value of social services. The macro-economic impact of social service providers was explained and various instruments, methodologies and indicators concerning how to measure and prove added value were presented. During the afternoon session, representatives from the different networks described case studies from the European and national level showcasing (i) how to demonstrate the added value of social services and (ii) how to use the added value argument in relations with policy-makers and funders. Overall, the organisers had managed to find a good balance between academic presentations, contributions from the partners plus inputs from the Social Platform and the European Commission.

> The full Seminar report is available at

<http://www.workability-europe.org/index.php?page=events-2&hl=en>

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

Report from the English Language Course for Rehabilitation Professionals (18 June – 1 July 2007)

Workability Europe and partners organised a two-week **English Language Course for professionals working in the disability sector**. The Course took place on the island of Malta and was attended by 10 participants from Austria, Germany, the Netherlands, Norway and Poland. The tailor-made programme combined study of general and specialised rehabilitation English as well as exciting social, cultural and learning activities.

The interactive programme featured plenty of discussions and practical exercises. Professionals also had the chance to talk about their daily work and to exchange experiences.

Participant Annette Nilsen from Norway said: "I really enjoyed Malta and our stay at the Language Plus School. We had two pleasant and interesting weeks. The course participants also got along very well. We want to keep in touch in future."

Given this successful experience, Workability Europe will consider organising the Course again in 2008.

> Find the full Summary about the Course at
<http://www.workability-europe.org/index.php?page=events-2&hl=en>

Report from International Conference in Bulgaria (10 July 2007)

On 10 July 2007 Workability Europe in cooperation with Marie Curie Association organised an International Conference entitled **Promoting Equal Employment Opportunities - Mainstreaming of Educational and Training Practices Tailored to Disadvantaged and Elderly People** in the city of Plovdiv, Bulgaria.

The day opened with a press-Conference at which several representatives of national newspapers, radio and TV posed their questions to panellists Hans Vrind, Workability Europe President and Tim Papé, Co-Chair of Network Development Group during a session chaired by Petya Grudeva, PR of Marie Curie Association.

The official part of the Conference started with a welcome introduction by the Mayor of Plovdiv who underlined the commitment of his city to equal opportunities for people with disabilities and greeted the initiative of this Conference to further promote their inclusion in social life. The next part featured a selection of interesting presentations on a variety of topics including: own business opportunities for people with disabilities; encouraging employers in hiring people with disabilities; mentoring programmes; accessibility; vocational improvement pipelines; access to professional training and social work and others. Workability Europe presented its activities too. The presentations were delivered by a representatives of Bulgarian as well as international representatives.

Speaking shortly after the event Hans Vrind, said "This was a very interesting if a little intensive Conference allowing participants to get introduced to a number of interesting topics in a relatively short space of time. We feel that as a result of this event we know much more about the Marie Curie Association and look forward to future common projects."

> The full Report on the Conference is available at
<http://www.workability-europe.org/index.php?page=events-2&hl=en>

Report from Workability International Annual Conference (10 – 14 September 2007)

The Workability International Annual Conference 2007 took place in Stockholm, Sweden between 11 - 14 September 2007. The Conference was entitled **Creating workability through innovation – Maximising possibilities for people with disabilities** and was hosted by Samhall AB. The Annual Conference 2007 celebrated the 20th Anniversary of Workability International. The first meeting of the organisation was held in Stockholm back in 1987.

The Conference programme covered both strategic directions for and best practice models in service provision and direct employment of people with disabilities. How to develop international innovative collaborations alliances and networks was also an important subject covered in the Conference. The participants had the opportunity to learn from the Swedish model of employment of people with disabilities.

The Stockholm Declaration is seeking to maximise employment opportunities for people with disabilities was adopted by Workability International at the annual conference September 2007 in Stockholm. Its main message called for the early ratification and implementation of the UN Convention for the Rights of Disabled People by all countries, to provide a major stimulus for equalising employment levels of people with disabilities to those currently enjoyed by non-disabled people.

> Find all Conference documentation at
<http://www.workability-europe.org/index.php?page=events-2&hl=en>

NEWS FROM THE DEVELOPMENT GROUPS

Network Development Group

As reported in previous e-bulletin the Network Development Group will meet via a number of sub-groups dealing with specific issues relating to our responsibility. Twice a year the Network Development Group will meet together to review overall progress. The **next meeting** of the Group will take place on Tuesday, 4 December from 10.00h in Brussels at the WE office. All WE members are invited to come and will be made most welcome. If you are thinking of coming, please let either Tim Papé or Francois Kuentz or Martin Ohridski know you are intending to join us.

Partnerships

At a WE meeting in Hungary last year the suggestion was made that it would be beneficial to some of the east European members to be partnered with other WE members. This idea was warmly received and we can report on two partnerships:

- During the WI Annual Conference in Stockholm in September, Salo Holding (Germany) and Lux-Tex (Hungary) signed a formal Partnership, whereby Salo Holding will be providing a certain range of management and business facilities in support of Lux-Tex.
- Integracja (Poland) and Shaw Trust (UK) have formally agreed to work in partnership with Shaw Trust supporting the future development of Integracja in Poland so assisting more disabled people to get jobs.

It may be that other WE members would consider such partnerships and if they do achieve this, could they let us know so that we can report progress to the membership.

WE Polish Members

The WE Board will be meeting in Warsaw, Poland on 19 November 2007. On the following day, Tuesday 20 November, in the morning, there will be an opportunity for WE Board members to

meet with the WE Polish members. Further details will be published near the time. Such a meeting does allow much more detailed contact to be made between the Board and its Polish members where there can be an exchange of ideas and discussion on how members can be more fully integrated into WE activities.

Vilnius, Lithuania

It is planned to hold a WE Board meeting in Lithuania next year. Our member, Valakupiu Rehabilitation Centre, will be our host and it is planned to hold a Conference/Seminar during our visit. We will be asking for contributions from different WE members. Fuller details will be made available later.

Building Connections

You will be pleased to learn that WE is building up some strong connections in Turkey through our Dutch members, particularly around the newly started Matra project. More information about this project is available on our website. It might well be that in the not too distant future we fix up a meeting in Turkey.

We can also report that WE's presence in Bulgaria is strengthening. We held a successful Conference and Group meeting there in July and we will be participating in an EU- funded project in conjunction with Marie Curie Association in Plovdiv. The full **minutes** from the last Group meeting held on 11 July 2007 in Plovdiv are available on our website - Members' area.

> For more information contact the Co-Chairs Tim Papé sandy.evans@shaw-trust.org.uk or François Kuentz fegapei.kuentz@wanadoo.fr

Services Development Group

A meeting was held in Stockholm on 13 September 2007 in the morning (the full minutes from this meeting will be made available in the members' section of our website in due course). The meeting was the best ever attended for our Group with some new faces and good input. The subjects discussed were primarily around how we put into action the new strategy for our Group. It was agreed that the best way of doing that would be through Seminars which will be open to all WE members. We are hoping to have the first of these at San Sebastian in May 2008 and the timing will be designed to ensure that as many WE members as possible can attend.

The **next meeting** of the Group will be held in Warsaw in January 2008, and we hope that it will attract maximum participation from the New Member States. On the lobbying front, the Group is continuing to follow the State Aid issue.

> For more information contact the Co-Chairs Leif Alm leif.alm@samhall.se or Nigel Hopkins nigel.hopkins@remploy.co.uk

Business Development Group

The leaders of this Group are currently planning their meetings schedule and when complete will be published on our website and through the e-bulletin.

> For more information contact the Co-Chairs Charles Hagens at c.hagens@maecon.nl or Miguel Sagarra at msagarra@fundaciononce.es
Or contact Mercedes Ramos at mramos.fundosa@fundaciononce.es

WHAT'S NEW ON THE WEBSITE?

"What's new on the website?" is a new Section in the e-bulletin which will draw your attention to newly posted items online. Following the redesigning and the handover of our website - www.workability-europe.org - we are pleased to report that we have updated and enriched it significantly in the last couple of months. **Brand new sections** include:

- Events; Annual Conference; Publications; Projects; News; Members' section; Photo gallery

All the other sections have been revised and expanded too.

As this is also YOUR website, we invite you to visit it and to **give us your feedback!** Let us know if you wish to see any articles, links or other information included. Kindly check also the presentation of your organisation in the section "Our members" and inform us if you would like to change or add any details. We request especially the Co-Chairs of the three Development Groups to review the content and to give us their views.

The **"Members area"** is also active. In this part you can find information related to the different Development Groups, the AGM, PR items and latest Funding alerts. The username and password have been communicated to you by email on 1 October 2007. If you have forgotten them, please contact the secretariat.

One novel way in which we plan to use the website from now on is to post relevant information about meetings, events, activities, etc online. This way we will be sending you much less documentation in email attachments.

We trust that modernising our website will help improve the way we communicate both within our network and externally. It will be managed directly by the secretariat from Brussels from now on with Martin Ohridski taking on the role of webmaster in addition to his Public Affairs duties.

Please note that the website is best viewed with Mozilla Firefox or Internet Explorer 7.0 and up.

NEWS FROM THE MEMBERS

FAB announces five years of successful Work at the “Virtual Office“

Since the year 2002 the virtual office of FAB (Association to Promote Labour and Employment) has been opening up new perspectives to youths with serious physical restrictions. Through the application of latest information technology and rehabilitation technological devices, young people develop their communication skills in this project and acquire various capabilities which they need for entering working life during vocational training with a maximum duration of 3 years. Almost all young participants, who are trained within the “virtual office” are wheelchair users or have certain verbal/communicative restrictions. Three out of twenty graduates have been placed in the open labour market. Taking into consideration that almost all youths were officially assessed incapable of working, this is an outstanding result.

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

Shaw Trust latest news

• **Shaw Trust to launch web resource for employers**

Research commissioned by Shaw Trust shows that employers seriously underestimate the extent to which mental ill health affects their workforce and ultimately their business. As a result of the findings, Shaw Trust has now identified ways of providing those employers with practical support and advice and will be launching an online web resource for this purpose in early November 2007.

The online web resource marks the third phase of a Mental Health campaign – **The last workplace taboo** – launched by Shaw Trust in early 2006. The campaign set out to get a clear understanding of how British Industry perceives mental health in the workplace, and what employers need in order to feel able to support and retain valued employees and recruit new ones. For more details about the campaign please visit: www.shaw-trust.org.uk/mentalhealth

• **Shaw Trust set to deliver Pathways to Work**

In more news, Shaw Trust has been awarded two contracts to deliver the Government’s Pathways to Work programme in: Greater Manchester East and West and in Norfolk. These two contracts provide the Trust with a combined opportunity to support over 56,000 people currently claiming incapacity benefits back into the world of work. These contracts will commence in December 2007.

Meanwhile, Shaw Trust has also just been nominated as the ‘preferred provider’ for a further three contracts in the second phase of the Pathways to Work programme in: Bedfordshire and Hertfordshire; Berkshire, Buckinghamshire and Oxfordshire and Hampshire and Isle of Wight. Following post tender negotiation it is hoped that Shaw Trust will commence delivery of these contracts in April 2008.

News from: catherine.a.bear@shaw-trust.org.uk

For general information about the work of Shaw Trust visit: www.shaw-trust.org.uk

New Managing Director in ASVL, Norway

Dag Sandvik has followed Tore Skedsmo as Managing Director of ASVL, the Norwegian umbrella organisation for 231 companies providing training and jobs for persons with disabilities. Dag Sandvik who is trained as a lawyer has long experience from both employers and employees organisations and was recruited from “Norsk Industri” the biggest of all federations within our National Employers federation, NHO.

Tore Skedsmo will continue working in ASVL until he reaches the age of retirement at the end of 2008. Among other issues he will be responsible for international affairs.

News from: tore@asvl.no

e-ISOTIS latest news

• **e-ISOTIS participation in the REHACARE Expo 2007 in Düsseldorf**

The non-profit organisation e-ISOTIS (Information Society Open to Impairments) participated in REHACARE International Trade Fair that took place from 3 to 6 October 2007 in Düsseldorf, Germany. In REHACARE which is the world’s largest trade fair for rehabilitation, prevention, integration and care, e-ISOTIS presented its European collaborations and initiatives related to ICT and disabilities. More specifically, it presented the

European project: “eAbilities” (www.eabilities-eu.org) that aims to enhance and organise the coordination among centres for accessibility resources and support.

In the ‘eAbilities’ workshop Experts, users, academics, scientists and practitioners who work in the field of Assistive Technology (AT) and ICT Accessibility for people with disabilities, were invited to join eAbilities efforts and advance the exchange of information and developments both in theory and practice allowing the sharing of distinctive experience, expertise, concerns, views and ideas.

- **e-ISOTIS proposal about European Award “Mentoring Excellence”**

e-ISOTIS would like to suggest a proposal for the launch of a European Award for “Mentoring Excellence” based on the Code of Practice for Mentoring which was developed during the Mentoring Validation project (www.mentoring-validation.org)

A consortium (preferably comprised of Mentoring Validation project partners) can establish the European Award for “Mentoring Excellence” and invite the organisations involved with mentoring and disability empowerment that have been informed about the Code of Practice to apply it into their practices. Then, these organisations can request to be assessed by the committee and put their organisation as candidates for winning the European Award for “Mentoring Excellence”. The award ceremony can take place annually in conjunction with the WE Annual Conference.

News from: nikoletta@e-isotis.org

- **News from The Friends of Integration Association (Integracja)**

- Since March 2007 The Friends of Integration Association leads a Call Centre “*Professionally able*”: 0801 801 015. The Call Centre operates from 07.00h to 22.00h providing all kinds of information on employing people with disabilities.
- In cooperation with the International Labour Office (ILO), The Friends of Integration Association organised on 24 September 2007 in Warsaw a half-day Workshop and the press Conference on the subject “Matching the needs of business and persons with disabilities”. It was a forum to sum up an ILO project on promotion of employment opportunities for persons with disabilities in Poland. In this context, we have presented the film “*Fully Fit at Work*” and the report addressing policy options for Poland in the field of employment and disability.
- The Friends of Integration Association is a co-organiser of a Conference in The Constitutional Tribunal on 22 November 2007. The Conference will be devoted to legal situation of persons with disabilities within 10 years since *The Charter of Rights of Persons with Disability* has been launched. The participants of the Conference will be experts in disability affairs, as well as the representatives of local government and foreign experts.
- This year on the 1 December in the Congress Hall, The Friends of Integration Association will be celebrating the International Day of Persons with Disability. The Great Gala of Integration is organised to summarise the activities taken for people with disabilities in Poland within this year.

News from: malgorzata.polak@integracja.org

- **The ONCE Foundation Does Not Give Up the Search of Full Employment**

The Labour and Social Affairs’ Minister, Mr. Jesús Caldera, inaugurated this week the Conference about employment of the ONCE Foundation, “Our mission, the commitment of everyone”. The Labour Minister stated that we are approaching to the full employment society but we could not reach this goal if we do not include disabled people. In the opening ceremony was the President of ONCE and its Foundation, Mr. Miguel Carballada, who assured that today, over 62,000 people with disabilities are closer to equality thanks to the employment. He added that to continue with this task we need everybody’s support and now the Minister is the essential partner for our daily work. The Vice-President of ONCE Foundation, Mr. Alberto Durán pointed out that employment is the key to achieve full integration and to raise our capacities over our lacks. Moreover, he stressed the importance of the job quality and not only the quantity.

News from: manton.fundosa@fundaciononce.es

CALENDAR OF EVENTS 2007 - 2008*

Date	Event	Location	Contact person
19 November 2007	WE Board Meeting	Warsaw, Poland	Bertie Hunt secretary@workability-europe.org
19 November 2007	WEB BV Meeting	Warsaw, Poland	Bertie Hunt secretary@workability-europe.org
20 November 2007	Meeting with all Polish-based members	Warsaw, Poland	Bertie Hunt secretary@workability-europe.org
4 December 2007	Network Development Group	Brussels, Belgium	Tim Papé sandy.evans@shaw-trust.org.uk François Kuentz fegapei.kuentz@wanadoo.fr
January 2008 <i>(exact date to be confirmed)</i>	Services Development Group	Warsaw, Poland	Leif Alm leif.alm@samhall.se Nigel Hopkins nigel.hopkins@remploy.co.uk
20-23 May 2008	WE Annual Conference & AGM	Donostia – San Sebastian, Spain	Itziar Amorrortu ehlabe@ehlabe.org Bertie Hunt secretary@workability-europe.org
9-12 September 2008	WI Annual Conference & AGM	Sapporo, Hokkaido island, Japan	Alain Rialland workability.international@wanadoo.fr

*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 Martin Ohridski (Public Affairs Officer). We welcome your questions, comments and contributions.

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