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Chapter 1

INTRODUCTION

From the very start the year 2004 announced itself as very interesting and extremely busy for EASPD. The EYPD 2003, set in motion numerous initiatives which had to be followed up and some important EASPD-projects reached their final phase. During this year, the Standing Committees also reached cruise speed. This annual report wants to give an overview of the most important issues in 2004.
The three pillars EASPD is built upon - information, innovation and impact - give us a good framework to look back on the past year.

Information
Through our website and newsletters we provided the members with targeted information on political evolutions and developments in the EU. On a regular basis they were informed about programmes and budget lines. We offered our members a vast variety of network possibilities during the project workshop in Budapest and during the different conferences we organised.

Innovation
During the year 2004, several projects were developed, others were finalised. I'll name only three of them in the following paragraph.

1. 'LABOr' - EASPD's major project - came to an end during a riveting conference in Dublin and a dissemination event in Brussels
2. 'Fair on Jobs' concluded in a very successful conference where employers also played a very active role.
3. 'Included in Society: At the end of the project some strong recommendations on de-institutionalisation were formulated.
4. 'Families In came to an end during a conference in Bristol (September 2004) in the presence of Mrs. Wallis Goelen of the European Commission's Disability Unit.

Next to the EU-funded projects the headquarters also carried out some research on waiting lists, on the issues of Life Long Learning and the right to education. The research concerning education resulted in a project proposal based on cooperation between EASPD, UNAPEI and UNESCO.

Impact and Networking
When discussing the annual report 2002, the AGM decided that EASPD, as the voice of the service providers in Brussels, should play a more active role on the political level. Our ambition should be to have 'real impact' on 'Brussels'. For the greater part this ambition was reached. EASPD is now a full member of the High level group and has excellent contacts with DG Employment and Social Affairs, DG EAC and DG Internal Market. We actively participated in the debates concerning State Aid, Working Time, Social Services of General Interest, Internal Market (Bolkestein) and in the evaluation of the multi-annual action plan, designed by the EC as a follow-up of EYPD 2003.
EASPD's 4 Standing Committees (employment, enlargement, education and policy impact), proved to be strong instruments to guarantee a close follow-up of (and impact on) the developments on a European level.

Some working points for the future
Three working points are presented:
1) Even if the EASPD membership increased continuously during the past year, it is still crucial to bring in members from the new Member States, Scandinavia and from the Educational sector.
2) We should focus on more communication between the HQ and the members. EASPD has now access to the most important forums and has to be able to present an opinion on all relevant themes. These opinions have to come from our members. Until now the opinions are still too often elaborated in the HQ. We need to find a way to change this.
3) We need to pay attention to the development of a stable framework of staff. Due to the dependence of EASPD on projects there are regularly changes in staff, which doesn't have a positive effect on the stability and 'learning' of the organisation.

Achievements
This annual report provides information on a full year of hard and interesting work by and with our members and our staff in Brussels.
Our attention was focused on the major achievements and the greatest successes of the past year: increasing membership, strongly developed lobby capacity, the completion of key projects and the continuous drive to innovate.

Luk Zelderloo

President

Chapter 2

MEMBERSHIP

Introduction

In 2004 EASPD extended it's membership with 15 new organisations from 8 countries. The main goals of the Action Plan 2004 in relation to membership recruitment were covered and EASPD became a more representative player in the European field.

2.1 Official new members since the General Assembly of May 2004

Belgium
- l'Arche *(Observer)*
- VLAB (Vlaamse Federatie van Beschutte Werkplaatsen / Flemish Federation of Sheltered Workshops) *(UMO)*

Czech Republic
- Slezská diakonie (Silesian Diacony) *(Observer)*

Germany
- Hamburger Arbeitsassistenz *(SAMO)*

Italy
- Associazione Scuola Viva *(SAMO)*

United Kingdom
- Enable Housing Association (EHA) *(SAMO)*
- Social Care Institute for Excellence (SCIE) *(Observer)*

2.2 Official new members since the General Assembly of December 2004

Austria
- Chance B: Gesellschaft für Arbeit und Bildung der Chance B GmbH *(SAMO)*

Czech Republic
- Slezská diakonie (Silesian Diacony) *(SAMO)*

Hungary
- FÉBÉ Phoebe Sheltering Workshops Co. *(SAMO)*

Romania
- Pentru Voi Foundation *(SAMO)*
- Orbán Foundation *(SAMO)*

United Kingdom
- National Association of Adult Placement Services (NAAPS) *(UMO)*
- The Social, Emotional and Behavioural Difficulties Association (SEBDA) *(SAMO)*
- Social Care Institute for Excellence (SCIE) *(SAMO)*

2.3 Members nominated for approval by the AGM in May 2005

Bulgaria
- Gézenguz *(Observer)*
- Department of Social Policies of the municipality of Sofia– *(SAMO)*

Greece
- Institouto Endokoinoniakonis *(SAMO)*

Hungary
- Faculty of Special Education of the University of Budapest *(SAMO)*

Ireland
- Cheshire Ireland *(SAMO)*
- Rehab Care *(SAMO)*

Portugal
- AFID *(SAMO)*

UK
- Positive Futures *(Observer)*

2.4 Different categories of Membership

2.4.1. Umbrella Member Organisations (UMO)

An UMO needs to be a not for profit umbrella group and needs to be able to show that its member organisations provide services to disabled people in at least one member country of the EU or in a member country of the Council of Europe. Umbrella Member Organisations have 4 votes at the General Assembly and obtain reductions for most EASPD events such as workshops and conferences.

- Membership fee: € 3000 / year
- New member states/candidate countries only pay 1500 € / year

2.4.2. Single Agency Member Organisations (SAMO)

All single agencies in any sector (statutory/non-statutory, voluntary/private, GO/NGO) providing services to disabled people in at least one country of the EU or in a member country of the Council of Europe. Single Agency Member Organisations have 1 vote and receive a discount on the membership fee if their umbrella is an UMO of EASPD.

- Membership fee: € 1250 / year
- New member states/candidate countries only pay 625 € / year

2.4.3. Observers

All European and international associations and/or disability-concerned organisations can apply for observer status for a maximum renewable period of 12 months. An observer can send a representative without the right to vote to all meetings of EASPD's General Assembly.

- No membership fee

2.5. Corresponding Partner (CoP)

The Corresponding Partner (CoP) isn't a service provider organisation in the disability field. Both individuals and organisational departments or units of universities or research centres can become a CoP. A CoP can be based in any place across the world.

- Membership fee: € 250 / year

2.6. Members' list

1. Umbrella Member Organizations (UMO)

Name of the umbrella	Represented by
Lebenshilfe Österreich (AT)	Germain Weber
IfS - Institut für Sozialdienste (AT)	Michael Himmer
Die Steirische Behindertenhilfe (AT)	Franz Wolfmayr
F.I.S.S.A.A.J. - Fédération des Institutions et Services Spécialisés d'Aide aux Adultes et aux Jeunes asbl St Alfred (BE)	Christian Robert
Vlaams Welzijnsverbond (BE)	Frank Cuyt
PPG - Pluralistisch Platform Gehandicaptenzorg (BE)	Jos Sterckx
VLAB – Flemish Federation of Sheltered Workplaces (BE)	Jan Reynaert
VVKBuO (BE) – Vlaams Verbond van Katholiek Buitengewoon Onderwijs	Karel Casaer
EVPIT - Estonian Support Organisation for Mentally Disabled Persons (EE)	Agne Raudmees
BAG – Bundesarbeitsgemeinschaft Werkstätten für Behinderte e.V. (DE)	Ralf Hagemeier
FAMR – Finnish Association on Mental Retardation (FI)	Veli-Pekka Sinervuo
FDUV - Förbundet De Utvecklingsstördas Väl – Association for the Welfare of the Swedish - speaking (FI)	Maarit Aalto
UNAPEI - Union Nationale des Associations de Parents et Amis de personnes handicapées mentales (FR)	Aymeric Audiau
MELEDONI/ESEEPA - Association of Support Providers for Persons with Learning Disabilities (GR)	Tommy Papp
ÉTA – Értelmi Sérülteket Szolgáló Társadalmi Szervezetek és Alapítványok (HU)	Lászlo Czimadia
Kezenfogva Alapitvany Hand in Hand Foundation (HU)	Ákos Pordán
CNEASTA - The Irish Council for Training, Development and Employment for Persons with Disabilities (IE)	Peter Canning
NFVB - National Federation of Voluntary Bodies (IE)	Brian O' Donnell

North Eastern Health Board (IE)	Leo Kinsella
DFI - Disability Federation Ireland (IE)	John Dolan
EGCA (LU)	Willy De Jong
MESSAGE - Republic Centre for Helping Persons with a mental Handicap (MK)	Violeta Dimoska
VGN - Vereniging Gehandicaptenzorg Nederland (NL)	Mineke Hardeman
Fenacerci (PT)	Carmen Duarte
ARC - Association for Real Change (UK)	James Churchill
Community Care Providers Scotland (UK)	Annie Gunner
NAAPS - National Association of Adult Placement Services (UK)	Sian Lockwood

UMO's at European level

AEH - Action Européenne des Handicapées (based in DE)	*Cross-membership* Manfred Mörs / Jose Schmidt
EAPH - European Association for People with a Handicap (based in NL)	*Cross-membership* Theo Kralt
ENSPER - European Network of Service Providers in Employment and Rehabilitation (EPR - European Platform for Rehabilitation, Workability International Europe and Rehabilitation International)	Jan Spooren
EUSE - European Union for Supported Employment (based in the UK)	Monica Wilson

2. Single Agency Member Organisations (SAMO)

Name of the organisation	**Represented by**
Jugend am Werk Steiermark (AT)	Alfred Hausegger
Chance B (AT)	Regina Senarclens de Grancy
De Lork (BE)	Lieve Dekempeneer
L'Arche (BE)	Marie-Chantal Debroux
Vision Varna (BG)	Georgi Georgiev
Christos Steliou Ioannou Foundation (CY)	George Georgiou
Slezská Diakonie (CZ)	Zuzana Filipková
Hamburger Arbeitsassistenz (DE)	Rolf Behncke
Rehabilitation Centre Emmaste Estonia (EE)	Kadri Taperson

Association de Villepinte (FR)	René-Marc Charpentier
FMS Fédération Médico – Sociale des Vosges (FR)	Michel Baelen
Institouto Endokoinoniakis (GR)	Konstantinos Papanikolaou
FÉBÉ - Szociális és Rehabilitációs Szolgáltató Közhasznú Társaság (HU)	Pál Gado
Associazione Scuola Viva onlus (IT)	Fabrizio Fea
MSSA - Macedonian Scientific Society for Autism (MKD)	Vladimir Trajkovski
AIPD - Association for Inclusion of People with Disabilities from the Republic of Moldova (MOL)	Angela Cebotar
Sterk in Werk – Saltho (NL)	Ben Van Hamond
Lucru în Echipa (RO) c/o Soweco NV Sociaal Werkvoorzieningschap Centraal Overijssel (NL)	Elsbeth Scharphof
Soft Tulip (NL)	Joke Ellenkamp
ELO SOCIAL - Association for the Integration and Support of the Young and Adult Handicapped (PT)	Antonio Martins Rodriguez
Alpha Transilvana Foundation: Institute for Rehabilitation and Integration of Disabled People (RO)	Eva Györki - Toth
Orbán Foundation (RO)	Zsuzsánna Katalin Orbán
Pentru Voi Foundation (RO)	Laila Onu
Societatea Romana Speranta (RO)	Cornelia Cojanu
ZVEZA SONCEK - Cerebral Palsy Association of Slovenia (SL)	Joze Primozic
Paz y Bien Association (ES)	Paco Molina
Swedish Association for Special Pedagogy (SW)	Robert Ulrich
Capability Scotland (UK)	Alan Dickson
Disability Action (UK)	Monica Wilson
EHA - Enable Housing Association (UK)	Jackie King-Owen
ESMHD - European Society for Mental Health and Deafness (UK)	Bob Clowes
HFT - Home Farm Trust (UK)	Phil Madden
RLO - Real life Options, a Human Service Developing Agency (UK)	David Wandless
SCIE – Social Care Institute for Excellence (UK)	David Ellis
SEBDA – Social, Emotional and Behavioural Difficulties Association (UK)	Sue Panter
SCOVO – Standing Conference of Voluntary Organisations for people with a learning disability in Wales (UK)	James Crowe

TACT - Thames and Chiltern Trust Ltd (UK)	Bob Rhodes

3. Observers

Name of the organisation	Represented by
ASAH - Association des Services d'Accompagnement et d'actions en milieu ouvert pour personnes handicapées (BE)	Marianne Fedorowicz
FEAPS - Confederación Española de Organizaciones en favor de Personas con Retraso Mental – Spanish Confederation of organisations in favour of Persons with intellectual Disabilities (ES)	Maite Casado
Portage Foundation (CY)	Takis Neophytou
Soweco NV - Sociaal Werkvoorzieningschap Centraal Overijssel (NL)	Will Visscher

Conclusion

In 2004, EASPD consolidated its status as the main voice of the sector of service provision to people with disabilities in Europe.

EASPD has not yet promoted the Corresponding Partnership and that is why this kind of 'membership' has not been very popular until now. In 2005, we hope to have more Corresponding Partners and thus to enrich our membership.

So as we move into 2005, EASPD:

- has strong members in almost every country of the EU
- represents a lot more than 6,000 organisations
- is the most important and most representative organisation of service providers for people with disabilities in the EU.

Chapter 3

PERMANENT COMMITTEES

Introduction

To be able to perform in a professional way and deal with the latest changes and events in Brussels, EASPD established 4 permanent committees. These committees are the tools for rapid response and membership involvment.

3.1 Standing Committee on Employment

3.1.1. Aims and objectives

Employment and job opportunities are a key priority for all people with disabilities; it is the key to social inclusion and real participation. Employment is thus very important for all governments in Europe. With a considerable part of the EASPD membership providing job-related services or employment to people with disabilities, these issues are also high on the agenda of the service providers throughout Europe. In order to follow more closely the relevant policy developments at European level, EASPD established its **Standing Committee on Employment** in October 2003.

3.1.2. Composition

The Committee is composed of EASPD members: James Crowe, Alain Faure, Fabrizio Fea, Ralf Hagemeier, Alfred Hausegger, Michael Himmer, Kurt Öhe and a few external experts: Stephen Beyer, Erik Samoy. Christy Lynch from the National Federation of Voluntary Bodies in Ireland (also director of Kare Ireland) is the chair of this committee.

3.1.3. Achievements so far

In 2004 the Committee met four times, always in the framework of EASPD Board meetings. The meeting in Offenbach was the first of its kind: at a brief get together, committee members agreed to study a number of fundamental European documents to identify the relevant issues for service providers and check the impact of these documents on the national employment strategies. At the meetings in Budapest and Dublin the terms of reference for the Standing Committee and the most important actions for the future were discussed. At the meeting in Brussels the following concrete arrangements were made for 2005:

- EASPD will check the relevance of a written contribution to the first intermediate report from the EC on the follow-up of EYPD 2003;
- Committee members will check the latest National Action Plans on Employment for their country, as well as the EDF report on the situation of people with disabilities in the NAPs;
- Committee members will contact the national social partners, as a follow-up to similar contacts at European level between EASPD and UNICE/ETUC;
- The Committee will manage the LABOr project results in future. This includes developing the lobby actions that have been undertaken and fine-tuning EASPD's vision on employment, taking into account all employment-related projects;
- EASPD will gather information and circulate funding opportunities among members, which in turn will provide the contents for the project proposal.

For more information on the Standing Committee on Employment, please contact Ms Hilde De Keyser at EASPD: hilde@easpd.be or + 32/2/282 46 12

3.2 Standing Committee on Education

3.2.1. Purpose

EASPD has formally established a Standing Committee on **Education.**
In order to follow-up more closely the relevant policy developments at European level, the EASPD-board established in autumn 2003 this Standing Committee. The Committee had its first meeting in March 2004. It was agreed to focus on Life Long Learning and the right to education

3.2.2. Aims and objectives

The EU aims to become "the most competitive and dynamic knowledge-based economy in the world, capable of sustainable economic growth with more and better jobs and greater social cohesion."[1]. Education for all and Life Long Learning are fundamental to this.
The Standing Committee on Education will use its know-how and contacts to support the development of an open educational system where everybody can find his/her own place.

The main tasks of the Standing Committee will be to bring together expertise to link EASPD's research and policy pillars:
Research:
1. to monitor in a pro-active way the relevant issues at European level,
2. to assure the information flow on topics that are identified as important at national or regional level and require more European-wide attention (or the other way around).
Follow up the main European policy documents on Education in as far as they have an impact on disability NGOs throughout Europe.
Information gathering on the situation of inclusive and special education throughout Europe.

Policy:
1. to act as a rapid reaction force and as a spokesperson for EASPD towards the EC,
2. lobbying the competent authorities at local, national and European level to express the viewpoint of the service providing sector regarding Education.

The Committee will follow-up and reply to policy developments at EU level on behalf of EASPD. It will ensure there is an information flow on topics that have both Pan European and local importance.

3.2.3. Composition

The Committee is composed of EASPD members and a few external experts and is chaired by Mr. Franz Wolfmayr from Chance B (Austria).

- 1 Chairperson, Mr. Franz Wolfmayr, who is a Board Member and thus complies with the statutory requirements for such post.
- 1 Secretary from the EASPD office, Ms. Hilde De Keyser, who acts not only as logistical facilitator of the SC but is experienced in the field and can contribute to the discussions of the SC.
- 5 to 7 Members, who are nominated by the EASPD: Aymeric Audiau, Keith Bovair, Jim Crow, Takis Neophytou, Kurt Öhe, Sue Panter, Robert Ulrich, Maria Walls.
- 2 to 3 Experts, who come from academia, administration or organised civil society and are invited by EASPD for their particular expertise in the field: Thieu Dollevoet, Joke Ellenkamp, Sabine Haucinger.

[1] Strategic goal for 2010 set for Europe at the Lisbon European Council - March 2000

3.2.4. Achievements so far

EASPD is committed to promoting the rights of everyone to education including people with complex needs. It is also committed to an inclusive approach. In the course of 2006 the Standing Committee will organise a conference on these topics.
So far there have been 3 meetings:
Kick-off of the Standing Committee in Offenbach (13/3) Already we have:

- Sent out a questionnaire which gives us the opportunity to make a specific overview of the situations in the different countries, and
- Establishes a framework for networking, and
- Compiled a database of relevant documents has been started.

The idea has been launched to organise a conference on inclusive education, in close cooperation with the European Agency for Development in Special Needs Education and the EC, DG EAC. This conference should give us the possibility to get a broader picture on the situation of Special Education and Inclusive Education models throughout Europe, on the evolutions in the field, on which goals we want to achieve and what kind of actions are needed to achieve them.
The conference, which will bring together experts and policy makers, should act as a catalyst to mobilise grass-roots organisations and policy-makers all together towards the best quality of education for people with disabilities.

Meeting of the Standing Committee in Budapest (8/5)
Decisions
The overall objectives of the Standing Committee on Education are agreed as follows:

- prepare, support and develop policy statements of EASPD in relation to education across disability and lifelong learning,
- lobby the important European institutions,
- impact, innovate and inform – the Standing Committee on Education should be able to help EASPD to find the right ideas in the field of inclusive education,
- to act as a network of opportunities.

Meeting of the Standing Committee in Brussels (11/12)
Main issues:

- the conference on 'the right to education" we will organise in 2006 in Paris
- the preparation of the project on training of teachers we will submit in February 2005

For more information on, please contact Ms. Hilde De Keyser at EASPD:
E-mail: hilde@easpd.be or phone: + 32 /2/282 46 12

3.3. Standing Committee on Enlargement

3.3.1. Purpose

In 2004 the EU accomplished the biggest membership expansion in its history. In order to promote more adequately the interests of the service-providing sector for persons with disabilities in this new European reality, and to tackle the need for capacity building and networking, EASPD established a **Standing Committee on Enlargement** in November 2003.

3.3.2. Aims

The Standing Committee on Enlargement aims to.

- Bring together expertise to link **EASPD's policy and research pillars in this field**

- **Proactively follow-up** the relevant issues and opportunities at European level;
- Act as a **rapid reaction force and as a spokesperson** for EASPD towards the EC.

3.3.3. Objectives for 2005

- Policy priorities: study on the new institutional set-up of the EC after the effective enlargement, the elections of the European Parliament and the new line-up of Commissioners; to identify relevant interlocutors within the European Commission administration; and to prepare a policy paper with the EASPD priorities for enlargement that will be sent and presented to the contacts it has identified within the EC and at national level.
- Research and innovation: follow-up of the twinning initiative (linking service providers in CEE to similar service agencies in the EU for grass-roots co-operation);
- Services to members to mobilise CEE members urging them to disseminate information on EASPD and to collect precise data on the situation of service providers in their country; and to develop a contact database and assure regular contacts with the partners in CEE;
- Looking for funding possibilities: the Committee will identify programmes and project opportunities – thereby mobilising CEE members - in order to finance the functioning and activities of the Standing Committee on Enlargement.

3.3.4. Composition

The Committee is composed of

- 1 Chairperson, Mr. Ákos Pordán, Hand in Hand Foundation, Hungary;
- 1 Secretary, member of EASPD HQ: Mr. Mark Delmartino occupied the function of Secretary of the Standing Committee from its creation until the 11th of December 2004. Since end December 2004 Ms. Dorina Iuga acts as Secretary of the Committee;
- Experienced members available and where applicable mandated, as follows: Mr. Takis Neophytou, Cyprus, Mr. Bob Rhodes, United Kingdom, Mr. James Crowe, United Kingdom, Mr. Tommy Papp, Greece, Mr. René-Marc Charpentier, France, Mrs. Marie-Laurence Nivet Carzon, France, Mr. Philippe Bourgone, France, Mr. Georgi Georgiev, Bulgaria, Ms. Zsuzsanna Sőth, Hungary, Mr. Vladimir Trajkovski, Republic of Macedonia, Mrs. Vasilka Dimoska, Republic of Macedonia

- Experts, who come from academia, administration or organised civil society and are invited by EASPD for their particular expertise in the field: Mr. John O'Gorman, Ireland, Mrs. Maria Bruckmüller, Austria

3.3.5. Achievements so far

In 2004, the Committee **met three times**, always in the framework of EASPD Board meetings. The meeting in **Budapest** was the first of its kind: a group of 19 participants from 11 different countries discussed the draft action plan for 2004 and identified the priorities for work in four areas: policy, research and innovation, services to members, and funding.
The meetings in **Dublin** and **Brussels** focused on the twinning initiative and on the issue of EASPD membership in Central and Eastern Europe. Moreover, Committee members approved the Action Plan for 2005, in which they will take an active role.

For more information on the Standing Committee on Enlargement, please contact Ms. Dorina Iuga at EASPD: dorina@easpd.be or + 32 /2/282 46 13

3.4. Policy Impact Group

3.4.1. Aims and objectives

The EASPD has set up a Policy Impact Group to measure the impact of European legislation, programmes and budget lines on the disability sector.

Over the past years, it has become very clear to many service provider associations that the EU initiates much policy legislation that is transposed later on into national or regional law. This affects their clients, staff and association both in a direct and an indirect way. However, service providers always seem to lag one step behind when it comes to changes in the European policy field. To put this right, it is of great importance for service providers (who are often also employers), to be able to preview and if possible to even influence future European policy.

At the request of several board members and umbrella associations at national level, EASPD started a Working Group to conduct research in the field of the impact of European policy on the social sector and more particularly on the disability sector.

The primary goal of this WG is not to study the impact of past or current legislation on the sector, but to examine (draft) legislation that is about to be published now and to anticipate to new EU legislation that will have an impact on the disability sector. In other words, this WG should enable all stakeholders in the sector to prepare for changes in their own method of working, their management structures, their staff and client policy.

The direct goal of the Policy Impact Group is to anticipate the impact of new legislation that is transposed into legislation at national/regional level. The indirect goal is to make the service provider organisations realise the enormous impact of the EU on the social sector, when it comes to policy making and policy implementation. Authorities, also, should be made aware of the impact of the legislation they draft and to use an "inclusion impact" assessment instrument before final policymaking takes place.

3.4.2. Composition

Chair: Mineke Hardeman
Secretary: Jos Sterckx
Members: Alberto Alberani, Alfred Hausegger, Annie Gunner, Aymeric Audiau, Diane Serneels, Elke Schlitz, Franz Wolfmayr, James Churchill, Jan Reynaert, Jim Crowe, John Dolan, Joke Ellenkamp, Luk Zelderloo, Maarit Aalto, Michael Himmer, René-Marc Charpentier, Stephan Hirsh.
Secretariat: Jelle Reynaert

3.4.3. State of Play

In 2004, the Policy Impact Group was 4 times in session:
- 13 March (Offenbach)
- 8 May (Budapest)
- 9 October (Dublin)
- 10 December (Brussels)

The main group discussied:

· **The European Working Time Directive (WTD),** and in particular the definition of working time, has had a major impact on EASPD members, especially those providing 24-hour care and support to people with a disability. Many service providers operate shift patterns with 'on call'

or ‘sleepover’ shifts that are affected by the WTD in a similar way to the organisations involved in the SIMAP and Jaeger cases. EASPD would support action on the part of the European Commission, the European Parliament and the Member States to ensure that sleepover and ‘on call’ periods, also being defined as the 'inactive part of on-call time' are excluded from the definition of working time. *(See also the two full position papers in annex)*

· **Altmark Criteria:** The main element for EASPD is that competition is not useful for the disability sector, since services for people with disabilities are not products that can be traded, be financially profitable. The best quality of life for people who ask for the appropriate support, cannot be obtained by competing on the open market and using price against quality as under normal market conditions! Competition in human services is not the same as competition of products or other services and should be managed accordingly. *(See also the position paper in annex)*

· **Green Paper on Equality and non-discrimination in an enlarged European Union**: Key for EASPD is that the overall issue of non-discrimination is addressed in an horizontal way, i.e. across all policy areas, the so-called mainstreaming process, as well as in a vertical way, i.e. across the different levels of legislative competence and according to the principle of subsidiarity. *(See also the position paper in annex)*

· **Directive on Services in the Internal Market**: The so-called 'Bolkestein Directive' is intended to remove barriers to a free market in services across the EU. But it has a huge scope, ranging from financial services to the provision of care for elderly people. The directive as it stands must not apply for social services. Social services must be exempted from the Directive. *(See also position paper in annex).*

On behalf of the Policy Impact Group, Mr. Michael Himmer participated to a conference in June, co-organised by the Social Platform, the European Commission, the German Ministry of Family Affairs, Senior Citizens, Women and Youth and by the Observatory for the Development of Social Services in Europe. The conference highlighted the specific role of social services within services of general interest, and helped to pave the way for the Commission’s Communication on Social and Health Services of General Interest. The conference brought together over 60 NGO's from across the EU, together with national and European government officials, to discuss how to ensure that EU rules take social services into account in the future, and to help ensure quality services which respond to the needs of users. In the follow up of the conference, the position of EASPD was spread to other important stakeholders like the DG social affairs. The efforts done by several NGO's and EASPD were finally successful; the EC will produce a communication on the specificity of the social sector.

· **Council of Europe Action Plan**: This action plan was the start of an EASPD Position Paper on the focus of EASPD's work for the coming 10 years. Two issues are set out in this position paper: Person centred services and Key issues for service providers for the years to come. *(More information in the position paper in annex)*

During the meeting of the Impact Group in December, some external experts were invited: Mr. Raymond Maes, Administrator DG Education, Social Affairs and Equal Opportunities and Ms. Kathleen Spencer Chapman from the Platform of Social NGO's. These meetings were very interesting and it would be very helpful if external representatives would be able to attend some of the meetings of the EASPD Policy Impact Group in the future. It was also decided that EASPD and the Social Platform should explore the possibilities of further co-operation on certain issues.

The Policy Impact Group has also built up good relations with other policy networks as for example EU PIK (Austrian Information Network on Europe).

During the last few months of 2004, it was decided to organise telephone conferences more often, because most of the time it is very difficult to organise a meeting date and place that is convenient for all members of the Impact Group. Having more contact with the members should also be a way to receive more information, feedback and input from the members of EASPD and thus to relief the work of the EASPD staff.

For more information on the Policy Impact Group, please contact Mr. Jelle Reynaert at EASPD: jelle.easpd@skynet.be or ++32 2 282 46 10

Conclusion

The Standing Committees and the Policy Impact Group proved to be a strong instrument to guarantee a close follow-up of, and where necessary an impact on the developments on a European level.

The challenge for the future is not only to take part in and to contribute to the debates and discussions, but first of all to develop positions, defined by people working in the field.

Chapter 4

RELATIONS WITH EUROPEAN INSTITUTES

Introduction

With 'the impact on Brussels' as a top priority, reinforced by know-how and expertise, networking with stakeholders and building relations with EU governments and structures are fundamental.

4.1. European Commission

4.1.1. The Unit of Integration of People with Disabilities

A close contact with the Unit of Integration of People with Disabilities continued in 2004.

EASPD had a first meeting of 2004 with Mrs. Wallis Goelen, Head of Unit, Donald Tait and Frank Marx from the Unit of Integration of People with Disabilities, DG Employment & Social Affairs, EC on the 17th of February 2004. The main topics discussed during the meeting were EASPD's feedback on the Communication 2003 (650) Equal opportunities for people with disabilities: A European Action Plan, de-institutionalisation, impact assessment, employment and enlargement.

A second meeting between the EASPD Executive Committee and Mrs. Wallis Goelen, Head of the Unit of Integration of People with Disabilities, DG Employment & Social Affairs, EC took place on the 30 August 2004. Availability of services (waiting lists), the expectations from the Unit of Integration of People with Disabilities, the Disability Specific Directive, Meeting with Barroso & Commissioner DG E & SA, structural funding of basic work of EASPD, work on de-institutionalisation/Person centred services and the lack of information on disability in the new EU member states were the main items discussed during the meeting.

The involvement of the Unit in EASPD events, such as the participation of the Head of Unit, Ms. Wallis Goelen in the "Families In" final conference in Bristol and the LABOr final conference, Dublin 7- 8 October 2004, EASPD contributed as well to the consolidation of the relations with the Unit.

4.1.2. DG Employment, Social Affairs and Equal Opportunities

On the 21st of January EASPD met Mr. Jerôme Vignon, Director of the Social Protection and Social Integration Unit, Mrs. Wallis Goelen and Mr. Frank Marx from the Unit for Integration of People with Disabilities. The main items discussed during the meeting were the consultation and involvement of service providers in the disability field in various activities and policies as well as governance, disability and citizenship.
As follow-up of the meeting, it was agreed that service providers would be more consulted and involved in matters of concern and further activities of the DG.

On the 10th of December EASPD's representatives had a meeting with Mr. Raymond Maes, DG Employment, Administrator. The main theme of discussion was EASPD's position on services of general interest and its draft feedback document to the E.C in the context of the Altmark ruling.

4.1.3. High Level Group on Disability

As proposed by the Commission, in a Communication on Equality of Opportunity for People with Disabilities, a High Level Group of Member States' Representatives on Disability was set up. The group consists of representatives of the Member State from the ministry level. The High Level Groups task is to:

- monitor policies and priorities of Governments concerning people with disabilities
- pool information and experience
- advise the Commission on methods for reporting in future on the EU-wide situation with regard to disability.

During 2004, the High Level Group met three times. EASPD attended all three meetings.

a) High Level Group on Disability, Meeting on 19 March 2004 in Brussels. The meeting was chaired by Mr. Jerôme Vignon, Director DG Employment. The main issues discussed during the meeting were:

- Introduction by the Commission,
- Work Programme for the HLG 2004-2005,
- Indicators and data on the situation of people with disabilities,
- Assistive Technologies in the EU,
- Cooperation with the Council of Europe

b) High Level Group on Disability, Meeting on 8 July 2004, Brussels. The meeting was chaired by Mrs. Wallis Goelen, Head of the Unit for the Integration of People with Disabilities, DG Employment, Social affairs and Equal Opportunities.
The main items discussed during the meeting were:

- The European Social Fund (ESF)
- The EU Equal Programme
- Pilot projects in the area of mainstreaming
- Statistics on the situation of people with disabilities
- UN Convention on the Human Rights of People with Disabilities
- Assistive Technology

c) High Level Group on Disability, Meeting on 29 October 2004, Brussels. The meeting was chaired by Mrs. Wallis Goelen, Head of Unit for the Integration of Persons with Disabilities, DG Employment, Social affairs and Equal Opportunities.
The main items discussed during the meeting were:

- EU White Paper on Services of General Interest
- EU Regulation on State Aids
- UN Convention on the Human Rights of People with Disabilities
- European Day of Disabled People 2004
- Commission Biennal Report on the Situation of People with Disabilities in an enlarged Europe

At the end of 2004, EASDP, EDF and Inclusion Europe agreed to fine-tune their position before presenting it to the High Level Group.

4.1.4. DG Education and Culture (EAC)

At the end of September 2004 EASPD had a meeting with Mrs. Victoria Soriano of the European Agency for Development in Special Needs Education, Brussels Offices and Mrs. Georgia Henningsen of DG EAC on a possible mutual cooperation. As a follow-up, in December 2004 there was a meeting with Mrs. Henningsen, DG EAC on project possibilities for specialised actions for people with disabilities in the field of education. It was decided to submit a project to the Socrates programme to finance the organisation of a major conference on "right to education" of people with disabilities and to facilitate the work of the Standing Committee on Education.

4.2. The Council of Europe

In January 2004 EASPD was granted participatory status by the Council of Europe (CoE). This means EASPD will be regularly involved in the definition of the Council of Europe' policies, programmes and actions through working groups. EASPD will be asked to promote CoE work and will be invited to all relevant meetings of the CoE.

It was decided within EASPD that Mr. Michel Baelen (La Fédération Médico-sociale des Vosges) and Mr. Réné-Marc Charpentier (L'Association de Villepinte) would represent EASPD at the meetings of the Council of Europe. Accordingly, Mr. Baelen and Mr. Charpentier attended on behalf of EASPD the plenary conference and meetings of the International NGOs on different relevant thematic. During the first part of 2005, EASPD will set-up a communication system with their representatives in the Council of Europe.

4.3. The European Parliament – The Disability Intergroup

Mr. Michel Baelen, of La Fédération Médico-Sociale des Vosges attended on behalf of EASPD on the 11th of February 2004 the meeting of the Disability Intergroup of the European Parliament in Strasbourg.
The main theme of the meeting was "DISABILITY AND HUMAN RIGHTS – Report on Human Rights Abuses of Disabled People in the World and the Status on the UN Convention on the Rights of Disabled People". The meeting was chaired by Mr. Richard Howit, MEP, President of the Intergroup.

4.4. European Economic and Social Committee

EASPD was invited to take part as an expert in the meetings of the Group III, Study Group on the organising of Working Time of the Economic and Social Committee (Section Social Affairs and Citizenship). Ms. Griet Pals of the Vlaams Welzijnsverbond (BE) represented EASPD at the meetings.

Also, on the 18th of November 2004 Mr. Henri MALOSSE, President of the Section for Employment, Social Affairs and Citizenship and Mr. Alan HICK, Head of the Section for Employment, Social Affairs and Citizenship of the Economic and Social Committee had a meeting with representatives of EASPD. The main items of discussion were the results of the LABOr project and a possible in depth future cooperation. Both parties found the meeting fruitful.

4.5 Other EU decentralised bodies

4.5.1 The European Agency for Development in Special Needs Education

At the end of September EASPD had a meeting with Mrs. Victoria Soriano from the Brussels Office of the European Agency for Development in Special Needs Education and Mrs. Georgia Henningsen of the DG Education and Culture on a possible cooperation between EASPD and the Agency on the issue of education for people with disabilities. Both organisations expressed a strong interest in each other's work.

Conclusions

During 2004 EASPD consolidated its position as main voice of the social providers sector in Europe. Further capacity building is still required for EASPD to be able to take part in all relevant debates and activities of the European Commission, the European Parliament and the Council of Europe.

Chapter 5

CONFERENCES AND PROJECTS

Introduction
The projects developed by EASPD and its partners and the conferences were all strong moments for networking and discussing innovation.

5.1. EU finished projects, with EASPD as promoter

5.1.1. "LABOr" - "European Knowledge Centre on Training and Employment of People with Learning Disabilities" (Leonardo da Vinci programme, DG EAC)

The LABOr project was submitted in 2000 and selected in 2001. The contract was signed on 1 December 2001 and ended on 31 January 2005. The project gathered information on vocational training systems and employment improving measures for people with learning disabilities, which was presented in a Knowledge Centre that consists of a website, a database and a help-desk: www.start-labor.org

The activities in the third and final year of the project focused on the following actions:
Website materials : The heart of the project is the website-based European KC offering in an accessible way and in four languages the information, which has been collected and edited on thirteen countries in Europe, to the different stakeholders (authorities, employers, service providers and people with intellectual disabilities and their organisations) involved in the training and employment process of disabled people. The main part of the website is the articles database with scientifically sound information gathered from the questionnaires and interviews. The website also features links to about 300 relevant stakeholder websites throughout Europe, a publications section with all relevant project results, as well as models of good practice, success stories and project descriptions, a helpdesk, organised at European level by EASPD and at national level by project partners, and a forum for discussions.

Testing and validation: In Spring 2004 the Scientific Team drafted the guide 'Reflections on Good Practice' identifying elements and processes of good practice in the research and the survey materials that had been gathered, processed and made available on the KC. The document was translated into all eight partner languages and made available on the KC. Project partners disseminated the guide among the stakeholders in their country and had the findings tested. The testing results were processed by EASPD, who published quotes from the most relevant comments on the website forum for discussion. On the basis of the results, the Scientific Team wrote an addendum to the guide 'Reflections on Good Practice'.

Dissemination: In Autumn 2003 a dissemination strategy was elaborated focusing on high quality products, on a variety of audiences, on advisory actions, and on the sustainability of the project results. The strategy tools were the Knowledge Centre, the Guide "Reflections on Good Practice", the international conferences in Budapest and Dublin, the newsletter, the advisory actions at European and national level, the LABOr brochure "From Disability to Ability", and the contacts database produced by EASPD with around 600 relevant contacts. EASPD held a specific LABOr dissemination event at the European Parliament in December 2004 and attended other events organised by the Foundation for European Initiatives in London (October 2004), the Association for Real Change (November 2004) and the Leonardo da Vinci programme (VET conference in Maastricht, December 2004). At the last project meeting in Brussels the partner-

ship decided that the Standing Committee on Employment would ensure the dissemination of the LABOr findings and outcomes in the post-project period.

Policy advice: The two conferences in Budapest, focusing on the lessons learnt in both the old and new EU, and Dublin, focusing on the major findings for all stakeholders and the recommendations towards policy makers, were the starting points for an information and advisory campaign, not only in Hungary and Ireland, but in all partner countries. The advisory actions were supported by the Guide 'Reflections on Good Practice' and the Brochure 'From Disability to Ability', which summarises the project findings and makes recommendations towards the different stakeholders and decision makers. Many partners organised an event in their own country (the Association for Real Change, the Institut für Sozialdienste, etc..) to which all stakeholders were invited. EASPD organised a dissemination event at the European Parliament in Brussels and - with the support of a public affairs company – set up advisory actions to stakeholders and decision makers at European level (social partners ETUC and UNICE, the Committee of the Regions, the Economic and Social Committee, DG Internal Market, etc…). The advisory actions will continue in 2005. At European level the Standing Committee on Employment will assure the follow-up of the meetings with the European stakeholders and will co-ordinate the efforts of the project partners and of its own members at national level.

Sustainability: In 2003 the Standing Committee on Employment was created as a policy tool for EASPD and will manage the results of the LABOr project in the post-project period. The Chair of the Committee was involved in many lobbying actions at European level (UNICE, ETUC, CoR), which allows him to follow-up the actions in future. The Standing Committee is also in charge of looking for new funds to develop the LABOr findings and widen the articles database. After the "Providers of Change" proposal had not been selected in 2004, a new proposal "Conversion" was prepared and is under consideration. At the final project meeting the partnership agreed to update the database information once every year and to assure the helpdesk support. EASPD would co-ordinate the sustainability actions and provide support to the Standing Committee on Employment.

In order to properly implement the above-mentioned activities, a modification of the budget and the timetable was requested and obtained. At the end of January 2005 all foreseen project outputs, including a second external evaluation of the project, had been realised. EASPD prepared the final narrative and financial report and submitted four big binders of documents to the EC at the end of March.

For more information please visit www.start-labor.org or contact Hilde De Keyser at EASPD: hilde@easpd.be or +32/2/282 46 12

5.1.2. "Fair on Jobs!?" (Industrial Relations & Social Dialogue programme, DG Employment and Social Affairs)

The Fair on Jobs project was submitted in August and selected in November 2003. The twelve-month project will bring together disabled jobseekers, employers and other relevant stakeholders in integrated job fairs and discussion panels. The concept of fairs as such is not new, but in past the fairs were either gatherings of disabled people with hardly any involvement of the other partners, showing jobs with little future; or they were mainstream fairs with a surplus offer.

The long-term objective of the project is to bring more people with a disability on the open labour market. Disabled people often do have the required capacity to perform a certain job but do not find a job and employers often do not find enough workers with a particular profile. The idea

is to bring these people together in an integrated job fair with a discussion forum. This can only work if the fair is adapted to local circumstances and if all stakeholders co-operate actively.

Five meetings were held in Flanders (January), Germany (March), Hungary (May), Austria (September) and Portugal (November).

The project provided discussion platforms to which all relevant local stakeholders, who are involved in the employment process of disabled and non-disabled people, will be invited: local companies (profit, social profit, non profit), disabled and non-disabled jobseekers, service providers, public employment services and authorities.

The new job fair should lead to a more structural co-operation among all stakeholders by providing the opportunity to meet, network, exchange information and reflect on how to proceed with inclusive employment. Most of the stakeholders know of each other's existence but have not met all together.

The different stakeholders will find information on employment of people with disabilities in an easier and all-encompassing way. The fairs should not remain one-off events, on the contrary: in addition to matching employers' vacancies with jobseekers' applications, these events should trigger long-term sustainable co-operation among stakeholders, which could be materialised in services where both employers and disabled jobseekers find all legal and practical information that is necessary for a successful employment on the open labour market.
In 2003 and 2004 project partners were actively involved in a number of job fairs.
A key element in the original proposal was that the initial job fair concept would be discussed and refined at the partner meetings following the reports from and first-hand experience of the different job fairs described in the previous chapter. At its meeting in Austria in September 2004, the partnership further elaborated this concept.

At the end of this brochure it is worthwhile recalling ten key qualities of a job fair, ten conditions to guide future organisers in hosting a job fair that is fair on jobs for all.

- **Inclusive** focusing on people with and without disabilities
- **Diverse** ranging from profit companies to sheltered workshops
- **Comprehensive** offering jobs, traineeships, information, etc…
- **All-encompassing** bringing together all employment-related stakeholders
- **Accessible** promoting a low threshold, both physically and mentally
- **Professional** going for the highest quality standards
- **Regional** presenting the local labour market situation
- **Client-centred** treating both visitors and exhibitors as customers
- **Appealing** providing through the event an added value for all customers
- **Evaluated** assuring a permanent improvement of quality

5.1.3. "RAISING HORIZONS" (Leonardo da Vinci programme, DG Education and Culture)

This two year Leonardo da Vinci project, promoted by The Foundation for European Initiatives (UK), came to an end in October 2004. It aimed at increasing employment opportunities for people with learning disabilities and severe communication difficulties. Using computer technology, the project developed materials that will help people who find communication difficult

to gain the confidence to seek employment and training. These training materials include a programme enabling them to create their own CV in an easily accessible format. EASPD attended two project meetings in Naples and London and tested the materials, both in-house and through MPI St Franciscus, Real Life Options, Het Grote Plein and VLAB. At the final dissemination event in London, EASPD informed representatives from London-based NGOs about its activities in the field of training and employment.

5.2. EU finished projects in 2004, with EASPD as partner

5.2.1. "Included in Society"

The 'European Research Initiative on De-Institutionalisation of Disabled People' was supported by the European Commission, Directorate–General Employment and Social Affairs, Unit E-4: Integration of People with Disabilities. The project started in October 2003 for a period of one year.

Objectives of this project:

- Collect quantitative information about as many large residential services in Europe as possible;
- Determine the links between service characteristics and the quality of life of the residents;
- Highlight the human right abuses and infringements of personal freedom that occur inside institutions;
- Develop policy recommendations at European, national and local level.

EASPD had a representative in the policy committee where the policy recommendations would be developed. Further, we were represented in the Research Committee as we had a special research assignment. In the management committee of the project, we had an observer status.

Specific tasks EASPD:

I. Mapping of large residential institutions across Europe

(EASPD was responsible for 4 countries: Austria, Ireland, the Netherlands and Cyprus)

In this first phase of the project we distributed a questionnaire to all the members of the different associations involved to start a mapping of large residential settings across Europe.

II. Look at the financial and legal structures of residential service provision. The main issue in this research bit was to discover the bottlenecks for service providers in the legal and financial arrangements in their countries.

EASPD researched the financial and legal basis of services for people with disabilities or mental health problems and the way this affects service provision.

A questionnaire/framework was developed and spread to the members of the Disability Advisory Committee, EASPD membership & other authorities to get an idea on some of the funding structures.

The information was then commented by organizations in the field, where service providers have the opportunity to reflect on the legal and financial structures in their country and how it imposes barriers or benefits to them to work in a certain way or another.

The final conference of the 'Included in Society' project took place in Brussels on the 22nd and 23rd October 2004 in Hotel Bedford.

This conference provided a platform to discuss the findings of the project with a wide range of European policy makers. During the conference EASPD represented by Mr. Zelderloo held a

presentations based on the remarks and viewpoints of EASPD regarding this topic and the project more specifically.

Final report and summaries are available on the following website:
www.community-living.info

In the framework of this project EASPD produced some statements on person centred services which you can find earlier in this report under 'EASPD position paper to the Council of Europe Action Plan for the next 10 years'.

As a follow-up of this project EASPD has decided to make the development of new support structures for persons with disabilities one of its key priorities for the next years. Some activities are already planned in this respect which should lead to a roadmap for EASPD to guide its members through the necessary changes.

5.2.2. "Families In"

The Families In Project was funded by the European Union as a contribution to one of the key conclusions of the Council of the European Union on the follow up of the European Year of People with Disabilities and the promotion of Equal Opportunities for People with disabilities.

The purpose of the project was to seek the views of a number of families across Europe so that recommendations would be made about how services could better meet their needs.
There were 6 partner countries – Belgium, Finland, Hungary, Spain, Sweden and the UK.
EASPD was involved as a dissemination partner.

'Families In' took place in Bristol on the 18th of September 2004. Organised by The Home Farm Trust (HFT), in co-operation with partners from 5 European countries and EASPD. It offered a platform for family carers to exchange experiences with recommendations to improve the support and the life of their disabled family member.

The reports of the project, full report in English and summaries in the different languages of the partnership, can be downloaded from www.taugroep.be together with a outline of the legislative and structural context of each country.

5.3. EU running projects, with EASPD as promoter

5.3.1. "ATLAS" – Assessment and Training of Labour market related Social competences

Proposal funded under the Leonardo da Vinci Programme; 2000 – 2006 (DG Education and Culture). Project started in November 2003 and is coordinated in a partnership between Sterk in Werk (NL) and EASPD.

Objectives:
1.How can we make a selection out of existing screening instruments for social skills which will provide us with an intersubjective assessment of a client's level of social competences?
2.What is considered to be effective social skill training?
3.How can we make a personal development plan for the client, based on his-her level of social competences and linked to the requirements of the job and the demands of the employer?

EASPD partly coordinates this project and functions as the central point of communication between the different partners. We have finalised the first phase of the project, the collection of assessment instruments, and have started the drafting of an assessment package which will consist out of a manual on assessment and social competences, a decision tree, guiding professionals through several ways to conduct an assessment and some additional information on methods which could be useful to come to a vocational profile of a person or a job itself.

2005 is the year of the test phase in the project during which the partners will test the products and collect information on training methods. The final conference is expected to take place in the Netherlands in September 2006.

5.4. EU running projects, with EASPD as partner

5.4.1. "TRIADD" – "Tele-training, Research and Information around Dual Diagnosis"

(Leonardo da Vinci Programme, DG Education and Culture)
This project is a three year pilot project, submitted by APEMH, member of ARFIE.
This project focuses on staff training, and aims to increase knowledge about dual diagnosis (people with learning disabilities and mental health problems) in services generally. It brings together existing knowledge and training practices for professionals. It aims at increasing the skills of the support workers by designing a new training package for professionals.

EASPD is involved in this project as a dissemination partner.

On the website www.triadd.lu information on key concepts, training, publications and other interesting links for front line staff is entered. A dissemination conference was organised on the 8th and 9th of July 2004 in Lisbon.

The project will come to an end April 2005. Another dissemination conference was planned in Luxemburg mid-March 2005.

5.4.2. "IBB"

IBB stands for Inclusive Training for Disability Care Workers. Lebenshilfe Graz in Austria submitted this three-year Leonardo da Vinci project. Selected in autumn the project activities mainly run from 2004 until 2006. IBB wants to develop a common teaching concept for people with and without disabilities within the regular training system and implement this concept in the regular educational system. The biggest challenges are the development of a common educational concept for people with and without disabilities, but also the inclusion of people with disabilities as educational assistants in care systems.

The IBB-project concluded its first year in November 2004. During this first year the main focus was on research. All project partners carried out some research on a national level concerning the current situation of inclusive vocational training courses for disability care workers and the steps to take to come to such a vocational training course. The results of this research will be the basis on which we will develop the common teaching concept for people with and without disabilities within the regular training system during the next phase of the project.
For this project Ms. Hilde De Keyser attended the first project meeting in February in Graz and the second project meeting in September in Barcelona.
In the framework of this project Stefaan Verschaeve is doing an internship at the EASPD.

5.4.3. Project Qu/A/Si: Quality & Accessibility of Social Services for Social Inclusion, Phase II

The purpose of the Qu/A/Si II is to bridge the gap between EU level Social Inclusion policies and tools, the action of social service providers on the ground and the beneficiaries themselves.

Qu/A/Si II contributes to the European policy development and highlights the role of social service providers in the definition and implementation of OMC at all levels (EU, national and local).
Qu/A/Si II contributes to the development of social indicators and targets of inclusion policy, and develops the concept and practice of Local Action Plans (LAPs).
Qu/A/Si II emphasises the role of Social Services Providers in "access for all" and presents examples of good practice, at local level, related to access to resources, rights, goods and services.
For EASPD, Katrijn Dekoninck was involved as partner in the core group of the QUASI project and participated in a Joint Field Visit to Norrköping, Sweden and to Magdeburg, Germany. She also attended the seminar on quality of services in Cork, Ireland.
EASPD also developed in 2004 a case study on quality management systems and instruments the members of EASPD use in their daily practice. This study was meanwhile disseminated in the beginning of January 2005.

- *More information and materials are available at EASPD, contact Hilde De Keyser*

5.4.4 "EQM-PD"

EQM-PD stands for European Quality Management for professionals working with Persons with Disability and is a three-year Leonardo da Vinci project submitted by S.I.N.N. from Graz, Austria. The project started in October 2003 and aims at developing a curriculum for professionals working directly with people with disabilities. The service users will play an important role in the definition of the quality criteria and in designing and using the evaluation instrument.
EASPD's role is to involve service users and to disseminate the project results among its members and at European level.

The EQM-PD project concluded its first year in November 2004. Up till now, the EQM-PD group worked on the instrument for the assessment of quality of life of persons with disability. The next stage is to finish the instrument. The finished instrument, together with a detailed theoretical background will be presented on the website.

For the project Ms. Sonia Staskowiak attended in April 2004 the second project meeting in Györ (Hungary) and in October 2004 the third project meeting in Bratislava (Slovakia).

5.5. EU Project applications submitted in 2004 with EASPD as promoter

5.5.1. KC UPDATE

This project was written as a response to a call for proposals for the second phase of the DAPHNE programme (2004 – 2008), To Prevent & Combat Violence against Children, Young People & Women, to Protect Victims & Groups at Risk – proposals for the dissemination and use of existing results. It was submitted on the 7th July 2004. The current knowledge centre (KC) on the prevention and assistance with regard to sexual abuse of persons with intellectual disabilities (ID) is available on www.stoppingabuse.org .
It contains:
- comparative information of 14 different countries in English and Hungarian
  - concerning definitions of ID and sexual abuse;
  - policies and practice with regard to allegations;

- contacts with key specialists;
- role of judicial authorities;
- prevention.

We wanted to translate more of this material to Flemish & French (some of it is already available) and to add one new language namely German so that it would be accessible to a broader public, especially in the new member states.
Further we wanted to update the information and add a new part to the website with information on models of good practice, thus more practice related information for first line workers. The KC as a tool would help to raise awareness in new member states concerning this topic and expand our current network of experts.

The proposal however was not approved.

5.5.2. PRINCE Programme, DG Enlargement

"Building knowledge on the European Union's structures and social policies, addressing NGOs for people with disabilities in the enlarged EU and candidate countries"

Objectives of the project:
1.To teach top and middle management of service provider organisations for people with (all kinds of) disabilities how the EU works, what (possible) implications are (will be) of an EU with 25 Member States, outlook to accession of Romania, Bulgaria, Croatia and Turkey and an overview of and understanding of social policy activities of the EU.

2. To enable management of NGOs for people with (all kinds of) disabilities to discuss three different themes during European debates organised in Estonia, Poland and Slovakia. Themes would be:

1) *Human rights* in general and in particular of people with disabilities;

2) *Capacity building* of social NGOs, in particular for people with disabilities: aspects of funding, training of management & staff and sustainability;

3) *Governance* of social NGOs; role and responsibilities of both NGOs and local authorities.

3. Managers to visit local NGO sites for people with disabilities in five countries, linked to the localities of the debates & closing seminar (= BE, EE, HU, PL and SK), to see the implementation of working in a specific area in practice (e.g. how to apply quality assurance systems, how to improve communication with clients and authorities, how to involve people with disabilities in management boards, etc..).

4. Service provider organisations to exchange information and good practices of twinning initiatives and co-operation across EU borders with an outlook to future co-operation in practice.

Note:
A Closing seminar will make an inventory of the conclusions of the debates, the EU learning process and the field visits, while making arrangements for a permanent forum of contact in the future.

Tangible outcomes:
-A final report in English with the overall results of the project.

-An executive summary of this final report in 10 languages, as an outcome of the closing seminar and to be used as a manual, consists of EU info, conclusions from the debates and local field visits and references.
-Website as permanent forum of contact and knowledge exchange.

Partnership and budget
The partnership is composed of 13 partners from 12 countries and the budget requested from the Commission is 219 250 Euro.

We should receive information on whether the project is selected in January 2005.

5.5.3. "Safeguarding people with disabilities against sexual violence – with particular reference to the experiences and insights of the families"

EASPD submitted a new proposal within the framework of the Daphne Programme II of DG Justice and Home Affairs.

Partners: EASPD - Project Coordinator, Home Farm Trust – Supervision of project

Centre for Applied Social and Psychological Development, Canterbury University College, United Kingdom, Ghent University –RUG, Belgium, National University of Ireland, Mrs. Socialt Udviklingscentrer SUS, Denmark, Hand in Hand Foundation, Hungary, Paritaet –NRW, Germany, IfS Reha, Austria, Association for Real Change, United Kingdom

Duration of the project: one year

The project focuses on preventing sexual abuse of people with learning disabilities (PWLD) by involving them and four main stakeholders: families, service providers, scientific and health experts and policy-makers. Based on the outcomes of the previous Daphne project "Knowledge Centre for the Prevention of and response to Sexual Abuse of People with a Learning Disability" and framed by the findings of Professor Hilary Brown in the CoE "Safeguarding adults and children with disabilities against abuse", it specifically addresses ***intervention with regard to sexual abuse of people with learning disabilities in three-interrelated levels: primary (preventing abuse), secondary (prevent recurrence) and tertiary treatment (response and guidance).***

The main activities of the project will be the organisation of four workshops in four partner countries on sexual abuse of people with disabilities, with a focus on the experiences of families and people with intellectual disabilities and the composition of an easy-to-use manual to be used by families of which members have suffered sexual abuse, next to research activities, database of legislative measures and gathering of models of good practice.

The project was submitted at the end of June 2004 and was approved by the Commission. It will run from 2005 to 2006.

5.5.4. Conversion

A new project proposal was submitted for a Leonardo da Vinci programme.

Partners: EASPD - project coordinator, Belgium; La Fédéderation Médico-Sociale des Vosges (FMS), France; European University College from Brussels (EHSAL), Belgium; National Federation of Voluntary Bodies (NFVB), Ireland; The Polish Association for Persons with a Mental Handicap (PAPMH), Poland; BAG:WfB, Germany.
Duration of the project: two years

The project is based on the findings emerging from the previous LABOr project developed by EASPD (a LEONARDO project setting up a Knowledge Centre on training and employment enhancing measures for people with intellectual disabilities).

The project talks about process of conversion from sheltered workshop provision to supported employment schemes on the open labour market and value based capacity building of staff in the social sector. Traditional agencies providing segregated services that have accepted the need for change and are committed to the process of transition are very often faced with an **insurmountable knowledge and skills gap at both management and staff level with regard to how to achieve this transition in an effective and sustainable way.**

On the basis of these findings, the project will develop a **comprehensive pilot conversion programme** that will comprise: a) a training package for managers and first line workers leading the conversion that will be piloted in each of these services, b) **four one–day seminars in each of the partner organisations for all staff**, on supported employment and the key steps and processes needed to make the conversion from segregated setting to inclusive employment; and c) **a certified web-based distance learning package** for front line staff on supported employment delivery.

The pre-proposal was accepted in December. EASPD submitted the full proposal in February and expects a decision in June 2005.

5.6. EU Projects submitted with EASPD as partner

5.6.1. CONTIEMPO

(Pre-proposal submitted and approved under the Leonardo da Vinci Programme)
Duration of the project: two years
Planned start: October 2005
Partners: ARFIE (FRA), EASPD, Home Farm Trust (UK), Pameijer Keerkring (NL), Hand in Hand (HU), Karendom (BUL), University of Dublin (IE)
Project promoter: Association de Recherche et de formation sur l'Insertion en Europe (ARFIE)

EASPD's role in the project:

- highlight best practice by putting at the disposal of the partnership the results and products of any previous Leonardo da Vinci pilot projects promoted by EASPD
- valorisation and dissemination
- dissemination to EASPD members
- assist in the organising of the final conference in Budapest (2007)

The over-arching aim of the Contiempo project is "*to promote quality of life for people with an intellectual disability in Europe by enhancing the competence (knowledge/quality) of professional staff who support them (in their lifelong learning)*".

There are three core goals in the project:

- to develop training packages for trainers of people with disabilities, based on the values of social inclusion, empowerment and self-advocacy
- these packages will be innovative in their delivery, drawing on the methodology of 'Accelerated Learning'

- training units will be set up to promote the official accreditation of this continuous training in countries where there is a need for this.

Follow-up: News on the acceptance of the full proposal is expected in June 2005.

5.7. EU Projects submitted, not approved

5.7.1. "Towards Inclusive Education"

This project was submitted to the joint actions programme in March 2004. It would have given us the means to develop training packages for teachers who (will) have to deal with pupils with disabilities in inclusive settings.

5.7.2. "Pure"

This project was submitted to DG Employment and Social Affairs in June 2004. It would have given us the possibility to develop a practical instrument to further mainstreaming of disability issues.
This Impact Assessment Instrument would have provide recommendations concerning the required adaptations to do away with the perverse consequences of certain drafted legislations and policy initiatives and concerning the accompanying measures required or support services needed to make sure that the initial policy influences in a positive way the full accessibility of the society for people with a disability. During 2005 we resubmitted this project.

5.7.3. "Community Action Programme to combat discrimination 2001-2006, DG Employment and Social Affairs"

RIGHTS*: Responding to Individuals' needs and Gearing to Highly Tailored quality Services*
This project proposal dealt with the daily activities of EASPD focusing on the follow-up of the European Year of People with Disabilities, 2003, enlargement, networking and policy work.
20 organisations from 13 countries signed up for this project, unfortunately in vain!

5.8. European Voluntary Service EVS

In November 2003, EASPD submitted an application for a volunteer to come to Brussels to contribute to the work of EASPD. In the course of 2004, it was confirmed our dossier was approved. At the beginning of May 2003, Mr. Stefan Macejak arrived at EASPD. From the start he contributed as an active member of the project team "LABOr". He supported the team with the research and dissemination work of the LABOr-project.
At the end of February 2004, he left EASPD to start an internship near the European Parliament. He also will complete his masters in Louvain.

Other volunteers

During the months of October and November Jan Hanzel and Viktor Macejak did an internship of one month in the EASPD headquarters. Both of them were part of the LABOr-team and worked very hard on different tasks for this project (dissemination, translations, analysing questionnaires, organising mailing list, …). After their internship they took up there studies again in Slovakia.

5.9. LABOr Conferences

5.9.1. LABor Progress Conference - Budapest, 7 May 2004

The Hand in Hand Foundation organised, in co-operation with EASPD, the third progress conference on the LABOr project, titled "Towards a job for all. Training and employing persons with intellectual disabilities in an enlarged European Union." One week after the official entry of 10 new Member States in the EU, about 120 participants from all over Europe attended this one-day conference which tried to link the findings of the LABOr project to the developments in training and employment of people with intellectual disabilities in Central and Eastern Europe. Thanks to the Leonardo da Vinci programme, which funds the LABOr project, ten representatives of service provider agencies from Central and Eastern Europe and the Western Balkans attended the conference.

Mrs. Göncz, the former first lady of Hungary, Mrs. Garzó, the Hungarian deputy state secretary linked to the Ministry of Employment & Labour Affairs, Mr. Tordai, director of the Leonardo da Vinci office in Hungary, and Mr. Zelderloo, EASPD president, welcomed the participants. After a series of introductory presentations, a panel discussion was held on the perspectives of the stakeholders – providers, employers, authorities, people with disabilities – with regard to training and employment of people with intellectual disabilities. At the parallel workshops in the afternoon, participants worked on a declaration, which was presented at the end of the conference as the "Budapest Statement on Training and Employment of Persons with Intellectual Disabilities in an enlarged European Union".

In the evening a party was held to celebrate the accession of ten new Member States to the European Union and to welcome the EASPD members from these countries.

5.9.2. LABOr Final Conference - Dublin, 7-8 October 2004

The National Federation of Voluntary Bodies, in co-operation with EASPD and a range of Irish stakeholder organisations, organised the final LABOr conference, titled "Learning from best practice in training and employment for people with disabilities in Europe." More than 300 participants from all over Europe attended the two-day conference at the Royal Hospital Kilmainham, a beautiful venue provided by the Irish Government.

The first day was dedicated to the findings of the LABOr project, which had been identified in the Guide "Reflections on Good Practice" and summarised in the LABOr brochure "From disability to Ability". These documents were presented in plenary and later on discussed in specific workshops focusing on good practice in community-based employment, sheltered work and vocational training. A service users forum was organised as a fourth workshop. Each workshop identified a number of key policy issues, which were presented the next day to the key-note speaker, Mrs. Wallis Goelen, Head of Unit for the integration of people with disabilities at the European Commission. Another round of parallel workshops gathering different stakeholders around four themes – labour market opportunities, setting up supported employment, assessment and vocational training, inclusive employment - identified important political recommendations, which were presented to the panelists representing trade unions, employers, service providers and service users, and was chaired by Mrs. Kathy Synnott, Irish MEP and mother of a person with intellectual disabilities.

5.9.3. LABOr Dissemination Event – Brussels, 10 December 2004

As a final event at European level, EASPD – with the support of the European Parliament - organised a half-day dissemination seminar at the EP. More than 50 participants from Brussels-based European bodies and EASPD members were informed about the findings and recommendations of the LABOr project. Mrs. Mia De Vits, MEP and former trade union president, hosted the event and gave a welcome speech. The core part of the event consisted of four testimonies from a service provider, an employer, an authority and a disabled worker on how the LABOr findings can be translated into daily reality.

Chapter 6

SERVICES TO THE MEMBERS

6.1 Communication with members

Office in Brussels: All members have the possibility to work and organise their meetings in the EASPD offices.

Newsletter

Newsletter Issue 8 (March 2004) focused on 'Employment – the key to inclusion'. Content: EASPD Conferences in 2004, news on the new 'participatory status' of EASPD, information on the different employment related projects: LABOr, Fair on Jobs, ATLAS, IBB, Raising Horizons, Jobwards, information on the new Standing Committee on Employment and on the European Action Plan: Equal Opportunities for people with disabilities.

Newsflashes

In 2004, 4 different newsflashes were sent out to all EASPD members in French and English. Newsflashes are the best means of contacting members quickly to take action or to disseminate information or to inform members in time on important policy developments on the field.

Website: www.easpd.org

The EASPD website became a lot more accessible in 2004. Both the non member as the member section of the website now have a better menu steering and a modern look with acrobat files. Since August 2001, the website counted 22,500 visitors from different countries: Belgium, Austria, United Kingdom, The Netherlands, Germany, France, Hungary, Ireland, Italy, Slovenia, Spain, Luxemburg, The United States, Portugal, Finland, Turkey, Greece, Bulgaria, Poland, Romania, Sweden, The Czech Republic, Switzerland, Slovakia and Canada.
Most surfers find our website through the search engine Google. A lot of times people visit the website by clicking on a link within another website.
This information proves that EASPD is internationally recognised as information source.

6.2. Knowledge centres

6.2.1. Knowledge Centre for the Prevention of and Response to Sexual Abuse of People with a Learning Disability (Combat against sexual abuse)

EASPD was given the opportunity to develop and launch a Knowledge Centre for the Prevention of and Response to Sexual Abuse of People with a Learning Disability under the framework of the Daphne Programme I. 24 experts from 18 different countries throughout Europe were involved in this project.

The Knowledge Centre, a compilation of information assembled during the DAPHNE project is now available on the website at: www.stoppingabuse.org. The website was initially available in English.

Follow-up: A new language was added to the website. The information available on the Knowledge Centre was translated by “Hand in Hand” in Hungarian. The website is fully available in Hungarian.

Update.: EASPD agreed to update the Knowledge Centre, even without required funding.

With the approval of the new Daphne project, some funding will be available for updating the Knowledge Centre.

6.2.2. www.community-lives.org

After the finalisation of the "Tolerance or Acceptance" project there were no resources available to provide the knowledge centre with a lot of new input. However we have succeeded to regularly post new models of good practices on it and hope to be able to build on this website and turn it into a knowledge centre which will provide our members with information on community based services and person-centred support.

6.2.3. www.start-labor.org.

In the case of "LABOr", the KC is the main source of and dissemination tool for information on vocational training and employment measures for people with learning disabilities. A lot of information was added to the KC in 2004 and will be updated yearly. The information is made available in a user-friendly way in order for all stakeholders - people with learning disabilities, providers, employers and authorities - to find tailor-made and relevant material.

6.3. Project Workshop

On 6 May 2004, the annual Project Workshop of EASPD took place in Budapest, Hungary, organised by the Hand in Hand Foundation in close co-operation with EASPD.

In the morning, three speakers addressed the public, i.e.
-Ms. Noemi Danajka from the Ministry of Employment & Social Affairs of Hungary, Structural Funds
-Mr. Attila Balogh from the National Employment Foundation Hungary, EQUAL programme
-Mr. Alan Anstead, legal adviser from the European Roma Rights Centre (ERRC).

In the afternoon, six workshops were organised on the following themes:
-Staff Exchange Programme: "Learning by Doing"
-Training for staff and for people with disabilities relating to sexuality
-Person centred support and services
-Double discrimination: Roma people with disabilities
-Securing a positive image for children and adults with learning disabilities
-Towards a European Competence in Care.

All workshops were very useful for the work of the participants and some of them already have a strong concept, so they can be filed with the European Commission once a relevant Call for Proposals is published. On the other hand also ideas for the work of EASPD as a European umbrella were collected, such as the workshop which focused on person centred support and services and the one on double discrimination of Roma people. EASPD will collaborate with the European Roma Rights Centre and the Hand in Hand Foundation to put together a national (HU) bid for funding.

Conclusion

Due to the Knowledge centres, the network possibilities, project development and the regular information update via the EASPD's website and Newsflashes, service providers were kept informed of the developments within Europe.
Despite the relatively cheap membership fees, members received targeted information. The "return on investment" for the stakeholders is without any doubt substantial.

Chapter 7

NETWORKING

Introduction

Active lobbying, drastic renewal, real understanding in the often very complicated European rules is not possible without an intense cooperation with the other actors in Brussels. EASPD proves – in practice – to believe in a stakeholder approach.

7.1. The Platfrom of Social NGO's

EASPD has been an active full member of the Social Platform since 2001. Katrijn Dekoninck (EASPD Staff) and Luk Zelderloo (EASPD President) attended several specific meetings on anti-discrimination, social policy and (social) services of general interest, and also the Social Platform Steering Group and General Assembly. Besides that, EASPD (by Maarit Aalto, Board member and Michael Himmer) has been involved in two Social Platform meetings and one conference (on the Social Agenda 2006-2010).

You can find Maarit Aalto's report on the Social Platfrom meetings in annex K.

7.2. Inclusion Europe

During a meeting on the 8th of September 2004, EASPD and IE planned to have regular meetings, i.e. every 2 or 3 months. On the 2nd September 2005 a meeting between the executive committees is planned to exchange ideas and information. IE & EASPD will invite each other to some of their events, if appropriate.

The next meeting was planned on the 14th of January 2005 with Mr. Freyhoff and Mr. Heddell.

7.3. International Association for the Scientific Studies on Intellectual Disability (IASSID)

The links with IASSID have become tighter the last year. Some of the EASPD projects and projects of individual members have been presented during poster sessions on the 12th IASSID World Congress in Montpellier, which took place from the 14th to the 19th of June 2004, titled "Towards Mutual Understanding: Person, Environment, Community". Phil Madden participated in the conference, representing EASPD, and also drafted an agreement for co-operation between both organisations 'EASPD – IASSID: A way forward". This is the basis on which we will further determine the nature of our co-operation.

The main characteristics of this co-operation would be to work together to bridge the gap between research and practice and to exchange and share information, to offer our members the information available in the field of research and develop opportunities for future cooperation.

7.4. European Disability Forum (EDF)

A meeting took place on the 26th of November 2004 between the president of EASPD, Mr. Zelderloo and the new EDF director, Mrs. Carlotta Besozzi. The purpose of this meeting was to come to an agreement on the way in which we can consult and co-operate in the future.
We have come to the following agreement:
That EASPD and EDF would exchange relevant position papers. If possible we would also produce a joint document to highlight some of the disability issues together.

Further it was agreed that EDF, EAPSD, Coface Handicap and EPR would have a short consultation before the next meeting of the High Level Group.

A next meeting was planned in February 2005, date to be confirmed.

7.5. ARFIE

EASPD has offered to renew the co-operation agreement that existed before between these two umbrella's, but the document hasn't been officially renewed so far.

7.6. ENSPER

In November 2004, EASPD became Observer at the Board of ENSPER, the European Network of Service Providers in Employment and Rehabilitation (ENSPER = EPR - European Platform for Rehabilitation, Workability International Europe and Rehabilitation International). Both parties signed a Protocol for cooperation that is valid until November 2005. ENSPER and EASPD are now sharing cross membership and Mr. Jan Spooren (ENSPER) participates in the EASPD Board.

In the meantime EASPD and ENSPER already joined forces in the preparation of the meetings of the High Level Group and in some European Policy dossiers like the EC Green Paper on Equality and non-discrimination in an enlarged EU and the State Aid Regulation.

7.7. ETUC

On 20 October 2004, EASPD organised a meeting with Mr. Henri Lourdelle, political advisor of the ETUC (European Trade Union Confederation). Both parties exchanged positions in several European dossiers and started the beginning of further cooperation.

7.8. UNICE

On 8 December 2004, EASPD organised a meeting with Ms. Jeanne Schmitt, advisor in the social department of UNICE (Union des Industries de la Communauté européenne). Both parties exchanged positions in some European dossiers.

Conclusion

EASPD keeps regularly and structurally contacts with as much as nine relevant actors. The effect is that EASPD became an approved and often also very valued co-player on the European scene.

Chapter 8

ACTIVITIES OF THE BOARD AND ANNUAL GENERAL MEETING

Introduction

In 2004, EASPD had to change the Statutes because of the new Belgian legislation on NGO's. Besides that, a new Board was elected and a decision was made (with respect to the content) on the way to follow for EASPD in the future.

8.1 General Assemblies

General Assembly – Budapest, 8 May 2004

Present:

Mr. Hermann Böckle, Ms. Anita Häfele, Mr. Michael Himmer, Ms. Elke Schlitz, Ms. Ulrike Valentini, Mr. Franz Wolfmayr (AT), Ms. Kristel Gevaert, Mr. Stefan Helsen, Ms. Diane Serneels, Mr. Jos Sterckx, Mr. Luk Zelderloo (BE), Ms. Georgia Vourkou, Mr. Takis Neophytou (CY), Ms. Romana Landecká (CZ), Mr. Ralf Hagemeier (DE), Ms. Maarit Aalto, Mr. Veli-Pekka Sinervuo (FI), Mr. Aymeric Audiau, Mr. Michel Baelen, Mr. Philippe Bourgogne, Mr. René-Marc Charpentier, Mr. Alain Faure (FR), Mr. Tommy Papp (GR), Mr. Ákos Pordán (HU), Mr. Michael Barrett, Mr. Peter Canning, Mr. John Dolan, Mr. Brian O'Donnell, Mr. David Muldoon, Mr. Robert Sillery, Mr. Brendan Sutton, Ms. Maria Walls (IE), Mr. Fabrizio Fea, Mr. Giovanni Gobbi (IT), Ms. Vasilka Dimoska, Mr. Vladimir Trajkovski (MKD), Ms. Carmen Duarte, Ms. Rosa Neto (PT), Ms. Laura Pop (RO), Mr. Taras Poljanec (SI), Mr. Keith Bovair, Mr. James Churchill, Mr. Jim Crowe, Mr. Keith Etherington, Mr. John Evans, Ms. Anne Mabanga, Mr. Phil Madden, Mrs. Sue Panter, Mr. Bob Rhodes, Ms. Karen Warner (UK), Ms. Dorina Iuga, Ms. Katrijn Dekoninck (EASPD staff)

Agenda:

· Welcome
· Minutes GA 30 November 2003, Brussels
· Annual Report 2003
· Financial annual report
· The EASPD Standing Orders – approval amendments
· EASPD Statutes
· Presentation & approval of potential new EASPD members
· Elections Board and Vice-Presidents!
· Other business

General Assembly – Brussels, 11 December 2004

Present:

Mr. Hermann Böckle, Ms. Maria Bruckmüller, Ms. Anita Häfele, Mr. Michael Himmer, Mr. Kurt Öhe, Mr. Franz Wolfmayr (AT), Mr. Jos Sterckx, Mr. Mark Vanhumbeeck, Mr. Luk Zelderloo (BE), Mr. Georgi Georgiev, Ms. Svetoslava Marinova (BG), Ms. Georgia Vourkou, Mr. Takis Neophytou (CY), Ms. Maarit Aalto, Mr. Veli-Pekka Sinervuo (FI), Mr. Aymeric Audiau, Mr. Michel Baelen, Mr. René-Marc Charpentier (FR),

Mr. Tommy Papp (GR), Mr. Ákos Pordán (HU), Mr. Peter Canning, Mr. John Dolan, Mr. Brian O'Donnell, Mr. Christy Lynch, Mr. Brendan Sutton, Ms. Maria Walls (IE), Ms. Joke Ellenkamp, Ms. Mineke Hardeman, Mr. Ben Van Hamond (NL), Mr. Fabrizio Fea (IT), Mr. Keith Bovair, Mr. James Churchill, Mr. Jim Crowe, Ms Annie Gunner, Mr. Phil Madden, Mrs. Sue Panter, Mr. Bob Rhodes (UK), Ms. Katrijn Dekoninck (EASPD staff)

Agenda:
· Welcome
· Minutes GA 8 May 2004, Budapest
· Budget 2005
· Action Plan EASPD for 2005
· EASPD Statutes
· Approval of the co-opted members to the Board
· Presentation & approval of potentially new EASPD members
· Other business

8.2 Board Meetings

Board meeting in Offenbach, 13 March 2004

Present:
Mr. Michael Himmer, Mr Kurt Öhe, Ms. Elke Schlitz, Mr. Franz Wolfmayr (AT), Mr. Stef De Cock, Mr. Stefan Helsen, Mr. Jan Reynaert, Ms. Diane Serneels, Mr. Jos Sterckx, Mr. Luk Zelderloo (BE), Mr. Takis Neophytou (CY), Mr. Rolf Behncke, Mr. Clemens Kasper, Mr. Ralf Hagemeier, Mr. Alfred Hausegger, Mr. Ulrich Scheibner (DE), Mr. Aymeric Audiau, Mr. Michel Baelen, Mr. Philippe Bourgogne, Mr. Alain Faure, Mr. René-Marc Charpentier (FR), Mr. Ákos Pordán (HU), Mr. Peter Canning, Mr. John Dolan, Mr. Christy Lynch, Ms. Maria Walls (IE), Mr. Fabrizio Fea (IT), Ms. Joke Ellenkamp, Ms. Mineke Hardeman (NL), Ms. Isabel Lopes, Ms. Catarina Simoes (PT), Mrs., Mr. Robert Ulrich (SE), Mr. Keith Bovair, Mr. James Churchill, Mr. Jim Crowe, Mr. John Evans, Ms Annie Gunner, Mrs. Sue Panter, Mr. David Wandless (UK), Ms. Katrijn Dekoninck (EASPD staff)

Agenda:
· Minutes last board meeting 30 November, Brussels
· Membership
· Work plan Standing Committee on Enlargement
· EASPD's Standing Committees
· Lobbying
· Standing Orders
· Policy Impact Working Group
· Council of Europe
· May activities, Budapest
· Action Plan EASPD for 2004
· Knowledge centre on sexual abuse
· IASSID conference June 2004
· Projects
· Co-operation with "ENSPER"
· Quality label for service provider organisations and authorities

· Other business

Board Meeting in Budapest, 8 May 2004

Present:
Ms. Karin Astegger, Mr. Hermann Böckle, Ms. Maria Bruckmüller, Mr. Michael Himmer, Ms. Elke Schlitz, Mr. Franz Wolfmayr (AT), Ms. Kristel Gevaert, Mr. Stefan Helsen, Ms. Diane Serneels, Mr. Jos Sterckx, Mr. Luk Zelderloo (BE), Ms. Georgia Vourkou, Mr. Takis Neophytou (CY), Ms. Dolores Czudková, Ms. Romana Landecká (CZ), Mr. Ralf Hagemeier (DE), Ms. Maarit Aalto, Mr. Veli-Pekka Sinervuo (FI), Mr. Aymeric Audiau, Mr. Michel Baelen, Mr. Philippe Bourgogne, Mr. René-Marc Charpentier, Mr. Alain Faure, Ms. Marie-Laurence Nivet-Carzon (FR), Ms. Penny Papanikolopoulos, Mr. Tommy Papp (GR), Mr. Ákos Pordán (HU), Mr. Michael Barrett, Mr. Peter Canning, Mr. John Dolan, Mr. Brian O'Donnell, Mr. David Muldoon, Ms. Maria Walls (IE), Mr. Fabrizio Fea, Mr. Giovanni Gobbi (IT), Ms. Vasilka Dimoska, Mr. Vladimir Trajkovski (MKD), Ms. Carmen Duarte (PT), Ms. Laura Pop (RO), Mr. Taras Poljanec (SI), Mr. Keith Bovair, Mr. James Churchill, Mr. Jim Crowe, Mr. Keith Etherington, Mr. John Evans, Ms. Anne Mabanga, Mr. Phil Madden, Mrs. Sue Panter, Mr. Bob Rhodes, Ms. Karen Warner (UK), Ms. Dorina Iuga, Ms. Katrijn Dekoninck (EASPD staff)

Agenda:
· Minutes last board meeting 13 March 2004, Offenbach, D
· the EASPD Standing Orders – approval amendments
· The EASPD Statutes
· Financial annual report
· Debate on service development in future: de-institutionalisation - decentralisation
· Lobbying
· EASPD's Standing Committees
· Membership campaigns to recruit GOs, SAMOs, schools and CoPs
· Knowledge centre on sexual abuse
· IASSID conference June 2004
· Quality label for service provider organisations and authorities
· Participation in the Platform of European Social NGOs
· Other business

Board meeting in Dublin, 9 October 2004

Present:
Ms. Karin Astegger, Mr. Hermann Böckle, Ms. Anita Häfele, Mr. Michael Himmer, Mr. Johannes Ungar, Ms. Ulrike Valentini (AT), Ms. Diane Serneels, Mr. Jos Sterckx, Mr. Luk Zelderloo (BE), Ms. Georgia Vourkou, Mr. Takis Neophytou (CY), Mr. Ralf Hagemeier (DE), Ms. Maarit Aalto, Mr. Michel Baelen, Mr. Philippe Bourgogne, Mr. Ákos Pordán, Ms. Zsuzsa Söth (HU), Mr. Peter Canning, Mr. John Dolan, Mr. Christy Lynch, Mr. Brian O'Donnell, Ms. Maria Walls (IE), Mr. Fabrizio Fea, (IT), Ms. Joke Ellenkamp, Ms. Mineke Hardeman (NL), Ms. Carmen Duarte, Ms. Rosa Neto, Ms. Domingos Rosa, Ms. Lutegarda Justo (PT), Mr. James Churchill, Mr. Jim Crowe, Ms Annie Gunner, Ms. Karen Warner (UK), Ms. Katrijn Dekoninck (EASPD staff)

Agenda:
· Co-option of members to the Board
· Feedback of the Board on the LABOr conference + info on dissemination event in December
· Minutes last board meeting 8 May 2004, Budapest, HU
· Finance
· Debate on person centred services: follow-up of statements on service development in future
· Quality label for service provider organisations and authorities
· Agreements with IASSID, ARFIE, AEH, ENSPER and IE
· EASPD Activities in 2005
· Giving Mandates to several members
· Other business

Board Meeting in Brussels, 11 December 2004

Present:
Mr. Hermann Böckle, Mme Maria Bruckmüller, Mme Herlinde Goller, Mme Anita Häfele, Mr. Alfred Hausegger, Mr. Michael Himmer, Mr. Kurt Öhe, Mr. Johannes Ungar, Mr. Franz Wolfmayr (AT), Mme Diane Serneels, Mr. Jos Sterckx, Mr. Mark Vanhumbeeck, Mr. Luk Zelderloo (BE), Mme Georgia Vourkou, Mr. Takis Neophytou (CY), Mme Maarit Aalto, Mr. Veli-Pekka Sinervuo (FI), Mr. Aymeric Audiau, Mr. Michel Baelen, Mr. Philippe Bourgogne, Mr. René-Marc Charpentier, Mme Marie-Laurence Nivet-Carzon (FR), Mr. Tommy Papp (GR), Mr. Ákos Pordán (HU), Mr. Peter Canning, Mme Breda Casey, Mr. John Dolan, Mr. Christy Lynch, Mr. Brian O'Donnell, Mme Maria Walls (IE), Mr. Fabrizio Fea, (IT), Mme Joke Ellenkamp, Mme Mineke Hardeman, Mr. Jelke Van Der Valle, Mr. Ben Van Hamond (NL), M. Keith Bovair, Mr. James Churchill, Mr. Jim Crowe, Mme Annie Gunner, Mr. Phil Madden, Mrs. Sue Panter, Mr. Bob Rhodes (UK), Mme Katrijn Dekoninck, Mme Natacha Glautier (EASPD staff)

Agenda:
· Minutes last board meeting 9 October, Dublin, IE
· Finance
· Debate on person centred services: service development in future
· Projects
· Outlook to 2005 activities
· Presentation of the work of IASSID
· News from the members
· Other business

8.3 Meetings of the Executive Committee

The EASPD Executive Committee gathered 10 times in 2004:

· 30-31 January (Telephone Conference)
· 12 March (Telephone Conference)
· 7 April (Telephone Conference)
· 6 May (Budapest)
· 26 June (Brussels)
· 30 August (Brussels)

· 24 September (Telephone Conference)
· 6 October (Dublin)
· 19 November (Telephone Conference)
· 10 December (Brussels)

8.4 Structure of EASPD

General Assembly
Members from 23 European countries

Board
- President: Luk Zelderloo
- Vice Presidents: Brian O'Donnel, Franz Wolfmayr and Carmen Duarte
- Treasurer: Mineke Hardeman
- Elected members: Jos Sterckx, Alain Faure, Ákos Pordán, Peter Canning, John Dolan, Fabrizio Fea, James Churchill, Annie Gunner, Phil Madden
- Co-opted members: Lieve Dekempeneer, Michael Himmer, Christy Lynch, Maarit Aalto, Eva Toth, Sue Panter, Michel Baelen

Executive Committee
- President: Luk Zelderloo
- Vice Presidents: Brian O'Donnel, Franz Wolfmayr and Carmen Duarte
- Treasurer: Mineke Hardeman
- Secretariat: Katrijn Dekoninck

Members
See full list in the Membership chapter.

Conclusion

The cooperation within and between the General Assembly, the Board and the Executive Committee was very good, despite the difficult and important new challenges.

In 2004 ,the Statutes were adapted to the new Belgian legislation and a new Board was elected. One new vice president was added to the Executive Committee to represent in a sufficient way the countries from Southern Europe. The president, the vice presidents and the treasurer were (re)elected.

With respect to the content, the Board took its position towards the debate on person centred services. The new orientation of EASPD is now very clear: EASPD supports the European development of more person centred services and community based services.

Chapter 9

WORK OF THE HEADQUARTER

Introduction

Although life and work in the European Unions head capital is very hectic, the EASPD staff managed to reach their targets.

9.1. Activities attended in 2004 by staff members

9.1.1. Conferences and meetings

8-9 November 2004, Strasbourg - Conference on Human Rights – Disability – children,
EASPD attend this conference on Human Rights – Disability – Children organised by the Norwegian Chairmanship of the Council of Europe.
The main topic of this conference was the de-institutionalisation of services for children with disabilities. During the workshop session Ms. De Keyser presented EASPD's viewpoints on de-institutionalisation.

13th of March 2004 - Danish delegation from Funen County
Information session on EASPD and its activities by Ms. Natacha Glautier

29th April 2004 – Advocacy conference CNEASTA (IR)
Conference organised by our Irish umbrella network CNEASTA on advocacy. Ms. Natacha Glautier presented the European perspective on the issue of advocacy there.

7th of July 2004 – Diversity in Dialogue
Short EASPD reaction to final declaration of the project by Ms. Natacha Glautier

16th of July 2004 – Ukraine Delegation
Information session on EASPD and its activities by Mr. Delmartino, Ms. Dekoninck and Ms. Natacha Glautier.

8th and 9th of December 2004 – Masterclasses Inclusie
Master classes on the topic of inclusion attended by Ms. Natacha Glautier, in preparation of the hearing in Vienna scheduled for May 2005.

9 to 11 November 2004 – ARC Conference Southport
Conference organised by ARC. Guest speaker was Luk Zelderloo on the topic of the importance of the EU.

9.1.2. EQRM - European Quality in Rehabilitation Mark

Since 2002, EASPD regularly attends meetings organised by the European Platform for Rehabilitation to develop the European Quality in Rehabilitation Mark. EQRM is both a product and a service. It is not only a quality mark for rehabilitation services, but also enables like-minded organisations to engage in an externally accredited self-assessment and organisational learning process at European level. In 2004 EASPD was involved in the selection and awarding committees deciding on the applications from rehabilitation centres.

9.2. Staff

By the end of 2004, a number of important projects were finished and because of this, EASPD had to deal with significant changes in staff:

- Ms. Katrijn Dekoninck was responsible for the communication with the members of EASPD and with the authorities. In addition to this she facilitates the work of the Policy Impact Group. She will leave the organisation on the 15th of January 2005. At this moment, she still works as a consultant for EASPD.

- Ms. Hilde de Keyser is responsible for the Standing Committees on Employment and Education. She is in charge of the projects IBB and EVS and she works in close cooperation with Ms. Sonia Staskowiak on the implementation of the outcomes of "Europe, a place to live" (2003).

- Mr. Mark Delmartino directed the LABOr project and the "Fair on Jobs" project. In addition to this, he coordinated the work of the standing committee on Enlargement and he represented EASPD on employment related issues several times. Leaving our organisation at the 31st of December 2004, he still has a consultative function within the EASPD.

- Ms. Dorina Iuga cooperated to the research and development work and is now responsible for the new "Daphne" project. Besides taking over the work for the Standing Committee on Enlargement, she is also the liaison officer for "The Unit of Integration of People with Disabilities" of DG Employment & Social Affairs since 2004.

- Ms. Natacha Glautier is EASPD's Research and Development officer. While running the projects "ATLAS", "Included in Society" and "TRIADD", she is among other duties responsible for the contacts with "Inclusion Europe", "ARFIE" and "IASSID".

- Mr. Tom Van Geertsom reinforced the Labor team and also worked on several other employment and enlargement related issues. Unfortunately he left EASPD in the middle of December last year.

- Ms. Sonia Staskowiak is responsible for the accountancy, the human resources and she takes care of the administrative support. She works on the central project "EQMPD" and in cooperation with Ms. Hilde de Keyser; she implements the results of "Europe, a place to live" (2003).

- Mrs. Brigitte Van den Auweele was responsible for personnel matters and accountancy until she left the organisation in summer 2004.

- Mr. Jelle Reynaert started working for EASPD in December 2004. He supported the LABOr team and is now, a part from a wide range of other tasks, the EASPD Membership and Public Relations Officer.

The 2005 team will be Ms. Natacha Glautier, Ms. Dorina Iuga, Ms. Sonia Staskowiak, Ms. Hilde De Keyser and Mr. Jelle Reynaert. In 2005 Katrijn Dekoninck, Tom Van Geertsom and Mark Delmartino will no longer be working for EASPD. We wish them all the best.

Trainees:
During 2004, EASPD employed 4 trainees:
- Stefan Macejak (Slovakia) supported our Enlargement work from October 2004 until March 05.
- Stefaan Verschaeve (Belgium) joined the team in November 2004 being in charge of administrative support.
- Jan Hanzel and Viktor Macejak did an internship of one month in the EASPD headquarters during the months of October and November. Both of them were part of the LABOr-team.

Chapter 10

CONCLUSION

It has been another challenging, exciting and successful year. EASPD proved again to be an organisation of and for its members. We have adapted our structures to reflect our growing and diverse membership and meet the new Belgian Law for the not for profit organisations.

Other important developments on the level of governance of EASPD are:

- ✓ The Executive Committee has been extended with a representative from Southern Europe.
- ✓ A new Executive Committee has been elected from the board.
- ✓ The Standing Committee on Education has been established and, in a very short time, distinguished itself as an important lever towards innovation in the sector.
- ✓ By focussing on education the membership of 'education providers' developed notably.

Concerning policy issues we can present a very positive balance. EASPD succeeded in consolidating and strengthening its position as the mouthpiece of the service providers in Europe:

- ✓ We reached the participative status in the Council of Europe
- ✓ Within the framework of the projects we got involved in structural relations with ETUC, Ecosoc, CoR, UNICE and the Business & Disability network.
- ✓ EASPD was actively involved in following topics: State Aid, Working time directive, Social Services of General Interest, Internal Market and the multi-annual action plan.
- ✓ The Executive Committee, the members and the HQ participated in meetings with the Disability Intergroup, DG Internal Market and the Unit for Integration of People with disabilities of the EC.

The different projects accomplished pioneer work:

- ✓ Employment of persons with a disability was the central topic of the projects 'LABOr' and 'Fair on Jobs'.
- ✓ The board determined 8 points of reflection, statements, and played an active role in the project 'Included in Society'. We have reaffirmed and strengthened our determination to develop inclusive and person centred services.
- ✓ The project 'Families In' focussed on the role of the family.
- ✓ A new Daphne project has been approved by the EC.

Together with the new elected board and Executive Committee; together with the 4 standing committees, through the excellent contacts on a high level with the bodies of the EU,
Thanks to innovative projects, a consequent stakeholders approach and a positive relationship with other networks and actors in Brussels,
We think EASPD is ready to reach the challenges as formulated in the action plan 2005: "digging deep, reaching high".

Luk Zelderloo

President