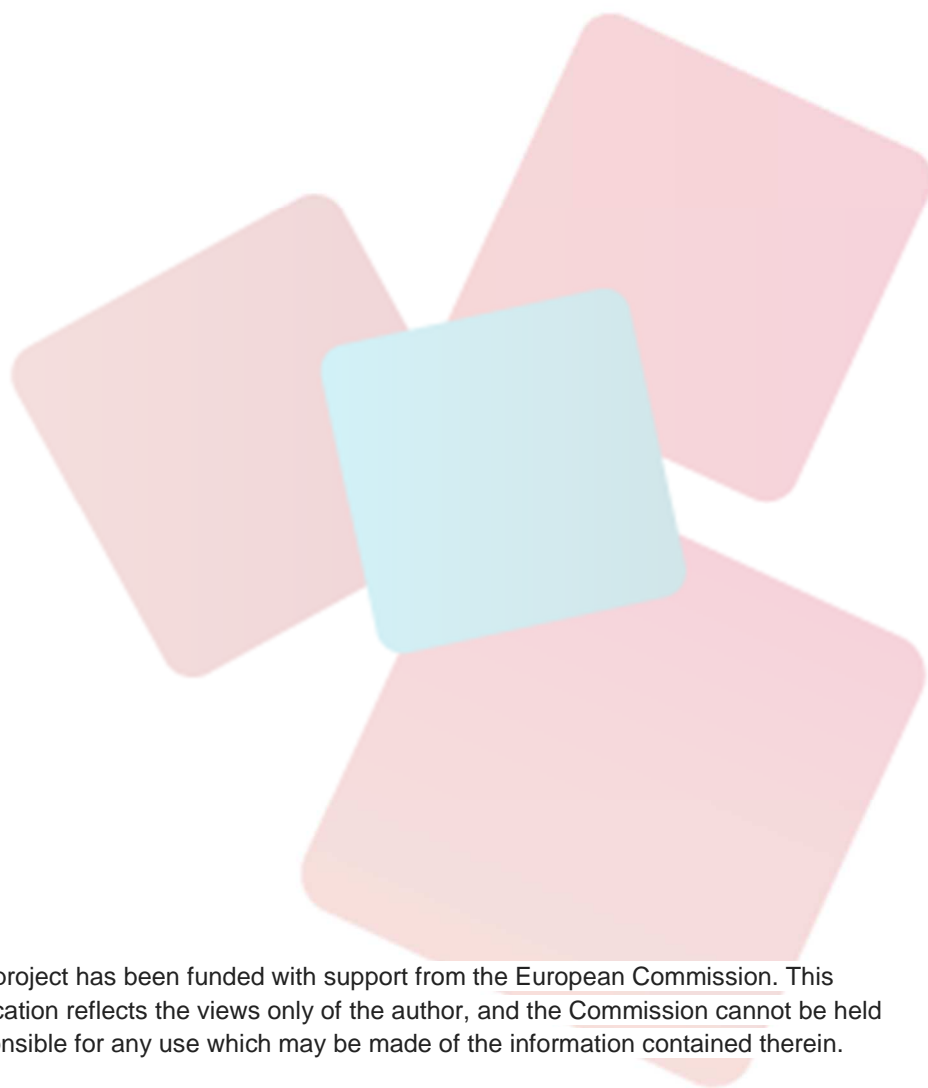


STATE OF THE ART REPORT


100 MIRRORS INCLUSIVE TOOLS FOR THE MOTIVATION OF ENTERPRISING DISABLED WOMEN

2016-1-ES01-KA202-025492



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We definitely need more women entrepreneurs. We know now that women, in general, create smaller, but relatively more viable enterprises.'

Erkki Liikanen, European Commissioner for Enterprise and Information Society

FOREWORDS

Women entrepreneurs play an important role in the entrepreneurial economy, both in their ability to create jobs for themselves and to create jobs for others, but in all countries women still represent a minority of those that start new firms, are self-employed or are small business owner managers.

Promoting entrepreneurship in Europe has been a core objective of the European Union ever since the Lisbon European Council decided in March 2000 to improve the EU's performance in the areas of employment, economic reform and social cohesion.

More recently, the European Commission has incorporated the promotion of entrepreneurship into its Europe 2020 strategy, which recognises entrepreneurship and self-employment as one of the key enablers of smart, sustainable and inclusive growth.

The development of entrepreneurship has important benefits, both economically and socially. Entrepreneurship is not only a driving force for job creation, competitiveness and growth; it also contributes to personal fulfilment and the achievement of social objectives.

To this end, the European Commission is focusing on encouraging unemployed people to start businesses; on improving the sustainability and quality of work of self-employed businesses; and on supporting social entrepreneurs.

The European continent is aging. The average age of Europeans is about 40 years of age. Changes in the age structure of Europe increases the number of people with disabilities. This is reflected in the increasingly difficult situation on the labor market. So far nobody developed good and universal strategy of integration of people with disabilities in the labor market, that's why this target group is discriminated in work life. Low professional participation of women is another problem. The combination of the two factors - disability and femininity - contributes often to the exclusion of professional and social development of this social group.

The situation of women with disabilities were analyzed in international studies (see. Eg. Disability Rights, Gender, and Development; Guide on Violence and Disabled Women, Disability Awareness in Action - Disabled Women).

Many experts describing the situation of women with disabilities in the labor market, draws attention to their double exclusion: on the one hand based on sex (the situation of women in the labor market is worse in relation to the situation of men), on the other hand, because of disability.

Women with disabilities face many barriers in the form of bias on the part of employers, which are already visible at the recruitment stage and continue during apprenticeship or employment. There are no jobs offers for women with disabilities, women with disabilities are pushed to less ambitious, unskilled and low-paid work. They have no prospects for stable employment. An additional issue is the lack of understanding on the part of the society that causes low self-esteem and lack of self-confidence.

Low labor market position of women with disabilities results from the educational shortcomings of this social group, which are the basis of further difficulties in the labor market. Meanwhile, "work is a value that enables the individual to participate fully in social life". It provides the material conditions of existence, defines the role and status within the social organization.

It should be emphasized that work in addition to its economic function, also has many others - is a condition, opportunity or means of achieving many needs beyond economics. Increasingly, in the case of illness and disability specialists emphasize the importance of working as part of social rehabilitation.

There are psychological barrier, consisting of lack of confidence of women with disabilities caused by a sense of not having sufficient professional qualifications, lack of or limited range of measures to improve professionals skills and build positive self-esteem.

Women with physical disabilities are especially discriminated. They are losing the most at the stage of recruitment. Women with impaired movement face problems regarding the infrastructure and architecture accessibility, but also barriers related to the other people dislike

of staying in an environment of people with visible physical deformities. Development of entrepreneurial skills for such women are very important so that they can regardless their physical limitations organize their professional life.

This document has been produced within the 100 MIRRORS INCLUSIVE initiative, a Erasmus+ Project funded by the European Commission through the Erasmus+ Programme of the EACEA.

The main objective of the project is to train women with disabilities in the EU countries in the field of entrepreneurship and self-employment, so that they can successfully face the process of becoming autonomous and entrepreneurs.

This 3 year project started in September 2016. The project consortium is composed by:



COORDINATOR - non-profit Federation based in Madrid,

Spain. It is a multi-sectorial organization that brings together more than 100 companies from the most representative sectors: cleaning, real estate, construction, information technology, training. It has more than 10 years of experience developing training and support activities to entrepreneurs at national level, focusing on low and no qualified young people as well as women. The main purpose of FEDEMP is the one to contribute to the improvement of the labor market both from the point of view of supply and demand, enhancing the qualification of entrepreneurs and workers through modern training, competitive and adapted to the needs of the labor market.



Foundation "**Viva Femina**" is a women foundation located in

Podkarpackie region in Poland. Our main aim is to act for the benefit of women, disabled, migrants and young people. We are implementing good practices in gender issues and promote equal opportunities of women and men in all areas of life as well as implementing good practices in education and entrepreneurship development. Our activities are addressed

to NEETs, people with mental and physical disabilities, long time unemployed women, unemployed young people, ex-prisoners and people from rural areas.



INDICO (Instituto Internacional Innovación, Conocimiento y Competencias) is an international agency for knowledge and innovation in vocational training for persons and organizations. It is a non-profit organization for project management, transfer of the project results, and implementation in projects for innovation in knowledge development using new technologies applications. **INDICO** was the coordinator of 100 Mirrors and 100 Mirrors Extended.



EDRA Social Cooperative Activities for Vulnerable Groups – KSDEO “**EDRA**” is a Non-profit Organisation of 150 employees established in Attica / Athens, since 2001. “**EDRA**” has developed a variety of community programs and structures aiming at supporting the quality of life and the rehabilitation / integration process of disadvantaged individuals being at risk of social exclusion, as well as programs for the prevention and the sensitization of the community around mental health problems and the promotion of mental health in general. **EDRA** participated in two ERASMUS and ERASMUS+ project for women entrepreneurship the “100 MIRRORS” (2011-13) and the “100 MIRRORS EXTENDED” (2014-16).



Association “**Biedriba Eurofortis**” is a multicultural non-governmental organization that aims to support development of different competences, as well as personal and professional skills. We have realized projects mostly aimed at development of entrepreneurial skills, improvement of quality assurance processes and validation of skills, languages that are targeted at various groups of people in educational and business sector, also youth, as well as projects aimed at empowerment, inclusion and involvement of youth.



AcrossLimits is a dynamic Maltese commercial entity with its roots firmly derived from the new technology and media sector. During its 15 years lifetime, **AcrossLimits** has put together various projects that included eLearning platforms, quizzes, online games and simulations for the teaching of languages, sciences and cultural traditions from a mix of open source and commercial software. **AcrossLimits** will coordinate and host the mobility of the trainers and disabled women entrepreneurs which will take place in April 2017 and are also in charge of dissemination and exploitation within the project.

Methodology

Within the 100 MIRRORS INCLUSIVE project, the research was aimed at:

- a. Analyzing the situation of disabled women in participating countries;
- b. Analyzing the good practices developed in relation to the promotion of the culture of Inclusive entrepreneurship among disabled women: coaching and mentoring in this area.

All the actions developed within this IO were focused on getting information about the target group of women with disabilities

, as well as about the good practices implemented in the field and the professional competences of a disabled female entrepreneur.

VIVA FEMINA, on the basis of the information provided by the national reports, has elaborated the final state of the report.

The desk research activity was a preparatory step necessary in order to draw a picture about the specific situation of disabled women and of inclusive entrepreneurship promotion activities in each partners' country. The desk research has focused on two main aspects: (1) Statistical data and (2) Maps of opportunities.

This part of the research was focused on data and statistics about disabled female unemployment and employment at national level by analyzing socio-economic data, analysis implemented in the field and public documents, the partners have provided the following information:

- General unemployment rate at national level
- Disabled female unemployment rate at national level
- Growth rate of disabled female employment at national level in comparison to the previous year
- Growth rate of disabled female self-employment at national level in comparison to the previous year
- Growth rate of companies managed by disabled women at national level in comparison to the previous year.

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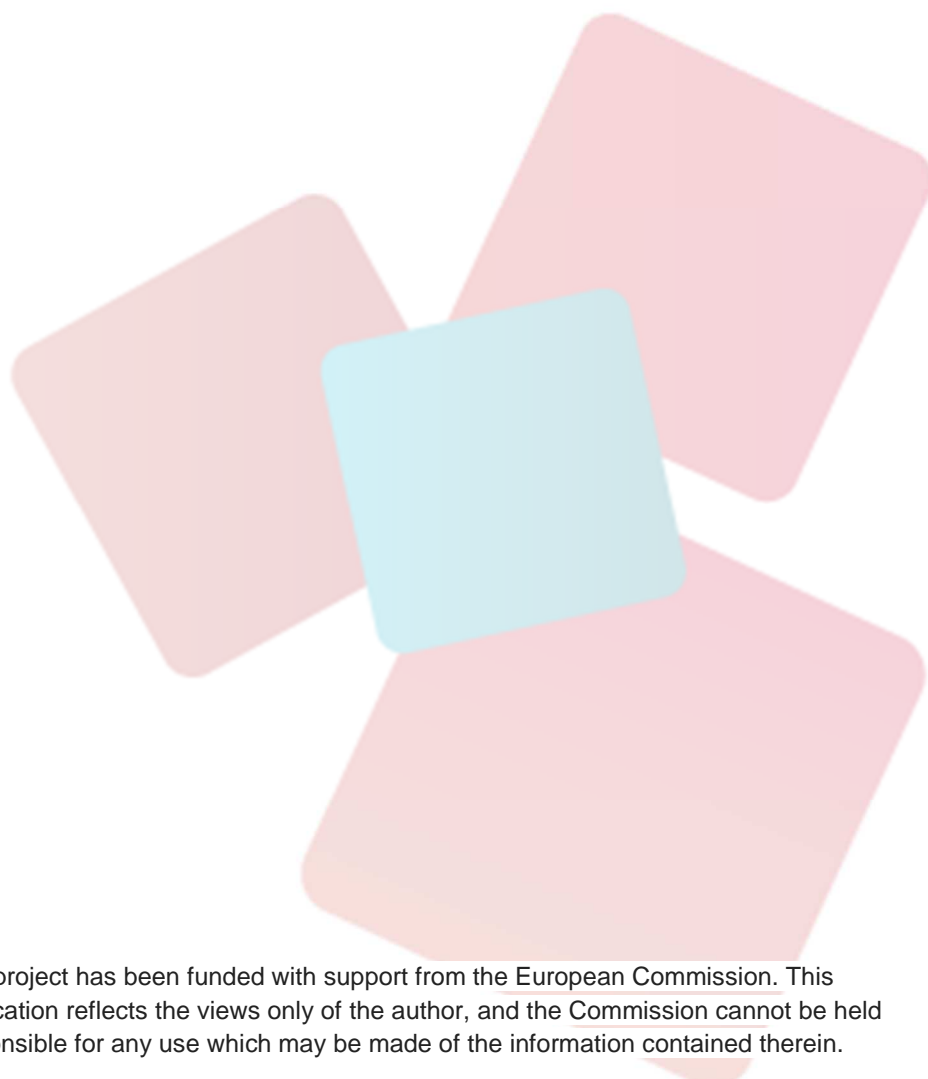
Maps of opportunities and barriers to disabled women employment.

The second part of the research was finalized to build "maps of opportunities" and to

analyze the barriers hindering disabled female employment at national level. In order to acquire that kind of information, partners are suggested to consult public and private data, market analysis and operational plans.

- Barriers to disabled female employment (the main 2);
- Status of social infrastructure and conciliation measures (the main 2);
- Sectors of inclusive enterprises managed by disabled women in the country (the main 2)
- Sectors of self-employment for disabled women in the country (the main 2);
- Sectors growing faster in which disabled women might start up an enterprise (the main 2).

Each partner has identified the 4 best practices implemented at national level in the field of promotion of culture of inclusive entrepreneurship among disabled women. The good practices cover different aspects related to women entrepreneurship promotion, namely: inclusive entrepreneurship, services for start-ups, funding provision, training courses implementation, mentoring activities, information, advice and consultancy provision, networking facilities, coaching, etc.



European panorama in nutshell

Due to the fact that it was difficult to obtain exact statistical data on women with disabilities, their employment and especially entrepreneurship in partner countries, this part of the report is based on European comparative data on Europe 2020 & People with disabilities.

Europe 2020 objective requires that 75 % of the population aged 20-64 should be employed.

At the EU level, about 47% of persons with disabilities are employed compared to 72% of persons without disabilities. The EU average is 67%. The employment gap is about 25 percentage points (26 percentage points in 2010).

At the EU level, 57% of persons with disabilities aged 20-64 participate on the labour market (employed or unemployed) compared to 80% of persons without disabilities. The EU average is 76%. There is a significant difference in the activity rates between people with and without disabilities in all Member States. The activity rate of women with disabilities is 52%. The disability degree decreases significantly the activity rate.

The six countries with the lowest activity gap (Germany, Luxembourg, Austria, Slovenia, Italy and France) have well developed quota schemes in favour of people with disabilities. The activity rates of persons with a moderate disability and of persons without disabilities are correlated. On the contrary there is no correlation between the activity rates of persons with a severe disability and persons without disabilities. We may question the efficacy of mainstreaming for persons with severe disabilities. If they don't share some common characteristics with persons without disabilities, then we ought to elaborate specific policies for this group.

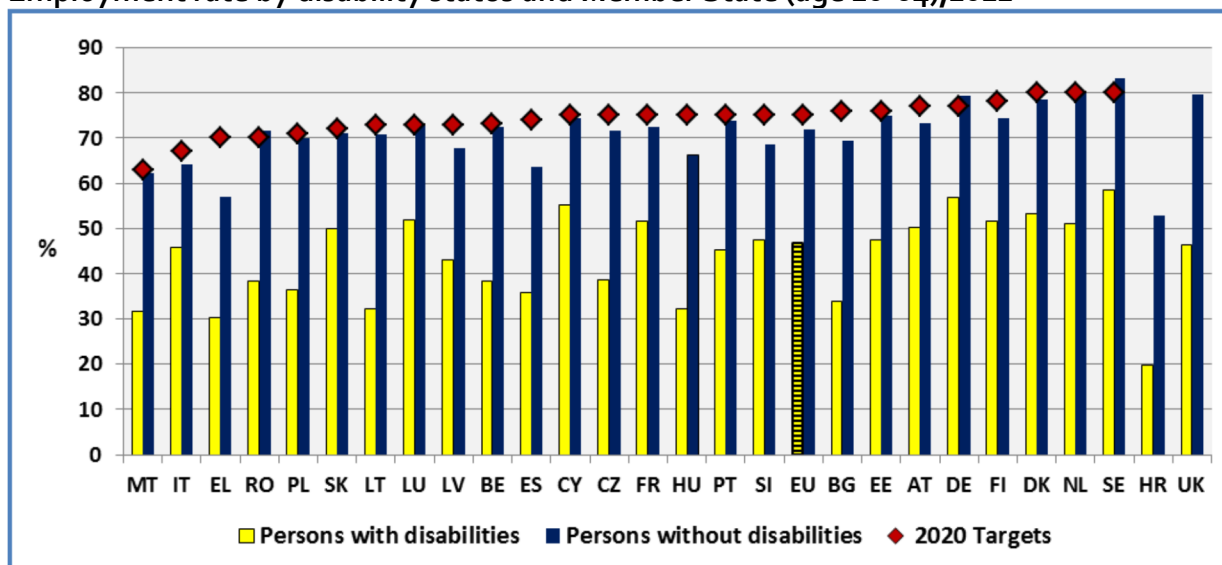
At the EU level, we note a very small increase of the activity rate of persons with disabilities, between 2010 and 2011. It is about 0,6 percentage points for persons with disabilities and 0,5 percentage points for persons without disabilities.¹

¹ European comparative data on Europe 2020 & People with Disabilities

General unemployment rate at national level as of February 2017.

Greece	Latvia	Malta	Poland	Spain	EU
23,1%	9,3%	4,1%	5,3%	18%	8%

Employment rate by disability status and Member State (age 20-64), 2011



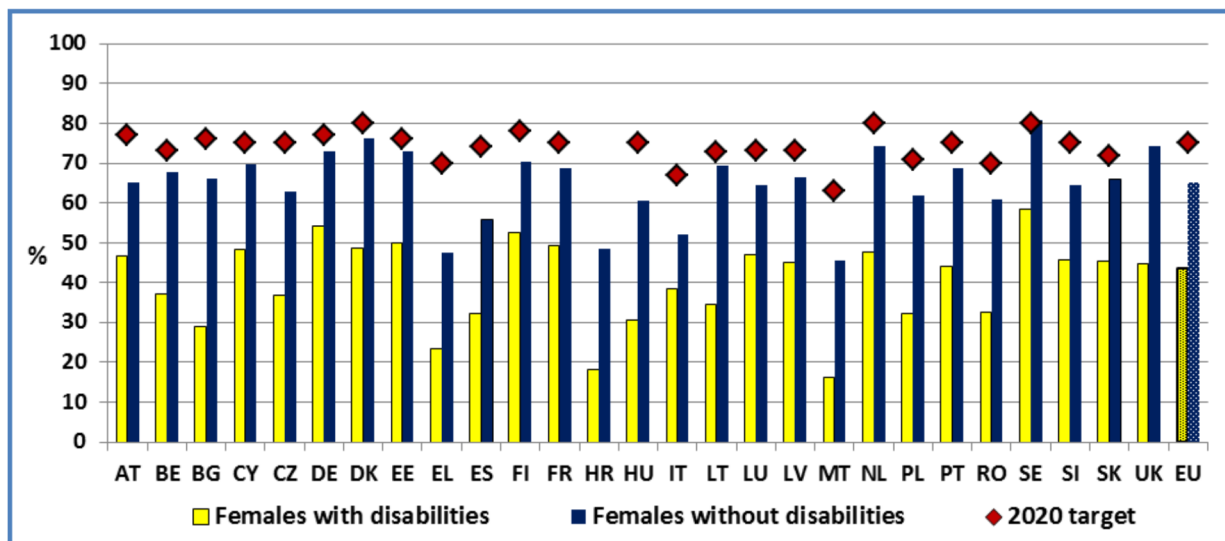
Data source: EU-SILC 2011 and Eurostat

At the EU level, the employment rate of women with disabilities is 44% and the rate for women without disabilities is 65%.

However, there are big differences across countries. The employment rate of women with disabilities is low in Malta (16%), Croatia (18%) and Greece (23%). On the contrary, relatively high rates can be found in Finland (53%), Germany (54%) and Sweden (59%).

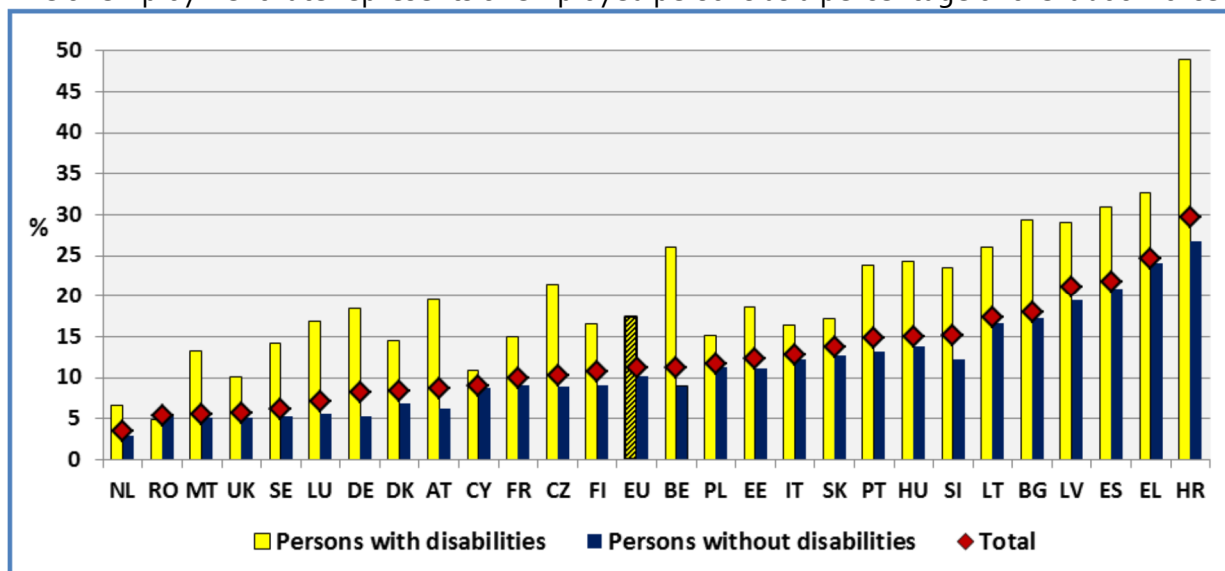
Concerning people with disabilities, the female employment rate is 44% and the male employment rate is 51%. We observe a gender gap of 7 percentage points.

Female employment rate by disability status and Member State (age 20-64), 2011 The employment rate is calculated by dividing the number of persons aged 20 to 64 in employment by the total population of the same sex and age group.



Data source: EU-SILC 2011

Figure 21: Unemployment rate by disability status and Member State (age 20-64), 2011
The unemployment rate represents unemployed persons as a percentage of the labour force.



Data source: EU-SILC 2011

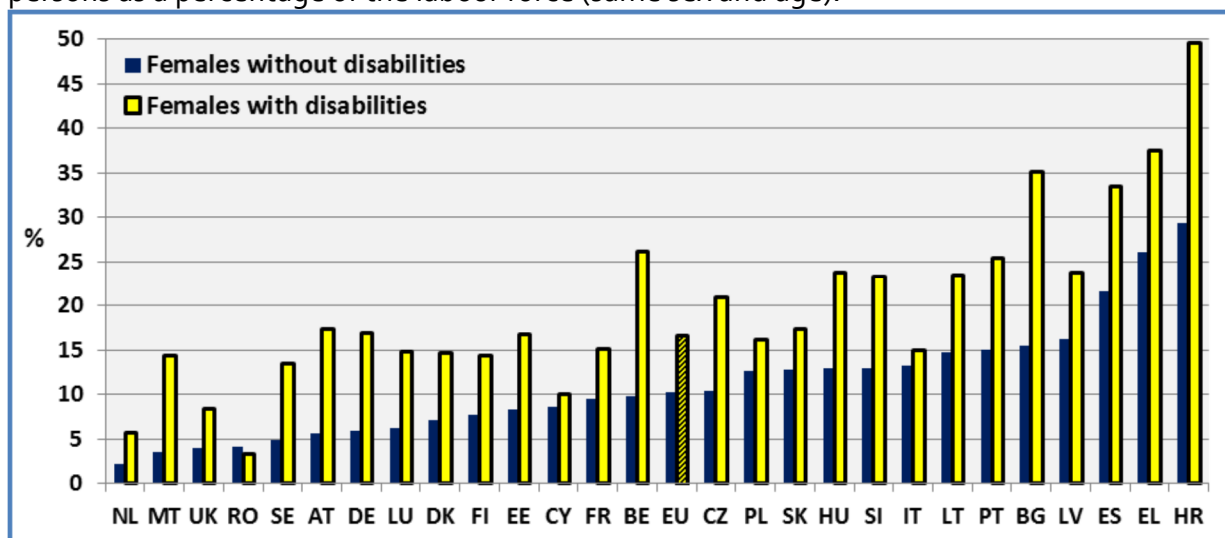
The EU unemployment rate of people with disabilities is 17,4% compared to 10,2% of people without disabilities.

The unemployment rate of persons with disabilities is relatively low in the Netherlands (6,6%) and Romania (4,9%). On the contrary, it is relatively high in Spain (31,0%), Greece (32,6%) and Croatia (49,0%).

At the EU level, the unemployment rate of women with disabilities is 17% and of men with disabilities 18%. The difference is small compared to the difference between persons with and without disabilities. But a discouragement effect (due to low chances to find a job) might push unemployed women out of the labour force.

At the EU level, 17% women with disabilities are unemployed, compared to 10% of women without disabilities. The respective rates for men are 18% and 10%.

Unemployment rate by disability status and Member State (age 20-64), 2011 Unemployed persons as a percentage of the labour force (same sex and age).



Data source: EU-SILC 2011

Activity rate.

At the EU level, 57% of persons with disabilities aged 20-64 participate on the labour market (employed or unemployed) compared to 80% of persons without disabilities. The EU average is 76%. There is a significant difference in the activity rates between people with and without disabilities in all Member States. The activity rate of women with disabilities is 52%. The disability degree decreases significantly the activity rate. The six countries with the lowest activity gap (Germany, Luxembourg, Austria, Slovenia, Italy and France) have well developed quota schemes in favour of people with disabilities.

The activity rates of persons with a moderate disability and of persons without disabilities are correlated. On the contrary there is no correlation between the activity rates of persons with a severe disability and persons without disabilities. We may question the efficacy of mainstreaming for persons with severe disabilities. If they don't share some common characteristics with persons without disabilities, then we ought to elaborate specific policies for this group. At the EU level, we note a very small increase of the activity rate of persons with disabilities, between 2010 and 2011. It is about 0,6

percentage points for persons with disabilities and 0,5 percentage points for persons without disabilities

People with disabilities and entrepreneurship

One possible solution to problems of low participation rates lies in the potential for disabled people to become self-employed or to start and run their own businesses. Some argue that self-employment can be used as a potential rehabilitation vocational tool to achieve faster and better integration into the labour market of individuals who become disabled (Arnold and Seekins 2002). Promoting entrepreneurship constitutes an important part of the Lisbon agenda and the Europe 2020 strategy which treats entrepreneurship as a key component of smart, sustainable and inclusive growth.³ Entrepreneurship is perceived by policy-makers as a means of tackling labour market disadvantage and social exclusion more generally (De Clerq and Honig 2011), although others regard reliance on such options as over-optimistic, at least for some groups (Kitching 2006; Blackburn and Ram 2006).

Data from Europe and the US suggests that self-employment rates are higher among disabled people than those without (e.g. Schur 1997; Blanck et al. 2000; Boylan and Burchardt 2002; Meager and Higgins 2011). A study of 13 of the then 15 EU member states using European Community Household Panel data for the period 1995-2001 found that self-employment rates among disabled people are higher than among people without disabilities (Pagán 2009).⁷ Self-employment rates for disabled people varied across the 13 countries and by gender but rates were higher among males with disabilities in 11 countries (particularly Greece, Portugal and Ireland) and higher among females in 11 countries (particularly Greece, Portugal, Austria and Spain). Countries with a higher disabled/non-disabled differential, with the partial exception of Austria, are all countries with high rates of self-employment overall. This suggests that countries with high self-employment rates might be better placed to increase self-employment among disabled people.

Looking at the personal characteristics of disabled entrepreneurs, self-employment rates vary by type and severity of impairment, gender, education and residential location. Self-employment rates were higher among people who were severely limited in their daily activities than among those reporting some or no limitation in daily activities (Pagán 2009 for

Europe; Jones 2011 for the UK). There is some evidence on self-employment rates among people with *specific* disabilities. Boylan and Burchardt (2002) found that, in the UK, men and women with musculoskeletal problems, and women with mental health problems, are particularly likely to be self-employed, while men with sensory impairments are relatively unlikely to be self-employed.

Maps of opportunities and barriers to female employment

All partners in their reports mentioned social stereotypes as the biggest barriers in female employment. Other barriers: too high out-of-salary labour costs, availability of childcare, and start/finish times of schools, difficulties with obtaining new clients, complex financial formalities, too complex procedures, time-consuming formalities referring to issuing permits or licenses and changeability in the labour law. The noticeable difference of barriers in running a business activity, indicated by men and women, refers to the **conditioning of family life and caretaking responsibilities for young children**. Women more often than men point to limited access to institutional care of children.

Barriers to disabled women employment

The 56.7% of Spanish women with disabilities explain that the main barrier for them is their **health**. However, the lack of suitable job opportunities is the biggest factor limiting access to work in Europe, quoted by 31%. It is always analyzed in women with disability in working-age. In Spain, the second barrier is the **lack of opportunity** in the employment field with 54% of opinion. For European women with disabilities, the second barrier for their employment is family or other caring responsibilities with the 27%. It is very interesting that Spanish women don't mention it as a barrier.

In Poland women with disabilities are the most discriminated on the labor market due to the crossing of gender exclusion and possession of physical or sensory dysfunctions. Segregation of occupations and a small job offer for people with disabilities, mainly for the ability to work

in less ambitious, non-skilled and lower paid jobs. Psychological barriers in the form of anxiety caused by lack of self-confidence, fear of meeting professional obligations and lack of sufficient professional qualifications. The problem that emerges from the statements of the respondents is the related lack or limited scope of activities to improve qualifications and build positive self-esteem of women with disabilities. Often, the decision of professional inactivity arises from the attitude of a family, who has an attitude of over-protection towards women with disabilities, and thus does not face expectations and does not instill in them the desire to pursue a career in the labor market. It is therefore necessary to inform women with disabilities about the possibility of going beyond the home sphere and setting them other opportunities for development.

In Malta disabled persons may also find it difficult to work because of a lack of willingness on the part of employers to recruit disabled people, because they lack the necessary qualifications or both. A particular explanation to the low rate of employment for disabled people in Malta used to be the benefits trap. In Malta, disabled persons are entitled to a disability pension which is equivalent to around 55% of the minimum wage. Up to the end of 2014, disabled people could earn up to the minimum wage without their disability pension being affected. However, one of the Budget 2015 measures was to allow disabled people to receive the disability pension whatever amount they earn through employment. The anticipated effect of this measure is that more disabled people will seek gainful employment, thus increasing the rate of disabled people in employment.

In Greece less than half of working disabled people find limitation in their work and only 1 to 5 limitation in their transport to and from their work.

In Latvia the main obstacles ensuring access to employment:

- low educational level among people with disabilities;
- low awareness among employers about disability;
- lack of vocational training opportunities for persons with mental disorders weak link with the labour market;
- an employee with a disability requires specially adapted workplace, which often entrepreneurs do not consider as the necessary or are saving financial resources;

- employers tend to terminate the employment relationship with persons with disabilities due to health reasons, instead of looking for a solution, e.g., transfer employee to a suitable job or adapted environment;
- persons with mental disorders, including those living in social care centres, have limited or no opportunity to enter the active labour market;
- non-existing support or employment programs for persons with severe disabilities or mental disabilities, who for health reasons cannot work in the open labour market;
- lack of information on employer offers, including whether the vacancies are suitable for persons with disabilities.

Status of social infrastructure and conciliation measures

In Spain there is an **Strategic program for equal opportunities** which is biannual where there is a section for female and people with disabilities. There are **policies supporting disability and gender** every year from the State.

Overall activity of women in Poland is much lower than in other European countries. In particular, there is low participation of women with small children to upbringing, so those encountering difficulties in combining professional work with family responsibilities, because they lack access to common and cheap institutional care for young children. Barrier hindering entrepreneurial activity of women in Poland are unfavorable solutions for parental leave, maternity care and sickness. Also lacks of tools (administrative and organizational) to motivate women to take their own business in the early motherhood. The overall situation of self-employed women and their rights to insurance can be summarized in follows:

- Self-employed are excluded of social benefits, such as sick leave, paid annual leave, parental leave and unemployment benefits.
- Required vesting period to social benefits (sick leave) is often longer (90 days)than for self-employed for salaried employees(30 days).
- Right to maternity leave is the same for salaried employees and the self-employed.

However, the amount of maternity allowance often dependent on the level of income, which leaves self-employed women with low incomes to insufficient means of life.

- In Poland, self-employed women on maternity leave must still pay social security contributions, although that they have no income. In fact, self-employed women, do not use the full extent period of maternity leave, because they fear to lose customers.
- In most families, self-employed women continue to bear the main responsibility for the care children or dependents. In addition, the existing lack of (adequate and affordable) childcare facilities makes self-employed women very difficult to combine a career with the obligations with childcare and achieve a reasonable balance between work and private life. These barriers lead to low labor force participation of women and for the delaying or omission the decision to have children.

In 2016 the Parliamentary Secretary for rights of persons with disability and active ageing in collaboration with the National Commission persons with disability initiated a consultation document entitled 'The Malta National Disability Strategy' which draws from the National Policy on the Rights of Persons with Disability. Whilst the latter's scope is to provide direction, in the case of the Strategy the intention is to address those aspirations and layout a national plan that will result in the quality of life of persons with disability and their family to improve.

The outcomes of the Strategy can be seen in a number of over-arching themes that have emanated from it, namely issues around choice and control and the importance of providing services that are tailor made. The family support is of utmost importance and the message that is given in this strategy is that families of persons with disability need to be provided with all the necessary supports. The Strategy also attempts to address the complex changes that happen between one transition and another in life. Transitions are always difficult and complex but increasingly so if not enough support is provided. The Strategy is based on the fact that every person with disability should lead a confident, enriched life and participate actively in society, politics, culture and economics. The Malta National Disability Strategy is intended for every person with disability to become an active citizen with the freedom to make choices. The goal of this Strategy is to have better opportunities for people with disabilities in the labour market, improving the educational experience, provide social services in the right formats and focus on emancipating the individual. This Strategy is aligned within the following notions; inclusive and accessible communities, human rights and civil responsibilities, justice, economic development, personal and community support tailored around needs and not vice-versa and learning skills.

In Latvia some of the barriers to employment for women with disabilities: problems with communication resources (such as the internet, car etc.) to facilitate their integration into the labour market.

Sectors of inclusive enterprises managed by disabled women in the country.

In Poland females frequently dominates in areas such as health, education, gastronomy but also conducts services – eg. dealing with the real estate market. Women less often than men conduct business in the high-tech sectors.

In Spain sectors of inclusive enterprises managed by women with disabilities in the country

- Services
- Industry

In Greece the education and services are the two main sectors of inclusive enterprises managed by women with disabilities.

In fact in Malta disabled people in general are still experiencing significant difficulties in attaining employment as their impairment was seen as an insurmountable problem by the employer due to cost and the assumption of incapability. This opinion was validated by Employment and Training Council (ETC) statistics for 2013 showing that out of 4,000 interviews attended by registered disabled people only 27 applicants were employed as a result (ETC, 2014). ETC provides training programs to people with disability to ensure they have the skills required for employment.

Sectors of self-employment for disabled women in the country

What kind of businesses are often lead by entrepreneurial women in Poland? Almost half of them have a firm associated with agriculture (510 thousand). The next step is trade (203 thousand companies), and in the third place there is activity related to health care and social assistance (54 thousand). While the least representatives involved in construction (8 thousand).

In Greece education and services are the two main sectors of inclusive enterprises managed by women with disabilities.

In Malta according to the Employment Training Corporation (ETC) report there were only five females registered as self-employed and because of the data protection act we were not able

to find out in what sector they are working in. In Greece the two main sectors growing faster in which disabled women might start up an enterprise are the tourism and third sector.

Sectors growing faster in which women might start up an enterprise

In Poland women represent a growing proportion of self-employed in the "freelancer" such as pharmacists, doctors, lawyers, architect, veterinary doctors, dentist, ICT sector and professional, scientific and technical activities.

In Malta the fastest growing sector that is of interest to them is the voluntary sector and NGO's relating to their own disability.

In Latvia (2005 study), most of the self-employed women were not running their business in areas relating to their education. They often had work experience in professions that did not match their educational background. Some of them had taken short professional training courses in computing, for example, or in the field of their business, but very few had completed training in business management. Those living in capital cities or in larger towns had both a higher level of education and more work experience. Almost all the women (90 %) stated that they were interested and able to participate in further training, mostly in the field of their business

The good practices implemented at national level related to the promotion of the culture of inclusive entrepreneurship among disabled women; coaching and mentoring disabled women.

GREECE

BEST PRACTICE 1

1. Name of the practice

Hellenic Guide – Dog School for the Blind “LARA”

2. Marketing text (main issues explored, max 2 lines)

Nonprofit org: Train guide – dogs, train the visually impaired to navigate with a guide – dog / cane, educate the society, establish laws, support our guide-dog teams.

3. Fields (tick all that apply)

	Start-ups	√	Information
√	Funding		Advice and consultancy
√	Training		Networking
	Mentoring		Other, please specify

4. Country of implementation: Greece
5. Years of implementation: 8,5
6. Target group: please specify any reference to age, background, cultural issues, disability type, etc.; max 5 lines.

We target the visually impaired population, aged 18 to 70 with total or partial vision loss. The persons who apply to us for a guide – dog, are required to have expert skills

on orientation & mobility with the cane. They must love animals, have perfect hearing, a healthy personality and be able to perform daily living skills.

7. Provider

Please select ☐ public ☒ private acting in line with agreed public policies

Short description

We are a private organization which is coordinated with the national laws.

Contact details

IOANNA MARIA GERTSOU: +30.6970.282.883, ioanna@laraguidedogs.gr

8. Users

Please select : ☐ female disabled entrepreneurs

☒ disabled would-be-entrepreneurs

9. Content (tick all that apply)

	Institutions specifically for female disabled entrepreneurs	√	Publications (for example: guides, brochures or other information material)
√	Services and programs	√	Regular events
√	Online platforms		Other, please specify

10. Description (max 10 lines)

We have a website which agrees with all the accessibility guidelines for the visually impaired. Through it we offer services to our clients, like the electronic identification of our guide – dogs. We organize presentations for schools all over Greece in order to educate the children on guide – dogs, blindness and accessibility and we also, offer lectures to companies' personnel and clubs. We produce brochures to inform the public with general (e.g. what a guide-dog is) and specific information (e.g. access of the visually impaired people to hospitals). Finally, we offer internal seminars to our clients in order to improve their relationships with their guide – dogs and seminars to animal shelters so that they can better prepare a dog for adoption.

11. Competences enhanced

We are the first guide-dog related organization in Greece and the only private organization which concerns the visually impaired. We follow international standards in order to train our teams to meet the difficult urban conditions of Greece. Also we respect every aspect of physical and electronic accessibility.

12. Performance: nr of users reached so far; nr of start-ups activated, etc.

We were able to educate the general public of what a guide – dog is and how to behave when they meet a guide-dog team. We promoted the vote of a national law in favor of guide – dog access and we demand its implementation from business owners, taxi and transportation drivers, restaurants and public services, hospitals included. We have presented our work to over 100 schools and we trained so far visually impaired persons, puppy walkers, veterinarians, volunteers, business staff as well as the first guide-dog mobility instructor of Greece.

BEST PRACTICE 2

1. Name of the practice

Liminal Access

2. Marketing text (main issues explored, max 2 lines)

Our mission is to provide the opportunity for everyone to engage with Theatre Art, regardless of social, physical or linguistic differences.

3. Fields (tick all that apply)

<input checked="" type="checkbox"/>	Start-ups +	<input checked="" type="checkbox"/>	Information +
<input checked="" type="checkbox"/>	Funding	<input checked="" type="checkbox"/>	Advice and consultancy
<input checked="" type="checkbox"/>	Training +	<input checked="" type="checkbox"/>	Networking +
<input checked="" type="checkbox"/>	Mentoring	<input checked="" type="checkbox"/>	Other, please specify Arts & Culture, Accessibility & inclusion

4. Country of implementation: Greece
5. Years of implementation: 7 Months
6. Target group: please specify any reference to age, background, cultural issues, disability type, etc.; max 5 lines.

All kinds of disability, All ages. Referring to people who wants to participate in cultural events, both as creators and spectators.

7. Provider

Please select: ☐ public + ☒ private ☐ operating in line with agreed public policies

Short description

We are a private organisation in line with agreed public policies.

Contact details

access.liminal@gmail.com, 0030 6993076378, Karaiskaki 28, 10554, Athens, Greece. Contact person: Christos Papamichael.

8. Users

Please select : ☐ female disabled entrepreneurs +
☐ disabled would-be-entrepreneurs +

9. Content (tick all that apply)

	Institutions specifically for female disabled entrepreneurs	+	Publications (for example: guides, brochures or other information material)
+	Services and programs	+	Regular events
+	Online platforms	+	Other, please specify Cultural events, performances and theatre trainings

10. Description (max 10 lines)

We engage diverse communities of artists and audiences in a constant dialog and experimentation on the local and global developments of Theatre accessibility and inclusion. Gradually forming a team of artists, experts and partners we evolve theatre to a mean for social cohesion and welfare sustainability. We act based on a creative process of constant research, design, prototype, implementation and evaluation. Outcome: Accessible performances, inclusive workshops, toolkits.

11. Competences enhanced

creativity, expression, self- empowerment, inclusion, wellbeing

12. Performance: nr of users reached so far; nr of start-ups activated, etc.

10 accessible performances, 20 hours of workshops.

BEST PRACTICE 3

1. Name of the practice

Humane Social enterprise

2. Marketing text (main issues explored, max 2 lines)

People with a chronic disease and disability constitute 15% of the population. People that belong to these vulnerable groups have remarkable skills and we have strong will to highlight those skills, help those people to be integrated them and empowered. There is a need for information and promoting health, providing health care services and their labor integration

3. Fields (tick all that apply)

<input checked="" type="checkbox"/>	Start-ups	<input type="checkbox"/>	Information
<input type="checkbox"/>	Funding	<input type="checkbox"/>	Advice and consultancy
<input type="checkbox"/>	Training	<input type="checkbox"/>	Networking
<input type="checkbox"/>	Mentoring	<input type="checkbox"/>	Other, please specify

4. Country of implementation: Greece
5. Years of implementation:1
6. Target group: please specify any reference to age, background, cultural issues, disability type, etc.; max 5 lines.

People with chronic disease and disabilities over 67%

7. Provider

Please select: ☐ public ☒ private acting in line with agreed public policies

Short description

It's a network of people who combine different disciplines for the people with disabilities and chronic diseases

Contact details

info@humane.gr

Mr. Dimitris Kontopidis

8. Users

Please select : ☒ female disabled entrepreneurs

☐ disabled would-be-entrepreneurs

9. Content (tick all that apply)

	Institutions specifically for female disabled entrepreneurs		Publications (for example: guides, brochures or other information material)
x	Services and programs		Regular events
	Online platforms		Other, please specify

10. Description (max 10 lines)

Humane is a social enterprise, a network of people who combine different disciplines for the people with disabilities and chronic diseases. With the foundation design, in collaboration with health care scientists and patients themselves, designing systems and products aimed at their empowerment (care). Supports, finances and health care facilities and aims to integrate them into working tissue. Finally, inform the community and invite their citizens to a favorable response (react).

11. Competences enhanced

Labor integration of manufacture and sale of apparel & accessories

12. Performance: nr of users reached so far; nr of start-ups activated, etc.

1 awareness campaign "Recycle Life - your body" (on a testing basis)

80 sales with the same product (campaign's cups)

Hiring disabled people on part time basis for three days to work on stands

1 crowd funding campaign "breath box" - 100% success - One up Praxis

1 construction "Breath Box" innovative exercise box for people with cystic fibrosis (ongoing)

Humane team

-10 members of the organization

- 5 incubators- co- operating organizations for the project above
(IHA,OG,EGG,PWC,PRAXIS)

- 9 external partners (1 IT, 2 Graphic Designers, 1 product designer, 2 media production, 1 administrator support, 2 interns Gr. Designers)

Communication - Press

- 4 articles (lifo, athens Voice, protothema, iatronet)
- 4 tv shows (ert, ert, skai, mega)
- 3 videos (on going)

BEST PRACTICE 4

1. Name of the practice

La petite Cantine

2. Marketing text (main issues explored, max 2 lines)

In the Social Cooperative Enterprise „La petite Cantine” worked and practiced disabled and vulnerable people. The aim of the S.C.E „La petite Cantine” (based on Volos, Thessalia-Greece) is the inclusion in the labour market and in the society of the people with disabilities and vulnerable groups according their skills and competitiveness. The awareness and the covering of the needs of the disabled people both in their free time (entertainment, social life) and daily transport, focuses to develop the necessary infrastructures for a friendly and accessible environment for all.

3. Fields (tick all that apply)

	Start-ups	√	Information
	Funding	√	Advice and consultancy
√	Training	√	Networking
√	Mentoring		Other, please specify

4. Country of implementation: Greece
5. Years of implementation: 1
6. Target group: please specify any reference to age, background, cultural issues, disability type, etc.; max 5 lines.

We target to the disabled people and vulnerable groups in general. We not accept any exclusion of background, cultural issues, disability type etc. The activities of "La petite Cantine" focused on the motivation of the local society in the inclusion of the "difference" and develop a friendly and accessible life for all.

7. Provider

Please select ☐ public ☒ private acting in line with agreed public policies

Short description

The Social Cooperative Enterprise managed by a 7members board. The employees of the Enterprise are people with disabilities or from vulnerable groups. The employees participate in training and practice to develop their skills and competences for their workplace, with the assistance of the board's members and external advisors and experts. The advisory centre of "La petite Cantine" is open to support and help both disabled people and the family. Our aim is the awareness and the covering of the needs of the disabled people both in their free time (entertainment, social life) and daily transport, focuses to develop the necessary infrastructures for a friendly and accessible environment for all.

Contact details

Social Cooperative Enterprise **La petite Cantine**,
Pirrasou 12, Palea Volou, EL 38334 Volos - Greece

tel:+30 2421037109,
E-mail: lapetitecantine2016@gmail.com

8. Users

Please select : ☐ female disabled entrepreneurs

☒ disabled would-be-entrepreneurs

9. Content (tick all that apply)

	Institutions specifically for female disabled entrepreneurs	<input checked="" type="checkbox"/>	Publications (for example: guides, brochures or other information material)
<input checked="" type="checkbox"/>	Services and programs	<input checked="" type="checkbox"/>	Regular events
<input checked="" type="checkbox"/>	Online platforms		Other, please specify

10. Description (max 10 lines)

The main activities of SCE "La petite Cantine" are:

Services and Programmes

- Training and practice (coaching – job shadowing) for disabled people and vulnerable groups in cooking and serving in touristic enterprises.
- Training courses in sign language
- Café and restaurant services

Online platforms

Cooperation with municipalities and other organization and cooperatives for awareness of the people in the needs of the disabled people and vulnerable groups

Publications (books, leaflets) with main subject the issues of the disabled people and supporting the disability

Regular events

- Dance theater, Exhibitions etc. with disabled artists.
- Conference with subject "integration, accessibility, productivity"
- Activities with subject "Sensory toys – sensory games"
- Cooperation with local farmers, ceramists, and rare and disappeared professions and many other.

11. Competences enhanced

We focused in the development of the skills and competences of the disabled people. The first level is the learning of the recognition of the existed skills and competences by the person with disability(ies). The second level is the development of these skills and "the exploration" of new skills through the practice and the team working. Our aim is to develop the communication, the creativity and productivity through the improving of the self-respect, the "hidden" skills and competences.

12. Performance: nr of users reached so far; nr of start-ups activated, etc.

"La petite Cantine" is a multi-place for many activities and communication for disabled people and people with interests in the supporting of the inclusion for the disabled people and vulnerable groups. We have serve till now 9000 people and supporters. We served daily 50 to 250 persons.

MALTA

GOOD PRACTICE 1

13. Name of the practice

EMPOWER Coop

14. Marketing text (main issues explored, max 2 lines)

EMPOWER is an initiative of a group of Maltese business people who wanted to create employment opportunities for people with disability who want to access the labour market.

15. Fields (tick all that apply)

	Start-ups	x	Information
	Funding	x	Advice and consultancy
x	Training		Networking
x	Mentoring		Other, please specify

16. Country of implementation: Malta

17. Years of implementation: set up in January 2011 (5 years)

18. Target group: please specify any reference to age, background, cultural issues, disability type, etc.; max 5 lines.

This organization helps people with disability find employment within the industry. It has also launched a scheme called "Qualified and Available". In June 2015, Empower joined forces with the Malta Government Employment and Training

Corporation to extend its services nationally. The Public Social Partnership aims to create sustainable employment for persons with a disability, following recent directives by government to meet the legal quotas of employment for disabled persons within enterprise.

Empower has let the way in this regard, enabling sustainable employment to vulnerable people through expertise and passion. The ETC has been the prime vehicle for recruitment as well as substantial funding grants that enable the cost effective (and often free of charge) support to companies wishing to engage persons with a disability.

19. Provider

Please select: ☐ public ☒ private acting in line with agreed public policies

Short description

EMPOWER Coop provides efficient and viable services to Maltese society in return for payment, provided that the provision of the labour force and service is to be undertaken by persons with disability and/or persons included under other vulnerable groups. Any such endeavours are to be under remunerative conditions for such persons and in such a manner that the services provided by them will contribute to their integration within society and to assist such persons in reaching their fullest potential and achieving greater levels of inclusion

Another aim of the cooperative is to participate in the formulation of legislation that facilitates the full and active inclusion of people with a disability in the labour market.

Contact details

Mr. Nathan Farrugia,
nathan.farrugia@inspire.org.mt
ZINZELL STREET
MARSASCALA MSK 4070
<http://www.empower-coop.org/>
TEL: (356) 21 636 526
FAX: (356) 21 636 525

20. Users

Please select : ☒ female disabled entrepreneurs

☐ disabled would-be-entrepreneurs

21. Content (tick all that apply)

	Institutions specifically for female disabled entrepreneurs	<input checked="" type="checkbox"/>	Publications (for example: guides, brochures or other information material)
<input checked="" type="checkbox"/>	Services and programs	<input checked="" type="checkbox"/>	Regular events
	Online platforms		Other, please specify

22. Description (max 10 lines)

Nathan Farrugia, Empower Director, explained the idea behind Empower's 'mixed abilities' teams that maximise human potential and help individuals find their place in society through employment. Nathan was chosen from fellow Maltese entrepreneurs in October to represent Malta at this prestigious event organised by the European Commission and TEDx last week. Dubbed "the Eurovision song contest for Entrepreneurs" the event had a large following of Start-up investors,

Entrepreneurs, policy-makers, business angels and venture capitalists. Nathan's "idea" was selected as one of 9 ideas of the 28 member state representatives.

He was invited to speak at TEDx in The Hague on the 31st March 2016 in front of a sizeable crowd. TEDx talks usually have millions of 'hits' from all over the world, and it is the mecca of many entrepreneurs wishing to make their ideas global.

Nathan's aim is to encourage the business community to a paradigm shift and re-engineer their own business processes to play to the strengths of employees who may not otherwise find work in open employment. You can see the talk here <https://t.co/JHCiCcQWop>.

23. Competences enhanced

The EMPOWER Coop works towards the inclusion of vulnerable people to continue to progress in the right direction, increasing quality of life, independence and social inclusion.

Employability skills training supports the social and professional inclusion of people who have difficulty accessing the labour market by providing the necessary vocational training.

EMPOWER also acts as a strategic partner for employers, families and other social actors promoting quality of life at work. Clients start their training by following general courses aimed at enhancing their skills and increasing their effectiveness at career exploration whilst assisting them in making realistic vocational choices.

In addition to this, clients are offered the opportunity to further their training in a Vocational Training Centre area of their choice. Different organizations send work tasks to be done by clients at the Training Centre as part of their training or offer trainees the opportunity to conduct work at their company.

Support is a key element in the Employment Training Services offered by EMPOWER not only to clients but also organizations who have given our clients the opportunity to access the labour market. Job Coaching; one to one job training

and follow-on support, which consists of periodical visits to the employee on their respective jobs.

24. Performance: nr of users reached so far; nr of start-ups activated, etc.

The aim is that within the next three year this initiative will help 1000 persons with a disability finding employment.

BEST PRACTICE 2

1. Name of the practice

LAND [living ability not disability]

2. Marketing text (main issues explored, max 2 lines)

LAND [living ability not disability] was founded by Ms. Jeanesse Abela, a disabled youth and Ms. Michelle Farrugia in August 2002. The aims are to promote inclusion, education, independence and socialize youths with physical disabilities into mainstream society

3. Fields (tick all that apply)

<input checked="" type="checkbox"/>	Start-ups	<input checked="" type="checkbox"/>	Information
<input type="checkbox"/>	Funding	<input type="checkbox"/>	Advice and consultancy
<input checked="" type="checkbox"/>	Training	<input checked="" type="checkbox"/>	Networking
<input type="checkbox"/>	Mentoring	<input type="checkbox"/>	Other, please specify

4. Country of implementation: Malta

5. Years of implementation: Started in 2002 (14 years)
6. Target group: please specify any reference to age, background, cultural issues, disability type, etc.; max 5 lines.

This organization targets mainly youths with a physical disability, most of its 80 members are wheelchair users. Due to lack of personal assistance, mobility and accessibility barriers, physically disabled youths were impaired from living and enjoying a healthy social life – one takes for granted. Therefore, LAND has filled a void in our society in this regard with the valuable aid of a few volunteers that have joined LAND from all walks of life.

7. Provider

Please select: ☐ public ☒ private acting in line with agreed public policies

Short description

LAND is a charity driven organization, Initially this organization was set up as a sub-committee of the National Parents for Disabled Persons organization, but since 5th July 2005 LAND embarked into an independent non-profit organization with its own statute and officially recognized by the National Commission Persons with Disability. The objectives of LAND are educational, enhancing independence of physically disabled people and most of all promoting inclusion through mainstream socialization. This NGO is the only organization in Malta that embraces persons with physical disabilities and non-disabled persons so in the process they can interact during entertainment thus developing friendships whilst creating an awareness of social inclusion in all spheres of life. Apart from helping youths with disabilities meet and socialize also promotes the concept of independent living as it enables control of one's life with the right equipment and human resources. In fact a number of our disabled members and their aides attended conferences abroad and participated in this matter to broaden knowledge and thus share.

Contact details

Jeanesse Abela (President) mob. 79828787 (sms only)

<http://www.landmalta.org/>

landcontact@hotmail.com

8. Users

Please select : ☐ female disabled entrepreneurs

☐ disabled would-be-entrepreneurs

9. Content (tick all that apply)

<input checked="" type="checkbox"/>	Institutions specifically for female disabled entrepreneurs	<input checked="" type="checkbox"/>	Publications (for example: guides, brochures or other information material)
<input checked="" type="checkbox"/>	Services and programs	<input checked="" type="checkbox"/>	Regular events
<input type="checkbox"/>	Online platforms	<input type="checkbox"/>	Other, please specify

10. Description (max 10 lines)

Since the organization doesn't receive any public funds we are thus charity-driven to raise funds in order to organize activities. Funds are usually raised at dinners selling raffle tickets and money donated by some benefactors.

11. Competences enhanced

L.A.N.D – Living Ability Not Disability, a non-profit organisation which promotes independent living, with the right human resources and equipment, for young people labelled disabled. Malta, it seems, has yet to get its head around the

concept of dignified living for disabled people, gainfully employed, living in communal, care-assisted housing, sharing (if needed) the cost of their care, rent, and so on with flatmates – within their individual communities.

12. Performance: nr of users reached so far; nr of start-ups activated, etc.

The organisation has about 80 active members

BEST PRACTICE 3

1. Name of the practice

Lino Spiteri foundation

2. Marketing text (main issues explored, max 2 lines)

The Lino Spiteri Foundation – enabling inclusion through employment is social purpose Foundation that was set up following the Maltese Governments' initiative to encourage companies to create greater employment opportunities for vulnerable groups in Malta & Gozo, and empowers widening scope as the leading provider of such employment.

3. Fields (tick all that apply)

	Start-ups		Information
	Funding	x	Advice and consultancy
x	Training		Networking
x	Mentoring		Other, please specify

4. Country of implementation: Malta
5. Years of implementation: 2015
6. Target group: please specify any reference to age, background, cultural issues, disability type, etc.; max 5 lines.

In its ethos, the foundation aims to give a voice to vulnerable groups within society and increase their potential as gainfully employed people contributing to society and the economy. It therefore aims to bridge the gap between companies and individuals in order to emerge untapped potential and create employment. Whilst the regulations will serve as an impetus for change, we believe that a win-win can be created through open communication, available expertise and a will to make a difference by all stakeholders. Central to this is the individual who aspires to employment, inclusion and greater independence. The foundation's role is to give them support and an opportunity to reach their fullest potential, whatever it may be.

7. Provider

Please select: ☐ public ☒ private acting in line with agreed public policies

Short description

The Lino Spiteri Foundation was set up to improve the inclusion of vulnerable individuals into gainful employment through the empowerment of the individuals themselves, as well as the employers that recruit them. Their goal is to reach and exceed a suitable and sustainable level of employment for persons with a disability, mental health problems and vulnerable people who all can contribute to the country's economy as well as civil society in general.

They draw on the wide range of experience of local and international voluntary and non-profit organisations to enable individuals to reach their fullest potential.

Through our dedicated workforce we help employers understand this potential and gain added-value through their own diverse workforce in turn.

Their vision, ultimately, is to provide the bridge between the individuals themselves, the state and the corporate sector so that inclusion through gainful employment is a win-win for all involved.

Contact details

www.linospiterifoundation.org

The Lino Spiteri Foundation

LSF Centre

St Louis Street

Msida

MSD 1464

Tel: +356 2220 1761

8. Users

Please select : ☒ female disabled entrepreneurs

☐ disabled would-be-entrepreneurs

9. Content (tick all that apply)

	Institutions specifically for female disabled entrepreneurs	<input checked="" type="checkbox"/>	Publications (for example: guides, brochures or other information material)
<input checked="" type="checkbox"/>	Services and programs	<input checked="" type="checkbox"/>	Regular events
	Online platforms	<input type="checkbox"/>	Other, please specify

10. Description (max 10 lines)

The foundation offer trainees an opportunity to get used to a working environment, helping them to develop their skills with the aim of moving on to a more permanent place of work. The foundation matches the trainees' skills and capabilities with the requirements of different employers.

The Foundation goes a step further by offering on-the-job support through a "dedicated team of experts." This helps to alleviate the pressure a person with a disability are likely to feel when starting a new job. It has chosen to widen its scope to include vulnerable people, which ties in to its commitment to help include all those sections of society who feel marginalised and isolated due to their circumstances. The Foundation honours the late Lino Spiteri – who is known to have championed the inclusion of persons with a disability "through his role as Inspire President, writer and Member of Parliament."

11. Competences enhanced

The organization works holistically with its clients and training is tailored to the client's needs. The Foundation aims to bridge the gap between companies and individuals in order to emerge untapped potential and create gainful employment. Whilst the regulations will serve as an impetus for change, they believe that a win-win can be created through open communication, available expertise and a will to make a difference by all stakeholders.

12. Performance: nr of users reached so far; nr of start-ups activated, etc.

As this is the first year in operation we do not have the official figures yet.

BEST PRACTICE 4

1. Name of the practice

LEAP – Building the future together: promoting social mobility

2. Marketing text (main issues explored, max 2 lines)

The aim of LEAP is to combat social exclusion and poverty through employment, capacity building , social integration and social mobility.

3. Fields (tick all that apply)

<input type="checkbox"/>	Start-ups	<input type="checkbox"/>	Information
<input type="checkbox"/>	Funding	<input type="checkbox"/>	Advice and consultancy
<input type="checkbox"/>	Training	<input type="checkbox"/>	Networking
<input type="checkbox"/>	Mentoring	<input type="checkbox"/>	Other, please specify

4. Country of implementation: Malta
5. Years of implementation:
6. Target group: please specify any reference to age, background, cultural issues, disability type, etc.; max 5 lines.

The aim of LEAP is to reduce poverty amongst vulnerable families and persons with disabilities through employment and education. They aim to help people empower themselves to take control of their lives and make the necessary changes to finally take the 'Leap' forward towards a better future and a more fulfilling life.

7. Provider



Please select: ☒ public ☐ private acting in line with agreed public policies

Short description

The role of the Valletta LEAP Centre is to offer support to people at risk of poverty. The LEAP centre has offered community services, Job Advisory and Mentoring, and Training. These services were strengthened through networking with the stakeholders in the region. This LEAP centre caters for the entire Northern Harbour region, with fourteen localities, namely: Valletta, Floriana, Hamrun, Santa Venera, Pieta', Msida, San Ġwann, Birkirkara, Ta' Xbiex, Gzira, Sliema, San Ġiljan, Pembroke and Swieqi.

Contact details

Valletta LEAP Centre, 72, Melita Street, Valletta
Opening Hours: Monday to Friday from 8am till 4:30pm
Telephone number: 21220350/ 23953135/ 23953160

8. Users

Please select : ☒ female disabled entrepreneurs

☒ disabled would-be-entrepreneurs

9. Content (tick all that apply)

	Institutions specifically for female disabled entrepreneurs	<input checked="" type="checkbox"/>	Publications (for example: guides, brochures or other information material)
<input checked="" type="checkbox"/>	Services and programs	<input checked="" type="checkbox"/>	Regular events
	Online platforms	<input type="checkbox"/>	Other, please specify

10. Description (max 10 lines)

The main services that are available at the centre include:

- LEAP! Social Development Centre;
- APPOGG Social workers and community workers;
- Social Security Services;
- Jobs Plus (ETC)
- Seminar Hall;
- 'Geared for Work' – A boutique that offers corporate clothing for vulnerable people, who will be taking the leap towards employment.

11. Competences enhanced

- Employability skills
- Mentoring
- Training
- Basic Skills
- Literacy

12. Performance: nr of users reached so far; nr of start-ups activated, etc.

We do not have official data regarding the number of users reached or if any of them started up their own business.

SPAIN

BEST PRACTICE 1

1. Name of the practice

SELF-EMPLOYMENT PROMOTION PROGRAM FOR PEOPLE WITH DISABILITIES

2. Marketing text (main issues explored, max 2 lines)

State support program for entrepreneurs with disabilities.

3. Fields (tick all that apply)

	Start-ups		Information
X	Funding		Advice and consultancy
	Training		Networking
	Mentoring		Other, please specify

4. Country of implementation: SPAIN
5. Years of implementation: 2016 (every year)
6. Target group: please specify any reference to age, background, cultural issues, disability type, etc.; max 5 lines.

People with disabilities in general with advantages for women and young people.

7. Provider

Please select: ☒ public ☐ private acting in line with agreed public policies

Short description

The State helps entrepreneur with disability giving them fundings for starting up their enterprise by cash and in form of reduction of bank interest, and giving bonuses in the monthly quotas for the social security.

Contact details

www.sepe.es

https://www.sepe.es/contenidos/que_es_el_sepe/publicaciones/pdf/pdf_empleo/integracion_laboral_discapacitados.pdf

Phone number: 00 34 901 119 999

8. Users

Please select :

female disabled entrepreneurs

X

disabled would-be-entrepreneurs

9. Content (tick all that apply)

	Institutions specifically for female disabled entrepreneurs		Publications (for example: guides, brochures or other information material)
X	Services and programs		Regular events
	Online platforms		Other, please specify

10. Description (max 10 lines)

Economical Support from the State such as:

- Fundings for starting as self-employed, up to 10000€; Reduce 4 points of bank interest of the loans necessary for enterprise constitution as disabled self-employed; fundings of 75% for: technical assistance needed, up to 2000€ and for training, up to 3000€.
- Capitalization of the unemployment benefit as a single payment or as monthly payment for the self-employment tax.
- Bonuses and reductions in social security contributions

It's an economical support for people with disabilities in general but the fact of being woman improves the funding.

11. Competences enhanced

Self-employment

12. Performance: nr of users reached so far; nr of start-ups activated, etc.

Data still in progress.

BEST PRACTICE 2

1. Name of the practice

EMPRENDE 2020

2. Marketing text (main issues explored, max 2 lines)

Complete support for the creation of enterprises by people with disabilities from a private initiative.

3. Fields (tick all that apply)

X	Start-ups	X	Information
X	Funding	X	Advice and consultancy
X	Training		Networking
X	Mentoring		Other, please specify

4. Country of implementation: SPAIN

5. Years of implementation: 2015-2020

6. Target group: please specify any reference to age, background, cultural issues, disability type, etc.; max 5 lines.

People with disability in general

7. Provider

Please select: public ☒ private acting in line with agreed public policies

Short description

Plan of Self-employment and Business Creation which includes the necessary training, technical assistance and also, if the project is considered viable, the possibility of requesting economic funding for the beginning.

Contact details

<http://www.emprende2020.es/contacto/>

Phone number: 91 468 85 00

8. Users

Please select: ☐ female disabled entrepreneurs
☒ disabled would-be-entrepreneurs

9. Content (tick all that apply)

	Institutions specifically for female disabled entrepreneurs		Publications (for example: guides, brochures or other information material)
X	Services and programs		Regular events
	Online platforms		Other, please specify

10. Description (max 10 lines)

FSC Inserta offers specific services that allow the entrepreneur to suit their participation according to the state of their idea or enterprise project. They offer (free):

- Training workshop for Promote the entrepreneurial profile and design the business project.
- Technical assistance and support that aims to facilitate the development of the enterprise and memorize the entrepreneur in the first stages of the start-up.

11. Competences enhanced

Self-employment, adaptability, self-coaching, leadership, planification and organization, sociability.

12. Performance: nr of users reached so far; nr of start-ups activated, etc.

There are 20 start-ups activated by women with disability in two year.

BEST PRACTICE 3

1. Name of the practice

KONECTA-URJC FOUNDATION CHAIR FOR THE PROMOTION OF ENTREPRENEURSHIP OF PEOPLE WITH DISABILITIES

2. Marketing text (main issues explored, max 2 lines)

This Chair encourages and facilitates the development of specialized education, and an entrepreneurial culture directly at people with disabilities

3. Fields (tick all that apply)

	Start-ups		Information
X	Funding		Advice and consultancy
X	Training		Networking
X	Mentoring		Other, please specify

4. Country of implementation: SPAIN
5. Years of implementation: 2014-2015-2016-2017
6. Target group: please specify any reference to age, background, cultural issues, disability type, etc.; max 5 lines.

People with disabilities

7. Provider

Please select: public ☐ private acting in line with agreed public policies ☒

Short description

The Chair encourages entrepreneurship among people with disabilities, managing their talent, taking advantage of their skills, developing an action plan that allows new employment options to be implemented.

Contact details

emprende@catedrakonectaurjc.es

91 2036450

<http://www.catedrakonectaurjc.es/index.html>

8. Users

Please select : ☒ female disabled entrepreneurs
☒ disabled would-be-entrepreneurs

9. Content (tick all that apply)

	Institutions specifically for female disabled entrepreneurs		Publications (for example: guides, brochures or other information material)
X	Services and programs		Regular events
X	Online platforms		Other, please specify

10. Description (max 10 lines)

The Chair develops training activities focused on the specific characteristics and group's requirements, such as training and advice on universal accessibility settings, skills and abilities management, specialized coaching, specific aspects of entrepreneurship in people with disabilities, diversity management, aids and fundings, target customer management, social marketing, etc.

In order to make the Chair easier for the students, the journeys and seminars are carried out in face-to-face format, combining the streaming technology for

broadcasting to those people who, due to issues of reduced mobility, cannot travel to the place of celebration.

11. Competences enhanced

Self-employment, entrepreneur, self-coaching, leadership.

12. Performance: nr of users reached so far; nr of start-ups activated, etc.

There are 2 women who have coursed the Chair from the beginning of the study.

BEST PRACTICE 4

1. Name of the practice

**AGREEMENT OF GRANADA FOR ENTREPRENEURS WITH DISABILITIES
PROMOTION**

2. Marketing text (main issues explored, max 2 lines)

Networking facilities for people with disabilities encouragement.

3. Fields (tick all that apply)

	Start-ups		Information
	Funding		Advice and consultancy
	Training	X	Networking
	Mentoring	X	Other, please specify

4. Country of implementation: SPAIN

5. Years of implementation: 2017

6. Target group: please specify any reference to age, background, cultural issues, disability type, etc.; max 5 lines.

People with disabilities

7. Provider

Please select: public X private acting in line with agreed public policies

Short description

Union of enterprises of people with disabilities for their economic growth and promotion of their own products and services.

Contact details

Mireia Cabanyes

629463120

mireia@quintavenida.es

8. Users

Please select : ☒ female disabled entrepreneurs
☐ disabled would-be-entrepreneurs

9. Content (tick all that apply)

<input type="checkbox"/>	Institutions specifically for female disabled entrepreneurs	<input type="checkbox"/>	Publications (for example: guides, brochures or other information material)
<input type="checkbox"/>	Services and programs	<input type="checkbox"/>	Regular events
<input type="checkbox"/>	Online platforms	<input checked="" type="checkbox"/>	Other, UTE (Temporary coalition of enterprises)

10. Description (max 10 lines)

Through this agreement they can:

- Generate synergies between themselves.
- Share their experiences in order to enrich them.
- Become their own suppliers.
- Work as "UTE" for public and private tenders, sharing their settings up and workings as shopping centre.

11. Competences enhanced

Self-coaching, control, critical ability, business spirit, sociability, teamwork.

12. Performance: nr of users reached so far; nr of start-ups activated, etc.

There is only one woman in the agreement by now with a view to be more throughout the year.



POLAND

GOOD PRACTICE NR 1

1. Name of the practice

Training course: Supported employment Specialist for disabled people with elements of coaching and mentoring.

2. Marketing text (main issues explored, max 2 lines)

Aim of the course: to support disabled people in vocational and social activities, new methods of career coaching and mentoring.

3. Fields (tick all that apply)

	Start-ups		Information
	Funding		Advice and consultancy
X	Training		Networking
	Mentoring		Other, please specify

4. Country of implementation: **Poland**

5. Years of implementation: 2017- **ongoing**

6. Target group: please specify any reference to age, background, cultural issues, disability type, etc.; max 5 lines.

Staff of public institutions working with disabled people, including public employment services and social integration institutions.

7. Provider: PRESTIŻ-EUROPEJSKIE CENTRUM EKONOMICZNE

X

Please select: ☐ public ☒ private acting in line with agreed public policies

Short description

The training company organize open trainings, closed trainings as well as conferences, seminars and courses both in Lublin and in the whole country. They specialize in the implementation of comprehensive and detailed training programs in constant cooperation with their Clients.

Contact details

<http://eceprestiz.pl/szkolenie/160-kurs-trenera-pracy-osob-z-niepelnosprawnoscia-z-elementami-coachingu-i-mentoringu/>

8. Users

Please select : ☒ female disabled entrepreneurs

☐ disabled would-be-entrepreneurs

☐ supported employment specialists

9. Content (tick all that apply)

<input checked="" type="checkbox"/>	Institutions specifically for female disabled entrepreneurs	<input checked="" type="checkbox"/>	Publications (for example: guides, brochures or other information material)
<input checked="" type="checkbox"/>	Services and programs	<input checked="" type="checkbox"/>	Regular events
<input checked="" type="checkbox"/>	Online platforms	<input checked="" type="checkbox"/>	Other, please specify: training course

10. Description (max 10 lines)

Career Coaching – innovative methods working with clients. The training is directed to staff of public institutions working with disabled people, including public employment services and social integration institutions.

Training course includes the following topics:

Pillars of good coaching. What is coaching and what is the benefit? Model GROW (Goal / Reality Options / Will) as the basis for the coaching session. Ethics and standards of coaching. Honesty and reliability of information.

Basic coach communication tools. Model of good communication. Setting goals for communication. Ability to differentiate between information and interpretation. Responsibility for the effectiveness of communication.

Contact as a primary form of influencing Building and maintaining good contact. Pacing and Leading - Contact Building Strategies. Verbal and nonverbal matching to the caller. Matching tone and voice dynamics. Discovering and using "key words".

Confidence as the basis for effective coaching. Confidentiality principle. Contracting. Openness is the basis of mutual trust. Feedback as the basis for initiating the change. Formulation of the contract. Obtaining consent to work with difficulties. Determining responsibility for the results of coaching.

Mentoring - the rules of the relationship between the master and the student. Coaching, training, mentoring and mentoring. Idea and foundations of mentoring. Mentor authority. Structure of the mentoring meeting. Mentoring standards. Methods and tools of mentoring.

11. Competences enhanced

At the level of knowledge: increasing knowledge in supporting clients in professional and social activity, learning modern methods of career coaching and mentoring.

At the skill level: to acquire the skills to work with a client using career coaching tools, to supplement and update their professional competencies for the changing labor market.

12. Performance: nr of users reached so far; nr of start-ups activated, etc.

Continuing

GOOD PRACTICE NR 2

1. Name of the practice

Vocational Activity Workshop in Bydgoszcz (Zakład Aktywności Zawodowej w Bydgoszczy)

2. Marketing text (main issues explored, max 2 lines)

Disability does not always have to mean unequivocally withdrawing from work and social life.

3. Fields (tick all that apply)

	Start-ups		Information
	Funding		Advice and consultancy
X	Training		Networking

X	Mentoring		Other, please specify
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4. Country of implementation: Poland
5. Years of implementation: 2005
6. Target group: please specify any reference to age, background, cultural issues, disability type, etc.; max 5 lines.

People with disabilities

7. Provider

Please select: ☒ public ☐ private acting in line with agreed public policies

Short description

The Vocational Activity Workshop in Bydgoszcz employs people with disabilities, giving them a chance to become independent. It prepares people with disabilities to open labour market work and participate in social life.

Contact details

85-502 Bydgoszcz
ul. Ludwikowo 3
tel: 052-585-98-98
www.zazdrukbydgoszcz.eu
zazniepel@wp.pl

8. Users

Please select : ☐ female disabled entrepreneurs

X ☐ disabled would-be-entrepreneurs

9. Content (tick all that apply)

<input type="checkbox"/>	Institutions specifically for female disabled entrepreneurs	<input type="checkbox"/>	Publications (for example: guides, brochures or other information material)
<input type="checkbox"/>	Services and programs	<input type="checkbox"/>	Regular events
<input type="checkbox"/>	Online platforms	<input type="checkbox"/>	Other, please specify: vocational activity workshop

10. Description (max 10 lines)

The purpose of employing people with disabilities is first and foremost to try to activate them, to raise social competences, to integrate them into the active process of creating (work), and to provide material benefits resulting from employment. While working, it is not important that the participants improve their performance standards successively, the first priority is to develop a sense of impact on reality and self-confidence - by working in a pleasant, collaborative atmosphere. At first, 35 disabled and 12 non-disabled people were employed. Over time, the number of disabled workers has been increased to 45. According to the Decree of the Minister of Labor and Social Policy dated 14 December 2007 on workplaces (Journal of Laws of 27 December 2007), disabled people in ZAZ must be Employed at least 0,55 work time. In Bydgoszcz, the disabled work 4 hours a day, the remaining 2 hours spend in rehabilitation classes, participate in vocational counseling and training with a psychologist.

11. Competences enhanced

Social competences, self-confidence, work training, integration.

12. Performance: nr of users reached so far; nr of start-ups activated, etc.

45 employed people with disabilities

GOOD PRACTICE NR 3

1. Name of the practice

Association of Women with Disabilities

2. Marketing text (main issues explored, max 2 lines)

The One.pl Women's Association was born as a result of informal meetings of several women. We thought we lacked a non-governmental organization with which we could fully identify. We had a lot of ideas and passion. We wanted to change the surrounding reality.

3. Fields (tick all that apply)

	Start-ups	X	Information
X	Funding	X	Advice and consultancy
X	Training	X	Networking
X	Mentoring		Other, please specify

4. Country of implementation: Poland

5. Years of implementation: 2004

6. Target group: please specify any reference to age, background, cultural issues, disability type, etc.; max 5 lines.

Women with disabilities/people with disabilities

7. Provider

Please select: ☐ public X ☒ private acting in line with agreed public policies

Short description

The first important task was to conduct information activities. This meant that disabled women, especially those from rural and urban areas, needed information on employment, raising children, taxes, allowances, and support in many areas and institutions. The guide we have published was written in simple and understandable language. We also ran an information portal, Open House, which was a platform for virtual meetings, legal, social, culinary, sexological, and exchange experiences. Providing information, legal advice we realize all the time despite the slimness of the so-called. "Human resources".

Contact details

<http://www.onepl.org.pl/index.html>

8. Users

Please select : ☐ female disabled entrepreneurs

X ☒ disabled would-be-entrepreneurs

9. Content (tick all that apply)

	Institutions specifically for female disabled entrepreneurs		Publications (for example: guides, brochures or other information material)
	Services and programs		Regular events
	Online platforms	X	Other, please specify: women with disabilities association

10. Description (max 10 lines)

Information activities addressed to disabled women who, due to disability, reside in the province have difficulty accessing information. This was accomplished through the publication of information brochures, the creation of an information portal which also served as a platform for virtual meetings, legal advice, social, culinary, sexological, and exchange experiences.

Lobbying for change in law - adapting the Polish law to the provisions of the UN Convention on the Rights of Persons with Disabilities through the work of a panel of experts on people with disabilities at the Ombudsman.

"One.pl" initiated and monitored with the other associations the first training apartments in Warsaw for people with disabilities.

Action to eliminate barriers throughout Warsaw.

11. Competences enhanced

legal, social, culinary, sexological, and exchange experiences.

12. Performance: nr of users reached so far; nr of start-ups activated, etc.

No data

GOOD PRACTICE NR 4.

1. Name of the practice

EU project ID-WOMEN

2. Marketing text (main issues explored, max 2 lines)

ID-Women is bringing a working solution to inactive and disabled women thru mentoring.

3. Fields (tick all that apply)

	Start-ups		Information
	Funding		Advice and consultancy
X	Training	X	Networking
X	Mentoring		Other, please specify: Erasmus+ project

4. Country of implementation: Turkey, Poland, Slovakia, Spain, Greece
5. Years of implementation: 2015-2016
6. Target group: please specify any reference to age, background, cultural issues, disability type, etc.; max 5 lines.

Support for disadvantaged women in the labor market (inactive women, returning to the labor market, women with disabilities), using the opportunities offered by the development of modern technologies, ie the possibility of working from home.

As we know from our own experience and discernment in the labor market, in some cases it is the only form of employment possible for this target groups.

7. Provider

Please select: ☐ public X ☐ private acting in line with agreed public policies

Short description

The aim of this project is “to train inactive women as e-mentors and consequently support micro-entrepreneurship of women with physical disabilities by means of e-mentoring, so that they can work from their home”. Thus project focuses on inactive women bearing a strong potential to become a mentor and addressing women with physical disabilities, having mobility restrictions as potential future mentees, who are aiming to work from their home as a micro entrepreneurs. The e-training program targets inactive women as e-mentors. Potential e-mentors will enjoy and benefit from e-learning programme. The course consists of 8 modules, which correspond to the training needs identified earlier.

Module 1: E-mentoring for economically inactive women: conceptual framework

Module 2: Implementation of e-mentoring: Mentoring culture

Module 3: E-business: information about effective ways of finding a job / setting up your own business)

Module 4: Integration in virtual work environment (bridge building)

Module 5: Training needs of women who set up and run e-business; Financial aspects of the business

Module 6: Improving Web 2.0 skills; Training on the use of Internet resources and ICT

Module 7: Exploring the opportunities and ways of telemarketing and remote work from home

Module 8: Working with Cloud Computing (Cloud computing).

Contact details

<http://www.id-wmn.net/>

8. Users

Please select : ☐ female disabled entrepreneurs

☒ disabled would-be-entrepreneurs

9. Content (tick all that apply)

	Institutions specifically for female disabled entrepreneurs		Publications (for example: guides, brochures or other information material)
	Services and programs		Regular events
X	Online platforms		Other, please specify

10. Description (max 10 lines)

Our former virtual assistant project www.pedva.net promoting integrated e-learning & e-working and an e-mentoring project www.vo-ca.net aiming to e-train experienced people as e-mentors, so that they can mentor virtual assistants for them to efficiently search and find opportunities for working at their homes. In former projects, no freelance (entrepreneur) dimension was considered for those who receive mentoring support from e-mentors; however, e-mentors were supposed to be working as self-employed at least for their e-mentoring activities.

After these two experiences, we have found out that the best model is to encourage physically disabled people to work independently (self-employed) as micro entrepreneurs and furnish them with the strong e-mentoring support. We also decided to concentrate on women e-mentors as well as e-mentees based on our former

experience and social factors and according to general priorities of EU policies.

Thus, our project will e-train women e-mentors in such a way that they will be able to e-mentor same gender mentees, for them to become a mini or micro-entrepreneurs and work from their homes to integrate themselves in to labor market. As a brief expression; the concrete aim of this project is "to train inactive women as e-mentors and consequently support (home based - freelance) employability of women with disabilities by means of e-mentoring". Unique and comprehensive e-Training programme is made available to potential e-Mentors for developing themselves and for introducing their existing skills into labour market. This will help them to facilitate their existing skills and knowledge accumulation and work free-time based from their homes and at the same time, support home based working efforts of mentees, who will also integrate themselves to virtual working environment.

11. Competences enhanced

Mentoring, coaching, communication

12. Performance: nr of users reached so far; nr of start-ups activated, etc.

No data

LATVIA

GOOD PRACTICE NR 1

1. Name of the practice

Social enterprise "Pogotava", part of association "Cerību spārni"

2. Marketing text (main issues explored, max 2 lines)

Creation of handcraft by people with disabilities Employment of people with disabilities.

3. Fields (tick all that apply)

	Start-ups		Information
	Funding		Advice and consultancy
X	Training	X	Networking
	Mentoring	X	Employment, support

4. Country of implementation: Latvia

5. Years of implementation: 2015

6. Target group: please specify any reference to age, background, cultural issues, disability type, etc.; max 5 lines.

Persons with disabilities

7. Provider

Please select: ☐ public ☒ private acting in line with agreed public policies

8. Short description

Mission of social enterprise "Pogotava" is employment of people with disabilities. A variety of handicrafts qualitatively developed made by people with disabilities can be purchased by anyone. "Pogotava" sells crafts made by people attending the day center (another part of association "Cerību

spārni”), as well as crafts made by self-employed persons from social risk groups, e.g., people with disabilities.

9. Contact details

Raina street 1, Sigulda, Latvia, info@ceribusparni.lv, +371 27650508,
<https://www.ceribusparni.lv>, <https://www.facebook.com/Pogotava/>

10. Users

Please select: ☐ female disabled entrepreneurs

☒ disabled would-be-entrepreneurs

11. Content (tick all that apply)

	Institutions specifically for female disabled entrepreneurs		Publications (for example: guides, brochures or other information material)
X	Services and programs		Regular events
	Online platforms		Other, please specify

12. Description (max 10 lines)

The main services that are available at the centre include:

Employment of people with disabilities:

- sewing services, clothing repair;
- mask production;
- custom order.

13. Competences enhanced

Handcraft skills

14. Performance: no. of users reached so far; no. of start-ups activated, etc.

No information.

GOOD PRACTICE NR 2

1. Name of the practice

Social enterprise „JŪHŪ“

2. Marketing text (main issues explored, max 2 lines)

Creation of porcelain dishes by people with disabilities. Employment of people with disabilities.

3. Fields (tick all that apply)

<input type="checkbox"/>	Start-ups	<input type="checkbox"/>	Information
<input type="checkbox"/>	Funding	<input type="checkbox"/>	Advice and consultancy
<input type="checkbox"/>	Training	<input type="checkbox"/>	Networking
<input type="checkbox"/>	Mentoring	<input checked="" type="checkbox"/>	Employment, support

4. Country of implementation: Latvia

5. Years of implementation: 2013

6. Target group: please specify any reference to age, background, cultural issues, disability type, etc.; max 5 lines.

Persons with disabilities

7. Provider

Please select: ☐ public ☒ private acting in line with agreed public policies

8. Short description

"Change the world and make it better" - such missions themselves have chosen „JŪHŪ“ - a social enterprise whose activities provide an opportunity

for people with disabilities to live lives much richer, more interesting and in society. „JŮHŮ“ artisans produce porcelain cups and they are members of the association "Ray of light".

"Our role is not to teach them to work, but to help them find the most suitable and the easiest way to make the case."

9. Contact details

<http://www.juuhuu.co/en/home>, juhusocial@gmail.com

10. Users

Please select: ☐ female disabled entrepreneurs

☒ disabled would-be-entrepreneurs

11. Content (tick all that apply)

	Institutions specifically for female disabled entrepreneurs		Publications (for example: guides, brochures or other information material)
	Services and programs		Regular events
	Online platforms	X	Employment

12. Description (max 10 lines)

The main services that are available at the centre include:

Employment of people with disabilities:

- Creation of porcelain dishes.

13. Competences enhanced

Handcraft skills

14. Performance: no. of users reached so far; no. of start-ups activated, etc.

8 employed people

GOOD PRACTICE NR 3

1. Name of the practice

Latvian Disabled Women's Association "Aspazija"

2. Marketing text (main issues explored, max 2 lines)

Aims to help women with disabilities to become full members of society, as well as to defend their rights and interests.

3. Fields (tick all that apply)

<input checked="" type="checkbox"/>	Start-ups	<input checked="" type="checkbox"/>	Information
<input checked="" type="checkbox"/>	Funding	<input checked="" type="checkbox"/>	Advice and consultancy
<input checked="" type="checkbox"/>	Training	<input checked="" type="checkbox"/>	Networking
<input type="checkbox"/>	Mentoring	<input type="checkbox"/>	Other

4. Country of implementation: Latvia

5. Years of implementation: 1998

6. Target group: please specify any reference to age, background, cultural issues, disability type, etc.; max 5 lines.

Women with disabilities

7. Provider

Please select: ☐ public ☒ private acting in line with agreed public policies

8. Short description

"Aspazija" aims to offer women with disabilities the opportunity to educate and acquire different skills; give them psychological and moral support;

to draw public attention to the problems of women with disabilities through the media; to cooperate with local governments, public authorities, businesses and similar non-governmental organizations both Latvian and abroad.

9. Contact details

Pērnavas street 54-14, Rīga, Latvia, +371 29406655, aspazija@aspazija.lv,
<http://aspazija.lv>

10. Users

Please select: ☒ female disabled entrepreneurs

☒ disabled would-be-entrepreneurs

11. Content (tick all that apply)

<input checked="" type="checkbox"/>	Institutions specifically for female disabled entrepreneurs	<input checked="" type="checkbox"/>	Publications (for example: guides, brochures or other information material)
<input checked="" type="checkbox"/>	Services and programs	<input checked="" type="checkbox"/>	Regular events
<input type="checkbox"/>	Online platforms	<input type="checkbox"/>	Other, please specify

12. Description (max 10 lines)

The main services that are available at the centre include:

Employment of people with disabilities:

- the provision of information and education on related matter,
- psychological and moral empowerment (including individual psychotherapy),
- a variety of skills acquisition,
- promoting employment
- the establishment of cooperation with similar NGOs

- practical classes (biodance, ensemble, floristry, handicrafts, etc.)

13. Competences enhanced

Employability skills
Mentoring
Social skills
Support mechanisms

14. Performance: no. of users reached so far; no. of start-ups activated, etc.

More than 200 members across Latvia, in Riga more than 70 members actively involved.

GOOD PRACTICE NR 4

1. Name of the practice

Social business idea "BlindArt"

2. Marketing text (main issues explored, max 2 lines)

Main goal to bring awareness to people with special needs, specifically blind and visually impaired people. During their projects, they want to inspire them to explore their talents and create valuable artworks.

3. Fields (tick all that apply)

<input checked="" type="checkbox"/>	Start-ups	<input checked="" type="checkbox"/>	Information
<input checked="" type="checkbox"/>	Funding	<input checked="" type="checkbox"/>	Advice and consultancy
<input checked="" type="checkbox"/>	Training	<input checked="" type="checkbox"/>	Networking
<input type="checkbox"/>	Mentoring	<input type="checkbox"/>	Other

4. Country of implementation: Latvia

5. Years of implementation: 2007
6. Target group: please specify any reference to age, background, cultural issues, disability type, etc.; max 5 lines.

People with visual disabilities.

7. Provider

Please select: ☐ public ☒ private acting in line with agreed public policies

8. Short description

"By organizing creative workshops, exhibitions and other activities we hope to show society that people with special needs are often overlooked because of their health issues, when in reality they are very talented and capable in their own unique way. By giving people a chance to donate or buy created artworks, BlindArt contributes to social accountability. To our potential partners, we are giving a chance to widen their horizons by seeing things from a different perspective. You can strengthen your social accountability ideas and give back to those in need, as well as promote tolerance in society."

9. Contact details

Maza Muzeja street 1-4, Riga, Latvia, art@blindart.lv, (+371) 25 608 844,
<http://blindart.lv>

10. Users

Please select: ☐ female disabled entrepreneurs

☒ disabled would-be-entrepreneurs

11. Content (tick all that apply)

<input type="checkbox"/>	Institutions specifically for female disabled entrepreneurs	<input type="checkbox"/>	Publications (for example: guides, brochures or other information material)
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	Services and programs		Regular events
	Online platforms	X	Employment, support

12. Description (max 10 lines)

The main services that are available at the centre include:

- workshops,
- exhibitions;
- social activities

13. Competences enhanced

Employability skills

Practical, creative skills

14. Performance: no. of users reached so far; no. of start-ups activated, etc.

No info.

Final conclusions

Women with disabilities face many barriers in the form of bias on the part of employers, which are already visible at the recruitment stage and continue during apprenticeship or employment. There are no jobs offers for women with disabilities, women with disabilities are pushed to less ambitious, unskilled and low-paid work. They have no prospects for stable employment. An additional issue is the lack of understanding on the part of the society that causes low self-esteem and lack of self-confidence.

Low labor market position of women with disabilities results from the educational shortcomings of this social group, which are the basis of further difficulties in the labor market. Meanwhile, "work is a value that enables the individual to participate fully in social life". It provides the material conditions of existence, defines the role and status within the social organization.

Women with physical disabilities are especially discriminated. They are losing the most at the stage of recruitment. Women with impaired movement face problems regarding the infrastructure and architecture accessibility, but also barriers related to the other people dislike of staying in an environment of people with visible physical deformities. Development of entrepreneurial skills for such women are very important so that they can regardless their physical limitations organize their professional life.

Women with disability should be empowered to enable them participate in all sectors of society and enjoy their fundamental human rights. In spite of equality legislation in place, women today still face barriers to achieve their full participation in public and private lives, and women with disabilities face even more discrimination, hence "the Double Challenge".

Women with disabilities are made even more invisible in society. We don't often hear about the issues women with disabilities face every day such as domestic violence, the lack of information about sexual health care or birth control, and issues related to mental health which are different to those affecting men. Often women with disabilities are denied of their right to have a sexual life or enjoy their own sexual orientation. The lack of visibility hinders women with disabilities to exercise their rights and to become self-sufficient through decent

employment and through entrepreneurship. Decision-making positions are still very elusive for women with disabilities.

