



Ambitions. Rights. Belonging.

# Annual report 2021



## Inclusion Europe

20 million people with intellectual disabilities and their families  
in 38 European countries.

**Published by:**

Inclusion Europe

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# About us

## Vision

### **We want a Europe where:**

people with intellectual disabilities  
enjoy equal rights and fully participate  
in all aspects of life

family members of people with  
intellectual disabilities can be  
just that – family members

the interests and concerns of people  
with intellectual disabilities and  
their families are considered in  
all policies affecting them

## Mission

We fight for equal rights and full inclusion  
of people with intellectual disabilities  
and their families in all aspects of society.

# Values

Respect • Solidarity • Inclusion

## Strategy

5Es represent our fight for equal rights and inclusion:

### 2018: Empower

celebrating achievements of inclusion

### 2019: Elect

right to vote and European elections

### 2020: Educate

on inclusive education.

### 2021: Employ

on good jobs for everyone

### 2022: End Segregation

on moving people out of institutions

# Letter from the President



Dear members and friends of Inclusion Europe.

Human rights are universal. They belong equally to all people.

With Inclusion Europe, we fight continuously for the rights of people with intellectual disabilities and their families in Europe. We do it together: With people with intellectual disabilities, with their families, with all of you, our members.

For almost two years we have lived under the pandemic. During such hard times, our fight is needed more than ever. The most vulnerable ones are those whose rights tend to be most easily forgotten. We are needed to remind our nations that the UN CRPD exists also during the most difficult times. We are needed to remind everyone that nobody should be left behind when societies rebuild.

2021 was the year of Employment, in our strategy of 5Es for full rights and inclusion.

It was the second year in a row we were unable to meet in person during our Europe in Action conference. Together with Tukiliitto, our member in Finland, we organised our first ever online Europe in Action. The conference was an immense success, and it gathered around the topic of employment hundreds of families, self-advocates, and professionals.

We also organised the self-advocacy conference Hear our Voices. It lasted from October to November with several events by self-advocacy organizations from different countries – Austria, Croatia, Czechia, Germany, Hungary, Ireland, Moldova, Portugal, Romania, Spain. It was a great show of the strength of the European Platform of Self-Advocates, and the whole self-advocacy movement in Europe. I wish to thank our member ENABLE Scotland for supporting the conference.

Our work would not be possible without the support and collaboration of our members. Many of them have faced financial problems because of the pandemic. This seemed to be causing us financial problems towards the end of the year. With a friendly support from some of our members, we managed to stabilise the situation. This once again shows the importance of our members paying their fees. I wish to thank all our members who have done so, and express my gratitude to Lebenshilfe Germany, ENABLE Scotland, Plena inclusión, Sveža Sožitje Slovenia and Inclusion Czechia for their support.

I want to address thank you to our secretariat for your hard work and your flexibility, determination, control, and endurance during this very hard year. I also wish to thank all our members and other organizations supporting people with intellectual disabilities and their families during these difficult times. Your work has been essential.

And all my thoughts, solidarity and respect to all those with intellectual disabilities and family members dealing with the impact of the pandemic and supporting each other.

Jyrki Pinomaa,  
President

# Letter from the president – Easy to read



Dear members and  
friends of Inclusion Europe.

Human rights are universal.  
They belong equally to all people.



Inclusion Europe works for the rights  
of people with intellectual disabilities  
and their families in Europe.



We do it together:  
With people with intellectual disabilities,  
with their families,  
with all of you,  
our members

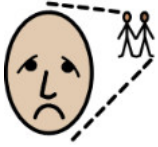


For almost two years we  
have lived under the pandemic.



During such hard times,  
our fight for rights of people with disabilities  
is needed more than ever.





The most vulnerable ones are most easily forgotten.



We are needed to remind our nations that the UN CRPD exists also during the most difficult times.



We need to remind everyone that nobody should be left behind when societies rebuild.



2021 was the year of Employment for Inclusion Europe.



Together with Tukiliitto, Inclusion Europe organised our first ever online Europe in Action.



Tukiliitto is a member of Inclusion Europe.



The conference was a success, and it gathered around the topic of employment hundreds of families, self-advocates, and professionals.



Inclusion Europe organised the self-advocacy conference Hear our Voices. It lasted from October to November with several events by self-advocacy organizations from different countries.



I wish to thank our member ENABLE Scotland for supporting the conference.

Our work would not be possible without the support and collaboration of our members.



Many of them have faced financial problems because of the pandemic.



With a friendly support from some of our members, we managed to stabilise the situation.

This shows the importance of our members paying their fees.



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# EPSA activities in 2021



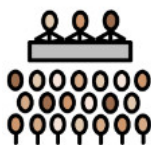
My name is László Bercse.

I come from Budapest, Hungary.

I am the Vice-President of Inclusion Europe  
and the Chair of EPSA.

EPSA is the European Platform of Self-Advocates.

I would like to tell you  
what EPSA worked on in 2021.



Self-advocates from our members  
were invited to talk at conferences  
and other events.

They also organised their own conferences,  
in their own countries.



We also organized international events online.

# Challenges due to COVID-19



EPSA Steering Group  
and most of our members  
continued to work online  
because of the pandemic.



Many self-advocates struggled  
with online meetings  
due to misunderstandings  
or bad internet connection.



Most of us prefer to work  
with other people in person.



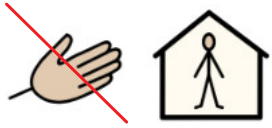
It is also easier to make new friends  
if we meet face to face.  
We missed travelling to conferences  
and meeting new people.



The good thing is that we learned  
digital skills and now we are able  
to do that with less support.



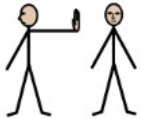
Support is always very important for us,  
even more so during these difficult times.



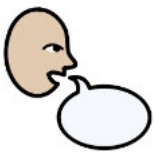
During lockdowns,  
many people did not get  
the support they used to.



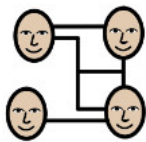
**Because of that, self-advocates felt sad,  
lonely, confused, and angry.**



The pandemic once again showed  
the discrimination we face every day.  
It has also made clear that we need  
a strong self-advocacy movement.



So, we continued working  
and speaking up.



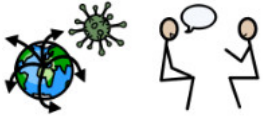
We stayed committed  
and we stayed in contact,  
despite every difficulty.



## Hear our Voices! 2021

**This year the Hear our Voices  
conference was different.**

Self-advocates from all over Europe  
got together in their own countries  
and organised several events.



We talked about how it was for us  
to go through the COVID-19 situation.



We also talked about  
what kind of Europe we want for the future,  
and how we can achieve it.

We had events in 9 countries,  
with more than 300 participants.  
We had events in Portugal, Romania,  
Ireland, Hungary, Czechia, Austria,  
Croatia, Moldova, and Spain.

Then we had a closing plenary,  
where we all got together  
from all the countries.



We gathered a lot of good ideas and demands  
from self-advocates  
to share with European decision makers.  
CRPD consultation on deinstitutionalisation



I spoke at a regional consultation  
organized by the CRPD Committee.



The consultation was about  
deinstitutionalization  
and community living.



There were many people with disabilities and organizations at the online consultation.



I represented self-advocates from Europe. I prepared my statement together with other self-advocates, some of them are residents of large institutions.



The CRPD Committee used the information we shared to prepare guidelines for countries.



The guidelines will help countries to put the Convention in practice.

## **Inclusion International's consultation on deinstitutionalization**



European self-advocates took part in a regional consultation organized by Inclusion International. The consultation was about deinstitutionalization and community inclusion.

We talked about:



- What kind of support do we need to live in the community?



- How can governments make sure that deinstitutionalization really supports independent living?



- How can we make sure that people with disabilities do not go back to institutions?

Inclusion International forwarded our ideas to the CRPD Committee.



Inclusion International made sure that the CRPD Committee considers our ideas when monitoring how the countries implement the Convention.

## Public hearing on the right to make decisions



The European Economic and Social Committee (EESC) organized a public hearing.





The public hearing  
was about the right to take decisions.  
Senada Halilčević was one of the speakers.  
Senada is a self-advocate from Croatia  
and the former Chairperson of EPSA.



She spoke about the importance  
of legal capacity.



She also talked about  
how the countries should support  
people with disabilities in making decisions.

## Spanish Platform of Self-Advocates



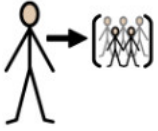
In Spain a National Self-Advocacy Platform  
was launched at a conference  
with more than 500 participants.



Spanish self-advocates  
have been working in groups  
for many years now.



This Platform will help them  
to work together more closely  
and in a more inclusive way.



The Platform will also help  
to involve more people in the movement.



I congratulate them  
for founding this platform  
and wish them good luck for their work.

## European Disability Strategy

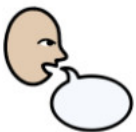


The European Commission presented  
the new 10-year Disability Strategy.



The Strategy describes  
how the EU will support  
the rights of people with disabilities  
in the next 10 years.

The document includes very important goals  
and useful steps to achieve them.



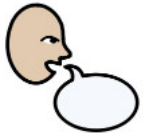
Inclusion Europe, including self-advocates  
commented on the Strategy.

We wanted to make sure  
that the Strategy really supports our rights.

# The conference of Harvard Law School



I had the honour of speaking at an online conference of Harvard Law School.



I talked about my experience working on a shadow report of the CRPD.

A shadow report is when we share point of view to governmental reports. Shadow reports is also called alternative reports.



Me and other self-advocates wrote an easy-to-read report about the implementation of the CRPD in Hungary in 2018.

I learnt that there are not many self-advocates across the world who take part in shadow reporting.

# What do we want for 2022, and for the future?



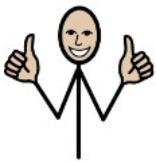
We want respect.

We want equality.

We want accessibility.

We want full citizenship!

And we want it now!!



I wish all my colleagues around Europe  
a lot of strength to achieve these.

I know that in the last two years  
you have worked really hard  
to adapt to the new situation  
and to overcome barriers.

This is true for self-advocates,  
family members and supporters.

I wish you a better year for 2022!  
Please keep up the good work  
and to continue standing up for each other!

**László Bercse**

Chair

European Platform of Self-Advocates

# Topic of the year: **Employment**

The Employ campaign was a multi format campaign that included articles, webpages, videos, infographics, podcast episodes, and graphics on social media.

The Employ campaign recorded **293,760 impressions** on social media channels.

The campaign informed about ongoing discrimination against people with intellectual disabilities in the labour market and showed ways to improve it. It initiated discussions on how to make inclusive employment happen everywhere in Europe.

“Having a job means having the freedom to make your own choices and to control your life.

People with intellectual disabilities are often overlooked when it comes to jobs and employment opportunities.

But there are many companies in all kinds of industries that benefit from their skills and their great attitude.”

Soufiane El Amrani



## Employ campaign

Everyone has a right to work



**"As the only female Member of the European Parliament with a visible disability, I know how discriminatory a job search can be for persons with disabilities. After school one told me working in an institution is my only option. Now, I am a Member of the European Parliament!"**



**Katrin Langensiepen**  
MEP (Greens)

## Employ campaign

Everyone has a right to work



**"Inclusive employment helps companies represent diversity in our society. Trying to be a diverse company is about trying to be as we are in our society. Making sure everyone is represented in the company, we better represent society."**



**Roman Bojko**  
Ikea Group

## Employ campaign


Everyone has a right to work



**"Jobs are life-changing for people with disabilities. Rights for real salary provide an autonomous way of life. I am happy my teachers were wrong. I have a job now, earn money and am very happy."**



**Melanie Wimmer**  
Atempo

An illustration of two people, a woman with blonde hair and glasses on the left, and a man with brown hair on the right, sitting at a table and looking at each other. The woman is wearing an orange top, and the man is wearing a dark blue sweater. Their hands are resting on the table. The background is a simple tan color with vertical lines.

**"Trying to be a diverse company is about trying to be as we are in our society. Making sure everyone is represented in the company, we better represent society."**

inclusion  
europe 



An illustration of a person with dark, wavy hair and red-rimmed glasses, looking down. A hand is visible, resting near the person's face. The background is a light, textured beige.

**"It has been proven that people with disabilities improve and enrich the school environment, and now is the time for them to enhance and enrich the workplace."**

**inclusion  
europe** 

# How to support employment of people with intellectual disabilities



# The importance of having a job for people with intellectual disabilities



# Events

## Hear our Voices! self-advocacy conference

300 participants attended Hear our Voices! self-advocacy conference events, organised in 9 countries. EPSA Steering group decided on topics related with the impact of COVID-19 on people lives. A final event organised by Inclusion Europe took place online to share the results from all the national events. 50 participants from 10 countries attended.

## Europe in Action conference

Europe in Action 2021 took place from 8 to 11 June. The conference was about employment of people with intellectual disabilities, with information and practical examples from different countries, even continents.

370 participants from 25 countries attended 28 sessions and workshops.

## Being heard

Inclusion Europe was invited to contribute to 29 events as speakers during the year. Topics covered deinstitutionalization, independent living, employment, education, health care, Covid impact, and others.

Self-advocate speakers supported by Inclusion Europe appeared at several events, and recorded videos to inform on self-advocacy.

# Policy and accessibility

## Deinstitutionalisation and inclusion in the community

Inclusion Europe supported EEG work on advocacy and awareness about deinstitutionalisation and use of EU funds. Inclusion Europe produced videos on self-advocacy and deinstitutionalisation, and published a chapter in book on deinstitutionalisation, expressing Inclusion Europe priorities on the subject. Speakers from Inclusion Europe contributed to several conferences and seminars about the issue.

## European collaboration

Inclusion Europe cooperated and communicated with European institutions, NGOs, and other stakeholders making sure their policies, action and communication take on board the views of people with intellectual disabilities and their families.

## Easy to read and accessibility

Inclusion Europe advocacy for easier to read information brought results during the year. For example, the European Commission provided an easy-to-read version of its new EU Disability Rights Strategy. There were 2 European Parliament reports with easy-to-read summary. Other organisations are increasingly using easy to read to communicate about their work. Inclusion Europe continues to develop the public database of easy-to-read explanations of EU terminology.

# Publications

## Europe for us

Every issue of the newsletter is produced in 7 language versions: EN, FR, DE, ES, RO, HU, IT. Some of the translations are done by our members on their own initiative. We published 4 issues of Europe for us in 2021.



# Special report for the European Day of Persons with Disabilities

We published a Special report for the European Day of Persons with Disabilities (EDPD) online. Taking up the topic of the conference, the report highlighted the European Disability Strategy, access to healthcare, digital accessibility, and education.

## Position papers

Policy briefings informing about:

- legal capacity and employment
- risks of re-institutionalisation
- right to decide about money

## Why we care about education


In this new position paper, we encourage the world to take the next step, and leave segregated education to history. To provide every student with proper education, promote and enable schools where all students share the same classroom and where education methods are adapted to every student and teachers are equipped with skills, time, tools, and support to deliver proper education.



# Podcasts

Inclusion Europe Radio podcast brings relevant issues where many people like to listen – to their ears. We published 4 episodes about employment, and 4 episodes about Hear our Voices! self-advocacy conference.

## Podcast episodes about employment

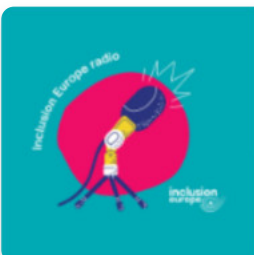


**Soufiane El Amrani, Life with an intellectual disability - Inclusion Europe Radio**

Inclusion Europe Radio • Mar 29, 2021

00:00 18:04

Share

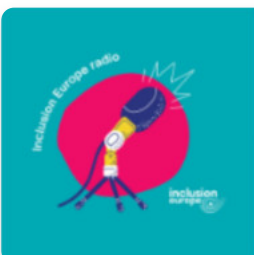


**Melanie Wimmer, Life and work with a disability - Inclusion Europe Radio**

Inclusion Europe Radio • May 10, 2021

00:00 21:00

Share

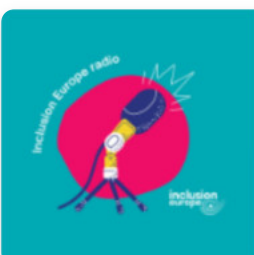


**Houston and Katie Vandergriff, Life with an intellectual disability - Inclusion Europe Radio**

Inclusion Europe Radio • May 25, 2021

00:00 22:46

Share




**Inclusive Mobility - interview with Valerie Van Hees, Inclusion Europe Radio**

Inclusion Europe Radio • Jun 22, 2021

00:00 22:06

Share

# Podcast episodes from the Hear our Voices!




**Hear our Voices! 2021 Jan Savage talks about ENABLE Scotland and self-advocacy**

Inclusion Europe Radio • Dec 01, 2021

00:00 18:22

Share




**Hear our Voices! 2021 László Bercse (EPSA) What kind of Europe do we want and how can we achie...**

Inclusion Europe Radio • Dec 01, 2021

00:00 08:19

Share

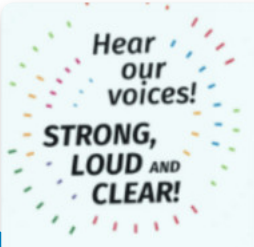


**Hear our Voices! 2021 Sebastian Foreman about Campaign4Change and poem reading**

Inclusion Europe Radio • Dec 01, 2021

00:00 08:04

Share



**Hear our Voices! 2021, Report by Soufiane El Amrani**

Inclusion Europe Radio • Dec 01, 2021

00:00 06:22

Share



# Articles

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66



articles  
published

8



new pages  
made

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## Articles in media

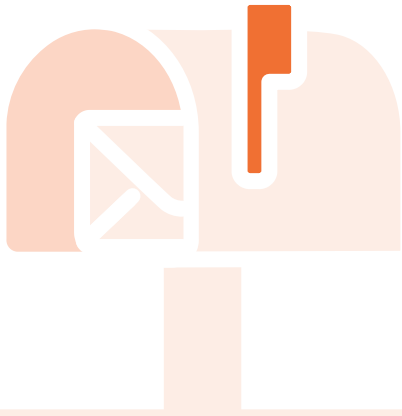
42



**Podcast  
episodes**



**8**



**Newsletter  
subscribers**

**Include  
4,856**

**Europe for us  
10,286**

# 1 million



impressions accumulated  
over all social media  
platforms

## Followers



**FACEBOOK:**  
**10,982** followers



**LINKEDIN**  
**1,849** followers



**TWITTER:**  
**11,305** followers



**INSTAGRAM**  
**388** followers

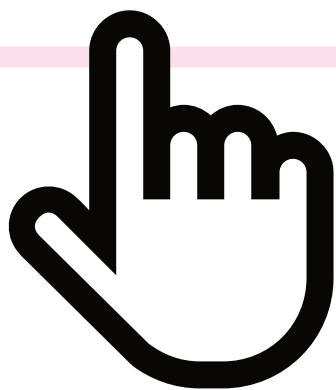


Videos

11

Website visits

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218,924

# Financial report

The annual financial audit was conducted in accordance with the required standards and terms of reference by examining the financial statements. The auditor confirmed that the financial statements correctly present Inclusion Europe's net worth and the association's financial position.

The 2021 financial result of Inclusion Europe was 36,562.84 euros.

This result is based on some extraordinary circumstances:

- Covid impact on activities, especially events. For example, no income from conference fees; Lost membership fees from members who couldn't pay the full amount.
- Decrease of project income from planned 50% to actual 1%.
- Extraordinary support from members to mitigate the financial difficulties.

With the Covid pandemic impact on activities, there was less spending on travel, accommodation or catering and rent for conferences.

The income of Inclusion Europe was based on 2 pillars:

1. Membership fees, which represent 25% of our income.
2. This shows our members' continued awareness of the value your support has to Inclusion Europe work.
3. Grant from the European Union, which represents almost 65% of our income.

We would like to thank the European Commission, the Open Society Foundation and our members for their financial support.

Jeanne Nicklas-Faust,  
Treasurer

# Financial results summary and comparison

Income 2021		
Project Income	€ 4,743.04	0.95%
Commission Grant	€ 309,375.38	64.58%
Membership Fees	€ 121,632.00	25.39%
Other operating income	€ 43,329.00	9.04%
<b>Total income</b>	<b>€ 479,079.42</b>	<b>100%</b>
Expenditure 2021		
Staff	€ 297,347.50	67.19%
External Project staff	€ 13,929.75	3.15%
Travel and subsistence	€ 304.49	0.07%
Services	€ 44,398.02	10.03%
Equipment & running cost	€ 70,433.31	15.92%
Other expenditure	€ 16,712.49	3.78%
<b>Total expenditure</b>	<b>€ 442,516.58</b>	<b>100%</b>
<b>Result</b>	<b>€ 36,562.84</b>	

# Our team

## The Board

The board of Inclusion Europe is elected at the General Assembly and is responsible for managing the affairs of Inclusion Europe.



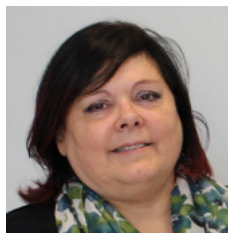
**Jyrki Pinomaa**  
President  
Finland



**László Bercse**  
Vice-President  
Hungary



**Theresa Shearer**  
Vice-President  
Scotland



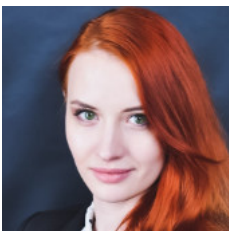
**Cristina Schiratti**  
Secretary General  
Italy



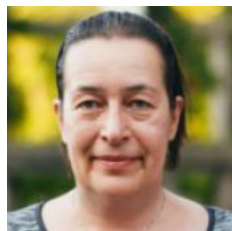
**Jeanne Nicklas-Faust**  
Treasurer  
Germany



**Dana Migaliova**  
Lithuania



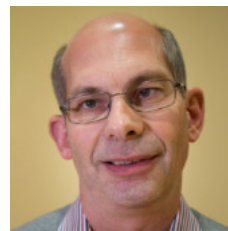
**Anastasiya Zhyrmon**  
Belarus



**Mateja de Reya**  
Slovenia



**Bryndís Snæbjörnsdóttir**  
Iceland



**Andreas Zehetner**  
Austria



**Oswald Föllner**  
Austria

## The Secretariat

Inclusion Europe's office:  
Avenue des art 3, 1210 Brussels, Belgium  
[secretariat@inclusion-europe.org](mailto:secretariat@inclusion-europe.org)

### Staff:

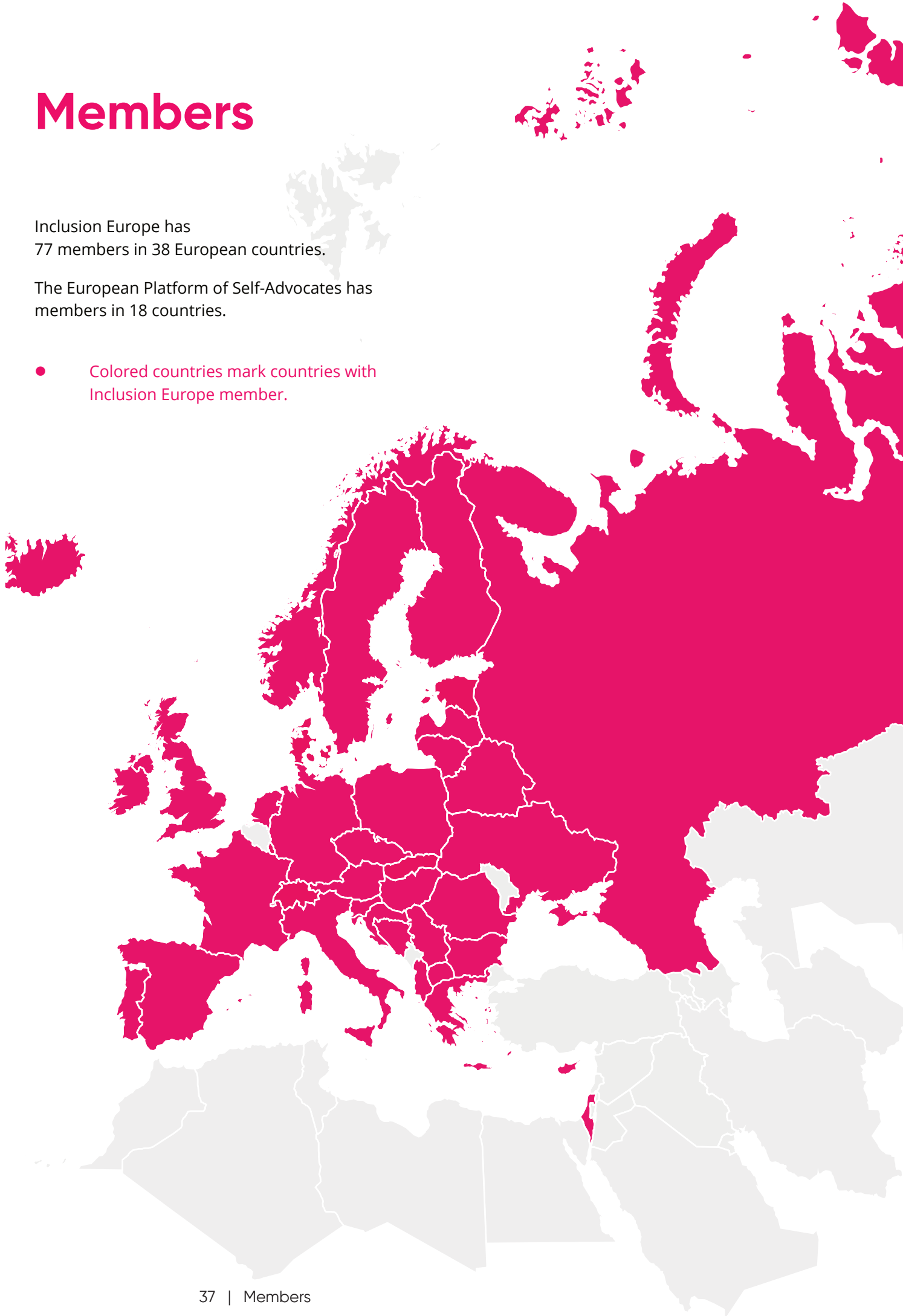
**Milan Šveřepa**, Director  
**Helen Portal**, Advocacy and policy officer  
**Josipa Friščić**, Communication officer  
**Sandra Marques**, Self-advocacy officer  
**Nina Vertot**, Finance officer  
**Soufiane El Amrani**, Easy-to-read and advocacy officer  
**Fabio Calzati**, EEG coordinator

# Members

Inclusion Europe has  
77 members in 38 European countries.

The European Platform of Self-Advocates has  
members in 18 countries.

- Colored countries mark countries with  
Inclusion Europe member.





# List of members

## Albania

**Help The Life Association**

Website: [www.helpthelife.org](http://www.helpthelife.org)

## Austria

**Lebenshilfe Österreich**

Website: [www.lebenshilfe.at](http://www.lebenshilfe.at)

**Lebenshilfe Wien**

Website: [www.lebenshilfe.wien](http://www.lebenshilfe.wien)

**Selbstvertretungszentrum  
für Menschen mit Lernschwierigkeiten**

Website: [www.svz.wuk.at](http://www.svz.wuk.at)

## Belarus

**Lifeguide / BelAPDliMI**

Website: [www.belapdi.org](http://www.belapdi.org)

## Bosnia and Herzegovina

**Association Sumero**

e-mail: [info@sumero.ba](mailto:info@sumero.ba)

Website: [www.sumero.ba](http://www.sumero.ba)

## Bulgaria

**BAPID – Bulgarian Association for  
Persons with Intellectual Disabilities**

Website: [www.bapid.com](http://www.bapid.com)

**National Association of  
Resource Teachers**

Website: [www.narubg.org](http://www.narubg.org)

## Croatia

**Udruga za promicanje inkluzije**

Website: [www.inkluzija.hr](http://www.inkluzija.hr)

**Udruga za samozastupanje**

Website: [www.samozastupanje.hr](http://www.samozastupanje.hr)

**Hrvatski savez udruga osoba s  
intelektualnim teškoćama**

Website: [www.savezosit.hr](http://www.savezosit.hr)

## Cyprus

**Pancyprian Parents Association for  
People with Mental Handicap**

e-mail: [pasygoka@cytanet.com.cy](mailto:pasygoka@cytanet.com.cy)

## Czechia

**SPMP (ČR): Společnost pro podporu  
lidí s mentálním postižením –**

**Inclusion Czech Republic**

Website: [www.spmpcr.cz](http://www.spmpcr.cz)

**Sebeobhájci Praha**

e-mail: [jan.siska@pedf.cuni.cz](mailto:jan.siska@pedf.cuni.cz)

**Rytmus**

Website: [www.rytmus.org](http://www.rytmus.org)

## Denmark

**Landesforeningen LEV**

Website: [www.lev.dk](http://www.lev.dk)

## Estonia

**Vaimukad: Eesti Vaimupuudega Inimeste Tugiliit (EVPIT) – Estonian Mentally Disabled People Support Organisation**

Website: [www.vaimukad.ee](http://www.vaimukad.ee)

**EVPIT Self-Advocacy Group**

e-mail: [evpit@vaimukad.ee](mailto:evpit@vaimukad.ee)

## England (United Kingdom)

**Learning Disability England**

Website:

[www.learningdisabilityengland.org.uk](http://www.learningdisabilityengland.org.uk)

## Faroe Islands

**Javni**

Website: [www.javni.fo](http://www.javni.fo)

## Finland

**Kehitysvammaisten Tukiliitto r.y.**

Website: [www.tukiliitto.fi](http://www.tukiliitto.fi)

**FDUV**

Website: [www.fduv.fi](http://www.fduv.fi)

**Steg för Steg**

Website: [www.stegforsteg.fi](http://www.stegforsteg.fi)

## France

**UNAPEI**

Website: [www.unapei.org](http://www.unapei.org)

**Nous Aussi**

Website: [www.nousaussi.org](http://www.nousaussi.org)

**Association "Les Jeunes Handicapés"**

Website: [www.ajh.fr](http://www.ajh.fr)

**Les Papillons Blancs de Dunkerque**

Website:

[www.papillonsblancs-dunkerque.fr](http://www.papillonsblancs-dunkerque.fr)

## Germany

**Bundesvereinigung Lebenshilfe für Menschen mit geistiger Behinderung e.V.**

Website: [www.lebenshilfe.de](http://www.lebenshilfe.de)

**Der Rat behinderter Menschen der Bundesvereinigung Lebenshilfe**

e-mail: [ulrich.niehoff@lebenshilfe.de](mailto:ulrich.niehoff@lebenshilfe.de)

**Lebenshilfe Schleswig-Holstein**

Website: [www.lebenshilfe-sh.de](http://www.lebenshilfe-sh.de)

## Greece

**POSGAMEA – Panhellenic Federation of Parents and Guardians of Disabled People**

Website: [www.posgamea.gr](http://www.posgamea.gr)

## Hungary

**ÉFOÉSZ – Értelmi Fogyatekosok**

**Országos Érdekvedelmi Szövetség**

Website: [www.efoesz.hu](http://www.efoesz.hu)

**ÉFOÉSZ Self-Advocacy Group**  
Website: [www.efoesz.hu](http://www.efoesz.hu)

## Iceland

**Landssamtökin Þroskahjálþ**  
Website: [www.throskahjalp.is](http://www.throskahjalp.is)

## Ireland

**Inclusion Ireland**  
Website: [www.inclusionireland.ie](http://www.inclusionireland.ie)

## Israel

**AKIM Israel**  
Website: [www.akim.org.il](http://www.akim.org.il)

## Italy

**Anffas Italy**  
Website: [www.anffas.net](http://www.anffas.net)

## Latvia

**Rupju Berns**  
Website: [www.rupjuberns.lv](http://www.rupjuberns.lv)

**Martin RULLIS**  
**Latvian Self-Advocacy Movement**

## Lithuania

**VILTIS – Lithuanian Welfare Society for Persons with Mental Disability**  
Website: [www.viltis.lt](http://www.viltis.lt)

## Luxembourg

**APEMH**  
Website: [www.apemh.lu](http://www.apemh.lu)

**Ligue HMC**  
Website: [www.ligue-hmc.lu](http://www.ligue-hmc.lu)

## Malta

**INSPIRE – The Foundation for Inclusion**  
Website: [www.inspire.org.mt](http://www.inspire.org.mt)

**Malta Federation of Organisations of Persons with Disability (MFOPD)**  
Website: [www.mfopd.org](http://www.mfopd.org)

**Movement in Favour of Rights for Persons with Disability – Down Syndrome Association**  
e-mail: [marthesemugliette@gmail.com](mailto:marthesemugliette@gmail.com)

**National Parents' Society of Persons with Disability**  
Website: [www.npspd.org](http://www.npspd.org)

## Netherlands

**Inclusie Nederland**  
Website: [www.inclusienederland.nl](http://www.inclusienederland.nl)

**Vereniging LFB**  
Website: [www.lfb.nu](http://www.lfb.nu)

**Ieder(in)**  
Website: [www.iederin.nl](http://www.iederin.nl)

## North Macedonia

**Republic Center for Helping Persons with Mental Handicap**  
Website: [www.poraka.org.mk](http://www.poraka.org.mk)

Centre for Helping Persons with  
Mental Handicap (Poraka Negotino)  
Website: [www.porakanegotino.org.mk](http://www.porakanegotino.org.mk)

## Norway

NFU – Norsk Forbund for  
Utviklingshemmede  
Website: [www.nfunorge.org](http://www.nfunorge.org)

NFU Self-Advocacy Group  
e-mail: [helene@nfunorge.org](mailto:helene@nfunorge.org)

## Poland

PSONI: Polskie Stowarzyszenie na  
rzecz Osób z Niepełnosprawnościami  
Intelektualnymi – Polish Association for  
Persons with Intellectual Disability  
Website: [www.psoni.org.pl](http://www.psoni.org.pl)

## Portugal

FENACERCI  
Website: [www.fenacerci.pt](http://www.fenacerci.pt)

## Romania

Ceva de spus  
Website: [www.cevadespus.ro](http://www.cevadespus.ro)

Pentru Voi  
Website: [www.pentruvoi.ro](http://www.pentruvoi.ro)

Federatia Incluziune  
e-mail:  
[incluziune\\_romania@yahoo.com](mailto:incluziune_romania@yahoo.com)

## Russia

Перспектива / Perspektiva  
Website: [www.perspektiva-inva.ru](http://www.perspektiva-inva.ru)

## Scotland (United Kingdom)

ENABLE Scotland  
Website: [www.enable.org.uk](http://www.enable.org.uk)

ENABLE ACE COMMITTEE  
Website: [www.enable.org.uk](http://www.enable.org.uk)

## Serbia

SAPI – Serbian Association for  
Promoting Inclusion  
Website: [www.sapi.rs](http://www.sapi.rs)

Serbian association for self-advocacy  
Website: [www.sapi.rs](http://www.sapi.rs)

## Slovakia

ZPMPSR: Združenie na pomoc ľuďom  
s mentálnym postihnutím v SR  
Website: [www.zpmpsr.sk](http://www.zpmpsr.sk)

## Slovenia

ZVEZA SOŽITJE – The Slovenian  
Association for Persons with  
Intellectual Disabilities  
Website: [www.zveza-sozitie.si](http://www.zveza-sozitie.si)

Center for training, work and  
protection Dolfka Boštjančič, Draga  
e-mail: [center.draga.ig@center-db.si](mailto:center.draga.ig@center-db.si)

## Spain

### **Plena Inclusión**

Website: [www.plenainclusion.org](http://www.plenainclusion.org)

### **GADIR – Grupo de Apoyo a la Dirección Plena Inclusión**

Website: [www.plenainclusion.org](http://www.plenainclusion.org)

### **Som Fundació Catalana Tutelar**

Website: [www.somfundacio.org](http://www.somfundacio.org)

## Sweden

### **FUB**

Website: [www.fub.se](http://www.fub.se)

### **Inre Ringen Sverige**

Website: [www.fub.se/inre-ringen](http://www.fub.se/inre-ringen)

## Switzerland

### **INSIEME**

Website: [www.insieme.ch](http://www.insieme.ch)

## Ukraine

### **All-Ukrainian NGO Coalition for Persons with Intellectual Disability**

Website:  
[www.intelldisabilities-coalition.com.ua](http://www.intelldisabilities-coalition.com.ua)

## European Organisations

### **ECCE – European Cooperation in Anthroposophical Curative Education and Social Therapy**

Website: [www.ecce.eu](http://www.ecce.eu)

### **Down Syndrome Education International**

Website: [www.dseinternational.org](http://www.dseinternational.org)

### **Special Olympics Europe Euroasia**

Website: [www.specialolympics.eu](http://www.specialolympics.eu)

# Easy to read dictionary



## Accessible

Something that is easy to use for people with disabilities.  
Such as:

- Ramps to get into a building.
- Information in easy-to-read.
- Information in sign language.



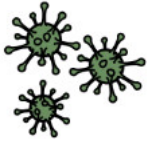
## Autism Europe

An international association for the  
rights of people with autism.



## Commissioner at the European Commission

A Commissioner is a person who is responsible  
for a field of work at the European Commission  
and manages a lot of people.



## COVID-19

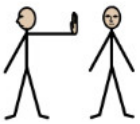
A virus that was first detected in 2019.

It can make a lot of people very sick  
and has caused the pandemic of 2020.



## Deinstitutionalisation

- The process of changing the way institutions work for a more social, community – life way of living.
- The release of a person who lives in an institution.



## Discrimination

Discrimination means that you are treated worse than others or that you do not get the chances you deserve.

It is discrimination when it happens  
because of your disability.

It can also happen to other people.

For example, people who have a different skin colour.  
Or older people.

## Easy-to-read

Easy to read is information that is written in a simple way so that people with intellectual disabilities can understand.

It is important to use simple words and sentences.

If there are words that are difficult to understand, an explanation is provided.

The text needs to be clear to see, for example, black writing on a white background is good.

It needs to be well-spaced.

Easy-to-read often uses pictures to explain what the text talks about.

Someone with an intellectual disability needs to check the information is easy to understand.



Easy-to-read documents often have this logo, so it is easier to find them.

There are rules on how easy-to-read should be done.





## EDF

The European Disability Forum is an organisation of people with disabilities in Europe.

In short, we call it EDF.

EDF was created by people with disabilities in 1996.

EDF works to protect the rights of people with disabilities in Europe.

EDF is based in Brussels in Belgium.



## Educate

Educate means to teach.

It means to make sure people have access to training so they can learn new skills.



## ÉFOÉSZ

ÉFOÉSZ is an association of organisations that care and support the rehabilitation of people with intellectual disability in Hungary.



## Employment

Employment is when a person works and gets paid for their work.

It is usually based on a contract between the worker and the person who provides the job.

This person is the employer.

## EPSA

The European Platform of Self-Advocates is made up of organisations of self-advocates from different countries in Europe.

We call it EPSA for short.

It is a part of Inclusion Europe.



## European Commission

The European Commission works with the European Parliament.

The European Commission suggests laws for the European Parliament and the Council of the European Union to discuss.

It also makes sure that the laws that have been decided upon are being followed by the member states.



## European Parliament

The European Parliament is a place where important decisions of the European Union are made. For example: laws.

The Members of the European Parliament (in short, MEPs) make these decisions and speak for all the people who live in the European Union.

Every five years, the people who live in the European Union vote for their country's MEPs.



## European Union

The European Union (in short, EU) is a group of 28 countries.

We call these countries “member states”.

They have joined together  
to be stronger politically and economically.

The EU makes laws on many important things for the  
people who live in those countries.

The EU makes laws in different areas.  
Some examples are:

- Laws to protect the environment.
- Laws for farmers.
- Laws to protect consumers.

A consumer is someone who buys things.

The EU also makes laws that are important  
for people with disabilities.

It also made a law that gives people with disabilities  
more rights when they are travelling.

The EU also gives money to its member states.  
Some of this money is used for people with disabilities.



## European Pillar of Social Rights

The European Pillar of Social Rights makes sure people in the European Union have new and more effective rights.



## Government

A government is a group of people that make decisions on how to run a country. For example,

- about where the money is spent,
- about public transport,
- about schools,
- about hospitals.

Every few years there are elections to vote for a new government.



## Guardianship

Guardianship allows some people to make life choices for others.

The person who makes choices for you  
is your guardian.

Your guardian can decide things for you,  
like where you live.

Sometimes, people under guardianship are not allowed  
to vote, get married, or take care of their kids.



## Healthcare

Healthcare is the services given to someone  
who is ill or who needs to take care of their health.

Healthcare involves going to the doctor, getting medicine  
and getting support for health problems  
of the body or the mind.



## Inclusion Europe

Inclusion Europe is an organisation  
for people with intellectual disabilities  
and their families.

We fight for their equal rights and inclusion in Europe.

We also want to make a difference to the laws in Europe.

We started in 1988.

We have 77 members in 38 European countries.

We are based in Brussels in Belgium.

Inclusive education, training, employment  
Inclusive education, training or employment  
means that people with intellectual disabilities  
can learn and work together  
with other people without disabilities.



## Institutions

Institutions are places where  
people with intellectual disabilities live  
with other people with intellectual disabilities.

They live apart from other people.  
This is what we call “segregated”.

Sometimes this happens against their will.

People who live in institutions  
have to follow the rules of the institution  
and cannot decide for themselves.



## Intellectual disability

If you have an intellectual disability,  
that means it is more difficult for you  
to understand information  
and learn new skills than it is for other people.  
This makes some parts of life harder.

People with intellectual disabilities  
often need support in learning or at work.

Intellectual disability often starts before you are an adult.  
It affects you for your whole life.

There are things that can make life easier  
for people with intellectual disabilities.  
For example, information in easy-to-read language.

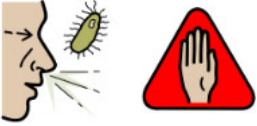
Some people say learning disabilities  
instead of intellectual disabilities.





## Istanbul Convention

A document signed by many countries about the protection of women against domestic violence.



## Lockdown

A lockdown happens when there is a need to control a situation that can be harmful.

During a pandemic like the one of COVID-19, the countries have lockdowns to stop the spread of the virus.



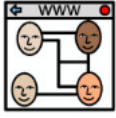
## MEPs

The members of the European Parliament are the politicians who sit in the European Parliament. We call them MEPs for short.



## NGO

Non-governmental organizations, or NGOs are generally defined as nonprofit and independent of governmental influence.



## Online Schooling

Online schooling is a way for students to attend their classes using a computer or another device to connect to the internet.

These classes happen with the help of online applications for meetings or online classrooms.



## Petition

A request made for something desired, especially a respectful or humble request, as to a superior or to one of those in authority.



## Policies

Actions or practices of governments and institutions.

Policies are trying to make the situation better.

Policies can be a set of rules or guidelines to follow in or to achieve a specific goal.

Rights of people with disabilities

A right is a rule that makes sure people are protected and they can have and do what they need to live a life with respect and safety.

Rights of people with disabilities are rules that are about the lives of people with disabilities. For example, the right to get an education, or the right to live.



## Self-Advocacy

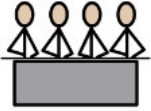
Self-advocacy is when people with intellectual disabilities speak up for themselves.

These people are called self-advocates.



## Segregation

Segregation is when someone is set apart from others for an unfair reason. For example, because of their disability.



## Steering Group

A steering group is a group of people who manage a project.



## United Nations Convention on the Rights of Persons with Disabilities.

The United Nations Convention on the Rights of Persons with Disabilities (in short, UN CRPD) is an important document.

It tries to make sure that the rights of people with disabilities are respected.



## UN Women

UN Women is the United Nations organisation that works for gender equality.



## Vaccine

A vaccine is a substance that is injected inside a person's body with a syringe.

A vaccine helps the person's body create antibodies and protects them from getting sick.



## Vote

Voting means choosing the politicians who represent us and make decisions for us.

You can vote in different areas.  
For example:

- in your town or city  
when you elect a new mayor in your country
- when you elect a new president  
or at the European elections,
- when you choose the new  
Members of the European Parliament (MEPs).



## Working conditions

Working conditions is the working environment and the circumstances of the job.

This includes the working hours, legal rights and responsibilities.

Working conditions also include the work that a person does with their body or their mind.

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T. +32 25 02 28 15  
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[www.inclusion-europe.eu](http://www.inclusion-europe.eu)

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