



# Annual report 2023

## Inclusion Europe

**Ambitions. Rights. Belonging.**

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

**Hear our voices!  
self-advocacy  
conference**

**Inclusion  
indicators**

**Europe for us  
easy-to-read  
magazine**

**Advocacy and public  
speaking**

**Deinstitutionalization**

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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.

# Letter from the President

Written by Jyrki Pinomaa



Dear members of Inclusion Europe,

Living in your own place. Having friends. Making your own choices. Being good at something. Belonging. That is what we say inclusion is about. And inclusion is what our work is about.

Until now we haven't been able to measure how people with intellectual disabilities are included in Europe. But now we can. We can because we now have indicators. We have collected reliable data throughout Europe. Data that everybody has been asking for. We did this together with those who know best. With you, our members. Thank you all for your help with this!

From this data we compiled country-specific inclusion indicators. A simple tool which shows how inclusion has been brought into practice in Europe. The first ever Inclusion Indicators report can be read [here](#).

So, now we know. The indicators give us information of the situation country by country. We can see where work is still to be done, and where resources must be directed to. A good beginning. But, of course, the data collection needs to continue in a yearly basis for follow up of the development.

Please, use the report in your own countries. It has been made for use. Spread it. Give it to your decision makers and policy makers. Tell them also that inclusion is a human right guaranteed by the UNCRPD. Inclusion is equality. Inclusion is belonging.

This annual report is again about a lot of work on our common path towards full inclusion of European people with intellectual disabilities and their families. There have been many different milestones on that path. Some of them great success. Some of them demanding, even difficult. But we know that everything worth achieving is difficult. Besides, we are not afraid of challenges. I wish to thank our members, the Board, and the Secretariat for your hard work!

Jyrki Pinomaa, President



# Letter from the president of Inclusion Europe, Jyrki Pinomaa



Dear members of Inclusion Europe.



Here is the motto of Inclusion Europe.

Living in your own place.

Having friends.

Making your own choices.

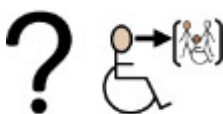
Being good at something.



Belonging.

This is what we say inclusion is all about.

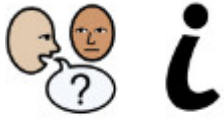
Inclusion is what our work is about.



Up until now we did not have a way to check if all  
people with intellectual disabilities  
are included in Europe.



Now we can check if people with intellectual disabilities  
are being included in Europe.



We have good information regarding this now.  
Everyone has been asking for this kind of information regarding people with intellectual disabilities in Europe.



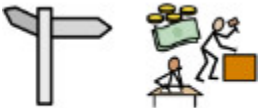
We did this collecting information by asking the people who know better than anyone else.  
We want to say thank for all you help on this.



With this data we made Inclusion Indicators.  
It is a tool which shows how inclusion has been brought into Europe.  
The report can be read here.



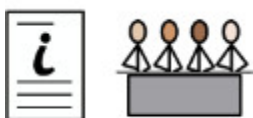
With this new information we can see what is happening in other countries.



We can see where there is still work that needs to be done and where resources still need to go.



It is a good start but we would like the information to carry on and be followed by other countries.



Use this report in your own countries.  
Give to decision-makers.



Let them know that Inclusion is a human right law guaranteed in the United Nations Convention on the rights of people with disabilities.



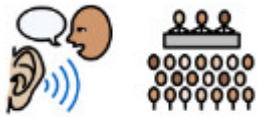
Inclusion is equality and it is also belonging.  
Another year is coming to close.  
Another year is just starting with still a lot of work to do.

# EPSA activities in 2023

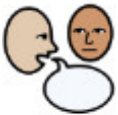
Easy to read written by László Bercse



2023 was a busy year for EPSA.

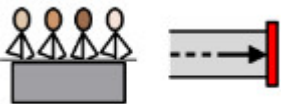


We organised,  
together with our member Evpit from Estonia,  
the “Hear our Voices” self-advocacy conference.



We continued our work telling  
others about Inclusion Europe and EPSA.

## The Steering Group



Four of the five members of the steering group  
ended their mandates this year.

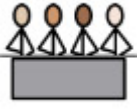


We had elections in June.  
Three members could run again, and they did.  
Elisabeta Moldovan had to step out.



The new steering group member  
is Chitoiu Tiberiu Vasile from Ceva de Spus.





The steering group members are:

- Ana Martínez
- Andreas Zehetner
- Chitoiu Tiberiu Vasile
- László Bercse
- Oswald Föllerer

## Representation at Inclusion Europe Board



Three of the steering group members were voted by EPSA members to be in the board of Inclusion Europe.

They have attended Board meetings and the General Assembly.

## Steering Group meetings



In 2023, our focus was on Hear our Voices.

This means that most of the Steering Group meetings were about this topic.



All meetings were online.

Some meetings were on a one-on-one basis, because it was hard to find dates that would be good for all members to attend.

## Networking and representation



Our members have done a lot of work during the year. This work includes different projects, conferences, and trainings.

The steering group was involved in several activities together with Inclusion Europe.

They talked in several webinars from different Inclusion Europe projects as experts.

Self-advocates met at Inclusion Europe's office to prepare for the European Parliament of Persons with Disabilities.

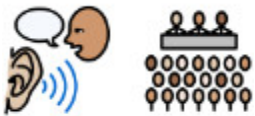


They talked about the right to vote  
and the European elections in 2024.

## Hear our Voices self-advocacy conference



Hear our Voices was in Tallinn.  
Our national member,  
EVPIT,  
organised the conference with us.



For 3 days,  
self-advocates from all over Europe  
got together to talk about what is important to them.

We wanted to know what we need  
to make sure people can act on their rights.  
We talked about:



- The different ways to advance self-advocacy
- Self-advocates at decision-making bodies



- The role of the families in supporting self-advocacy
- New roles and responsibilities

20



Twenty self-advocates from 11 countries spoke at the Conference.

150



Close to 150 participants from 11 countries took part in the Conference.

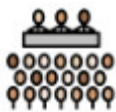
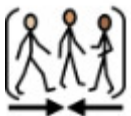


By the end of the 3 days, they wrote a [manifesto](#).

All steering group members were speakers at the conference.

They talked about topics related with their life experiences and their work with EPSA and Inclusion Europe.

## Steering group activities list



Our steering group members are invited to many things. They also organise activities, events, and conferences. They do that at national and international level.

When they take part, they are also letting others know about EPSA and Inclusion Europe.

This is a list of some of their activities.

## February



Elisabeta Moldovan was invited to come to Brussels and work on the Deinstitutionalization guide – easy to read.

## March



Ana Martinez went to the United Nations headquarters in Geneva. She talked about how to make inclusive and accessible events, seminars and conferences. She talked about why this is important for people with intellectual disabilities.

## April



In April, the Self-Advocates' Committee of Lebenshilfe Austria held a two-days meeting in Vienna.

There are representatives of every region of Austria on the Committee.

Andreas Zehetner is a member of the Committee. Austrian self-advocates invited László Bercse, who is a self-advocate from Hungary. Oswald Föllerer also took part at the meeting.

## May



Elisabeta Moldovan was invited to give a testimony about her life in institutions and life in psychiatric hospitals in Romania.

She talked to diplomats of the Committee of Ministers at the Council of Europe, in Strasbourg.

Some EPSA members attended the 5<sup>th</sup> European Parliament of Persons with Disabilities, organised by the European Parliament and European Disability Forum (EDF), as part of their national delegations.

## July



Elisabeta Moldovan gave feedback for the Ceasul Bun APP (Good Watch app).

An app made by the Association Center for Legal Resources, for people in institutions who want to report abuse.

Elisabeta Moldovan was a speaker at the training for experts (jurists, lawyers, psychologists, social workers) in how to communicate and represent in justice people with intellectual disabilities.

## August



Elisabeta Moldovan recorded an interview about life in institutions for a podcast called UnPodcast.

This was part of the DARE Project coordinated by the Foundation for Empowerment „Hope” from Timișoara.

## September



Elisabeta Moldovan talked about deinstitutionalization at West City Radio in Romania.

## November



Andreas Zehetner took part at the “inclusion march” organised by the Austrian Council for the Disabled Persons.

Ana Martinez took part in an event under the project “The power of people”, and she moderated a session about how to empower people who need a lot of support.

## December



Elisabeta Moldovan spoke at an online seminar for self-advocates. Preventing the institutionalization of people with disabilities.

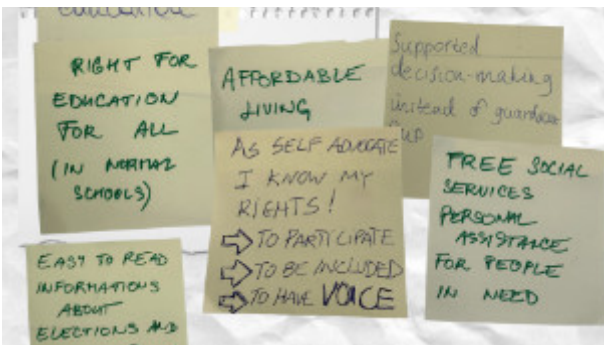
Organized by All-Ukrainian NGO Coalition for People with Intellectual Disabilities.

# Advocacy initiatives

From advocating for the right to vote and stand for elections to promoting independent living and inclusive employment, Inclusion Europe is dedicated to ensuring that individuals with intellectual disabilities have equal opportunities to participate in society and live independently.

# Self-advocacy

Inclusion Europe provided opportunities through various platforms for self-advocates to share their personal stories of success, resilience, and empowerment.



**Make it real manifesto from Hear our Voices! Conference →**



**"I came to here to learn from you. I want to become a successful self-advocate →"**



"I believe that self-advocates are always needed, especially in difficult times. I believe that self-advocates can build a link between decision-makers and people with intellectual disabilities."

# Living independently

Inclusion Europe advocated for inclusive policies and practices that foster community integration for people with intellectual disabilities. This includes advocating for the closure of institutions and the transition to community-based support.



**Living independently and being included →**



**I want people to treat me as an equal member of society →**



“We want to live in the community, with the people we choose. We don’t want to be placed in institutions. We want to decide about where and how we live. We want to have proper support if we need it.”

Self-advocate manifesto

# Voting rights

Inclusion Europe developed an advocacy campaign about the right to vote of people with intellectual disabilities under guardianship, raising more awareness about lack of representation and restrictions to vote and to stand for elections in several EU countries.



**Use your vote (If you have one). Right to vote of people with intellectual disabilities →**



**People with intellectual disabilities and access to elections →**



“There are more than 7 million people with intellectual disabilities and their families in the European Union. Our votes matter. Election campaigns must also target people with intellectual disabilities and their families.”

Jyrki Pinomaa, President of Inclusion Europe

# Employment

Inclusion Europe worked on raising awareness about ongoing discrimination against people with intellectual disabilities in the labour market, but also showcased good practices and initiated discussions on how we can make inclusive employment happen everywhere in Europe.



**Employment and social inclusion →**



**The road to employment: Trinity College's programme for people with intellectual disabilities →**



“Companies and administrations should not be afraid to hire people with intellectual disabilities, because they can learn new things from them”

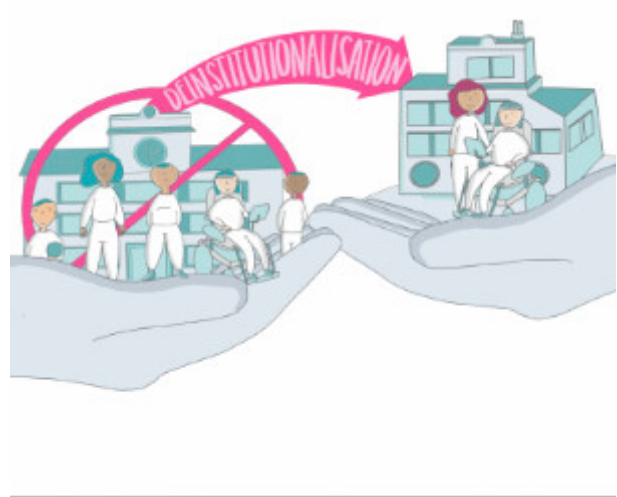
Soufiane El Amrani

# Deinstitutionalisation

Inclusion Europe reported on issues linked to institutionalisation of people with intellectual disabilities and raised awareness of solutions for more humane, person-centred and individualised support.



**Lack of understanding is not the issue, lack of action is - contribution to guidance on living independently and being included →**



**What is deinstitutionalisation and independent living →**



“For me, the end of segregation means that I can be part of the community in which I live. I can work, study, meet new people and make friends. I am no longer invisible, for the first time people notice me in society. Now people can understand that I am much more than my disability. I am Senada Halilčević, sister, daughter, friend, colleague, athlete, employee. And every day, I try to show I can achieve everything I want.”

Senada Halilčević

# Projects

## Inclusion indicators report 2023

Inclusion indicators were launched on 29 November 2023, during an event hosted by MEP Semedo and MEP Langensiepen at the European Parliament.

Inclusion indicators reflect experiences of people with intellectual disabilities and their families provided by their representative organisations. In 2023, we collected data from 29 European countries, including 23 members of the European Union.

The report investigates 7 areas of high importance to people with intellectual disabilities and families: Right to decide and right to vote; Right to live independently and to be included in the community; Housing and support; Education; Employment; Healthcare; and Representation.

[Inclusion indicators](#) | [Inclusion Europe](#)

# Inclusion indicators report



## Inclusive response and recovery from the war

The purpose of the eighteen-month project, implemented thanks to the cooperation with the European Disability Forum and funding from the Christian Blind Mission, is to ensure that persons with intellectual disabilities and their representative organizations are not left behind in the response and recovery of Russian war aggression. The project was launched in June 2023 and will run until the end of 2024.

The key implementing partner of Inclusion Europe is the All-Ukrainian Coalition for People with Intellectual Disabilities (VGO Coalition). During the first half of the project, we have implemented several activities aimed at strengthening the Ukrainian disability movement and ensuring disability inclusion in humanitarian response and reconstruction.



## JUDY project

Judy is a three-year project lead by Inclusion International, with Inclusion Europe and member organisations in 5 countries. Its aim is to support self-advocacy, especially in participation in the cross-disability movement, and promoting deinstitutionalisation.

The project is implemented in five countries with the involvement of Inclusion Europe members from Albania, Bulgaria, Hungary, Romania and Slovakia.

The project will run until the end of 2026, with other important activities such as workshops for cross-disability networks, the creation of practical resources on deinstitutionalisation and a collection of knowledge and experience on the closure of institutions and the development of self-advocacy.

[Inclusion Europe and Inclusion International Launch JUDY Project to Tackle Closing Institutions - Inclusion International \(\[inclusion-international.org\]\(https://inclusion-international.org\)\)](#)

## Together+

The main objective is to create a comprehensive training programme focused on the management of deinstitutionalisation that will reflect current trends in social care across Europe.

Specific objectives of the project are to create an international platform focused on the management of the deinstitutionalisation (DI) process and on to develop methodological guidelines on the management of the DI process.

[Together+ / Deinstitutionalisation - Inclusion Europe \(\[inclusion-europe.eu\]\(https://inclusion-europe.eu\)\)](#)

# Events

## Hear our Voices!

The conference Hear our Voices was held in Tallinn, Estonia, from 20 to 22 September 2023. The conference was organised by Evpit and the European Platform of Self-Advocates (EPSA), which is part of Inclusion Europe. There were 132 participants (66 women, 66 men) from 11 countries to the conference.



## Trainings and study visits

Inclusion Europe organised four trainings and two study visits about deinstitutionalisation, easy to read, supporting Ukraine and disability rights.

The trainings provided valuable insights on what the current situation is in Europe regarding inclusion for people with intellectual disabilities and how it can further improve.

## Advocacy trainings and support

Training on self-advocacy and participation took place from 9 to 10 November 2023, and was attended by 32 participants.

The training on accessible communication and inclusion in the community was co-organised by Anffas and Inclusion Europe, and we were welcomed in Anffas national organisation in Rome.

The training covered topics such as accessibility and easy-to-read, role of self-advocates in EU disability rights policies, and deinstitutionalisation.



# List of events organised

4/26/2023

**Ukraine deinstitutionalisation webinar**

5/22/2023

**Training for Inclusion Europe members**

5/25/2023

**Board meeting 1**

5/31/2023

**Third internal meeting EEG**

6/15/2023

**Presentation Trinity Centre for People with Intellectual Disabilities**

6/26/2023

**General assembly**

9/7/2023

**Easy-to-read training (done by soufiane for Inclusion Africa)**

9/11/2023

**Study visit fight for rights**

9/13/2023

**Fouth internal meeting EEG**



20-22/9/2023

## **Hear Our Voices**

SEP-OCT/2023

## **Study visit Song-Jin**

10/2/2023

## **Together+**

10/12/2023

## **EEG Open Meeting / Study Session on deinstitutionalisation processes in Czechia, Malta and Spain**

10/31/2023

## **Online event: How I see inclusion of people with intellectual disabilities in Europe, by Song-Jin Yang**

10/31/2023

## **Management meeting - president and treasurer**

11/7/2023

## **Online event: let's talk about disability rights in the EU**

09-10/11/2023

## **Self-advocacy training**

11/22/2023

## **Board meeting 2**

11/29/2023

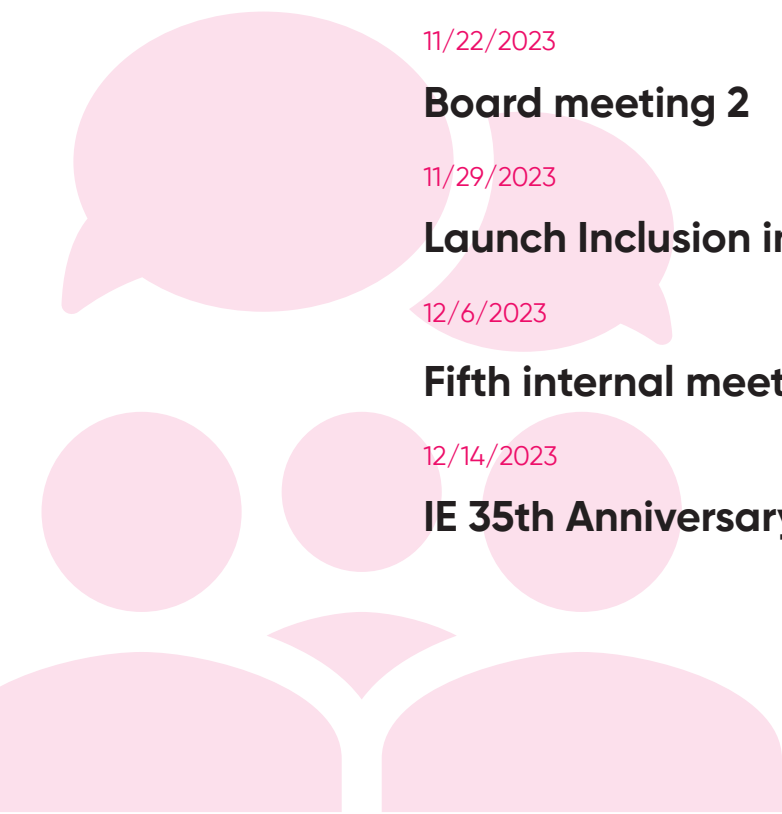
## **Launch Inclusion indicators 2023 report**

12/6/2023

## **Fifth internal meeting EEG**

12/14/2023

## **IE 35th Anniversary**



# Speaking engagement highlights

1/19/2023 | EQUINET | SOUFIANE EL AMRANI

## **Easy to read in equality bodies**

2/24/2023 | ACCESSIBLEU | INGE VOLLEBERG

## **AccessibleEU Conference**

3/6/2023 | WOMEN'S UN REPORT NETWORK | MILAN SVREPA

## **NGO Committee on the Status of Women 2023**

3/21/2023 | DOWN SYNDROME INTERNATIONAL | SOUFIANE EL AMRANI

## **World Down Syndrome day conference**

3/27/2023 | EUROPEAN COMMISSION | "SOUFIANE EL AMRANI, MILAN SVREPA

## **Blue Book Trainees**

4/27/2023 | VISIT.BRUSSELS | MILAN SVREPA

## **European Association Summit**

4/27/2023 | EDF | TAMARA BYRNE

## **The right to work**

5/23/2023 | EDF, EUROPEAN PARLIAMENT | TAMARA BYRNE

## **European Parliament of Persons with Disabilities**

6/9-10/2023 | EUROPEAN PARLIAMENT / EUROPEAN DISABILITY FORUM |  
TAMARA BYRNE

## **European Youth Event**

6/13/2023 | OSCE | INGE VOLLEBERG

## Political participation

6/17/2023 | SPECIAL OLYMPICS | MILAN SVREPA

## Global inclusion forum

10/20/2023 | AUTISM EUROPE | SOUFIANE EL AMRANI, MILAN SVREPA

## Easy to read training

11/16/2023 | SOLAR POWER EU | SOUFIANE EL AMRANI, MILAN SVREPA

## Diversity awards

11/30/2023 | LAW FACULTY, TILBURG UNIVERSITY | INGE VOLLEBERG

## Vulnerability, disability rights, and digital government

12/1/2023 | EUROPEAN COMMISSION | PAUL ALFORD

## European Day of Persons with Disabilities



## Deinstitutionalisation and inclusion in the community

The European Expert Group on the transition from institutional to community-based care (EEG) continued its work on advocating for deinstitutionalisation across Europe in 2023. Inclusion Europe supported EEG work on advocacy and awareness about deinstitutionalisation and use of EU funds.

Inclusion Europe organised in collaboration with Czech NGOs, universities, and regional authorities a series of lectures and seminars about deinstitutionalisation during May 2023.

Inclusion Europe contributed to three new reports informing work on deinstitutionalisation, and structural changes for rights and inclusion of people with intellectual disabilities and families.

## 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.

Inclusion Europe nominated four self-advocates who were selected to represent the views of people with intellectual disabilities at the European Day of People with Disabilities and the European Parliament of Persons with Disabilities.

Inclusion Europe is involved in EU NGO alliances, such as the coalition on victim's rights, the coalition to end violence against women, the EU Alliance for Investing in Children, or the EEG (European Expert Group on deinstitutionalisation).

Inclusion Europe is part of two initiatives organised by the European Commission: the Disability Platform, and the Victims' Rights Platform.



## Easy-to-read and accessibility

Inclusion Europe worked with various organisations on implementing Easy to read texts and provided multiple trainings, including The European Parliament and the European Investment Bank.

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.

Inclusion Europe also advocates to make sure accessibility for people with intellectual disability is not limited to text, but also to the participation and inclusion of people with disabilities in meetings and conference.

# 2023 in numbers

105



articles  
published on  
our website

73



articles  
in media

Speaking  
engagements

43

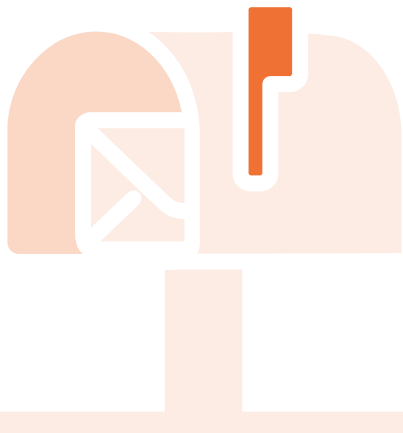
**Podcast  
episodes**



**6**



**Podcast plays**  
946



**Newsletter  
subscribers**

**18,500**



**374,114**

social media impressions

## Followers

**30,147**

total followers on social  
media channels

**+1,500**

new followers

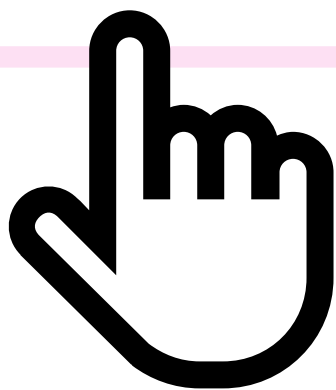


Videos

4

## Website visits

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374,114

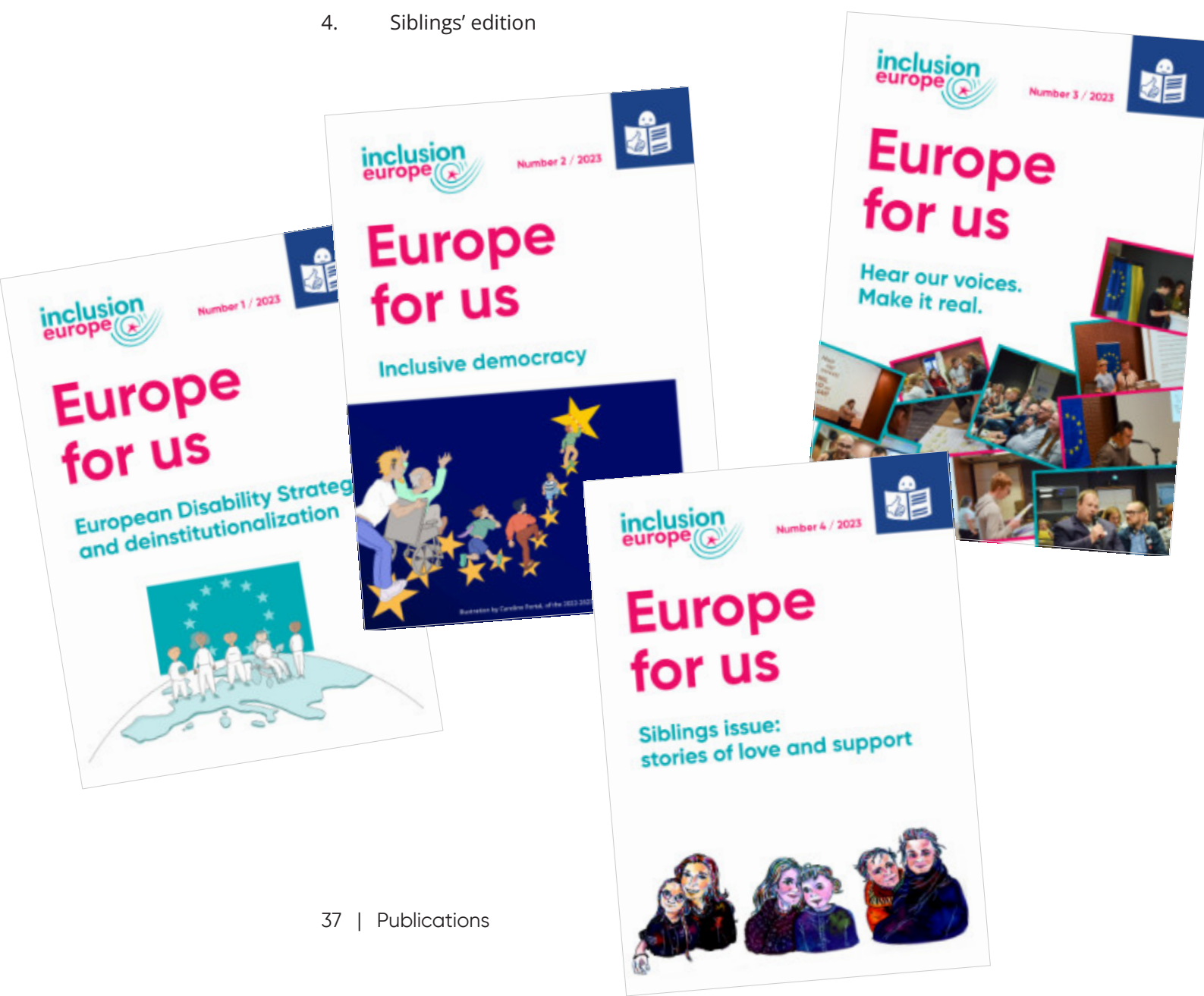
# Publications

## Europe for us

The Europe for us magazine is done in easy to read. Every issue of the magazine 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](#) magazine and newsletter in 2022.

Titles of the 2023 issues:

1. Hear our voices. Make it real.
2. Inclusive democracy
3. European Disability Strategy and deinstitutionalization
4. Siblings' edition



## Inclusion Europe history pages

Inclusion Europe published an interactive website covering the 35 years of ambitions, rights and belonging.



[Home](#) [Why inclusion matters](#) [Engage](#) [About](#) [Self-advocacy](#) [Easy to read](#)

## History

<a href="#">Introduction</a>
<a href="#">35 years of progress</a>
<a href="#">Many still left behind</a>
<a href="#">Missing voices</a>
<a href="#">Inclusion Europe</a>
<a href="#">Self-advocacy</a>
<a href="#">Living independently and being included</a>
<a href="#">Easy to read, and accessibility</a>
<a href="#">Right to decide and right to vote</a>
<a href="#">Europe In Action conferences</a>
<a href="#">Highlights</a>
<a href="#">European Union</a>
<a href="#">Council of Europe</a>

### Introduction

35 years of working together for full rights and inclusion of people with intellectual disabilities and their families

The year is 1988. One of the most popular songs is Faith by George Michael. Movie fans are treated to Die Hard or Rain Man. The World Wide Web is the topic of some conversations among experts. Russia's Soviet empire rules over much of Europe, even though its cold fingers [have started to lose](#) their grip. The European Union, then called the European Communities, recently welcomed Spain and Portugal among its members. [Erasmus](#) is 1 year old. We have [A Brief History of Time](#).

The year is 1988, and 9 national organisations representing families of people with intellectual disabilities come together to form an organisation that would carry their work for full rights and inclusion on to the European level. They know that working together makes tackling the issues they face easier. Stereotypes, discrimination, segregation don't stop at national borders, nor do they hurt differently in different countries. Let's join forces then, they say. We can all benefit from learning about each other, sharing what works, and finding common ground around things that are hard to overcome.

That's how Inclusion Europe came to be.

# Inclusion Europe indicators page

Inclusion Europe published an interactive table with topics covered by the Inclusion indicators report 2023. The website contains 29 pages covering all the countries in the report and individual position compared to the European average.



## Belgium



out of 10

### Right to decide and right to vote

Legal disability can be partially removed. This can restrict the right to vote and the right to stand for elections.

2.7

### Right to live independently and to be included in the community

Many adults with intellectual disabilities are living in larger institutions and there is no plan to close these institutions.

3.6

### Housing and support

Most adults with intellectual disabilities live with their family. Some live in their own place.

5

### Education

Most children with intellectual disabilities go to special schools.

3.7

### Employment

Very few people with intellectual disabilities have a job on the open labour market and they risk to lose their disability benefits when they earn their own salary.

1

### Healthcare

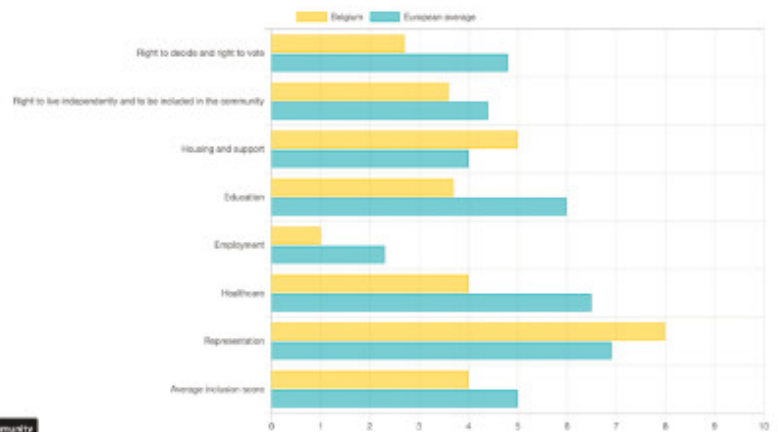
People with intellectual disabilities have limited access to general healthcare.

4

### Representation

People with intellectual disabilities are represented within the national disability organisation, Inclusion ASBL, does not receive government funding for their advocacy work.

8



## Country ranking

- Right to decide and right to vote
- Right to live independently and to be included in the community
- Housing and support
- Education
- Employment
- Healthcare
- Representation

Country	Average inclusion score	Right to decide and right to vote	Right to live independently and to be included in the community	Housing and support	Education	Employment	Healthcare	Representation
Albania	3.9	5.3	5.6	2.6	4.3	3.3	4.9	1
Austria	5.3	8.9	3.9	2.6	8.7	1	4	10
Belgium	4	2.7	3.6	5	3.7	1	4	8
Bulgaria	4.9	1.4	3.1	1.9	6.7	3.3	3.9	9
Croatia	2.8	3.3	3.7	2.4	6.7	1	4.6	4.5
Czechia	4.2	2.3	2.8	1.8	8.3	1.8	3.9	4.3
Denmark	5.3	1	3.7	3.9	8.3	2.3	3.9	9
England	4.3	8.9	6.3	3.4	8.7	1	3.9	10
Finland	5.5	8.4	3.9	3.4	8	2.9	4.3	10
Ireland	3.2	2.5	1	3.4	8.3	3.3	3.9	9
France	4.5	6	2.4	2.4	8		5.7	4.5
Germany	5	2.4	4.2	5	5	3.3	5.5	4.5

## Hear our voices manifesto

The Hear our voices conference culminated with a Make it real! manifesto. Document created by self-advocates during the conference to express their demands and expectations.



# Make it real!

Self-advocates' manifesto

from Hear our Voices! conference in Tallinn

We believe everyone has the right to enjoy life.

We believe everyone must have their rights respected.

This is what we want to say.

Listen to us.

# Podcasts

## Inclusion Europe Radio podcast

The podcasts are available for listening on all main platforms (Spotify, Google, Apple etc.). Each episode has a brief written summary to help listeners get the key messages of the conversation. The episodes are promoted on social media.

Episodes:



**A journey in inclusion and parent advocacy - 35 years of Inclusion Europe with Elisabeth Lammers**

[Read the transcript](#)



**From personal experience to advocacy - 35 years of Inclusion Europe with Jyrki Pinomaa**

[Read the transcript](#)



**Disability awareness, parents movement and importance of self-advocacy - 35 years of Inclusion Europe with Maureen Piggot**

[Read the transcript](#)



**The road to employment: Trinity College's programme for people with intellectual disabilities - Inclusion Europe Radio**

[Read the transcript](#)



**Cognitive web accessibility with Inge Rutsaert from AnySurfer**

[Read the transcript](#)



**Handbook of easy languages in Europe – an interview with Camilla Lindholm and Ulla Vanhatalo on Inclusion Europe radio**

[Read the transcript](#)

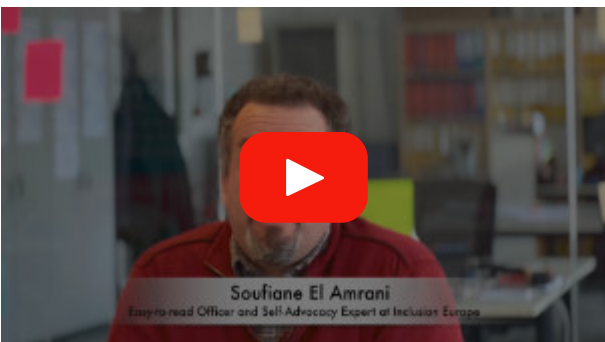
# Videos



**Use your vote (If you have one). Right to vote of people with intellectual disabilities and European elections 2024**



**Inclusive Education - A short documentary about inclusivity at school**



**Easy-to-read by Soufiane El Amrani**

# Awards



**Inclusion Europe  
shortlisted for Community  
Project of the Year,  
European Diversity Award**

Issued by European Diversity Award



**Nominated for Falling  
Walls Science  
Breakthroughs of the Year  
2023 in the category  
Science & Innovation  
Management**

Issued by Falling Walls Foundation

## BOARDROOM

### **The Inside Story of the 2023 European Association Summit →**

“Milan Sverepa, Director, Inclusion Europe, and his teams is very important as they work to ensure that people with intellectual disabilities can live and participate in their communities on an equal basis with others.”

## COUNCIL OF EUROPE

### **Rights of people with disabilities: Council of Europe concludes that France violated the European Social Charter →**

“There is a violation by France of the European Social Charter introduced by the European Disability Forum and Inclusion Europe against France.”

## EURONEWS

### **‘They’re dying in large numbers’: Disabled Ukrainians face abuse, neglect in institutions →**

“There are at least 100,000 people living in institutions across Ukraine according to Inclusion Europe, a disability services and support organisation.”

## THE EUROPEAN CORRESPONDENT

### **How good is the inclusion of people with intellectual disabilities? Besides the first Advent, the International Day of Disabled Persons... →**

“This year, for the first time, an index was created for 29 European countries to compare the situation of people with intellectual disabilities and their families.”

## MEETING MEDIA GROUP

### **Inclusion Europe: “Inclusion has become everything but people with disabilities” →**

“Nowadays, inclusion has become everything but people with disabilities.”

## GIESECKE+DEVRIENT

### **Making the payment journey more accessible for all →**

“Accessibility is usually treated as an afterthought.”

# Financial report 2023

The annual financial audit was conducted in accordance with the required standards and terms of reference. The auditor confirmed that the financial statements correctly present Inclusion Europe's net worth and the association's financial position. The financial result of Inclusion Europe for the year 2023 was 46.894,75 euros.

The income of Inclusion Europe was again based mostly on 2 pillars:

1. Membership fees, which represent over 22% of our income, and increased compared to last year. This shows our members' continued awareness of the value of Inclusion Europe work.
2. Grant from the European Union, which represents 64% of our income.

There was also some money coming in through projects, there is a new 18month project for the inclusive response and recovery of war in Ukraine financed by Christian Blind Mission. These projects also increased the expenses compared to last year.

Summarized the financial situation of Inclusion Europe consolidated in the last years. One important part of this consolidation is the increased and well used Grant thanks to good negotiations of the director.

We would like to thank the European Union and our members for continuous financial support of the work of Inclusion Europe and Christian Blind Mission for the important funding of the project for the recovery work for Ukraine.

Jeanne Nicklas-Faust, Treasurer

Income		
Project Income	€ 81,983.47	11.95%
Commission Grant	€ 439,419.60	64.07%
Membership Fees	€ 153,959.00	22.45%
Other operating income	€ 10,409.46	1.51%
<b>Total income</b>	<b>€ 685,771.53</b>	<b>100%</b>

Expenditure		
Staff	€ 372,383.68	58.28%
External Project staff/ Subcontracting	€ 56,787.25	8.88%
Travel and subsistence	€ 37,998.09	5.94%
Services	€ 58,564.20	9.16%
Equipment & running cost	€ 102,041.14	15.97%
Other expenditure	€ 11,102.42	1.73%
<b>Total expenditure</b>	<b>€ 638,876.78</b>	<b>100%</b>

**Result**

**€ 46,894.75**

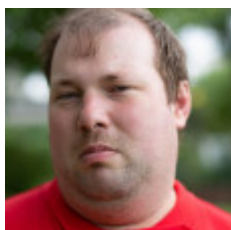
# Our team

## The Board

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



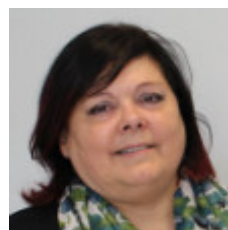
**Jyrki Pinomaa**  
President  
Finland



**László Bercse**  
Vice-President  
Hungary



**Theresa Shearer**  
Vice-President  
Scotland



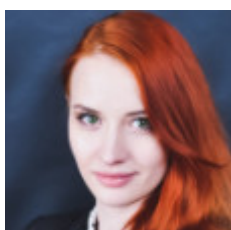
**Cristina Schiratti**  
Italy



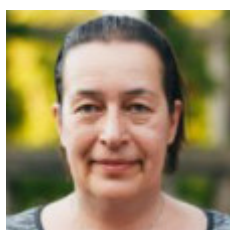
**Jeanne Nicklas-Faust**  
Treasurer  
Germany



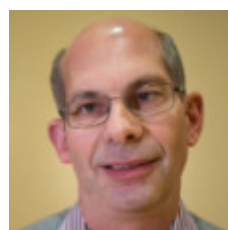
**Dana Migaliova**  
Lithuania



**Anastasiya Zhyrmon**  
Belarus



**Mateja de Reya**  
Slovenia



**Andreas Zehetner**  
Austria



**Oswald Föllner**  
Austria

## The Secretariat

Inclusion Europe's office:  
Avenue des art 3, 1210 Brussels, Belgium  
office@inclusion.eu

### Staff:

**Milan Šveřepa**, Director

**Helen Portal**, Advocacy and policy officer

**Josipa Friščić**, Communication officer

**Sandra Marques**, Self-advocacy officer, Project coordinator

**Nina Vertot**, Finance officer

**Soufiane El Amrani**, Accessibility expert

**Inge Volleberg**, EEG coordinator and researcher

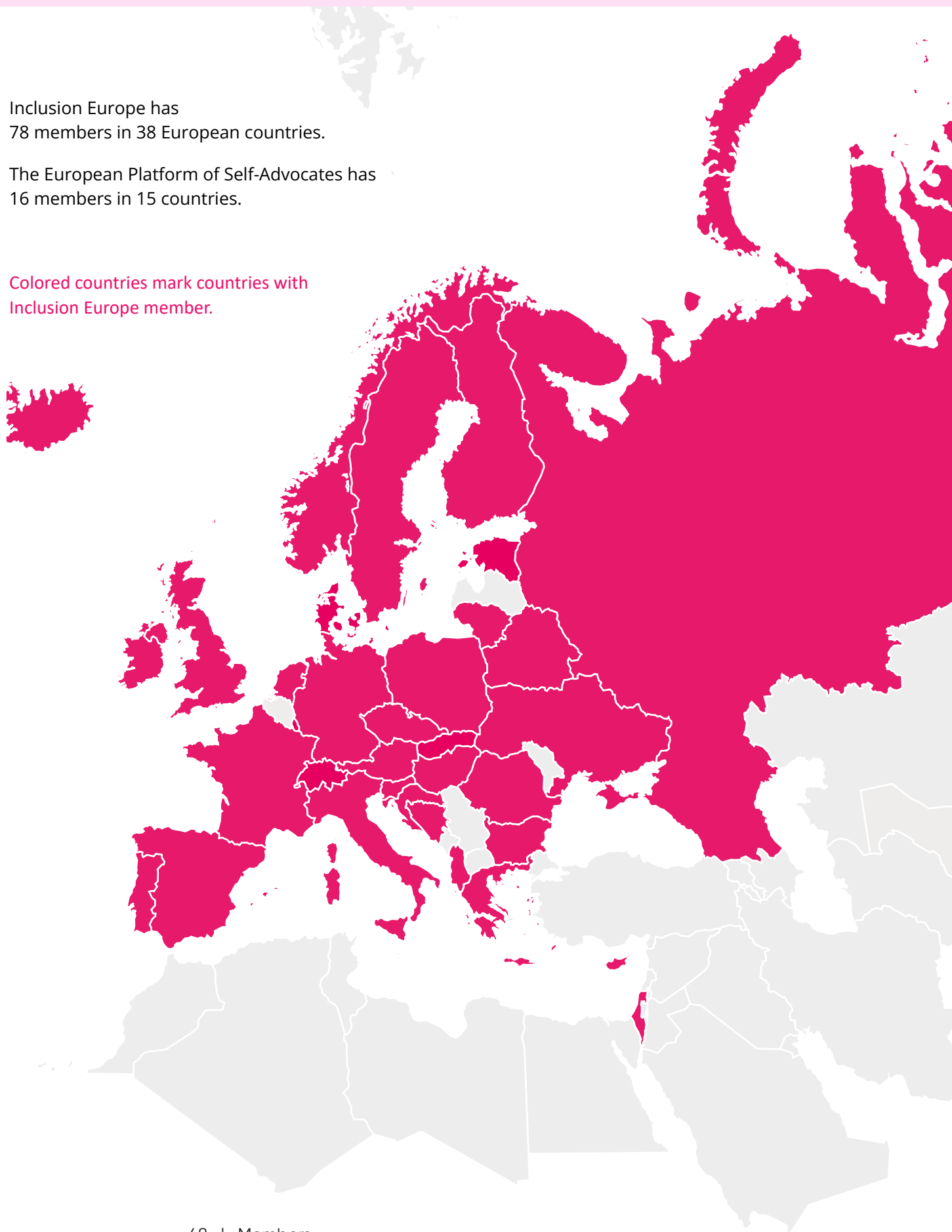
**Milena Johnová**, Project coordinator

# Members

Inclusion Europe has  
78 members in 38 European countries.

The European Platform of Self-Advocates has  
16 members in 15 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 / BelAPDIIMI**

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)**

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: [nous-aussi.fr](http://nous-aussi.fr)

**Les Papillons Blancs de Dunkerque**

Website:

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

**Association "Les Jeunes Handicapés"**

Website: [www.ajh.fr](http://www.ajh.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 Szövetsége**

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)

## **Lithuania**

### **VILTIS – Lithuanian Welfare Society for Persons with Mental Disability**

Website: [www.viltis.lt](http://www.viltis.lt)

## **Luxemburg**

### **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)

## **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 Niepełnosprawnością Intelktualną – 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)

## 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)

## Slovakia

### ZPMPVSR: Združenie na pomoc ľuďom s mentálnym postihnutím v SR

Website: [www.zpmpvsr.sk](http://www.zpmpvsr.sk)

## Slovenia

### ZVEZA SOŽITJE – The Slovenian Association for Persons with

### Intellectual Disabilities

Website: [www.zveza-sozitje.si](http://www.zveza-sozitje.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)

### Dincat

Website: [www.dincat.cat](http://www.dincat.cat)

## 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)

## Wales (United Kingdom)

### All Wales People First

Website: [allwalespeople1st.co.uk/](http://allwalespeople1st.co.uk/)

## European Organisations

### Down Syndrome Education International

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

### Special Olympics Europe Euroasia

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

## Partners

Inclusion Europe is co-funded by the European Union.

Inclusion Europe is a member of

### Organisations:

[European Disability Forum](#)

[FAIB](#)

### Coalitions:

[EEG](#)

[European coalition to end violence  
against women and girls](#)

[Alliance for investing in children](#)

### The global Inclusion movement:

Inclusion Europe represents the Region Europe in [Inclusion International](#).

# 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.



## Bank

A place where you can keep and take out money



## Charter of Fundamental Rights

A paper that says what basic rights every person has.  
For example, the right to freedom, the right to education.



## Climate change

When nature is damaged because of human actions.  
For example, pollution, heavy rains, forest fires.



## 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.



## Community

People that belong to something.  
For example, neighbourhood community.  
People who live in the same neighbourhood.  
Or religious community.  
People who have the same religion.



## Community-based services

Support given by people from the community.



## Convention

An agreement between countries or organisations which talks about many topics.



## COVID-19

A virus that spread all around the world.  
A lot of people got sick.

People could not meet each other,  
work at the office or go to school.



## Degree

When you finish school or university you  
get a paper that shows your grades. It's called a degree.



## Deinstitutionalisation

Deinstitutionalisation is helping people  
to move out of institutions.

It is when the people who lived in institutions get help  
so they can live independently in the community.



## Democracy

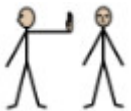
When everybody has the same right to be heard.  
When everybody has the same right to vote and to stand for elections.



## Disability

A person who is not able to do some things, because it is hard for the person.

For example, a person has no legs cannot walk.  
Or a person who has a reading difficulty cannot understand a hard text.



## 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.



## Educate

Educate means to teach.

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



## 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 Convention on Human Rights

A paper that says the rights every person has. For example, the right to live, the right to speak your mind. The paper is respected by all countries in Europe.



## 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 27 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.



## Fund

To give money to someone or to an organisation which helps people or organisations.



## Gender

The gender says if you are female or male.

Some people do not see themselves as either female or male.

They call themselves non-binary.



## 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.



## Independent living

Independent living means that people with intellectual disabilities live in the community and have support to do what they want.

They also can:

- choose with whom and where to live
- decide how they want to spend their time
- have the same experiences as all other people

## 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 78 members in 38 European countries.

We are based in Brussels in Belgium.



## 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.



## Internship

A place where you work for a short time and helps you to find what kind of job you want to do later.



## 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

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



## Organisation

A group of people who work for the same thing.



## Report

A paper that says what researchers find about a topic.  
For example: Inclusion Europe and Antwerp Management School worked on a report about employment for people with intellectual disabilities.



## Researcher

A person that finds things about a topic and makes a report about the topic and the findings.



## 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.



## Segregation

Segregation is when someone is set apart from others for an unfair reason.

For example, because of their disability.



## Self-Advocacy

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

These people are called self-advocates.



## Services

Support for people with disabilities.



## Special education schools

Schools for people with disabilities.



## Support person

A person that helps people with disabilities to do things.

For example: doing grocery shopping or understanding a hard document.



## Training

A class often given at work where people learn new things.



## Volunteer

A person that works and helps for free.

For example: taking care of animals at a shelter.



## 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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