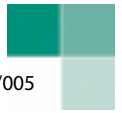


**ANED – Academic Network of European Disability Experts (VC/2007/0388)  
2008 Annual Activity Report**



**Human European Consultancy and  
Centre for Disability Studies – Leeds University**

**Reporting Period: 19 December 2007 – 19 December 2008**



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The seven-year Programme targets all stakeholders who can help shape the development of appropriate and effective employment and social legislation and policies, across the EU-27, EFTA and EU candidate and pre-candidate countries.

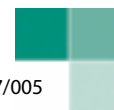
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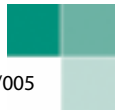
More information on ANED is available on its website: [www.disability-europe.net](http://www.disability-europe.net)

ANED is managed by Human European Consultancy ([www.humanconsultancy.com](http://www.humanconsultancy.com)) in partnership with the University of Leeds – Centre for Disability Studies (<http://www.leeds.ac.uk/disability-studies>)



## Table of Contents

Introduction.....	4
Task 1 Network management .....	5
Task 2: A new collaborative work environment and website .....	7
Task 3: European disability laws and policies.....	8
Task 4: Comparative data sources on the situation of disabled people in European countries	11
Task 5: Approaches to monitoring future implementation of the UN Convention in Europe ...	14
Task 6: Labour market situation and employment policies .....	16
Task 7: Implementation of strategies for social protection and social inclusion .....	20
Task 8: Additional information requests from the Commission .....	25
Task 9: The First Annual Meeting .....	26
Summary recommendations arising the 2008 work programme.....	27



## Introduction

The Academic Network of European Disability experts (ANED) was established by the European Commission in 2008 to provide scientific support and advice for its disability policy Unit. In particular, the activities of the Network will support the future development of the EU Disability Action Plan and practical implementation of the United Nations Convention on the Rights of Disabled People. The philosophy and aims of ANED focus on research and policy that support the objectives of full participation and equal opportunities for all disabled people. The Network is co-ordinated by [Human European Consultancy](#) (Netherlands) and the [Centre for Disability Studies at the University of Leeds](#) (UK), with national experts in 29 EU/EFTA countries and an additional pool of experts in specific fields.

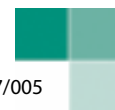
The European Commission has allocated funding for ANED for 4 years. In the first year, the objectives were both to establish the new research infrastructure and to achieve concrete research results.

The work programme identified the following tasks for 2008:

1. Establish Network management and membership structures
2. Create a collaborative work environment and [website](#)
3. Produce an annotated review of European disability law and policy
4. Produce an annotated review of existing data sources
5. Produce information and recommendations on monitoring implementation of the UN Convention
6. Produce a thematic report on implementation of the EU Employment Strategy
7. Produce a thematic report on implementation of EU strategies for social inclusion and social protection
8. Respond to additional information requests from the Commission
9. Organise an annual academic meeting for the Network members and experts

The results of each of the tasks is described in this activity report.

In Annex 1 a summary of conclusions and recommendations highlight key findings and recommendations from the range of tasks carried out by ANED in 2008.



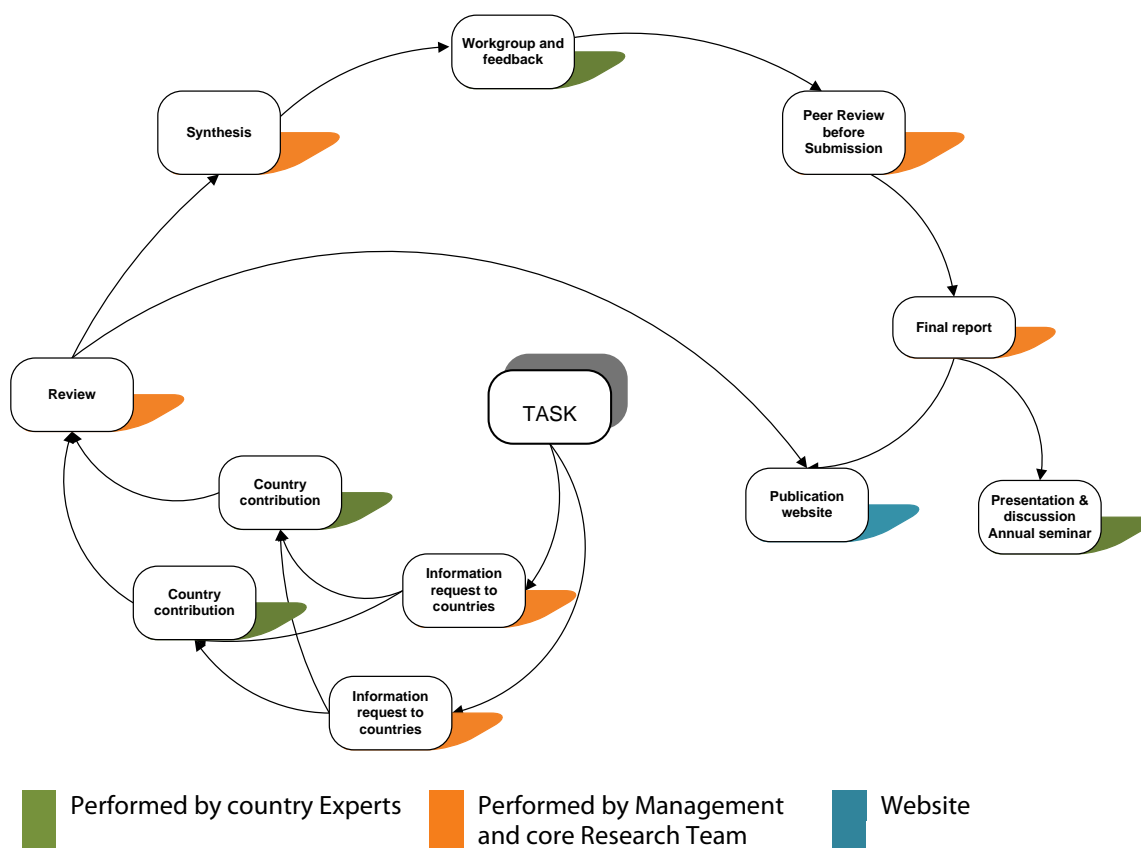
## Task 1 Network management

The primary task of the network management was to establish and maintain a suitable network structure and working approach.

The objective of the network is to provide scientific background and support to the Commission for policy development by collecting evidence and examples from different countries and producing policy-relevant relevant research reviews and reports on selected topics.

To achieve this objective, academic institutions in EU/EFTA countries with a track record in disability research were identified and asked to become a member of ANED. These ANED members did collaborate with a team of experts. In those countries where such institutions do not (yet) exist, individual experts were mobilised to access the country situation. The list of institutions and individual country experts which made up ANED at the end of the first year can be found in Annex 2.

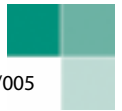
For the tasks 6 and 7, producing a thematic report, the following approach was applied: information requests were made to the country teams/experts, the country reports were reviewed and used as input for a synthesis report, drafted by a rapporteur. The synthesis reports were peer reviewed and both country reports and synthesis report were published.





The network tasks were managed by a management team consisting of a Project Director (Piet Leunis), a Scientific Director (Mark Priestley) and a Support Manager (Ilkana Hasanova).

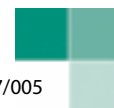
A core research team (Anna Lawson, Jean-Francois Ravaud, Lisa Waddington and Anne Waldschmidt) did guide and partly carried out the content oriented network tasks, supervised by an Advisory Board (EDF representatives Yannis Vardakastanis and Erzsebet Szollosi and Professor Gerard Quinn of the National University of Ireland Galway).



## **Task 2: A new collaborative work environment and website**

To facilitate the collaboration within the network on the drafting and reviewing of reports a web based Content Management System was introduced. The system allows for submitting reports from the country teams to the reviewers and to send back comments. Older versions of reports are kept available and the workflow can be managed more easily.

The development of a website to publish the products of the network was undertaken in the first half of the year. The website was launched in September under the domain [www.disability-europe.net](http://www.disability-europe.net) and attracted about 20,000 hits from about 1000 unique visitors per month.



### Task 3: European disability laws and policies

**Task Leader:** Professor Lisa Waddington

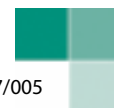
**Rapporteur:** Professor Rikki Holtmaat

One of the key tasks for ANED is to establish mechanisms for monitoring and evaluating European laws and policies that affect disabled people. This is done through a combination of activities, including the detailed thematic reviews and development of indicators described later in this document. However, an effective monitoring system begins with a baseline knowledge about the state-of-the-art. For this reason one of the foundational tasks in 2008 was to map the extent of existing European law that relates directly to disabled people, across a range of domains. Providing public access to this information about the scope and content of relevant EC law and policy is useful to policy makers, the research community and other interested parties.

The task involved reviews of all secondary legislation and instruments. Pilot searches were conducted on all legislation using a range of key word tags in the EurLEX system. Direct references of interest, for subsequent analysis, were found in some 300 documents. The findings from pilot searches were considered and a list of instruments for review was produced. Professor Rikki Holtmaat (Leiden University) was appointed as the task Rapporteur, with assistance from Guido Terpstra. A new theme section on 'Law and Policy' was created on the ANED website with links to relevant information.

The Rapporteur's annotated review provides an overview of EC legislation which make an explicit reference to disability. The review covers both disability specific and mainstream instruments, and therefore also provides evidence of the extent to which disability is being mainstreamed in different areas of EU law. The review includes references to 'disability targeted legislation' or disability specific legislation (of which there is relatively little at European level) and non-specific (mainstream) legislation, which includes an explicit disability dimension. For example, there are references to disability in European legislation on: rail, bus, sea and air travel; telecommunications; lifts; the implementation of the structural funds; public procurement; medicine labeling; etc. The review also covers EC non-discrimination legislation which prohibits discrimination on the ground of disability in the field of employment.

Approximately 100 Regulations, Directives, Decisions, other Acts, and International Agreements adopted or concluded since 2003 were reviewed. Each instrument was inspected and annotated (the individual annotations are presented in the appendices to the report). The largest numbers of instruments which included a reference to disability were found in the fields of Freedom of Movement for Workers and Social Policy (including the Employment Equality Directive which prohibits discrimination on the grounds of disability with regard to employment and vocational training); Industrial Policy and Internal Market (including, for example, instruments relating to e-accessibility and accessibility of lifts); Transport Policy (including instruments relating to accessibility and travel by buses, trains, ferries and planes). In contrast, in some fields, very few legal instruments were identified.



These fields included: Environment, Consumers and Health Protection, and Science, Information, Education and Culture. For the future it will be important to reflect on the extent to which soft law and policy instruments which refer to disability exist in these, and other fields. The process of review is therefore ongoing in 2009 and data on the website will be updated with reference to new legislation and details of non-legislative policy instruments.

To date, only one EC Treaty article specifically refers to disability (Art. 13 EC, which gives the Community the power to take action to combat discrimination on the ground of disability, as well as a variety of other grounds). However, Article 13 EC provided the legal basis for only three of the instruments included in the review. All of the other legal instruments were based on EC Treaty articles that made no reference to disability whatsoever. This reveals that some articles in the EC Treaty, e.g. articles relating to transport, are commonly being used to provide the basis for legislation addressing disability. It also reveals that in some areas, e.g. consumer legislation, there is hardly any legislation which makes a specific reference of disability, and little use is being made of the relevant Treaty articles to support legislation which specifically refers to disability.

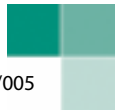
The relatively high number of instruments which make reference to disability which relate to transport, reveal that this field is a particularly good example of disability mainstreaming. Further research could help to reveal why the Community legislator, and the relevant Directorate General within the Commission, has been so receptive to mainstreaming disability within legislation in this field, and whether any lessons can be learnt that might help to facilitate disability mainstreaming in other fields.

It is also worth noting that even when EC legislation does not make a specific reference to disability, it can still be of particular value to (some) disabled people. For example, in relation to Freedom of Movement for Workers and Social Policy, gender-related legislation may be worth considering in the review, even if it does not include disability-specific protection.

The scope for developing EC legislation which specifically addresses disability is now taking on a new importance in light of the expected conclusion by the EC of the United Nation's Convention on the Rights of Disabled People. The Convention will be the first international human rights treaty which the EC will conclude, and, as a consequence, the EC will, to the extent of its competencies, be legally bound to comply with the obligations set out in the Convention.

The review revealed that there are many fields where there is limited or no EC legislation which makes a reference to disability. Nevertheless some of these fields, such as education, consumer protection and information, and others, are of importance to people with disabilities. In many cases the EC has adopted non-legally binding instruments in these fields, which do refer to disability.

This Annex to the report provides details of all EC legislative instruments which make a specific reference to disability. Each instrument is identified individually (including a hyperlink to the original document in Eur-Lex).



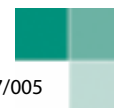
The content of the disability specific provision(s) within the instrument is noted, accompanied by a brief commentary on the aim and consequences of the relevant provision(s), where the description of content is not self-evident.

Link ANED website page on Law and policy:

<http://www.disability-europe.net/en/themes/Law%20and%20policy>

Link to the report Annotated review of European legislation which makes a difference:

<http://www.disability-europe.net/content/pdf/ANED%202008%20task%203%20Annotated%20review%20of%20European%20legislation%20which%20makes%20a%20reference%20to%20disability.pdf>



## **Task 4: Comparative data sources on the situation of disabled people in European countries**

**Task Leader:** Professor Jean-François Ravaud

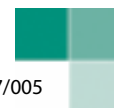
**Rapporteur:** Professor Wim van Oorschot

The EU Commission and the research community receive significant numbers of requests for indicative data on the situation of disabled people and disability policy implementation in European countries. To improve research support for policy, such data should be appropriate, reliable and comparable. Access to the main sources of comparable data should be widely available to policy makers and the research community. Disability should be mainstreamed in data collection but policy makers will increasingly require new kinds of data to monitor implementation of the UN Convention and the EU Disability Action Plan.

The aim, in the first year, was to identify existing sources of comparative data on equality and accessibility for disabled people in European countries, to provide more systematic information on the availability of such data, and to suggest ways in which such data could be used in the future development of indicators. By producing publicly accessible information, with links to key sources of data, the task outputs also provide a basis for future research and policy development by others beyond the Network.

Initial searches were conducted and indicative examples highlighted (including recent developments in the EU statistical programme and the Washington Group). A 'comparative data' theme section was created on the ANED website with links to relevant search pages (such as Eurostat and EDACwowe, linking directly to disability related datasets). Prof Wim van Oorschot (Tilburg University) was appointed as the task Rapporteur, working with research assistance from Maarten Balvers, Marjon Schols and Ilse Lodewijks. The range of data examples identified by the team was very extensive and it was decided to focus on quantitative datasets with European comparative value. The scope of each data source was reviewed and meta-data on each source annotated. The report text and annotated appendices were published on the web page. The key points and recommendations were reported and discussed at the ANED annual meeting in December 2008.

The report focused, in particular, on the existence of disability data within European social surveys (whether opinion surveys or socio-economic surveys) and statistical databases. In relation to social surveys the issues of work, income, and education are reasonably covered; political participation and discrimination have fragmentary coverage; whilst on issues of mobility, communication, cultural participation there is hardly any data. In relation to the central issue of how disability is defined, the situation is still fragmentary, with different approaches being used at different times for different surveys. In no EU comparative surveys do disability definition questions clearly match the UN Convention definition. Aside from Eurobarometer, disability is neglected in EU-comparative surveys. Only a few contain questions on disability and, where surveys do address disability issues, they are mostly concerned with respondents' care for disabled persons.

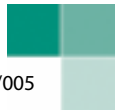


In the Eurobarometer series disability issues have been paid more attention, but still not in a systematic way: only a minority of the Eurobarometers with disability questions also enable a comparison of the perspectives of disabled and non-disabled respondents. As far as statistical databases are concerned these provide reasonable coverage of the socio-economic situation. Discrimination is reasonably covered by Eurostat data. But there is hardly any data on other field.

The report conclusions describe the availability of EU-comparative quantitative data on the situation of disabled people in European countries and gaps in EU-comparative data. The present state of the art concerning EU-comparative data on the situation of disabled persons is far from what would be needed to be able to monitor and benchmark this situation cross-nationally over time. For this, the existing data sources cover too few fields of this situation and often in a too fragmented way. Differences in disability definitions between sources are frequent and large, the degree of (exact) repetition of measurements is too low, and data concerning units other than individual persons is close to non-existent. Clearly, there is some way to go to substantially improve this situation. As first steps to be taken we suggest consideration to:

- Promote the inclusion of the MEHM module, in exactly the same wording, in all EU-comparative surveys (whether or not sponsored by Eurostat). This would improve (but not completely solve the problem of) the comparability of measures of the categories of disabled and non-disabled persons between surveys, countries and time periods.
- Create a public website with systematised information on the EU-comparative disability data that is available in reports and data bases. For example, this could use a simple format (like the EU Gender Mainstreaming Database<sup>7</sup>, which offers a homepage with a collection of relevant links) or for a more sophisticated format (like the European Data Center for Work and Welfare<sup>8</sup>, which offers standardized, detailed information on, and direct access to, comparative data sources of various types and contents). This would improve the general awareness of, and access to, existing disability data for policy makers, academics, interest groups, and citizens alike. This may also be an appropriate extension of ANED's work.
- Extend the amount and type of data that is available. This is, of course, a very general recommendation, which can be implemented in many ways and degrees. It would be unrealistic to expect that any single organisation or actor would be able to take on the task of filling all the gaps concerning fields, measurement units, samples and time series that we have pointed to. However, as mentioned, there seems to be an under use of existing data sources, like the EU-comparative opinion surveys.

As a first, relatively easy, step in extending the data on the situation of disabled people it would be useful to fund an analysis of the waves of the European Social Survey, with a focus on constructing comparable, time series data on differences in participation between disabled and non-disabled persons in the fields of education, work, income, information and communication, politics, and culture, and regarding discrimination (with controls for age, gender and educational level).



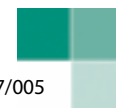
The outcomes per field may perhaps not be as detailed as data from other individual sources (e.g. work issues are measured in more detail in the EU-SILC, discrimination is measured in more detail in some Eurobarometers, etc.), but the analysis of ESS waves would offer a data matrix with more systematically comparable information, on a wider range of aspects, and for a larger number of years, than contained by any one of the existing data sources that we found in our search. In a later stage, for specific fields, more detailed data could be imputed from other surveys into the matrix (for instance, work, income and education data from the EU-SILC). Step by step one could arrive at a situation in which a systematic compilation and reporting of comparative statistics taken from EU-comparative socio-economic and opinion micro-data would result in a major improvement of the present state of art.

Link ANED website page on comparative data:

<http://www.disability-europe.net/en/themes/Comparative%20data>

Link for ANED report on European Comparative Data on the Situation of Disabled People:

<http://www.disability-europe.net/content/pdf/ANED%20report%20European%20Comparative%20Data%20on%20the%20Situation%20of%20Disabled%20People.pdf>



## **Task 5: Approaches to monitoring future implementation of the UN Convention in Europe**

**Task Leader:** Ms Anna Lawson

**Rapporteur:** Ms Anna Lawson and Professor Mark Priestley

A smaller task in the first year (prior to enactment of the UN Convention and in conjunction with Task 4) was to make a preliminary review of the kinds of methods and approaches being used by other monitoring projects internationally. The European Union has played a leading role in development of the UN Convention but monitoring implementation will present significant challenges for the Commission and Member States. The CRPD contains a number of provisions relating to monitoring (such as in Articles 31, 33 and 35).

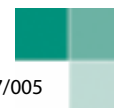
The Commission will need to support states with advice and guidance on methods and indicators for implementation in the context of its Disability Action Plan (including the promotion of open co-ordination, lesson learning and the sharing of good practice on monitoring). To develop this new work, it is useful to learn lessons from the methods and indicators adopted by existing monitoring projects. This knowledge, in conjunction with the extensive mapping work carried out for Task 4, provides a foundation for work on future indicators and monitoring methods to be developed by ANED in subsequent years.

The examples used for illustration in this task were gathered using a range of methods (including responses to a questionnaire and telephone interviews). The report also drew upon information published on the websites of organisations active in the field of monitoring disability rights (including equality or human rights commissions and disability organisations).

The report focuses on principles underlying the identification of indicators to be used in monitoring the implementation of the CRPD and provides examples of indicators already in use in the monitoring of disability rights. This report adopts a top-down approach and considers the kinds of indicators that will be required by the CRPD. It outlines examples of some monitoring methods already in use and aims to provide a first step in generating ideas about the type of indicators that might be appropriate for future development.

This report establishes a preliminary orientation to the key demands and challenges arising from the monitoring requirements of the UNCRPD. It also provides first indications of the requirements for developing monitoring indicators. More detailed work and investment in resources is now required to take this work forward, to develop a preliminary list of indicators, to consult on these, and to match them with available sources of data. In summary, the key conclusions of the task report were as follows:

- Monitoring bodies will require guidance on appropriate indicators, and access to robust data. Such approaches should be consistent with the requirements of the UN Committee and state reporting mechanisms. Joined-up monitoring practice will not be easily achieved and it will be important to establish dialogue between the European Commission, relevant state parties and the research community.



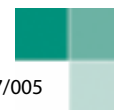
- Appropriate indicators of outcome should allow for comparisons over time, between disabled and non-disabled people (between different groups of disabled people), and between countries.
- Longitudinal measurement of progress requires baseline measurements of the current situation. Immediate work is required to begin developing indicators and identifying relevant data sources for this purpose (including the specification of new data collection demands where necessary).
- European institutions can play a key role in defining, collating and reporting comparative data between countries.
- Indicators should be drawn from both generic population data (including appropriate disability variables) and targeted surveys of disabled people.
- There is a need to identify people with 'long-term' impairments, and to measure the impact of 'barriers' on their 'participation' in key areas, and to compare this with 'others' in the population. Each dimension should be evident in the selected indicators.
- Where relevant, the identification of disabled people in measures and indicators needs to capture significant dimensions of difference and intersectionality (e.g. impairment, age, gender, ethnicity, religion, and sexual orientation).
- Indicators should include measurements of participation restriction and disabling barriers that inhibit the full enjoyment of particular rights. New approaches to measurement and indicators relating to disabling barriers will need to be developed as a matter of urgency.
- Monitoring should include qualitative indicators concerning the existence of specific legal and policy provisions in relevant areas.
- Statistical indicators based on both objective measurements and subjective experiences will be relevant to the task.
- Simple indicators should be supplemented with independent qualitative reports on key areas of implementation, engaging suitable field experts and disabled people's organisations.
- Using the Convention as a framework of key areas, a provisional list of monitoring indicators should be identified by an expert group which includes representatives of disabled peoples organisations.
- A short list of key indicators should be selected, with the involvement of disabled people's organisations, as the basis for publishing a standardised 'scorecard' for each country.

Link ANED website page on monitoring rights:

<http://www.disability-europe.net/en/themes/Monitoring%20rights>

Link to the report Monitoring the Implementation of the UN Convention on the the Rights of Persons with Disabilities in Europe:

<http://www.disability-europe.net/content/pdf/ANED%202008%20Task%205%20Monitoring%20UN%20Convention%20report%20final%20version.pdf>



## Task 6: Labour market situation and employment policies

**Task Leader:** Prof Waldschmidt

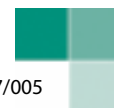
**Rapporteur:** Prof. Bent Greve

Each year, the ANED network conducts thematic review of selected topics relevant to the Commission's needs and priorities. In the first year employment was one of these topics. Employment has featured prominently in EU priorities and in the UN Convention, where Article 27 affirms the right to opportunity for disabled people to 'gain a living' through 'work freely chosen or accepted in a labour market ... that is open, inclusive and accessible'. The 2003 EU Disability Action Plan prioritised full application of the Employment Directive, mainstreaming disability issues in Community policies, and Improving Accessibility for All. Reform of the Lisbon Strategy in 2005 emphasized economic growth and jobs, with progress towards these objectives (economic, social and environmental) framed by the European Employment Strategy. The 2008-9 Action Plan priorities highlighted the importance of successful employment policies through the concept of 'flexicurity'. It also identified a need to analyse models of good practice.

The task for ANED was to review national implementation of the European Employment Strategy from a disability equality perspective, and to provide the Commission with useful evidence in support of disability policy mainstreaming. A new theme section on 'Employment' was created on the ANED website with background information and links to relevant sources of information. Using a structured template, 29 members of the ANED network were commissioned to write individual country reports on the national employment situation and employment policies (with reference to National Reform Programmes in the EU Member States). These were published on the website. Prof. Bent Greve (Roskilde University) was commissioned as the task Rapporteur to review existing European evidence and to produce a summary synthesis of the country reports. This was published on the website and key points presented to the ANED Annual Meeting in December 2008.

It is clear that disabled people remain at a significant disadvantage in European labour markets. They have in general lower participation rates, higher levels of unemployment and a lower educational attainment level than the rest of the population. Most countries pursue active strategies to include and integrate disabled people in the labour market. However, the degree of success is not always measured or evaluated. Some countries have specific labour market measures towards disabled people, for others disability related programmes are more integrated within the mainstream of labour policy. This makes cross-comparisons difficult, and in some cases it is also difficult to document how initiatives towards disabled people are implemented at all.

There is some evidence of movement away from sheltered employment towards jobs in the open labour market (although not in all countries). The most successful forms of integration cannot be easily documented, as they result in people entering ordinary employment as part of ordinary labour market initiatives, or being integrated by employers without public support.



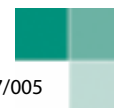
For the least successful type of integration, those who are permanently outside the labour market, we do not always know the reason why employment has not been possible or whether it has been actively pursued. Proper and systematic knowledge about what works and what does not work is lacking. Clear or comparative evaluation strategies to ensure the best use of scarce resources are almost non-existent.

Education and life-long learning must be seen as a key aspect of labour market integration. The available data indicates that disabled people often have lower level of education, and this increases the likelihood of being marginalised at the labour market. This is an important barrier, and likely to become even more important in the future. Increased focus on equality in the achievement of education and qualifications for the labour market through accessible lifelong learning provision must be a key objective.

Many good practices exist in Europe and it should be possible to learn from these between the countries, even when taking into consideration differences in cultural and historical traditions in different welfare states. Much more can be done in order to ensure that knowledge and transferability of best practice is achieved, for example through the EU Open Method of Co-ordination. Stronger focus on this could be useful in the future development of policies of both national and European employment strategies.

Based upon the reports from national correspondents, existing analyses and the EU-employment and disability strategies, the following recommendations were made by the Rapporteur:

- Set targets at an achievable but challenging level. Each country should set a target for the employment rate for disabled women and men, with an ambition to reach at the least the current average employment rate in the EU within the next five years.
- Establish activation projects with clear goals, including a structured evaluation strategy ensuring that it is possible to know what works and what does not work. At best this should include analysis of the potential to transfer projects both within the country and across countries.
- Prevent disabling barriers to employment through a focus on measures that create accessibility in the working-environment, capable of responding flexibly and rapidly to the changing circumstances of new or existing disabled employees.
- Provide regular and planned updates to the Labour Force Survey to include comparable data on the employment situation of disabled women and men, their position at the labour market and changes therein.
- Ensure that implementation information on existing activation policies is widely available, clear and accessible, so that all actors know what is possible, including the social partners, the employers and decentralised parts of the public sector. Dissemination of information targeted to user groups is important in this context (legislation and programme funding is not always enough, and in some countries there is low take-up of the instruments in place).



- Continue the focus and use of mainstreaming in the area of disability, while ensuring sufficient knowledge and evaluation of outcome.
- Ensure better measurement of recorded spending on ALMP for disabled people, including number of the participants, outcome and effects of the activities.
- Establish recognition or awards for best evidence-based projects which ensure employment for disabled people and where transferability between countries is likely.
- Ensure that flexible routes in and out of the benefit system are possible thereby reducing disincentives for disabled people to take up – including options for trial work periods and flexible attendance at work.
- Preferential treatment in job selection, such as rights to interview, can help in removing barriers to entry.
- Increase focus on ICT skills, which can increase integration and employability.
- Increase awareness amongst employers to ensure that companies' social responsibility is recognised, including social criteria and social considerations in public procurement. Awareness campaigns can thereby be important.
- Focus on how to bridge the gap between school age and the labour market for disabled people, including attention to education, the employment needs of young disabled people and the significance of life-long learning.

In September 2008 the EU Member States provided updates to their National Reform Programmes. Using a rapid review and response method, these new plans were evaluated from a disability perspective. Country commentaries and synthesis reports were prepared and submitted to the Commission as follows.

Link ANED website page on employment:

<http://www.disability-europe.net/en/themes/Employment>

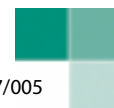
Link for ANED report The labour market situation of disabled people in European countries and implementation of employment policies:

<http://www.disability-europe.net/content/pdf/ANED%20Task%206%20final%20report%20-%20final%20version%2017-04-09.pdf>

### **Disability mainstreaming in the 2008-2010 National Reform Programmes for Growth and Jobs**

**Rapporteurs:** Professor Alan Roulstone (De Montfort University) and Professor Mark Priestley (University of Leeds)

Examples from 22 Member States (available at the time of review) were included in this synthesis report. The purpose of the synthesis report was to contribute a high level disability perspective to implementation of the Lisbon Strategy, and to assess how Member States responded to the challenge of mainstreaming disability issues in their 2008 Reform Programmes.

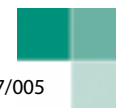


Overall there was a considerable range of visibility for disabled people and disability issues in the National Reform Programme documents. However, comparing all of the countries, there is a lack of evidence of consistent, harmonised or systematic disability mainstreaming methodology in the process. There is surprisingly little mention of mainstreaming in most of the NRP reports (either in relation to disability or to other dimensions such as gender). In addition, very few of the NRPs make major reference to measures targeting disability as ‘incapacity’ for work, in stark contrast to the high profile that such reforms receive in the corresponding National Strategic Reports on Social Inclusion and Social Protection. Overall there is little evidence in NRPs on which to judge whether current labour market policies are sufficiently geared to the needs of disabled people. Comments relate largely to targeted programmes or, in some cases, to statistical data on labour market representation. There are a small number of reports that connect these issues.

A wide range of policy proposals were included in the NRP reports, sometimes new or, more typically, building on commitments in the previous period (in some countries there is little at all beyond reporting achievements up to 2008). Several countries identify wage subsidies for disabled employees and job seekers. Another common policy priority relates to education or training (mainstream) or vocational training and rehabilitation for disabled people. Other policy commitments included those focused on skills matching of disabled people to available opportunities, policies focused on facilitating ‘severely disabled’ people into jobs, efforts to better bridge incapacity, wider disability benefits and entering paid work, supporting disabled people’s entrepreneurship and small business start-ups, counselling, information and bespoke job seeking services. Compared to the emphasis given by the EU Action Plan and UN Convention there is insufficient attention paid to the accessibility of work and workplaces. Whilst para-employment benefits and support (training, skills, counselling) are highlighted; barriers in getting to and accessing the workplace are less commonly mentioned.

One key concern in the field of labour disadvantage and disabled people is the risk of ‘cherry picking’ those closest to the labour market but it is encouraging to see at least some reference to supporting employment for those ‘furthest from the labour market’. Flexible approaches to support partial work capacity are likely to be more inclusive than those marking disabled people as employable or not employable.

There is much promise to be taken from these reports but also concerns. Notably, there is a lack of robust or comparable evidence on the situation of disabled people, and a lack of attention to accessibility. There is tendency to view ‘older workers’ within a lifecycle approach only as ‘older’ where many, especially those on incapacity benefits, may need to be acknowledged as disabled. A parallel reading of the National Strategic Reports on Social Inclusion and Social Protection suggests that initiatives on disability and employment could be connected more systematically. It is also important to avoid drifting into an extreme work-first approach which, over time, fails to validate and valorise the lives of those disabled people who cannot for good reason realise their ideas, passions and skills in the world of paid work.



## Task 7: Implementation of strategies for social protection and social inclusion

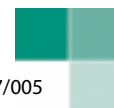
**Task Leader:** Professor Waldschmidt

**Rapporteurs:** Isilda Shima and Ricardo Rodrigues

Following the pattern outlined for Task 6, the second theme for review in 2008 was social protection and social inclusion. A key emphasis here was to consider, and contribute, to the Open Method of Co-ordination on Social Protection and Social Inclusion from a disability equality perspective and to provide the Commission with useful evidence in support of disability policy mainstreaming. A new theme section on 'Social inclusion' was created on the ANED website with background information and links to relevant sources of information. Using a structured template, 29 members of the ANED network were commissioned to write individual country reports on national strategies and plans (including the National Strategic Plans and National Action Plans for the EU Member States). These were published on the website. Isilda Shima and Ricardo Rodrigues (European Centre for Social Welfare Policy and Research) were appointed as task Rapporteurs to review existing European evidence and to produce a synthesis of the country reports. This was published on the ANED website and key points presented to the Annual Meeting in December 2008.

The report showed significant improvements in mainstreaming disability in the OMC process, by putting into action legislative and new policy measures. Nevertheless, attention has been more targeted at the specific needs than at mainstreaming disability in all strands of the social inclusion and social protection strategies of EU Member States. There have been a considerable number of new laws introduced which aim to combat discrimination and improve the social inclusion of disabled people, in terms of education, employment, financial support, care and accessibility. The objective of integration in the labour market, combining disability benefits with earnings from work or employment training, has been addressed in new reforms for most countries.

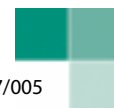
Despite this progress, income security for disabled people against absolute poverty is still a concern. Based on the limited research and evidence concerning social protection and poverty reduction for disabled people, absolute poverty is critical, especially among older people. Current policy measures have not been able to offer disabled people a safety net that would bring them out of the poverty trap and enable them to lead dignified lives. There are specific concerns also about the lasting impact of exclusion from mainstream education. Countries have taken several policy measures towards enhancing independent living opportunities for disabled people, such as through the promotion of de-institutionalisation and provision of direct payment schemes. There are still important barriers in accessing care, some of which result from discriminative legislation affecting particular groups of people: those with mental health conditions, severe or complex care needs and those with learning or intellectual disabilities. These groups are being left behind in the de-institutionalisation process.



There are interesting and promising developments in empowering people to choose and manage their own support, but most of these schemes are still in their infancy and more independent evaluation and research is needed to fully understand the implications of these new schemes, both for independent living by the beneficiaries and for state budgets. However, a common difficulty raised in all the reports is the outstanding problem concerning statistical information. There is a considerable lack of empirical evidence concerning the monitoring and evaluation of the needs of disabled people, their actual situation, policy measures, activities and practical functioning of such policies. Data collection and availability would help to concretely identify the impact in reality of policies on disabled people.

Key points from the report recommendations include:

- Mainstreaming disability in the Open Method of Co-ordination: there is a need to encourage or require EU MSs to routinely and effectively report on the situation of disabled people in relation to the development and evaluation of policies for social protection and social inclusion.
- Fight discrimination and stigma: more effort should be made to implement anti-discrimination laws, across the full range of policy areas (beyond employment), while specific campaigns should raise awareness in society about the risk of discrimination.
- Include people in the decision-making process and increase their choices: there is a need for co-ordinated government approaches that involve disabled people and their representatives not only as passive actors but also as active ones in the process of strategic decision-making about policy measures addressed at them.
- Capitalise on progress and good practice: There is a need to highlight and share, more systematically, examples of good practice and policy development between states. The OMC model offer mechanisms for this, which could be developed with a specific focus on disability, involving information sharing, models of good practice, case studies and routine reporting.
- Focus on poverty reduction: action is needed to highlight and target the poverty of disabled people within the context of social protection and social inclusion debates. A holistic approach is required that goes beyond targeted income benefits to include the income implications of education and employment policies.
- Focus on education and life-long learning: a focus on inclusive education and lifelong learning is a priority. Co-ordinated research and indicators of progress in this area would be useful
- Focus on support for independent living: a focus is required on support for independent living, where policy and implementation are rapidly changing and where knowledge of innovative examples and outcomes could hasten progress in other countries. Of particular interest here are schemes for providing user-controlled personal assistance through direct payments and personal budgets.



- Focus on priority groups at risk of exclusion: a clearer focus is needed on strategy and intervention to target those groups most at risk of social exclusion to avoid the tendency for inclusion of only those closest to the labour market or social inclusion in other fields. Of particular concern here are strategies targeting the poverty, educational risk, employment and independent living of people with mental health conditions, people with complex support needs, people with intellectual disabilities, and young disabled people.
- Improve collection and reporting of relevant data: states should make considerable improvements in gathering and reporting disability data, as also required by the new UN Convention.
- Conduct evaluations of policy implementation: little evaluation has been carried out in many of the key focus areas of concern (particularly support for independent living). The EU may wish to stress the need for a proper evaluation of measures and policies, and countries should conduct analyses of cost and social benefit, monitoring their outcomes for beneficiaries.
- Target priorities in commissioning disability research: there is a need for further research on: evaluation of community-based care and consequences of the de-institutionalisation process; assessment of the effects of introducing personal budgets and direct payment schemes, both for independent living and sustainability; inequality in accessing care and benefits; and usage of and demand for long-term care services. There is also a particular need for research adopting a life-course or longitudinal perspective to gain better knowledge about critical life transitions for disabled people.

In parallel with the employment review described earlier, the EU Member States provided updates to their national strategies and action plans in relation to social protection and social inclusion. Using a rapid review and response method, these new plans were also evaluated. A flash synthesis report was prepared and submitted to the Commission.

Link ANED website page on social inclusion:

<http://www.disability-europe.net/en/themes/Social%20inclusion>

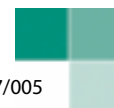
Link for ANED report The implementation of EU social inclusion and social protection strategies in European countries with reference to equality for disabled people:

<http://www.disability-europe.net/content/pdf/ANED%20Task%207%20report%20Social%20Inclusion%20final%200-05-09.pdf>

### **Disability mainstreaming in the 2008-2010 National Strategy Reports for Social Protection and Social Inclusion**

**Rapporteur:** Professor Mark Priestley

Examples from 23 Member States (available at the time of review) were included in this synthesis report.



There is some evidence of EU influence in the shift of strategy towards non-discrimination and accessibility principles and the adoption of social model principles by an increasing number of countries. However, there is less evidence that these core concepts are yet well integrated in practical implementation.

Disabled people have become more 'visible' in many of the national reports and strategies but there is less evidence of a multi-dimensional or intersectional approach that recognises the specific situation of disabled women and children, older disabled people or those from ethnic minorities.

There is surprisingly little reference in the NSRs to EU disability policies or to the new UN Convention, although these should be central to implementation in the period 2008-2010.

Disability has become increasingly prominent as a key administrative concept in managing work and welfare policies in the member states. Disabled people are now a key target group for work-related benefit reforms and employment activation policies. Within the employment-welfare connection there is a difficult balance to be struck between restricting benefit eligibility conditions (for activation incentives) and maintaining effective income support for disabled people.

Harmonisation it is more evident in tougher restrictions on disability benefits for people of working age than in stronger support for accessibility and assistance in the workplace. Investment in individualized labour market activation is not being matched by commitment to structural accessibility and enablers that will facilitate full participation and equality. Such enablers include accessible transport systems, adaptations to the workplace, flexible personal assistance schemes, and equality of access to educational opportunities.

There is scope for considerable improvement in the mainstreaming of 'accessibility' as a concept in the NSRs. Given the prominence of this concept in the EU DAP, this is an area that would merit attention.

There is positive evidence that many member states are developing coherent national disability strategies, and that disabled people are being involved in their development. There are lessons of good practice here, yet the NSRs often do not reflect the coherence of strategy that exists at national level.

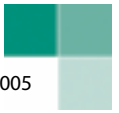
With some exceptions, there is considerable concern about the absence and inconsistency of robust disability data, indicators or targets. Comparison between countries and monitoring over time are both restricted by this deficiency.

There are five key issues that arise from this preliminary analysis with relevance for the future work plans of ANED.

- the need for a coherent methodology of mainstreaming disability in policies
- the need for development of comparative disability policy indicators

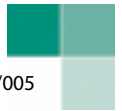


- the importance of educational inclusion in creating conditions for social inclusion
- the flexibility and mobility of support that is required for choice and control over independent living
- the need to integrate and monitor practical implementation of the UN Convention in national disability strategy and policy development



## **Task 8: Additional information requests from the Commission**

During the reporting period no requests for additional information were effected.



## Task 9: The First Annual Meeting

For the annual meeting for 2008, held on 15 December 2008 in Brussels, it was decided to target the participation to the ANED members and experts, the rapporteurs and peer reviewers, staff from the Commission's disability unit and a limited number of external experts. A total of 47 persons did participate.

The format of the meeting followed the large group facilitation concept. Seven mixed groups of participants were sitting at round tables, which allowed to have both plenary and group work done in the same room

Short presentations from (ANED) experts involved in the tasks from the work programme for the first year were followed by group discussion at roundtables and reporting back to plenary, coordinated by an external facilitator.

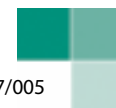
Apart from the openings and closing session the following issues were presented and discussed.

- Mainstreaming disability in policies for employment and social inclusion
- Measuring progress through data and indicators
- The advancement of disability issues in European law and policy
- Towards a new Disability Strategy and implementation of the UN Convention

The participants received the programme, the participant list and a discussion paper prior to the meeting. The programme and the proceeding of the meeting was well perceived by the participants.

The Powerpoint presentations, handouts and audio recording of the presentations were uploaded to the ANED website. See <http://www.disability-europe.net/en/Home/home-aned-annual-meeting-2008EN.jsp>

Since this was the first time the members of ANED met together; this was a valuable contribution to the building of the network. The network members and experts had a short internal meeting on the same day, prior to the general meeting, during which the first years work was evaluated and the draft work programme for the second year was presented.



## Summary recommendations arising the 2008 work programme

The following summary conclusions and recommendations highlight key findings and recommendations from the range of tasks carried out by ANED in 2008 (responding in particular to priority recommendations of relevance to the Commission's forward Disability Strategy). The key points from ANED thematic and country reports are supplemented here by deliberations amongst the core research team, and discussions at the Annual Meeting.

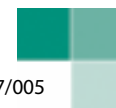
### Priority areas

The reports produced by ANED country experts and synthesis rapporteurs in 2008 highlighted a wide range of concerns and priorities (both at national and European level). A number of the ANED country reports (Tasks 6 and 7) identify the need for a clearer focus on the situation and needs of disabled children and their families. European disability law and policy has evolved with a distinctly adult-centred focus, and with a specific focus on employment. Although this is unsurprising, given the focus of the single market and the central freedoms of the European Community, it is important to redress the balance with targeted consideration to the youngest generation. Similarly, it is increasingly important to understand and adequately recognise the needs of older disabled people (growing as a consequence of demographic ageing). There should also be specific concern about the situation of people with complex needs, people with intellectual impairments, survivors of psychiatric services and those with 'new disability' labels (neurodiversity, ADHD, genetic discrimination, etc.).

Education, training and lifelong learning emerges as a highly significant enabler of social inclusion and employment and state responses to exclusion from this domain merits attention. Specific attention has also been drawn, in the country and synthesis reports (Task 7), to the development of good practices in support for independent living (including the provision of personal assistance services and direct payments). There is a need to share good practice in this area and to evaluate impact. In addition, it will be important to consider the potential for transferability of such supports within the economic market area (since the freedom of movement for disabled people and their families is contingent upon them).

Additional priorities suggested by members of the network include: the accessibility of health care and social services; disability mainstreaming in development co-operation and international aid; emergency preparedness; legal capacity; poverty and risk. Finally, the significant economic downturn raises very significant concerns for disabled people in relation to employment and social inclusion (both in terms of poverty and risk, and in terms of future investment in policies for inclusion). It would be useful to:

- ensure the recognition of support for independent living within the Social Services of General Interest process, including the recognition of choice and control as quality indicators (e.g. where disability is currently defined in terms of 'care' and 'dependency')
- review national implementation of support for independent living and share good practice, through country reporting and thematic review in the ANED 2009 work programme.



- review and evaluate the disability dimensions and implications of ‘Education and Training 2010’ and associated OMC (e.g. as an ANED thematic review in 2010) and consider education and lifelong learning as a potential focus within the Disability Strategy
- target attention within the Disability Strategy to those minority groups identified as being at particular risk of poverty and social exclusion (e.g. disabled children, older people, mental health service users, people with intellectual impairments, and those with complex needs).
- focus attention on the impact of economic recession on the social inclusion and poverty risk of disabled people and their families.

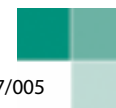
## Legislation

The first stage review of European law conducted in 2008 (as part of Task 3) identified more than 100 legislative instruments with direct reference to disability. However, only one of these was legally based on Treaty Article 13 EC. There would appear to be considerable unexploited scope to legislate in areas of competence arising from this legal basis (or to consider proposals for extension of EU competence in relevant policy areas on this basis). Transport policy was highlighted as an area where there has been more extensive legislative mainstreaming of disability and accessibility concerns (e.g. in technical standards and regulation). In particular, the concept of accessibility (central to the DAP) appears to be more clearly articulated in legislative and policy instruments in this area. It would be useful to:

- review with the High Level Group and Intergroup the most effective legal basis for legislating on disability issues (considering the lack of exploitation of Article 13 and the new Directive).
- review the potential for accessibility regulation in the domains of each Directorate, drawing on examples of good practice (e.g. from Transport policy and with reference to the UNCRPD).
- extend the ANED policy review to include non-legislative policy instruments in key areas during 2009.

## Data

The country reports in relation to the OMCs for Employment and SPSI (Tasks 6 and 7) revealed considerable concern about the lack of systematic or purposeful data usage on the situation of disabled people and disability equality. The first stage review of comparative data sources and methods (conducted in task 4 and 5) revealed both limitations and opportunities to develop future work. The review identified a wide range of untapped data sources with some potential for disability analysis. However, there are considerable difficulties and limitations in drawing comparative measurements (including sampling, validity and cultural response bias). Detailed analysis would require new research projects and detailed investigation beyond the scope of ANED’s resources. It is important to note that many of these sources also fall outside the remit of EUROSTAT and that no one actor will be equipped to deliver coherent outcomes.



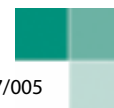
The present state of the art concerning EU-comparative data on the situation of disabled persons is far from that needed to monitor and benchmark cross-nationally over time. New instruments are required to measure progress from a social model perspective (i.e. measures of barriers and accessibility as well as participation measures). In addition to current work on statistical harmonisation, the EU Commission and EUROSTAT could usefully take initiative to inform, stimulate and advise research funders to mainstream and harmonise disability items in other major comparative studies (including national census data and major social surveys). There is also a need for national baseline disability studies. It would be useful to:

- promote the inclusion of the MEHM module (in exactly the same wording) in all EU-funded comparative surveys (e.g. by influencing FP8 research programmes and National funding councils).
- develop a public web resource with systematised information on EU-comparative disability data, analogous to the EU Gender Mainstreaming Database.
- fund an analysis of data from waves of the European Social Survey, with a focus on constructing comparable, time series data on differences in participation between disabled and non-disabled persons in the fields of education, work, income, information and communication, politics, and culture, and regarding discrimination (with controls for age, gender and educational level).
- promote national baseline disability studies (using common core frameworks) to enable longitudinal measurement and monitoring (e.g. in relation to education, poverty, accessibility).
- develop an indicator methodology and consult on preliminary proposals for indicators in the work programme of ANED during 2009
- require the reporting of systematic data and the setting of disability equality targets in key policy areas as part of the OMC processes

### **Co-ordination**

Reviews of policy documentation and implementation reveal significant disparities, both between individual countries and between broad domains of policy interest. Some states have made significant progress in developing, and demonstrating, coherent and systematic disability strategies. Some have introduced innovative policy co-ordination mechanisms (e.g. involving the publication of cross-cutting strategy documents, the establishment of new official bodies or cross-sector government offices, the involvement of disabled people's organisations in high level strategy bodies, etc.). There is strong case for learning from these examples and encouraging the development of cross-sector national disability action plans.

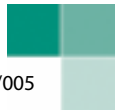
The EU has a significant role to play in promoting, harmonising and co-ordinating progress on disability policy development. EU ratification of the UN Convention will introduce new demands for an increasing role in monitoring and reporting implementation of the Convention at the European level. The EU can add European value in co-ordination both at the European level and in providing knowledge, techniques and investments for capacity building within and between states.



For example, the co-ordination of state representatives via the High Level Group provides an effective mechanism of two-way co-ordination and knowledge sharing. However, the significance of this group, and the demands made upon it, are likely to increase in response to EU ratification of the UN Convention. It may therefore be relevant to review the role and membership of the Group in the context of the new Disability Strategy. Similarly, the European Disability Forum provides an effective co-ordination mechanism for the voice of disabled people's organisations. However, there is very uneven capacity amongst civil society organisations to meet the demands of their anticipated role in Convention monitoring and policy development (specifically organisations of disabled people, including those representing marginalised impairment groups). It may therefore be relevant to consider opportunities for investment in capacity building and knowledge-sharing to meet these challenges.

ANED reviews of the OMCs in employment and social inclusion/social protection (SPSI) suggest that the formal adoption of Commission guidance on disability mainstreaming was an effective tool in promoting the attention paid to disability issues in National Reform Programmes and National Strategic Plans. This suggests that such guidance should be a continuing feature of OMC processes and that explicit expectations and guidance could assist further. Within the limited resources available to the Disability Unit there is also a need to review and develop the mechanisms of co-ordination and communication between Directorates in relation to disability issues (e.g. the extent to which effective mainstreaming and Convention implementation will require any systematic lines of communication and reporting). Some concerns have also been raised about the limited benefits or appropriateness of some small-scale, short-term pilot projects funded in Member States through the European Social Fund (e.g. the extent to which they conform to a social model approach or have lasting outcomes). It would be useful to:

- review the remit of the High Level Group with reference to EU ratification of the UNCRPD.
- invest in capacity-building for civil society organisations of disabled people to ensure their effective participation at both national and European levels.
- ensure that specific guidance on disability mainstreaming is incorporated in all major OMC processes (including specification of the kinds of reporting, indicators and targets that should be included in national reports).
- consider whether existing OMC mechanisms are sufficient to support exchange and development within the implementation of future disability strategy or whether designated co-ordination processes may also be required.
- promote or require the development of national cross-sector disability equality strategies or action plans, and their summary reporting (e.g. within OMC SPSI).
- review and share examples of the ways in which states are actively engaging disabled people and their organisations in high level national disability strategies and plans.
- review disability-targeted investments in the structural funds (European Social Fund) and guidance on how these should be channelled to maximise accessibility and lasting inclusion outcomes for disabled people.

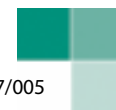


- develop mechanisms of communicating and sharing examples of good practice in policy co-ordination (including the definition of what constitutes good practice)

## Research capacity

The establishment of ANED demonstrates the potential to mobilise academic capability in European countries, and to focus those resources on disability issues within a social model framework. However, it also demonstrates that there is considerable unevenness in the research resources available in each country and that there are deficiencies in capacity. Both basic and applied research are needed. ANED introduces a new mechanism to structure the European Research Area in the field of disability but cannot, on its own, build the research capacity needed to adequately support the knowledge demands of the UN Convention and the Commission's forward strategy (e.g. the ANED resources allows no more than a few days each year for individual experts and there is little scope for funding mobility). There is, therefore, a need to build greater capacity and mobility amongst the European disability research community. It may therefore be useful to:

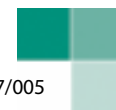
- promote capacity building for disability researchers, including young researchers (e.g. via the Marie Curie mobility and training programmes or an integrated project network in FP8)
- ensure both the mainstreaming and targeting of disability issues within the work programmes of FP8 with reference to meeting the knowledge challenges of monitoring and implementing the UNCRPD (in priority areas of the EU disability strategy).
- lobby for the creation of funding opportunities for academic research collaborations with organisations of disabled people (at European and national level) to address research priorities identified by civil society (e.g. in response to the EDF EuRADE agenda)
- encourage the development of national reporting points (or disability research centres) in each Member State as a future extension of the ANED network



## Annex 2: ANED Members and individual country experts

**Table 1: ANED Members in EU Member States**

<b>Country</b>	<b>Member Institution</b>	<b>Name of coordinating expert</b>
Bulgaria	Centre for Independent Living (CIL) Sofia	Kapka Panayotova
Denmark	Danish National Institute of Social Research	Sten Bengtsson
Finland	Finnish Association on Intellectual and Developmental Disabilities	Antti Teittinen
France	Institut Fédératif de Recherche sur le Handicap	Jean-Francois Ravaud
Germany	International Research Unit Disability Studies, Universität zu Köln	Anne Waldschmidt
Greece	Disability Now	Georgia Fyka
Ireland	National University of Ireland, Galway	Gerard Quinn
Malta	Kummissjoni Nazzjonali Persuni b'Dizabilità	Jo Camilleri
Portugal	Portuguese national institute for the Rehabilitation	Alexandra.C. Pimenta
Romania	Faculty of Psychology and Educational Sciences, University "Alexandru Ioan Cuza"	Ion Dafinoiu
Slovakia	The Institute for Labour and Family Research	Kvetoslava Repkova
Spain	Instituto Universitario de Integración en la Comunidad, INICO, University of Salamanca	Miguel Ángel Verdugo
Sweden	The Swedish Institute for Disability Research, University of Örebro	Berth Danermark
UK	Centre for Disability Studies University of Leeds , University of Leeds	Simon Prideaux

**Table 2: ANED Members in EFTA Countries**

Country	Member Institution	Name of coordinating expert
Iceland	Center for Disability Studies, University of Iceland	Rannveig Traustadottir
Norway	Disability Law and Policy Research Unit, Department of Social Work and Health Science, Norwegian University of Science and Technology (NTNU)	Jan Tøssebro

**Table 3: List of individual national experts**

Country	Name	
Austria	Volker Schönwiese	Universität Innsbruck, Institut für Erziehungswissenschaften
Belgium	Patrick Devlieger	University of Leuven, Faculty of Social Sciences
Cyprus	Helen Phtiaka	University of Cyprus, Department of Education
Czech Republic	Jan Siska	Univerzita Karlova v Praze, Pedagogická Fakulta
Estonia	Luule Sakkeus	National Institute for Health Development
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