
EQUAL Project



FAME Project, coordinated by the Walloon Agency for the Integration of disabled People (AWIPH), lies within the framework of the European Programme of Community Initiatives EQUAL managed by the European Social Funds - whose objective is to fight against all the forms of discrimination and inequalities on the labour market and of employment.

*Theme A - Capacity of professional insertion - Access to the labour market.
A.5 finality: To promote tools and innovating methods for sensitizing of the partners,
founded on a step of positive discrimination.*



EQUAL



Context of emergence of the project

Disabled workers are marginalized on the Belgian market of employment. Indeed, one raises:

- The weak activity ratio of 1.1 million disabled people (from 15 to 64 years) or suffering of a problem of chronic health. The total activity rate in 2002 was 42,5% at the disabled or suffering of a chronic problem of health, whereas it amounted to 64,3% in the population of the people in good health.
- Little of assistance as regards installations (a number of worked hours, granting of pauses and longer rest periods, adaptations of station...) and as regards accompaniment (tools of knowledge, management, support towards and in employment).
- The negative nature of the social representations related to the handicap (society, companies, social speakers, disabled people themselves).

Aims in view

Global objective: To improve the capacity of professional insertion on the labour market of the people presenting a deficiency in Walloon Area.

Specific objective: to contribute to the increase in the quality and the quantity of employment proposed to disabled people on the labour market in Walloon Area by improving the employability of this public.

Dimension of kind – transversal axis of FAME project.

- The contents of the modules of sensitizing will take account of the needs for the men and the women of all the professional sectors, while integrating the own needs for disabled people (men/women).
- The knowledge of disabled men/women will be proposed at the time of the meetings.
- The writings, the tools and the products will use a « bisexual » phrasing.
- The statistics of disabled men/women as regards insertion will be raised and proposed on the various levels capacity concerned.

Target public

Disabled People (whatever the nature of deficiency), and more specifically disabled workers

- Private and public companies
- Trade unions
- Companies of temporary work
- Public organizations
- Companies of the social economy sector
- Companies of the adapted sector

Undertaken activities

1. Sensitizing and formation of the labour market in the field of the handicap
2. Creation of and an integration management tool of competences adapted to disabled public and any underprivileged public
3. Use of the tools of accompaniment, knowledge... of the handicap in company
4. Knowledge of the possible adaptations of the working conditions.
5. Increased architectural accessibility of the companies to disabled people.

It is a question of informing and training so as to prevent discriminating situations possibly presenting themselves in the world of work, the finality being to facilitate integration and the maintenance to employment of disabled workers.

Awaited results

- *Representativeness of disabled workers in the Walloon companies, the services of the Government and the organizations of public interest.*
- *Development of the "know-how" of the world of work as regards framing, management... of the handicap.*
- *Real assumption of responsibility, appropriation of the tools, maintenance to the employment of the disabled people by the labour market.*
- *Increased visibility of the world of the handicap and knowledge and recognition by the labour market of the needs and skills related to the handicap within the professional framework.*
- *Positive social representations of the handicap concerning the employers, the social speakers, and disabled people themselves.*
- *Confidence and feeling of competence of disabled workers in their search for employment (positive reinforcements related to the search for an employment).*
- *Quality and increased quantity of the employment suggested to disabled people on the labour market.*

Duration of the project

The project extends over 36 months, from May 2005 to May 2008 for the Coordinator and from May 2005 to December 2007 for the partnership of national development.

Authorities

AUTHORITY	FUNCTION	PARTICIPANTS
<i>Steering committee</i>	- <i>Follow-up of the project</i>	<i>The whole of the partnership (manpower, associate, and sub-contracted)</i>
<i>Committee of accompaniment</i>	- <i>Regulation</i> - <i>Financial follow-up of the project</i>	<i>Representatives of the partnership</i>
<i>Coordinator</i>	- <i>Operational and organisational decisions of the implementation of the actions.</i> - <i>Coordination of the interventions.</i> - <i>Referent near the public, of the companies, the partners and the people receiving benefits of ground.</i> - <i>Coordination of the evaluation of the project.</i>	<i>AWIPH</i>

Associated and officially agreed partners

- **ASSOCIATED PARTNERS:** *The CESRW - Economic and Social Council of the Walloon Area, the GIRAV -Interservices Group of Searching Action on the Ageing of the mental disabled person, the Subregional Committee of Employment and the Formation, the Company of Interim ADECCO, the Cabinet of the Minister for the Formation of the Walloon Area, the Cabinet of the Minister for the Economy and Employment, the Cabinet of the Minister for Health, the Social action and the Equal opportunity*
- **AGREED PARTNERS:** *GIRAV - Interservices Group of Searching Action on the Ageing of the mental disabled person, HORIZON 2000, REFERENCE MEDIA, PREVENT - the Institute for the prevention, protection and the wellbeing to the work*

The partnership of development (PDD) effective national



AWIPH – Walloon Agency for the Integration of disabled People. Coordination of FAME project



TRACE Walloon Company of paying placement-temporary company



FOREM – Public operator of vocational training

IFAPME – Institute of Training in Alternation for Small and Medium-Sized Companies. Public organisation of the sector of socio-professional insertion.



CEPAG – Center of further Education André Genot

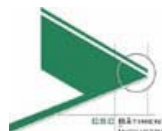
Organization of formation within the framework of citizenship education and trade-union trainings.



SAW-B – Solidarity of the Walloon and of Brussels Alternatives. Organization of support for the development of not – commercial economic activities.



EWETA - Walloon Agreement of the Companies of Adapted work. Organization of the sector of socio-professional insertion.



CSC Building-Industry. Social partner.



UWE – Walloon Union of the Companies Social partner.

Transnational partnership – SHARE

A transnational cooperation agreement (ACT) named **SHARE**, was concluded between five Member States from the European Union.

- **ITALY:** national project PAOLA – Prassi Avanzate per Occupazione ED it Lavoro Associato – carried by Consorzio METIS.
- **FRANCE:** national Project AMETHIS carried by the ARVISE – Association Réunionnaise pour la Valorisation des Initiatives Socio-Economiques.
- **BELGIUM:** national project FAME carried by the AWIPH – Agence Wallonne pour l'Intégration des Personnes Handicapées.
- **CZECH REPUBLIC:** national project TYFLOEMPLOYABILITY carried by CZECH INVESTMENT CONSULTING a.s.
- **LITHUANIA:** national project EMPLOYMENT OF DEAF AND HARDWARE OF HEARING PERSONS carried by INTERNATIONAL SALO BALTIC.
- **LATVIA:** national project POSITIVE EXCHANGES FOR DISABLED PEOPLE (with mobility impairment) carried by The Latvian Association of People with Mobility Impairment – PONTES.

This agreement, which will end in December 2007, aims at improving the professional practices in the field of the handicap. With this intention, the partnership concluded an exchange of information, a transfer and a sharing of experiments as regards employment of disabled people, as well as a common production of tools.

Moreover, two visits of study are also planned for the recipients of project AMETHIS. Those will be held within two countries partners.

SHARE : TOPICS

- Promotion of the image of disabled people: make sensitive the labour market.
- Reinforcement and remobilisation of skills of disabled person.
- Analysis of systems, networks, methods of accompaniment of disabled people.

Financing

Project FAME is financed by the FSE to a total value of 50% of the total amount and cofinanced by public financiers to a total value of 50%.