

AGENDA

TITLE:

Peer Learning event on employment of persons with disability

DATE AND VENUE: NOVEMBER 4-5, 2025, WEST GATE CONFERENCE CENTRE, WARSAW, POLAND

SHORT DESCRIPTION:

The event is organised by the European Training Foundation (ETF) in cooperation with the Ministry of Development Funds and Regional Policy of Poland, building upon the 2024 peer learning meeting held in Milan. That meeting was co-organised by the European Commission (TAIEX office) and ETF, in collaboration with the Lombardy Regional authorities and other stakeholders. The event in Poland will facilitate the exchange of knowledge, best practices, and policy approaches among stakeholders engaged in promoting employment opportunities for persons with disabilities.

Focus Areas:

- Accessibility of employment services and workplaces
- Engagement of employers and provision of reasonable accommodation
- Leveraging the potential of the social economy

DAY 0 3rd November 2025

Time	Agenda item
07:00 - 20:00	Arrival in Warsaw and transfer from the airport to the hotel
18:30 - 21:00	Buffet dinner in the hotel

DAY 1 4th November 2025

Time	Agenda item
08:40 - 09:00	Bus transfer from the hotel to the event venue
09:00 - 09:30	Arrival, registration and welcome coffee
09:30 - 10:30	<p>Session 1: Introduction and welcome</p> <p>Moderator: Iwona Ganko, Human Capital Development Expert – Team Leader, ETF</p> <p><u>Welcome remarks by:</u></p> <ul style="list-style-type: none"> Przemyslaw Herman, Deputy Director, European Social Fund Department, Ministry of Development Funds and Regional Policy, Poland Cristina Mereuta, Acting Head, Knowledge Hub for Skills and Jobs Unit, European Training Foundation <p><u>Keynote speakers:</u></p> <ul style="list-style-type: none"> Monika Chaba, DG Employment, European Commission (on-line) Jacek Zadrożny, Digital Accessibility Expert, Poland
10:30 - 13:10	<p>Session 2: Accessibility of employment services and workplaces</p> <p>Moderator: Piotr Stronkowski, Human Capital Development Expert, ETF</p> <p>Objectives:</p> <ul style="list-style-type: none"> Understand the concept of accessibility, particularly in the context of public employment services (PES). Learn how EU Member States have improved physical, digital, and communication accessibility. Enable participants to reflect on their own systems and identify areas for improvement. Facilitate exchange of tools, methods, and lessons learned among PES staff from ETF partner countries.
10:30 - 10:40	<u>Ice-breaker: “Accessibility Snapshots”</u>
10:40 - 11:50	<p><u>Expert Panel: “Accessibility in Action in PES”</u></p> <p>Moderated panel discussion with:</p> <ul style="list-style-type: none"> Przemyslaw Herman, Deputy Director, European Social Fund Department, Ministry of Development Funds and Regional Policy, Poland Sylvia Daniłowska, Vice-President of the Activation Foundation, Poland Rafał Skrzypczyk, Vice-President, Foundation for Active Rehabilitation "FAR" Lea Kovač, Senior Advisor, Employment Service, Slovenia <p>Discussion themes:</p> <ul style="list-style-type: none"> How accessibility can be supported by public authorities What does accessibility look like in a modern employment services? Common barriers and practical solutions. <p>Q&A with participants</p>

Time	Agenda item
	<p>11:50 - 12:10 <i>Coffee break</i></p> <p>12:10 - 12:40 <u>Peer Learning Marketplace: Exchange of Country Practices</u></p> <p>12:40 - 13:10 <u>Group Exercise: "Design Your Accessible PES"</u></p>
13:10 - 14:10	<i>Lunch to be provided in the event venue</i>
14:10 - 17:00	<p>Session 3: Engaging enterprises and supporting reasonable accommodation</p> <p>Moderator: Cristina Mereuta, Acting Head, Knowledge Hub for Skills and Jobs Unit, ETF</p> <p>Objectives:</p> <ul style="list-style-type: none"> ▪ Clarify what reasonable accommodation means, also in employment and PES contexts. ▪ Explore legal obligations and good practices in ETF partner countries and EU Member States. ▪ Understand how PES can assess needs, provide accommodations, and work with employers. ▪ Encourage peer learning and co-creation of solutions tailored to local contexts. <p>14:10 - 14:25 <u>Introduction</u></p> <ul style="list-style-type: none"> ▪ Objectives of the session ▪ Quick discussion in small groups: What does reasonable accommodation mean to you? <p>14:25 - 14:45 <u>An inspiring example</u> Presentation of the Partnership: INCLU(VI)SION: A new vision of the open labour market for persons with disabilities</p> <ul style="list-style-type: none"> ▪ Aleksandra Janicka, Business Collaboration Specialist, Activation Foundation, Poland <p>14:45 - 15:05 <u>How to engage enterprises and support reasonable accommodation?</u></p> <ul style="list-style-type: none"> ▪ Piotr Stronowski, Human Capital Development Expert, ETF <p>15:05 - 15:25 <i>Coffee break</i></p> <p>15:25 - 16:30 <u>Panel Discussion: Making It Work in Practice</u> Moderated panel discussion with:</p> <ul style="list-style-type: none"> ▪ Livia Laas, Deputy head of employers' services department, Estonian Unemployment Insurance Fund ▪ Monika Kowalska, Head of the Department for Services for Persons with Disabilities, Employment Office of the Capital City of Warsaw, Poland ▪ Katarzyna Kaczmarek, Country Equality, Diversity & Inclusion Leader, IKEA Retail, Poland ▪ Suat Dede, Deputy General Director of Labour, Ministry of Labour and Social Security, Türkiye <p>Discussion topic: "Overcoming obstacles in engaging enterprises and making accommodations sustainable"</p> <p>Q&A with participants</p> <p>16:30 - 17:00 Short discussion in groups by country: "What could we adapt in our country?" <u>Reflections & Takeaways</u> Wrap-up</p>
17:00 - 17:15	<i>Bus transfer from the event venue to the hotel</i>
18:45 - 19:00	<i>Bus transfer from the hotel to the restaurant</i>
19:00 - 22:30	<i>Official dinner</i>

Day 2 5th November 2025

Time	Agenda item												
08:40 - 12:40	<p>Study visits</p> <p>4 organisations offering support for the employment of individuals with disabilities:</p> <ul style="list-style-type: none"> Foundation Avalon – one of Poland’s largest NGOs supporting persons with disabilities and people with chronic illnesses since 2006 – providing direct assistance, rehabilitation and activation programmes. Stowarzyszenie Otwarte Drzwi (Association Open Doors) – a highly experienced organisation supporting persons with disabilities through numerous institutions and a wide range of services. Mazovian Centre for Social Policy and Foundation for Socio-Economic Initiatives – they present the ecosystem for the development of the social economy in Poland Foundation Malwa – supporting persons with intellectual disabilities through providing supportive housing for individuals requiring 24/7 assistance and implementing various community-based support programmes <p>Participants to be divided into 3 groups, each group to visit 3 organisations</p> <table border="1"> <thead> <tr> <th>Group 1 - WHITE</th> <th>Group 2 - RED</th> <th>Group 3 - BLUE</th> </tr> </thead> <tbody> <tr> <td>08:40- Bus transfer to Foundation Avalon</td> <td>08:40- 600 meters walk to Mazovian Centre for Social Policy + Foundation for Socio-Economic Initiatives</td> <td>08:40- Bus transfer to Association Open Doors</td> </tr> <tr> <td>10:10- Bus transfer to Association Open Doors</td> <td>10:15- Bus transfer to Foundation Avalon</td> <td>10:15- Bus transfer to Mazovian Centre for Social Policy + Foundation for Socio-Economic Initiatives</td> </tr> <tr> <td>12:00- Bus transfer to Foundation Malwa</td> <td>11:50- Bus transfer to Foundation Malwa</td> <td>12:00- Bus transfer to Foundation Malwa</td> </tr> </tbody> </table>	Group 1 - WHITE	Group 2 - RED	Group 3 - BLUE	08:40- Bus transfer to Foundation Avalon	08:40- 600 meters walk to Mazovian Centre for Social Policy + Foundation for Socio-Economic Initiatives	08:40- Bus transfer to Association Open Doors	10:10- Bus transfer to Association Open Doors	10:15- Bus transfer to Foundation Avalon	10:15- Bus transfer to Mazovian Centre for Social Policy + Foundation for Socio-Economic Initiatives	12:00- Bus transfer to Foundation Malwa	11:50- Bus transfer to Foundation Malwa	12:00- Bus transfer to Foundation Malwa
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12:45 - 14:00	<i>Lunch to be provided by Foundation Malwa in their premises</i>												
14:00 - 14:30	<i>Transfer to the event venue</i>												
14:30 - 17:00	<p>Session 4: Social Economy for Inclusive Labour Markets: Unlocking Opportunities for Persons with Disabilities</p> <p>Moderator: Eva Jansova, Human Capital Development Expert, ETF</p> <p>Objectives:</p> <ul style="list-style-type: none"> Understand the role of the social economy in promoting inclusive employment for persons with disabilities. Learn about the EU Social Economy Action Plan and Council Recommendation of 27 November 2023 on developing social economy framework conditions Explore good practices and policy examples from other countries that support social economy development for disability inclusion. Reflect on their own country’s context and exchange experiences with peers. <table border="1"> <tbody> <tr> <td>14:30 - 14:50</td> <td> <p><u>Setting the Scene and European Policy Framework</u></p> <p>Objective: Introduce key concepts and the EU framework.</p> <ul style="list-style-type: none"> The Social Economy and Inclusion: EU Social Economy Action Plan and Council Recommendations <ul style="list-style-type: none"> Patrizia Bussi, Director, European Network of Work Integration Social Enterprises, Belgium </td> </tr> <tr> <td>14:50 - 15:50</td> <td> <p><u>Country Examples and Good Practices</u></p> <p>Objective: Showcase how different countries have leveraged the social economy to support persons with disabilities. Presentation of case studies:</p> <ul style="list-style-type: none"> Italy – Social cooperatives for persons with disabilities. <ul style="list-style-type: none"> Giorgia Sordoni, Member of the Presidency Council of Confcooperative Federsolidarieta, Italy </td> </tr> </tbody> </table>	14:30 - 14:50	<p><u>Setting the Scene and European Policy Framework</u></p> <p>Objective: Introduce key concepts and the EU framework.</p> <ul style="list-style-type: none"> The Social Economy and Inclusion: EU Social Economy Action Plan and Council Recommendations <ul style="list-style-type: none"> Patrizia Bussi, Director, European Network of Work Integration Social Enterprises, Belgium 	14:50 - 15:50	<p><u>Country Examples and Good Practices</u></p> <p>Objective: Showcase how different countries have leveraged the social economy to support persons with disabilities. Presentation of case studies:</p> <ul style="list-style-type: none"> Italy – Social cooperatives for persons with disabilities. <ul style="list-style-type: none"> Giorgia Sordoni, Member of the Presidency Council of Confcooperative Federsolidarieta, Italy 								
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	<ul style="list-style-type: none"> ▪ Poland – Building sustainable support infrastructure for social enterprises. <ul style="list-style-type: none"> ○ Cezary Mizejewski, President, Polish Nationwide Revisional Union of Social Cooperatives (OZRSS) <p>Q&A with participants</p>
15:50 - 16:10	Coffee break
16:10 - 17:00	<u>Peer Exchange and Policy Implications</u> Objective: Facilitate reflection and peer learning to draw actionable insights.
17:20 – 17:40	Bus transfer from the event venue to the hotel
18:30 - 21:00	Buffet dinner in the hotel

DAY 3 6th November 2025 (for Central Asia participants only)

Time	Agenda item
8:40 - 12:40	<p>Study visits</p> <p>3 locations</p> <ul style="list-style-type: none"> ▪ PUP Warszawa - Employment Office of the Capital City of Warsaw ▪ PFRON State Fund for Rehabilitation of Persons with Disabilities ▪ Foundation Aktywizacja - Foundation Activation
08:40 - 09:00	Transfer from the hotel to organisation no.1
09:00 - 10:00	Study visit no.1: Employment Office of the Capital City of Warsaw
10:00 - 10:15	Transfer to organisation no.2
10:15 - 11:15	Study visit no.2: PFRON State Fund for Rehabilitation of Persons with Disabilities
11:15 - 11:30	Transfer to organisation no.3
11:30 - 12:45	Study visit no.3: Foundation Activation
12:45 - 13:10	Bus transfer to the restaurant
13:10 - 14:15	Lunch
14:15 - 14:40	Bus transfer to the hotel
19:45 - 20:00	Bus transfer from the hotel to the restaurant
20:00 - 21:30	Dinner