

**CONCLUSIONS OF THE INTERNATIONAL CONFERENCE held on 18
September 2009 in Terme Topolšica, Slovenia**

**Conference Title: *Examples of good practice and innovative measures to maintain
employment of disabled workers in the present economic crisis***

- integration of disability organisations at the international level is paramount for joint action in the area of disability policy (dissemination of information, joint appearance, demonstrations of examples of good practice);
- examples of good practice presented by the participating countries of Austria, Ireland, Hungary, Poland, the Slovak Republic and Spain clearly show that despite the times of the economic crisis and recession, there are still realistic possibilities for both the adaptation of the existing programmes geared towards maintaining employment of people with disabilities as well as for the development of new ones;
- furthermore, the examples of good practice presented are significant because they confirm that the UN Convention on the Rights of Persons with Disabilities is not a dead letter but rather a document with substance that can be implemented in practice;
- maintaining and creating conditions for people with disabilities to remain employed is one of the fundamental activities preventing discrimination of the disabled;
- the times of the economic crisis and recession can be exploited for creating and seizing completely new opportunities to mobilize people with disabilities who can set themselves new goals and more resolutely adopt an active role in maintaining or searching for employment, thus turning disability into a new opportunity;
- people with disabilities should be empowered (trained and educated) so that they may be safe from dismissals, and capable of actively maintaining employment and equal position on the labour market;
- the economic crisis and recession is affording disability organisations, other NGOs, institutions and the Government the opportunity to establish closer ties with employers, motivate them, equip them with the relevant knowledge and provide them with expert assistance so that they may act as partners who rather than dismiss disabled workers promote their non-discriminatory and equal inclusion in processes of resolving the situation arising from the economic crisis;

- The Federation of Disabled Workers of Slovenia and FIMITIC wished that the conference entitled *Examples of good practice and innovative measures to maintain employment of disabled workers in the present economic crisis* should initiate the process of lasting integration and the exchange of good practices among national stakeholders or at the international level on how people with disabilities can find or maintain their employment, thus allowing people with disabilities to make an innovative contribution to the resolution of the economic crisis;

- the precondition for affecting any change of conduct, thus also in relation to the employment of people with disabilities, is the recognition of their needs on the one hand and their abilities on the other; knowing not only what people with disabilities need in order to equally participate in work and life, but even more importantly, what they have to offer to themselves, their families and the broader social environment through their work.