

INCLUDED NEWSLETTER

Promoting Inclusive Employment in the GLAM Sector
through Open Innovation



About the project

The overall aim of the INCLUDED project is to create a mindset of equal access and non-discrimination for inclusive employment in the Galleries/Libraries/Archives/Museums (GLAM) sector for adults with disabilities. The long term goal is to form a more inclusive GLAM workforce through an open innovation paradigm. The project specifically addresses labour inclusive recruitment in the GLAM sector, as these cultural institutions are considered agents of social change, and thus should set the example of an inclusive society, but also guide societal changes and nurture social inclusion. People with disabilities are among those first excluded from the labour market and the INCLUDED project seeks to disrupt this trend, through reversing the paradigm in the GLAM sector first.



Kick off meeting

On the 9th of November, we had our Kick-off in Kapfenberg (Austria), hosted by VINCO. Partners were introduced to administrative parts by the coordinator, VINCO, and then SYNTHESIS presented the project's dissemination, communication and exploitation strategy (WP5) by describing main dissemination efforts, tools and actions, target groups, key indicators, tasks and roles.

SYNTHESIS also introduced basic cornerstones of WP2 which focusses on comprehensive analyses and sets the tone for the project.

Why the need for inclusive employment?

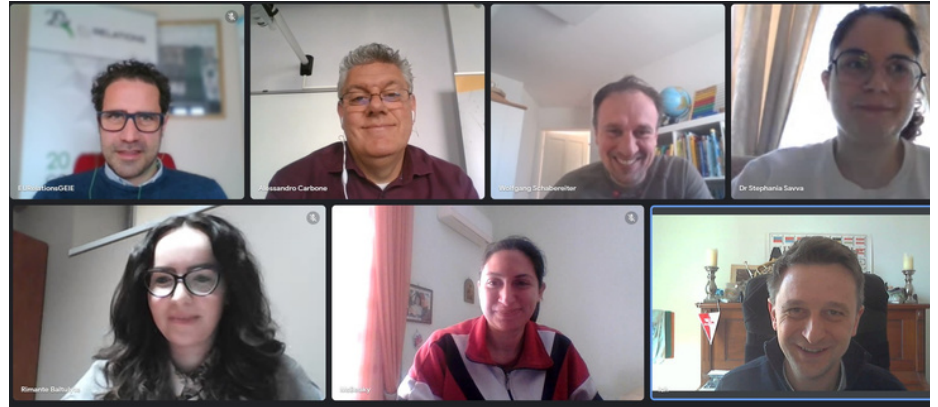
In March 2021, the European Commission presented a new Strategy for the Rights of Persons with Disabilities 2021-2030 aiming to tackle the diverse challenges that persons with disabilities face. The Strategy aims to progress on all areas of the [United Nations Convention on the Rights of Persons with Disabilities](#), both at EU and Member State level. Unfortunately, the right to employment, for persons with disabilities working in the open labour market, has not been achieved across the world.





WP2 progress

In the scope of the project, the first important milestone, is WP2: the specific objective of WP2 is to deliver an ecosystem framework for inclusive employment, based on open innovation, with a comprehensive cross-country wise report derived from a compilation of national reports per the partner countries, examining the existing status quo on Inclusive Employment in the GLAM sector.



Partners worked for months towards developing the national reports based on desk research, survey questionnaires and original interviews with HR staff in the GLAM sector and persons with disabilities, especially with ASDs.

The presentation and summary of the individual systems in Austria, Cyprus, Lithuania, Italy and Greece with reference to the present country reports is the starting point of the comprehensive report, in an attempt to elicit basic information into the legal framework, policies and practices related to inclusive employment for people with disabilities, especially Autism Spectrum Disorders (ASDs) in the labor marker at large and in particular in the Galleries, Libraries, Archives, Museums (GLAM) sector. The comprehensive report and the summary of the report in English and partner languages, are available on the project website:

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