



International Conference on Counseling and Support “Decent Work, Equity and Inclusion: Passwords for the Present and the Future”

Padua, 5-7 October 2017



Inclusion is addressed in several official documents, declarations and manifestoes across the world.

Over the last several decades some of these – notably the Universal Declaration of Human Rights (UN, December 10th, 1948) – have drawn attention to ‘universal’ questions pertaining to inclusion. Other documents have advocated for specific groups of persons with disabilities or vulnerabilities (e.g., people with sensory, motor or intellectual disabilities), children, youth, immigrants, and so on. These are just a few examples:

- [The UN Convention on the Rights of Persons with Disabilities \(13th December 2006\)](https://www.un.org/development/desa/disabilities/convention-on-the-rights-of-persons-with-disabilities.html)¹;
- [Salamanca Statement on Special Needs Education \(1994\)](http://www.unesco.org/education/pdf/SALAMA_E.PDF)²;
- [European Association of Service providers for Persons with Disabilities \(http://www.easpd.all2all.org/\)](http://www.easpd.all2all.org/);
- [Down Syndrome Ireland \(https://downsyndrome.ie/\)](https://downsyndrome.ie/);
- [European Social Charter](https://www.coe.int/en/web/turin-european-social-charter)³;
- [UK Disabled People’s Manifesto](http://www.allfie.org.uk/docs/Reclaiming%20Our%20Futures%20Manifesto.pdf)⁴;
- [Inclusion Scotland. Disabled People’s Organization \(http://inclusionScotland.org/\)](http://inclusionScotland.org/);
- [Inclusion London \(https://www.inclusionlondon.org.uk/\)](https://www.inclusionlondon.org.uk/);
- [Autism-Europe. Social Inclusion \(http://www.autismeurope.org/\)](http://www.autismeurope.org/);
- [Families for Dementia](http://www.knowledge.scot.nhs.uk/media/7462259/words%20into%20action%20-%20dementia%20manifesto%202009.pdf)⁵.

¹ <https://www.un.org/development/desa/disabilities/convention-on-the-rights-of-persons-with-disabilities.html>

² http://www.unesco.org/education/pdf/SALAMA_E.PDF

³ <https://www.coe.int/en/web/turin-european-social-charter>

⁴ <http://www.allfie.org.uk/docs/Reclaiming%20Our%20Futures%20Manifesto.pdf>

⁵ <http://www.knowledge.scot.nhs.uk/media/7462259/words%20into%20action%20-%20dementia%20manifesto%202009.pdf>



Other documents have focused their attention on issues of inclusion for situations where people are particularly vulnerable to exclusion and marginalization. For instance:

- *Alliance for Inclusive Education*⁶;
- *Autism Europe*⁷;
- *Radical Inclusion*⁸;
- *Business Association Inclusion Manifesto*⁹;
- *Entelis*¹⁰.

There are many more additional valuable documents, proclamations, declarations and manifestoes available to add to the list of the ones mentioned here.

We invite all contributors to the Manifesto for Inclusion to suggest relevant documents or manifestoes on Inclusion to be added to the list provided above.

Why another Manifesto for Inclusion?

The rich and multifaceted production of recommendations and declarations in favor of human rights is an extremely positive signal because inclusion is a complex and multifaceted construct. Inclusion demands multidimensional efforts to be put into practice in one's personal and professional contexts.

Signatories of the *Manifesto for Inclusion* commit to drawing the attention of scholars and professionals working in the areas of counseling, career guidance and counseling, economics, vocational education and training, and to anyone interested in cooperation and solidarity, to address the need for professional collaboration and knowledge-sharing to:

- **stimulate economic development that is truly sustainable and inclusive, centered on the dignity of all individuals and on the upholding of their rights to personhood in all spheres of life**
- **promote the banning of any discrimination and disparity.**

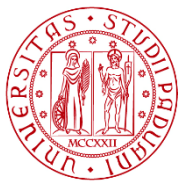
⁶ <http://www.allfie.org.uk/pages/work/manifesto.html>

⁷ <http://www.autismeurope.org/files/files/autism-europe-s-manifesto-waad-2016-2.pdf>

⁸ <http://www.edenalt.org/a-manifesto-for-radical-inclusion/>

⁹ <http://beingchief.com/inclusion-manifesto/>

¹⁰ http://www.entelis.net/sites/all/files/entelis_manifesto_it.pdf



The goal of the Manifesto is:

1. to reveal and challenge *inadequacies and inequalities* and act to promote a *new sense of responsibility, sensitivity and sharing* in favor of more inclusive conditions;
2. to make explicit and public any commitments in favor of inclusion that the signatories believe they can adopt in their specific work and life contexts;
3. to provide a *checklist* in order to highlight and keep track of what has been achieved with respect to the expressed commitments;
4. to publicize a *list of scholars and professionals* who are willing to provide their knowledge and expertise to foster inclusion in all life and work contexts.

By endorsing the Manifesto the signatories declare that they are committed to *act in defense of inclusion, to affirm that they will take care of the wellbeing of all people and the adequacy of their living contexts*. They commit to reducing the persisting tendency to separate and relegate people to 'special' management contexts rather than recognize the rights and values of every form of human diversity. They recognize that separation and special treatment often further hinders rather than favoring inclusion.

Additionally, the signatories of the Manifesto commit to calling out possible '*enemies of inclusion*', barriers and obstacles that may reduce opportunities for participation and inclusion in education, work and in expressing a person's right to citizenship. Accordingly, the signatories declare that they will sustain and promote:

- a) an inclusive vision of education, work and social life everywhere in the world;
- b) economic and social policies that foster greater inclusion in education, work and social contexts;
- c) accessibility to goods and services for everyone in a flexible and personalized way, so as to avoid recourse to 'special' actions for specific groups of citizens;
- d) the removal of obstacles and barriers that oppose the free circulation of ideas and individuals.

Steps for drafting a Manifesto for Inclusion

First step. The aim is to collect statements describing commitments and tasks that the proponents declare they will honor in order to foster inclusion (we are asking for specific actions rather than general principles and 'universal' values). Please complete the **online form** (***click link below***) by May 30th 2017.

[Manifesto for Inclusion form](#)



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All suggestions, comments and statements received by **May 30th 2017**, including authors' names and affiliations/institutions, will be published in a booklet with the title **“Ideas, thoughts, and passwords for Inclusion”**. The booklet will be distributed **free** to all participants in the International Conference.

Second step. A multidisciplinary panel of judges will analyze the texts received and select a set of approximately 15 statements as a first draft of the Manifesto. All contributors will be asked for their approval of and feedback on the final draft before the Conference.

Play your part in drafting the Manifesto for Inclusion!

