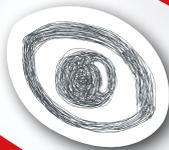


SHARED
VALUE
REPORT
2018





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www.fundaciononce.es

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Miguel Carballeda Piñeiro

ONCE Social Group President

Dear friend,

Welcome to this 2018 Shared Value Report from the ONCE Foundation, one of the executive areas of our ONCE Social Group which, as you know, is the result of the joint action of ONCE, the ONCE Foundation and Ilunion to contribute more and more to citizens and to maintain our maxim: to give back, many times over, the resources we use, in the form of social services and life opportunities for blind people and people with other disabilities.

At the end of this year, we are able to say that the ONCE Social Group is establishing itself as a sustainable and promising contribution to the social and economic development of people with disabilities. Our teamwork makes us stronger, under the more group and more social premise, and strengthens our position as the largest creator of employment and socio-economic action aimed at disability in Spain and in the world.

Our objective cannot be anything other than the complete inclusion of blind and disabled people under the principle of equal opportunities and, with this in mind, we add value to society through the creation of a responsible and sustainable model, leader in social economy, which demonstrates every day that economic and social profitability are desirable and compatible.

We do so from a model that is unique in the world, in which it is the blind or disabled people that receive the services who, accompanied by many good travelling companions, promote the continuity of the system that combines three areas of action. Responsible gaming management by ONCE, the economic engine for the social coverage of blind

people; training, accessibility and inclusion in the labour market of disabled people through the ONCE Foundation, with the best possible financial allocation of 3% of gaming income plus the contribution from the European Social Fund (ESF). In addition to this, the business environment of Ilunion, which achieves very positive economic and social results, offers valuable services to its clients, creates quality employment and showcases the talent of people with disabilities or other groups at risk of exclusion.

With this life philosophy, we have gone through 2018 with results that commit us more and more every day to citizens to affirm that, whenever they need us, we will be by their side. We will do so, along with many other services, creating quality employment for people who have it a little harder. In a country where the word “unemployment” has haunted and hurt us deeply and continues to do so, our greatest satisfaction is that we have even managed to partially alleviate its effects, bringing a total of 11,937 people out of inactivity in the last year, 11,571 of whom have disabilities. This is in addition to the 1,033 permanent contracts we have entered into with ONCE gaming vendors, all with disabilities.

For example, taking a little look back at this 21st century, that we’ve already taken a good bite out of, it turns out that we have already created 111,327 jobs in 18 years for those who have it harder, something absolutely unthinkable not long ago and, certainly, a figure behind it, excuse the repetition, of 111,327 real life and inclusion stories.

In spite of the crises endured, the 21st century has been a century that began with a great effort

in the creation of employment for people with disabilities, a trend of which we feel proud and which we will try to maintain, knowing what the best possible way to achieve inclusion is: a decent pay. And we lead by example since, at the end of 2018, the ONCE Social Group had 71,393 workers, of whom 58% were disabled.

Let me highlight the contribution effort to society which is definitely what we value most from our social essence. This is demonstrated by the report by the consulting firm PwC on our ability to return wealth to citizens, which shows that the ONCE Social Group is responsible for 0.27 % of Spain's Gross Domestic Product (GDP), which rises to 0.52 % in the case of our contribution to total employment.

We achieved this in 2018, with a rate of job creation at which we have promoted one out of every 195 jobs created in Spain and, even better, one out of every 191 jobs being held by women. Because, for us, employment is not a means to a financial end: employment is the end in itself, the goal, the achievement, when a person with a disability has access to a job.

None of this would be possible without the close support of the Spanish population, both in their participation through ONCE's lottery products, and the commitment of companies and citizens in the acquisition of goods and services offered by Ilunion. A tandem of wealth creation that builds up and grows. In 2018, the Organisation's gaming revenues improved by 8.5% and the sales of our Ilunion social enterprises by 9.2 %, a very favourable and hopeful result in both cases.

But I reiterate what has already been said above: these are very important data that only pursue the goal of continuing to fully invest all of our income in social action. This is our maxim and our commitment, which can be clearly appreciated with data such as the fact that the ONCE Social Group allocated a total of 266 million euros to social investment in 2018.

Within the ONCE Social Group, the ONCE Foundation, whose Shared Value Report can be found on the following pages, reflects our example of solidarity between blind people and people with other disabilities, promoting their social inclusion through two main axes: training and employment, and universal accessibility of products, services and environments. The work of the ONCE Foundation in 2018 has been commendable and demonstrates once again the tireless efforts to improve the quality of life of all people with disabilities in our country and their families, advocating for true equality and effective exercising of rights, and extending the message day by day that a sustainable future needs to be inclusive.

The founders of this great dream called ONCE, now under the vast umbrella of ONCE Social Group, could not have imagined it. But we have done so and will continue to do so over the next few years, for example by bringing together more than 1,500 blind people from around the world in Madrid in June 2020 at the World Blindness Summit Madrid 2020, the largest conference to discuss the concerns and future of these people in the coming decades. We do it in Spain, from Spain and for the world. We continue to contribute because you make it possible and because, like you, we are genuine.



Alberto Durán López

ONCE Foundation First Executive Vice President

2018 was a very rewarding year for the ONCE Foundation. Our work has gone above and beyond, leaving us with record in job creation, a renewed confidence from the European Social Fund, projects with a major social impact and huge advances in the cause of people with disabilities. All this was happening while our Founder, ONCE, turned 80, and three decades since the Foundation started contributing to the equality and social and labour inclusion of people with disabilities, around 4 million people in Spain. This work has been carried out under the inspiration of the UN Convention on the Rights of Persons with Disabilities, which Spain ratified 10 years ago.

We have been through some difficult years due to the economic crisis, where the achievements and progress made by and for people with disabilities have been put at risk. Nonetheless, the ONCE Foundation has always continued to generate employment, closing 2018 with the creation of 9,632 jobs for people with disabilities, around 43 % for women and more than 16 % for young people, along with 609 supported job placements.

During 2018, not only have job creation numbers been outstanding for the ONCE Foundation, but also the development of specific actions aimed at people with disabilities with more challenges, such as young people with disabilities and women who are victims of gender violence, thus bringing a qualitative singularity to our enormous quantitative work. Examples include 859 scholarships awarded to promote the talent of youngsters with disabilities, promoting training for young people with intellectual disabilities

through more than twenty universities, and career guidance for 498 women with disabilities who are victims of gender violence, 116 finding employment. The Foundation's work is carried out hand in hand with Inserta Empleo which, together with Inserta Innovación and Servimedia, make up the Executive Area of the ONCE Foundation.

Our excellent management and specialisation have enabled us to count on the renewed trust of the European Social Fund and the Government of Spain to manage the Operational Programmes for Social Inclusion and Social Economy and Youth Employment for the period 2014-2020, as the largest and most important private administrator of the ESF in Spain in that period. We were also able to pass on the ESF multiplying effect to the rest of the disability associations and their families through our calls for projects. Overall, the ONCE Foundation has approved 1,958 projects for the disability sector, around 10 % more than in 2017, involving 874 different entities and worth €74.7 million.

Our work in the field of Universal Accessibility is an essential condition for the full social and labour inclusion of people with disabilities. Our promotion of innovation, research, training, awareness-raising and inclusive culture has also been notable, with the implementation of 994 actions that create accessibility and an investment of €11.5 million.

The ONCE Foundation also took the lead in 2018 in the promotion of major landmark events, such as the celebration of the VII Contemporary Art Biennial with more than 104,000 visitors, and the IV International Congress on Universities and

Disability, with the involvement of participants from more than 20 countries.

This progress is just one example of the extensive and diverse work of the ONCE Foundation, which each year opens up new spaces and pathways for the inclusion of people with disabilities, basing its work on established ethics and high standards of transparency, good governance and management, promoting equality between women and men, and contributing to the 2030 Agenda and the Sustainable Development Goals, where people with disabilities are expressly recognised, and in short, to an inclusive economy where nobody is left behind.

But in order to make all of this happen, we are fortunate to have multiple travel companions, companies, governments, universities and other entities. One example are the 175 collaboration agreements signed in 2018 and the membership of the ONCE Foundation as a leading player in the disability sector, the social economy and the foundational sector of relevant national, European and international entities and platforms. 2018 left us with the satisfaction, among many other alliances, of having signed agreements and conventions with the Inter-American Development Bank, the Spanish Royal Board of Trustees on Disability and 12 Inserta agreements, which will entail the creation of more than a thousand jobs for people with disabilities over the coming years.

Always hand in hand with CERMI, we have worked towards the effective exercising of rights, celebrating major regulatory developments in Spain such as ensuring that all people with disabilities exercise their right to vote, regulating

access to editorial works for people with visual impairments, the application of the Spanish Public Sector Procurement Act, which has become a tool for labour inclusion and accessibility, and at the European level, advances in the regulation of audio-visual and electronic communication services.

It is a time of particular visibility and recognition for people with disabilities in different social contexts. We are pleased with their participation in sports, an area in which we also dedicate some of our efforts, as well as in the media, in films and in all those social spaces that give voice to their talent. We hope that all of this will be just one more step to an unstoppable social project, that makes disability merely a circumstance and part of human diversity, and not a reason for exclusion. I wish to express my gratitude to all the people who are contributing to this goal from the institutions, companies, universities, associations, and the arts and different disciplines.

I cannot, however, fail to point out that there are major challenges ahead, such as the changes in the funding model for the social and disability sector, the need for a working framework in order to boost our rate of activity, the future of work and the promotion of skills and accessibility in digital environments, the promotion of participation and leadership of young men and women with disabilities, and strengthening a focus on rights in order to achieve true equality.

The task entrusted to the ONCE Foundation by our founder is still ongoing and demands that we persevere in our efforts with care, unity and utmost enthusiasm for the years to come.

1 Commitment to disability

The mission of ONCE Foundation is to promote full social inclusion of people with disabilities by contributing to the principle of equal opportunities and non-discrimination.

In order to achieve this goal, it works on two fundamental issues: the Employment and Training of People with Disabilities and Universal Accessibility.



Main objectives of the ONCE Foundation



Full labour integration of persons with disabilities.



Universal accessibility and design for all.



Professional Qualifications, work competences and **personal and professional skills** for the employability of people with disabilities.

The ONCE Foundation addresses these areas of work on multiple fronts and through very different measures. Its activities thus cover projects focused on specific people, such as the funding of support mechanisms and accompanying people seeking employment, or major technology innovation projects with an international profile, legislative impact in Spain and Europe, and the development of the main calls for projects in the disability sector in Spain, among others.

There is no sphere related to the labour integration of people with disabilities and universal accessibility where the ONCE Foundation is not working to make a differential contribution.

These efforts have made the ONCE Foundation a hub and engine for the associative movement of people with disabilities and the main promoter of recruitment of people with disabilities in Spain. This is a role it undertakes within the framework of the **ONCE Social Group**.

The ONCE Foundation, the Inserta Empleo Association, the Inserta Innovación Association, (hereinafter referred to as their associations) and Servimedia make up the Executive Area of ONCE Foundation. Together with the ILUNION business group and ONCE itself, they constitute the ONCE Social Group.

Ethics & Integrity

The ONCE Foundation understands that carrying out its mission requires the utmost care in the way all the people who are part of the organisation are brought together and act on its behalf. So it is not only a matter of achieving the greatest social impact, but acting from the very best values and principles. It therefore has a number of ethics tools for defining specific behavioural patterns.



Ethics tools of the ONCE Foundation

- ❶ Code of Ethics for Directors, Executives, Middle Management and Other Managers of the ONCE Social Group.
- ❷ Code of Ethics and Guide for the Conduct of Workers of the ONCE Foundation and Dependent Associations.
- ❸ Ethical Behaviour Manual for the ONCE Management Team and its Foundation.
- ❹ Code of Ethics and Good Conduct for Programme Management of the European Social Fund of the ONCE Foundation and of the Inserta Empleo Association.
- ❺ Code of Conduct for Non-Profit Entities for the Execution of Temporary Financial Investments.
- ❻ Code of Ethics for Trustees.

1. Commitment to disability

The bodies responsible for compliance with these codes and behavioural manuals were, in 2018, the **Ethics, CSR, Human Resources and Institutional Culture Committee at ONCE and its Foundation, the Ethics Sub-Committee** and the **Internal Audit Department**. The main tool for monitoring this is the **ethics mailbox**.

The **Ethics Sub-Committee** has been responsible for analysing the complaints and suggestions received by this channel, and for arranging the measures to be taken in the event that the veracity of the complaints received is confirmed. This tool is shared by all entities comprising the ONCE Social Group.

2018 Ethics mailbox

Complaints received ⁽¹⁾

1

Inquiries received ⁽¹⁾

3

Breaches detected after analysis of complaints and inquiries ⁽¹⁾

0

No. of Executives, middle management and other managers that have signed the Codes of Ethics at year-end ⁽²⁾

45*

⁽¹⁾ ONCE Social Group (ONCE, ONCE Foundation and ILUNION Group)

⁽²⁾ ONCE Foundation, its associations and Servimedia.

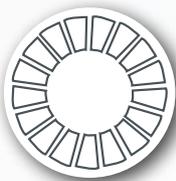
* This represents 100 % of the executives, middle management and other supervisors subject to signature.

Alignment with the 2030 Agenda

The ONCE Foundation is actively committed to sustainable development when achieving its social mission, as shown by the clear alignment of the organisation's activity with several of the issues covered by the 2030 Agenda and its Sustainable Development Goals (SDGs).

Disability is in the 2030 Agenda. This issue is dealt with in the introduction, including people with disabilities as part of vulnerable groups and adopting a rights-based approach, as well as with explicit references to disability in various SDGs.

The Foundation considers the 2030 Agenda and SDGs to be a great opportunity for advancing the rights of persons with disabilities in a holistic approach and for promoting an **inclusive economy**. Therefore, an active contribution to the SDGs is added to the plans and strategies in order to participate in the synergies needed in order to achieve compliance by 2030.



SDGs with references to disability



Quality education



Decent work and economic growth



Reduced inequalities



Sustainable cities and communities

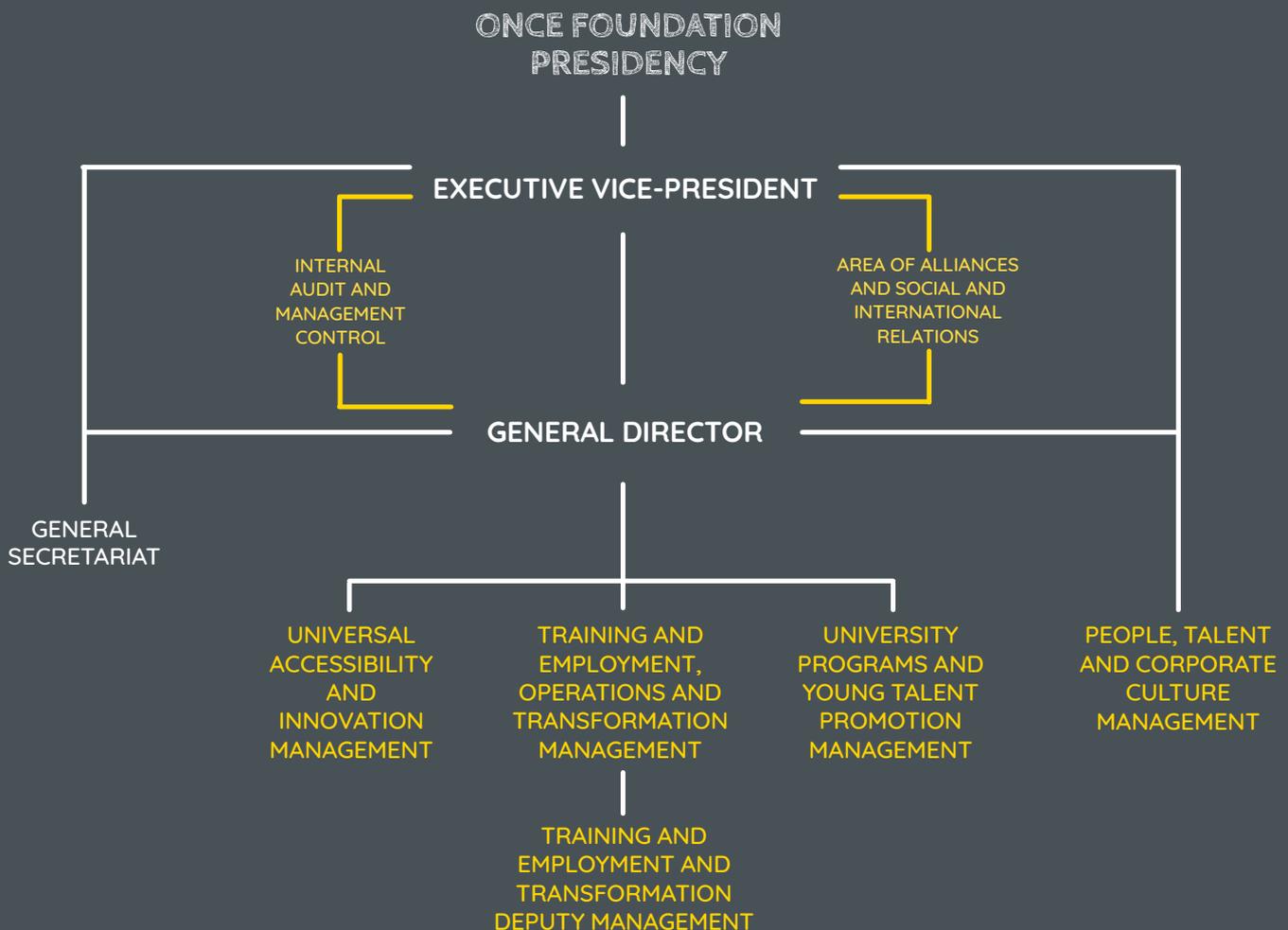


Partnerships for the goals

2 Governance

The Board of Trustees of the Foundation is the highest governance body, the Standing Committee is the delegated body of the Board of Trustees and the Steering Committee is the collegiate body of executives, management, administration and council, which acts with hierarchical subordination to the First Executive Vice President and the Director General.

Organic-functional structure of the ONCE Foundation*



* The illustrated structure corresponds to that approved in January 2019, in order to reflect the updated information.

The Economic-Financial Management, the Legal Consultancy Management and the Purchasing Management are departments and functional areas shared with ILUNION Group. There is also the Institutional Relations and Social Responsibility Management of the ONCE Social Group and, since 2018, the Foundation has a CSR Unit.

Other relevant bodies of the governance structure of the Foundation are the **Remuneration Committee**, the **Auditing Committee**, the **Crime Prevention Body**, and the **Financial Investment and Financing Committee**.

The **Internal Regulations**, **Articles of Association** and **Code of Good Governance** of the Foundation cover the set of rules of governance, financing and functioning of the entity.

The ONCE Foundation also prepares and publishes the **Annual Corporate Governance Report** on its website.

The Board of Trustees

The Board of Trustees of the ONCE Foundation includes, in addition to ONCE, the main organisations of the disability movement in Spain, the General State Administration and the business world. In 2018, the Board of Trustees comprised a total of **43 people**, of whom **40 % were women**.

The term of office of all positions in the Board of Trustees is four years, in accordance with Article 24.4 of the Articles of Association, except for trustees freely appointed at the proposal of the Presidency, whose term of office is one year from the date of their appointment (Article 21.1.i of the Articles of Association).

In 2018, the Foundation carried out an **appraisal exercise** of the Board of Trustees, the Standing Committee, the Presidency, the Vice-Presidency and the General Secretariat. The exercise concluded that the Board of Trustees and the Standing Committee function satisfactorily, identifying some areas for improvement. To address these, a work plan has been launched to be developed throughout 2019.

It should be noted that, as a result of its good practices, in 2018 the ONCE Social Group, to which the ONCE Foundation belongs, once again led the **Merco Corporate Governance and Responsibility Business Monitor**.

Similarly, the entity has become one of the most transparent foundations in the country, according to the reports **“Building Trust 2017”** and **“Building Trust 2009-2018”** from the Spanish Commitment and Transparency Foundation (Fundación Compromiso y Transparencia).

2. Governance

Entities represented on the Board of Trustees of the ONCE Foundation



State Confederation of the Deaf



Spanish Confederation of Individuals with Physical and Organic Disabilities



Spanish Confederation for Full Inclusion



Spanish Confederation of Families of Deaf People



Spanish Confederation for Mental Health



Spanish Committee of Representatives of Persons with Disabilities



Spanish Confederation of Organisations for the Care of Individuals with Cerebral Paralysis and Related disabilities



Pelayo Seguros



Spanish Ministry of Health, Consumer Affairs and Social Welfare



National Organisation of the Blind in Spain

Risk management

The **Integrated Risk Management System (SIGR)** of the ONCE Foundation is based on a **Risk Management Policy**, the **Risk Management Model** and the **Maps for Inherent, Residual Risk and Effective Internal Control**. Although this system involves all the staff of the ONCE Foundation, the role of the **Risk Committee**, made up of representatives from the different areas of the Foundation, is outstanding.

The current ONCE Foundation Risk Model envisages **86 risks, of which 14 are considered critical**. They are therefore continuously monitored by the organisation.

In 2018, the ONCE Foundation also published its **Criminal Compliance Policy**, applicable to the entire workforce of the organisation and extensible to the **associates of the entity**. The **Crime Prevention Body** makes this policy effective by implementing the different measures provided for in the **Management System of Preventive Criminal Compliance** that supports it.

By using the **ethics mailbox** of the ONCE Social Group, the employees of the Foundation may notify the Crime Prevention Body of any action that may involve a criminal risk.

No breach of the Criminal Compliance Policy, nor any instances of corruption, occurred during 2018.

In relation to **the fight against money laundering**, the ONCE Foundation has an **internal procedure for donations and other forms of patronage** in order to establish the necessary protocols for the receipt and management of donations, guarantee the traceability of the donated amounts and comply with the Spanish Money Laundering Act.

3 Funding and resource management

The ONCE Foundation manages its resources efficiently and transparently, seeking the greatest impact when achieving its institutional aims: labour inclusion of people with disabilities and universal accessibility.



2018

had a total budget of **104.9** million euros, assigning **99.6 %** of these funds to the fulfilment of its institutional aims.

Financial and economic management

ONCE is the main source of funding of the ONCE Foundation. This organisation allocates **3 % of sales in responsible gaming products** to the Foundation, which in 2018 represented 62 % of the organisation's budget.

Meanwhile, in 2018, the ONCE Foundation received 32.6 M EUR from the **European Social Fund (ESF), the entity's second source of funding.**

In 2018, **99.6 %** of the budget was allocated to the core lines of work of the ONCE Foundation: employment and accessibility.



The Employment and Training Plan received **77.2** million euros and the Accessibility Plan was allocated **27.3** million euros.

Total income

	2017	2018
ONCE	59.8 M EUR	64.8 M EUR
EUROPEAN SOCIAL FUND	20.3 M EUR	32.6 M EUR
PRIVATE DONATIONS	1.3 M EUR	1.5 M EUR
OTHER INCOME	5.5 M EUR	6 M EUR
TOTAL INCOME	86.9 M EUR	104.9 M EUR
Variation in relation to the previous year	+13.9 %	+20.7 %

Total expenses

	2017	2018
EMPLOYMENT AND TRAINING	61.2 M EUR	77.2 M EUR
UNIVERSAL ACCESSIBILITY	25.3 M EUR	27.3 M EUR
ADMINISTRATIVE EXPENSES	0.4 M EUR	0.4 M EUR
TOTAL EXPENSES	86.9 M EUR	104.9 M EUR

The implementation of the Foundation's budget has positive effects way beyond the direct benefit it generates for people with disabilities. Its activity generates economic value that is also invested back into society through policies responsible for hiring people, procurement and tax obligations. However, the transfer of the most relevant economic value takes place within the framework of the funding by the ONCE Foundation of the disability sector in Spain.

3. Funding and resource management

Excellence in management

The ONCE Foundation has the necessary internal tools to act in the most effective way and thus maximise value creation for people with disabilities. To this end, it monitors and evaluates its activities through its **Annual Audit Plan**, applies the most recognised management standards and provides comprehensive and truthful information about its performance. All the above is under the supervision of the **Auditing Committee**.



Performance reports published annually by the ONCE Foundation

Annual Financial Statements and Management Report

Annual Corporate Governance Report

Shared Value Report

Non-Financial Reporting Statement – as of 2019

Report on social actions over the year

The relationship that the ONCE Foundation has with its **suppliers** is governed by the Purchasing Management and Standard Approval and Supplier Evaluation procedures. The ONCE Foundation and ILUNION Group share internal purchasing management tools, including the Shared Services Centre and its Purchasing Platform. The procedures include social and environmental issues. Inserta Empleo and Inserta Innovación have their own procurement procedures, and Servimedia applies ILUNION Group's Procurement Management Procedure and its Supplier Approval and Selection Policy.

The Foundation wishes to take excellence in management further and has approved the **2018-2020 Excellence Plan**, which will continue to systematise measurement of stakeholder perception, consolidate process-based management and disseminate the culture of excellence in order to improve results, among others.



ONCE Foundation 2018 Certifications

UNE-EN-ISO 9001:2015 Quality¹

UNE-EN-ISO 14001:2015 for Environmental Management²

OHSAS 18001:2007 Health and Safety at Work³

Madrid Excelente

EFQM +400

ICONG

EFR

Bequal premium seal

¹The management systems of the Inserta Empleo and Inserta Innovación associations, as well as Servimedia, are also certified according to this standard.

²The Servimedia Management System is also certified according to this standard.

³The Servimedia Management System is also certified according to this standard.

4 Labour practices

Human team profile



By the end of 2018 the **ONCE Foundation** staff¹ comprised **450 people**, all located in Spain. **77 % of the workforce were people with disabilities.**



68 % of staff were women, and **56 %** were 45 or older.



74 % of the workforce had permanent contracts by the end of 2018.

450 employees at the close of 2018

90 ONCE Foundation

319 Inserta Empleo Association

15 Inserta Innovacion Association

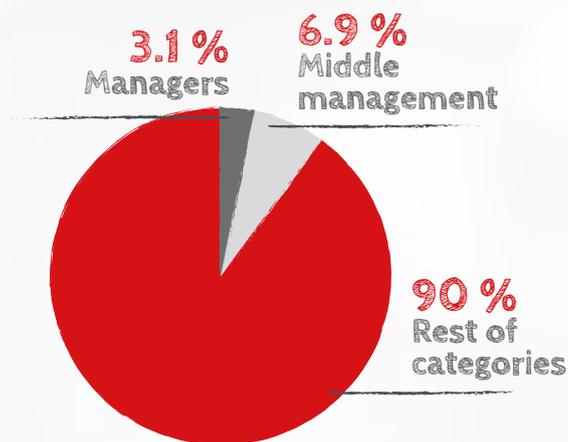
26 Servimedia

¹The ONCE Foundation Executive Area: ONCE Foundation, Inserta Empleo Association, Inserta Innovación Association and Servimedia.

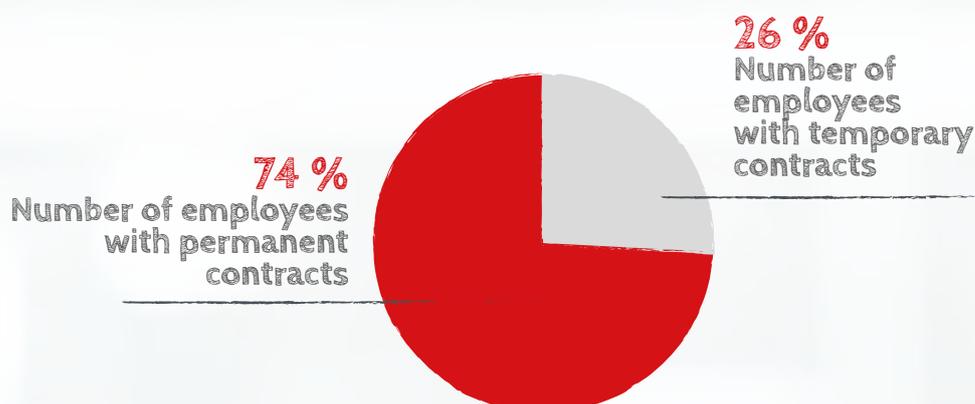
Workforce by gender and disability 2018

	Men	Women	Total
No. of employees	145	305	450
No. of employees (Persons with Disabilities)	114	232	346
No. of employees (People without Disabilities)	31	73	104

Workforce by professional classification 2018



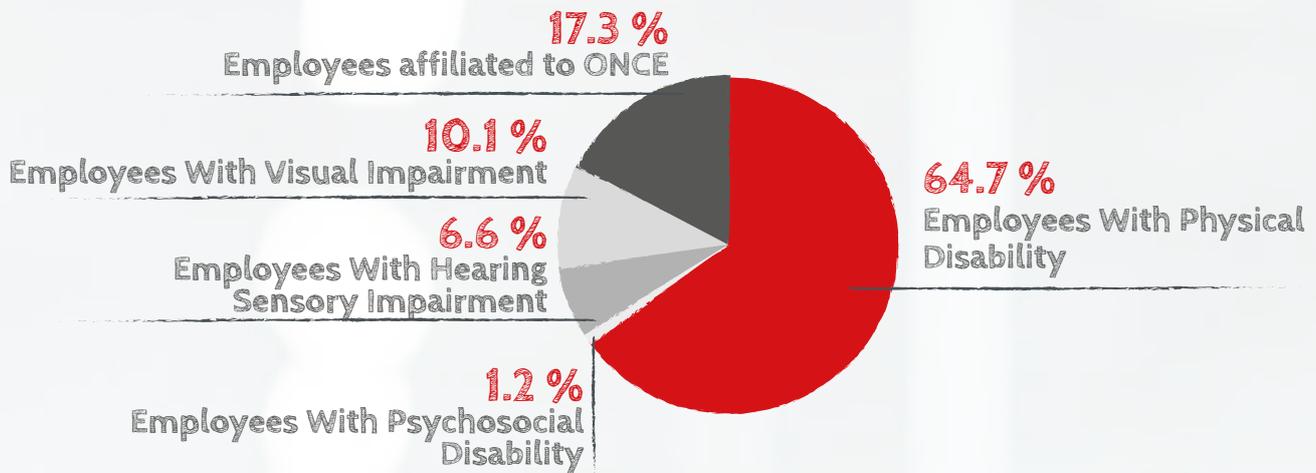
Workforce by contract type 2018



Scope: ONCE Foundation, associations and Servimedia

4. Labour practices

Workforce with disability, by type of disability 2018



Scope: ONCE Foundation, associations and Servimedia



The workforce of the ONCE Foundation, its associations and Servimedia, forms part of the **71,393** people who worked in 2018 in the **ONCE Social Group: around 58 % of them with disabilities.**

Training and professional development

The aim of the **General Training Plan** at the Foundation is to enable the workforce to receive ongoing qualifications through the development of training projects with high quality standards.

In addition, the entity also has a **Scholarship and Internship Procedure** and a **Development Plan Procedure**.

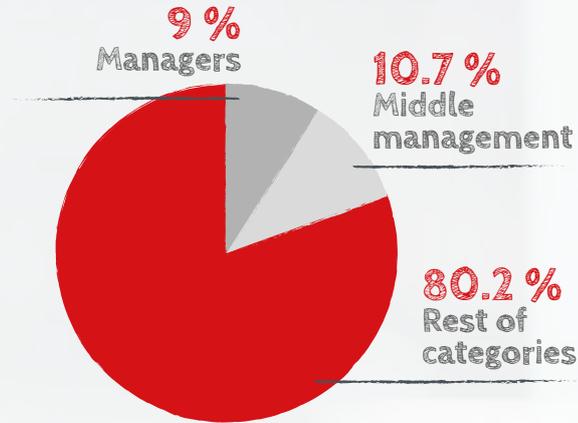
In 2018 more than **4,632 hours of training** were taught to a total of 389 employees².

A total of 715 training actions were carried out in terms of languages, technical management aspects and skills, and training linked to equality and diversity.

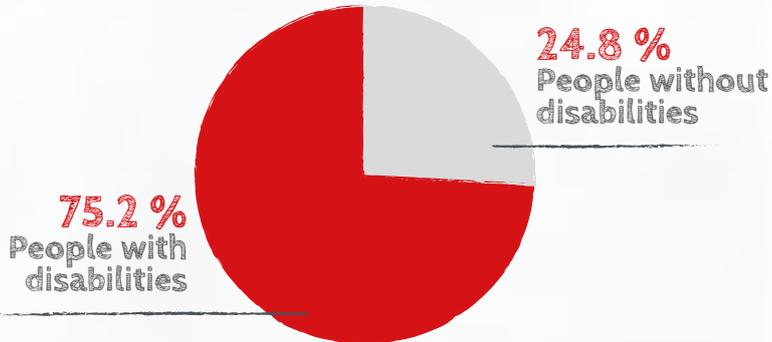
Knowledge of the **Institutional Culture** across the ONCE Social Group has been improved through e-learning training for all staff.

²Scope: ONCE Foundation, its associations and Servimedia.

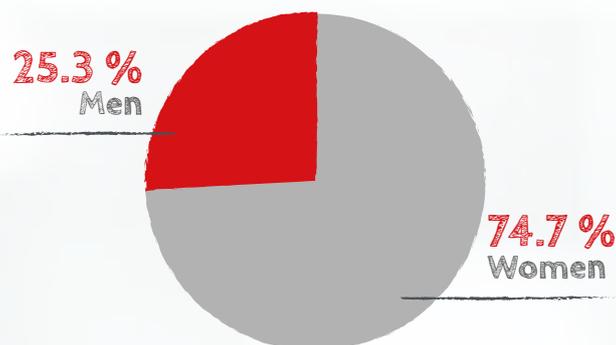
Hours of training, by professional category



Hours of training, by disability



Hours of training, by gender



4. Labour practices

Health and safety

The **Quality, Environmental Management and Health and Safety at Work Policy** and the **Integrated Management System (SIG)** are the management framework for occupational risk prevention and promotion of occupational health at the ONCE Foundation and comply with the standard **OHSAS 18001:2007 Health and Safety at Work**.

The **health and safety conditions** at the workplace of the ONCE Foundation, its associations and Servimedia are adequate. There are no significant risks to the health and safety of workers. In 2018, a total of 7 labour accidents that required leave were recorded.

In 2018, the ONCE Foundation emphasised **safety and health training**, with **422 hours** of training being taught to **121 participants**. Various measures also continued to be implemented, including in particular **medical consultations, physiotherapy consultations** and the setting up of **defibrillators** at the headquarters of the ONCE Foundation.

Volunteering

The ONCE Foundation promotes volunteering as a tool for solidarity and internal motivation, currently being developed through the **2017-2019 Volunteering Plan**, the cooperation of the **Volunteering Platform in Spain** and the commitment of **154 volunteers** from the Foundation in 2018.

From the **Volunteering and Solidarity Actions Unit** of the Foundation, various actions have been coordinated in 2018. These included activities with the companies MONDELEZ and Roche Farma, the Lesionado Medular Foundation, Adisli, the San Patricio Foundation, UNICAP, the Complutense University of Madrid and collaborations with the ILUNION sports club and FOAPS. **63 accompanying actions** have also been carried out addressed to 8 users.

The ONCE Foundation also belongs to the Federation of Volunteer Organisations of the Autonomous Community of Madrid (FEVOCAM).

Knowledge management

In 2018, the Knowledge Management project of the ONCE Foundation and Inserta Empleo was consolidated and new initiatives have been launched, strengthening this collaborative space within the framework of the Corporate Culture.

III Showroom Edition, under the slogan “Seguimos aprendiendo, seguimos creciendo” (We continue to learn, we continue to grow), celebrating the Foundation’s 30th anniversary and involving nearly 50 working speakers, collaborators and external allies.

Launch of the initiative “**Generemos**”, (Let’s generate) aimed at integrating and extending internally the gender perspective and the principle of equality between women and men.

New initiative called **11 Proyectos, 11 Realidades (11 Projects, 11 Realities)**, for bringing us closer to the context of disabilities, with staff visits to the Roncalli Foundation, the Daleslapalabra Foundation and the Tres Olivos School.

Upgrading the internal tool called **Who is Who?**, where a “GARAGE” has been “opened”, a container for projects, dissemination tools and internal communication.

Corner-Café (C&C) have continued to be held. These are informal meetings of staff with other organisations and entities in the Third Sector, as well as with political forces with representation in Congress, reaching its 40th edition.

Holding of **TED workshops**, on Mindfulness and “Resilience”, continuing the activities on Braille Vista and on Sign Language.

Internal Study Coordination, based on the web environment of the ONCE Foundation Library for its organisation and cataloguing.

5 Environmental management

The ONCE Foundation has an Environmental Policy and an Environmental Management System within the framework of its Integrated Management System (SIG), certified according to the requirements of UNE-EN-ISO 14001:2015 for Environmental Management Systems¹⁰.



2018 Environmental management: key indicators

Total paper consumption (kg) ³	2,162
Total water consumption (m ³) ⁴	1,937
Total electricity consumption (kWh) ⁵	838,341
Fuel consumption of non-renewable sources (L) ⁶	17,319
(m ³) ⁷	4,507
Generated waste (t) ⁸	3
GHG emissions - (t CO ₂) ⁹	383
Scope 1 & 2	

Within this framework, the organisation works to minimise its environmental impact through the efficient use of resources, the prevention of environmental pollution and the correct management of waste, ensuring that all those who carry out their professional work at the Foundation are aware of this.

The SIG regularly sets the environmental objectives to be achieved, monitors key indicators and identifies areas for improvement.

³Scope: ONCE Foundation.

⁴Scope: ONCE Foundation and Servimedia.

⁵Scope: Foundation, Inserta Empleo Association, Inserta Innovación Association and Servimedia.

⁶ONCE Foundation vehicle fleet (not applicable in other organisations).

⁷Associations and Servimedia natural gas consumption.

⁸Scope: ONCE Foundation.

⁹Scope: ONCE Foundation, its associations and Servimedia.

¹⁰Servimedia also has an Environmental Management System in accordance with standard UNE-EN-ISO 14001:2015, and Inserta Empleo as well as Inserta Innovación follow sustainable practices in the use of resources.

Given the nature of the Foundation's activities, **the overall risk of relevant environmental impacts is not particularly significant**. In this regard, practically all environmental risks detected¹¹ are within the "low risk" category and only one of them is considered a "medium risk". The Foundation assigns each risk appropriate controls for detection and regular monitoring.

Ecoefficiency

The main measures implemented last year to minimise environmental impact were as follows:

- Replacement of the air conditioning system in the assembly hall of the Foundation's headquarters with a more efficient one.
- Incorporation of a maintenance person to monitor the facilities.
- General use of recycled or organic paper.
- Proper management of the waste generated. Toner recycling and delivery of obsolete machines to approved entities for management.
- Dissemination of internal guidelines for the implementation of good environmental practices. Awareness-raising to improve energy habits and efficiency in resource consumption. Promoting efficient driving habits among the workforce.
- Promoting the purchase of more efficient goods and services, including more efficient vehicles.
- Maintenance of the Environmental Management System in accordance with standard ISO 14001:2015 (in the case of the ONCE Foundation and Servimedia).
- Progress in the digitisation process for documentation with the consequent efficiency in the use of paper.

Carbon Footprint

The ONCE Foundation calculates its carbon footprint. For the first time, the whole of the Executive Area of the ONCE Foundation has been included for 2018, taking into account the Foundation, its associations and Servimedia.

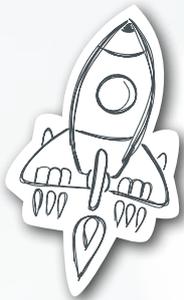
Thus, in 2018, the Foundation, its associations and Servimedia together emitted a total of 383.11 tons of CO₂e, of which 51.78 tons of CO₂e were generated by the consumption of fuel in the vehicle fleet and natural gas at the facilities. The remaining emissions, about 331.33 t CO₂e, originate from the electricity consumption at the centres: a total of 193.90 t CO₂e from centres with operational control, and 137.43 t CO₂e from rented centres without operational control.

¹¹ The Environmental Management System applies a risk identification and assessment methodology in accordance with the FMEA methodology, analysing the severity of possible damage, the probability and the possibility of occurrence.

1 Employment

Together with universal accessibility, the labour integration of people with disabilities is a priority objective for the ONCE Foundation.

The Foundation supports people with disabilities to receive training and get jobs or create their own business, and promotes recruitment, understanding that labour insertion is a fundamental basis for social inclusion.



9,632 jobs created
for people with disabilities



42.7 % for women



16.4 % for young people



609 supported job placements

20,924 people with disabilities have received
job training

64 jobs have been created through
entrepreneurship support programmes



Inserta Empleo

266,180 jobseekers with disabilities

29,208 people with disabilities cared for

8,644 offers from companies

22,708 job vacancies offered by companies

40,800 candidates to job offers

1,109 registered women victims of gender-based violence

- 498 received labour-related orientation

- 362 trained women

- 116 have found work



Employment created by type of disability

- Physical disability: **52.7 %**
- Hearing sensory impairment: **8.4 %**
- Psychosocial disability: **12.4 %**
- Visual impairment: **3 %**
- Intellectual disability: **10 %**
- Other people with disabilities: **13.5 %**

This effort has been carried out by the ONCE Foundation together with its associations, Inserta Empleo and Inserta Innovación, as part of the general project of the ONCE Social Group.

For its part, the ILUNION Group, owned by the ONCE Foundation and ONCE itself, is a unique model to fulfil the principles of inclusion and equality in the business world, demonstrating that social and economic profitability can go hand in hand. In 2018, with more than 50 business lines and five divisions, ILUNION had a staff of 35,800 employees, of which 41.3 % were people with disabilities¹².

These organisations contribute to the results obtained by the ONCE Foundation in the field of employment, making it the main promoter of the recruitment of people with disabilities in Spain.

¹²ILUNION offers comprehensive tailored solutions for companies in very different sectors such as Hospitality, Retail, Services, Energy, Consulting, Transport, Logistics, Hospitals, Industrial, Community Health, Pharmaceutical, Education, Banking, Insurance and Telecommunications.

1. Employment

The employment and training results achieved by the ONCE Foundation are possible thanks to the contributions of our Founder, the ONCE, as well as the European Social Fund (ESF), which has entrusted the Foundation, together with Inserta Empleo, with the management of the Operational Programmes for Social Inclusion and Social Economy (POISES) and Youth Employment (POEJ) over the period 2014-2020.

The **Inserta Empleo Association** is the entity run by the ONCE Foundation for the employment and training of people with disabilities. Inserta Empleo offers free services to potential employers and people with disabilities through various programmes and actions.



Por Talento Projects

In 2018, the Por Talento Projects promoted by Inserta Empleo continued with ESF co-financing:

Impulsa Tu Talento, Fortalece Tu Talento, Talento Diverso para Empresas Sostenibles¹³ (within POISES) and ongoing until October 2019.

Activa Tu Talento and Entrena Tu Talento¹⁴ (within the POEJ), targeted specifically at young people with disabilities who are a sector with special employment difficulties (within the context of the difficulties faced by the young population in general in Spain). These projects have been successfully completed in October 2018, giving way to two new projects, **Transforma Tu Talento and Emplea Tu Talento**¹⁵, which shall remain active up until 2022.

For its part, the **Inserta Innovación** Association carries out a similar task to that of the Inserta Empleo Association, focusing on regions or actions that are not included in the Operational Programs co-financed by the ESF.

Some of the collaborations developed in 2018 by Inserta Innovación

Andalucía Orienta Programme with the Andalusian Employment Service of the Department of Employment of the Regional Government of Andalusia managed in Cordoba, Jerez de la Frontera and Seville.

Xunta de Galicia Programme with the Galician Employment Service of the Regional Directorate for Training and Employment of the Regional Government of Galicia, in Santiago de Compostela, La Coruña, Vigo, Orense and Lugo.

Programme of Improvement Actions for Employability with the Cantabrian Employment Service in Santander, undertaking orientation and training actions.

Women, gender-based violence and disability, in collaboration with 'Equality Promotion' from the Cordoba City council in order to raise awareness of multiple discrimination.

¹³Boost your Talent, Strengthen your Talent and Diverse Talents for Sustainable Business projects.

¹⁴Activate your Talent and Train your Talent projects.

¹⁵Transform your Talent and Employ your Talent projects.

Support for candidates with disabilities

People with disabilities are at the heart of the activity of the ONCE Foundation. Creating opportunities for them in the field of employment, supporting them in their job search and promoting entrepreneurship are the objectives of a large proportion of its projects. Some of the most relevant ones from 2018 are highlighted below, many of them developed with ESF co-financing.

Digital Academy

The ONCE Foundation Digital Academy was launched in 2018 to encompass different training initiatives linked to the digital professions. On 3 October, the diplomas of the first training programme in which **220 young people with disabilities** participated were handed out.

ADOP Empleo-PROAD and Paralympic Trainers

The ADOP Empleo - PROAD agreement between the National Sports Council, the Spanish Paralympic Committee and the ONCE Foundation facilitates the labour inclusion and training of paralympic and high-level athletes who complete their sporting career. This agreement, from which **more than 78 Paralympic athletes** have already benefited, has been renewed until December 2021.

This is the setting for the Paralympic Trainers program, whereby paralympic athletes share their life experience, inspiring and promoting equality in all kinds of organisations. In 2018, **72 events** of this programme took place and **7,776 people** attended overall.

EmcA Project

From mid-2017 to early 2018, the ONCE Foundation developed a pilot programme on **supported entrepreneurship** (EmcA), which generated a methodology and tools to foster entrepreneurship among people with disabilities with special needs for support and entrepreneurial potential.

“EXTRA POWER” Employment Games

Five “EXTRA POWER” Employment Games were held in 2018, an event that consisted of developing an itinerary of activities geared towards labour insertion: career-oriented workshops, skills and knowledge for job searching and entrepreneurship; and the possibility of interacting with Human Resources representatives from the **49 companies** that have joined the initiative. About **1,100 young people with disabilities** took part in the Games held in Valladolid, Gijón, Seville, Alicante and Madrid.

1. Employment

Abriendo Puertas

The Abriendo Puertas (Opening Doors) for Young People with Disabilities Programme proposes an experience-based learning methodology for this group and the development of skills that help them meet employment challenges. In 2018, the Programme was extended to other Spanish regions, thereby involving more than **120 people**. In 2018, this initiative was highlighted in the *Second evaluation of the Youth Employment Initiative* as a success story.

Youth Proximity Units

In 2018, a pilot project was carried out in **78 cities**, holding work skills workshops and establishing more than **20 collaborations** with local authorities in order to boost youth employment among the disabled population. About **18,000 young people** participated in the project.

This initiative was topped off with the ‘No te rindas nunca’ (never give up) *“Esta oportunidad no pasa todos los días” (this opportunity does not come every day)*.

Entrepreneurship Support

Through Inserta Empleo, the **Programme for promoting and supporting Sustainable Entrepreneurship** was developed, aiming to promote the entrepreneurial skills of people with disabilities.

ODISMET

In 2018, the **Observatory on Disability and Labour Market in Spain** has drawn up and published the third global results report on its website and has continued to work intensively on updating the sources of information supplied by the Observatory, mainly the statistical gatherings of the National Institute of Statistics (INE) and the Public State Employment Service (SEPE), among others.

Promoting business commitment and CSR+D

Without the commitment of companies, it would not be possible to promote labour inclusion of people with disabilities. It is also essential to involve public authorities and the entire ecosystem, which can contribute to the creation and maintenance of employment and, in short, to the promotion of an inclusive economy. Thus, in 2018, the ONCE Foundation signed **66 agreements in the field of employment and training.**



Inserta Program

This is an initiative aimed at promoting the effective inclusion of people with disabilities through Inserta Empleo and with ESF support, through which companies make a number of commitments, including the recruitment of people with disabilities.

In 2018, **12 accession agreements** to the Inserta Programme were signed representing a commitment to **create 1,085 jobs** for disabled people within five years.

The signatory companies in 2018 include such new entities as Orphea Residencias, Grupo Fuertes, Comes Group and Quesería Entrepinares.

Mapfre, Sodexo, Banco Santander, Consum, Leroy Merlín, Ford, El Corte Inglés and McDonald's have all renewed agreements.

At the end of 2018, the ONCE Foundation's Inserta Programme had **70 companies** that are leaders in different business sectors, also linked to **Inserta Responsible Forum.**

In the field of employment and training, other relevant entities that have committed to the social and labour inclusion of people with disabilities are: the Regional Government of Galicia, the Department of Economy, Business and Employment of the Castile-La Mancha Regional Government, the Ceuta Chamber of Commerce, the National Sports Council and the Paralympic Committee. Inserta Empleo has also signed **28 agreements with different entities and City Councils** in order to promote labour insertion policies for people with disabilities residing in municipalities. These are some of the town councils that have signed these agreements: Monzón, Ejea de los Caballeros (Zaragoza), Teruel, Calahorra (La Rioja), Almería, Lucena, Cadiz, Pineda de Mar, Lanzarote, Palencia, Galapagar, Talavera de la Reina, Salamanca, Villagarcía de Arousa (Pontevedra), as well as the entities AFAMMER and Asprima. Also noteworthy is the collaboration with the **ÉPYCE report "Most Demanded Positions and Competencies"** led by the Human Resources Leadership Association and CEOE¹⁶ and partnered with the Human Capital Leadership Association, DCH.

¹⁶The Spanish Confederation of Employers' Organisations.

1. Employment

The ONCE Foundation works to extend the disability aspect in the field of Corporate Social Responsibility (CSR, and hence the CSR+D concept) as well as Sustainability, particularly in line with the 2030 Agenda and the Sustainable Development Goals. In this field, a number of initiatives stood out in 2018, in addition to the **Inserta Responsible Forum**:



Bequal Foundation

The Bequal Foundation manages the **Bequal seal**, a standard that certifies the commitment of organisations to people with disabilities, guaranteeing regulatory compliance in the field of disability and the existence of inclusive policies.

9 organisations got the seal in 2018, increasing the total number to 35.

Level of application of the Bequal Seal	Organisations certified in 2018	Total number of organisations
Standard	Cooprado	13
Plus	Fremap Ibermática INAP CNSE Carlos III University Ibermutua	19
Premium	CERMI ILUNION	3



Socially Responsible Procurement Forum (CON R Forum)

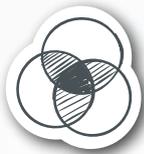
The CON R Forum promotes social clauses in public and private procurement to increase employment opportunities for people with disabilities and Universal Accessibility. To this end it organises and participates in conferences and events as well as in working groups dealing with public procurement. **53 organisations** are part of this Forum, chaired by Mr. José Luis Rodríguez Zapatero. In 2018, Renfe and Paradores joined the Forum and the Ministry of Finance joined the Steering Committee. Among its 2018 activities, the event “Social commitments under the new Public Sector Procurement Act as a tool to achieve greater efficiency in public procurement” stands out, organised together with the Spanish Federation of Municipalities and Provinces (FEMP) and the National Institute of Public Administration (INAP) on 19 June 2018.



Disability Hub Europe -for sustainable growth and social innovation - DHub

This is a Transnational Cooperation initiative co-funded by the ESF and promoted by the ONCE Foundation, which aims to work on the potentialities of the Disability and Sustainability binomial, in line with the 2030 Agenda and the SDGs, with the ultimate aim of promoting a sustainable and inclusive economy that creates opportunities for people with disabilities. DHub, as a European initiative and heir to the former European Network on CSR+D, has relevant partners such as L'Oréal, Dow, CSR Europe, Global Reporting Initiative (GRI), the European Disability Forum and the ILO Global Business and Disability Network.

Furthermore, the Foundation actively participates in the main platforms promoting CSR and Sustainability, either directly or through ILUNION. Examples include membership of the Global Reporting Initiative (GRI) and the joint development partnership of a new *Guide on Disability in Sustainability Reporting*, adapted to current GRI standards, in the framework of Disability Hub Europe, published in 2019.



Platforms promoting CSR of which the ONCE Foundation is a part

Spainsif

Global Reporting Initiative (GRI)

Through ILUNION:

~ United Nations Global Compact

~ Forética

~ SERES Foundation

~ Management Excellence Club

~ CSR commissions of CEOE¹⁷, CEPES¹⁸ and CERMI¹⁹

Lastly, mention should be made of the activity contributing to public policies connected with CSR, counting with the constant support of CERMI, emphasising in 2018 the inclusion of disability and accessibility as mandatory report contents from **Law 11/2018 on non-financial information and diversity**²⁰, which is estimated to affect two thousand companies in Spain. This has been a milestone for the inclusion of disability in business strategies and their public information.

¹⁷The Spanish Confederation of Employers' Organisations.

¹⁸The Spanish Social Economy Employers' Confederation.

¹⁹The Spanish Committee of Representatives of Persons with Disabilities.

²⁰Act 11/2018, of 28 December 2018, modifying the Code of Commerce, the revised text of the Capital Companies Act approved by Royal Legislative Decree 1/2010, of 2 July 2010, and Act 22/2015, of 20 July 2015, on Account Auditing, with regard to non-financial information and diversity. This law transposes European Directive 2014/95/EU.

2 Accessibility

People with disabilities find many barriers to carry out their daily lives and access spaces and experiences that are normal everyday routines for the rest of us. Universal Accessibility is a must for equality and social inclusion.



994 accessibility actions²¹

36 social-scientific research projects

48 accessibility reports

4 projects with the European Commission, collaborating with **62** entities.

39 events and **17** accessibility courses

7,487 attendees at conferences and courses

123 training presentations

859 hours of consultation for free advice to professionals

54 awareness campaigns and projects

31 publications (books, catalogues and articles)

6,500 online downloads of accessibility publications

²¹Aid projects for accessibility actions (transport elements, support products, personal autonomy services, adaptation of monitored centres and dwellings, etc.).

The ONCE Foundation invests in innovation and technological development, supports research, trains professionals and provides advice to institutions. This is all done so that Design for All and Universal Accessibility reaches all spheres.

In addition, it funds support products, elements for adapted transport and accessibility improvements in buildings, and promotes inclusive cultural experiences that bring art closer to people with disabilities and the art of people with disabilities to the rest of society.

During 2018, the ONCE Foundation invested **€11,523,910 in aid projects for accessibility actions** in favour of organisations managing centres for people with disabilities and individuals with disabilities. The purchase of **42 vehicles for collective transport** and **140 individual transport vehicles** can be highlighted. Thanks to the aid granted, at least **257 people** have greater autonomy for purchasing support products. Likewise, the following actions have been supported: **physical adaptation of supervised centres and dwellings (221)** and **services for personal autonomy (334)**. In total, this has contributed to the implementation of **994 accessibility actions**.



Alliances for Accessibility

Collaboration with other entities is key to creating a more accessible world. The following initiatives are highlighted from 2018:

- Agreement with the **Royal Board of Trustees for Disabilities** which will allow six projects to be developed with a budget of €0.5M; collaboration with **AXA Foundation, KONECTA Foundation and Campofrio** for the celebration of the VII Biennale of Contemporary Art, which was also supported by the **National Institute for the Scenic Arts and Music, GECESA and La Casa Encendida**.
- Agreements with the **Superior Council of Associations of Architects in Spain** and the **Mutua de Propietarios Foundation** (Property Owners' Mutual Insurance Foundation) for the development and dissemination of Universal Accessibility and Design for All; an Agreement with **Ford** for the provision of vehicles intended for the collective transport of persons with disabilities; and an Agreement with the **Vodafone Foundation** related to the accessibility of audiovisual content.
- In total, 56 framework agreements have been signed that include accessibility actions and 25 agreements for the performance of specific actions, representing an investment of more than €2.2 M overall.

2. Accessibility

Innovation

The ONCE Foundation's commitment to innovation in Accessibility is developed through technological projects and the dissemination of the progress made, social research and support for related entrepreneurship.

Technological innovation projects

AMUSE

System for ease of museum guided visits for people with disabilities, especially visual ones.

Cognitive Services

As a result of this project, a robot has been turned into an accessible personal assistant: PACA (Personal Accessible Cognitive Assistant).

The way of St. James

"Tu compañero del camino"

Development of this project aimed at providing tourist information accessible to pilgrims travelling the French Way to St. James, to be launched in 2019.

Accesible Medicine Plus

This application makes it possible to consult information about medicinal products by means of barcode capture from the packaging or a search engine. Since its release, there have been a total of 20,710 downloads (Android) and 14,900 (IOS).

Social research projects on Universal Accessibility²²

Iberian Centre for the Investigation and Fight against Forest Fires (CILIFO)

Collaboration with the creation of the Iberian Centre for the Investigation and Fight against Forest Fires (CILIFO), a leading technology centre in innovation, dissemination, training and accreditation.

EDUCA4ALL

This project is part of the Erasmus+ programme and seeks to include Design for All in the syllabuses of architecture and civil engineering degrees at participating universities.

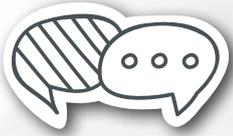
SoCaTel

Developing a platform that promotes ageing in a friendly and community environment where people buy services that provide long-term care according to their needs.

SAFERUP

Research, training, dissemination and application of urban paving to make it more efficient, safer, sustainable and accessible.

²²Co-financed by the European Commission.



Participation in technology-related fairs

2018 Global Robot Expo	Participation in this international exhibition on robotics and related technologies and sponsorship of the Healthcare area.
2018 M-Enabling Forum Europe	Trade fair closely linked to the promotion of accessible technologies.
Iberian Robonave	Annual trade fair focusing on the educational aspects of robotics.
Andalucía Digital Week	This event welcomed international and European experts in social technology and digital education.

Support for entrepreneurship around Accessibility

Support for entrepreneurs who design solutions that improve accessibility and living conditions for people with disabilities has become a priority axis, as evidenced by more than **100 innovative entrepreneurship solutions analysed** with the aim of detecting those closely linked to disability. As outstanding milestone, “**Fundación ONCE, Emprende e Innova**” strategy was launched in 2018 with the support of the European Social Fund, and with concrete measures such as a study on the aspects of disability within the entrepreneurial ecosystem, the creation of a face-to-face and/or virtual networking group and the implementation of an acceleration service for projects. In 2018, 8 projects passed the assessment of technical and economic feasibility in order to be selected for this service.

In addition, in 2018 the ONCE Foundation promoted the visibility of solutions at events such as **SouthSummit, ImpactForum and StartUpOlé**, where the prize “**StartUpOlé Recognition Award**” was awarded within the “Startup4good” category. The Foundation also disseminated solutions such as #TuitaOjo, presented at the Valle Inclán Theatre in Madrid, and sought funding for the development of projects such as collaboration with the **Regional Government of Galicia** to test **Blind Explorer**, a guidance system that offers visually impaired people the chance to experience the Way of St. James in a safe and accessible manner.

Research and training

Each year, the ONCE Foundation releases publications of interest to professionals and associations of people with disabilities and funds third-party research.



2018 Highlighted publications

Study on **“Web and mobile cognitive accessibility standards”** in order to allow accessible mobile applications to be created, and/or allow such applications to be subsequently evaluated in order to establish their level of accessibility.

“Technological Surveillance Plan” for generating information on innovation and development of accessible information and communication technologies.

Guide on **“How to manage Accessibility: Property owners’ associations”**, in collaboration with the Superior Council for Technical Architecture of Spain.

“Study on the situation of Universal Accessibility in Cultural Spaces”, where a tool has been tested to assess universal accessibility in Spanish cultural spaces.

“Observatory of Virtual Assistants” for the analysis of the accessibility of the most widely used virtual assistants (Google Now, Siri, Echo, Google Home...).

Study on **“Integration of ageing aspects into the human-centred design methodology of DBZ MU-EPS”** carried out in collaboration with the Higher Polytechnic School of Mondragon Unibertsitatea.

12 editions of **Innova Accessibility Newsletter** sent out to 2,545 subscribers.

Two volumes of the magazine **JACCES–Journal of Accessibility and Design for All** produced in collaboration with the UPC Accessibility Chair.

The ONCE Foundation also organises **courses and seminars, individually or in collaboration with other organisations**, and funds activities promoted by academia. It is worth mentioning the high grades awarded by students to training (between 8.6 and 9.3 depending on the course), in those in which these data have been collected, such as: **“Master in Accessibility for Smart Cities”**, in partnership with the University of Jaen.

The Foundation also advises different bodies and professionals on Accessibility, and contributes to the revision and drafting of regulations, having participated in **7 Working Groups** for these purposes.

During 2018, the ONCE Foundation dedicated 859 hours to the **accessibility assessment** of different digital and physical environments, and to **advice entrepreneurs** who presented their own accessibility solutions.



Main training and awareness-raising actions in 2018

- Awareness days in matters such as **road safety and car accessibility** in collaboration with Volvo.
- **“Accessible Housing”** MOOC Course and the “Limitations and Functions for Persons with Limited Mobility” module of the MOOC **“Accessible Mobiles for All”**.
- Two workshops and a group dynamic at the **Gabriel Rene Moreno University** (Bolivia), jointly with the University of Jaen.
- Presentation of AMUSE and COGNITIVE SERVICES projects in the **Third World Conference on Tourism and Culture**.

Inclusive culture

The promotion of participation in the cultural world so that nobody is left behind has been another important area of work. The following events can be highlighted.



VII Biennial of Contemporary Art

From 5 June to 16 September 2018, the ONCE Foundation organised the **VII Biennial of Contemporary Art**. The theme chosen for this edition was men and women who have stood out in the history of art, allowing visitors to explore an interactive and multi-sensory space.

Out of the **30 artists participating, 80 % were disabled**. 104,608 people visited the art exhibition, coming from **63 different countries**, and 2,538 attended all other activities. The event **had 7,220 followers on Facebook and 3,059 on Twitter**, as well as **319 mentions** in print, radio and television.

On the other hand, with the aim of promoting the **professionalisation** of the work of artists with disabilities, the ONCE Foundation continued in 2018 to organise five temporary exhibitions at its exhibition space **Cambio de Sentido**, and **El Mundo Fluye** was up and running, a touring exhibition project which in 2018 visited Villajoyosa, Pozuelo de Alarcón, Ciudad Real and Malaga, exhibiting the work of artists with disabilities.

As regards **Easy Reading**, in 2018 the ONCE Foundation did **“The Little Prince”** and the book **“The Spanish Parliament”** within the collection **“Tú puedes”** (you can). It also worked with the **Argadini Association** on the publication of books containing award-winning stories from the **10th Rosetta Literary Contest**, an event aimed at developing the creativity of people with intellectual disabilities.

3 Education and Sport

Education

The ONCE Foundation works to enable people with disabilities and young people to become social and business leaders. Achieving this goal requires more inclusive education and greater participation in higher education, in order to foster their talent and to be able to take on technical and qualified jobs.



36 agreements signed with academic organisations

859 scholarships awarded



49 %



51 %

Inclusive University

Within its Strategy on University and Disability, the ONCE Foundation aims to cooperate with the Spanish University System in order to bring about actions that promote university inclusion for people with disabilities. Some of the most important projects in 2018 are:

Erasmus + and 'INnetCAMPUS' Project

In October 2018, **INnet CAMPUS** finished. This was an initiative within the Erasmus+ programme, with the collaboration of the **University of Granada**, the **Faculty of Law of the University of Lisbon** (Portugal) and the **Artesis Plantijn University College in Antwerp** (Belgium). The project, supported by the European Commission, took place for three years and allowed for international mobility of a total of **92 young people with disabilities** from Belgium, Portugal and Spain.

In addition, two publications were produced in 2018, "*Methodological Guide for an educational transition to higher education for students with disabilities*" and "*Inclusion of students with disabilities at University: a mobility programme experience*".

Inclusive Campus, Campus without limits

This programme offers a cohabitation and learning experience on the university environment for undergraduate students and the final year of secondary school. The goal is to prevent students with disabilities from leaving school early. The 2018 edition saw the participation of **132 secondary education and vocational training students**. The programmes have been carried out at **14 universities and 8 campuses**.

This initiative is possible thanks to the collaboration of the **Ministry of Education**, the **Repsol Foundation**, the ONCE Foundation and the Spanish universities that are part of the initiative.

Transversal Skills Programme

83 young people with disabilities have taken part in the two online editions of this 400-hour course, co-funded by the European Social Fund (ESF) and taught by the **INICO University Community Integration Institute**, of the **University of Salamanca**. The programme is aimed at transversal skills training and vocational development.

Job training for young people with intellectual disabilities

21 universities in Spain committed to disability joined the ONCE Foundation for the Development of **University Training Programmes for the Employment of Young People with Intellectual Disability**, which counts on ESF support. This strategic approach poses a social responsibility challenge for universities, which provide university-level degrees to young people with disabilities who would have otherwise not become university students. Under this program, **228 students with disabilities** have received a scholarship.



Awareness and information alliances

Throughout 2018, the ONCE Foundation participated in numerous conferences and seminars at universities throughout Spain and developed significant collaborations, such as the following:

- Particular mention should be made of the work carried out with the **Erasmus Student Network** organisation, intended to promote the participation of students with disabilities in international mobility university programmes.
- In 2018, the ONCE Foundation continued to work with the **National Agency for Quality Assessment and Accreditation (ANECA)** in the introduction of indicators on inclusion for measuring and assessing the degree of inclusion of groups with disabilities in Spanish universities.

3. Education and Sport



IV International Congress on University and Disability

Held on 15 and 16 November 2018, under the title “**The University, engine of change for inclusion**”. The congress has now become the **most important national forum on university and disability** and has the collaboration of CERMI, the CRUE²³, the Organization of Ibero-American States for Education, Science and Culture (OEI), the Ministry of Science, Innovation and Universities, through the State Secretariat for Universities, Research, Development and Innovation; the Ministry of Health, Consumer Affairs and Social Welfare, through the Royal Board of Trustees for Disabilities; and the Ministry of Education and Vocational Training.

423 persons from 20 countries took part; experts from **73 universities**, 30 of them foreign universities; and **45 institutions**, national and international organisations linked to the world of education, disability and technology.

Likewise, **195 papers were presented from 14 countries and 36 posters.**

Scholarships

In addition to the grants of the University Training Programmes for the Employment of Young People with Intellectual Disability, the ONCE Foundation has awarded other types of grants through different programmes, promoting a **total of 859 (49% men and 51% women).**

“Oportunidad al Talento” (Opportunity for Talent) Programme

In 2018, **90 grants** for the ‘Oportunidad al Talento’ programme were awarded, that is almost twice as many as in the first edition, for masters, international mobility, PhD, research and study and sport programmes. This increase was made possible thanks to the contribution of the ESF, which has joined the support of the **CERMI**, of the **Spanish Universities Rectors’ Conference**, and a group of **17 companies and institutions.**

Scholarships - ONCE Foundation Training Placements - CRUE

This initiative offers remunerated external academic practices to people with disabilities, including ESF support. In the 2017/2018 academic year, **290 scholarships** were granted, spread among a total of **74 universities and UNED partner centres** throughout Spain. The third call for the programme was opened at the end of the 2018/2019 academic year, with a total of 320 available scholarships. 714 applications were received.

Excellence scholarships, scholarships for Foreign High Schools and Scientific Vocations

The ONCE Foundation contributes to the programme funds **Alumni Scholarships - University of Navarra** and **Alumni Scholarships from Carlos III University in Madrid** designed to

²³The Spanish Universities Rectors’ Conference.

encourage the inclusion of people with disabilities with excellent academic records but financially disadvantaged. Meanwhile, the **IESE - ONCE Foundation grants** are aimed at supporting people with disabilities interested in the MBA programme and the Executive programme of the IESE Business School. 2 students were awarded grants through this programme in 2018.

On the other hand, the ONCE Foundation funds every year a scholarship so that young people with disabilities can do an **International Baccalaureate** at any of the centres that **United World Colleges** have around the world, as well as the participation of two students with disabilities in the courses held in summer and winter for secondary school and Baccalaureate students.

In 2018, the ONCE Foundation continued to work with **Escuelab**, awarding grants so that 4 children with disabilities could join the Lab Summer Scientific Camps, the aim of which is to spark the scientific vocations of kids between the ages of 7 and 14.

Types of scholarships awarded in 2018



No. of scholarships for students with intellectual disabilities

228



No. of scholarships for postgraduate studies, master's courses, international mobility, study and sport, PhD and research

90



No. of scholarships for training placements in collaboration with the CRUE

290



No. of other types of student scholarships (Inclusive Campus, scientific summer camps, Languages, Alumni, IESE, United World Associations)

251

TOTAL 859

In 2018 the agency SIGMADOS, a Spanish market and demographic research company in Spain and with an international outlook, carried out a **study to see the evolution of our scholarship programmes, and their impact on their beneficiaries.**

Sport

Sports activities spread values and foster life-enriching experiences, leading to fuller lives. The ONCE Foundation brings sport to people with disabilities and the values of excellence and commitment of athletes with disabilities to society.



Support for amateur and professional sport

The ONCE Foundation sponsors the **ONCE Foundation Wheelchair Basketball League** and the **CD ILUNION wheelchair basketball team**.

During the 2017-2018 season, the CD ILUNION was responsible for organising the fourth finals of the **European Cup**, remaining **runner-up** in this competition and **winner of the King's Cup**. They are currently ranked number one in the ranking of European teams.

To promote amateur sport, the Foundation uses the **ONCE Foundation Wheelchair Basketball School**, which teaches more than twenty young people with disabilities how to play this game.

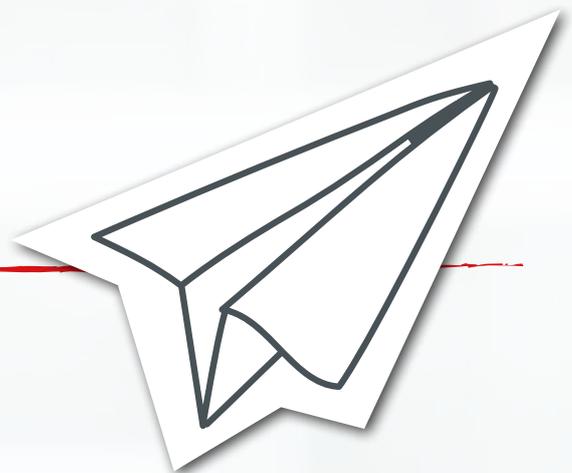
In addition, in 2018 **30 wheelchairs were financed** for 12 sports schools and/or clubs, as well as autonomous sports federations of people with disabilities. Sports scholarships have also been awarded as part of the Scholarship programme '**Oportunidad al Talento**'. The category of **Study and Sports scholarships** is aimed at ensuring that young people with disabilities can combine sports practice with their university studies. In 2018, **19 scholarships** were awarded for the third time.



Supporting Paralympic sport

In 2018, a study was carried out called “**Paralympics. White Paper on the analysis of sport for people with disabilities**”. An initiative within the framework of the agreement between the Foundation and the **National Sports Council (CSD)**, the **Spanish Paralympic Committee**, and the **Spanish Committee of Representatives of People with Disabilities (CERMI)**. The aim of this report, published in 2019, is to provide up-to-date data on the sports practice by people with disabilities in Spain.

The ONCE Foundation continues its commitment to the labour insertion of high-level Paralympic athletes through the **Paralympic Trainers** programme. This programme makes companies, institutions and working groups aware of the values that these athletes embody and share with their testimony.



4 Alliances, rights and solidarity

A distinctive feature of the ONCE Foundation is its willingness to work in partnership with other organisations, both within and outside the disability movement. A way of acting based on the conviction that equality is always a collective task.



175 cooperation agreements signed in 2018 with companies, public authorities and other entities

74.7 M€ distributed in the calls for projects in 2018

1,958 projects approved

The ONCE Foundation and the Associative Movement

The ONCE Foundation works in partnership with disability associations and plays a key role in the creation of disability associations in partnership with the **Spanish Committee of Representatives of People with Disabilities (CERMI)**.

On the one hand, every year the ONCE Foundation allocates a very important part of the money it receives to fund initiatives of the movement organisations through its **calls for projects**. And on the other, its main organisations are represented in the **Board of Trustees** of the ONCE Foundation, which in turn is a member of the governing and **decision-making bodies of CERMI**. In particular, it forms part of the **Executive Committee** through the figure of the Secretary-General, one of the Vice-presidency positions and the Commissioner of Regional CERMIS. In this position, the ONCE Foundation supports all the work and claims of this body. In 2018, visits were carried out at all the Regional CERMIS which started in 2017, and the ONCE Foundation took part in the XIV Congress of Regional CERMIS, held in Barcelona and in the 2 Conferences for Territorial CERMIS held each year.

In addition, there is a close relationship between the ONCE Foundation and its associations, Inserta Empleo and Inserta Innovación, at regional level, the territorial structure of ONCE and that of the regional CERMIS. This relationship between institutions encourages collaboration and participation in numerous joint events, some of which are organised by the ONCE Foundation. In 2018, this was the case for the **Ford Adapta Tour**, the **“Designing Cities and Towns for All”** sessions and the **“El Mundo Fluye”** exhibitions, in addition to the project undertaken with the Spanish Lawyers Foundation known as the **“Aula de Derechos Humanos”** (Human Rights Classroom).

Disability sector financing

The ONCE Foundation allocates a very relevant part of its funds to support initiatives of associations and organisations in the disability sector related to **Universal Accessibility, training for employment and generation of employment** for people with disabilities.

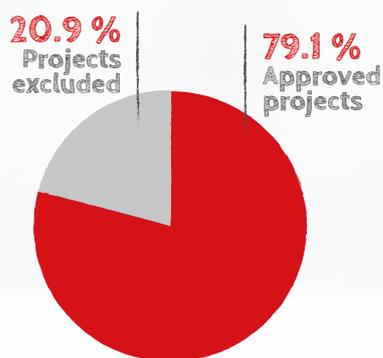
The **calls for projects** are the way to distribute this funding. They are aimed at Spanish entities and people with some form of disability and, exceptionally, natural or legal persons of nationalities other than Spanish.

In order to choose the projects, the ONCE Foundation uses a system created between 2013 and 2015 which aims to maximise the impact of the approved grants, guide the participating entities and provide greater transparency.

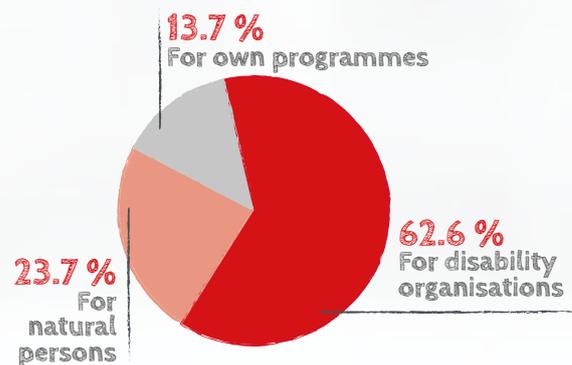
In 2018, **874 different entities** related to people with disabilities were dealt with.

Calls for Projects 2018

Projects received = **2,474**
(+9.1 % compared to 2017)

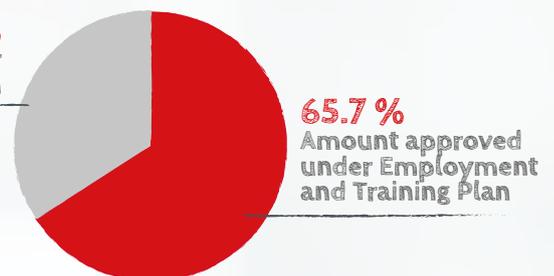


Approved projects = **1,958**
(+10.6 % compared to 2017)



Total amount approved = **€74.7M**
(+18.4 % compared to 2017)

34.3 %
Amount approved under
Accessibility Plan



Alliances with institutions committed to equality

The ONCE Foundation develops many other alliances, both in Spain and abroad, with organisations engaged in one way or another with people with disabilities. It also takes part in multiple relevant national, European and international platforms and entities. The following should be highlighted in 2018:



National Sphere

- ⇒ SPANISH COMMITTEE OF REPRESENTATIVES OF PEOPLE WITH DISABILITIES (CERMI)
- ⇒ JUSTICE AND DISABILITY FORUM
- ⇒ ROYAL BOARD OF TRUSTEES ON DISABILITY
- ⇒ SPANISH BUSINESS CONFEDERATION OF SOCIAL ECONOMY (CEPES)
- ⇒ SPANISH ASSOCIATION OF FOUNDATIONS (AEF)

Furthermore, as a reference for the foundation sector and with a key role at the AEF, the ONCE Foundation has a strong and active presence in **INAEF, Institute for Strategic Analysis of Foundations**, having supported two studies: *Digital transformation in foundations. Challenges for the Third Sector and Foundations on social action in Spain to address the crisis*.



European Context

- ⇒ EUROPEAN FOUNDATION CENTRE (EFC)
- ⇒ EUROPEAN CENTRE OF EMPLOYERS AND ENTERPRISES PROVIDING PUBLIC SERVICES AND SERVICES OF GENERAL INTEREST (CEEP)
- ⇒ EUROPEAN PLATFORM FOR REHABILITATION (EPR)
- ⇒ EIDD – DESIGN FOR ALL EUROPE
- ⇒ EUROPEAN NETWORK FOR ACCESSIBLE TOURISM (ENAT)

The ONCE Foundation is also a member of the **European Economic and Social Committee (EESC)** on behalf of **CEPES**; and of **Social Economy Europe (SEE)** on behalf of the **EFC**.



International Sphere

- ⇒ COUNCIL ON FOUNDATIONS
- ⇒ GLOBAL CONSORTIUM FOR STANDARDISATION OF ACCESSIBILITY ON THE WEB WORLD WIDE WEB CONSORTIUM (W3C)
- ⇒ UNWTO AFFILIATE MEMBERS PROGRAMME

In 2018, the Foundation obtained special advisory status on the **United Nations Economic and Social Council (ECOSOC)**, and signed a Partnership Agreement in Washington with the **Inter-American Development Bank (IDB)** to promote programmes and projects that create opportunities for people with disabilities. Collaboration has also continued with the **World Bank** and the **Council on Foundations**, the representative platform of the foundational sector in North America, as well as with the **Latin American Development Bank (CAF)**. Finally, the ONCE Foundation has again participated, through ILUNION, in the Transatlantic Inclusion Leaders Network (TINL), a programme of the **German Marshall Fund**.

Awareness-raising and training

A number of activities were highlighted in 2018 in collaboration with entities such as:

Entities	2018 actions
Democratic Union of Pensioners and Retired People of Spain (UDP) and the Spanish Confederation of Associations for the Elderly (CEOMA)	Sessions on 'Rights and good treatment of the elderly and the disabled' and on 'Loneliness and undesired isolation among the elderly' at the IMSERSO.
The Council of Consumers and Users and UNESPA, the insurance sector employers	Study on 'The insurance sector and people with disabilities and their families: sizing up, barrier analysis and identification of opportunities' funded by the Mapfre Foundation.
Legálitas Foundation and Deporte Joven ²⁴ Foundation	The '#Amor NoesControl' (love is not control) Campaign was launched for preventing gender-based violence via social media.
Ministry of Defence and Ministry of Interior	<ul style="list-style-type: none"> - Participation in Military Emergencies Unit (UME) training plans. - Paralympic trainers attended courses from Armed Forces Staff and on senior management courses from Human Resources.
CEOE-CEPYME ²⁵	Business meeting and participation in working committees.

²⁴Youth Sport Foundation.

²⁵The Spanish Confederation of Employers' Organisations and The Spanish Confederation of small and medium-sized enterprises.

4. Alliances, rights and solidarity

Promotion of commemorative lottery tickets

In 2018, the ONCE Foundation launched a series of ONCE lottery tickets, such as:

- Coupon dedicated to the 30th anniversary of the incorporation of women in the Armed Forces.
- Coupon dedicated to the International Day of Older Persons.
- Coupon dedicated to the Day of Free Legal Assistance and Duty Lawyers Scheme.
- Coupon dedicated to the 40th Anniversary of the Spanish Constitution.

Actions with Legal Operators

The ONCE Foundation has continued to work in partnership with CERMI to defend the rights of persons with disabilities and their families, working closely with legal bodies, including:

Entities	2018 actions
Royal Board of Trustees on Disability	Participation in the Taxation Sub-Commission and the Expert Sub-Commission on the Procedure for Modification of the Capacity to act.
Justice and Disability Forum	Cooperation with this initiative of the General Council of the Judiciary.
General Council of Spanish Lawyers (CGAE)	Aula de Derechos Humanos, together with Full Inclusion: training of lawyers on the Convention on the Rights of Persons with Disabilities and the legal framework in their regional offices.
Aequitas Foundation of the General Council of the Spanish Notariat	Training and awareness raising.
International Union of Notaries	Joint space for collaboration for improving the quality of life of people with disabilities and their families.
Fundación para la Investigación sobre el Derecho y la Empresa (FIDE) ²⁶	A working group on the regulatory framework affecting persons with disabilities, in order to implement social inclusion measures for this group.
Editorial Lefebvre-El Derecho	Creation of a disability report with the Madrid College of Attorneys.
EASPD, Carlos III University, EDF and Thomson Reuters Aranzadi	Setting up of JUST4ALL , a project for improving access to justice for people with disabilities, with European funding.
Academy of European Law (ERA)	Seminars for Administration, Legal and Third Sector professionals at the European level.
Servimedia	Servimedia Legal Meetings on Disability.

²⁶Business Law Research Foundation.

Legal Equality

The ONCE Foundation monitors and disseminates the regulatory development affecting people with disabilities, both at national and European level, seeking to defend their needs and rights. Some of the main legislative changes in Spain affecting the disabled population in 2018 are detailed below.

Legislative developments in Spain



National legislation

- Organic Law 2/2018 of 5 December 2018, amending Organic Law 5/1985, of 19 June 1985, on the General Electoral System for **guaranteeing the right to vote for all persons with disabilities.**
- Royal Decree-Law 2/2018, of 13 April, amending the consolidated text of the **Intellectual Property Law**, incorporating into Spanish law the European Directive for the entry into force of the **Marrakech Treaty**, intended to facilitate access to published works by visually impaired persons.
- Decision of April 2018, publishing the agreement of the Council of Ministers of 6 April 2018, approving the **Labour and Social Security Inspectorate Strategic Plan for the period 2018-2020.**
- Decision of July 2018 approving the **Steering Plan for dignified work 2018-2019-2020**, which provides for measures to improve the employability and working conditions of people with disabilities.
- Royal Decree 1112/2018, of 7 September, on the **web accessibility and applications for mobile devices in the public sector.**

Regional legislation

- **La Rioja** - Decree 5/2018, of 16 February 2018, governing parking cards for people with disabilities.
- **Murcia** - Decree 10/2018, of 14 February 2018, establishing the legal regime for social agreements in the region in social services specialising in the sectors of elderly people and people with disabilities.
- **Castile-La Mancha** - Law 3/2018, of 24 May, on protection and guaranteed support for people with disabilities.
- **Navarre** - Autonomous Law 12/2018, of 14 June, on universal accessibility.
- **Aragon** - Decree 135/2018 of 24 July governing vehicle parking cards for persons with reduced mobility.
- **Region of Valencia** - Decree 227/2018 of 14 December governing the qualification and registration of special employment centres in the corresponding register.

4. Alliances, rights and solidarity



Legislative developments in Europe

At the European level, the main milestone in 2018 was the approval of **Directive 2018/1808/EU concerning Audiovisual Media Services**, which includes relevant forecasts from both the gaming and disability perspective, as well as Directive 2018/1972/EU establishing the **European Electronic Communications Code**, which covers progress in issues of accessibility and protection for people with disabilities.

2018 was likewise marked by the political agreement reached with regard to the **European Accessibility Act** (the final adoption of which took place in 2019) and the initiation of the processing of **new regulations** that will define the different EU financial instruments for the period 2021-2027, including the regulation on the European Social Fund.

The European Social Fund

The European Social Fund, with which the ONCE Foundation has had a partnership since the year 2000, multiplies the impact of the organisation's activities and is a key support for the employment, training and education programs, being the second source of income as of today. The ONCE Foundation, which has the dual role of Intermediate Body and Beneficiary together with Inserta Empleo, participates in two **Operational Programmes** co-financed by the ESF during the programming period 2014-2020: **for Social Inclusion and Social Economy (POISES) and Youth Employment (POEJ)**. The Foundation carries out an **excellent management** of these funds, winning renewed trust over the years from the Spanish administration and the European institutions for participation in these programs.

In 2018, additional allocations from the POEJ amounted to around €40 million, which will allow the ONCE Foundation to continue its actions with young people with disabilities until 2023. With the addition of these new amounts to those already granted, the **ONCE Foundation is the largest and most important private ESF administrator in Spain during this period, managing a total of EUR 166 million.**

In addition to the support for the employment, training and education projects mentioned in previous pages, it should be highlighted that the **ESF multiplying effect has been extended to other disability associations and their families**, for whom 50 projects have been approved (The ONCE Foundation as Intermediate Body in the framework of POISES). In addition, with the support of the ESF, several initiatives were carried out in 2018 to help making gender equality an intersecting principle.



Transnational cooperation and innovation

Through POISES, and as an Intermediate Body, the ONCE Foundation has promoted outstanding national and European alliances and social innovation:

- Alliances have been established with public and private entities in Spain and in Europe, through transnational cooperation networks such as **Social Economy and Disability, Inclusive Employment Lab and Disability Hub Europe** for the SDGs.
- Collaboration has continued with the other private operators of the **ESF, the Red Cross, Caritas and the Secretariado Gitano Foundation**, with whom the event “Jóvenes y +” was held along with the Minister of Labour to present the joint results of work with young people at risk of exclusion.
- It has carried on with the project “**D-Innovar**” which, based on an analysis of several of the Inserta Agreements, measures the impact of hiring people with disabilities with an innovative methodology.
- The Entrepreneurship and Disability Strategy FONCE_EMPRENDE e INNOVA for was established.



Events and campaigns

- Presentation of the value of the partnership with the ESF at the closing of the **High Level Conference on the Future of the ESF**, held in Sofia in February and organised by the European Commission.
- Delivery day for the “**Pasaporte al Empleo. Memorial Manuel Poza**” (Employment Passport. Manuel Poza Memorial), for a sample of 60 participants from the One-to-One, youngsters from the Mental Health collective and UniverDi programmes, with the Minister for Labour, Migration and Social Security, Magdalena Valerio.
- Launch of the campaign “**#Marca el Ritmo de tu Vida**” (Set the pace of your life), to highlight the actions undertaken by Inserta Empleo as beneficiaries of the POEJ.
- Launch of a positioning campaign so that in the next period of the **European Funds 2021-2027**, disability becomes an investment priority, working closely with the European Institutions, the Commission, the Parliament and the Council, and in partnership with the European Disability Forum.

Solidarity

The revenues obtained by the ONCE Foundation through collaboration with companies or contributions from private donors are a source of additional opportunities for people with disabilities and their families. These resources contribute to a greater scope of own programmes and activities, as well as to the implementation of third-party projects where actions in favour of disability are taken. This shows the solidarity of society towards people with disabilities.

4. Alliances, rights and solidarity

Some of the most relevant initiatives, by channel, are explained below.

Key private fund raising initiatives in 2018

Businesses

“Oportunidad al Talento” (Opportunity for Talent) Scholarship Programme

Thanks to the collaboration of 17 companies and institutions, 90 scholarships were awarded to university students with disabilities.

The ONCE Foundation VII Art Biennial

The Biennial was held thanks to the collaboration of almost twenty donors, sponsors and collaborators.

The “Nómina Solidaria” (Solidarity Pay) Programme / “Gracias a ti” (Thanks to You)

This programme from the ONCE Social Group expanded in the 2018 season the number of participating entities of the Group, reaching 718 workers that registered voluntarily. Total funds collected amounted to €63,740.49 (including contributions from the ONCE Foundation and ILUNION), allocating the funds to the 3 NGOs most voted by the participants: The Alzheimer Foundation, the Aladina Foundation and FEDER. <https://www.graciasati.es/>

Small donors

<https://colabora.fundaciononce.es/es>

This website shows representative projects of the ONCE Foundation to which donations can be directed, as well as targeted campaigns of specific duration and objective.

II Solidarity Run for Financial Education and Inclusion

Event developed with the collaboration of ASNEF, Banco de España and the CNMV²⁷. The funds were earmarked for financial education projects for people with disabilities.

Participation in #Giving Tuesday

Global initiative aimed at creating a charitable mass donation action through social networks on the Tuesday before Black Friday. In 2018 the ONCE Foundation participated with the “Vive la vida que has dejado vivir” (Live the life you’ve stopped living) project that supports women with disabilities who are victims of gender violence.

Heritage & Legacy Programme

In collaboration with the Aequitas Foundation, it offers attention to people and institutions that wish to support people with disabilities and their families, leaving a legacy in favour of the ONCE Foundation. The “#Dejatumayorlegado” Campaign was developed in 2018.

2nd Donors Day

On 29 October 2018, the ONCE Foundation held its second day for donors under the title “Exceptional People and Companies”. This event involved donor companies and collaborators of ONCE Foundation activities and programs.

Some of the participating entities were BBVA, ACCIONA, ELTENADOR, VODAFONE, CITI, PFIZER,

SAMSUNG, CAIXABANK, ISLALINK, FUNDACIÓN AEQUITAS, MASTERCARD, GAES, TELSON, GRUPO TRES60, SAP, GRUPO PARQUE REUNIDOS, FUNDACIÓN TALGO, CAPGEMINI, BAYER, KPMG, FUNDACIÓN EDUARDO BARREIROS, SANTANDER PRIVATE BANKING, XERpopular, THE SPANISH ASSOCIATION OF HOTEL DIRECTORS, LEGALITAS, UNIVERSIA FOUNDATION and FORD SPAIN.

²⁷ANSEF, National association of financial credit establishments; Bank of Spain; CNMV, Stock market National Commission.

5 Dissemination and social awareness

The ONCE Foundation develops a wide range of programmes, projects and initiatives that reach society through awareness-raising campaigns and actions.

It also carries out projects focused on disseminating diverse, valuable and truthful information about the world of disability and its reality.

The ONCE Foundation on social media 2018



53,779 followers



26,100 on fan page



3,780 followers



More than three million playbacks

Inserta Empleo



12,801 followers



12,777 followers



8,105 connections



1,421 followers



2,402 subscribers

Dissemination

Servimedia

In 2018 Servimedia, a leading social information agency, distributed a total of **48,537 teletypes** among the main media, public administrations and large companies. Of these, 12,503 corresponded to the section on society, which published 3,821 informative pieces on disability and 1,030 related to accessibility. Dissemination resulting in a total of **76,162 media impacts**, most of them online. In addition, Servimedia has more than **14,200 Twitter followers**, more than **4,200 on Facebook** and its website exceeded **370,400 users** in 2018.

As a result of this work, Servimedia won various awards such as the **'2018 Feder Award for Journalism in Rare Diseases'**, the **Dependency and Society Award** of the Caser Foundation and the **Alcorcón City Council Award** at the Solidarity and Volunteering Ceremony, among others.

5. Dissemination and social awareness

Stories that inspire hope

Taking into account the importance of teaching values from an early age, the ONCE Foundation launched “**Cuentos que contagian ilusión**” (Stories that inspire hope), from the **ONCE Foundation Children’s Library**. The 11 published stories can be found at: <https://biblioteca.fundaciononce.es>. “**Calista Periodista**” was published in 2018 dedicated to **immune-mediated inflammatory diseases**.

During this last year, **1,300 children** have attended 8 storytelling sessions.

Digital solidarity

The online newsletter **Digital Solidarity** www.solidaridaddigital.es, published by Inserta Empleo, is the only publication with exclusive contents concerning disability. In 2018, it had more than **40,000 visits**.

Awareness-raising campaigns

In 2018, the ONCE Foundation developed multiple awareness-raising initiatives and campaigns, several with the support of the European Social Fund.

#ParaQueLoSepas (Just so you know), was an initiative that highlighted the success of the alliance with the ESF on the occasion of the 60th Anniversary of the Treaty of Rome. It got about 70,000 re-tweets on Twitter.

‘Marca el Ritmo de Tu Vida’ (Set the pace of your life) aimed to encourage young people with disabilities to actively seek employment. It was seen 1,652,000 times on YouTube and 450,000 on Instagram.

#Los Invisibles (The invisible): its goal was to denounce invisibility faced by young people with disabilities when seeking employment. More than 115,000 re-posts were achieved on Twitter and 37,500 on Facebook.

‘On Fologüers’: this animated series received one of the **OCARE awards** for the best communication action in terms of Corporate Social Responsibility thanks to one of the episodes produced with the collaboration of **Bankinter**.

#AmorNoesControl (Love is not control) was a campaign to raise awareness of criminal behaviour related to gender cyber-violence among adolescents. This arose from the collaboration of the ONCE Foundation and the **Legalitas** and **Deporte Joven** foundations. Among the three entities, more than 1 million reproductions were obtained.

‘Mujeres en modo ON’ (Women in the ON-mode). A campaign launched by Inserta Empleo on International Women’s Day to promote the activation and registration of women with disabilities on the ‘Por Talento’ platform, which enrolled 564 women. The initiative won the Best Social Message Award at the XII International Festival of Social Advertising, at Publifestival 2018.

‘El Futuro comienza hoy’, (The future starts today) a campaign focused on stopping prejudice about workers with disabilities which got 466,257 posts on Facebook.

‘Encuentra tu sitio en Por Talento’ (Find your place in Por Talento), which showcased the new benefits offered by the platform developed by Inserta Empleo for both small businesses and job seekers.

‘Esta oportunidad no pasa todos los días. No te Rindas Nunca’ (This opportunity does not come every day. Never give up). Another Inserta Empleo awareness-raising initiative highlighted in 2018, with a total of four mobile exhibits travelling to 78 Spanish towns in the summer. The campaign attracted visits of more than 7,100 people and facilitated the signing of more than 25 agreements with local entities. More than 4,000 mentions were made on social networks and there were 1,203 new Facebook fans.

‘No te Rindas Nunca’ (Never give up) was a campaign launched to combat the high unemployment rate among youngsters with disabilities, which resulted in 2,532 new registrations on the ‘Por Talento’ platform and 2.2 million playbacks on YouTube. In addition, video tutorials were launched called **‘Encuentra trabajo Por Talento’** (Find your place in Por Talento) and **‘Tu Empleo’** (Your job).



6

Equality and Diversity

The ONCE Foundation is committed to promoting equal opportunities for women and men and managing diversity both within its workforce and externally.

To this end, each year awareness-raising and internal training activities are carried out, fostering a culture of equality and adoption of specific management measures to guarantee their development.

During 2018, the new **Gender Equality Plan** began at the Inserta Empleo Association and work started on the diagnostic phase for developing the new Servimedia Equality Plan.

The ONCE Foundation, although not obliged in terms of the number of employees, and the Inserta Innovación Association maintain their third current and ongoing Equality Plan.

Both the ONCE Foundation and the Inserta Empleo and Inserta Innovación Associations have **Monitor Committees** of their Gender Equality Plans. They all met several times during 2018, and thanks to an employee's initiative, a session for **LGBT+ Diversity Management** was approved.

The Foundation also has a **Procedure for acting in the event of claims of harassment and discrimination**, set out in the Equality Policy Framework Procedure; and with an **Anti-Harassment Commission**, which met twice in 2018 without any incident to deal with.

As a result of this equality work, the entity is certified as a **Family-Friendly Company** (EFR), whose scope is the ONCE Foundation and the Inserta Empleo Association, and the **Emblem Equality in the Workplace** (DIE), the scope being the ONCE Foundation.



Awareness and internal training

Celebration of the **International Women's Day** and commemoration of the **International Day Against Gender Violence**.

“El Laberinto de la Conciencia” (**The Labyrinth of Conscience**) **Workshop**, intended to raise awareness on the subject of women throughout their lives.

Training for all regional offices of the Inserta Empleo Association based on the “Guide for the incorporation of gender and disability perspective in the new European Social Fund programming for the period 2014-2020” in collaboration with the **CERMI Women's Foundation**.

Training action “Addressing Intersectional Discrimination against women with disabilities from a human rights approach” for the entire workforce in collaboration with the **CERMI Women's Foundation**.

Project “Generemos” for sharing knowledge and organisational tools that support gender equality.

Celebration of the **Diversity Week** under the slogan “Cultural Diversity, a spirit of coexistence”.

Reconciliation and co-responsibility

Flexible Office Pilot Project at the ONCE Foundation in order to work from home two days per month, bringing greater flexibility to working timetables. Executives, middle management and personnel involved have been trained in order to facilitate implementation.

During 2018, equality between women and men, as well as the improvement of situations of multiple discrimination of women with disabilities, were the subject of different campaigns, initiatives, alliances and other actions from an intersectional perspective.



Campaigns and other actions

Guide on non-sexist language, including a special focus on employment and the use of language in connection with women with disabilities. This ONCE Foundation Guide was prepared with the support of the European Social Fund and presented within the framework of MadWomanFest at an event at the Telefónica Flagship Store on 22 November. The Guide was supported by CERMI Women's Foundation and later served as training material for the Communication teams of the ONCE Social Group.

‘Mujeres en modo ON’ (Women in the ON-mode). This was an Inserta Empleo campaign, mentioned in the previous chapter, focusing on the binomial women and disability in the workplace. The advertisement for this was awarded a prize at the 12th Publifestival for the category ‘Best social message in a project or social action’.

Women and Accessibility: The 2018 “Madrid Accessibility Week” was carried out under the slogan “Accessibility as a key for gender” and among other activities, the participation of five women with disabilities on a round table on this subject.

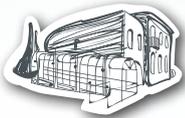
6. Equality and Diversity

Furthermore, in 2018 the ONCE Foundation continued to demonstrate its **commitment to combating gender-based violence**, which has an even stronger impact on women with disabilities (who already had a disability before experiencing violence, or who have acquired a disability as the cause of violence). In addition to the commemoration of the International Day for the Elimination of Violence against Women, the actions taken include:



Commitment against gender-based violence

- Sponsorship of the second edition of MadwomenFest, including disability as a factor on a transversal basis, in particular at the **mega-concert against gender-based violence** held on 9 November in Madrid.
- Campaign **#AmorNoesControl** (Love is not control) jointly developed by the Legálitas and Deporte Joven Foundations, presented on 9 October at the National Sports Council.
- Project **“Vive la vida que dejaste de vivir”** (“Live the life you’ve stopped living”) brought to the movement **#Givingtuesday** 2018, to raise funds for job support for women with disabilities who are victims of gender violence.
- Development of agreements of the ONCE Foundation, Inserta Empleo Association and ILUNION Group with the **INTEGRA Foundation and the Red Cross** to promote the inclusion of women with disabilities victims of gender violence. In 2018, 498 women were oriented towards employment, 362 were involved in training programmes to improve employability, and 116 were hired.



Other notable agreements and collaborations

- Agreement with the National Confederation of Federations and Associations of Rural Families and Women (**AFAMMER**).
- Agreement with the **Avilés City Council**, to promote labour and social inclusion of women with disabilities in the municipality through the project **Enfoca Talento-D**.
- Collaboration has been renewed through the signing of a new agreement with **FEDEPE** (Spanish Federation of Women Managers, Executives, Professionals and Entrepreneurs).
- An agreement has been signed with the company **Ellevate Network**, a global network of professional women.
- The development of the Agreement with **CERMI Women’s Foundation** continued, with various activities such as those mentioned above.
- In addition, in 2018 the ONCE Foundation participated in the **II Social Forum for Women with Disabilities** held in Murcia, and attended the presentation of the **Pilot project by the CERMI Women’s Foundation for Social and Labour Participation of Women with Disabilities**, held in Merida.

Regarding this report

The ONCE Foundation's 2018 Shared Value Report provides relevant information on the organisation's commitments and annual performance: the ONCE Foundation itself, the Inserta Empleo Association, the Inserta Innovación Association and Servimedia²⁸. The report's focus and content address the issues deemed most relevant to the ONCE Foundation and its stakeholders.

The document has been prepared taking into account the general criteria and principles defined by the Global Reporting Initiative for sustainability reporting (GRI Standards), furthermore reporting certain performance indicators on the basis of specific contents of said standard. The Report contains non-sexist and inclusive language.

²⁸ Except where a different scope is expressly indicated.

This report is available in accessible pdf format at the ONCE Foundation website
www.fundaciononce.es

ONCE social group

