

## ***Fundación ONCE: Turning Inclusion into Action***

Good morning, everyone,

It is a real honour to be here today and to take part in this important occasion.

We are gathered around a publication that is much more than a technical document. This Green Book on workplace adaptation for people with Multiple Chemical Sensitivity and Electrohypersensitivity is, above all, a statement of commitment. A commitment to dignity. A commitment to equal opportunities. And a commitment to ensuring that no person is left behind simply because their reality is less visible, less understood, or less recognised.

For Fundación ONCE, supporting this work is not an isolated action. It is fully aligned with our mission: to contribute to the full social and labour inclusion of persons with disabilities, promoting projects that respond not only to well-known needs, but also to emerging challenges.

And this is precisely why this Green Book matters so much.

Multiple Chemical Sensitivity and Electrohypersensitivity represent complex and often insufficiently recognised realities. For too long, people living with these conditions have had to face not only health-related difficulties, but also disbelief, invisibility, and a lack of adequate responses from society, institutions, and workplaces.

Their needs have too often been questioned. Their experiences have too often been minimised. And their right to participate fully in society has too often been limited by environments that were not designed with them in mind.

This is why Fundación ONCE's support for this initiative is so meaningful. Because inclusion begins when we are able to see what has been invisible. It advances when we listen to those who have not always been heard. And it becomes real when we transform that listening into practical tools, workplace adaptations, rights-based policies, and concrete opportunities.

Work is one of the most powerful expressions of inclusion.

Having a job is not only about income. It is about autonomy. It is about recognition. It is about contributing to society. It is about belonging. And for many people with disabilities, access to decent, safe and quality employment remains one of the greatest challenges.

That is why Fundación ONCE has always defended a clear principle: every person with a disability, regardless of the type of disability, its rarity, or its emerging nature, has the right to work and to contribute to the common good.

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But rights do not become real by declaration alone. They require conditions. They require responsibility. They require collaboration between public authorities, companies, social organisations, professionals and society as a whole.

This Green Book responds exactly to that need.

It offers rigorous knowledge. It provides practical tools. It proposes criteria for action. And it helps organisations understand how workplaces can be adapted to the needs of people with Multiple Chemical Sensitivity and Electrohypersensitivity.

In doing so, it opens a path that is both innovative and necessary.

This is a pioneering publication. It places on the table a reality that has often remained outside mainstream debates on employment, occupational health, accessibility and disability rights. It offers a framework of solutions where, until now, there were very few systematic references.

And that is one of the great values of Fundación ONCE's involvement: the capacity to anticipate future social and labour challenges.

Fundación ONCE does not only work where the path is already clear. It also helps to open new paths. It supports initiatives that identify emerging needs, generate knowledge, and create bridges between evidence, social reality, business practice and public policy.

That is leadership.

Leadership in the field of inclusion is not only about accompanying what already exists. It is about having the courage to recognise what is coming, what is changing, and what society still needs to understand better.

This Green Book is a good example of that vision.

It connects science, technical expertise, personal experience and legal reflection. It speaks to many audiences at once: people affected by these conditions, human resources professionals, occupational risk prevention experts, legal professionals, public authorities, employers and organisations committed to equality.

And that is particularly important because workplace inclusion cannot depend on goodwill alone.

Goodwill is valuable, but it is not enough.

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We need knowledge. We need standards. We need procedures. We need evidence-based recommendations. We need companies to know what to do, how to act, and how to adapt their environments in a responsible and respectful way.

The Green Book provides that practical orientation.

It helps companies understand that adapting workplaces is not a burden. It is part of a modern, responsible and inclusive way of managing talent. It is part of occupational health. It is part of corporate social responsibility. It is part of sustainability. And it is part of the future of work.

Today, organisations are increasingly aware that diversity is not an exception. It is the reality of our societies. People have different needs, different abilities, different sensitivities and different ways of contributing. The most competitive and humane organisations will be those capable of designing environments where this diversity can flourish.

In this sense, Fundación ONCE's work has a double value.

On the one hand, it supports people with disabilities directly, defending their right to employment, participation and equal opportunities.

On the other hand, it supports organisations, companies and institutions by helping them become better prepared, more inclusive and more socially responsible.

This is a very important point: inclusion is not only good for people with disabilities. Inclusion improves organisations. It improves decision-making. It improves workplace culture. It improves innovation. And it strengthens social cohesion.

When a company adapts a workplace, it is not only solving an individual situation. It is learning to manage diversity better. It is becoming more flexible, more attentive, more ethical and more future-oriented.

That is why this Green Book should not be seen only as a specialised publication for a small group of people. It should be understood as a reference tool for the future of labour inclusion.

Because the questions it raises go far beyond Multiple Chemical Sensitivity and Electrohypersensitivity.

It asks us: what kind of workplaces do we want to build?

Do we want workplaces where only some people fit? Or workplaces designed to welcome human diversity?

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Do we want companies that react late to social change? Or companies that anticipate, adapt and lead?

Do we want employment policies that only recognise the most visible forms of disability? Or policies that are capable of responding to emerging and less visible realities?

These are essential questions.

And Fundación ONCE's answer is clear: inclusion must reach everyone. Also those whose disabilities are less known. Also those whose needs are more complex. Also those whose experiences have not yet received sufficient social or legal recognition.

That is why this publication may also serve as a starting point for future legislative developments.

Social progress often begins with documents like this one: rigorous, pioneering, practical and courageous. Documents that organise knowledge, give visibility to overlooked realities, and offer decision-makers the evidence and arguments they need to move forward.

The role of Fundación ONCE in this process deserves to be strongly recognised.

By supporting this Green Book, Fundación ONCE is not only financing a publication. It is helping to create a new framework of understanding. It is helping to legitimise realities that have too often been ignored. It is helping to bring the rights of people with Multiple Chemical Sensitivity and Electrohypersensitivity into the centre of the conversation on employment, health, accessibility and equality.

That is the kind of contribution that creates lasting impact.

I would also like to highlight the importance of collaboration.

This Green Book has been promoted by CONFESQ, with the support of Fundación ONCE, and developed thanks to the work of authors, experts and people committed to the dignity of those living with these conditions.

This alliance between civil society, technical knowledge and institutional commitment is exactly what we need to drive real change.

No single actor can achieve inclusion alone.

Public administrations must provide legal certainty and effective policies. Companies must create safe, healthy and accessible workplaces. Experts must provide evidence and guidance. Organisations representing people with disabilities must bring lived experience and advocacy. And institutions such as

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Fundación ONCE play a crucial role in connecting all these efforts and turning them into action.

That is one of Fundación ONCE's greatest strengths: its ability to transform commitment into practical progress.

Throughout its work, Fundación ONCE has shown that inclusion is not an abstract value. It is something that must be built every day: through employment, accessibility, training, innovation, awareness, partnerships and social dialogue.

This Green Book is another step in that direction.

It reminds us that inclusion is not complete until it reaches those who are still on the margins of recognition. It reminds us that quality employment must also be safe employment. It reminds us that occupational health and disability rights must go hand in hand. And it reminds us that every person has the right to participate in society under fair and dignified conditions.

Today, therefore, we should celebrate this publication. But we should also take responsibility for what comes next.

A Green Book is not meant to remain on a shelf. It is meant to be read, shared, discussed and applied.

It should reach companies. It should reach human resources teams. It should reach occupational risk prevention services. It should reach legislators, public administrations, universities and social organisations.

Most importantly, it should help improve the lives of people with Multiple Chemical Sensitivity and Electrohypersensitivity.

Because that is the final purpose of this work: not only to produce knowledge, but to change realities.

Let me conclude with a broader reflection.

A truly inclusive society is not measured only by how it treats the majority. It is measured by how it responds to those whose needs are less visible, less common or less understood.

Fundación ONCE has once again demonstrated that inclusion requires vision, courage and commitment. Vision to identify emerging challenges. Courage to address realities that have not yet received enough attention. And commitment to work with others in order to build practical, fair and lasting solutions.

This Green Book is the beginning of a path we must continue walking together.

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A path towards safer workplaces. Towards more responsible companies. Towards better laws. Towards greater awareness. And towards a society where every person, regardless of their disability or condition, can live, work and contribute with dignity.

Fundación ONCE can be proud of its role in making this possible.

And all of us, from our different responsibilities, are invited to turn this work into real change.

Thank you very much.

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