
Disability Employment Package

This Strategy supports the implementation of the UNCRPD

• Member States + EU institutions being a party to the UNCRPD

• Covering all areas of life

• Applying a twin-track approach (mainstreaming, individual needs)

• Human right to participation on an equal basis

• Taking into account the diversity of disability
The Strategy contains **8 priority areas**:

1. **Accessibility** – An enabler of rights, autonomy and equality (EU accessibility law, passenger rights...)
2. **Enjoying EU rights** (free movement, democracy);
3. **Decent quality of life and living independently** (skills, employment, social protection ...)
4. **Equal participation and non-discrimination**; (healthcare, legal protection, education; culture ...)
5. **Promoting the rights of persons with disabilities globally** (development cooperation, humanitarian aid);
6. **Efficiently delivering the Strategy** (Better Regulation, working with Member States, EU funding...);
7. **The Commission** - leading by example (HR strategy, buildings, communication ...);
8. **Awareness, governance and measuring progress** (UNCRPD mechanism EU, monitoring, data)

---

**7 Flagship initiatives**

1. Disability Platform (2021)
2. **Package to improve labour market outcomes (2022)**
3. European resource centre AccessibleEU (2022)
4. Guidance on independent living (2023)
5. Disability Card (2023)
6. Quality framework social services (2024)
7. New Commission HR strategy

---

**57 Commission actions**
23 calls for Member States
Disability Employment Package

• Flagship initiative of the **Strategy for the Rights of Persons with Disabilities 2021-2030**

• “In 2022, the Commission will present a package to improve labour market outcomes of persons with disabilities”

• **Article 27 of the UN Convention on Work and Employment**

• **European Pillar of Social Rights targets**

• **Employment and adult learning targets**
Disability Employment Package

- Knowledge hub consisting of guidance and practices covering all stages of recruitment and employment
- Directed at employers and public authorities
- Centralised at a dedicated website of the Strategy
1. A. Strengthening the capacities of employment and integration services

Status: published

PES Network
PES Network Toolkit to strengthen PES services for persons with disabilities

• It intends to support PES in their role as key agents for the implementation of the UN Convention on the Rights of Persons with Disabilities (UNCRPD)

• It’s a deliverable of the European Commission’s new Disability Employment Package

• It offers a practical guide, with practices and strategies from more than 20 countries in the PES Network.
Six areas of action

1. PES internal measures
2. Provision of information, guidance, and job placement services
3. Active Labour Market Programmes (AMLPs)
4. Reasonable accommodation
5. Outreach programmes
6. Engaging in partnerships

PES Network Toolkit:

PDF: Click on this link for the PDF version

WORD: Click on this link for the Word version

PODCAST: Listen to our episode “Strength through diversity”
1. B. Strengthening the capacities of employment and integration services

Status – published in all EU languages

Cedefop
This briefing note showcases some of the initiatives in EU Member States and beyond, and presents policy pointers for further action.
Focus on:

- Recent European policy developments
- Developments on the ground
- Accessible career guidance for all
- Development of career management skills
- High quality support provision
- Targeted training empowering actors
- Universal coverage
- Lessons learnt and way forward
- Guidance and examples
2. Promoting Hiring Perspectives through affirmative action and combating stereotypes

Status – discussed with Disability Platform sub-group, under internal approval

European Disability Expertize (EDE)
Clusters:

- Support service for business
- Subsidies
- Quota system
- Awareness-raising

Over 40 examples:

- Service for business programme, AT
- Open Doors Day, LV
- Vocational assessment, MT
- Placement allowance, SK
- Employment platform, ES
- Label: Come here-all are welcome, EE
- Campaign: Fight against stereotypes, FR
- Awareness-raising
3. Ensuring reasonable accommodation at work

Status – discussed with Disability Platform sub-group, under production

European Disability Expertize (EDE)
Based on guidance and examples from 30 European states through EDE country experts

- Discussed and enriched with the examples from the Disability Platform sub-group on employment

Content:

- Legal background
- Approach to disability
- Approach to reasonable accommodation
- Support, information and partnerships available to employers
- Methods of reasonable accommodations
- Examples
Objectives

• User friendly
• Instructional: what/ how/ when
• Explaining roles and responsibilities
• Focusing on different stages of employment
• Describing legal obligations
• Providing useful national links
• Providing info on available support

Presents different methods:
• Provision of assistive technology
• Personal assistance
• Flexible working time
• Telework
• Flexible working arrangements
4. Retaining Persons with disabilities in employment: preventing disabilities associated with chronic diseases

Status - upcoming

European Agency for Safety and Health at Work (EU OSHA)
Objectives

• On the basis of the EU OSHA material Commission will issue a manual aimed at employers on how to manage chronic diseases (such as for example: musculoskeletal ones, cancer or mental health) and how to prevent psychological risks.

• Complementary to existing frameworks.

• Aimed at providing instructions and examples on how to retains persons with disabilities in employment.

• Instructional, aimed at employers.
5. Retaining Persons with disabilities in employment: preventing disabilities associated with chronic diseases

Status - upcoming

European Agency for Safety and Health at Work (EU OSHA)
Objectives

• On the basis of the EU OSHA material the Commission will issue guidelines on effective vocational rehabilitation schemes aimed at facilitating return to work of persons with disabilities.

• Aimed at providing instructions and examples on how to put in practice coordinated support for persons with disabilities returning to work (such as offering suitable positions, psychological support, vocational education and training).

• Instructional, aimed at employers and public authorities.
6. Exploring quality jobs in sheltered employment and pathways to the open labour market

Status - upcoming

Contracted study: Consortium Empirica/Sozialhelden eV
Objectives

• Taking stock of the legal and socio-economic situation of an inclusive enterprise for people with disabilities in the European countries.

• Determining the social impact for the persons with disabilities and the impact on society, clients and others encompassing social and economic benefits inclusive enterprises have on persons with disabilities.

Focus on:

- EU institutional set-up
- Working conditions
- Pathways to the open labour market
- In-dept studies of 8 countries
- 20 good practices
- Recommendations
Contact: Monika.Chaba@ec.europa.eu