



Union of Equality: Strategy for the Rights of Persons with Disabilities 2021-2030

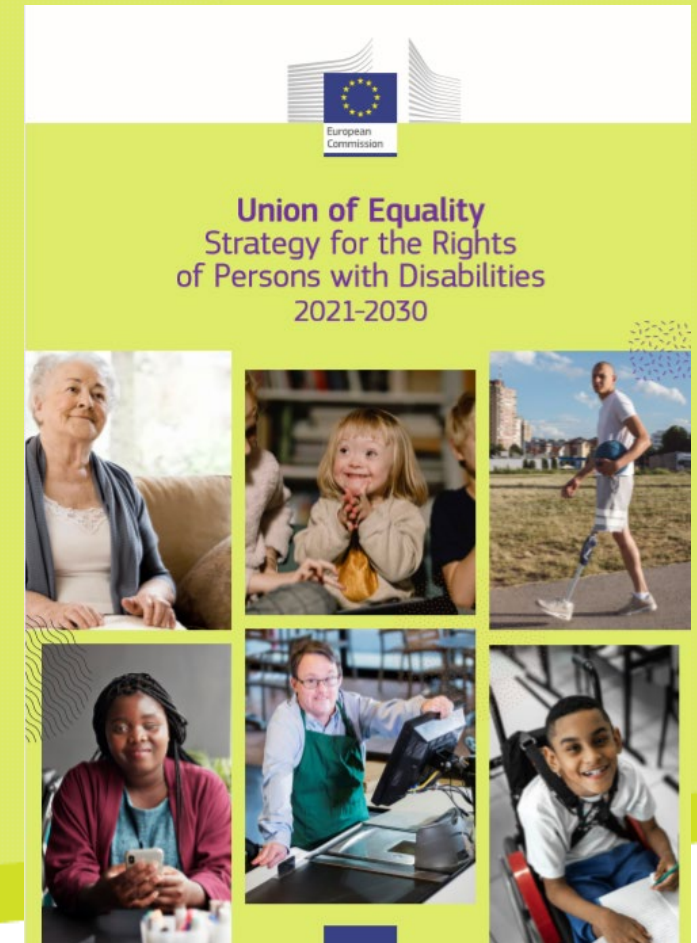
Disability Employment Package



Union of Equality: Strategy for the Rights of Persons with Disabilities 2021-2030

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

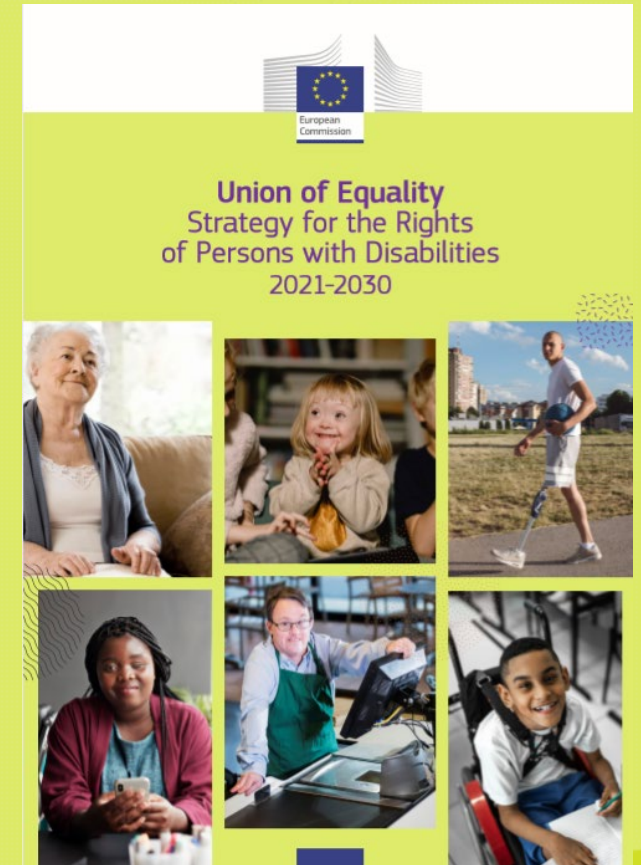
- 1 Disability Platform (2021)
- 2 **Package to improve labour market outcomes (2022)**
- 3 European resource centre AccessibleEU (2022)
- 4 Guidance on independent living (2023)
- 5 Disability Card (2023)
- 6 Quality framework social services (2024)
- 7 New Commission HR strategy

+

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

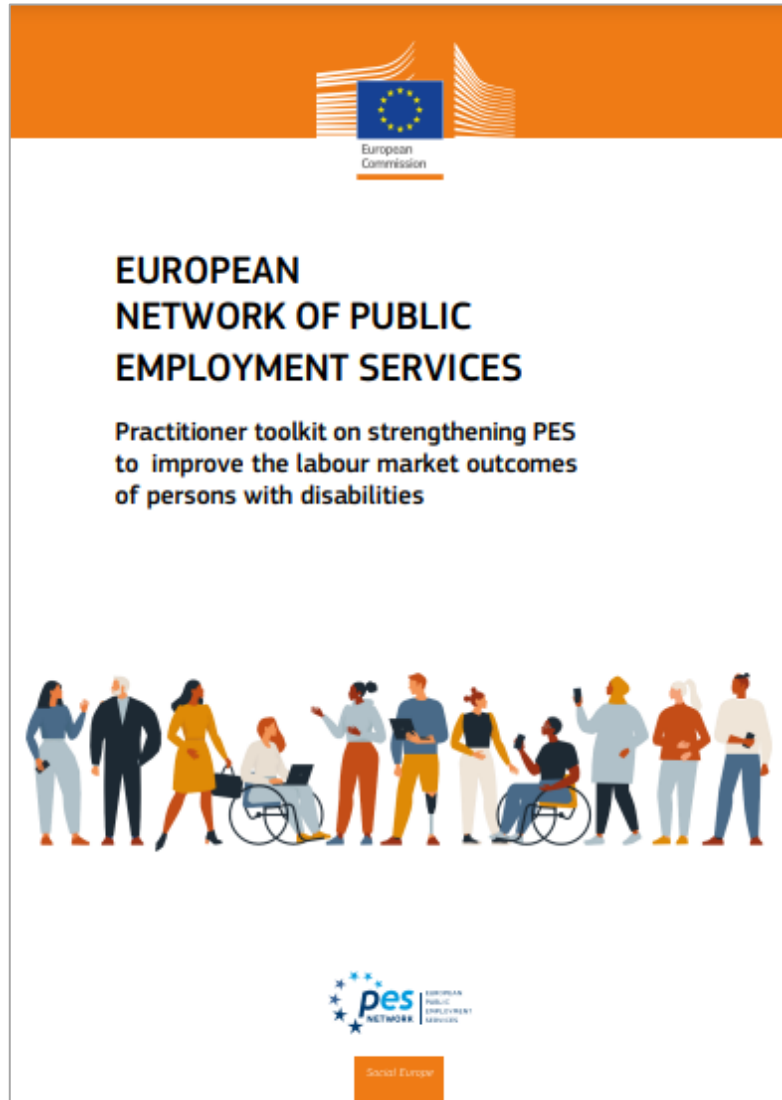


- Knowledge hub consisting of guidance and practices covering all stages of recruitment and employment
- Directed at employers and public authorities
- Centralised at a dedicated [website](#) of the Strategy

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 (UNCPRD)
- 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

LIFELONG GUIDANCE FOR PERSONS WITH DISABILITIES

Cedefop has reviewed recent policies and practices improving education, training and labour market outcomes for all

An estimated 87 million people with disabilities live in the European Union (1) (2). The many barriers they encounter daily in a world lacking inclusive and accessibly designed services include limited access to education and training, career support and jobs fitting their interests and abilities. Across all EU Member States, in 2021, the employment gap between those with disabilities and those without was 23 percentage points. Few people with disabilities complete a tertiary degree. Those who are enrolled in vocational education and training (VET) are often referred to specific-needs institutions. Their participation in adult learning is below average, while their rate of early leaving or poor education outcomes is above.

Recent European policy developments

This is why the EU has reinforced its focus on inclusive education and training and labour market access for those with disabilities. Together with the European Pillar for Social Rights action plan, the European Commission adopted in March 2021 the EU Strategy for the rights of persons with disabilities 2021-30. It spells out priority areas for action which include strengthening services that help people with disabilities find and keep jobs. This includes opening more pathways into employment, designing workplaces for the needs of people with disabilities (reasonable accommodation) and developing career management skills from a young age. The Council, with its 2022 Conclusions on the inclusion of persons with disabilities in the labour market, has invited the Commission and EU Member

States to take further action in this direction (3).

What's happening on the ground

To accompany this renewed policy process, Cedefop, together with its CareersNet partners in EU Member States and beyond, has collected examples of lifelong guidance policies and practices that support the rights and opportunities of people with disabilities. They are presented in Cedefop's online Inventory of lifelong guidance systems and practices, which monitors progress in key policy areas and offers information on different approaches to policy-makers, practitioners and researchers (4).

This briefing note showcases some of these initiatives in EU Member States and beyond, and presents policy pointers for further action (5). Career guidance for people with disabilities has evolved in recent years to link in with a widening range of career support measures: skills assessment and development, job coaching, confidence building, career planning, reasonable accommodation of workplaces and 'supported employment' (6). They all aim at enabling people with specific needs to participate in learning opportunities and, ultimately, the open labour market. Sheltered employment is seen, as far as possible, as a transitional step on their road towards this goal. So-called twin-track approaches offer services specifically adapted to the needs of people with disabilities

(1) As cited in the European Strategy for the Rights of Persons with Disabilities 2021-2030, drawing on data from Eurostat sources, i.e. EU SILC (Statistics on Income and Living Conditions) and LFS (labour force survey) 2020.

(2) Of those with disabilities aged 16 and above, 24.7% are limited in their activities, 17.7% have moderate and 7% severe limitations.

(3) Projects in the area of social inclusion and access to services such as career support are funded by European Social Fund Plus (ESF+). Projects showcasing good practices in career guidance include the Youth Transition project (58) supporting the labour market transition of young people with disabilities, and the Greenweg (82) centre for autism coaching. The ESF+ budget amounts to almost EUR 99.3 billion for the period 2021-27.

(4) It is complemented by Cedefop's transferability tool supporting decision-making in the field.

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(6) It was reviewed by the Disability Platform and its expert group.

- 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)

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- 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

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