



Disability Employment Package

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EMPL.D3 Disability and Inclusion

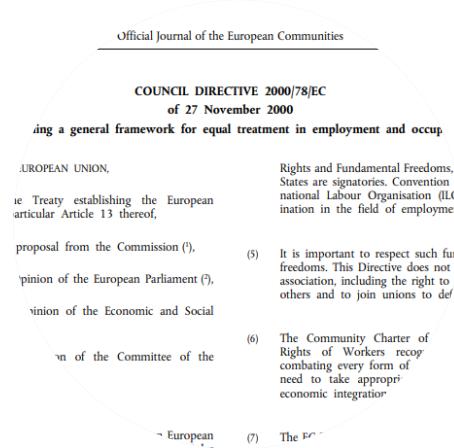
Policy and legal frameworks and actions



European Pillar of Social Rights



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



Employment Equality Directive



Disability Employment Package

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



7 Flagship initiatives

1 Disability Platform

2 Package to improve labour market outcomes

2 European resource centre AccessibleEU

4 Guidance on independent living

5 Disability Card

6 Quality framework social services

7 New Commission HR strategy

Disability Employment Package



- Knowledge hub
- Guidance and practices for all stages of recruitment and employment
- For employers, recruiters, public authorities, social partners and civil society
- To foster employment of persons with disabilities
- To fight stereotypes

Recruitment

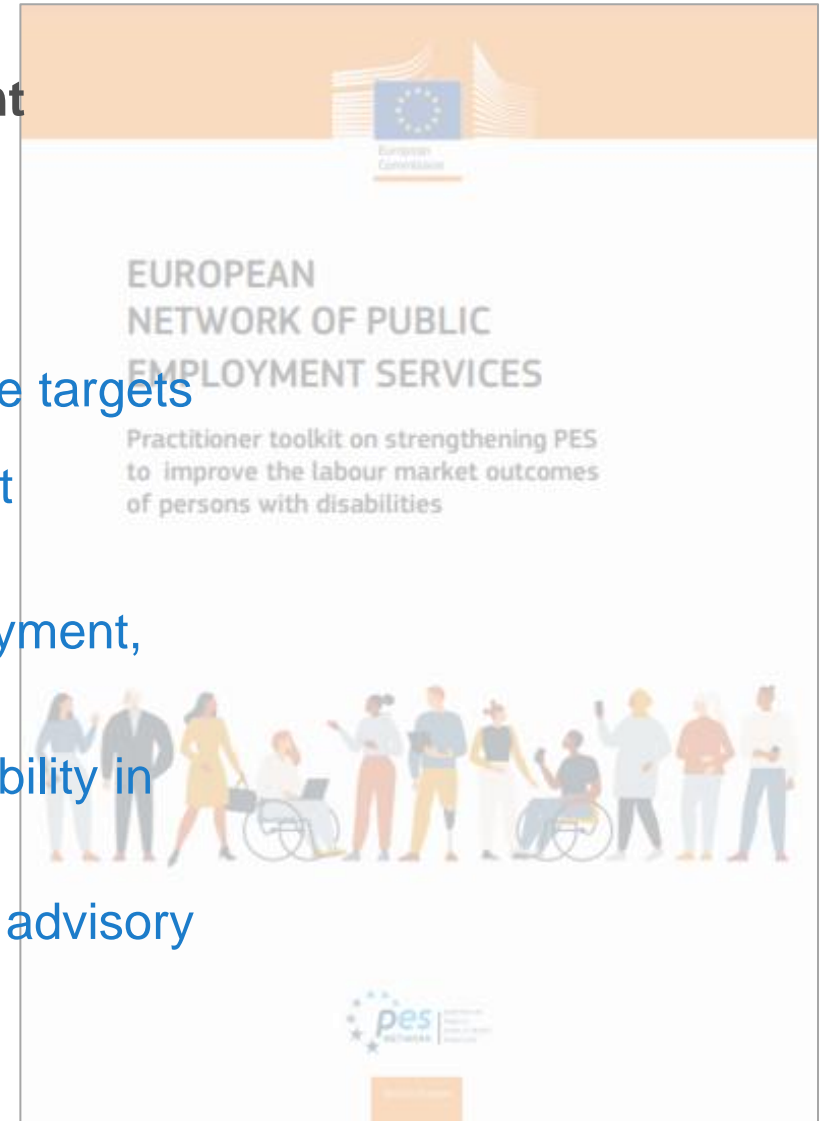
1. PES are on the frontline of the labour market
2. Despite different PES contexts and remits, PES play a key role in supporting the labour market inclusion of jobseekers with disabilities
3. In most cases, this commitment is shared with other authorities
4. PES can support clients with disabilities in different ways
5. Many PES seek cooperation with other stakeholders



PES Network toolkit: A deliverable of the Disability Employment Package

Six areas of action:

1. PES internal measures: training recruitment policy, performance targets
2. Services: provision of information, guidance, and job placement services, job portals
3. Active Labour Market Programmes (AMLPs): supported employment, personalised support, self-employment and entrepreneurship
4. Reasonable accommodation: guidance for companies, accessibility in PES
5. Outreach programmes: targeted job fairs, specialised disability advisory services
6. Engaging in partnerships: models



Career guidance

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 (ERDF+). Projects showcasing good practices in career guidance include the *Youth Transition project* (SE) supporting the labour market transition of young people with disabilities, and the *Greenwing* (SE) centre for autism coaching. The ERDF+ 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.

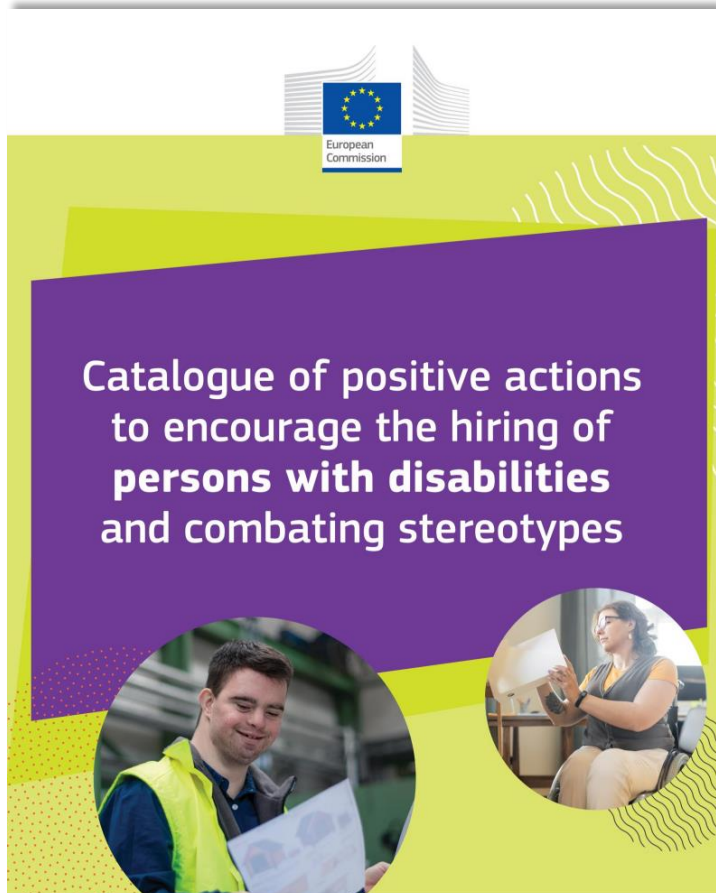
(5) It is complemented by Cedefop's transferability tool supporting decision-making in the field.

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

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

Hiring



Different categories

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

Over 40 examples:

- Service for business programme, Austria
- Open Doors Day, Latvia
- Vocational assessment, Malta
- Employment platform, Spain
- Label: Come here-all are welcome, Estonia
- Campaign: Fight against stereotypes, France

Reasonable accommodation



- ✓ 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
- ✓ Methods
- ✓ Examples

Staying at work and return to work

- EU OSHA single entry point on disability
- Manual on working with disabilities - prevention
- Guidance on return to work (vocational rehabilitation) – return to work
- Instructional
- Good practices

Themes

- Ageing & OSH +
- Benefits of OSH
- COVID-19: resources for the workplace
- Dangerous substances +
- Digitalisation of work
- Green jobs
- Health and social care
- Leadership & worker participation
- Mainstreaming OSH into education
- Micro and small enterprises & OSH
- Musculoskeletal disorders +
- Nanomaterials
- Psychosocial risks and mental health +

Disability and occupational safety and health



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Approximately half of the 42.8 million working-age individuals with disabilities in the European Union (EU) are currently employed. People with an existing health condition or disability should be able to continue working, enter or return to the workforce. Consequently, an accessible and inclusive work model capable of accommodating a diverse workforce and facilitating their (re-)entry and retention in employment is essential.

[Disability Employment Package](#)

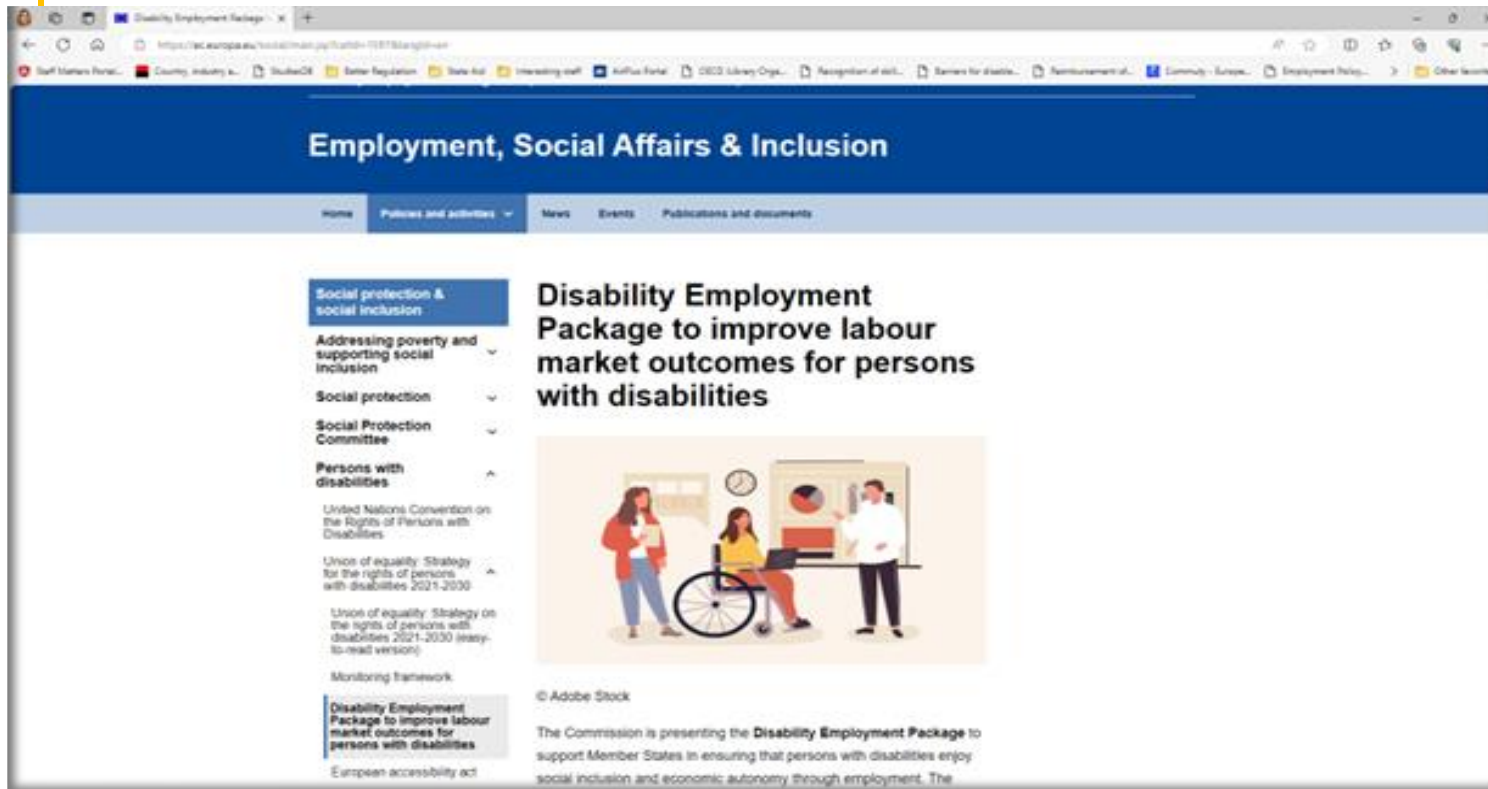
Alternative employment

- 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, the impact on society inclusive enterprises have on persons with disabilities.

Focus on:

- EU institutional set-up
- Working conditions
- Pathways to the open labour market
- In-dept studies, 8 countries
- 20 good practices
- Recommendations

Visit the webpage of the Package and download the guidance 😊



Thank you

[Disability Employment Package to improve labour market outcomes for persons with disabilities - Employment, Social Affairs & Inclusion - European Commission \(europa.eu\)](https://ec.europa.eu/employment-social-inclusion/)

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