

Disability Employment Package



EPR 'Pathways to employment'

24 October 2022

Monika Chaba, EMPL.D3



Persons with disabilities in the labour market: persistent challenges

1 in 4 EU citizens (aged 16+) report long-standing impairments



50.8% of persons with disabilities are in employment compared to **75%** without disabilities

37.6% of persons with disabilities are inactive compared to **17.6%** of persons without disabilities

Persons with disabilities in the labour market: persistent challenges

- 23% disability employment gap
- 17.3% unemployed
- Higher NEET youth rate
- Lower quality jobs
- 52% report discrimination

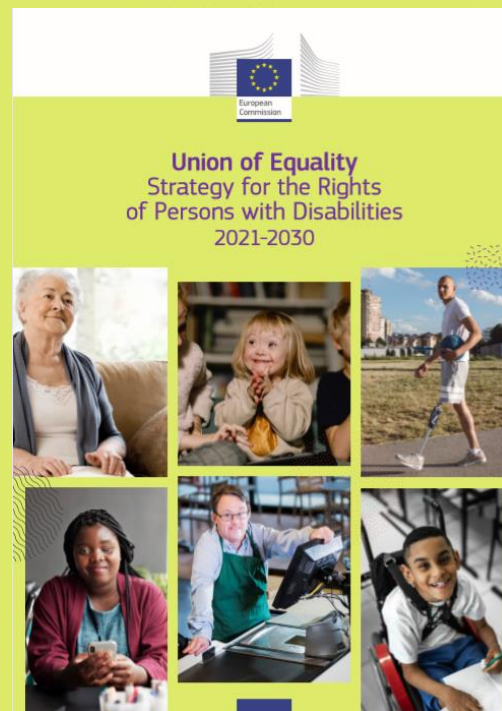


28.4% of persons with disabilities are at risk of poverty and social exclusion compared to **18.4%** of persons without disabilities

The Strategy for the Rights of Persons with Disabilities 2021-2030

Disability Employment Package

- **Flagship initiative:**
- *“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*
- **Employment and adult learning targets**



Objectives

- The Commission will build a new, **comprehensive, implementation-oriented and interdisciplinary knowledge base** in identified key areas for labour market inclusion of persons with disabilities.
- This knowledge base will be based on **good practices and targeted mutual learning activities** to develop recommendations for implementation in different national contexts involving policymakers, implementers and relevant stakeholders.
- What is our objective: to trigger an increase in the employment rate of persons with disabilities and help reduce the existing disability employment gap between persons with and without disabilities.

Employment Package 6 key themes:

1. Strengthening capacities of employment and integration services

- Joint work of the Commission with the Public Employment Services Network and the Cedefop CareersNet
- Deliverable: guidance for the Member States (analysis and good practices regarding PES services for jobseekers with disabilities and employers, and on career guidance for persons with disabilities along the life course).



Employment Package 6 key themes:

2. Promoting hiring perspectives through affirmative action and combating stereotypes

- The Commission will examine positive actions to facilitate hiring of persons with disabilities involving employers and employer initiatives.
- Deliverable: a catalogue of positive actions, mainly for employers, to facilitate hiring persons with disabilities (proven strategies and practices to combat stereotypes, approaches for better information, accessible and inclusive recruitment procedures and positive experience with quota systems).

Employment Package 6 key themes:

3. Ensuring reasonable accommodation at work

- The Commission will analyze reasonable accommodation at work in different jobs involving relevant stakeholders.
- Deliverable: a guidance, mainly for employers, for reasonable accommodation at work.



Employment Package 6 key themes:

4. Retaining persons with disabilities in employment preventing disabilities associated with chronic illnesses
 - The Commission will look into approaches for managing chronic diseases and preventing the risk of acquiring disabilities with a view to frequent chronic diseases
 - Deliverable: a manual for managing and preventing chronic illnesses.



Employment Package 6 key themes:

5. Securing vocational rehabilitation schemes in case of sickness or accidents

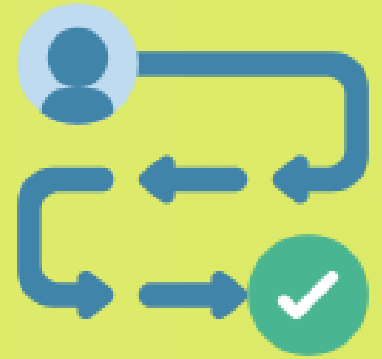
- The Commission will inquire effective vocational rehabilitation schemes paying attention to proven vocational rehabilitation schemes for frequent diseases and types of accidents
- Deliverable: guidelines for effective vocational rehabilitation schemes covering frequent diseases and types of accidents.



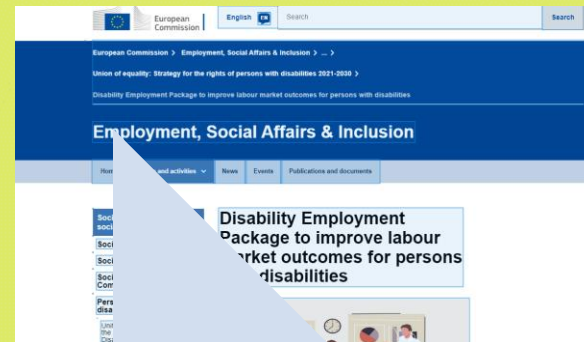
Employment Package 6 key themes:

6. Exploring quality jobs in sheltered employment, and pathways to the open labour market. Pathways to the open labour market

- Deliverable: a study on how to improve the employment for persons with disabilities through inclusive and sheltered employment models looking also at possibilities for career development.



Process: 2021 - 2024



Disability
Platform

French
Presidency
conference

Czech
Presidency
conference

Deliverables

Thank you for your
attention

Monika.Chaba@ec.europa.eu