



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

## **Focus on employment**

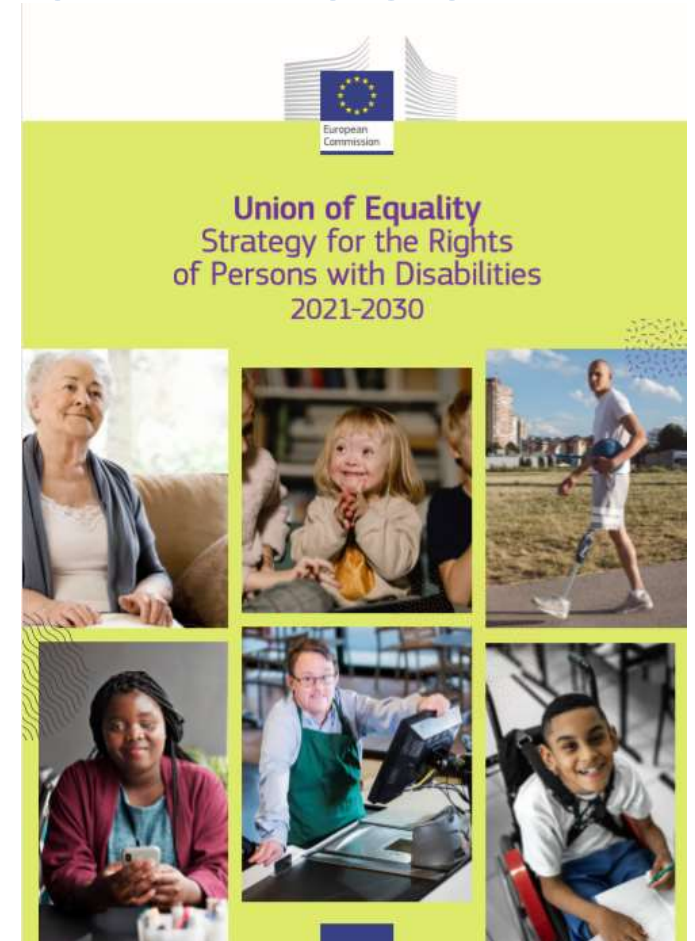
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# Union of Equality: Strategy for the Rights of Persons with Disabilities 2021-2030

This Strategy supports the implementation of the UNCRPD

- by Member States
- in the EU institutions being a party to the UNCRPD



## The Strategy contains **8 priority areas** :

1. Accessibility – An enabler of rights, autonomy and equality;
2. Enjoying EU rights;
3. Decent quality of life and living independently;
4. Equal participation and non-discrimination;
5. Promoting the rights of persons with disabilities globally;
6. Efficiently delivering the Strategy;
7. The Commission's ambition for the next decade - leading by example;
8. Awareness, governance and measuring progress.

## **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

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**57 Commission actions**  
**23 calls for Member States**

# 3. Decent quality of life and living independently

## Fostering access to quality and sustainable jobs



**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

➤ In 2022, the Commission will present a package to improve labour market outcomes of persons with disabilities (“employment package”), seeking cooperation with the European Network of Public Employment Services, social partners and organisations of persons with disabilities.

- The Commission will:
- publish an **implementation report** on the EU Employment Equality Directive;
- Issue an **Action Plan on Social Economy**.
- The Commission **calls on Member States to establish targets** for increasing the employment rate of persons with disabilities and reducing the disability employment gap (-> Revised Social Scoreboard)

## Components of the “Employment Package” under preparation:

- strengthening capacities of employment and integration services
- promoting hiring perspectives
- ensuring reasonable accommodation
- securing health and safety at work and
- vocational rehabilitation schemes
- exploring quality jobs in sheltered employment and pathways to the open labour market

**Focus on mutual learning**

## Portuguese Presidency Social Summit Declaration (May 2021)

- *determined to continue deepening the implementation of the European Pillar of Social Rights at EU and national level*
- *welcomes the new EU headline targets on jobs, skills and poverty reduction and the revised Social Scoreboard proposed in the Action Plan*

## Delivering the Strategy

### Council Conclusions on the Strategy 2021-2030 (EPSCO June 2021)

- *Member States endorse the Strategy*
- *Highlight efforts needed to provide persons with disabilities with opportunities to engage in paid employment*
- *Take Strategy and gaps between women and men into account when setting voluntary national targets to achieve the EU headline targets*

# ... to implement the UNCRPD Art. 27 Work and Employment

*States Parties recognize the right of persons with disabilities to work, on an equal basis with others:*

- *opportunity to gain a living by work freely chosen or accepted*
- *in a labour market and work environment that is open, inclusive and accessible to persons with disabilities*
- *including those who acquire a disability during the course of employment*

# How to reduce the disability employment gap?

... rehabilitation has an important role to play

Thank you for attention