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DRAFT REPORT

on the implementation of Council Directive 2000/78/EC establishing a general framework for equal treatment in employment and occupation in light of the UNCRPD
(2020/2086(INI))

Committee on Employment and Social Affairs

Rapporteur: Katrin Langensiepen

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EXPLANATORY STATEMENT - SUMMARY OF FACTS AND FINDINGS

Having a job is vital in our lives. It is essential for engaging in human interactions, for gaining the necessary financial means to lead a happy and healthy life, for realising our human potential, for becoming part of our society. However, we, persons with disabilities, are systematically deprived of our 'right to engage in work'¹, which right is protected and promoted by several international human rights documents and by the EU Charter of Fundamental Rights, and we are excluded from the labour market. Across the European Union, employers often rather pay a fine than employ us.

Official disability statistics are scarce and mostly not disaggregated by type of disability, race/ethnic origin, sexual orientation, etc., and there is hardly any data on the type of employment persons with disabilities have access to, still we know this much: only 50.6% of persons with disabilities are in employment (48.3% of women and 53.3% of men), compared to 74.8% for persons without disabilities². The most recent statistics available reveal that only 20.7% of women with disabilities are in full-time employment, compared to 28.6% of men with disabilities³. Nevertheless, these figures do not uncover how many people are employed in the open labour market, and exclude persons with disabilities living in institutional care who are far less likely to have a job or to be included in the community in any possible way. You can find further data below.

It goes without saying that employment is not the only area where discrimination against us, persons with disabilities, is widespread. But it is definitely an area, which - through safeguarding equal rights and opportunities - could bring about transformational changes both for the persons with disabilities concerned but also for the entire society.

Our societies are not homogeneous. *We all* have different identities, capabilities, knowledge and skills, and in the European Union, which prides itself of being in the forefront of the fight for fundamental rights, equality and non-discrimination should be ensured for everyone, including for persons with disabilities, who themselves are a heterogeneous group of people with several coexisting identities and different abilities.

Nevertheless, in spite of all our commonly agreed upon values and treaties, our minorities, including persons with disabilities, continue to experience widespread and systemic deprivation of their rights starting from education, access to justice, access to sexual and reproductive health rights, to the right to live independently and live free from violence and abuse, to have adequate standard of living and social protection, etc. It is high time that we all understood that all of us have multiple/intersectional identities, that the provision of human rights is not a favour we should ask for from others but it is the bare minimum that we have to give to each other. We are a diverse society and diversity is a value and strength that will help us rise to our ever-changing set of local and global challenges. We, persons with disabilities, with all our talents and skills are one of the sources of this diversity.

One of the most prevailing rights violations that we, persons with disabilities, experience is the denial of our participation. This is why, for the preparation of this report, your rapporteur

¹ Article 15 of the Charter of Fundamental Rights of the European Union

² EU SILC 2017

³ Gender Equality Index 2019

has asked for the input of persons with disabilities and their representing organisations during a series of discussions in June and July this year, and also during the actual drafting process in August and September. Moreover, as we firmly believe that not only the drafting of our report but also the end result should be more accessible for persons with disabilities, we have added **an easy-to-read part** to our report too. We are indebted to Aurelie Baranger, Christian Takow, Helen Portal, Fanny Lamon and Soufiane El Amrani for having prepared the easy-to-read version.

Your rapporteur would hereby like to express her gratitude to the colleagues who participated in our stakeholder consultations, namely

- ❖ Aurelie Baranger and Christian Takow from *Autism-Europe*,
- ❖ Claudia Rustige and Klaus Meyer zu Brickwedde from the *Bundesarbeitsgemeinschaft Inklusionsfirmen*,
- ❖ Lars Bosselmann and Antoine Fobe from the *European Blind Union*,
- ❖ Marine Uldry and Haydn Hammersley from the *European Disability Forum*,
- ❖ Natasa Kokic and Frank Sioen from the *European Network on Independent Living*,
- ❖ Mark Wheatley and Jorge Crespo Garcia from the *European Union of the Deaf*,
- ❖ Helen Portal from *Inclusion Europe*,
- ❖ Renee Jopp and Hildur Onnudottir from the *International Federation for Spina Bifida and Hydrocephalus*, and
- ❖ Laura Marchetti, Marie Fallon Kund and Jonas Bull from *Mental Health Europe*.

Due to them sharing their knowledge and experience on the most pressing concerns and challenges of persons with disabilities and the rights violations that they often encounter, mentioning good practices and sustainable policies, and suggesting the changes that they would like to see relating to EU policies and legislation, we have managed to gain a clearer picture of the employment-related situation on the ground and compile a more comprehensive list of demands.

Your rapporteur would also like to express her thanks and appreciation towards Dr. Jone Elizondo Urrestarazu, the representative of *Equinet*, who has provided us with her priceless insights into the legal aspects and tools of tackling the employment-related discrimination that persons with disabilities face in the EU Member States, and towards two distinguished disability lawyers from the *academia*, Professor Delia Ferri from the *National University of Ireland Maynooth* and Professor Mark Priestley from the *University of Leeds*, who have been kindly sharing their expertise and proposals with us concerning the protection of the rights of persons with disabilities. Furthermore, your rapporteur would like to thank the *European Network Against Racism (ENAR)*, the *European Roma Grassroots Organisations (ERGO) Network*, *ILGA-Europe*, and the *Platform for International Cooperation on Undocumented Migrants (PICUM)* for sending us their written contributions highlighting issues concerning intersectional discrimination. Finally, your rapporteur is grateful for the opportunity to consult the experts of the *European Union Agency for Fundamental Rights* relating to the use and collection of equality data.

All these colleagues agreed with us that having a job is vital in our lives. As some of them have put it: ‘Having a fulfilling job is definitely one of the most powerful expressions of inclusion. It is both good for the person who is employed, but also for colleagues, who see

inclusion in action!’⁴; ‘Education and employment are crucial to live independently.’⁵; ‘Work and employment means being a full member of society and being a colleague and not a benefit recipient. People define themselves through work and their meaningful contribution to working life.’⁶; ‘In an ideal world, work and employment would mean empowerment, independence and full inclusion in society. I think this is what we need to strive for.’⁷

Your rapporteur hopes that in the foreseeable future we will manage to see the benefits of having inclusive workplaces and living in an inclusive society, and that we will jointly deliver on our official EU motto ‘United in diversity’. However, there is still a long road ahead of us. We hope that you all will help us achieve this goal.



Easy to-read version



It is a report of the European Parliament.
The European Parliament is a place where important decisions of the European Union are made.



The European Union is a group of 27 countries.
We call it the EU.
They have joined to be stronger politically and economically.



The EU makes laws and actions on important things for the people of those countries.

This report is about the work situation of persons with disabilities.



Too many persons with disabilities do not have a job in the European Union.
They are treated worse than other people because of their disability.
It is called discrimination.



That means that they cannot be part of the community.
That means that they are poorer.
That means that they cannot show how clever and talented they are.

⁴ Lars Bosselmann, European Blind Union

⁵ Senada Halilcevic, Inclusion Europe

⁶ Claudia Rustige, Bundesarbeitsgemeinschaft Inklusionsfirmen e.V.

⁷ Marine Uldry, European Disability Forum

Too many persons with disabilities only have a job in a sheltered workshop. Sheltered workshops are places where disabled people are put aside from other people to work. It means that they do not have colleagues without disabilities. It means that they earn less money and have fewer rights than persons without disabilities.



Women with disabilities have bigger problems. It is harder for women with disabilities to find a job than for men with disabilities. Women with disabilities earn less money than men with disabilities.



Women with disabilities are often victims of sexual harassment and abuse. Sexual harassment is when someone forces another person to talk about sex or ask for sexual things. Abuse is when someone treats you badly.



Persons with disabilities can also have problems to find and keep a job when they are people of colour or from a different culture. For example, a Roma person with disabilities is often poorer than other persons with disabilities.



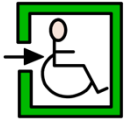
People with disabilities with a different sexual orientation also face more discrimination. They can have more difficulty to find a job and they can be treated badly at work.



We want to change this situation. We have written this report with the help of persons with disabilities. We demand a lot of things to change in Europe.

These are the changes that we want:

We want a disability quota in the European Union. A quota is when a minimum number of persons with disabilities work in a company. That means that all big companies will have to employ persons with disabilities.



We want companies to provide reasonable accommodation.
That means that companies make changes
so that the persons with disabilities can work there.



We want that persons with disabilities
get support to find a good job.
We want that persons with disabilities
get support to do their work well.
We want that these support persons
stay with persons with disabilities
as long as they need help.



We want that persons with disabilities
do not lose their disability benefits if they start working.
Disability benefits is the money a person with disabilities
receives from the State because of the disability.
We want persons with disabilities
to be paid the same as persons without disabilities
for the same job.
We want that persons with disabilities
feel safe in their workplace.



We want a society
where persons with disabilities are useful.
That means that we recognise
how talented and hardworking they are.

THE EMPLOYMENT-RELATED SITUATION OF PERSONS WITH DISABILITIES IN NUMBERS

In order to demonstrate the grave effects of the inequality of and the discrimination against persons with disabilities in the labour market, your rapporteur intends to draw your attention to the latest available survey findings and research results which also reveal the heterogeneity and diversity within the group:

The **rate of unemployment** of persons with disabilities (17,1%) is almost twice of the general population (10,2%)⁸, and the unemployment of persons with disabilities lasts longer than that of the persons without disabilities regardless of qualifications.

The rate of unemployment is the highest amongst **young persons with disabilities** (age group 16-24) with 24,9% of them being unemployed compared to 16,6% in the general population, which is inextricably linked with education opportunities.⁹

Women with disabilities, who constitute 16% of the total population of women, and 60% of the overall population of persons with disabilities in the EU, continue to face multiple and intersectional discrimination in all areas of life. Only 20,7% of women with disabilities are in full time employment, compared to 28,6% of men with disabilities¹⁰. The economic inactivity rate among women with disabilities is over two thirds of the total population of women of working age (16-64 years).

There are over 30 million **blind and partially sighted persons** in wider Europe; the average unemployment rate of them is 75% – and even higher among women – leading to their social exclusion and poverty¹¹.

There are approximately one million **deaf sign language users** in the EU and 51 million hard-of-hearing people, many of whom are also sign language users¹² whose unemployment is underreported and inadequately researched.

There are approximately seven million **persons with intellectual disabilities** in the EU whose employment level is considerably low.¹³

Estimates indicate that across Europe only around 10% of **persons on the autism spectrum** are employed, mostly in part-time and low-paid jobs, in under-qualified positions or in sheltered settings¹⁴.

29.5% of women and 27.5% of men¹⁵ with disabilities are at risk of **poverty** and social exclusion in the EU compared to 22.4% of the entire population. Persons with disabilities are more likely to face **in-work poverty** than those without disabilities (11% versus 9.1%)¹⁶ due to the extra costs related to their disability, e.g. healthcare, logistical and human support, the

⁸ EU SILC 2017

⁹ ANED 2019

¹⁰ Gender Equality Index 2019

¹¹ http://euroblind.org/sites/default/files/documents/once_ebu_employment_report_en.pdf

¹² https://www.europarl.europa.eu/doceo/document/TA-8-2016-0442_EN.html#def_1_15

¹³ Inclusion Europe

¹⁴ https://autismeurope.org/wp-content/uploads/2014/03/Report-on-autism-and-employment_EN.pdf

¹⁵ EU-SILC 2018

¹⁶ <https://ec.europa.eu/eurostat/statistics-explained/pdfscache/34425.pdf>

fact that they earn less than their colleagues in an equivalent role and are less likely to get a promotion¹⁷, and due to their loss of disability entitlements once in work. The risk of poverty is emphasised for those declaring more severe levels of disability.

A disproportionate number of persons with disabilities are **homeless**¹⁸ and there is an increased risk for persons with disabilities to become homeless¹⁹.

Due to the cumulative effects of intersectional discrimination, **Roma persons with disabilities** are assumed to face more barriers, experience greater unemployment, more severe poverty and less access to education and services than their peers without disabilities.²⁰

LGBTI persons with disabilities face added obstacles in employment; 16% of them report being denied jobs or promotions because of their identity, compared to 10% for LGBTI staff in general; one in four LGBTI persons with disabilities have been subject to derogatory remarks, bullying and abuse and were outed without consent.²¹

A recent EU-wide survey with persons with disabilities shows that 96% of them find **access to the open labour market** inadequate or requiring improvement, only 10% of them find that the existing legislation is adequate to protect persons with disabilities against discrimination in the open labour market, and 18% of them were not aware of the existence of a legislation in their country which would protect them against discrimination.²²

¹⁷ <https://www.equalityhumanrights.com/sites/default/files/research-report-107-the-disability-pay-gap.pdf>

¹⁸ <https://social.un.org/publications/UN-Flagship-Report-Disability-Final.pdf>

¹⁹ <https://www.housingrightswatch.org/content/homelessness-and-disabilities-impact-recent-human-rights-developments-policy-and-practice%E2%80%8B>

²⁰ <https://www.ecmi.de/publications/studies/8-not-even-in-the-margins-where-are-roma-with-disabilities>

²¹ https://www.stonewall.org.uk/system/files/lgbt_in_britain_work_report.pdf

²² The survey has been carried out by ENIL.

MOTION FOR A EUROPEAN PARLIAMENT RESOLUTION

on the implementation of Council Directive 2000/78/EC establishing a general framework for equal treatment in employment and occupation in light of the UNCRPD (2020/2086(INI))

The European Parliament,

- having regard to the Treaty on European Union (TEU), the Treaty on the Functioning of the European Union (TFEU) and the Charter of Fundamental Rights of the European Union (Charter),
- having regard to the UN Convention on the Rights of Persons with Disabilities (UNCRPD) and its entry into force in the EU on 21 January 2011, in accordance with Council Decision 2010/48/EC of 26 November 2009 on the conclusion, by the European Community, of the UN Convention on the Rights of Persons with Disabilities,
- having regard to the General Comments of the UNCRPD Committee on the implementation of the UNCRPD, in particular General Comment No 2 (2014) of 22 May 2014 on accessibility, General Comment No 3 (2016) of 26 August 2016 on women and girls with disabilities, General Comment No 5 (2017) of 27 October 2017 on living independently and being included in the community, and General Comment No 6 (2018) of 26 April 2018 on equality and non-discrimination,
- having regard to the Concluding Observations of the UNCRPD Committee of 2 October 2015 on the initial report of the European Union,
- having regard to the Universal Declaration of Human Rights,
- having regard to the 2030 Agenda for Sustainable Development (UN 2030 Agenda) and its Sustainable Development Goals (SDGs),
- having regard to the UN Convention on the Elimination of All Forms of Discrimination against Women,
- having regard to the European Convention for the Protection of Human Rights and Fundamental Freedoms,
- having regard to the Council of Europe Convention on preventing and combating violence against women and domestic violence (Istanbul Convention),
- having regard to the European Pillar of Social Rights (EPSR),
- having regard to the Europe 2020 target relating to the fight against poverty and social exclusion,
- having regard to Council Directive 2000/78/EC of 27 November 2000 establishing a general framework for equal treatment in employment and occupation (Employment Equality Directive),

- having regard to Council Directive 2000/43/EC of 29 June 2000 implementing the principle of equal treatment between persons irrespective of racial or ethnic origin,
- having regard to the Commission proposal for a Council Directive on implementing the principle of equal treatment between persons irrespective of religion or belief, disability, age or sexual orientation (COM(2008)0426) and Parliament’s position thereon of 2 April 2009¹,
- having regard to Directive (EU) 2016/2102 of the European Parliament and of the Council of 26 October 2016 on the accessibility of the websites and mobile applications of public sector bodies,
- having regard to Directive (EU) 2019/882 of the European Parliament and of the Council of 17 April 2019 on the accessibility requirements for products and services,
- having regard to the regulations laying down the rules on the EU funding programmes under the multiannual financial framework, especially the European Social Fund (ESF), the Youth Employment Initiative (YEI), the European Regional Development Fund (ERDF), the European Agricultural Fund for Rural Development (EAFRD), the Erasmus programme, and the Just Transition Fund, which provide EU financial assistance for improving the situation of persons with disabilities,
- having regard to the Commission communication of 15 November 2010 entitled ‘European Disability Strategy 2010-2020: A renewed commitment to a barrier-free Europe’ (COM(2010)0636) (Disability Strategy),
- having regard to the Commission staff working document of 2 February 2017 entitled ‘Progress Report on the implementation of the European Disability Strategy 2010-2020’ (SWD(2017)0029),
- having regard to the Commission recommendation of 22 June 2018 on standards for equality bodies²,
- having regard to the Commission pilot project of 2013 on an EU disability card,
- having regard to its resolution of 8 July 2020 on the rights of persons with intellectual disabilities and their families in the COVID-19 crisis³,
- having regard to its resolution of 18 June 2020 on the European Disability Strategy post-2020⁴,
- having regard to its resolution of 11 November 2018 on the situation of women with disabilities⁵,
- having regard to its resolution of 30 November 2017 on the implementation of the

¹ OJ C 137E , 27.5.2010, p. 68.

² OJ L 167, 4.7.2018, p. 28.

³ Texts adopted, P9_TA(2020)0183.

⁴ Texts adopted, P9_TA(2020)0156.

⁵ Texts adopted, P8_TA(2018)0484.

European Disability Strategy⁶,

- having regard to its resolution of 7 July 2016 on the implementation of the UN Convention on the Rights of Persons with Disabilities, with special regard to the Concluding Observations of the CRPD Committee⁷,
- having regard to its resolution of 20 May 2015 on the List of Issues adopted by the United Nations Committee on the Rights of Persons with Disabilities in relation to the initial report of the European Union⁸,
- having regard to its resolution of 25 October 2011 on mobility and inclusion of persons with disabilities and the European Disability Strategy 2010-2020⁹,
- having regard to its resolution of 6 May 2009 on the active inclusion of people excluded from the labour market¹⁰,
- having regard to its resolutions of 17 June 1988 on sign languages for deaf people¹¹, of 18 November 1998 on sign languages¹², and of 23 November 2016 on sign languages and professional sign language interpreters¹³,
- having regard to its resolution of 17 April 2020 on EU coordinated action to combat the COVID-19 pandemic and its consequences¹⁴,
- having regard to its resolution of 16 January 2019 on the situation of fundamental rights in the European Union in 2017¹⁵,
- having regard to its resolution of 15 September 2016 on application of Council Directive 2000/78/EC of 27 November 2000 establishing a general framework for equal treatment in employment and occupation¹⁶,
- having regard to the relevant studies of its Policy Department A, especially the study on ‘Discrimination and Access to Employment for Female Workers with Disabilities’ of 2017, and the study on ‘Reasonable Accommodation and Sheltered Workshops for People with Disabilities: Cost and Returns of Investments’ of 2015,
- having regard to the relevant studies of the European Parliamentary Research Service, in particular the European Implementation Assessments of 2016 entitled ‘EU Implementation of the UN Convention on the Rights of Persons with Disabilities (CRPD)’ and ‘The obligations of the EU public administration under the UN

⁶ OJ C 356, 4.10.2018, p. 110.

⁷ OJ C 101, 16.3.2018, p. 138.

⁸ OJ C 353, 27.9.2016, p. 41.

⁹ OJ C 131E, 8.5.2013, p. 9.

¹⁰ OJ C 212E, 5.8.2010, p. 23.

¹¹ OJ C 187, 18.7.1988, p. 236.

¹² OJ C 379, 7.12.1998, p. 66.

¹³ OJ C 224, 27.6.2018, p. 68.

¹⁴ Texts adopted, P9_TA(2020)0054.

¹⁵ Texts adopted, P8_TA(2019)0032.

¹⁶ OJ C 204, 13.6.2018, p. 179.

Convention on the Rights of Persons with Disabilities’,

- having regard to the growing body of case law of the Court of Justice of the European Union concerning the interpretation of Directive 2000/78/EC,
- having regard to the Annual Report 2018 and 2019 of the European Ombudsman,
- having regard to the European Ombudsman’s strategic inquiries into how the Commission ensures that persons with disabilities can access its websites (OI/6/2017/EA), how the Commission treats persons with disabilities under the Joint Sickness Insurance Scheme for EU staff (OI/4/2016/EA), and its decision in the joint inquiry in cases 1337/2017/EA and 1338/2017/EA on accessibility for visually impaired candidates of selection procedures organised by the European Personnel Selection Office to recruit EU civil servants,
- having regard to the European Ombudsman’s own-initiative inquiry concerning respect of fundamental rights in the implementation of the EU cohesion policy (OI/8/2014/AN),
- having regard to the opinion of the European Economic and Social Committee on ‘Shaping the EU agenda for disability rights 2020-2030’,
- having regard to the thematic reports of the European Union Agency for Fundamental Rights, including their Coronavirus pandemic bulletins,
- having regard to the Compendium of Practices on Equality Data and to the Guidelines on improving the collection and use of equality data (Equality data guidelines) prepared by the Subgroup on Equality Data of the EU High Level Group of Non-discrimination, Equality and Diversity,
- having regard to the Gender Equality Index of the European Institute on Gender Equality,
- having regard to the UN Guiding Principles on Business and Human Rights,
- having regard to the reports and recommendations of representative organisations of persons with disabilities, especially Autism Europe, the Bundesarbeitsgemeinschaft Inklusionsfirmen, the European Blind Union, the European Disability Forum, the European Network on Independent Living, the European Union of the Deaf, Inclusion Europe, the International Federation for Spina Bifida and Hydrocephalus and Mental Health Europe, as well as the reports and recommendations of Equinet and academics working on the rights of persons with disabilities,
- having regard to Rule 54 of its Rules of Procedure, as well as Article 1(1)(e) of, and Annex 3 to, the decision of the Conference of Presidents of 12 December 2002 on the procedure for granting authorisation to draw up own-initiative reports,
- having regard to the opinions of the Committee on Civil Liberties, Justice and Home Affairs, the Committee on Women’s Rights and Gender Equality and the Committee on Petitions,
- having regard to the report of the Committee on Employment and Social Affairs

(A9-0000/2020),

- A. whereas persons with disabilities (PwD) are denied their right to engage in work on an equal basis with others;
- B. whereas PwD face discrimination based on the intersection between their disability and their gender, race, ethnicity, age, religion or belief, sexual orientation, migration status or socioeconomic background;
- C. whereas the UNCRPD is binding upon the EU, its institutions and its Member States, which have a direct obligation to fully implement it;
- D. whereas the UNCRPD rejects the medical model of disability and endorses the human rights model of disability instead; whereas the UNCRPD demands inclusive equality for PwD;
- E. whereas reasonable accommodation (RA) focuses on the specific needs of an individual, while positive actions apply to a whole group of persons subject to potential discrimination; whereas both are necessary to ensure that PwD can equally exercise their right to work; whereas there is a lack of clear EU guidelines on RA;
- F. whereas the Employment Equality Directive ('the Directive') is only in partial alignment with the UNCRPD, as it does not embrace the human rights model of disability, does not target intersectional discrimination, does not require Member States to adopt positive action measures, does not extend to all areas of life, does not tackle freedom of movement, does not require independent monitoring mechanisms, does not provide for the systemic involvement of PwD in its monitoring and does not include the obligation to gather disaggregated data;
- G. whereas the Directive does not legally require Member States to designate an equality body to work discrimination on the ground of disability;
- H. whereas there is a lack of disaggregated official disability statistics;
- I. whereas only 50.6 % of PwD are in employment compared with 74.8 % of persons without disabilities¹⁷; whereas PwD living in institutions or considered to be unable to work are excluded from these statistics¹⁸; whereas these figures do not reveal the type, quality and conditions of employment; whereas PwD are a diverse group and are often subject to intersectional discrimination, whose cumulative effects have a tangible impact on employment;
- J. whereas in several Member States PwD are overwhelmingly employed in sheltered workshops, in a segregated environment in which they often do not have an employee status, labour rights, or a guaranteed minimum wage, which is a violation of the UNCRPD;
- K. whereas among PwD 29.5 % of women and 27.5 % of men¹⁹ are at risk of poverty and social exclusion in the EU; whereas PwD are more likely to face in-work poverty than

¹⁷ EU statistics on income and living conditions (EU-SILC) 2017.

¹⁸ Ibid.

¹⁹ EU statistics on income and living conditions (EU-SILC) 2018.

those without disabilities (11 % versus 9.1 %) due to the extra costs of their disability, their loss of disability entitlements once in work and the fact that they earn less than their colleagues in an equivalent role and are less likely to get a promotion;

- L. whereas harassment in the workplace hinders access to employment, in particular for women with disabilities;
 - M. whereas employment-related discrimination against PwD is interrelated with the lack of inclusive education and vocational training, discrimination in the field of housing, health, and lack of accessibility;
 - N. whereas the accessibility of workplaces, transport and support services is essential for PwD to enjoy their right to work;
 - O. whereas the different definitions of disability, the diverse disability assessment and classification methods applied across Member States and the lack of mutual recognition of disability status hinder freedom of movement within the EU for PwD;
1. Calls for the EU institutions and the Member States to reaffirm their commitment to realising inclusive equality for PwD, to fully implement the UNCRPD, and to step up their efforts to create an inclusive, accessible and non-discriminatory EU labour market for PwD and for all;

For an inclusive and accessible workplace

2. Calls on the Commission and the Member States to adopt universal design standards and guidelines on the accessibility of environments, programmes, services and products;
3. Calls on the Member States to ensure reasonable accommodation for PwD in the workplace and to provide relevant training in accessible formats for employers and PwD; calls on the Commission to prepare clear EU guidelines on RA detailing what forms it might take in line with an individual's needs so that Article 5 of the Directive can be transposed effectively into national law; calls on the Commission to launch infringement procedures where appropriate;
4. Calls on the Member States to use compulsory workplace diversity quotas with sanctions for non-compliance, including fines, the money of which is to be invested in inclusive education and employment programmes for PwD; calls on the Member States also to implement compulsory annual diversity plans with targets and periodic evaluation and to support employers in recruiting PwD, for example by establishing a voluntary list of applicants with disabilities from which to hire candidates; calls on the Member States to provide training on the applicable rules;
5. Calls for the EU institutions to lead by example by setting diversity quotas, developing internal guidelines on RA, ensuring full accessibility in the recruitment process and in the workplace and employing PwD at all levels; calls on the Member States to do the same in their public administration;
6. Calls on the Member States to adopt sustainable inclusive employment policies, to use fiscal incentives and other financial support measures for companies hiring PwD, to support inclusive companies through public procurement, and to help companies

offering targeted positive action measures to tackle intersectional disadvantage;

7. Calls on the Commission and the Member States to urgently put in place measures to assess the key trends for the future of work from a disability perspective with the involvement of PwD, and to identify and launch relevant inclusive initiatives aimed at lifelong learning and skill development for PwD from an early age on;
8. Calls on the Member States to increase the capacity of public employment services to create a network of inclusive companies, to prepare a voluntary list of job-seeking PwD, and to hire job coaches providing individualised needs assessment and support to PwD, and job delivery assistants to help PwD work in the open labour market;
9. Calls on the Member States to support training on universal design, RA and workplace diversity for university students, with the involvement of PwD, and to facilitate the training of job coaches, job delivery assistants and diversity advisers with a focus on the specificities of different disabilities;
10. Calls on the Member States to assess the effectiveness of existing sheltered workshops in providing PwD with skills to gain employment in the open labour market, to ensure that they are bound by legal frameworks covering social security, minimum wages and non-discrimination and to phase them out; calls on the Commission to monitor this process;

For a non-discriminatory workplace

11. Urges the Commission and the Member States to launch awareness-raising campaigns in accessible formats and sign languages about the contributions of PwD in order to eradicate the existing stigma and prejudice against PwD, and to fight harassment and exploitation;
12. Calls on the Member States to take active measures to safeguard non-discrimination for all, to provide RA at all stages of work, and to ensure that PwD can exercise their labour and trade union rights on equal terms and that they are protected from violence and harassment, including sexual harassment; calls for the EU institutions to take the same measures;
13. Calls on the Commission and the Member States to address the existing gender, disability and ethnic pay gap, thereby combating wage discrimination and the risk of in-work poverty for workers subject to intersectional discrimination;
14. Calls on the Member States not to deprive PwD of their disability entitlements covering their disability-related extra costs when entering the labour market or when surpassing a certain income threshold;
15. Calls on the Commission to propose binding legislation on the standards for equality bodies, thereby providing them with a stronger mandate to safeguard the equal treatment of PwD;
16. Calls on the Commission and the Member States to harmonise the definition of disability and to ensure mutual recognition of disability status across Member States so as to ensure the free movement of PwD and the enjoyment of their EU citizenship

rights;

17. Calls on the Commission to extend the usage of the EU Disability Card to all the Member States and to widen its scope so that it can be used for the recognition of one's disability status and to access services throughout the EU;

Further targeted actions and mainstreaming the rights of PwD

18. Calls on the Commission to place special emphasis in the post-2020 EU Disability Strategy on employment, to cover all the provisions of the UNCRPD, to set binding targets relating to workplace diversity, to address intersectional discrimination, and to monitor the efficiency of the strategy with the involvement of PwD; calls on the Commission to propose measures to tackle the COVID-19-related challenges and rights violations of PwD;
19. Calls for the collection of EU-wide disability-related data with a human rights-based approach, disaggregated by gender, age, disability type, race/ethnic origin, sexual orientation, etc., including PwD who have until now been left out of the statistics;
20. Calls for all the EU institutions and the Member States to establish close cooperation with PwD and their representative organisations, and to ensure their accessible and meaningful participation in all stages of relevant legislation and programmes, including mainstream ones;
21. Calls on the Commission and the Member States to mainstream the rights of PwD in all employment-related proposals;
22. Calls on the Commission, in particular the Equality Task Force, and the Member States to systematically mainstream the rights of PwD, with special attention to those subject to intersectional discrimination;
23. Calls on the Council to adopt the proposed horizontal anti-discrimination directive, thereby extending protection to PwD outside employment;
24. Calls on the Commission to guarantee that EU funds will respect EU and international human rights standards and will not support any measures and programmes that contribute to segregation, and to guarantee that EU-funded actions reach PwD and ensure their active involvement;
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25. Instructs its President to forward this resolution to the Commission, the Council and the governments and parliaments of the Member States.