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EU strategy for employing persons with disabilities in the open labour market and best practices in selected EU countries

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EASPD = Improving Services Improving Lives

- Voice of service providers in Brussels and Strasbourg (over 11000 service providers)
- Tool for information (Knowledge Centres, Newsflashes...)
- Tool for progress (projects, innovation, de-institutionalisation)



WHY IS A JOB IMPORTANT

Models of good practice from
Austria, USA, Luxembourg, and
Belgium

Policies and Scene setting documents

- UN Convention (<http://www.un.org/esa/socdev/enable/documents/tcccconve.pdf>)
- Council of Europe Action Plan
(http://www.coe.int/t/e/social_cohesion/soc-sp/Rec_2006_5%20Disability%20Action%20Plan.pdf)
- EU Disability Strategy
(http://ec.europa.eu/employment_social/index/com_2005_604_en.pdf)
- European Employment Strategy
(http://ec.europa.eu/employment_social/employment_strategy/index_en.htm)

UNCRPD Article. 27



- People with disabilities have the right to work on an equal basis with others.
- Prohibit discrimination concerning all forms of employment and promote Equal treatment of all workers
- Open labour market
- Facilitated by specific measures
- Valid employment contract & pay equity
- Labour and trade union rights
- Ensure reasonable accommodation
- Promote vocational guidance programme & professional rehabilitation.

Council of Europe (Action line 5)



Key messages

- Employment:
 - lever for social inclusion
 - for economic independence
- Holistic approach ...deal with all barriers
- Vocational guidance
- Not just jobs... career choices
- Social enterprises & sheltered workshops may contribute

Council of Europe (Action line 5)



Actions:

- Anti discrimination & positive actions needed
- Mainstreaming in general employment policies
- More focus on abilities
- Access to training & support

Council of Europe (Action line 5)



- Adaptation of work place & recruitment procedures
- Self-employment ... to be facilitated
- Tackle the benefit trap
- Support to move from sheltered to open employment
- ...

EU Disability Strategy



Objective:

"Improve the employment situation of women and men with disabilities through recognition of their right to work including the right to the opportunity to gain a living by work freely chosen or accepted in a labour market and work environment that is open, inclusive and accessible."

Right to Employment



- The right to work is essential to the enjoyment of other important human rights and thus forms an inherent part of human dignity.
- Persons with disabilities should, in any case, enjoy the same labour rights as others.



Action line

- Support the collection and analysis of information with regards to the employment of persons with disabilities
- Fight benefit cultures and traps that discourage them from entering the labour market
- Support the integration in the labour market by making use of funding streams (e.g. ESF)
- Develop the accessibility of workplaces
- Develop services for job placement, support structures and on-the-job training
- Promote the use of the General Block Exemption Regulation

EDS - Barriers



- 1) Benefit trap: work must pay
- 2) Low expectations in the social network: focus on abilities
- 3) Low quality jobs (food & cleaning)
- 4) Accessibility... and reasonable accommodation
- 5) Lack of disability awareness in society



Models of good practice from USA, Austria, Spain, Netherlands

Challenges in the Sector



- Benefit trap
- Shift from sheltered to open employment
- Access to and full implementation of assistive technology
- Job carving: people furthest away from the labour market or labour market to far away from the people...
- Awareness raising amongst employers

Actions



- Anti discrimination & positive actions are needed
- Mainstreaming in general employment policies
- More focus on abilities
- Access to training & support
- Adaptation of work place & recruitment procedures
- Self-employment ... to be facilitated
- Tackle the benefit trap
- Support the move from sheltered to open employment.
- Supported employment: all actors



Supported Employment

- Open labour market
- Real jobs – real pay
- Support for all parties
(Employers and Employees)

Tools and instruments



EU Anti-discrimination in

Employment directive

Council directive 2000/78/EC November 2000

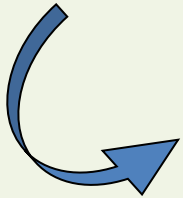
Art. 5 Reasonable accommodation =
adaptation of workplace & working
routines

Tools and instruments



State Aid Regulation

Block exemption regulation on Employment
(expired July 2008)



Provide an exception to EC competition rules

Tools and instruments

State Aid Regulation

The new block exemption should:

Facilitate the employment of pwd by
allowing states to compensate for:

- Loss in production
- Adaptation of the working environment
- Additional costs for support staff and administrative work
- Transport

We aim at real contracts & wages

Tools and instruments



European Social Fund 2014-2020

Part of Structural funds

Priorities:

- Adaptability of workers, enterprises and entrepreneurs
- Access to employment & inclusion in the labour market
- Social inclusion of disadvantaged people
- Partnership and stakeholder cooperation
- Investment in human capital
- Capacity building
- Young People

Tools and instruments



300 billion Growth & Investment
package

?

Remedies



- Inclusive education
- High quality vocational training
- Job finding – job carving
- Development of career perspectives
- Stakeholder cooperation, employers on board
- STAR

New EASPD Employment Declaration



Key principles

- Participation
- Inclusion
- Equality of opportunity
- Non-discrimination
- Accessibility
- Reasonable accommodation
- Universal Design

New EASPD Employment Declaration



Target groups

- PWD
- Service providers
- Employers
- Mainstream and specialised sector
- Decision makers

Key concepts of the new Declaration



- Labour market participation
- Freedom of choice
- Equal remuneration
- Labour rights

Conclusions



- Bring the support to the people
- Structural involvement of PWD
- Innovative models & IT
- Reaching out

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Thank You for Your Attention

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