

DOC-BOARD-22-11-07

Employment Package

Document for information and discussion

Purpose of this item

The purpose of this document is to give an overview on the meaning and contents of the Employment Package for Persons with Disabilities, as well as the impact analysis on the potential implication of the six measures and how EDF and its members can support the implementation.

Questions for the Board

- What is your impression of the Package and the orientation taken by the Commission?
Will the package be relevant in your country?
- Do you plan on disseminating and supporting the implementation of the measures at national level?
- Is there any measure of the Package you are particularly interested in, for which EDF could be supportive? How can we collaborate in this?

Introduction

The Commission announced the new [Disability Employment Package](#), in the “[Conference on Integration of People with Disabilities into the Labour Market](#)”, organised by the Czech presidency of the Council of the EU in Prague on the 21st of September. This package is one of the seven flagship initiatives announced in the [Strategy for the Rights of Persons with Disabilities 2021-2030](#), and it aims at supporting the improvement of different areas that affect negatively the labour inclusion of persons with disabilities in the EU.

It was shared and consulted within the Disability Platform, where EDF participated actively, even if the contents and titles of the areas were not flexible.

This support does not include new legislation or further funding opportunities, but through a series of measures that, according to the Commission, help implement the already existing legislation in six areas.

The six measures

- “Strengthening the capacities of employment and integration services”, through the publication of guidance for Member States to improve the accessibility and inclusiveness of employment services. It was published the 27th of September, developed together by the Commission and the European Network of Public Employment Services (PES Network), finally under the heading “[Practitioner toolkit on strengthening PES to improve the labour market outcomes of persons with disabilities](#)”.
- “Promoting hiring perspectives through affirmative action and combating stereotypes”, through a catalogue of positive actions to facilitate hiring of persons with disabilities involving employers (to be published Q1/2023) and “Career Guidance for People with Disabilities in Europe: Evidence from Cedefop’s Inventory of lifelong guidance systems and practices” (planned for Q4/2022)
- “Ensuring reasonable accommodation at work” by preparing guidelines for employers (to be published Q2-3/2023).
- “Preventing disabilities associated with chronic diseases” issuing a manual for managing chronic diseases and preventing the risk of acquiring disabilities by the European Agency for Safety and Health at Work. To be published Q4/2023.
- “Securing vocational rehabilitation schemes in case of sickness or accidents” by issuing guidelines (Q1/2024).
- “Exploring quality jobs in sheltered employment and pathways to the open labour market” through the launch of a study on improving the employment for persons with disabilities through alternative employment models, including recommendations for fair working conditions and career development in alternative forms of employment and pathways to the open labour market that comply with the UNCRPD (Q3 2023).

Impact and next steps

EDF understands these measures could become helpful instruments for the promotion of inclusive labour markets around the EU, if well implemented. In particular, the guidelines for reasonable accommodation at work, the catalogue of positive actions to facilitate hiring, and the study and recommendations for fair working conditions on sheltered of employment. However, the lack of funding and legal requirements attached are large obstacles, and it will require a considerable effort – both from the institutions and Civil Society – to ensure its application at national level and, therefore, to achieve results.

There are, as well, many shortcomings of the labour market not tackled by the Package. Specifically, it is worrying that the gender perspective and the intersectionality of gender and disability has not been included. It is compulsory for the Commission and the organisations in charge of the development of the measures to incorporate this perspective.

EDF will continue its work together with the European institutions, national governments and members to disseminate the tools and advocate for their implementation.

Together with these measures, the Presidency of the Council announced in September the start of its work on Council Conclusions on the inclusion of persons with disabilities in the labour market. While the document is still going through internal discussions, we are following its contents and working with various Member States – through their Permanent Representations - to influence and modify an original draft that was not accurate and contained outdated affirmations.