



Disability Employment Package

European Commission,
Directorate-General for
Employment, Social Affairs and
Inclusion

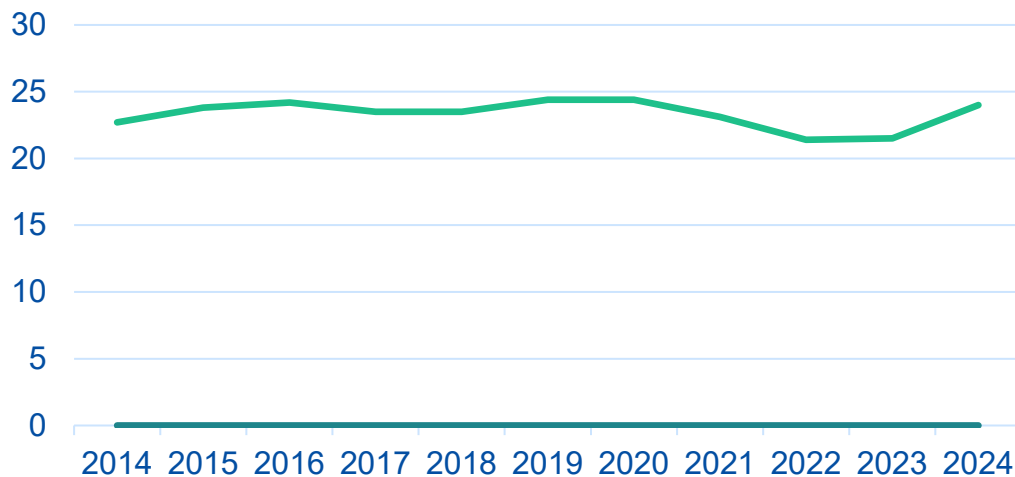
Monika Chaba

1. Context



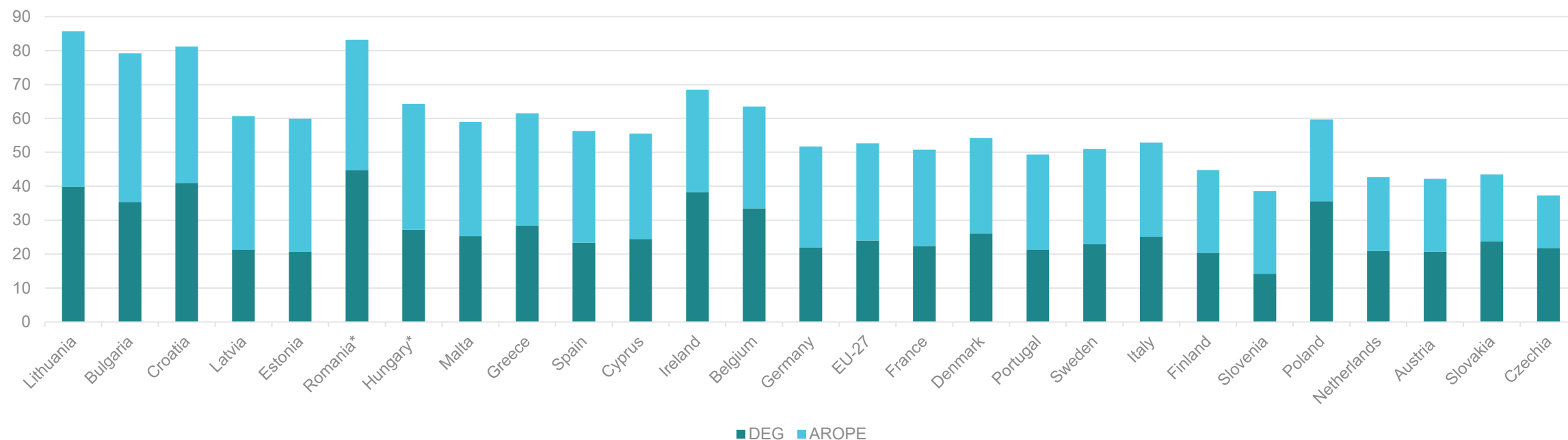
Employment of PwDs is not improving significantly

**Disability employment gap
(pp), EU**



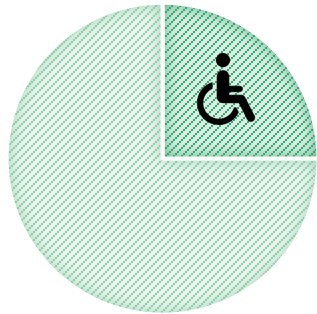
- **54% in employment, elementary occupations**
- **48% of women**
- **47% of young PwDs**
- **30% of persons with severe disabilities**
- **40% inactive**

Disability employment gap and the risk of poverty and social exclusion, 2024



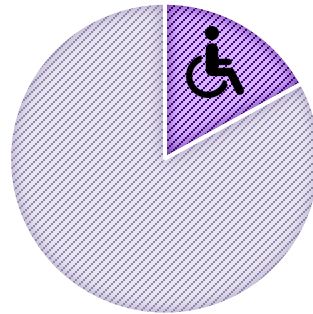
The scale of the challenge

PREVALENCE



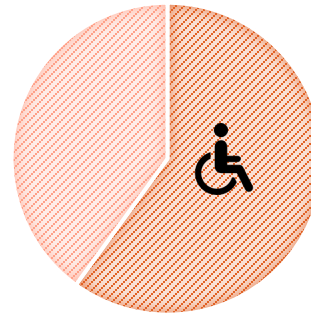
+90 000 000

WORKING AGE



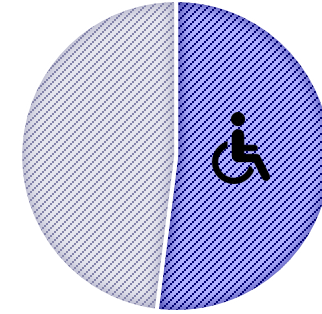
+48 000 000

ACTIVE



+31 000 000

IN EMPLOYMENT



+26 000 000

+ - 22 000 000 of persons with disabilities not in employment
Lack of significant improvement over the years
Large NEETs rate = difficult starting point
Disadvantage starts early

What the EU does

UN CRPD



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Social Development Issues / Disability / Article 5 - Equality and non-discrimination

5 - Equality And Non-Discrimination

recognize that all persons are equal before and under the law,
and benefit of the law.

Prohibit all discrimination on the basis of disability.
Prohibit discrimination on all grounds.

testa discrimin-

Employment equality directive (2000/78/EC)

Official Journal of the European Communities

COUNCIL DIRECTIVE 2000/78/EC
of 27 November 2000

ing a general framework for equal treatment in employment and occup.

EUROPEAN UNION,
ie Treaty establishing the European
articular Article 13 thereof,

proposal from the Commission (1),
 'pinion of the European Parliament
 'union of the Economic and Soc

on of the Committee of the

European

Rights and Fundamental Freedoms, States are signatories. Convention 1 International Labour Organisation (ILO) in the field of employment

(5) It is important to respect such fundamental freedoms. This Directive does not affect the right of association, including the right to collective bargaining, and the right to join unions to defend their interests.

(6) The Community Charter of Rights of Workers recognizes the need to take appropriate economic integration

(7) The EC

Strategy for the Rights of Persons with Disabilities



European Accessibility Act EU/2019/882

Official Journal of the European Union

119/882 OF THE EUROPEAN PARLIAMENT

of 17 April 2019

the accessibility requirements for products are

(Text with EEA relevance)

THE COUNCIL OF THE EUROPEAN UNION

ing of the European Union, and in r

Commission,

European Pillar of Social Rights



European Disability Card and Parking Card (EU) 2024/2841



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



Employment as a flagship

1 Disability Platform

2 Disability Employment Package

3 European resource centre AccessibleEU

4 Guidance on independent living

5 Disability and Parking Card

6 Quality framework social services

7 New Commission HR strategy



2. Disability Employment Package



Disability Employment Package unpacked

Explanation of legal obligations, guidance, instructions, model practices



EUROPEAN NETWORK OF PUBLIC EMPLOYMENT SERVICES
Practitioner toolkit on strengthening PES to improve the labour market outcomes of persons with disabilities

Recruitment



GUIDANCE FOR PERSONS WITH DISABILITIES
The European Commission has reviewed recent policies and practices improving education, training and labour market outcomes for all

Career guidance



Catalogue of positive actions to encourage the hiring of persons with disabilities and combating stereotypes

Hiring



REASONABLE ACCOMMODATION AT WORK
Guidance on good practice and support

Reasonable accommodation



A MANUAL FOR MANAGING CHRONIC DISEASES AND PREVENTING THE RISK OF LOSING THE JOB

Retention



Guidelines for Effective Vocational Rehabilitation Schemes

Return to work



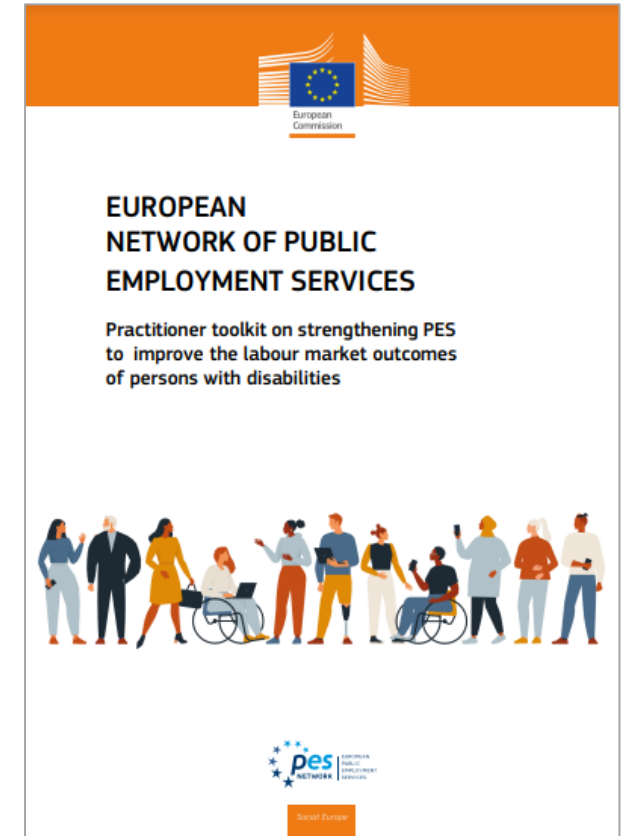
Study on alternative employment models for persons with disabilities: Set-up, working conditions and pathways to the open labour market in inclusive enterprises and sheltered workshops
D3 Final Report (Draft)

Alternative employment models

PES Network toolkit: A deliverable of the Disability Employment Package

Six areas of action:

1. PES internal measures: [training recruitment policy, performance targets](#)
2. Services: [provision of information, guidance, and job placement services, job portals](#)
3. Active Labour Market Programmes (AMLPs): [supported employment, personalised support, self-employment and entrepreneurship](#)
4. Reasonable accommodation: [guidance for companies, accessibility in PES](#)
5. Outreach programmes: [targeted job fairs, specialised disability advisory services](#)
6. Engaging in partnerships: [models](#)



Examples

SI: The Slovenian PES **cooperates** with the tax authority and the labour inspectorate to identify employers who discriminate their employees or job candidates.

DE: Counselling by video "My Video Appointment" is an online communication format developed by the German PES. This easy-to-use design is done on purpose to be **accessible** to persons with disabilities and older people.

MT: The Public Employment Service **partnered** with the Lino Spiteri Foundation (LSF), to deliver a high-quality job carving programme, including the trainnig.

BE: PES contracted GTB (NGO) to provide employment support to PES clients with disabilities. GTB adapted the **Individual Placement and Support** (IPS) methodology for PES clients with mental health impairments.

Career guidance

LIFELONG GUIDANCE FOR PERSONS WITH DISABILITIES

Cedefop has reviewed recent policies and practices improving education, training and labour market outcomes for all

An estimated 87 million people with disabilities live in the European Union ⁽¹⁾ ⁽²⁾. The many barriers they encounter daily in a world lacking inclusive and accessibly designed services include limited access to education and training, career support and jobs fitting their interests and abilities. Across all EU Member States, in 2021, the employment gap between those with disabilities and those without was 23 percentage points. Few people with disabilities complete a tertiary degree. Those who are enrolled in vocational education and training (VET) are often referred to specific-needs institutions. Their participation in adult learning is below average, while their rate of early leaving or poor education outcomes is above.

Recent European policy developments

This is why the EU has reinforced its focus on inclusive education and training and labour market access for those with disabilities. Together with the *European Pillar for Social Rights action plan*, the European Commission adopted in March 2021 the *EU Strategy for the rights of persons with disabilities 2021-30*. It spells out priority areas for action which include strengthening services that help people with disabilities find and keep jobs. This includes opening more pathways into employment, designing workplaces for the needs of people with disabilities (*reasonable accommodation*) and developing career management skills from a young age. The Council, with its 2022 *Conclusions on the inclusion of persons with disabilities in the labour market*, has invited the Commission and EU Member

States to take further action in this direction ⁽³⁾.

What's happening on the ground

To accompany this renewed policy process, Cedefop, together with its *CareersNet* partners in EU Member States and beyond, has collected examples of lifelong guidance policies and practices that support the rights and opportunities of people with disabilities. They are presented in Cedefop's online *Inventory of lifelong guidance systems and practices*, which monitors progress in key policy areas and offers information on different approaches to policy-makers, practitioners and researchers ⁽⁴⁾.

This briefing note showcases some of these initiatives in EU Member States and beyond, and presents policy pointers for further action ⁽⁵⁾. Career guidance for people with disabilities has evolved in recent years to link in with a widening range of career support measures: skills assessment and development, job coaching, confidence building, career planning, reasonable accommodation of workplaces and 'supported employment' ⁽⁶⁾. They all aim at enabling people with specific needs to participate in learning opportunities and, ultimately, the open labour market. Sheltered employment is seen, as far as possible, as a transitional step on their road towards this goal. So-called twin-track approaches offer services specifically adapted to the needs of people with disabilities

⁽¹⁾ Projects in the area of social inclusion and access to services such as career support are funded by *European Social Fund Plus (ESF+)*. Projects showcasing good practices in career guidance include the *Youth Transition project* (SE) supporting the labour market transition of young people with disabilities, and *On Greenwing* (SE) centre for autism coaching. The ESF+ budget amounts to almost EUR 99.3 billion for the period 2021-27.

⁽²⁾ It is complemented by Cedefop's *transferability tool* supporting decision-making in the field.

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⁽⁴⁾ It was reviewed by the *Disability Platform* and its expert group.

⁽¹⁾ As cited in the *European Strategy for the Rights of Persons with Disabilities 2021-2023*, drawing on data from Eurostat sources, i.e. *EU SILC* (Statistics on income and living conditions) and *LFS* (labour force survey) 2020.

⁽²⁾ Of those with disabilities aged 16 and above, 24.7% are limited in their activities, 17.7% have moderate and 7% severe limitations.

Focus on:

- Recent European policy developments
- Developments on the ground
- Accessible career guidance for all
- Development of career management skills
- High quality support provision
- Targeted training empowering actors
- Universal coverage
- Lessons learnt and way forward

Examples

AT: CareersPaths Inclusive is an online platform offering **young people with hearing impairments** career orientation tests, tutorials and job information videos recorded by hearing-impaired persons who explain their own job experiences in the national sign language. The project also develops teaching resources tailored to the needs of hearing-impaired learners and provides sign language interpretation for its own and other organisations' events.

FI: Finland has set up a function of '**working capacity coordinators**', senior specialists from various fields of expertise such as occupational health, HR management, education, VET or career guidance. Their training focuses on the employment and working capacity service system, recognition and mitigation of work capacity risks and challenges, knowledge of guidance tools and techniques for both the jobseekers and employers.

Hiring



Different categories

- Support service for business
- Subsidies
- Quota system
- Awareness-raising

Over 40 examples:

- Service for business programme, Austria
- Open Doors Day, Latvia
- Vocational assessment, Malta
- Employment platform, Spain
- Label: Come here-all are welcome, Estonia
- Campaign: Fight against stereotypes, France

Examples

BE: SAREW offers tailored solutions addressing specific barriers **deaf people** face in a professional context. It provides comprehensive support: designing CV, preparation for job interviews, placing the individuals in deaf friendly work environments.

FR: The '**Employment and Autism**' initiative launched by the French PES provides jobseekers with autism with individualised support in accessing employment. It also provides support for social aspects, such as housing, healthcare, and mobility.

LU: 'Duoday' initiative, the 'employment cafes' initiative encourages **encounters** between employers and jobseekers, and the introduction of inclusion assistants.

LCHT: Disability Insurance Office carries out measures for the **early detection of persons at risk** of disability and preventive measures. Notification of early registration with the Disability Insurance Office by the employer and cooperation with the Office does not affect an existing employment relationship.

Reasonable accommodation



- ✓ User friendly
- ✓ Instructional: what/ how/ when
- ✓ Explaining roles and responsibilities
- ✓ Focusing on different stages of employment
- ✓ Describing legal obligations
- ✓ Providing useful national links
- ✓ Providing info on available support
- ✓ Methods
- ✓ Examples

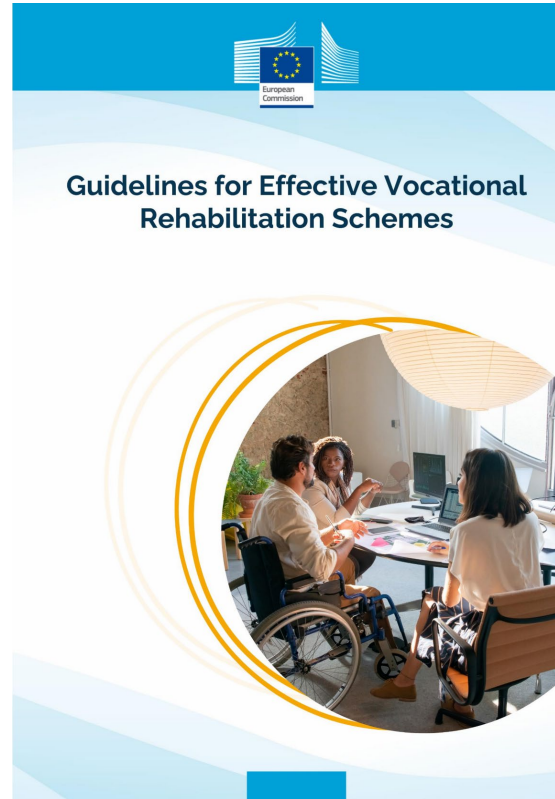
Examples

Country	Austria
Employer	Leading service provider in the Austrian residential property market
Barrier for employee	Visual impairment
RA provided	Specialised reading devices and a specific computer screen.
Objective	To enable the employee to coordinate calls effectively and handle customer queries efficiently.
Benefit for the employer	The employer benefits from a dedicated, efficient call centre coordinator who can manage complex with ease, thanks to the assistive techr adjustments not only secure a complete also contribute to higher levels of custo retention. Furthermore, by fostering an environment, the company enhances its socially responsible organisation, making potential clients and employees.
Cost	Minimal to moderate, in view of the pro specialised devices.

Country	Croatia
Employer	Established Croatian theatre for the blind, renowned for attracting top national talent in direction, playwrighting, and set design.
Barrier for employee	Visual impairment
RA provided	Adapted space, scenography, scripts, directing styles, and the addition of a sighted guide for actors.
Objective	To facilitate the performance tasks of blind and visually impaired actors, while also providing them the means to understand and navigate the stage space.
Benefit for the employer	The theatre not only stands out for its talent but also for its innovative and adaptive approaches, earning it a reputation for boundary-pushing creativity and inclusivity. The accommodations make it possible to employ an

Country	Estonia
Employer	Medium-sized furniture manufacturing company with about 45 employees
Barrier for employee	Restricted mobility and hand movements; inability to carry out physical work involving movement over long distances or raising hands above shoulder height.
RA provided	The employer adjusted the workspace to minimise the need for moving over long distances and applied for technical aids from the Estonian Unemployment Insurance Fund. The Fund provided a pneumatic lifting tool and compensated the cost of a vacuum lifter.
Objective	To adapt the working environment and provide the necessary tools so that the employee could comfortably and effectively work, despite his mobility restrictions.
Benefit for the employer	The employer gains a committed and abled workforce member, enriching the workplace diversity and possibly qualifying for incentives from government funds for employing persons with disabilities.
Cost	Minimal, being financed by the Estonian Unemployment Insurance Fund.

Staying at work and return to work



- EU OSHA single entry point on disability
- Manual on working with disabilities - prevention
- Guidance on return to work (vocational rehabilitation) – return to work
- Instructional
- Good practices

Staying at work and return to work

Themes

Ageing & OSH +

Benefits of OSH

COVID-19: resources for the workplace

Dangerous substances +

Digitalisation of work

Green jobs

Health and social care

Leadership & worker participation

Mainstreaming OSH into education

Micro and small enterprises & OSH

Musculoskeletal disorders +

Nanomaterials

Psychosocial risks and mental health +

Disability and occupational safety and health



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Approximately half of the 42.8 million working-age individuals with disabilities in the European Union (EU) are currently employed. People with an existing health condition or disability should be able to continue working, enter or return to the workforce. Consequently, an accessible and inclusive work model capable of accommodating a diverse workforce and facilitating their (re-)entry and retention in employment is essential.

Disability Employment Package



Examples

ES: **Targeted trade union campaign** on self-management of musculoskeletal injuries. Two informative guides were prepared for the trade union representatives in the hotel and catering industry and in the socio-economic sector for retirement homes are available (both in Spanish).

BE: Fedris' **Burn-out** Pilot Project assessed the effectiveness of a personalised support and care pathway for workers suffering from early signs of burnout. It involved actors from different levels of prevention (prevention, healthcare) to facilitate their coordination and promote a global and multidisciplinary approach.

Alternative employment

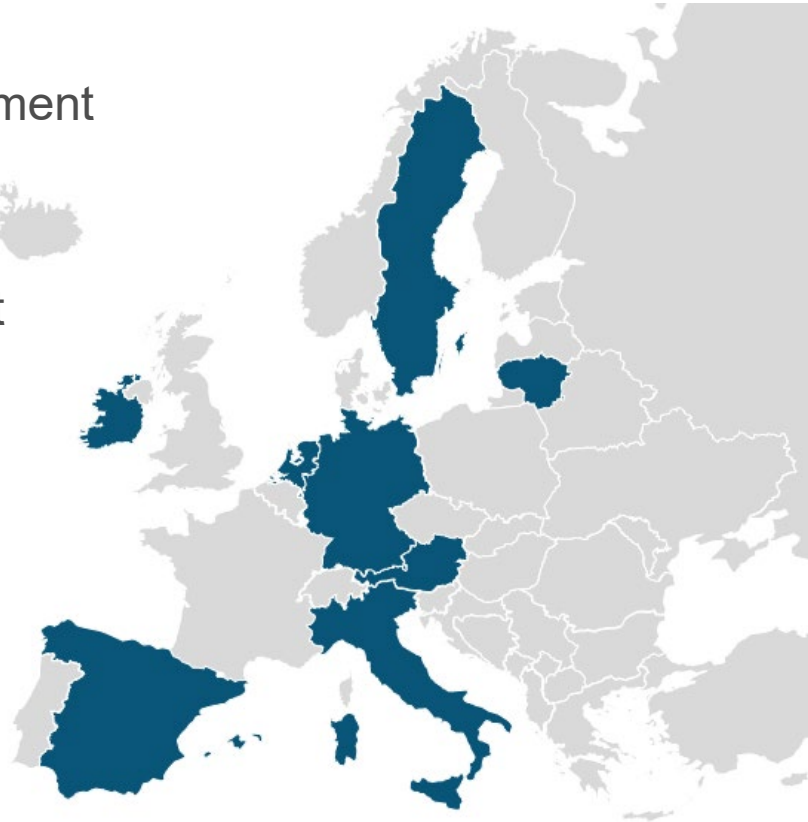
- Taking stock of the legal and socio-economic situation of an inclusive enterprise for people with disabilities in the European countries.
- Determining the social impact for the persons with disabilities, the impact on society inclusive enterprises have on persons with disabilities.

Focus on:

- EU institutional set-up
- Working conditions
- Pathways to the open labour market
- In-dept studies, 8 countries
- 20 good practices
- Recommendations

Content of the study

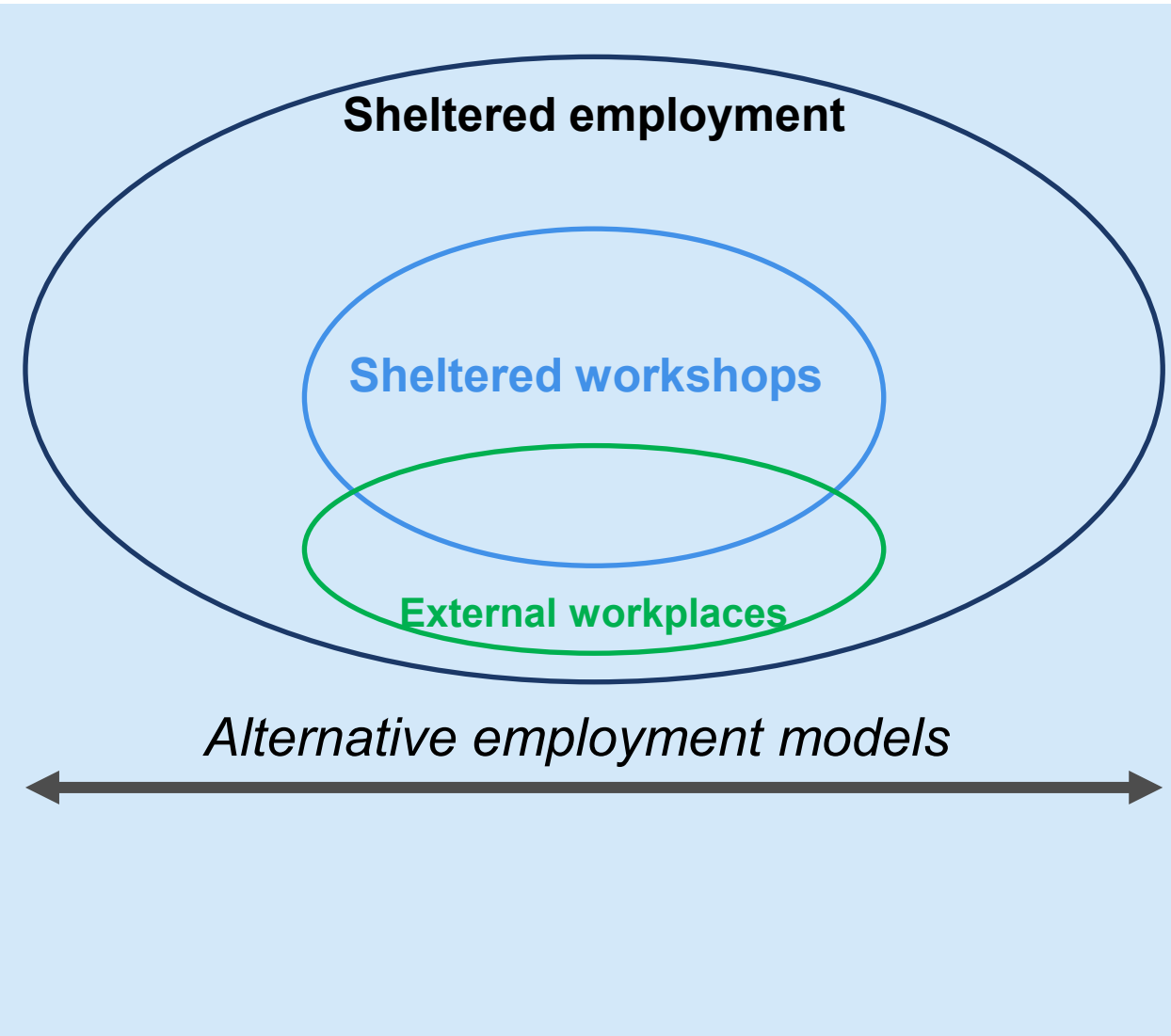
1. Defining alternative employment and employment support models for persons with disabilities
2. Main features of alternative employment models
3. Evidence on outcomes & transition pathways to the open labour market
4. Policy recommendations
5. In-depth analysis of selected MS
6. Good Practices



- Austria
- Germany
- Ireland
- Italy
- Lithuania
- The Netherlands
- Spain
- Sweden

Alternative employment models: Main types

- **Alternative employment models:** Jobs which are designated for persons with disabilities
- **Sheltered employment:** Jobs in protected environments



Supported employment model

Provision of support to persons with disabilities or other disadvantaged groups to secure and maintain paid employment in the open labour market through:

- provision of tailored support in the form of professional and personal guidance, information
- strengthening of job search skill,
- medical and psychological profiling of working possibilities,
- job identification and placement in cooperation with committed employers,
- ongoing support which is individualised and provided as needed for both the employee and the employer,
- customised employment, which typically involves job carving.
- Requiring a job coach.

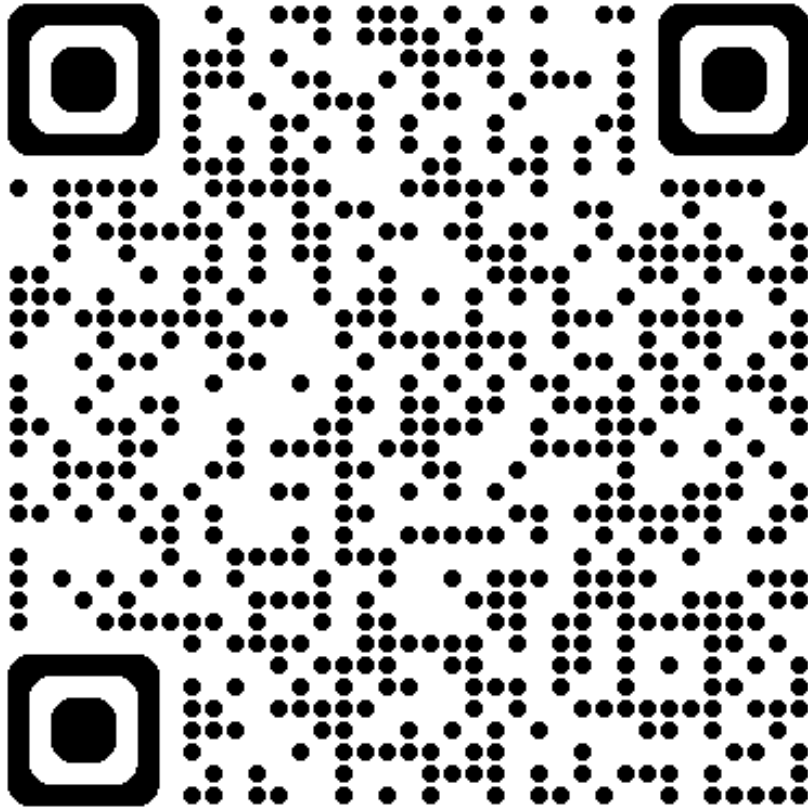
- **Engagement stage:** The person with the disadvantage has received, in an appropriate manner, all the information needed to decide about using the Supported Employment Provider.
- **Vocational profile stage:** A person-centred approach is used to collect relevant information about the individual's aspirations, interests and abilities for work. Individuals are supported to make informed and realistic choices about work and future. An individual flexible plan is developed with each job seeker.
- **Job finding and matching stage:** Appropriate training and support to find a job is made available to the person. The individual is supported to find the best possible job.
- **Employer engagement stage:** The employer is supported to find the 'best person for the job.'
- **On / off job support stage:** "The employee's training and support is appropriate and effective and encourages workplace independence and progression.

What next

- Further guidance:
 - Focus on young people, women, AI, entrepreneurship, supported employment
 - Research with OECD, Eurofound
- Implementation:
 - EaSI transnational call
 - Learning events in the Member States
- 1 September 2026 for PES, Berlin Germany
 - Outreach, collaboration with employers, HR and learning, targeted services.
- 3 November 2026 for businesses, Krakow Poland
 - Destigmatising, support for businesses, reasonable accommodation, outreach.



Visit the webpage of the Package and download the guidance😊



Thank you

Disability Employment Package to improve labour market outcomes for persons with disabilities - Employment, Social Affairs & Inclusion - European Commission (europa.eu)

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