

The right to work

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Themes:

- full, appropriate and quality employment for people with disabilities in Europe;
- identification of strategies for its implementation, in particular to promote the rights.



There is still an anachronistic prejudice to the non-productivity of the worker with disabilities, based on a outdated medical model of disability. It persists in a substantial part of the population and in particular business and political world.

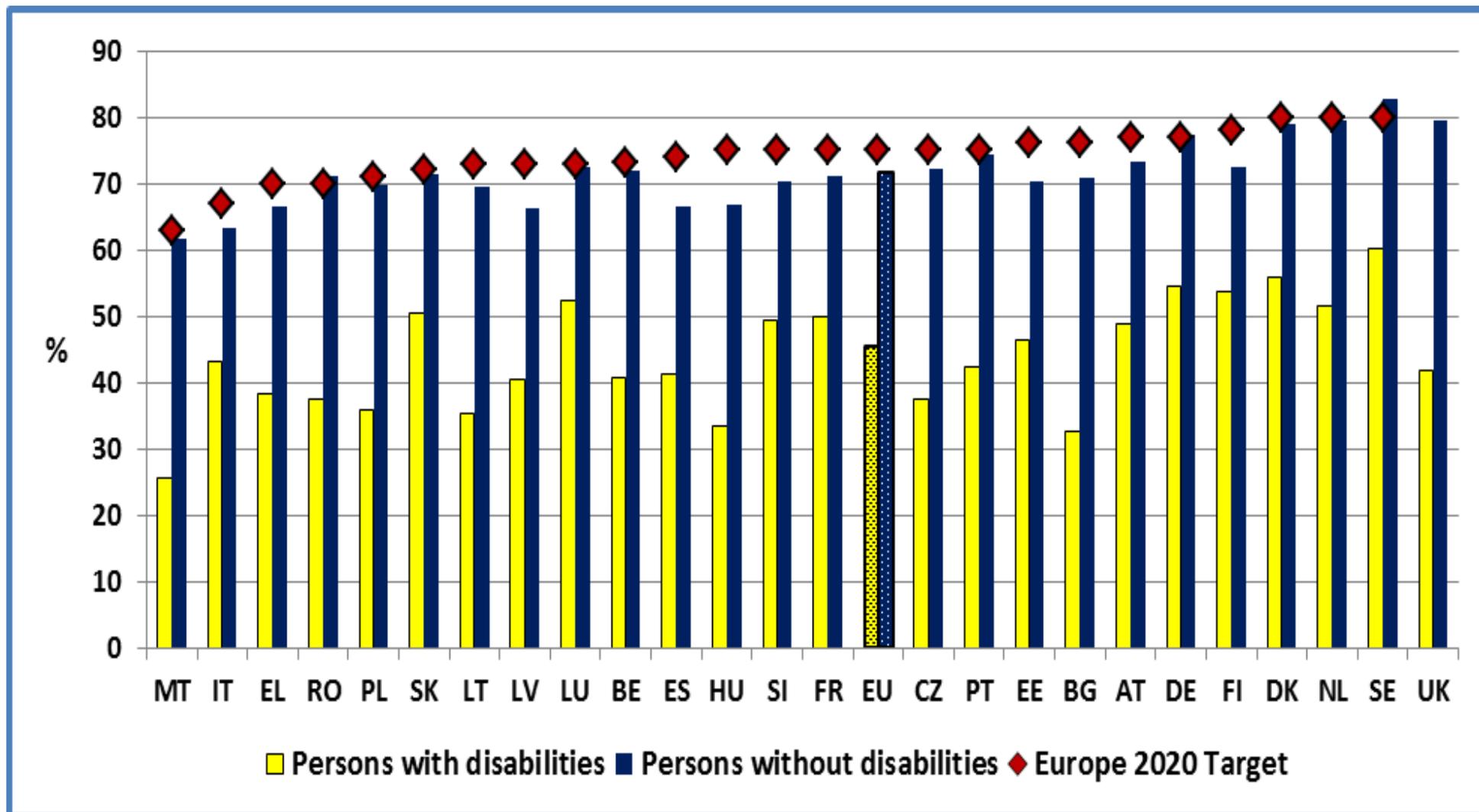


Data trends (based on 2010 EU-SILC data)

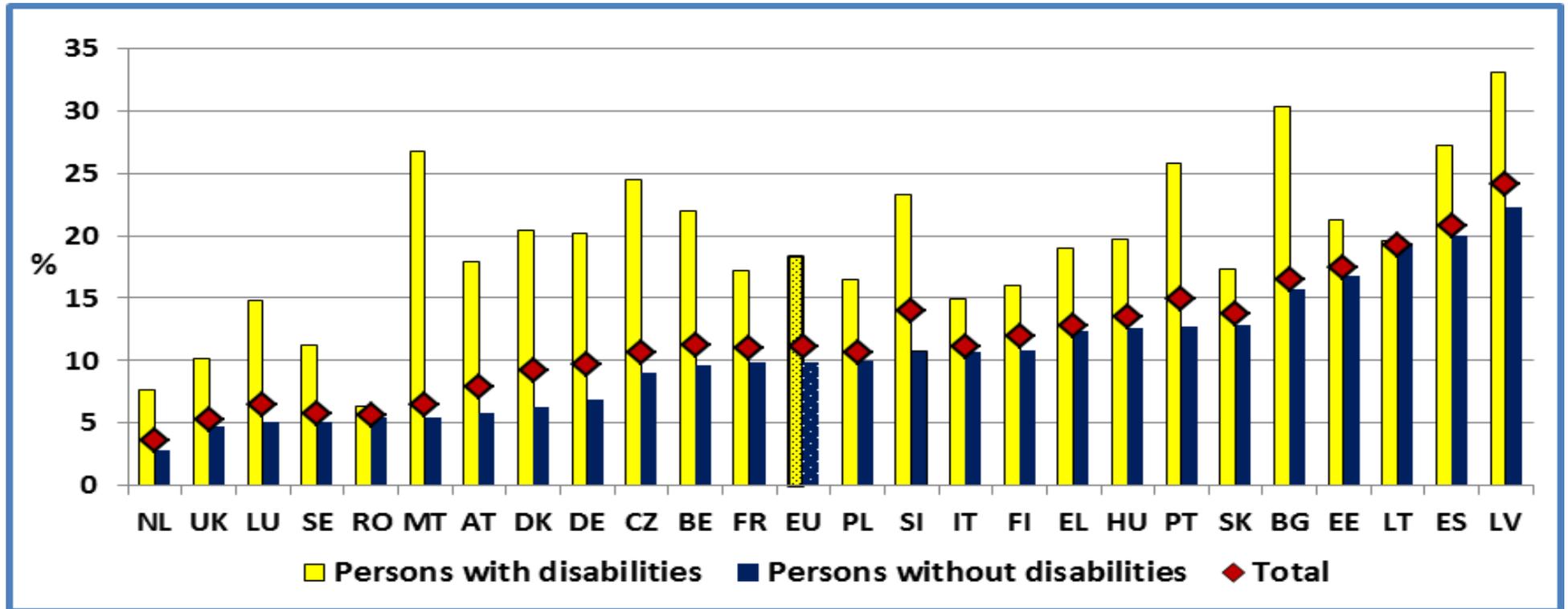
- There remains a significant gap between the employment and economic activity rates of people with disability in all Member States;
- There is evidence of decrease in the employment of pwd during the first years of the crisis and those with more severe impairments are both less likely to be employed and less likely to be affected by change in general employment trends;
- While in the majority of Member States the employment rate for people without impairments is higher than 70%, the employment rate of people with impairments is lower than 50% in the majority of the Member States.



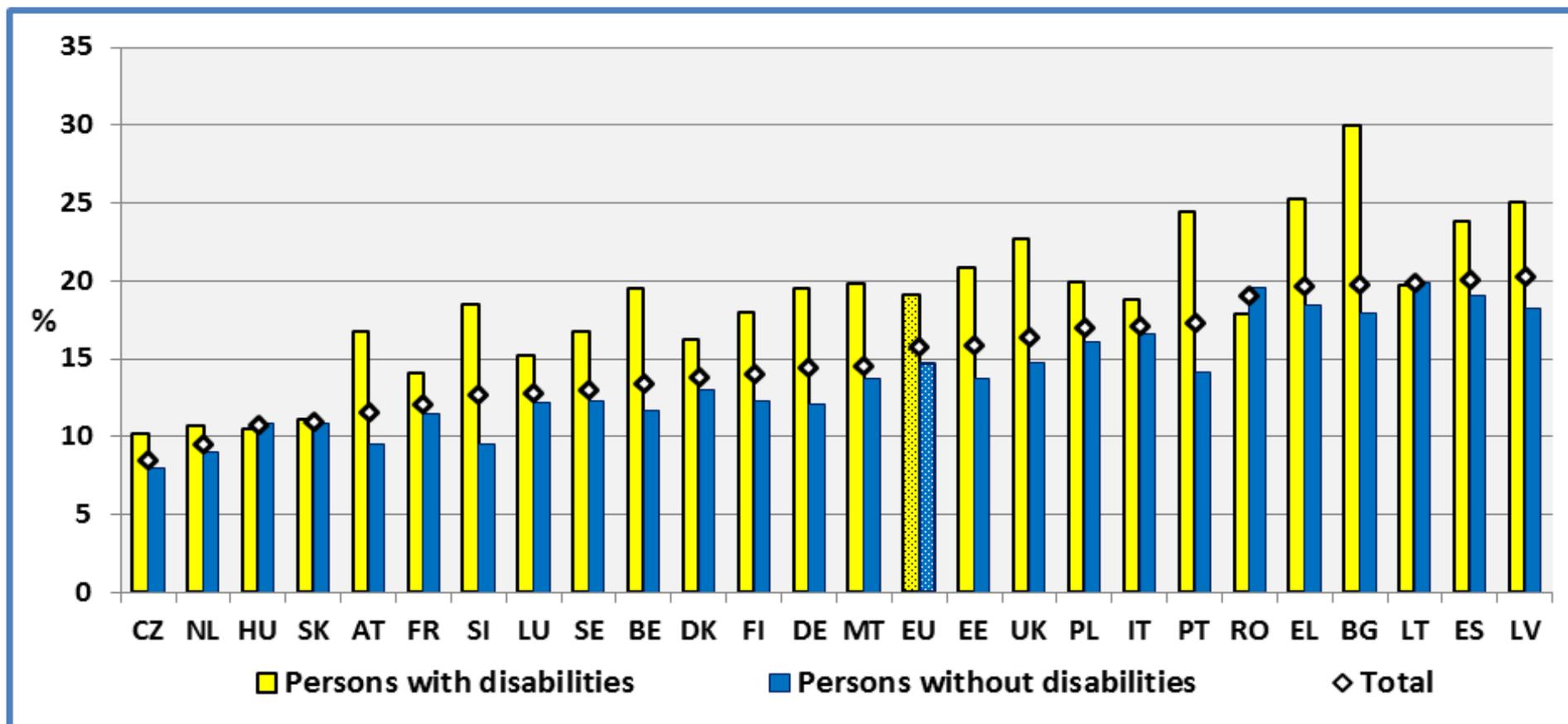
Employment rate by disability status and Member State (age 20-64), EU-SILC 2010



Unemployment rate by disability status and Member State (age 20-64), EU-SILC 2010



People at risk of poverty after social transfers; Age: 16+, EU-SILC 2010



New challenges:

- the universal principles such as equality of opportunity and non-discrimination;
- fractionation the level of governance between the EU and the member States.
- *EU member States experience can be consider as benchmark for other countries which infact are member of the Council of Europe*



CRPD – Convention on the Rights of Persons with Disability

UN GA 13 december 2006

- power to regional aggregation of States to ratify the Convention and to monitor its effective implementation of member states;
- UE agreement: employment and discrimination should be two of those topics;
- CRPD as a filter through which review and orientate policies to stop prejudice and combat discrimination. CRPD is a way to reallocate the resources of Member States on behalf of people with disabilities: ***from the medical model to the social rights-based model, from segregation to social inclusion.***



CRPD key principles

Inclusion vs integration

Discrimination vs illness



Legal level

CRPD Art. 28: NO SHELTERED WORK

EU DIRECTIVE 70/00: DISCRIMINATION =
BURDEN OF PROOF



The dignity of every human being has to be respected practicing their fundamental rights, including the right to full employment:

1. Promoting a paradigm shift in the approach to the worker with SCI:

a. focused national information target campaigns;

b. awareness campaigns;

c. the training of the operators;



2. Develop guidelines of performances that targeted services:
 - a. the drafting the perimeter of the activities;
 - b. the delimitation of competences;
 - c. sharing procedures to be used uniformly throughout Europe;
 - d. highlight good practices;



3. Stronger implementation of article 28 of Crpd and EU directive 78/00, through:

- a. the promotion of a single focal point into european insitutions;
- b. the actual processing of data and statistics;
- c. the removal of the causes of regulations and established practices;
- d. the revival of the role of representation of workers with disabilities;
- e. the adoption of concrete actions for appropriate policies to support the career path of person with disabilities;
- f. the adoption of the disability manager;



4. Pay special attention to women with SCI and the double discrimination;



5. An action plan to attack the specific theme of the non developed regions of Europe, through:

a. full participation of SCI organizations;

b. promoting small businesses initiatives;

c. self-employment both profit and non profit;

d. mobility of workers with SCI.



6. Mainstreaming policies:

- a. Adopt the necessary tools of national planning for the employment and industrial policy;
- b. implementation of advanced technologies;
- c. promote the competence of the worker with SCI;
- d. the removal of cultural barriers that consider fragile persons with SCI;
- e. empowerment of workers with disabilities through enforcing the legal provision instruments (the burden of proof)



Nothing about us without us

