



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

Focus on guidance aspects

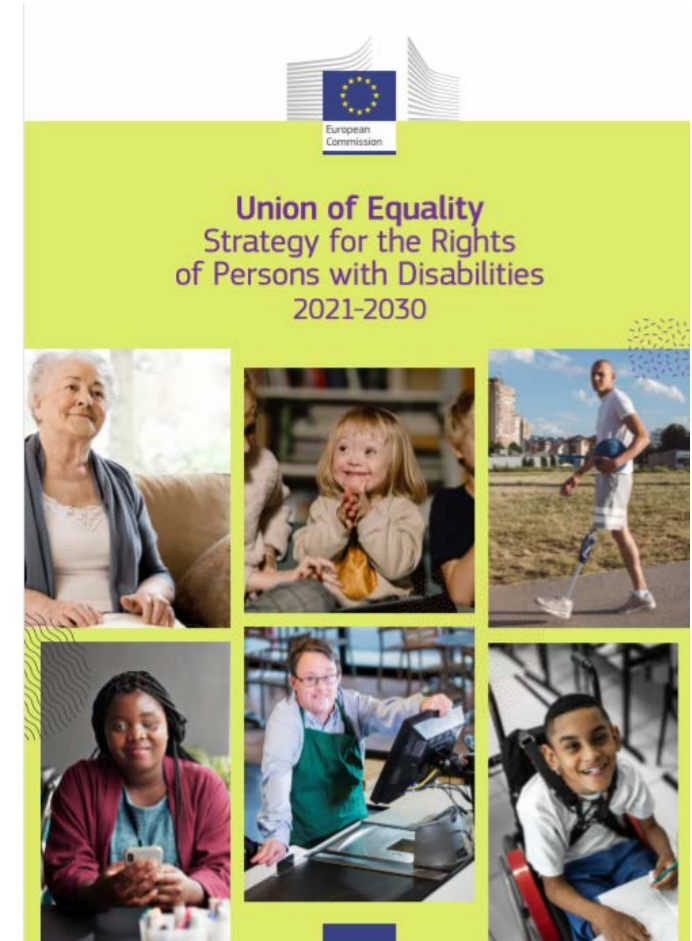
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Union of Equality: Strategy for the Rights of Persons with Disabilities 2021-2030

This Strategy supports the implementation of the UNCRPD

- Member States + EU institutions being a party to the UNCRPD
- Covering all areas of life
- Taking into account the diversity of disability
- Applying a twin-track approach (mainstreaming, individual needs)
- Human right to participation on an equal basis



What is a disability?

Disability as an evolving social concept

“Disability results from the interaction between persons with impairments and attitudinal and environmental barriers that hinders their full and effective participation in society on an equal basis with others”

(UN Convention on the Rights of Persons with Disabilities)

➤ persons with disabilities, not disabled persons, but

The Strategy contains **8 priority areas** :

- 1. Accessibility – An enabler of rights, autonomy and equality** (EU accessibility law, passenger rights...)
- 2. Enjoying EU rights** (free movement, democracy);
- 3. Decent quality of life and living independently** (skills, employment, social protection ...)
- 4. Equal participation and non-discrimination;** (healthcare, legal protection, education; culture ...)
- 5. Promoting the rights of persons with disabilities globally** (development cooperation, humanitarian aid);
- 6. Efficiently delivering the Strategy** (Better Regulation, working with Member States, EU funding...);
- 7. The Commission - leading by example** (HR strategy, buildings, communication ...);
- 8. Awareness, governance and measuring progress** (UNCRPD mechanism EU, monitoring, data)

7 Flagship initiatives

- 1 Disability Platform (2021)
- 2 **Package to improve labour market outcomes (2022)**
- 3 European resource centre AccessibleEU (2022)
- 4 Guidance on independent living (2023)
- 5 Disability Card (2023)
- 6 Quality framework social services (2024)
- 7 New Commission HR strategy

+

57 Commission actions
23 calls for Member States

Strategy – activities in relevant thematic areas

1. Education
2. Skills
3. Employment

Quality guidance services focusing on capabilities will be needed in all areas.

1. Education

Mainstreaming



20.3% young people with disabilities leave school early, but only **9.8%** of those without disabilities



Only **29.4%** of persons with disabilities attain a tertiary degree compared to **43.8%** of those without disabilities

- European Education Area – axis inclusive education, LLL e.g. Pathways to School Success – special needs

European Agency for Special Needs and Inclusive Education

- 2021 Toolkit for inclusion in early childhood education and care, EU Strategy on the Rights of the Children, European Child Guarantee
- Supporting teacher education systems
- Digital Education Plan 2021-2027 – support for assistive technologies, accessible digital learning

2. Skills

High proportion of persons with disabilities in segregated VET

Low participation in adult learning

Mainstreaming

European Skills Agenda - national skills strategies to cover needs of persons with disabilities, targets adult learning

- Council Recommendation on Vocational Education and Training → inclusive and accessible programmes
- Renewed European Alliance for Apprenticeships – also a tool for social inclusion → pledges
- Reinforced Youth Guarantee → outreach and activation of young persons with disabilities
- Joining forces with PES Network to step up provision of guidance
- European Approach to Micro-credentials for LLL

3. Employment

Specific flagship initiative



50.8% of persons with disabilities are in employment compared to **75%** without disabilities



37.6% of persons with disabilities are inactive compared to **17.6%** of persons without disabilities

Many in segregated, sheltered forms of employment

➤ In 2022, the Commission will present a package to improve labour market outcomes of persons with disabilities (“employment package”), seeking cooperation with the European Network of Public Employment Services, integration services, social partners and organisations of persons with disabilities.

1. strengthening capacities of employment and integration services
2. promoting hiring perspectives
3. ensuring reasonable accommodation
4. securing health and safety at work and
5. vocational rehabilitation schemes
6. exploring quality jobs in sheltered employment and pathways to the open labour market

Key points for lifelong guidance provision

- Ensuring both, accessibility and inclusiveness
- Mainstream services as far as possible, special services where needed
- Guidance in coordinated partnerships
- Involving persons with disabilities and their organisations into service design
- Disability/inclusion/equality coordinator

... looking forward to the Cedefop/CareersNet note on career guidance for people with disabilities (2022)

**Thank you for your
attention**

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