

Amendment 1**France Jamet, Nicolaus Fest, Elena Lizzi, Stefania Zambelli, Guido Reil, Dominique Bilde**

on behalf of the ID Group

Report**A9-0014/2021****Katrin Langensiepen**

Equal treatment in employment and occupation in light of the UNCRPD (2020/2086(INI))

Motion for a resolution (Rule 181(3) of the Rules of Procedure) replacing non-legislative motion for a resolution A9-0014/2021**European Parliament resolution on the implementation of Council Directive 2000/78/EC establishing a general framework for equal treatment in employment and occupation in light of the UNCRPD***The European Parliament,*

- having regard to the Universal Declaration of Human Rights of 1948,
 - having regard to the International Covenant on Civil and Political Rights,
 - having regard to the International Covenant on Economic, Social and Cultural Rights,
 - having regard to the Convention on the Rights of Persons with Disabilities,
 - having regard to Article 5 of the Treaty on European Union (TEU),
 - having regard to Rule 54 of its Rules of Procedure,
- A. whereas many people with disabilities still encounter difficulties in operating in the labour market;
- B. whereas disadvantages and difficulties faced by people with disabilities in the labour market and in society, if not overcome, can lead to serious economic and social difficulties;
- C. whereas the accessibility of the workplace, transport and support services is essential for people with disabilities to enjoy their freedom and right to work in accordance with Article 23 of the Universal Declaration of Human Rights;
- D. whereas specific measures in different areas can contribute to enabling people with disabilities to overcome obstacles in the labour market and to exercise their right to work on an equal footing;
- E. whereas there is a lack of official disaggregated statistics on disability; whereas in the

European Union, only 50.6 % of people with disabilities are employed compared to 74.8 % of people without disabilities; whereas people with disabilities living in institutions or considered unable to work are excluded from these statistics; whereas these figures do not reveal the type of job, the quality of the job or the conditions of employment; whereas people with disabilities are a heterogeneous group;

- F. whereas 29.5 % of women with disabilities and 27.5 % of men with disabilities are at risk of poverty and social exclusion; whereas people with disabilities are more likely to experience working poverty than people without disabilities as a result of the additional costs of their disability and the potential loss of their disability benefits, and because when they work they earn less on average than colleagues in an equivalent post and are less likely to be promoted;
 - G. whereas harassment and discrimination on grounds of disability are prohibited in the workplace and constitute a violation of workers' rights;
 - H. whereas discrimination at work against people with disabilities stems from a lack of individual education and training, but also occurs for functional reasons, such as the fact that certain disabilities are hidden or difficult to recognise;
1. Reminds Member States of their commitment to equal opportunities and the equal treatment of people with disabilities and encourages Member States to ensure that their labour markets are fully accessible for people with disabilities; underlines the importance of the principle of subsidiarity and the need to provide appropriate support at every level, starting with the local community;
 2. Rejects the category of 'vulnerable groups' commonly used at EU level, including by the Commission, as it aims to blur the lines between very different groups of people, such as people with disabilities, the elderly and certain groups of people which are defined ethnically or legally (Roma and migrants in particular), in order to promote policies for the latter under the pretext of helping people with disabilities or the elderly;
 3. Underlines that the Member States should facilitate the adoption of universal design standards and guidelines for the accessibility of environments, programmes, services and products;
 4. Encourages Member States to take active measures to ensure the non-discrimination of persons with disabilities, to provide them with reasonable accommodation and to ensure that they can exercise their rights;
 5. Calls on the Member States to put in place efficient, simple and accessible procedures for the recognition of disability status; encourages Member States to take into account the special needs of people of disabilities in all their employment policies;
 6. Invites Member States to implement policies aimed at preventing cases of mobbing on grounds of disability; encourages the Member States, in cooperation with employers, to implement policies to prevent the cyberbullying of persons with disabilities in the workplace;
 7. Stresses the need to ensure the mutual recognition of the status of persons with

disabilities in the Member States;

8. Invites Member States to consider following the example of countries which have already provided reasonable accommodation for people with disabilities in the workplace; emphasises the importance of training on issues related to disability in the workplace;
9. Invites Member States to encourage and support employers in recruiting people with disabilities, such as by setting up a service for the selection and follow-up of candidates with disabilities who are best suited to the post with the help of the official employment centre;
10. Invites Member States to support and promote training for people with disabilities in order to help them access the labour market; considers that Member States could support organisations that employ people with disabilities, as this could also help to increase employment opportunities for people with disabilities;
11. Invites Member States to engage with representative organisations of persons with disabilities in order to define and launch relevant initiatives aimed at lifelong learning and skills development, including digital skills, for persons with disabilities;
12. Encourages Member States, with regard to persons with disabilities, to put in place training for employment coaches, work assistants and disability counsellors;
13. Encourages Member States to promote quality vocational training and to establish different employment models in order to allow people with disabilities to fulfil their expectations and those of their employers’;
14. Underlines that accessibility must be included as a pre-condition in any EU initiative concerning new technologies and research, and that the availability and affordability of assistive technology must be ensured;
15. Emphasises the key role of family carers, who often fulfil the care and assistance needs of people with disabilities; underlines, in this regard, the need for policies at Member State level to provide appropriate support to family members and support staff;
16. Encourages the collection of data on disability disaggregated by type of disability, age, level of education and vocational training;
17. Encourages the Member States to guarantee full mobility for people with disabilities, including by removing architectural barriers that prevent people with disabilities from moving freely;
18. Instructs its President to forward this resolution to the Commission, the Council, and the governments and parliaments of the Member States.

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