



Supported Employment in the European Union

Status and challenges

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Overview of the presentation

1. Policy framework
2. EU Disability Strategy 2010-2020
3. The link between Disability Strategy and EU 2020
4. Priorities for employment
5. The need for specific disability targets
6. Comments on study supported employment
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UN Convention on the Rights of Persons with Disabilities



The rights recognised by the Convention cover almost all policy fields (**accessibility, employment, education, health, independent living, participation in culture and sport, civil rights**)

The EU and Member States, to the extent of their competences, have to **comply with the obligations** to ensure the rights recognized in the Convention



UN Convention on the Rights of Persons with Disabilities

- 30 March 2007: the European Community and all Member States **sign** the UN Convention
- 28 August 2008 Commission Proposal for conclusion of UN Convention and Optional Protocol
- 26 November 2009: Council Decision on the conclusion of the Convention by the European Community
- 2 December 2010 Adoption of the Code of Conduct
- **22 January 2011: entry into force** of the Convention for the EU
- 17 Member States have ratified the Convention



European Disability Strategy 2010-2020: a renewed commitment to a barrier-free Europe

Adopted on 15 November 2010. Three main documents:

- [Communication on a European Disability Strategy 2010-2020](#)
- [Initial plan to implement the Strategy: List of Actions 2010-2015](#)
- [Background Document with facts and figures](#)



European Disability Strategy 2010-2020: a renewed commitment to a barrier-free Europe

- Main objectives:

- Empower people with disabilities to enjoy their full rights
- Create a barrier-free Europe for all
- Comply with the [international commitments](#) taken by concluding the UN Convention on the Rights of Persons with Disabilities



Main areas for EU action

- **Accessibility** of goods and services
- **Participation** as equal citizens in Europe and quality community-based services
- **Equality** and combating discrimination
- **Employment** in the open labour market
- Inclusive **education and training**
- **Social protection** to combat poverty and social exclusion
- Equal access to **health** services and related facilities
- **External action** including EU enlargement, neighbourhood and international development programmes



In the area of employment

- **Since 2000 relevant EU Legislation to ensure that everyone has the right to employment on equal terms with others (2000/78)**
- **Comprehensive antidiscrimination measures are very important for ensuring equal opportunities for persons with disabilities.**



Protection of discrimination outside employment

- **Com 2008/426: The Commission proposed a directive in June 2008**
- **Direct or indirect discrimination is a serious problem, not only about the workplace.**
- **Anticipatory effective non-discriminatory access and reasonable accommodation**



link between Disability Strategy and EU 2020

- **EU 2020 is the long-term strategy for *smart, sustainable* and *inclusive* growth.**
- **relevant "Flagship Initiatives" of the EU 2020 Strategy will take account of the disability perspective in their implementation**
- **reflected in the new European Disability Strategy**



EUROPEAN SEMESTER: FOUR EMPLOYMENT MEASURES

- **make work more attractive,**
- **reform pension systems,**
- **to get the jobless back into work and**
- **to balance security and flexibility (flexicurity)**



From Joint Employment Report 2011

- **Increasing labour market participation of women and men and reducing social exclusion**
- **Personalised assistance to find a job, or to progress in employment, particularly for those most in need**
- **Ensuring the sustainable financing of high quality social services**



EU 2020

Full economic and social participation of p with disabilities is essential to creating smart, sustainable and inclusive growth

- **Relevant Targets:**
 - **75 % of the population aged 20-64 should be employed**
 - **Employment gap 45 % versus 75%**
 - **The share of early school leavers should be under 10% and at least 40% of the younger generation should have a tertiary degree.**
 - **Education gap 19% versus 31%**
 - **20 million less people should be at risk of poverty (reduction by 25%)**
 - **Poverty risk gap 15 versus 21 %**



Comparative data needed

- **2011: specific module of the LFS (Labour Force Survey) on the employment of persons with disabilities.**
- **2012: specific survey on barriers for social integration of persons with disabilities.**



integration of PwD in labour market

- **European Social Fund**
- **pathways to integration and re-entry into employment**
- **combating discrimination in the workplace**
- **Counseling, training and coaching**
- **job creation**
- **open educational and rehabilitational systems**



Study Supported Employment

- Mapping of SE in 30 countries
- In depth study in Austria, Czech Republic, Norway, Spain, Sweden and UK
- Compendium of good practices
- Directory of supporting services (address book)
- Policy recommendations



Policy recommendations: national

- **Resource approach**
- **Equal access for all in a country**
- **Supported Employment in open labour market**
- **Conducive legal framework**
- **Job coach**
- **SE should be placed under the employment authorities**



Policy recommendations: national

- **Funding – predictable and earmarked funding; simple administration**
- **Monitoring**
- **Flexicurity tools: wage subsidy, quotas, social benefits, flexible contractual arrangements**



Recommendations for service providers

- **Clear competence requirements for job coaches**
- **Formal training of job coaches – protect title**
- **realistic case load + remuneration**
- **Main tasks of job coach**
- **What makes a good job coach?**



Recommendations for EU

- **ESF as important financing instrument**
- **Support EU level statistics**
- **exchange of experience+dissemination**
- **Supported Employment ambassadors**



Useful web links

- **European Disability Strategy 2010-2020:**
<http://ec.europa.eu/social/main.jsp?langId=en&catId=429&newsId=933&furtherNews=yes>
- **Initial plan to implement the Strategy: List of Actions 2010-2015:**
<http://eurlex.europa.eu/LexUriServ/LexUriServ.do?uri=CELEX:52010SC1324:EN:NOT>
- **United Nations Convention on the Rights of Persons with Disabilities:** <http://www.un.org/disabilities/>

