

Working towards inclusive labour markets: challenges and opportunities



Martha Stickings

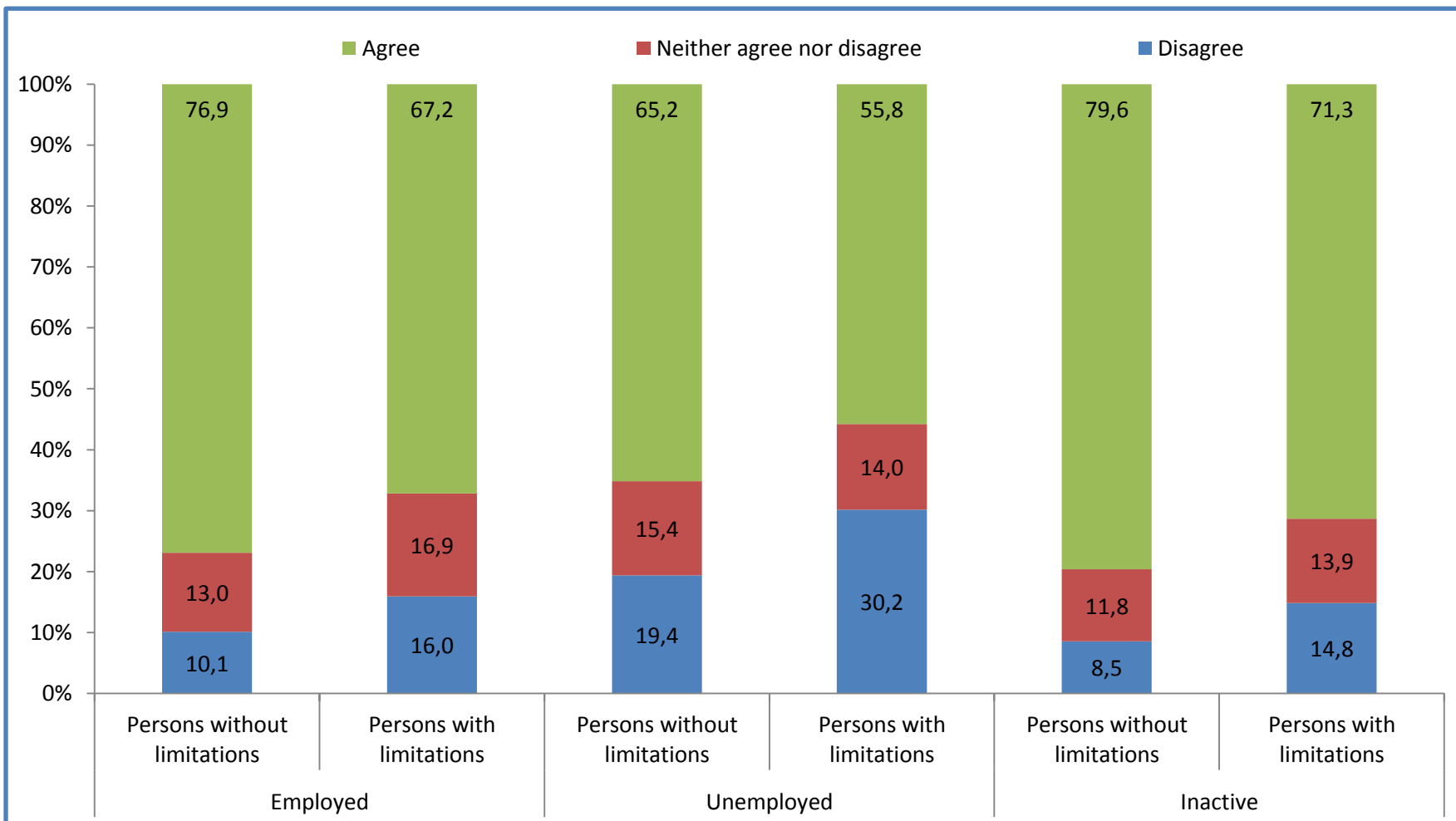
Meeting of the EU Ombudspersons
for persons with disabilities

15-16 November 2018, Vienna

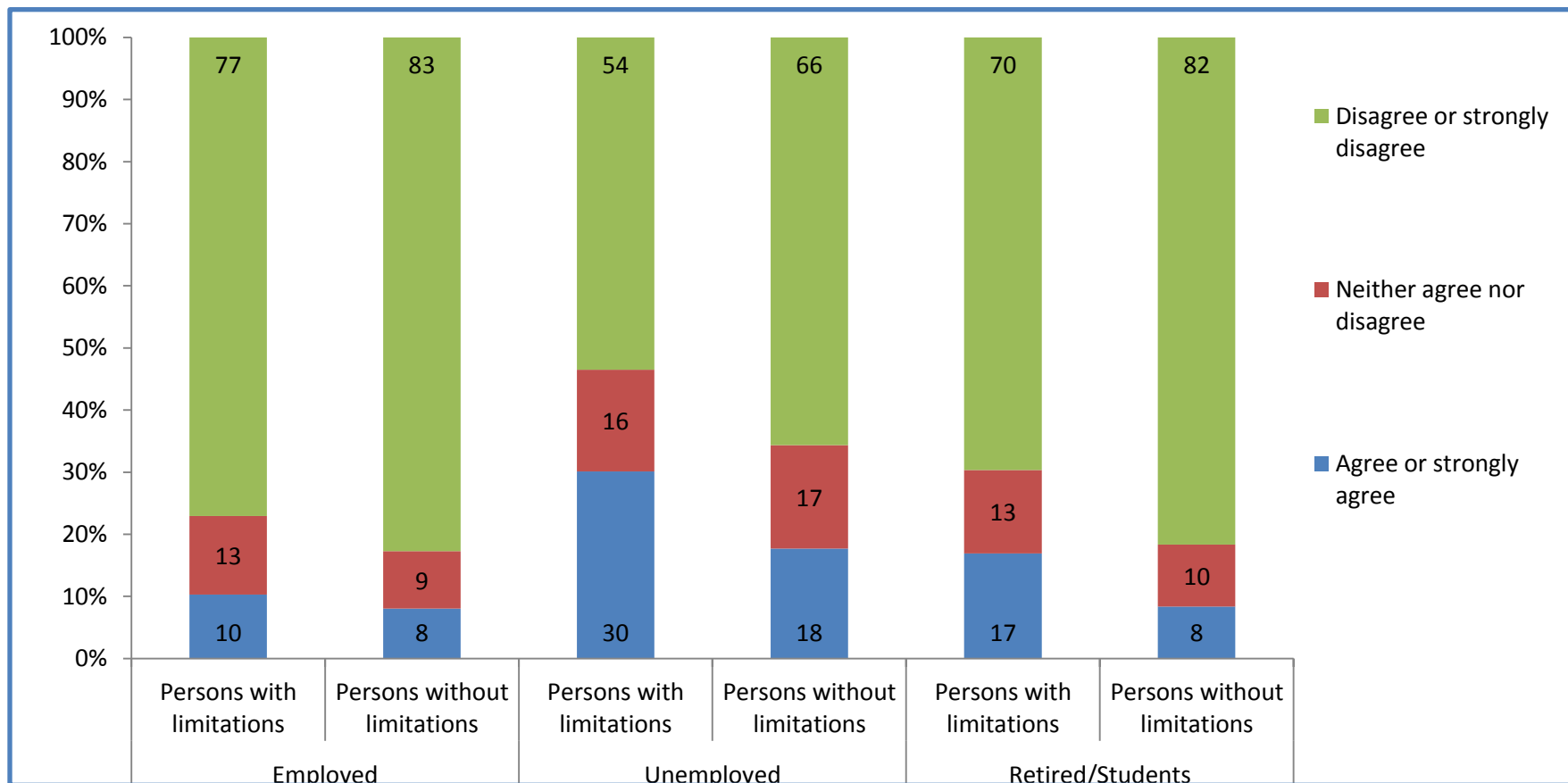
Challenges to labour market inclusion

- Stigma and discrimination
- Transition from education to employment
- Support, accessibility and reasonable accommodation at work
- Overcoming the ‘welfare trap’

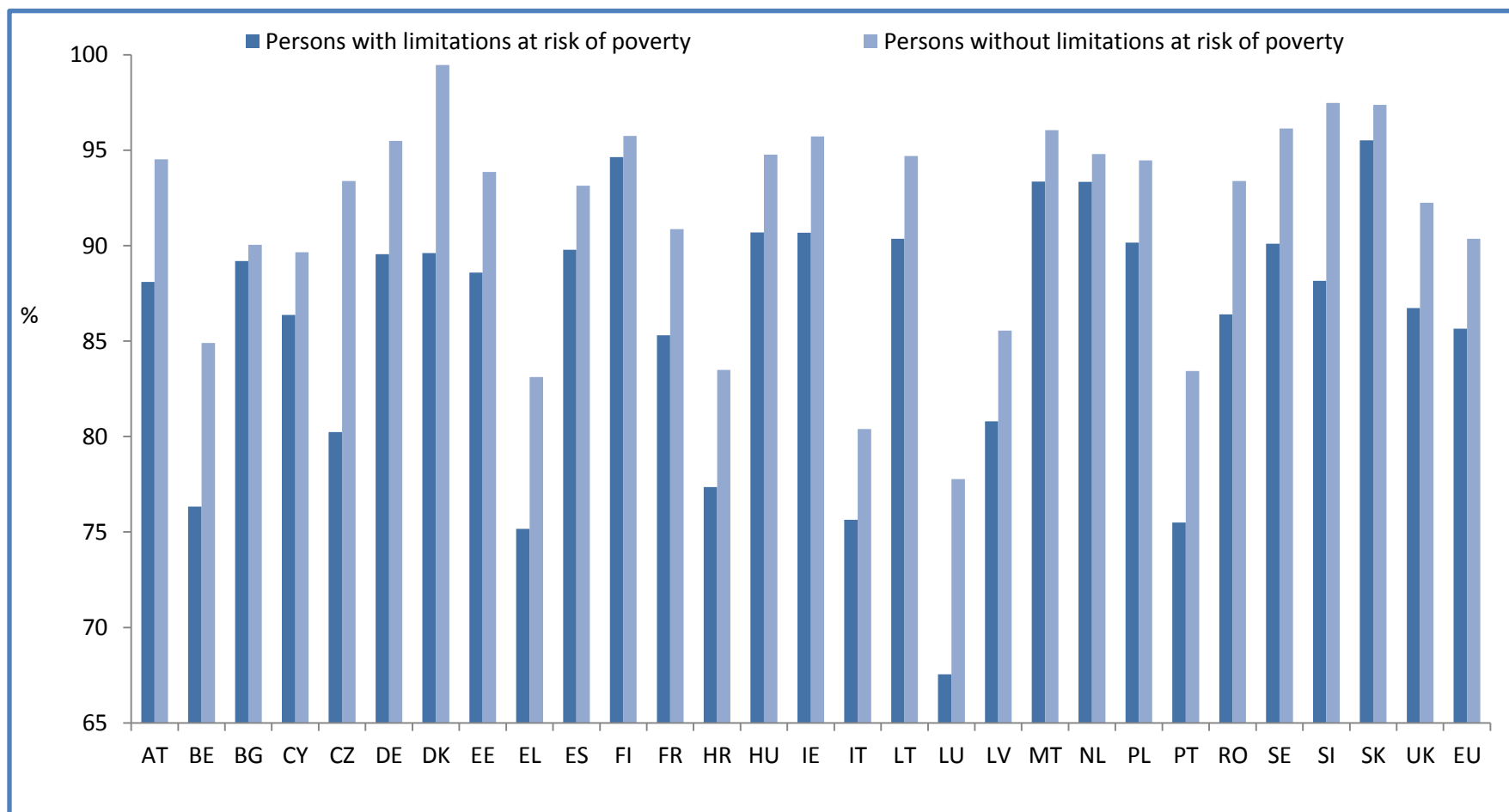
Freedom to decide how to live life in the community



Feeling left out of society



Help available from people beyond the household



Complaints can help to....

- Turn fundamental rights commitments into outcomes
- Enable and empower individuals
- Clarify meaning of existing standards and provide guidance on implementation

Challenges in accessing non-judicial remedies

- Lack of awareness of rights
 - Less than half of Eurobarometer respondents aware of their rights in cases of discrimination or harassment (October 2015)
- Lack of knowledge about where and how to complain
- Practical barriers
 - Lengthy procedures
 - Costs associated with bringing complaints

Additional barriers for persons with disabilities

- Inaccessible complaints mechanisms:
 - only 6 EUMS provide information about how and where to complain about voting problems on accessible websites
- Deprivation of legal capacity
- Lack of support to lodge complaints
- Insufficient training for staff involved in complaints procedures

Tools to promote access to justice

- Awareness-raising: FRA's Clarity tool
- Research and analysis: EP Petitions Committee study
- Guidance for practitioners: Handbook on access to justice in Europe
- Indicators: FRA's human rights indicators on the CRPD

FRA's Clarity tool

- Aim: to enable easy identification of the most appropriate non-judicial body for a particular fundamental rights issue
- Targets individuals and intermediaries, including NGOs and DPOs
- Covers 15 EU Member States and available in English
- Accessible for persons with disabilities

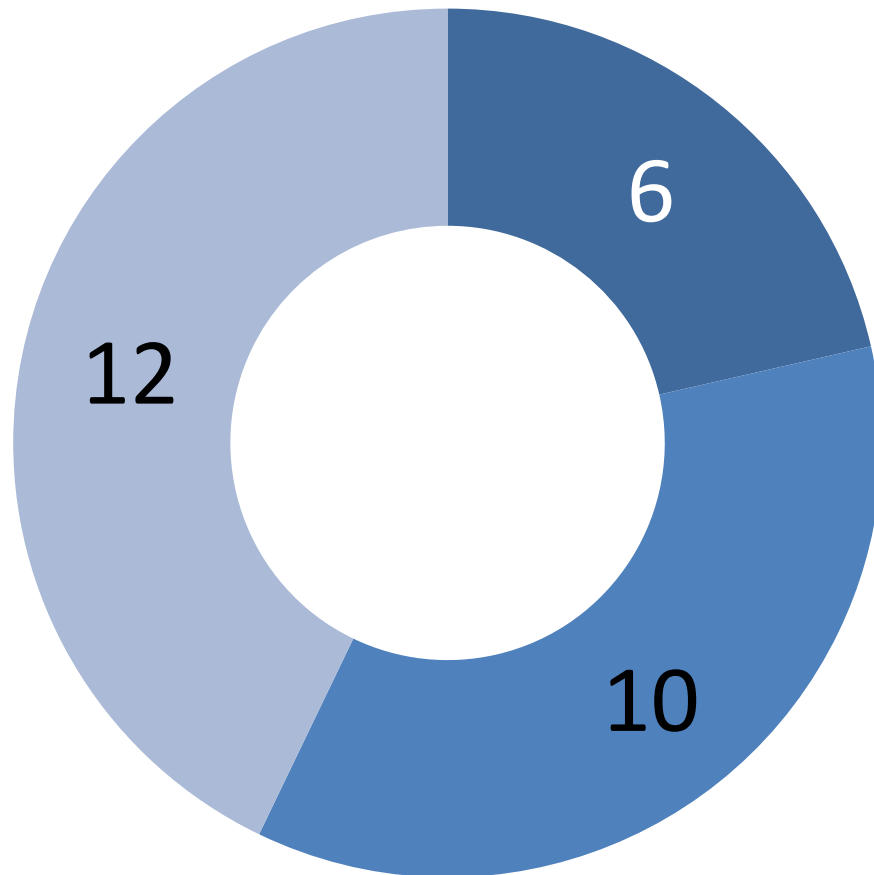
Petitions Committee study

- Updated each year since 2015
- Examines petitions received by the European Parliament on disability issues
 - Shows many concern issues related to employment
- Reviews arrangements for similar protection functions in EU Member States

FRA-CoE handbooks

- Series published with the European Court of Human Rights
 - 2016: European law relating to access to justice
 - 2018: European non-discrimination law
 - Translated into all EU languages
- Accessible summary and analysis of relevant case law of CJEU and ECtHR on key topics in the area
- Highlight key European legal and jurisprudential principles
- Designed to be a practical guide for judges, prosecutors and legal practitioners involved in litigation

FRA's human rights indicators



Is information on complaints mechanisms regarding political participation accessible to persons with disabilities, by EU Member State

- Yes, website is WCAG 2.0 AA compliant and/or materials are available in alternative formats
- Partially, some accessibility measures are in place
- No/no information

Questions to think about

- How can monitoring mechanisms established under Article 33(2) CRPD help to create more inclusive labour markets?
- What can ombuds organisations do to encourage and facilitate reporting?
- How can we ensure the full participation of persons with disabilities and their representative organisations?

For more information:

disability@fra.europa.eu



fra.europa.eu