

**Human rights report on**

**The right to work**

**Easy-to-read version**

Easy-to-read is information  
that is written in a simple way   
so that people with intellectual disabilities   
and all people can understand it.  
You can find more information  
about easy-to-read at:  
[www.inclusion-europe.eu/easy-to-read](http://www.inclusion-europe.eu/easy-to-read).

# Who we are

Symbol of the European Disability Forum

We are the European Disability Forum.   
We are an organisation   
of people with disabilities in Europe.   
In short, we are called ‘EDF’.

At EDF, we work to protect the rights   
of all people with disabilities in Europe.  
We think that people with disabilities   
should have the same chances in life   
and take part in the community   
like everyone else.

We also think that people with disabilities   
should decide about their lives.

Nothing should be decided about us   
without us!

# What this booklet is about

Every year, EDF makes a booklet  
that talks about important rights   
of people with disabilities.

We call these booklets ‘Human rights reports’.

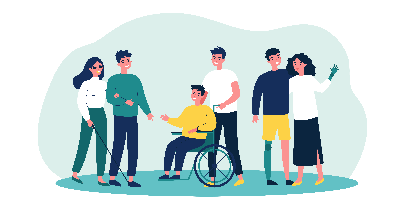
This year, our human rights report talks   
about the right to work.

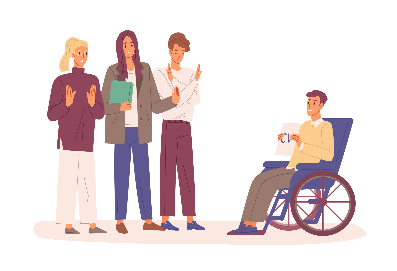
In the next few pages,   
you can read more about:

* What makes it hard   
  for people with disabilities to get a job,
* What the European Union and its countries do to promote the right to work,
* What should be done better.

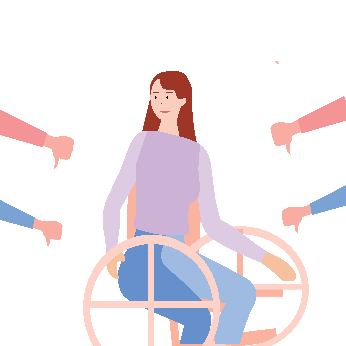
All the difficult words in the text   
are marked **in bold**   
and you can find their explanation   
at the end of this booklet.

# The right to work

People with disabilities have the right to work   
like all other people.   
They should not be left out   
because they have a disability.

However, in practice,   
almost half of people with disabilities in Europe   
do not have a job.

But even people with disabilities   
who have a job:

* May get a lower salary   
  than people without disabilities  
  or no salary at all.
* May get jobs only for short times.
* May not be trusted to do jobs   
  of high skills or responsibilities.
* May be treated unfairly in their work.
* May work in workshops   
  away from the community.

Things are even harder   
for women with disabilities,   
young people with disabilities   
and people with disabilities   
who need more support in their every day lives.   
It is even less likely for them to get a job.

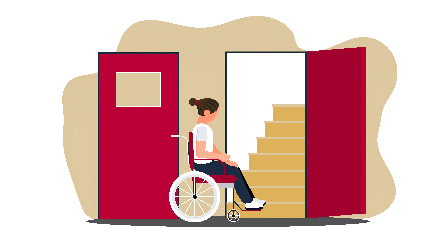
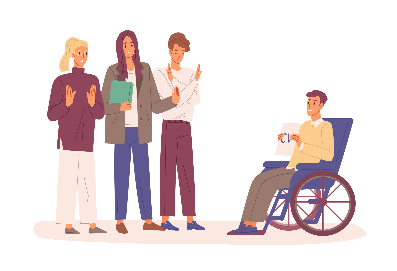
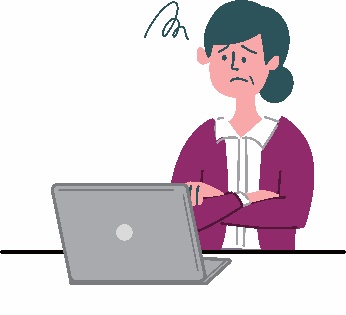
**COVID-19** made things much worse.   
It had a bigger impact on people with disabilities than on other people.

Due to COVID-19,   
many people with disabilities lost their jobs   
and struggle to earn enough money to live on.

# What makes it hard or impossible for people with disabilities to work

Many things make it hard   
for people with disabilities   
to enjoy the right to work like other people.

Amongst others:

* Workplaces may not meet their needs   
  so people with disabilities   
  cannot work there.
* Metros, buses, streets, buildings   
  and other things in the community   
  may not be **accessible**.   
  If things are not accessible,   
  people with disabilities cannot use them   
  to get around like other people.
* Other people may not want to work   
  with people with disabilities  
  because they think people with disabilities   
  cannot do the job right.
* The process and information   
  to apply for a job   
  may not be accessible.   
  This means that people with disabilities   
  will not be able to apply for this job   
  like other people.
* People with disabilities   
  often do not have the chance   
  to finish school, study at university   
  or do trainings that will help them   
  grow their skills and get a job later.
* Many people with disabilities   
  do not have access to the internet.   
  If they cannot use the internet,   
  they will not be able to apply for jobs online like other people.
* When people with disabilities move   
  to another country of the European Union,   
  it may take a long time   
  before they get the support they need   
  to be able to live and work in this country.

# What the European Union does to promote the right to work

The **European Union** and all its countries   
have signed the **UN Convention**.   
This means they have agreed to work   
to make the rights in the UN Convention happen.

Among others,   
the UN Convention says   
that all people with disabilities   
have the right to work like other people.

So the European Union works to make sure   
people with disabilities enjoy the right to work   
like everyone else.

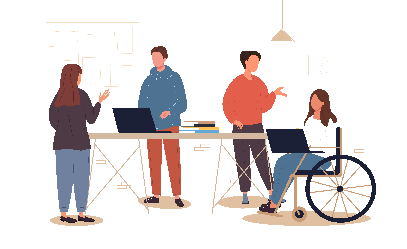
Amongst others:

* The European Union made a plan   
  on how they will work to protect   
  the right to work and other rights   
  of people with disabilities by 2030.   
  This plan is called ‘Strategy for the Rights   
  of Persons with Disabilities 2021-2030’.
* The European Union made a law that says   
  that people with disabilities   
  should not be treated unfairly in their work.   
  This law also says that workplaces   
  should adapt to the needs   
  of people with disabilities.   
  This way, people with disabilities   
  could work there like everyone else.
* The European Union is working   
  on a new law that says   
  everyone who works should be paid   
  enough money to live on.   
  The aim of this law is to make sure   
  that people in the European Union   
  do not get less money than what is fair   
  for their work.

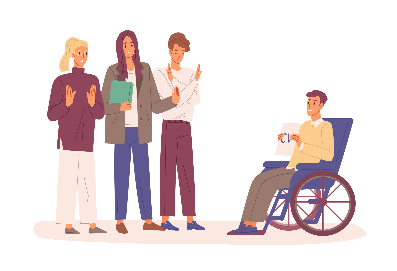
# Thumb upHow countries in Europe protect the right of people with disabilities to work

Countries in Europe take measures   
to promote the right to work   
for people with disabilities.

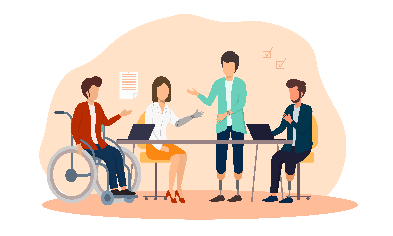
Amongst others:

* Most countries ask workplaces   
  to have a minimum number   
  of people with disabilities working in them.   
  For example, 5 in 100 people   
  who work in them   
  must be people with disabilities.
* Most countries give money to workplaces   
  so that they can adapt to the needs   
  of people with disabilities.
* Most countries give money   
  to people with disabilities   
  to pay for the extra costs they have   
  for living with a disability.   
  For example, they can use this money  
  to buy medicine and other things they need,   
  or pay for a support person to help them   
  with everyday tasks.   
  Sadly, many countries stop giving this money or give less of this money   
  to people with disabilities   
  when they get a job and start getting a salary.   
  This is unfair.   
  Apart from their normal salary,   
  people with disabilities need this extra money to pay for the extra costs of disability.

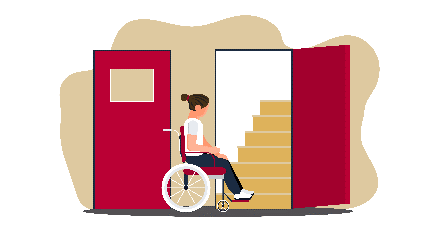
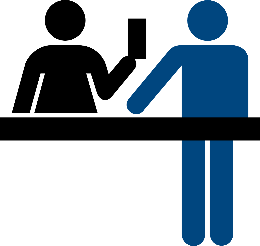
# What should be done better

The work that the European Union   
and its countries have done so far   
to promote the right to work  
is not enough.

Sadly, too many people with disabilities   
in Europe  
are still not able to get a job   
or are treated unfairly in their work.

At EDF, we think that   
the European Union and its countries   
should work harder to make sure   
that people with disabilities   
have the same chance to work as other people.

Amongst others, the European Union   
and its countries should:

1. Make sure that   
   people with disabilities can get a job   
   and be treated fairly in their work.
2. Continue to give money   
   to people with disabilities when they get a job.   
   People with disabilities need this extra money to pay for costs they have   
   for living with a disability.   
   For example, they can use this money  
   to buy medicine and other things they need,   
   or pay for a support person to help them   
   with everyday tasks.
3. Make sure workplaces change   
   to meet the needs of people with disabilities  
   so that they can work there like other people.
4. Punish companies that do not hire people because they have a disability,   
   or treat people with disabilities unfairly.   
   This can be by making these companies   
   pay a fine for not respecting the rights   
   of people with disabilities.
5. Make sure that people with disabilities   
   get a fair salary from their work  
   that allows them to have a good life.
6. Make a European Disability Card   
   that people with disabilities can use   
   when they move to another country   
   of the European Union  
   to get the support they need   
   to live and work in this country.
7. Spread information about the right   
   of people with disabilities to work,   
   and how workplaces can respect this right.

# More information

For more information   
about EDF and our work,  
you can visit our website at   
[www.edf-feph.org](http://www.edf-feph.org).

You can also send us an email at   
[info@edf-feph.org](mailto:info@edf-feph.org).

# Explanation of difficult words

## Man in wheelchair using a ramp to enter a building, while being greeted by a womanAccessible

Things are accessible when they are easy to use

for people with disabilities.

For example,   
when buildings have ramps

that people in wheelchairs can use to get in.

Or when information is easy to read   
and people with intellectual disabilities

can understand it.

## COVID-19

‘COVID-19’ is a disease

that can pass easily from one person to another.

Sadly, in recent years,

too many people in the world

have been ill from coronavirus.

Most of the people recover   
but many people die from it.

## European Union

The European Union is a group   
of 27 countries in Europe.   
These countries work together   
to make things better for their people.



## UN Convention on the Rights of Persons with Disabilities

This is an agreement   
that many countries in the world have signed.   
It says what rights people with disabilities have  
and how countries can protect these rights.   
In short, we call it ‘the UN Convention’   
or ‘the CRPD’.

You can find more explanations of difficult words at: <https://www.inclusion-europe.eu/easy-to-read/#explanations>.