



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.



Who we are

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.

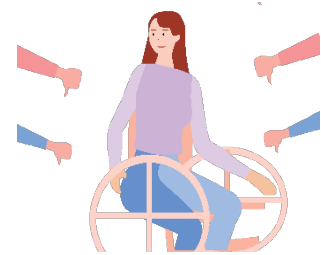


But even people with disabilities
who have a job:

- 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.

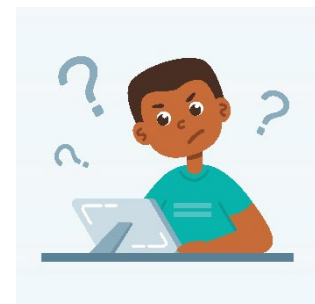
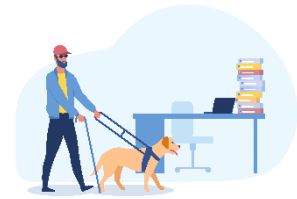


What makes it hard or impossible for people with disabilities to work

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.

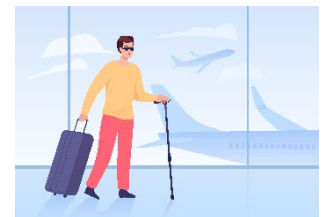
- People with disabilities often do not have the chance to finish school, study at university or do trainings that will help them grow their skills and get a job later.



- 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.



How 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.

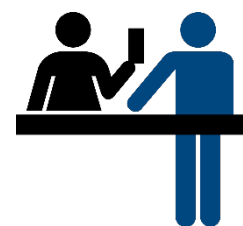
This can be by making these companies
pay a fine for not respecting the rights
of people with disabilities.



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.

You can also send us an email at
info@edf-feph.org.



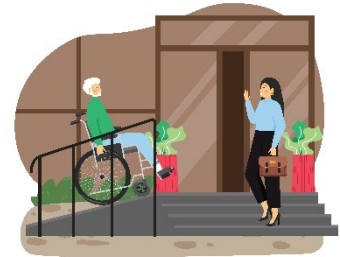
Explanation of difficult words

Accessible

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>.