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NOTE

From:	Presidency
To:	Permanent Representatives Committee/Council
Subject:	Draft Council Conclusions: Reducing the Disability Employment Gap for a more Inclusive and Competitive EU - Approval

Delegations will find attached a set of draft Council Conclusions on reducing the disability employment gap for a more inclusive and competitive EU, prepared by the Presidency. The draft conclusions were discussed during three meetings of the Social Questions Working Party and were subject to an informal written consultation of delegations (doc. 16053/26). The text presented in the Annex reflects the text agreed by delegations through that informal written consultation, with the only difference being the paragraphs numbers, which have been arranged in sequential order.

The Committee is invited to confirm the agreement reached at Working Party level and to forward the attached draft conclusions to the meeting of the Council (EPSCO) on 7 December 2026 for approval.

ANNEX

Draft Council Conclusions

Reducing the Disability Employment Gap for a more Inclusive and Competitive EU

ACKNOWLEDGING THAT:

1. The European Union and its Member States are committed to improving the social and economic situation of persons with disabilities.

2. Article 15 of the Charter of Fundamental Rights of the EU establishes the right to engage in work and to pursue a freely chosen or accepted occupation, relevant to the scope of application of the Charter. Access to work is an essential element of independent living, equal participation, and full inclusion in society and is key for preventing and fighting poverty.

3. Article 19 of theTreaty on the Functioning of the European Union confers a competence to combat discrimination based, *inter alia*, on disability, including in employment and occupation. Article 21 of the Charter of Fundamental Rights of the EU sets out the principle of non-discrimination based, *inter alia*, on disability, while Article 26 provides for the right to integration with a view to independence, social and occupational integration and participation in the life of the community. The EU and all its Member States are parties to the United Nations Convention on the Rights of Persons with Disabilities (UNCRPD), which enshrines the equal rights of persons with disabilities and requires action to ensure their full enjoyment. Article 5 of the UNCRPD establishes an obligation for the States Parties to take all appropriate steps to ensure that reasonable accommodation is provided. According to Article 26 of the UNCRPD States Parties shall promote the availability, knowledge and use of assistive devices and technology designed for persons with disabilities, as they relate to habilitation and rehabilitation. Article 27 of the UNCRPD provides for persons with disabilities to have the right to work, and to access employment on an equal basis with others. General Comment No. 8 also clarifies the obligations of State parties regarding the right to work and employment as enshrined in Article 27 of the UNCRPD.

4. The Strategy for the Rights of Persons with Disabilities 2021-2030 (the Strategy) sets out a dedicated disability policy framework for the EU and its Member States, to implement the UNCRPD, the 20th anniversary of which we celebrate this year. The Strategy recognises that participation in employment is the best way to ensure economic autonomy and social inclusion. On 6 May 2026 the Commission adopted the Communication “Enhancing the strategy for the rights of persons with disabilities up to 2030”, setting out further actions for its remaining implementation period.

5. Principle 17 of the European Pillar of Social Rights reaffirms the right of persons with disabilities to services that enable them to participate in the labour market, and to a work environment adapted to their needs. In the Communication on the European Pillar of Social Rights[1], which was adopted on 22 July 2026, the European Commission renewed its commitment to a future-ready Social Europe with the European Pillar of Social Rights as the EU's social shield and compass for fairness in an age of fast transformation and challenge, but also opportunity.

6. Persons with disabilities continue to have substantially lower employment rates than those without disabilities[2], with many not having an opportunity to be employed in the open labour market on an equal basis with others. With around one in six people of working age in the EU living with a disability and just over half of them in work[3], increasing the labour market participation of persons with disabilities benefits not only persons with disabilities but also the economy and the cohesion of society.

7. Persons with disabilities, 29% of whom are at risk of poverty and social exclusion[4], are one of the groups identified in the European Commission's EU Anti-Poverty Strategy, adopted on 6 May 2026, as requiring dedicated efforts as they face particular barriers to entering the labour market, such as stigma and environmental barriers that hinder their full participation in society on an equal basis with others.

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1 European Commission (2026) *Communication on the European Pillar of Social Rights*, COM(2026) 650 final, Brussels

2 Eurofound (2026), *Disability employment policy tools for engaging employers* – Background paper, Eurofound, Dublin.

3 Eurostat, EU Labour Force Survey (EU-LFS), 2024, [fsa_argaeddl].

4 Eurostat, The European Union Statistics on Income and Living Conditions (EU-SILC), 2025 (hlth_dpe010).

8. In an ageing society, the focus on persons with disabilities is all the more pertinent, as disability is frequently acquired during the life course. The prevalence of disability rises from 7.1% among people aged 16–24 to 22.3% among those aged 45–64 and to 39.6% among those aged 65–74[5].

9. Some groups of persons with disabilities such as persons with multiple and severe disabilities and women and girls with disabilities are subject to multiple and intersecting forms of discrimination. Such barriers can affect their access to education, vocational training, employment and transition to employment, career progression, fair remuneration and social protection. Women with disabilities often experience less favourable employment outcomes than men with disabilities, while persons with severe disabilities experience the worst employment outcomes. Policies aimed at reducing the disability employment gap should therefore take account of such barriers.

[5] Eurostat, EU Statistics on Income and Living Conditions (EU-SILC), [2024], [hlth_silc_12].

10. The labour market participation of persons with disabilities has been high on the EU agenda for decades. The Disability Employment Package is one of the flagship initiatives of the Strategy for the Rights of Persons with Disabilities 2021-2030. The overall objective is to increase the employment rate of persons with disabilities and reduce the employment gap which will, in turn, contribute to the 2030 EU headline targets on employment, adults participating in training every year and poverty reduction, which were welcomed by EU Leaders at the Porto Summit in May 2021 and reinforced in the Commission's 2026 Action Plan to implement the European Pillar of Social Rights. The Disability Employment Package provides a set of comprehensive and ready-to-use guidelines towards this objective.

11. In order to achieve the 2030 EU headline target of 78% of people aged 20–64 in employment, further steps are needed at all levels to activate underrepresented groups, such as persons with disabilities, and to attract more people into the labour market by promoting equal opportunities and removing barriers to employment.

12. Since the launch of the European Pillar of Social Rights in 2017, the EU disability employment gap[6] has increased slightly, from 23.5 percentage points to 24.2 percentage points in 2025[7]. In addition, trends across the Member States are uneven and disparities between countries have widened, indicating continued divergence in disability employment outcomes across the EU[8].

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6 The disability employment gap indicator is included as a headline indicator in the Social Scoreboard accompanying the European Pillar of Social Rights and is used to monitor progress towards equal labour market participation across the EU.

7 Eurostat (2026), *Disability employment gap by level of activity limitation and sex* (source EU-SILC)

8 Eurofound (2025), *From Gothenburg to Porto: Upward convergence through the European Pillar of Social Rights*, Publications Office of the European Union, Luxembourg. Also, European Commission (2025), *Disability employment gap indicator: Social Scoreboard accompanying the European Pillar of Social Rights*, Brussels. Also, European Disability Expertise (2025), *European Semester 2025: Mainstreaming disability equality - Synthesis report*, Publications Office of the European Union, Luxembourg.

13. The 2023 Council Recommendation on developing social economy framework conditions emphasises the role of the social economy in supporting the social inclusion and labour market integration of persons with disabilities, for example through Work Integration Social Enterprises.

14. The disability employment gap indicator is a Social Scoreboard headline indicator set out to capture a gap in employment between persons with and without disabilities. As such, it provides a snapshot of the labour market outcome relative to the total population. In order to be able to analyse the underlying causes, it is important to take stock of the overall employment, unemployment and activity rates of different groups of persons with disabilities by age and sex, as well as of the employment models, (eg. open labour market vs. sheltered employment), the levels of disability prevalence and the impact of the social protection systems. It is worth noting that there can be a difference within and among Member States on how disability prevalence is reported[9]. For example, some individuals with less severe limitations can become less likely to identify as persons with disabilities, and this can paradoxically lead to a widening of the disability employment gap[10] as measured by the current indicator. Hence relying on complementary indicators as above can provide important context to the disability employment gap to understand such situations better.

[9] In the EU-SILC, disability is determined on the basis of respondents' own assessment. It is rated according to the global activity limitation variable GALI which defines disability as a "limitation in activities people usually do because of health problems for at least the past six months".

[10] Geiger, B. and Prinz, C. (2025), *Measuring disability employment gaps: How to get robust comparisons across countries and over time*, OECD Social, Employment and Migration Working Papers, No. 314, OECD Publishing, Paris.

UNDERLINING THAT:

15. The EU promotes the active inclusion and full participation of persons with disabilities in society, in line with the human rights approach to disability issues. This approach is closely linked to the social model of disability as provided in the UNCRPD, which is rights based and aimed at the removal of societal, environmental, and organisational barriers through enhanced accessibility and participation[11], thereby enabling persons with disabilities to exercise their rights on an equal basis with others.

16. Still, barriers at the institutional, organisational, and individual level prevent many persons with disabilities from entering or retaining employment. Young persons with disabilities can struggle in their transition into adulthood due to a lack of adequate pathways between education and employment, hampering their contribution to the labour market and to economic growth[12]. One third of this group are neither in employment, education nor training[13]. It is important to ensure effective transitions from education and training to employment for this group.

17. In the area of education and training, skills and transitions into work, more focus is needed on measures such as early intervention, education-to-work transition support, vocational guidance, accessible training, and skills development including reskilling, upskilling and participation in life-long learning adapted to individual needs and linked to the labour market. Such measures should also support equal access to early work experiences including paid internships and the transition into a first paid job, along with accessible and personalised support.

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11 European Commission (2021), *Union of Equality: Strategy for the rights of persons with disabilities 2021–2030*, COM (2021) 101 final, Brussels. Also, OECD (2022), *Disability, work and inclusion: Mainstreaming in all policies and practices*, OECD Publishing, Paris.

12 European Commission (2026) *Enhancing the strategy for the rights of persons with disabilities up to 2030* COM(2026) 541 final, Brussels.

13 Eurostat (2026) *Young persons neither in employment nor in education and training by level of disability (activity limitation)* (NEET rates) Online data code: edat_lfse_39, doi:10.2908/edat_lfse_39

18. With a view to putting into effect in the Member States the principle of equal treatment, the Employment Equality Directive (2000/78/EC) prohibits direct and indirect discrimination in the field of employment and occupation based *inter alia* on disability. Article 5 of the Employment Equality Directive explicitly establishes the right of persons with disabilities to reasonable accommodation which implies that the employer should take appropriate measures where needed in a particular case, to enable a person with a disability to have access to, participate in, or advance in employment or undergo training unless such measures would impose a disproportionate burden on the employer. Nevertheless, employers' awareness and implementation remain uneven across Member States, sectors, and workplaces[14]. There appears to be limited awareness and insufficient understanding of inclusive and accessible employment[15] and more particularly of the notion and the obligations related to reasonable accommodation as interpreted by the Court of Justice of the European Union, as well as limited knowledge of available support or lack thereof. This gap between the formal recognition of the right and its practical implementation can limit the extent to which reasonable accommodation operates as an effective tool for ensuring equal participation and advancement in employment. Under the Disability Employment Package, the Commission has issued guidance on its effective implementation[16].

19. Recruitment processes are one of the first barriers encountered by persons with disabilities on entering employment. These can include inaccessible vacancies, selection processes or interviews, and an overall prejudice about employees with disabilities.

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14 Eurofound (2026), *Disability employment policy tools for engaging employers – Background paper*, Eurofound, Dublin.

15 Eurofound (2026), *Disability employment policy tools for engaging employers – Background paper*, Eurofound, Dublin.

16 European Commission, Directorate-General for Employment, Social Affairs and Inclusion. (2024). *Reasonable accommodation at work: Guidelines and good practices*. Publications Office of the European Union. https://doi.org/10.2767/730048

20. Limited organisational capacity and insufficient employer support structures can restrict labour market inclusion, particularly in SMEs.

21. Challenges such as rigid work schedules, high work intensity, and insufficient health and safety policies may create barriers, while limited access to flexible or adapted working arrangements can further restrict participation.

22. The European Accessibility Act harmonises accessibility requirements for key products and services placed on the Single Market, such as smartphones, computers and operating systems, banking services and e-commerce. However, accessibility of digital tools and systems for persons with disabilities must be ensured and investments in their digital skills must be facilitated in order for them to benefit from new digital opportunities and to support their participation in the labour market.

23. Artificial intelligence (AI), has significant potential to support persons with disabilities, if designed, tested and regulated carefully, in consultation with persons with disabilities, to avoid creating new barriers or reinforcing discrimination e.g. through algorithmic bias, particularly in the recruitment, assessment and performance management of employees with disabilities.

24. There can also be structural and institutional barriers to labour market inclusion of persons with disabilities, such as fragmented governance structures, bureaucratic complexity, and limited access to person-centred rehabilitation services, social services, independent living support, including personal assistance where necessary, and accessible transport and digital infrastructure. Insufficient coordination between employment, education and training, health, rehabilitation, and social support services is another difficulty. An inclusive and accessible environment, including community-based support services that facilitate participation in employment and independent living, is a fundamental prerequisite, still largely missing, for the inclusion of persons with disabilities in the open labour market.

25. The interaction between disability benefits, disability-related supports and employment incentives remains an important and difficult challenge. Social protection systems should aim to provide an adequate standard of living while facilitating transitions into employment and seeking to ensure that taking up or increasing employment results in meaningful financial gain while acknowledging the compensatory role of disability benefits.

26. In this context, fear of losing benefits, abrupt withdrawal of income support, and complex reassessment procedures may discourage persons with disabilities in some Member States from transitioning into employment or increasing working hours. Recent policy reforms increasingly aim to support more gradual transitions between benefits and employment through *inter alia* partial capacity schemes, tapered withdrawal mechanisms, earnings disregards, and aligned employment and benefit counselling. However, implementation remains uneven across the EU[17].

27. Across the EU there is a range of measures to incentivise and support employers to hire persons with disabilities. These include quotas; tax relief; reductions in social security contributions or mandatory health insurance payments; wage or other subsidies; grants; awareness-raising; and information, training, and advice[18]. The Disability Employment Package guidance on hiring[19] presents inclusive and accessible measures taken by employers and public authorities in Europe to hire persons with disabilities.

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17 Eurofound (2021), *Disability and labour market integration: Policy trends and support in EU Member States*, Publications Office of the European Union, Luxembourg. Also, OECD (2022), *Disability, work and inclusion: Mainstreaming in all policies and practices*, OECD Publishing, Paris. Also, European Disability Expertise (2025), *European Semester 2025: Mainstreaming disability equality - Synthesis report*, Publications Office of the European Union, Luxembourg.

18 Eurofound (2026), *Disability employment policy tools for engaging employers* – Background paper, Eurofound, Dublin.

19 The Catalogue of positive actions to encourage the hiring of persons with disabilities and combating stereotypes (2023) produced by the European Commission with the help of the European Disability Expertise (EDE) project and the members of the Disability Platform subgroup on employment.

28. Quota systems, public procurement, and other institutional levers can help to promote employment of persons with disabilities, but their effectiveness can be compromised unless combined with employer engagement, personalised support, adequate enforcing mechanisms and coordinated service delivery within a broader policy framework[20]. The design of a coherent policy mix that engages employers while maintaining individualised support and income security for persons with disabilities is crucial.

29. While not as prescriptive as quotas, methods such as obliging employers, beginning with larger employers, to include data on their employment of persons with disabilities including the share of their workforce comprised of persons with disabilities**,** in compliance with the Corporate Sustainability Reporting Directive and EU data protection rules, may help to change attitudes and encourage higher employment rates while ensuring that new reporting requirements do not create excessive administrative burdens for employers, which could discourage them from hiring persons with disabilities. It is noted that similar initiatives with regard to gender-based employment and salary rates have been implemented successfully within the EU. The EU Pay Transparency Directive introduced obligations for employers with 100 or more workers to report on the gender pay gap within their organisation. OECD research[21] suggests that where this type of reporting is in place it can have a positive effect in terms of reducing the gender pay gap.

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[20] Eurofound (2021), *Disability and labour market integration: Policy trends and support in EU Member States*, Publications Office of the European Union, Luxembourg. Also, European Court of Auditors (2023), *Supporting persons with disabilities: Practical impact of EU action is limited*, Special report 20/2023, Publications Office of the European Union, Luxembourg.; Also, Revillard, A. (2023), 'The disability employment quota, between social policy and antidiscrimination', *Global Social Policy*, Vol. 23, No. 1, pp. 92–108.

[21] OECD (2023). *Reporting gender pay gaps in OECD countries: Guidance for pay transparency implementation, monitoring and reform*. OECD Publishing. https://doi.org/10.1787/ea13aa68-en

30. In this context, consideration could also be given to complementary measures that support persons with disabilities in accessing and retaining quality employment, such as support for self-employment and entrepreneurship, individualised support services, e.g. supported employment, personal assistants in the workplace, job coaches, as well as supported decision-making services. In addition, social enterprises can provide valuable opportunities for employment provided that appropriate support is available to enable persons with disabilities to access and benefit from such opportunities.

THE COUNCIL OF THE EUROPEAN UNION:

INVITES THE MEMBER STATES, in accordance with their competences, and taking into account national circumstances, while respecting the role and autonomy of the social partners, to:

31. Focus on supporting better labour market outcomes and quality employment for persons with disabilities while taking into account the barriers faced by women with disabilities through strengthening and developing policy tools and practices that can support the entry, retention and career development of persons with disabilities in the open labour market and promote sustainable and inclusive career pathways throughout working life including, where relevant, transitions from education and training to employment and from sheltered employment to the open labour market with a particular focus on the role of employers and workplace-level measures including for workers who acquire a disability or experience deterioration in their health during their working life.

32. Promote quality employment, in the open labour market, for persons with disabilities, particularly for young people with disabilities, including through supporting their transition from education and training to employment, facilitating access to first work experiences and promoting skills development career progression, mentoring, fair remuneration, safe and healthy working conditions, taking into account a gender perspective.

33. Support the effective exercise of the right to work in an open, inclusive and accessible labour market, including through supported employment including for persons who require more intensive support, such as supported employment. Provide support to the continuous improvement of the quality of employment offered in the social economy, ensuring labour rights, fair remuneration, worker participation and opportunities for career development.

34. Design a coherent policy mix that engages employers while maintaining individualised support and income security for persons with disabilities. This policy mix could include tax relief, reductions in social security contributions or mandatory health insurance payments, wage or other subsidies, quotas and related enforcement measures, grants including for reasonable accommodation, awareness-raising, information, training and advice or other measures. To be effective, such practices – beyond the active involvement of employers – should be designed and implemented with the support of multiple stakeholders, including public employment services, social protection authorities, social services providers, national government bodies, social partners, organisations representing persons with disabilities and non-governmental organisations (NGOs), and, importantly, with the involvement of persons with disabilities themselves ensuring person centred pathways to employment.

35. Encourage, the development of employment, social protection and health services to improve the continuity of support, including where relevant, the establishment of one-stop-shops. One-stop-shops could *inter alia* provide employers with accessible information on hiring incentives, reasonable accommodation and available supports.

36. Make full use of relevant EU funding instruments to support and finance measures aimed at increasing the labour market participation of persons with disabilities including through improving the availability, accessibility and affordability of assistive technologies and supporting accessibility measures in the workplace.

37. Make the most of the opportunities offered by the guidance available under the Disability Employment Package through promoting the integration of the guidance in relevant national, regional, or local initiatives, policies and practices.

38. Promote accessible and flexible working arrangements, adequate leave policies and support services that enable persons with disabilities, to enter, remain in and progress in employment. Such measures should be designed in a way that promotes equal opportunities and career progression for all persons with disabilities, while taking into account the specific barriers faced by women with disabilities and avoiding the reinforcement of gender stereotypes.

39. Reduce structural and institutional barriers including through removing fragmented governance structures, improving coordination between employment, education and training, health, rehabilitation in particular vocational rehabilitation, social protection and social services, and through integrated and person-centred approaches, reducing bureaucratic complexity, increasing access to vocational training, internships, rehabilitation services, independent living support, and accessible transport and digital infrastructure.

40. Promote policies and measures fostering the inclusive, responsible and transparent use of AI and other digital tools as enablers of inclusion and labour market participation of persons with disabilities, with appropriate safeguards, human oversight and respect for privacy and fundamental rights, while ensuring accessibility by design through the active involvement of persons with disabilities in their development and deployment, in line with the AI Act and its respective guidelines.

41. Further strengthen the capacity of employment services, including through enhancing the skills of their staff, to enable them to map, reach out to and activate persons with disabilities, while promoting access to personalised and face-to-face support and making responsible and transparent use of AI technologies to improve active labour market policies (ALMPs) and enhance work with social partners and organisations of persons with disabilities.

42. Ensure adequate social protection for persons with disabilities, while avoiding disincentives to work and encouraging access to employment through *inter alia* adequate and predictable support, including simplified procedures for reassessment of income supports in the event of loss of employment, income security, gradual transitions between benefits and employment income, in order to support making work financially rewarding.

43. Adopt measures, in line with Member State's established labour market practices and their wider national circumstances, to increase the employment rate of persons with disabilities including where appropriate, through the development of national employment objectives or targets[22] for persons with disabilities and thereby reduce the disability employment gap to help achieve the 2030 headline employment target. Measures could include various forms of continuous engagement with employers, persons with disabilities, employers' associations, collection of data from employers where appropriate and without creating disproportionate administrative burden, in compliance with the EU data protection rules as well as carrying out evaluations. Putting in place measures such as work placements or traineeships could be particularly helpful to break stigma.

44. Facilitate self-employment and entrepreneurship for persons with disabilities through amongst others the provision of support on legal and business matters and on accessing EU funds.

45. Enhance efforts to combat discrimination and ensure that reasonable accommodation is provided in access to employment, training and at the workplace, in line with the obligations laid down in the Employment Equality Directive as interpreted by the Court of Justice of the European Union, including through awareness-raising and support measures targeting employers, while taking into account the specific and intersecting barriers faced by women with disabilities.

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[22] Such as qualitative or quantitative national level targets to be achieved by a certain point, expressed either as a percentage or absolute number of persons with disabilities in employment, or jobs created for persons with disabilities, or specific groups with disabilities, such as young persons with disabilities.

46. Make greater use of the EU public procurement legislation which provides for reserved contracts, including for social economy entities focused on labour market inclusion of persons with disabilities, social enterprises and equivalent entities, in order to promote the recruitment and retention of persons with disabilities in quality employment where their labour rights are safeguarded.

47. Provide targeted support to young persons with disabilities in the transition from education and training to employment, including access to vocational guidance, traineeships, apprenticeships and support in obtaining and retaining their first job.

INVITES THE MEMBER STATES AND THE EUROPEAN COMMISSION, in accordance with their respective competences, and taking into account national circumstances, while respecting the role and autonomy of the social partners, to:

48. Explore possible improvements in data gathering and analysis, particularly data disaggregated by disability, sex and age, where available and in accordance with applicable data protection rule and in close cooperation with relevant EU agencies in order to broaden the scope of comparable information on persons with disabilities in employment at EU, national, and regional level.

49. Explore further the potential of new technologies and new forms of work in creating opportunities for labour market participation and inclusion of persons with disabilities, while mitigating the risks involved and providing fair and quality working conditions, adequate social protection and accessible working environments.

50. Work with employers and other social partners to increase awareness and understanding of the obligation to implement reasonable accommodation.

51. Work with employers and other social partners to promote positive workplace attitudes and cultures, focussed on inclusion and reducing stigma, including by disseminating good practices.

52. Make use of the Council Recommendation "A Bridge to Jobs – Reinforcing the Youth Guarantee" 2020 to support young persons with disabilities.

53. Monitoring the impact on persons with disabilities of the responsible and transparent use of AI in recruitment and work and promote the use of accessible and inclusive AI systems in the facilitation of recruitment, career progression, and retention of persons with disabilities in employment, ensuring their safety and respect of fundamental rights.

54. Strengthening the mainstreaming of disability across all Union's policies, in particular those regarding employment, including self-employment and entrepreneurship, as well as social, education and training, skills, and digitalisation policies.

55. Developing, in cooperation with Member States and organisations of persons with disabilities, a strategic approach to improving access to assistive technologies more broadly, and to accessible workplace technologies including digital accessibility solutions that support participation, productivity and job retention.

INVITES THE EUROPEAN COMMISSION TO:

56. Foster the implementation of the Disability Employment Package (including through sharing best practices and issuing further guidance, assessing the extent to which reasonable accommodation is provided at the workplace, and elaborating cost-benefit analysis of boosting employment of persons with disabilities) and regularly report on progress within the context of implementation of the Strategy for the Rights of Persons with Disabilities 2021-2030, identifying remaining barriers and examples of good practice.

57. Consider preparing a reflection, in close cooperation with Member States, social partners, organisations of persons with disabilities and the European Disability Platform, on potential elements on future EU disability policy frameworks beyond 2030, ensuring continuity of efforts to improve equal access to employment.

58. Further strengthen the disability dimension within the European Semester where relevant, including through analysis of labour market participation, and the provision of adequate support measures.

INVITES THE EMPLOYMENT COMMITTEE AND THE SOCIAL PROTECTION COMMITTEE TO:

59. Reflect further on how to improve the measurement of the disability employment gap and best complement the analysis of the disability employment gap by analysing contextual indicators related to employment and type of employment, age, sex as well as disability prevalence and the impact of social protection.

60. Facilitate mutual learning between Member States in relation to policies to support the employment of persons with disabilities and best practice in relation to setting targets for the employment of persons with disabilities and to the design of social protection systems that support transitions into employment.

Annex to the ANNEX

References

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Charter of Fundamental Rights of the EU

European Pillar of Social Rights, doi:10.2792/95934

2. EU legislation

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Directive (EU) 2023/970 of the European Parliament and of the Council of 10 May 2023 to strengthen the application of the principle of equal pay for equal work or work of equal value between men and women through pay transparency and enforcement mechanisms (Text with EEA relevance) PE/81/2022/REV/1 (OJ L 132, 17.5.2023, pp. 21–44)

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3. Council of the European Union

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5. European Foundation for the Improvement of Living and Working Conditions

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7. European Disability Expertise

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