**Outline for Success Stories on the inclusion of persons with disabilities in the labour market[[1]](#footnote-1)**

***Title***

(can be related to the project name, but it should be short and catchy)

1. ***Introduction***

|  |  |
| --- | --- |
| Full name of the employer: |  |
| Address: |  |
| Website: |  |
| Total duration of the project (from mm/yy to mm/yy or ongoing): |  |
| Type of employer (Businesses/Employers or Social services/Support Providers): |  |
| Type of employment sector (public/private/non-governmental etc.): |  |
| Area of activity (e.g. gastronomy, pharmaceutical, real estate, transport etc.) |  |
| Beneficiaries/target group (e.g. persons with intellectual disabilities): |  |
| Number of persons with disabilities employed at the moment: |  |
| Contact person (name, email address): |  |

1. ***Check-list for identifying success stories*** (please mark with ‘X’)***:***

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| 1. **Employing persons with disabilities in the labour market** | **Very much** | **To some limited extent** | **Not at all** | **Not relevant** |
| 1: As part of your project, are persons with disabilities employed in the open labour market? |  |  |  |  |
| 2: Is the project integrated in the mainstream operations? |  |  |  |  |
| 3: Did a human rights-based individual needs assessment take place to ensure that the needs of individuals are met when they take up their job? |  |  |  |  |

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| 1. **Compliance with human rights** | **Very much** | **To some limited extent** | **Not at all** | **Not relevant** |
| 1: Was the project planned with the relevant provisions of the UN CRPD[[2]](#footnote-2) (e.g. Article 27), EU Directives on non-discrimination and other international human rights documents in mind? |  |  |  |  |

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| 1. **Involvement of different actors** | **Very much** | **To some limited extent** | **Not at all** | **Not relevant** |
| 1: Was the project developed in an inclusive way (with the involvement of different stakeholders, including civil society organisations)? |  |  |  |  |
| 2: Was the project implemented in an inclusive way (with the involvement of different stakeholders, including civil society organisations)? |  |  |  |  |
| 1. **Supporting individuals in the labour market** | **Very much** | **To some limited extent** | **Not at all** | **Not relevant** |
| 1: Are there high-quality support-processes in place built around the person? |  |  |  |  |
| 2: Were individuals prepared adequately (e.g. through trainings) for the job? |  |  |  |  |
| 3: Were other employees adequately prepared to welcome their new colleagues with disabilities? |  |  |  |  |
| 1. **Impact on the life of persons with disabilities** | **Very much** | **To some limited extent** | **Not at all** | **Not relevant** |
| 1: Do individuals who are involved in the project receive directly their salary? |  |  |  |  |
| 2: Do persons with disabilities work in an empowering environment? |  |  |  |  |
| 3: Does your project lead to the improvement of future employment opportunities? |  |  |  |  |
| 1. **Sustainability of the success story** | **Very much** | **To some limited extent** | **Not at all** | **Not relevant** |
| 1: Is there any follow-up/quality assurance in place for the project? |  |  |  |  |
| 2: Is the project still active and on-going and does it have positive prospects for future activity? |  |  |  |  |

1. ***Scope and main objectives of the project*** *(approx. 0.5 page)*

* Summary of the project, with specific regard to the target group, main objectives and limitations.

1. ***Main activities of the project*** *(approx. 0.5 page)*

* Outline the main activities that took place as part of the project from the planning throughout the implementation phases.

1. ***Stakeholder involvement in the design and implementation of the project*** *(approx. 0.5 page)*

* Explain how different stakeholders, including civil society organisations/service users were involved in the planning and implementation of the project, with special regard to those who were directly impacted by the project. Specific mention should be made if the project has been co-produced with the representative organisations of the target group/service users.

1. ***Main results and impact to date*** *(approx. 0.5 page)*

* Brief analysis of the project results and the impact the project had on the lives of individuals who work there.
* Please include quantitative information wherever possible (e.g. the number of people who benefitted from the project etc.).

1. ***Main challenges and success factors*** *(approx. 0.5 page)*

* Focus on different challenges and obstacles, including legal, financial, structural, operational, attitudinal etc.
* Description of the different factors, what makes this project a success story.

1. ***Recommendations for sustainability and potential transferability of the success story*** *(approx. 0.5 page)*

* Share some recommendations on how the outcomes of the project could be maintained. Mention how the project, or some elements of the project could be up-scaled, or potentially transferred to other countries/target groups.

**Please attach any good quality pictures that you think captures nicely the project or its beneficiaries!** (Please make sure that you have the permission to share it as we will publish it in our booklet and on our social media channels)

***Background***

The success stories collected on the inclusion of persons with disabilities in the open labour market for the purposes of this Communication action are part of the overall DG EMPL campaign on the European Pillar of Social Rights and will contribute to the communication efforts around the implementation of the Pillar[[3]](#footnote-3), in particular its Principle 3 on "Equal opportunities", Principle 2 on "Gender equality" and Principle 17 on "Inclusion of people with disabilities" (which includes reasonable accommodation).

Articles 18 and 19 of the Treaty on the Functioning of the European Union (TFEU) contain a very broad prohibition of discrimination related to the scope of application of the Treaties. As regards the field of work/employment, these provisions have been translated into four Directives[[4]](#footnote-4) which, jointly considered, prohibit discrimination at work on the grounds of gender, race and ethnic origin, religion or belief, age, disability and sexual orientation.

All Member States have long transposed these Directives into national law. However, there are still too many people who are not aware of the rights and the protection they offer. In 2014, a report on the implementation of two of these Directives[[5]](#footnote-5) concluded that "the main challenge now is to increase awareness of the already existing protection and to ensure better practical implementation and application".

Moreover, according to the Special Eurobarometer 437 "Discrimination in the EU in 2015"[[6]](#footnote-6), the EU average among the study's respondents conceals wide national differences regarding awareness. Despite the increasing knowledge of the rights of victims of discrimination, almost half of people would not know their rights in the case of discrimination. The European Commission therefore intends to organise a set of actions to raise awareness among EU citizens who are facing or who may face discrimination at work, and who are not aware of the possibilities granted by EU legislation to fight such discrimination.

***Definitions***

Article 2 of the United Nations Convention on the Rights of Persons with Disabilities (UN CRPD) provide definitions on discrimination on the basis of disability and reasonable accommodation that should be taken into account in this success story fiche.

**Discrimination on the basis of disability**

“Discrimination on the basis of disability” means any distinction, exclusion or restriction on the basis of disability which has the purpose or effect of impairing or nullifying the recognition, enjoyment or exercise, on an equal basis with others, of all human rights and fundamental freedoms in the political, economic, social, cultural, civil or any other field. It includes all forms of discrimination, including denial of reasonable accommodation.

**Reasonable accommodation**

“Reasonable accommodation” means necessary and appropriate modification and adjustments not imposing a disproportionate or undue burden, where needed in a particular case, to ensure to persons with disabilities the enjoyment or exercise on an equal basis with others of all human rights and fundamental freedoms.

1. Total length of the success story fiche should be no more than 4 pages (excluding the checklist). [↑](#footnote-ref-1)
2. [Convention on the Rights of Persons with Disabilities (CRPD)](https://www.un.org/development/desa/disabilities/convention-on-the-rights-of-persons-with-disabilities.html) [↑](#footnote-ref-2)
3. <https://ec.europa.eu/commission/priorities/deeper-and-fairer-economic-and-monetary-union/european-pillar-social-rights_en> (last accessed 7 March 2019). [↑](#footnote-ref-3)
4. - Council Directive 2000/78/EC of 27 November 2000 establishing a general framework for equal treatment in employment and occupation ("Employment Equality Directive")

   - Council Directive 2000/43/EC of 29 June 2000 implementing the principle of equal treatment between persons irrespective of racial or ethnic origin ("Racial Equality Directive")

   - Directive 2006/54/EC of the European Parliament and of the Council of 5 July 2006 on the implementation of the principle of equal opportunities and equal treatment of men and women in matters of employment and occupation (recast)

   - Directive 2010/41/EU of the European Parliament and of the Council of 7 July 2010 on the application of the principle of equal treatment between men and women engaged in an activity in a self-employed capacity and repealing Council Directive 86/613/EEC [↑](#footnote-ref-4)
5. Joint Report on the application of Council Directive 2000/43/EC of 29 June 2000 implementing the principle of equal treatment between persons irrespective of racial or ethnic origin (‘Racial Equality Directive’) and of Council Directive 2000/78/EC of 27 November 2000 establishing a general framework for equal treatment in employment and occupation (‘Employment Equality Directive’) {SWD(2014) 5 final} [↑](#footnote-ref-5)
6. <http://ec.europa.eu/commfrontoffice/publicopinion/index.cfm/Survey/getSurveyDetail/instruments/SPECIAL/surveyKy/2077> (last accessed 7 March 2019). [↑](#footnote-ref-6)