



## MOTION FOR A RESOLUTION BY THE COMMITTEE ON EMPLOYMENT AND SOCIAL AFFAIRS

**Disabilities in the workplace: With one-fifth of the EU population expected to have some form of disability by 2020, what can the EU do in order to combat exclusion of people with mental or physical disabilities in the workplace?**

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### **The European Youth Parliament,**

- A. Concerned by the lack of technologically advanced facilities in many workplaces,
- B. Aware of the fact that companies might be reluctant to spend money to accommodate disabled people in their workplace,
- C. Taking into consideration the inadequate means of transport for disabled people in the workforce,
- D. Regretting that a significant amount of disabled people avoid applying to jobs due to fear of rejection and exclusion,
- E. Recognising the current ineffective state of teleworking in accommodating the disabled,
- F. Keeping in mind that 19% of disabled people are early school leavers in comparison with 11% of the non-disabled<sup>1</sup>,
- G. Alarmed by the 17% unemployment rate of disabled people in comparison with 10% of non-disabled<sup>2</sup> between ages 20-64,
- H. Deeply concerned about social dismissal of the disabled in the workforce which results in a 12.2% pay gap between the disabled and non-disabled<sup>3</sup>,
- I. Deeply disturbed that aesthetic anxiety might lead to wrongful dismissal of disabled people from their workplace;

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<sup>1</sup> Academic Network of European Disability Experts. (2013). [European comparative data on Europe 2020 & People with disabilities](#)

<sup>2</sup> Eurostat. (2018). [Disability statistics - labour market access](#)

<sup>3</sup> The Guardian (2018) [We know about the gender pay gap, what about the disability pay gap.](#)



1. Calls upon Member States to provide the necessary legislation prohibiting discrimination against disabled people dismissed from work because of their disabilities;
2. Encourages Member States to construct business parks suitable for people with disabilities;
3. Urges Member States to introduce legislation that sets accessibility criteria for newly constructed office buildings;
4. Asks disability-related NGOs, such as the European Association of Service Providers for Persons with Disabilities, to provide training seminars for:
  - a. employers to increase awareness on the benefits of hiring disabled people,
  - b. people with disabilities to promote their rights as employees as well as their opportunities when self-employed;
5. Invites disability-related NGOs to organise media campaigns reporting the adversities the disabled face in the workplace so as to raise awareness on the issue;
6. Calls upon Member States to initiate legislation regarding:
  - a. fining people who have illegally parked in a designated disabled parking space;
  - b. free public transport designated to transport the disabled;
7. Suggests the Member States to introduce legislation obliging businesses to provide compensation for wrongful dismissal in cases where people are dismissed from work due to their disability;
8. Calls upon the Member States to decrease the amount of disabled early school-leavers through:
  - a. providing schools with specially trained psychologists to support students with any form of disability,
  - b. improving school facilities by making them easier to access,
  - c. promoting values such as diversity, inclusivity, and tolerance in schools;
9. Appeals to the European Social Fund to invest in the development and promotion of teleworking which allows disabled people to work from home;
10. Suggests the European Social Fund to support the Member States in establishing professional training centers for disabled people that will provide them with the necessary career orientation to become fully included in the workforce;
11. Encourages the European Social Fund to support companies that wish to become more accommodating to the disabled.