An estimated 135 million people in Europe live with a disability. In 2019, persons with disabilities in the EU were 24.2 percentage points less likely to be employed than persons without disabilities: only 50.8 percent of persons with disabilities are employed, compared to 75 percent of persons without disabilities. Among the most affected are persons with psychosocial disabilities and persons with intellectual disabilities.

Combating discrimination at work is a priority for IndustriAll European Trade Union. We will increase our advocacy for inclusive and open labour markets and quality employment and be welcoming and accessible towards representatives with disabilities in our own organisation(s).

IndustriAll European Trade Union commits to:

- Work for equal status and pay, social protection and social benefits, educational leave, etc.
- Engage with employers to ensure reasonable accommodation, e.g. adjustments to the workplace, assistive devices and technology, flexible arrangements
- Engage with employers and educational institutions to make vocational and continuous training accessible and enhance career opportunities
- Support employers, works councils and trade union representatives to fight stereotyping and discrimination
- Support employers, works councils and trade union representatives to ensure safe workplaces, e.g. review emergency evacuation procedures and alarm systems
- Use accessible communication and hold meetings in accessible spaces
- Include persons with disabilities in negotiation teams

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1 https://www.euro.who.int/en/health-topics/Life-stages/disability-and-rehabilitation/areas-of-work/disability
2 https://www.edf-feph.org/employment-policy/
Position Paper 2021/134
Stepping up trade union action with and for persons with disabilities

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<td>Review collective agreements through a disability lens</td>
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Annex: European Disability Forum “Guide to inclusive and Accessible Trade Unions”