



# Article 27

Work and employment

State parties recognize the right of workers with disabilities to work, on an equal basis with others; this includes the right to the opportunity to gain a living by work freely chosen or accepted in a labour market and work environment that is open, inclusive and accessible to persons with disabilities.

State parties shall safeguard and promote the realisation of the right to work, including for those who acquire a disability during the course of employment, by taking appropriate steps, including through legislation, to, inter alia:

A) Prohibit discrimination on the basis of disability with regard to all matters concerning all forms of employment, including conditions of recruitment, hiring and employment, continuance of employment, career advancement and safe and healthy working conditions.

B) Protect the rights of persons with disabilities, on an equal basis with others, to just and favourable conditions of work, including equal opportunities and equal remuneration for work of equal value, safe and healthy working conditions, including protection from harassment, and the redress of grievances.

C) Ensure that persons with disabilities are able to exercise their labour and trade union rights on an equal basis with others.

D) Enable persons with disabilities to have effective access to general technical and vocational guidance programmes, placement services and vocational and continuing training.

E) Promote employment opportunities and career advancement for persons with disabilities in the labour market, as well as assistance in finding, obtaining, maintaining and returning to employment.

F) Promote opportunities for self-employment, entrepreneurship, the development of cooperatives and starting ones own business.

G) Employ persons with disabilities in the public sector.

H) Promote the employment of persons with disabilities in the private sector through appropriate policies and measures, which may include affirmative action programmes, incentives and other measures.

I) Ensure that reasonable accommodation is provided to persons with disabilities in the workplace.

J) Promote the acquisition by persons with disabilities of work experience in the open labour market.

K) Promote vocational and professional rehabilitation, job retention and return-to-work programmes for persons with disabilities.

We know the what

Where is the how



Value for money policy review

Vision for change

Congregated settings report

New directions

Progressing children's disability services

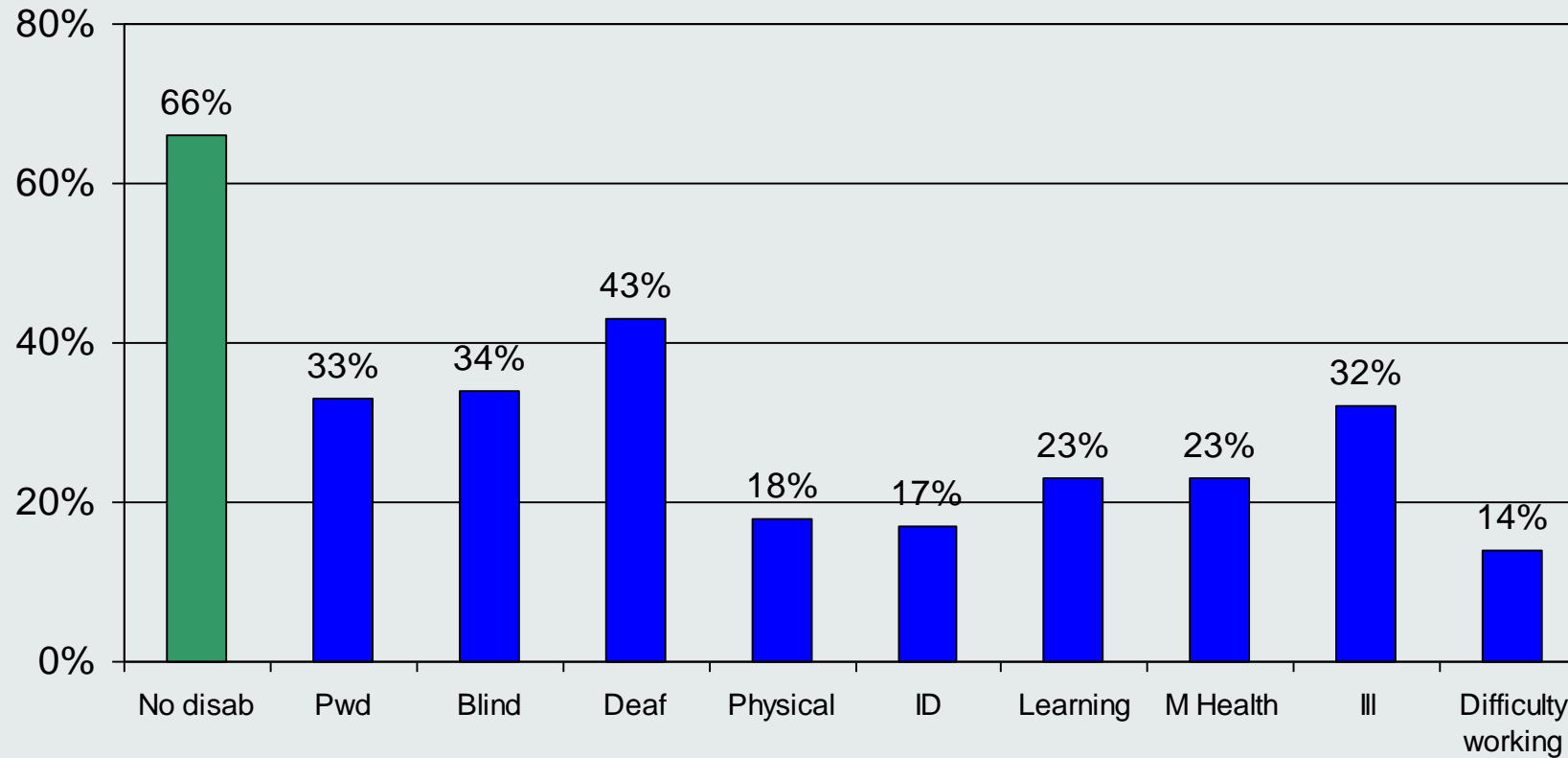
Autism review

# Comprehensive employment strategy for people with disabilities

# Background

- People with disabilities only half as likely to work as others
- 33% v 66% of people aged 20-64 (2011 Census)
- NDA 2006 research on key features of an employment strategy for people with disabilities
- 2006 Statutory Sectoral Plan on disability committed to develop a comprehensive employment strategy
- Process begun but stalled until Minister Lynch asked NDA and myself to work with Depts on it

# Employment rates 2011 aged 20 - 64



# What is the employment strategy

- Cross-departmental approach to promote employment and tackle barriers to employment
- 10-year timeframe to 2024
- Part of Government strategy on jobs
- Overall framework and strategic priorities
- Action plan for first 3 years sets foundation – over 70 actions
- Further implementation plans at 3-year intervals

# Who has been involved

- Wide consultation with disability groups
- Discussions with officials bilaterally and as a group
- Depts. of Education, Health, Social Protection, Jobs, Transport, Public Expenditure, Enterprise Ireland, Solas, HSE, NCSE
- Employer and trade union groups

# Strategic priorities

- SP<sub>1</sub> Build skills, capacity and independence
- SP<sub>2</sub> Provide bridges and supports into work
- SP<sub>3</sub> Make work pay
- SP<sub>4</sub> Promote job retention and re-entry to work
- SP<sub>5</sub> Provide co-ordinated and seamless support
- SP<sub>6</sub> Engage employers