



**2020/2086(INI)**

7.9.2020

## **DRAFT OPINION**

of the Committee on Women's Rights and Gender Equality

for the Committee on Employment and Social Affairs

on the implementation of Council Directive 2000/78/EC establishing a general framework for equal treatment in employment and occupation in light of the UNCRPD  
(2020/2086(INI))

Rapporteur for opinion: Rosa Estaràs Ferragut

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## SUGGESTIONS

The Committee on Women's Rights and Gender Equality calls on the Committee on Employment and Social Affairs, as the committee responsible, to incorporate the following suggestions into its motion for a resolution:

- A. whereas, on average, just 48.3% of women with disabilities have a job in the EU, as against 53.3% of men<sup>1</sup>;
- B. whereas women and girls with disabilities can face many forms of discrimination;
  - 1. Calls on the Member States to systematically integrate the interests and rights of women and girls with disabilities into all national action plans, strategies and policies;
  - 2. Calls on the Member States to mount awareness-raising campaigns and provide clear information to workers and the general public on their rights and obligations, including the rights to work and employment, with a specific focus on accessibility and reasonable accommodation in accordance with the UN Convention on the Rights of Persons with Disabilities;
  - 3. Calls on the Member States to take steps to ensure that women with disabilities benefit from the same rules with regard to access to the labour market;
  - 4. Calls on the Member States to guarantee an accessible, non-stereotyped education system, with inclusive education measures;
  - 5. Calls on the Commission to assess whether the Member States have detailed provisions in place to ensure that people can exercise their right to maternity leave, paternity leave and care leave, as well as arrangements for flexible working;
  - 6. Calls for relevant, accurate data to be gathered on gender and the disability variable in the labour market;
  - 7. Looks forward to the evaluation of the European disability strategy and the Commission proposal on the 2021 disability equality strategy with policies that are sensitive to the specific needs of women;
  - 8. Calls on the Member States to take steps to encourage and promote businesses that are committed to recruiting people with disabilities.

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<sup>1</sup> European Union Statistics on Income and Living Conditions (EU SILC 2017).