



Joint Statement

European Commission's Strategy for the Rights of Persons with Disabilities 2021-2030

The European Sectoral Social Partners for the Private Security Services welcome the European Commission's Strategy for the Rights of Persons with Disabilities 2021-2030.

The social partners note:

- That persons with disabilities have a ***lower employment rate compared to people without disabilities.***
- That persons with disabilities are lagging behind, in terms of ***education and poverty risk.***
- The EU's objective to ***include people with disabilities into the labour market.***
- The Council Conclusions on Inclusive Labour Markets do not include the ***need to consult social partners and the issue of the "reasonable accommodation"*** in the workplace.
- Whereas explicit references are made in point 36 of these Council Conclusions to the need to consult "businesses and industries" for the implementing the UNCRPD and developing policies in line with the Strategy, ***no references are made to the involvement of trade unions.***

The social partners further note:

- The European Union's ***package to improve labour market outcomes of persons with disabilities***, in cooperation with the European Network of Public Employment Services, social partners and organisations of persons with disabilities.
- The European Union's provision of practical guidance to Member States to support the implementation of the ***accessibility obligations*** under the public procurement Directives, and to promote training for public procurers to buy accessible.
- That the European Union will publish an ***implementation report on the EU Employment Equality Directive.***
- Provide ***guidance to Member States and practitioners*** on improving support for victims of violence who are persons with disabilities.
- Promote by means of several initiatives ***accessibility of public transport infrastructure*** for persons with disabilities.

The social partners believe:

- ***Equal access to employment and qualitative working conditions for all workers*** are a prerequisite for everyone's independent living, social cohesion and inclusion, life-long learning, and sustainable economic growth.
- Across all EU Member States, persons with disabilities working in the Private Security sector must benefit from qualitative working conditions and equal rights, in ***full compliance with European and national legislation***.
- The Strategy correctly states that ***"unlocking the potential and talents of persons with disabilities will be for the benefit of the individuals, the economy and cohesion of society as a whole"***.
- The ***Private Security Sector offers a wide range of employment opportunities*** for persons with disabilities, which should be better leveraged by Public Employment Services and employers.
- The Council Conclusions however remain superficial and could provide for a ***more concrete political roadmap which could guarantee the implementation of the Strategy***, with specific reference to the employment field.
- The Council Conclusions should ***engage Member States more sufficiently to make progress*** in the implementation of the UNCRPD.
- The ***European Commission may do more to enhance inclusion in the labour market*** as well as guidance and accessibility to training and employment for persons with disabilities.

The social partners resolve to:

- Continue to ***promote qualitative working conditions*** of persons with disabilities in the Private Security Services, also to ensure economic autonomy, adequate social protection and inclusion.
- Contribute to the ***European Commission's flagship initiative to improve labour market outcomes of persons with disabilities***.
- Deliver recommendations to national sectoral Social Partners in the Private Security Services, but also national competent authorities, on how to ***improve diversity and inclusion of persons with disabilities*** in the sector as part of the EU-funded Social Dialogue Project "INTEL: Skills Intelligence for the Private Security Sector".
- Explore and take advantage of the ***opportunities that the accelerated digital transformation*** of the private security sector offers to the integration of people with disabilities in the sector.
- Share ***best practices*** and discussing ***solutions in the European Sectoral Social Dialogue for the Private Security Services*** on how to improve diversity and promote hiring perspectives for persons with disabilities in the Private Security Services, as well as how to secure accessibility as well as health and safety at work.
- Provide ***input to the EU guidance to Member States and practitioners on improving support for victims of violence*** who are persons with disabilities.
- Promote ***the need for training of private security officers*** in assisting passengers with disabilities in public spaces, particularly in air, rail, maritime means of transport.
- Assess the ***adequacy of relevant Standards*** for the Private Security Services to effectively address the needs of workers with disabilities.

We call on:

- All actors to continue a rigorous application of all rights covered by the ***Employment Equality Directive***, and a clear ***enforcement of the requirements to benefit from State aid*** for the recruitment of workers with disabilities.
- Private security users to ***guarantee accessibility*** in the working environments when employing persons with disabilities.
- National regulators to ***remove unjustified restrictions in the national licensing private security regulations*** that limit or exclude the integration of people with disabilities in the sector.
- Social Partners to ***foster equal treatment and anti-discrimination policies in Social Dialogue***, and to support targeted measures to ***ensure inclusive and accessible training***.
- EU Member States to (1) ***strengthen Social Dialogue*** and Collective Bargaining with a view to fostering equal treatment and anti-discrimination rules; (2) ***improve inclusiveness and accessibility*** of public services, vocational education and training, and set ***clear inclusion targets*** in this regard in consultation with the Social Partners; (3) Member States to address the lack of personal assistants and provide sufficient support to persons with disabilities to ***access vocational education***; (4) set in place ***national skills strategies*** that cover the specific needs of persons with disabilities; (5) ***strengthen the capacities of employment services*** and establish targets for increasing the employment rate of persons with disabilities and reducing employment rate gaps.
- The European Commission and EU Member States, in form of the European Network of Public Employment Services, to (1) promote exchange of best practices on how to ***improve employment services for persons with disabilities***; (2) improve ***guidance services*** for persons with disabilities; (3) ***pro-actively involve Sectoral Social Partners*** in this process.
- The European Commission to pro-actively involve Social Partners, particularly relevant practitioners whose role it is to support persons with disabilities in the public sphere, in ***initiatives to improve labour market outcomes and support to victims of crime***.

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