

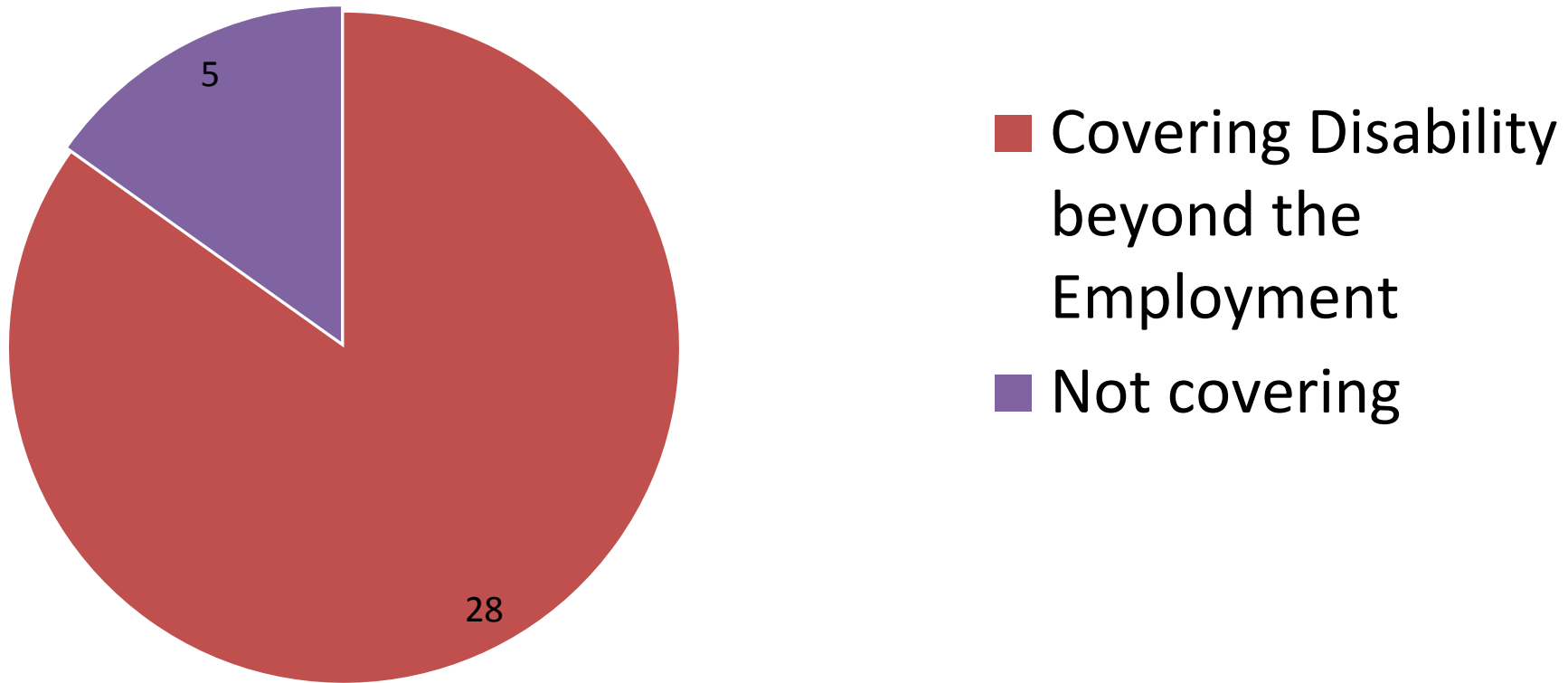
Promoting accessibility and reasonable accommodation for persons with disabilities beyond employment

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Equinet Members covering disability beyond the employment per country



Accessibility and reasonable accommodation – CRPD

- Non-discrimination, full and effective participation and inclusion in society, equality of opportunity and accessibility are general principles of the CRPD, to which the EU and most of its Member States are party.
- “In order to promote equality and eliminate discrimination, States Parties shall take all appropriate steps to ensure that reasonable accommodation is provided.” (Article 5(3) CRPD). Article 9 CRPD on accessibility relates to enabling persons with disabilities to live independently and participate fully in all aspects of life.
- States Party to the CRPD should therefore take measures to improve accessibility and to ensure that reasonable accommodations are made, also beyond employment.

Reasonable accommodation beyond employment

- Article 4(b) CRPD: States Parties undertake “To take all appropriate measures, including legislation, to modify or abolish existing laws, regulations, customs and practices that constitute discrimination against persons with disabilities”
- The question is to know whether the denial of reasonable accommodation is considered as discrimination in national law, as it should be by article 2 of CRPD
- Where it exists, the duty to provide reasonable accommodation beyond employment is found in non-discrimination legislation, with the legal situation varying considerably between EU Member States.

One example – the right to political participation

- Article 29 CRPD: States Parties shall undertake to “Ensure that persons with disabilities can effectively and fully participate in political and public life on an equal basis with others, [...] including the right and opportunity for persons with disabilities to vote”

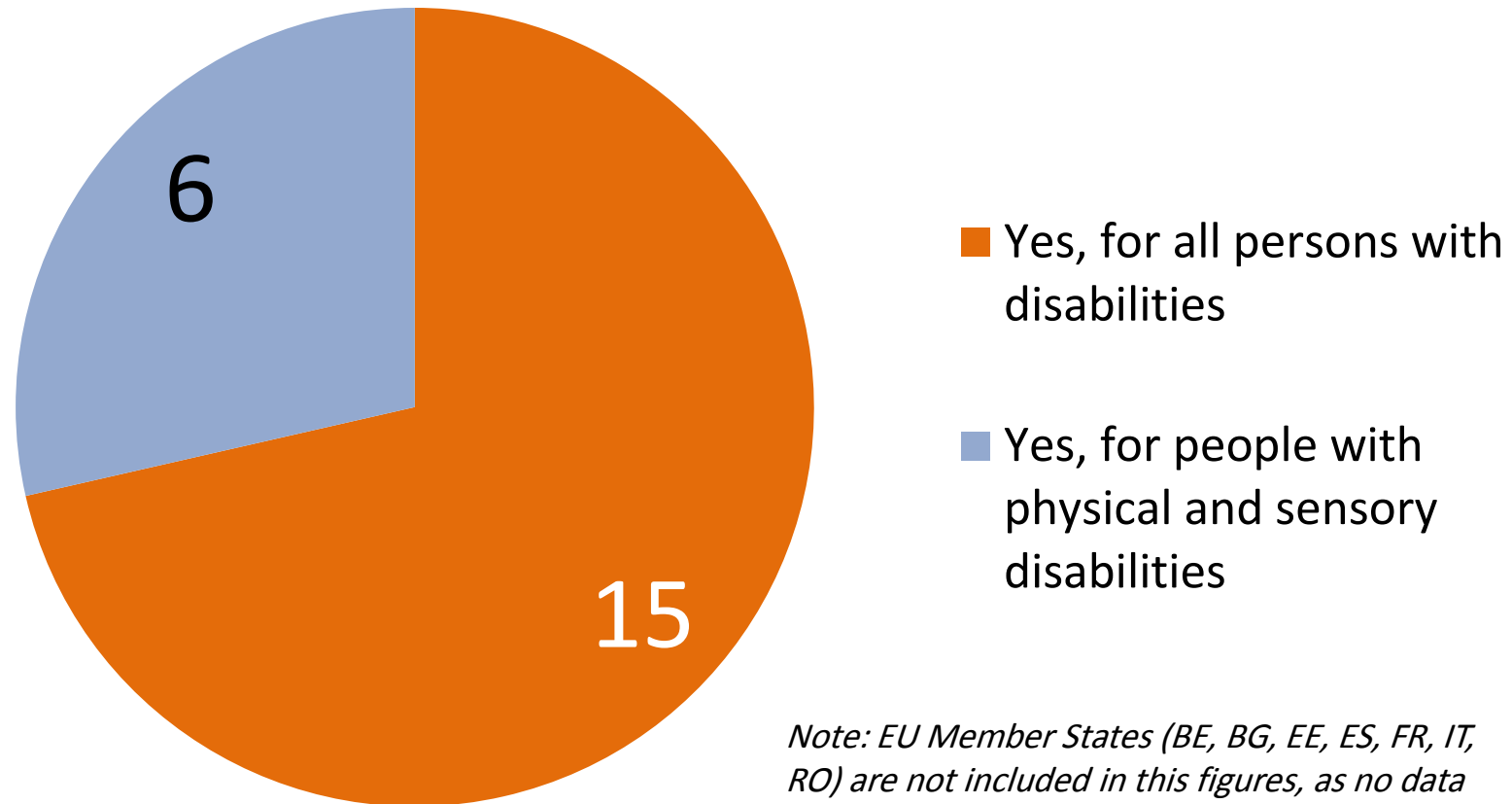
AND

- “Promote actively an environment in which persons with disabilities can effectively and fully participate in the conduct of public affairs.”
- FRA developed indicators on the right to political participation of people with disabilities, together with the Academic Network of European Disability Experts (ANED) and the European Commission.
- Using OHCHR’s structure-process-outcome indicator model

Indicators on the right to political participation

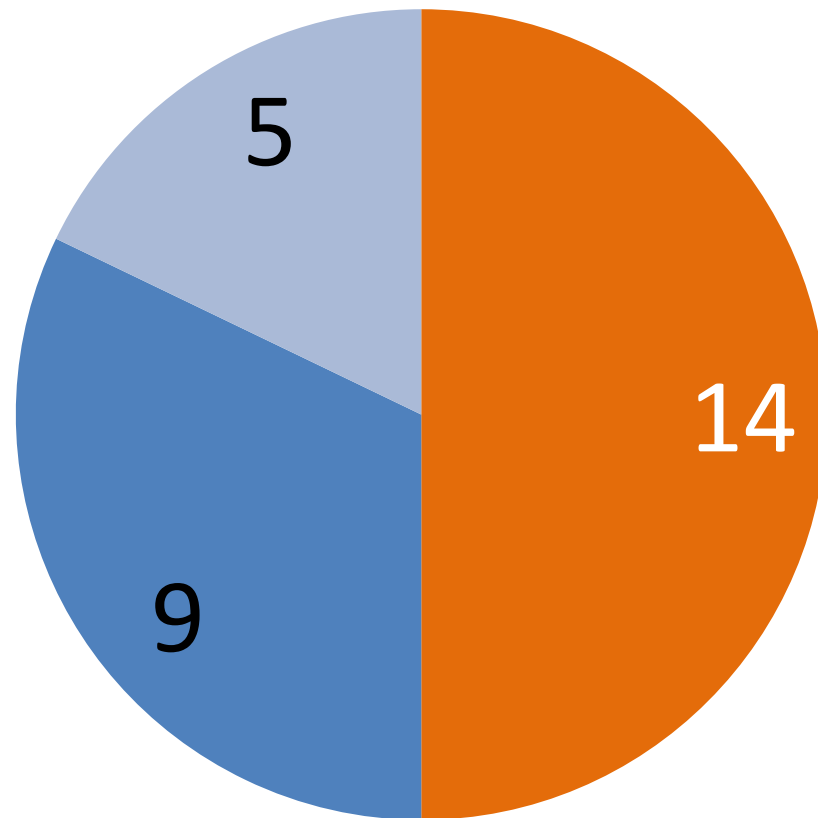
- The indicators cover four key themes:
 - lifting legal and administrative barriers;
 - increasing rights awareness;
 - making political participation more accessible;
 - expanding opportunities for participation.
- 29 indicators were developed under these themes, with some directly relevant to improving accessibility and the duty to provide reasonable accommodation.

Is there a legal duty to provide assistance in voting to persons with disabilities?



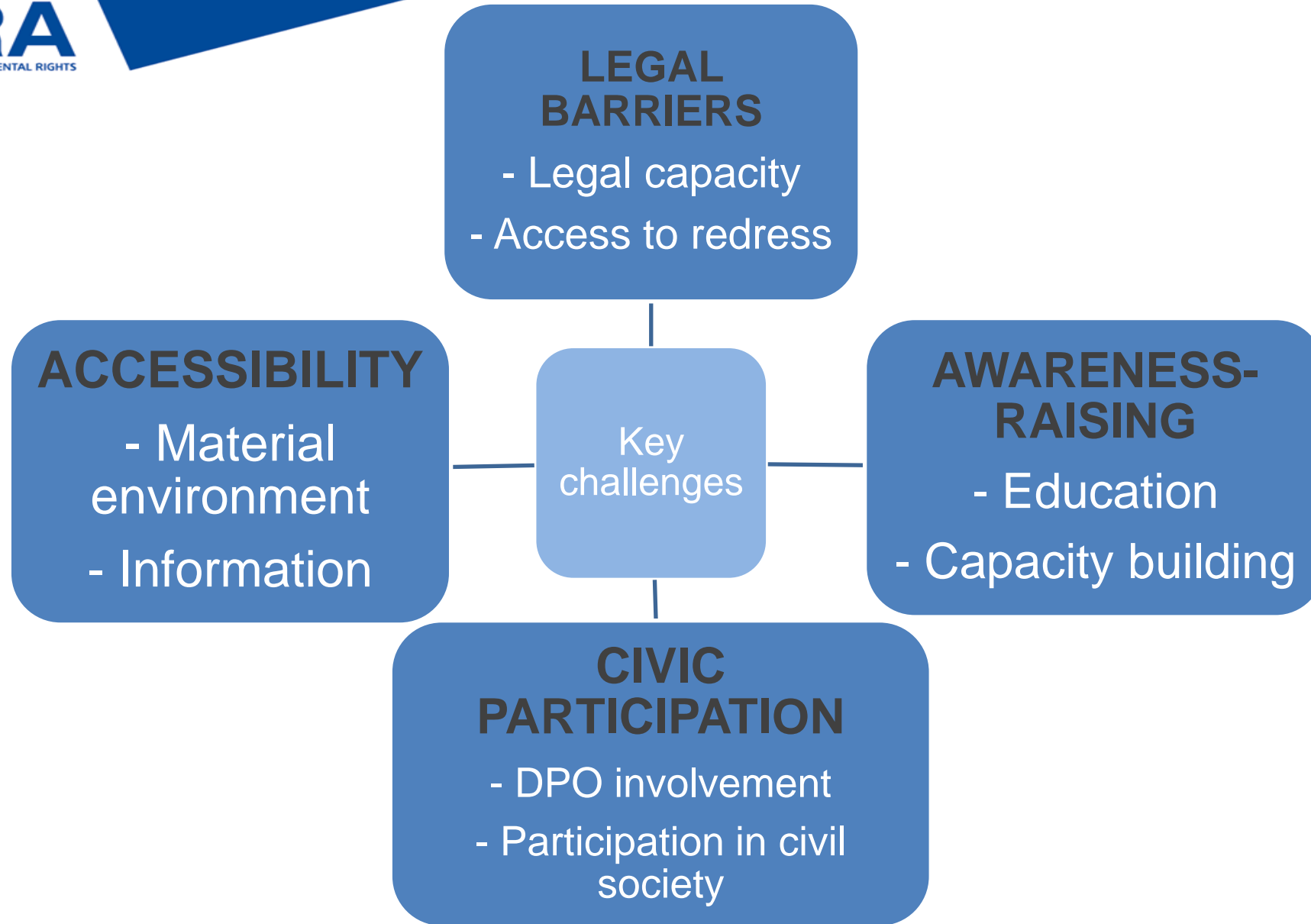
Note: EU Member States (BE, BG, EE, ES, FR, IT, RO) are not included in this figures, as no data was provided by ANED experts.

Were some political party manifestos provided in accessible formats during the most recent elections?



- Some political parties provided accessible manifestos
- No political parties provided accessible manifestos
- No information





Some examples

- **THE EQUALITY AUTHORITY, IRELAND:** How two County Councils got up to speed on how make their services accessible to people with disabilities
- **THE DEFENDER OF RIGHTS, FRANCE:** Elaboration of a practical guide – Local Authorities: a guide for the accessibility of institutions receiving general public
- **INTERFEDERAL CENTRE FOR EQUAL OPPORTUNITIES, BELGIUM** Booklets on reasonable Accommodation in different fields beyond the employment
- **THE EQUALITY AND HUMAN RIGHTS COMMISSION (EHRC), UNITED KINGDOM (GREAT BRITAIN):** EQUALITY ACT CODES AND GUIDANCE

VOTING RIGHTS FOR PEOPLE WITH DISABILITIES
What you need to know

PEOPLE WITH DISABILITIES ARE INTERESTED IN POLITICS
51% of people with disabilities are interested in politics.

THE UN DISABILITY CONVENTION COVERS VOTING RIGHTS
The UN Convention on the Rights of Persons with Disabilities (CRPD) covers the right to political participation.

HELP PEOPLE WITH DISABILITIES
Some people with disabilities need support to vote.

ONLINE INFORMATION
Use the internet to find out more about voting.

GET INVOLVED
Get involved in politics and help shape the future.

SUPPORT ORGANISATIONS
How can you help people with disabilities to vote?

PEOPLE WITH DISABILITIES ARE INTERESTED IN POLITICS
51% of people with disabilities are interested in politics.

GET INVOLVED IN POLICY MAKING
Get involved in policy making and help shape the future.

HELP POLITICAL PARTIES MAKE MANIFESTOS ACCESSIBLE
Help political parties make manifestos accessible.

HELP MAKE POLLING STATIONS ACCESSIBLE
Help make polling stations accessible.

ENSURE POLLING STATIONS ARE ACCESSIBLE
Ensure polling stations are accessible.

SUPPORT PEOPLE WITH DISABILITIES
Support people with disabilities.

GET INVOLVED
Get involved in politics.

POLITICAL PARTIES
The votes of people with disabilities count too

PEOPLE WITH DISABILITIES ARE MEMBERS OF POLITICAL PARTIES
People with disabilities are members of political parties.

MAKE TV ELECTION BROADCASTS ACCESSIBLE
Make TV election broadcasts accessible.

MAKE ELECTION MANIFESTOS ACCESSIBLE
Make election manifestos accessible.

ENSURE POLLING STATIONS ARE ACCESSIBLE
Ensure polling stations are accessible.

SUPPORT PEOPLE WITH DISABILITIES
Support people with disabilities.

PARLIAMENTS
How can you encourage more people with disabilities to vote?

PEOPLE WITH DISABILITIES ACTIVELY PARTICIPATE IN POLITICAL LIFE
82% of people with disabilities actively participate in political life.

THE UN DISABILITY CONVENTION COVERS VOTING RIGHTS
The UN Convention on the Rights of Persons with Disabilities (CRPD) covers the right to political participation.

LIFT RESTRICTIONS ON VOTING
Lift restrictions on voting.

CONSULT AND INVOLVE
Consult and involve people with disabilities.

PROVIDE TRAINING FOR ELECTION OFFICIALS
Provide training for election officials.

MAKE INFORMATION ABOUT HOW TO COMPLAIN ACCESSIBLE
Make information about how to complain accessible.

ELECTION AUTHORITIES
What can you do to get more people with disabilities to vote?

DESPITE BARRIERS, PEOPLE WITH DISABILITIES TURN OUT TO VOTE
82% of people with disabilities turn out to vote.

MAKE ONLINE INFORMATION ACCESSIBLE
Make online information accessible.

All publications and relevant documents
are available online at:
fra.europa.eu/en/theme/people-disabilities

You can contact us at:
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