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**EuCIE’s statements: Best practices and recommendations on the right to work and employment for persons with disabilities.**

Wednesday, 24 March 2021 from 12:30 p.m. to 2:30 p.m (GVA time)

1. **Inclusive enterprise for persons with disabilities**, as best practice and policy recommendation, is an employment model reference which fully complies with the obligations to respect, protect, and fulfil the human right to work and employmentofpersons with disabilities with regard to article 27 of the UN Convention on the Rights of Persons with Disabilities.
2. EuCIE is the **European Confederation of Inclusive Enterprises** (EuCIE) for persons with disabilities, the association of several countries to promote access to employment for people with disabilities at European level. Our Confederation aims at promoting the inclusive enterprise model based on equal opportunities for persons with disabilities as any worker, sharing the same model in many European countries.
3. Inclusive employment model for persons with disabilities is present in more **than 13 European countries and 200.000 employees and 8.000 companies involved**. Our mission is to represent all European inclusive enterprises at European level, working for their **recognition, promotion, and support**. Furthermore, this employment model not only exists in Europe but also in other continents like Asia or South America. At this point, it is a **globalized model** around the world with the clear objective of providing decent jobs for persons with disabilities.
4. EuCIE describes a **decent job** provided by inclusive employment model with equal remuneration for work of equal value, safe and health working conditions, labour rights, training, opportunities for career advancement, reasonable accommodation as based on Article 27 of the UN CRPD
5. An Inclusive Enterprise’s main purpose is to promote, encourage, and make **social change** employing in their workforce the maximum of people with disabilities, carrying out this social purpose in a financially sustainable way over the long term. IE provide goods, services, and livelihoods hiring people with disabilities as equal workers; while also engaging an important part of the population in the value chain of companies as suppliers, distributors, and retailers.
6. Inclusive employment and services **model serve all kind of disability, adapting jobs to their needs**.
7. Inclusive enterprise **accordance to the Article 27 of the UN Convention on the Rights of Persons with Disabilities is based on**:

* Active on the ordinary work sector
* 30% to 80% of the employees in an inclusive enterprise are recognized as disabled workers
* All kind of disabilities in the Inclusive Enterprise workforce
* Ordinary law and collective agreement salaries
* Long-time contracts
* Social security benefits, unemployment pension, retirement pension.
* Large range of activities and sectors

1. Impact on the **worker with disabilities well-being**:

* Free choice working
* Integration into working life
* Social impact on people with disabilities, on enterprises, on costumers and on society.
* Stable and disability-friendly employment, training and career opportunities
* Different from the protected or sheltered environment that is linked to the socio-medical framework.

1. **Specific legislation** for Inclusive Enterprise among the States Parties:

* The State supports Inclusive Enterprises with compensation help amounts (according to the legislation in force)
* Investment aid / Various subsidies
  + Tax deductions
  + Percentage of the disabled worker’s salary
* Return on investment for the State:
  + Taxation of the worker and the inclusive enterprise
  + Optimisation of social benefits expenditure

1. It is important to provide guidance to States parties to the Convention on the measures they should adopt to ensure full compliance with their obligations to respect, protect and fulfil the human rights of persons with disabilities with regard to article 27 of the Convention; guidance that includes **the inclusive Enterprise model and practice for persons with disabilities.**
2. Making **inclusive enterprise model part of the policy recommendations** by the United Nations related to employment model which respect the article 27 UNCRPD could be an inflection point for a more social, more inclusive and more human world where persons with disabilities can enjoy **equal opportunities, equal remuneration and safe and healthy working conditions.**