Office of the United Nations   
High Commissioner for Human Rights

for the attention of Stefania Tripodi

3.12.2020

## Call for Inputs: A/HRC/43/7 “The right to work”

Following your request to contributions in relation to the issues covered in the resolution A/HRC/43/7 about the right to work, the Finnish Human Rights Centre wants to thank for the opportunity to submit the following information about the labour rights of persons with disabilities in Finland.

The HRC is an autonomous and independent expert institution whose task is to promote the implementation of fundamental and human rights and increase cooperation and exchange of information between various actors. The National Human Rights Institution (NHRI) consists of the Human Rights Centre, its pluralistic 40-member Human Rights Delegation and the Office of the Parliamentary Ombudsman. The Institution was established by law (changes to the Law on the Parliamentary Ombudsman 535/2011), effective as of 1 January 2012. The NHRI is accredited under the ICC.

There are no nation-wide policies for persons with a disability pension that have never had paid employment to integrate them on the labour market in Finland. However, the Finnish Government has developed and implemented policies to stimulate employment for groups of people who have previously had attachment to the labour market. This group of people may include persons with disabilities.

The Finnish Human Rights Centre considers that there should be policies developed that specifically aim at stimulating labour market access of persons with disabilities taking into account different types of disabilities. These policies should include information and support on reasonable accommodation.

The Finnish Human Rights Centre notes with concern that there is no official data available regarding the extent to which reasonable accommodation is used in the labour market. Accordingly, it is not possible to state whether the adopted measures are successful. According to the survey carried out in 2018 by Finnish Human Rights Centre and the Disability Forum, altogether 47 per cent of the respondents (n=449) had experienced discrimination with regard to reasonable accommodation in the labour market within the last two years.

The Finnish Human Rights Centre stresses the importance of improving data collection to allow monitoring on the situation in the labour market with regard to the use of reasonable accommodation.

Sirpa Rautio Sanna Ahola

Director of the Finnish HRC Expert at the Finnish HRC