

# *Discrimination in the workplace: How to put reasonable accommodations into practice*

# Belgian Disability Forum asbl

- Forum of 18 Belgian organisations representing people with disabilities.
  - Members = asbl/vzw
  - ≠ individuals
  - ≠ “first line”
- Non profit organisation (asbl)
  - General Assembly = all powers
  - Board of directors = management
  - Official member of EDF
- Go-between
  - Informing our members about political developments on the supranational level
  - Bringing the concerns of the Belgian associations to the international level
- « Bible » : *Convention on the Rights of Persons with Disabilities*

# Law of 10/05/2007

## ➤ Fight against certain discriminations

- Access conditions to employment, working conditions and dismissal regulations, among others
- To transpose the directive EU 2000/78: Reminder -> Article 5 *reasonable accommodations for persons with disabilities*

# Others legal texts

- Work :
  - Federal administration:  
quota of 3 % <> actual situation
  - Private sector:
    - No quota, a mosaic of incentives (confusion)
    - Example: ETA <> inclusion
- Protocol of 19/07/2007 between the 3 Regions, the 3 Communities and the Federal State ➔ not implemented
- Royal decree of 11/02/2019 ➔ regulation positive actions ➔ efficiency of approach to be evaluated

# UNCRPD - The reporting exercises of Belgium

- October 2014 : 1 recommendation for Belgium

*take all necessary measures both statutory and incentive (...) and ensuring the necessary reasonable accommodations*

- March 2019 – Geneva : BDF's alternative report
- April 2019 : 4 questions for Belgium

# VARIOUS OBSTACLES

- Lack of skills training:
  - Teaching : lack of support
  - Offer ≠ demand
  - Women with disabilities : double discrimination
- Accessibility of buildings, transport ➔ tangible but slow progress
- “Culturally” :
  - Employers : Insufficient culture of "integration of the difference"
  - ‘Back to work’ measure: goal of re-employment not achieved

# CONCLUSION

- Position paper on the employment of persons with disabilities (Conseil Supérieur National des Personnes handicapées 14/01/2014) – 5 principles:
  1. « mainstreaming logic»
  2. a definition of the disabled person: see UNCRPD definition
  3. tools for work (orientation, teaching and training, support)
  4. awareness actions: all players should be represented
  5. focus on skills