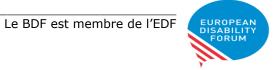


Discrimination in the workplace: How to put reasonable accommodations into practice



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 accomodations 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 \rightarrow not implemented
- \triangleright Royal decree of 11/02/2019 \rightarrow regulation positive actions \rightarrow efficiency of approach to be evaluated





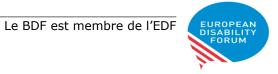
UNCRPD - The reporting exercises of Belgium

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":
 - o 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

