



PARLIAMENTARY ASSEMBLY OF THE MEDITERRANEAN
Assemblée parlementaire de la Méditerranée
الجمعية البرلمانية للبحر الأبيض المتوسط

3rd Standing Committee on Dialogue among Civilisations and Human Rights

“Access of people with disabilities to the Labour Market in the Mediterranean”

Rapporteur: Hon. Dr Justyne Caruana (Malta)

Resolution unanimously adopted during the 8th PAM Plenary Session in Marseille, 21 January 2014

The Parliamentary Assembly of the Mediterranean,

- a) *Recalling* Article 27 of the Convention on the Rights of Persons with Disability (CPRD), which recognizes the right of persons with disabilities to work, on an equal basis with others;
- b) *Acknowledging* that the right of persons with disabilities to work, is a fundamental human right, and has considerable social and economic implications;
- c) *Aware* that, given the right environment, almost all jobs can be performed productively by a person with a disability;
- d) *Bearing* in mind that people with disabilities may need flexibility in the scheduling and other aspects of their work;
- e) *Concerned* that the situation of persons with disabilities remains problematic and unsatisfactory in many countries in the Mediterranean;
- f) *Noting* that despite several laws and initiatives that have been put in place to safeguard the rights of persons with disabilities, unemployment rates among them remains alarmingly high;
- g) *Acknowledging* that the work disincentives of benefit programmes, together with the common perceptions of disabilities, can cause significant disadvantages for the disabled;
- h) *Noting* that lack of access to education, training and financial resources may be responsible for the exclusion of persons with disabilities from the labour market;

- i) *Concerned* that the implementation and effectiveness of disability protection provisions varies considerably and these are often poorly enforced;
- i. **Calls** on its member national Parliaments to enact and enforce effective anti-discrimination legislation for the protection of persons with disabilities and harmonize their legal and institutional frameworks with the Convention on the Rights of Persons with Disability (CPRD);
 - ii. **Urges** Member States to adopt a holistic approach in their formulation of disability policies beyond the employment and labor sectors;
 - iii. **Considers** as necessary the diversification and specialization of related policies and relevant measures, bearing in mind the wide range of disabilities;
 - iv. **Encourages** the promotion of social inclusion and cohesion through employment of persons with disabilities and assistance to employers and entrepreneurs;
 - v. **Further calls** to promote awareness among employers of their duty not to discriminate, and of the means available to them to support the employment of people with disabilities;
 - vi. **Urges** governments to make mainstream vocational guidance, employment services and training programmes accessible to people with disabilities;
 - vii. **Calls** on all governments to include persons with disabilities in labour market data collection activities;
 - viii. **Calls on** all employers to develop partnerships with local employment agencies, educational institutions, skill training programmes, and social enterprises to build a skilled workforce that includes people with disabilities;
 - ix. **Calls** for the promotion of micro-enterprises and self-employment for people with disabilities, as well as improving access to microfinance through better outreach, accessible information and customized credit conditions.