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PARLIAMENT, THE COUNCIL, THE EUROPEAN ECONOMIC AND SOCIAL
COMMITTEE AND THE COMMITTEE OF THE REGIONS**

**European Disability Strategy 2010-2020:
A Renewed Commitment to a Barrier-Free Europe**

Initial plan to implement the European Disability Strategy 2010-2020

List of Actions 2010-2015

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TABLE OF CONTENTS

Implementation of the European Disability Strategy 2010-2020: objectives and actions	3
1. Accessibility	3
2. Participation	6
3. Equality	9
4. Employment	10
5. Education and Training	12
6. Social Protection	13
7. Health	14
8. External Action	15
Implementation of the European Disability Strategy 2010-2020: general instruments	17
1. Awareness-raising	17
2. Financial Support	18
3. Statistics and data collection and monitoring	18
Implementation of the European Disability Strategy 2010-2020: actions to comply with the UNCRPD obligations within EU institutions.....	20

IMPLEMENTATION OF THE EUROPEAN DISABILITY STRATEGY 2010-2020: OBJECTIVES AND ACTIONS

In order to ensure the implementation of the European Disability Strategy 2010-2020 this annex presents the specific objectives identified in the strategy and the different actions foreseen to achieve them.

This list of actions covers the first period of implementation of the strategy, 2010-2015, and will be monitored and updated periodically.

1. ACCESSIBILITY

Specific objective	
Prevent, identify and eliminate obstacles and barriers to accessibility. Key areas include the built environment, transport and information and communication including technologies and services.	
Key actions	When
– Launch a study on cost benefit analysis and data collection on accessibility of goods and services in the areas of ICT, built environment and transport addressing the functioning of the internal market, as preparation for the possible development of a European Accessibility Act	2011
– Consult Member States and other stakeholders on a possible ‘European Accessibility Act’	2011
– Prepare a European Accessibility Act setting out a general accessibility framework in relation to goods and services including public services	2012-2013
<i>Explore the possibility to complete the legal framework addressing rights of persons with reduced mobility by covering all relevant modes of transport</i>	
– Finalise negotiations in Council on proposal for Regulations on the Rights of persons with reduced mobility travelling by road, rail and sea	Ongoing
– Report on the application on the Regulations on the Rights of persons with reduced mobility travelling by air	2010-2011
– Address problems related to compensation claims concerning damages of mobility equipment (wheelchairs and other Assistive devices) when travelling	2010-2015

– Address accessibility of transport infrastructures through accessibility Mandate 420	Ongoing
<i>Address accessibility to the Built environment</i>	
– Continue improving accessibility to the urban environment through implementation of the Urban mobility Action plan	2010-2015
– Promote accessibility of the built environment as part of the sustainable construction area of the "lead market initiative"	Ongoing
– Implement Standardisation Mandate 420 on accessibility to the built environment	Ongoing
– Exploit the opportunities provided by the Galileo system supporting pilot projects related to disabilities	Ongoing
<i>Make full use of all existing legal instruments and address disability matters in their revisions following the UN Convention in the area of Information Society in line with the Digital Agenda for Europe</i>	
– Implement the disability related provisions of the electronic Communication Directives and the Audiovisual Media Service Directive, considering their recent revisions	2010-2015
– Systematically evaluate accessibility in revisions of legislation undertaken under the Digital Agenda, e.g. , eIdentity & eSignature, following the UN Convention on the Rights of Persons with Disabilities	2010-2015
– Promote dialogue between users and industry leading to voluntary agreements in the areas of: – copyright: EU Memorandum of Understanding on access to works by people with print disabilities – digital television: cooperation between industry and organisations of persons with disabilities	Ongoing
– Based on a review of options, make proposals by 2011 that will make sure that public sector websites (and websites providing basic services to the public) are fully accessible by 2015;	2011
– Develop accessibility standards to ICT for their use in public procurement in the context of Mandate 376	Ongoing

<i>Support research on new technologies addressing assistive technology and accessible mainstream solutions</i>	
– Mainstream accessibility following Design for all in relevant mainstream standards through a standardisation Mandate	2011
– Support the inclusion of accessibility and design for all in general curricula for architects and engineers to prevent barriers when exercising their professions	2011-2015
– Study the Assistive technology market with a view to improve its functioning	Ongoing
– Raise awareness on accessibility through the establishment of an European award of accessible cities	Ongoing
– Exploit international dialogues in particular ongoing EU-US dialogue on accessibility standards to bring coherence to the markets and build economies of scale	Ongoing
– Follow-up to a planned Green paper on modernisation of EU public procurement rules and explore the possibility of fostering the use of public procurement to improve accessibility by developing obligations for public authorities using accessibility standards	2011-2015
– Explore possible measures to improve the accessibility of goods and services in Europe using internal market instruments	2011-2015
– Consider relevant disability issues, where possible, within the context of the follow-up to the Commission Report "Towards more efficient and fairer retail services in the Internal Market for 2010" and within the context of the e-commerce activities	2010-2015
– Improve application of Article 16 of the Structural funds general regulation to progress on accessibility	2010-2015
– Take into consideration, in projects run by the EU Joint Research Centre, technical aspects related to usability by all, including people with disabilities	2011-2015
– Support independent living of persons with disabilities and older persons under the innovation partnership "Active and healthy ageing" of the Innovation Union flagship initiative	2011-2015

2. PARTICIPATION

Specific objective	
Ensure equal opportunities for persons with disabilities and their families to fully participate in all aspects of social and economic life, namely: – to exercise all their Union citizenship rights, in particular the right to free movement and residence – to be able to choose where and how they live – to have full access to cultural, recreational, leisure and sports activities	
Key actions	When
<i>Address the obstacles that persons with disabilities face in exercising their rights as individuals, consumers, students and professionals, and political actors</i>	
– Study the implications of a mutual recognition of disability cards and related entitlements	Ongoing
– Support Member States' efforts to ensure that women and men with disabilities can fully exercise their electoral rights by developing and disseminating standards on accessible election facilities and campaign material	2010-2015
– Raise awareness among MS of the need to improve accessibility of courts and police buildings	2010-2015
– Promote the dissemination of good practices regarding training of public officials on receiving and informing persons with disabilities	2010-2015
– Raise awareness among MS on the need for proper assistance regarding access to legal documents and procedures	2010-2015
– Explore ways of facilitating the use of sign language in dealing with the EU institutions	2010-2015

– Monitor the proper implementation of article 82(2) of the TFEU (rights of individuals in criminal procedure) relative to interpretation and translation in criminal proceedings on the specific issue of interpretation in sign language	2010-2015
– Ensure inclusion of concerns of person with disabilities in initiatives aimed to address consumer rights in Europe, in particular with regard to access to services of general economic interest	2010-2015
<i>Address problems related to intra-EU mobility</i>	
– Promote dialogue among Member States in the Disability High Level Group on the portability of rights such as the right to personal assistance	2011
– Encourage the participation of the EU Member States to the 2000 Hague Convention on the International Protection of Adults and evaluate its application, foreseen in the Stockholm Action Plan, with the view to assess the need for additional proposals as regards vulnerable adults.	2014
– Identify obstacles encountered by persons with disabilities in the exercise of their rights as EU citizens, in particular regarding the right to free movement and residence	2010-2015
<i>Enhance the use of the European model of disability parking card</i>	
– Raise awareness of the European model of disability parking card and combat its abuse by producing and disseminating information material for national and local authorities	Ongoing
– Explore opportunities of new technological solutions, for example by funding pilot projects on the development of electronic parking cards and control systems	2012-2015
<i>Enhance Member States' efforts towards the transition from institutional to community-based care</i>	
– Develop and disseminate a quality framework for community-based services that is inclusive of person with disabilities building on the quality framework for Social services of general interest	Ongoing
– Promote the exchange of good practices among Member States in the Disability High Level Group on personal assistance funding schemes	2011-2015
<i>Optimise the use of Structural Funds and the Rural Development Fund to support the development of community-based services</i>	

– Identify good practice of the use of Structural Funds and the Rural Development Fund in relation with the principle of independent and community living	2010-2015
– Develop a training module for European Commission geographical Desk officers (and national administrations) dealing with Structural Funds and the Rural Development Fund on the UNCPRD and common basic principles on deinstitutionalisation	2010-2015
– Develop a toolkit for managing authorities on how to use Structural Funds and the Rural Development Fund to support the development of community-based services	2010-2015
– Report on Member States' compliance with article 16 of Structural funds general regulation	2011-2015
<i>Improve the knowledge base on the situation of people with disabilities living in residential institutions</i>	
– Collect data on the number, size and life conditions of residential institutions	2011-2015
– Study on existing legal and administrative rules which directly or indirectly promote institutionalisation with recommendations on how to remove them	2012-2015
<i>Promote the participation of people with disabilities in sports</i>	
– Develop and disseminate standards for accessibility of sports, leisure, and recreation organisations, activities, events and venues	2010-2015
– Promote the participation of people with disabilities in European sport events as well as the organisation of disability-specific events including Special Olympics	Ongoing
– Include a priority on Social inclusion through and in sport, with a particular regard to persons with disabilities, in the future Commission policy and incentive measures in the field of sport	2011-2012
<i>Promote the access of people with disabilities to cultural materials and events</i>	
– Foster the cross-border transfer of copyright works in accessible format	Ongoing
– Ensure accessibility of the interface and contents of Europeana – the European public digital library – for persons with disabilities	2010-2015

– Ensure that accessibility criteria are taken into account in the context of the "European Capitals of Culture" award	2010-2015
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3. EQUALITY

Specific objective	
Promote and protect the inherent dignity of persons with disabilities, combat all forms of discrimination on the basis of disability, and ensure that persons with disabilities enjoy, on an equal basis with others, all fundamental rights and freedoms.	
Key actions	When
– Support the negotiation in Council of the draft Directive on equal treatment beyond the field of employment	Ongoing
– Monitoring the application and impact of Directive 2000/78 EC for improving employment of persons with disabilities	2013
– Promote the attention to disability matters in equality bodies notably through Equinet	2010-2015
– Provide guidance on reasonable accommodation for people with disabilities addressing employers and service providers	2010-2013
– Promote exchange of good practices on legal capacity	2010-2013
– Raise awareness among trade unions on the concept of reasonable accommodation	2010-2013
– Use of existing Progress programme (until December 2013) to support national activities aiming at combating discrimination and promoting equality.	2010-2013
– Address disability issues in awareness raising seminars in the areas of non discrimination and equality targeted at civil society organisations	2011-2012
– Address disability discrimination in annual calls for proposals aiming at supporting national authorities in their fight against discrimination and promotion of equality	2011-2013
– Introduce a disability specific focus in the "What can Social Europe do for you" campaign	2010-2013

– Address disability discrimination in the "For Diversity Against Discrimination campaign", e.g. through Diversity days, Journalist award, leaflet, video spot, stand at conferences	2010-2013
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4. EMPLOYMENT

Specific objective	
Improve the employment situation of women and men with disabilities through recognition of their right to work including the right to the opportunity to gain a living by work freely chosen or accepted in a labour market and work environment that is open, inclusive and accessible.	
Key actions	When
<i>Increase knowledge on employment situation of people with disabilities, identify challenges, propose remedies</i>	
– Use of 2011 LFS ad hoc module on employment of people with disabilities to produce info materials on the labour market situation of people with disabilities in Europe	2011-2012
– Enhance cooperation with relevant third organisations (e.g. ILO, OECD, EUROFOUND)	Ongoing
– Explore possibility of stronger focus on women and men with disabilities in Commission employment relevant publications	Ongoing
<i>Optimize the use of the new strategy for jobs and growth, "Europe 2020" for the benefit of people with disabilities</i>	
– Ensure that the annual Europe 2020 assessment gives due consideration to the situation of people with disabilities	2010-2015
– Preparation of a disability specific indicator in the EMCO indicator sub-group	2011
– Make use of the ESF, in accordance with Guideline 7, to promote labour market integration of people with disabilities and other vulnerable groups.	2010-2015
<i>Focus on what people can do and persuade potential employers with convincing arguments and support to employ people with disabilities</i>	

– Involve Social Partners at EU level, with full involvement of SME representatives, to: – Develop models of good practice on reasonable accommodation and good quality jobs – Provide employers and policy makers with information on positive measures	2010-2015
– When reviewing relevant European employment legislation ensure its compliance with the UNCRPD (working conditions and protection, working time, safety etc.)	2010-2015
– Encourage employers to commit to Diversity policies in the workplace, in particular through the signing of Diversity Charters	2010-2015
– Highlight the scope for action that Member States enjoy in the area of promoting employment and recruitment of persons with disabilities through the General Block Exemption Regulation and the Package on Services of General Economic Interest	2010-2015
– Encourage social entrepreneurship with concrete actions to be rolled out in a "Social Business Initiative" to support and accompany the development of socially innovative corporate projects within the single market	2011-2015
<i>Give special attention to difficulties of young people with disabilities in transition from education to employment and address intra job mobility including those working in sheltered workshops (access to and retention in employment)</i>	
– Involvement of Public Employment Services (PES) at EU level – E.g. by accessibility of actions and material, dialogue with temp and special agencies – Specific disability oriented seminar in the PES Peer review	Ongoing
– Identify and promote effective support structures – Screening of national/Regional measures (e.g. quotas, social partnerships, cooperatives, supported employment, transport) – Analysis of the employment effects of informal and family care, with particular attention to gender issues	2010-2015
<i>Address the issue of quality of jobs, such as salaries, working hours and career advancement of people with disabilities</i>	

– Promote labour market relevant training to people with disabilities through calls for proposals in the Lifelong Learning Programme	Ongoing
– Foster possibilities for self employment opportunities for people with disabilities in context of European Instruments (e.g. Microfinance Facility, European Social Fund)	2010-2015
<i>Fight prevailing disability benefit cultures and help to integrate persons with partial work capacity into the labour market, further develop active labour market policies and tackle benefit traps</i>	
– Examine national Active Labour Markets Policies ALMPS and publish compendium of good practice	Ongoing

5. EDUCATION AND TRAINING

Specific objective	
Ensure that people with disabilities receive the support required, within the general education system, to facilitate their education, and that effective individualized support measures are provided in environments that maximize academic and social development, consistent with the goal of full inclusion.	
Key actions	When
<i>Increase knowledge on education levels and opportunities of people with disabilities</i>	
– Promote peer reviews on the different definitions at Member State level of inclusive education through the support of the Network of Experts on the Social Sciences of Education and Training (NESSE)	2010-2015
– Support the work of the European Agency for Development in Special Needs Education to facilitate the collection, processing and transfer of European level and country specific information on education of people with disabilities	2010- 2015
– Collect data on access and participation of persons with high dependency needs in the education system	2011- 2015
– Improve e-skills of persons with disabilities	On going

<i>Support policy developments towards the goal of inclusive and quality education and training within the framework of the Youth on the move initiative</i>	
– Promote the exchange of good practice on inclusive education and life long learning for students and pupils with disabilities within the strategic framework for European cooperation in education and training ET 2020	2010-2015
– Raise disability matters in the context of the OMC on education, with due attention to the specific needs of women and men with disabilities	2010-2015
– Disseminate research, information, and guidance materials on the application of the reasonable accommodation principle in education and training	2010-2015
– Monitor recent developments regarding national and/or Europe-wide Curricula for professionals in the built environment, transport and ICT on Design for all to improve their knowledge, skills and competences on accessibility and encourage the development of a European Curriculum	2010-2015
<i>Increase the mobility of people with disabilities through enhancing their participation in the Lifelong Learning Programme and the Youth in Action Programme</i>	
– Ensure that relevant calls for proposals under the Lifelong Learning programme include accessibility and reasonable accommodation criteria	2010-2015
– Maintain the priority given to young people with fewer opportunities (including young people with disabilities) in the implementation of the Youth in Action Programme	Ongoing
– Promote life long learning of people with disabilities working in the police or justice systems	2010-2015

6. SOCIAL PROTECTION

Specific objective	
Ensure decent living conditions for people with disabilities through access to social protection systems and poverty reduction programmes, disability-related assistance, public housing programmes, and retirement and benefits programmes	
Key actions	When
<i>Optimise the use of the European Platform against Poverty and the ESF</i>	

– Promote cooperation, peer review and good practice exchange on disability issues, with due attention to gender differences	2010-2015
– Promote the design and implementation of social innovation programmes for persons with disabilities	Ongoing
– Reduce social exclusion by targeted support of concrete actions through the ESF under the framework of the European Platform against poverty	2010-2015
<i>Assess the adequacy of social protection systems with respect to people with disabilities</i>	
– Ensure that disability-specific issues are covered in any revisions of legislation concerning pensions and benefits portability	2010- 2015
– Follow up the Green Paper on pensions to take into account disability-relevant aspects, organise exchange of good practices among MS	2010- 2015
– Encourage Member States to address in the SPSI the situation of persons with disabilities and to take measures to compensate the financial impact of disabilities	2010- 2015

7. HEALTH

Specific objective	
Ensure that people with disabilities have equal access to healthcare, including prevention, and that quality and affordable specific health services are provided	
Key actions	When
<i>Support policy developments to improve equal access to healthcare</i>	
– Develop indicators to monitor quality and accessibility of health care services for women and men with disabilities involving the service users perspective	2010-2015
– Promote equal access to health care systems and raise awareness among persons with disabilities of their rights of access	2010-2015
– Raise disability awareness and specific knowledge among health professionals, considering the specific needs of female and male patients	2010-2015
<i>Support policy developments to improve quality of healthcare and rehabilitation for people with disabilities</i>	

– Explore the possibility of including disability information in the e-health medical records and ensure their accessibility for persons with disabilities	2010-2015
– Develop accessibility standards for medical equipment	2010-2015
– Support research on healthcare provision to women and men with disabilities through health work programmes in FP7 and FP8	2010-2015
– Exploit the potential of new telemedicine services such as online medical consultations, improved emergency, care and portable devices for persons with disabilities	2010-2015
– Promote modern mental health services and long term care facilities through the current European Pact for Mental Health and Well-being	Ongoing
– Promote training of health professionals on disability matters through the ESF	2010-2015
<i>Promote actions in the field of health and safety at work to reduce risks of disability during working life</i>	
– Examine follow up of the specific action taken by Member States to improve the rehabilitation and reintegration of workers excluded from the workplace for a long period of time because of an accident at work, an occupational illness or a disability in the mid-term review of the EU Strategy on Health and Safety at Work 2007-2012	Ongoing
– Report on the implementation of the European social partners' framework agreement on work-related stress	Ongoing
– Explore the possibility to address the needs of people acquiring a disability while working at sea, particularly in the context of the revision of financial instruments	2011-2015
– Address the issue of prevention of disabilities including work related disabilities for reasons of mental disorders	Ongoing

8. EXTERNAL ACTION

Specific objective
Promote the rights of people with disabilities within a broader non-discriminatory approach in the EU external action, including the enlargement process and development programmes, taking due account of the common EU and Member States' approach to development

Key actions	When
– Ensure that the specific needs of persons with disabilities, including those who are disabled as a consequence of natural and man-made disasters, are properly assessed and addressed in the area of emergency and humanitarian aid outside the EU	Ongoing
– Highlight disability where appropriate as a human rights issue in the EU human rights dialogues with third countries, based on the principles of the UNCRPD	2010-2015
– Ensure that EU development cooperation reaches persons with disabilities, both through projects/programmes specifically targeting persons with disabilities and by improving the mainstreaming of disability concerns	Ongoing
– Enhance coherence and complementarity between the EU approach to persons with disabilities and EU assistance to survivors of landmine and explosive remnants of war during armed conflict and its aftermath	2010-2015
– Support the national efforts of partner countries for the signature, ratification and implementation of the UNCRPD	2010-2015
– Support where appropriate the institutional strengthening of Disabled Peoples' Organisations in partner countries and organisations dealing with disability and development	2010-2015
– Consolidate the network of disability focal points in EU Delegations and at Headquarters, and increase the awareness of EU staff on disability matters	Ongoing
– Promote that infrastructure financed in the framework of EU development projects meets the accessibility requirements of people with disabilities.	2010-2015
– Update the Guidance Note on Disability and Development to be in line with the UN Convention on the Rights of Person with Disabilities	Ongoing
– Ensure that progress is made by candidate and potential candidate countries on promoting the rights of persons with disabilities and that accession funds are used to improve their situation	2010-2015
– Encourage European Neighbourhood Policy partner countries to protect the rights of persons with disabilities; mainstream disability-related issues through policy dialogue and exchange of experience; and explore possibilities for financial assistance under the European Neighbourhood Policy and Partnership Instrument	2010-2015

IMPLEMENTATION OF THE EUROPEAN DISABILITY STRATEGY 2010-2020: GENERAL INSTRUMENTS

The European Disability Strategy requires a joint and renewed commitment of the EU institutions and all Member States to create a barrier free Europe. The actions in the main areas above need to be underpinned by the following general instruments.

1. AWARENESS-RAISING

Specific objective	
Raise awareness throughout society of the rights of people with disabilities, promoting recognition of skills, merits and abilities and combating prejudices and discrimination	
Key actions	When
<i>Ensure that people with disabilities are aware of their rights and of the EU activities to guarantee these rights, while paying particular attention to accessibility of materials and information channels</i>	
– Support awareness-raising activities (including in the media) to highlight the capabilities and contributions of women and men with disabilities	Ongoing
– Raise awareness of the relationship between ageing and disability within the European Year 2012 for Active Ageing	2012
– Annual policy conference on the occasion of the European day of persons with disabilities	Ongoing
<i>Promote awareness raising on design for all and universal design</i>	
– Organise an annual EU Accessible Cities award	2010-2015
– Promote knowledge of innovation in assistive technology	Ongoing

2. FINANCIAL SUPPORT

Specific objective	
Optimise use of EU funding instruments for accessibility and non-discrimination and increase visibility of disability-relevant funding possibilities in post-2013 programmes while respecting European competition legislation, in particular State aid rules.	
Key actions	When
– Promote that EU programmes in policy areas relevant for people with disabilities will contain thematic funding opportunities (e.g. ESF, PROGRESS, LLP, FP7, Youth)	2011-2013
– Support research projects in the areas of environment, information society, transport and security under the FP7	2011-2013
– Promote the design and application of European co-funding instruments under shared management, in particular the Structural Funds (and the Microfinance facility), in an accessible and non-discriminatory way	2010-2015
– Prepare for input of new ESF design from 2014 onwards gathering information on the future of the ESF and its use for people with disabilities	2010-2013
– Prepare for input of new ERDF design from 2014 onwards gathering information on the future of the ERDF and its use for people with disabilities	2010-2013
– Update of toolkit on non-discrimination and accessibility in the structural funds	2011-2015
– Financial support for EU level NGOs of and for persons with disabilities	Ongoing

3. STATISTICS AND DATA COLLECTION AND MONITORING

Specific objective	
Supplement the collection of periodical disability-related statistics with a view to monitoring the situation of persons with disabilities (EU-SILC, LFS AHM, EHIS and EDSIM)	
Key actions	When
– Monitor the situation on disabled persons on the labour market through the 2011 LFS AHM on employment of persons with disabilities with an option to repeat the module after five years	2011-2012

– Develop and implement a specific EU wide survey on health and social integration based on a revised European Disability and Social Integration Module EDSIM with an option to repeat the module after five years	2012-2013
– Collate complementary information on activity limitations and activities of daily living through European Health Interview Surveys EHIS on a five-years basis, starting in 2014	2014
– Work with the Washington City Group and the Budapest Initiative for a common approach of disability statistics at international level	Ongoing
– Work towards a legal basis for a health and social integration survey implementing Regulation (EC) 1338/2008 on public health statistics	2013-2015
– Make use of the independent academic disability expert network to collect data on the situation of persons with disabilities in Member States and analyse relevant related policy and legislation.	Ongoing
<i>Monitor the role of disability in key Europe 2020 targets</i>	
– On the basis of statistics and data collection, establish disability-related indicators linked to the Europe 2020 targets for education, employment and poverty reduction: (1) Employment (% of persons with disabilities in the open labour market), linked to the target to raise the employment rate for women and men aged 20-64 to 75% (2) Poverty (% of persons with disabilities at risk of poverty), linked to the target to lift at least 20 million people out of the risk of poverty and exclusion (3) Education (% of persons with disabilities having completed tertiary education), linked to the target to raise the share of 30-34 years old having completed tertiary education to at least 40%	2013
<i>Promote independent monitoring of the implementation of the UNCRPD</i>	
– Make a proposal to establish a framework, including one or more independent mechanisms, with the aim of promoting, protecting and monitoring the implementation of the UNCRPD	2011
<i>Foster the effective implementation of the UNCRPD in Europe</i>	
– Regularly organise a work forum with the national and European implementation and monitoring mechanisms under the UNCRPD	2010-2015

– Organise training for legal and policy practitioners on legal matters related to the UNCRPD	2011-2012
<i>Monitor the European Disability Strategy 2010-2020</i>	
– Preparatory work for the report to the Committee on the Rights of persons with Disabilities on the implementation of the UNCRPD in Europe	2010-2015
– Report on the implementation of the European Disability Strategy 2010-2020 actions and propose an update	2013
– Publish and regularly update an on line table with key national and EU instruments for the implementation of the UNCRPD	2010-2015

**IMPLEMENTATION OF THE EUROPEAN DISABILITY STRATEGY 2010-2020:
ACTIONS TO COMPLY WITH THE UNCRPD OBLIGATIONS WITHIN EU
INSTITUTIONS**

The UN Convention is binding in its entirety on the EU institutions. Together with the other institutions, the Commission will screen the Convention to identify action needed within them, including recruitment of people with disabilities to the EU institutions and more accessible buildings, websites, ICT tools and documents.

Specific objective	
Screen the UN Convention to identify action needed within EU institutions to comply with its obligations	
Key actions	When
– Address employment matters of women and men with disabilities in the EU institutions	2010-2015
– Ensure that in the EU Institutions' recruitment process people with disabilities compete on an equal footing with non-disabled candidates, by improving the accessibility of test centres, IT tools and selection procedures and granting reasonable accommodation	Ongoing
– Improve accessibility of buildings, websites, events, ICT tools, applications and documents	2010-2015
– Create an inter-institutional group to coordinate the implementation of the UN Convention	Ongoing