



Brussels, 30 March 2026

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To:

Roxana Mînzatu, Executive Vice-President for Social Rights and Skills, Quality Jobs and Preparedness

Hadja Lahbib, European Commissioner for Humanitarian Aid and Crisis Management

Subject: For a Disability Employment Guarantee as flagship initiative of the enhanced Disability Strategy

Dear Executive Vice-President Mînzatu,

Dear Commissioner Lahbib,

We call on the European Commission to announce an **EU Disability Employment and Skills Guarantee** as part of the new actions in the upcoming Communication “Enhancing the strategy for the rights of persons with disabilities up to 2030.”

Only 52.7% of persons with disabilities in the European Union are employed, compared to 76.7% of persons without disabilities ([Eurostat, 2024](#)). This figure is lower for women with disabilities – only 49% – and for young persons with disabilities, who have an employment rate of only 47.4%.

In addition, Europe also has a very clear disability pay gap. Persons with disabilities in Europe earn significantly less than their counterparts without disabilities. Women with disabilities are again shown to fare worse.

EU employment policy, and the Guarantee, should also specifically address the significantly greater barriers to employment that persons with intellectual disabilities, psychosocial disabilities and disabilities that impact cognitive skills face.

That is why we demand an **EU Disability Employment and Skills Guarantee**, inspired by the successful Youth Guarantee.

The Disability Employment and Skills Guarantee should have allocated funding to:

- Give access to mainstream education, training and employment opportunities.

- Grant job opportunities in the open labour market (not in sheltered workshops).
- Offer support to assist companies and organisations in providing reasonable accommodations for the person at work.
- Ensure access to certification that can attest to the skills acquired by participants with disabilities.

Furthermore, it should:

- Be open to persons with disabilities of any age.
- Not affect people's eligibility to continue receiving disability allowance and other support from the State.
- Plan specific actions to support persons with psychosocial disabilities, intellectual disabilities and disabilities that impact cognitive function.

Ensuring equal access to employment is not only an obligation of the European Union under the UN Convention on the Rights of Persons with Disabilities. It is also key to ensuring an inclusive, competitive Europe.

Therefore, we call on the European Commission to announce this Guarantee as a flagship initiative in its upcoming Communication and to ensure its implementation as soon as possible.

Thank you for your attention.

Signatories

- European Disability Forum

European organisations

- [Autism-Europe](#)
- [Cerebral Palsy in the European Union Association](#)
- [European Blind Union](#)
- [European Dyslexia Association](#)
- [European Federation Hard of Hearing](#)
- [European ME Alliance \(EMEA\)](#)
- [European Union of the Deaf](#)
- [Inclusion Europe](#)
- [International Federation of Hard of Hearing Young People](#)
- [Alzheimer Europe](#)
- [Association for Research and Training on Integration in Europe](#)
- [Confederation of European Firms, Employment Initiatives and Cooperatives – Social Firms Europe](#)
- [European Association of Service Providers for Persons with Disabilities](#)
- [European Federation of Parents of Hearing Impaired Children](#)

- [European Ostomy Association](#)
- [Mental Health Europe](#)
- [Retina international](#)

Austria

- [Austrian Disability Council](#)
- [Austrian Federation of the Blind and Partially Sighted \(BSVÖ\)](#)
- [ÖZIV - Bundesverband für Menschen mit Behinderungen](#)
- [Lebenshilfe Österreich](#)
- [Down-Syndrom Austria](#)
- [Österreichische Vereinigung Morbus Bechterew](#)
- [Wien Work integrative Betriebe und AusbildungsgmbH](#)
- [OÖZIV - Fokus Mensch](#)
- [NAD Austria \(ÖGLB\)](#)
- [WAG Assistenzgenossenschaft](#)
- [Caritas Austria](#)
- [ÖSB - Österreichischer Schwerhörigenbund Dachverband](#)
- [Gehörlosenverband Niederösterreich](#)
- [Gemeinschaft Eltern und Freunde Hörgeschädigter](#)

Belgium

- [Vereniging voor Infantiele Encefalopatie, hersenverlamming vzw](#)
- [Bindweefsel \(Belgium\)](#)

Czechia

- [Czech National Disability Council](#)
- [Alliance for Individualised Support](#)

Denmark

- [Disabled Peoples Organisation Denmark](#)
- [CP Denmark](#)
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Estonia

- [Estonian Chamber of People with Disabilities - EPIKODA](#)
- [Tehisuurisega Isikute Ühing ESTILCO](#)

Finland

- [Åland Islands Disability Rights Federation](#)
- [Kanta-Hämeen Ilco ry](#)
- [Etelä-Pohjanmaan ilco](#)

France

- [Conseil Français des personnes Handicapées pour les affaires Européennes](#)

- [Fédération Française des Dys](#)
- [Dyslexiques de France](#)
- [Federation française des Dys](#)

Germany

- [Bundesarbeitsgemeinschaft Inklusionsfirmen e.V.](#)

Greece

- [National Confederation of Disabled People of Greece \(NCDP\)](#)
- [Cerebral Palsy Greece/Open Door](#)
- [Hellenic Federation of the Deaf](#)
- [Hellenic Retina Society \(H.R.S.\)](#)
- [Hellenic Federation of Accosiations for Rare Diseases \(H.F.A.-R.D.\)](#)
- Social Cooperative [KoiSPE Diadromes](#)
- [ASKLIPIADES – Rhodes Association of Disabled Personss](#)
- Association of Families & Friends for the Mental Health of Imathia
- [Pek Amea](#)
- Panhellenic Heart Disease Association
- Association of Parents, Guardians and Friends of Students and Graduates of People with Disabilities of the Evros Region "[FAROS AmeA](#)"
- [Amea Kavallas](#)
- ΝΟΜΑΡΧΙΑΚΟ ΣΩΜΑΤΕΙΟ ΚΑΡΔΙΤΣΑΣ ΑΜΕΑ
- [Περιφερειακή Ομοσπονδία ΑμεΑ Ηπείρου και Βορείων Ιονίων Νήσων](#)
- Association of Persons with Dsabilities of Evros Perfecture
- [Regional Federation of Persons with Disabilities of Eastern Macedonia and Thrace -Greece](#)
- Association of Paraplegic and Physically Disabled Persons of Pella Prefecture --Orfanidou Tsiftsaki Maria
- Maria Melachroini Selvi
- Association of Persons with Disabilities Rodopi
- [Parents' Association of People with Intellectual Disabilities \(E.G.N.Y.A.\) – Greece](#)
- [Association for the Support of Disability and Learning Difficulties of Cyclades “Dikaioma” \(Greece\)](#)
- [Association of Cancer Patients of Kilkis-Paionia](#)
- [Panhellenic Federation of Societies of Parents and Guardians of Disabled People](#)
- [ΣΥΛΛΟΓΟΣ ΑΥΤΙΣΜΟΥ ΛΑΡΙΣΑ](#)
- ΣΥΛΛΟΓΟΣ ΓΟΝΕΩΝ ΚΑΙ ΚΗΔΕΜΟΝΩΝ ΑΤΟΜΩΝ ΜΕ ΑΝΑΠΗΡΙΑ ΠΕ ΦΛΩΡΙΝΑΣ
- [PASPAMA](#) - Panhellenic Association of Thalassaemia and Sickle Cell Disease Patients
- ΟΜΙΛΟΣ ΟΤΕ
- [MARGARITA vocational training centre](#)

Ireland

- [Disability Federation Ireland](#)

Italy

- [Italian Disability Forum](#)
- [CBM Italy](#)
- [Fightthestroke Foundation](#)
- [Italian Union of the Blind and Partially Sighted](#)

Lithuania

- [Lithuanian Disability Forum](#)
- [Association GYVASTIS](#)
- Lithuanian welfare society of people with intellectual disability "VILTIS"
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Luxembourg

- [Info-Handicap – Conseil national des personnes handicapées](#)

Malta

- Malta Federation of Organisations for Persons with disabilities
- Center for the Rights of Persons with Disabilities (CRPD) - Malta

Portugal

- [Associação Ouvir](#)

Romania

- [Asociația București pentru Copii Dislexici](#)
- [Institutul Bucovina](#)
- [Asociația Pro ACT Suport](#)
- [Help and Advice Association](#)

Slovenia

- The [National Council of Disability Organizations of Slovenia](#)
- [ETRI](#)
- [Sonček – Cerebral Palsy Association of Slovenia](#)
- [Sonček - mariborsko društvo za cerebralno paralizo](#)

Slovakia

- [Slovak Disability Forum](#)

Spain

- [Spanish Committee of Representatives of Persons with Disabilities](#)
- [ONCE - Spanish National Organisation of the Blind](#)
- [Yuste Foundation](#)
- [Fundació Aspace Catalunya](#)
- [Fundació Drissa](#)

Sweden

- The [Swedish Disability Rights Federation](#)
- [Newcomers with Disabilities in Sweden](#)
- [Swedish Association of Asthma and Allergy](#)
- [Hörselskadades riksförbund](#)
- [Swedish National Association DHB](#)
- [RBU, riskförbundet för rörelsehindrade barn & ungdomar](#)
- [Swedish Cystic Fibrosis Association](#)
- [Mag- och tarmförbundet](#)
- [Rare Diseases Sweden](#)
- [Riksförbundet FUB](#)
- [Svenska Epilepsiförbundet](#)
- [Osteoporosförbundet](#)
- [Neuroförbundet](#)
- [Swedish Diabetes Association](#)
- [RG Aktiv Rehabilitering](#)
- [Riksförbundet för Social och Mental Hälsa, RSMH](#)
- The [Swedish Rheumatism Association](#)
- [PIO, Primär immunbristorganisationen](#)

The Netherlands

- [Ieder\(in\)](#)
- [Impuls & Woortblind](#)
- [Oogvereniging](#)

Iceland

- [Heyrnarhjalp](#)

Ukraine

- Non-governmental organization Vinnytsia City Organization of Social Development and Formation of Certain Vulnerable Categories of Youth "Parostok"

Georgia

- Aures Foundation

Turkey

- [Dyscalculia Association-Turkiye](#)