(English version)

Question for written answer E-002694/25
to the Commission
Valentina Palmisano (The Left)
(2 July 2025)

Subject: Labour market inclusion of persons with disabilities in Italy and application of Directive 2000/78/EC

According to the XXVI CNEL Report on the Labour Market (2023) in Italy, only 33% of people with disabilities of working age are in employment, compared to 62% of the general population. The gap is even more pronounced among women and young people with disabilities, who experience multiple forms of exclusion. Although Directive 2000/78/EC lays down clear obligations for employers, particularly regarding the introduction of 'reasonable accommodation', many Italian companies continue to offer jobs that are clearly inaccessible to the disabled (e.g. crane operators, welders, lift technicians), thereby undermining the principle of equal opportunities.

Besides this, Italian Law 68/1999, which sets mandatory recruitment quotas for persons with disabilities, is often circumvented through legal loopholes and fictitious offers of employment. Collective agreements rarely contain inclusion clauses and lack effective monitoring and sanction mechanisms.

In the light of the above, can the Commission answer the following questions:

1. Does it consider that Italy is fully complying with the obligations laid down in Directive 2000/78/EC on employment and disability?

2. Will it launch new checks on compliance with the obligation on reasonable accommodation and effective inclusion in the labour market?

3. Is it contemplating a reinforcement of the conditions for access to European funds linked to the adoption of inclusive practices?

Submitted: 2.7.2025

Answer given by Ms Lahbib on behalf of the European Commission
(22 August 2025)

The EU legislation mentioned by the Honourable Member, namely Council Directive 2000/78/EC, ([1]) has been correctly transposed in Italian national legislation.

The Commission remains committed to monitor the effective application of the directive in Italy and all other Member States, including the obligation to provide reasonable accommodation for persons with disabilities. There are no open infringement procedures on the directive.

The Commission is currently preparing a report for the European Parliament and the Council on the application of the directive, to be published in the first semester of 2026.

To support the labour market inclusion of persons with disabilities, the Commission has issued the Disability Employment Package, ([2]) namely a set of guidelines, instructions, and model practices for employers.

The guidelines cover all stages of employment, from recruitment through retention and return to work. A dedicated guideline, translated in all EU languages provides detailed explanations, methods, and model examples, including the cost of the provision of reasonable accommodation in employment. ([3])

To further support the implementation of the guidelines, the Commission has launched the transnational social innovation call. ([4])

([1]) Council Directive 2000/78/EC of 27 November 2000 establishing a general framework for equal treatment in employment and occupation, OJ L 303, 2.12.2000, p. 16-22, available at https://eur-lex.europa.eu/legal-content/EN/TXT/?uri=celex%3A32000L0078.
([2]) https://employment-social-affairs.ec.europa.eu/policies-and-activities/eu-employment-policies/disability-employment-package_en.
([3]) https://op.europa.eu/en/publication-detail/-/publication/f3f79e30-23c7-11ef-a195-01aa75ed71a1/language-en.
([4]) https://socialinnovationplus.eu/call/esf-si-2025-dep-01/.