

# **Conclusions from the Conference on Women and Disabilities, held on the occasion of the Spanish Presidency of the Committee of Ministers of the Council of Europe - León 12 and 13 February 2009**

The closing session of the Conference on Women and Disabilities, Access to training and employment, in which 17 European countries have participated, the Council of Europe and the participating countries have submitted the following conclusions that have been adopted as:

## **The León Agenda:**

- 1.- We must reinforce the perspective of gender and disability horizontally in all policies.
- 2.- It is necessary to encourage studies to analyse the situation of women and girls with disabilities in different areas of social life, as well as gaining reliable statistical data that includes the disability variable and the gender element.
- 3.- We consider it vital to design particular actions and specific schemes aimed at women with disabilities, relying on their participation in the design of such measures.
- 4.- We propose organising campaigns aimed at encouraging the presence and improving the image of women and girls with disabilities in the media and advertising in general.
- 5.- It is necessary to establish an assessment and monitoring system for all the measures adopted to improve the situation of women with disabilities in different countries, in order to check the effectiveness of the actions taken and to assume other new commitments in the future.
- 6.- Women with disabilities should have access to a job suited to their capacities, through positive action measures if necessary. It would also be desirable to provide an incentive to trade unions and business organisations to establish social responsibility and the recruitment and promotion of women with disabilities as a corporate strategy.
- 7.- Member States should promote schemes and measures to increase the personal and professional skills of women with disabilities so that they are able to gain access to more competitive posts in the current jobs market.
- 8.- The personal needs of women and girls with disabilities have to be taken into account, providing auxiliary devices and technical aid as a support for activities in their daily lives, schooling and access to the whole educational process, including university education and employment.
- 9.- Member States should help and support the participation of women with disabilities in decision making processes and in social life. Their active participation is essential for this. Participatory democracy demands the inclusion of equality policies in all areas of government.
10. We the public authorities should provide women with disabilities with the right channels to actively participate in decisions that affect their present or future, with responsibility and with the backing of international bodies and their Member States.