

**Written submission to the draft General Comment on Article 27**

***Submitted by: Associazione Comunità Papa Giovanni XXIII (APG23)***

***NGO in Special Consultative Status***

*Geneva, 03 December 2021*

Associazione Comunità Papa Giovanni XXIII (APG23) welcomes the draft of the general comment on the article 27 on the right of persons with disabilities to work and employment and wishes to take the opportunity to contribute to its development in response to the request for written submissions to the Committee on the rights of persons with disabilities (CRPD).

APG23 advocates for the full recognition of the dignity and rights of persons with disabilities and their fundamental role in building a new humanity and society.

Concerning paragraph 72 /c we suggest to include this paragraph:

Promote knowledge and awareness of disabilities in public and private small or big enterprises through employees training in order to facilitate the inclusion of persons with disabilities in workplaces.

We suggest considering the introduction of a specific position such as the Disability Manager that should focus on facilitating the inclusion of persons with disabilities in the workplace in relation to the development of a conducive environment.

Furthermore, in the workplaces the use of the sign language should be introduced to facilitate inclusion of persons deaf and dumb. In this regard specific training should be conducted in the workplaces.

In addition, APG23 thinks that it is crucial to highlight that the persons with disabilities have the right to work as any other person and that their inclusion in the workplace means to recognize their essential role in society.

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