

1. Introduction	
a. <i>The Series – Remarks by the editors</i> Annika Pabsch & Petra Söderqvist	6
b. <i>Welcome</i> Dr Markku Jokinen	7
(President, European Union of the Deaf)	
c. <i>Foreword</i> Yannis Vardakastanis	8
(President, European Disability Forum)	
d. <i>About the editors</i>	9
e. <i>Acknowledgements</i>	10
f. <i>Executive Summary</i>	11
g. <i>Article 27 UNCRPD</i>	12
2. Reasonable Accommodation: A Tool for Achieving Equality in the 21st Century	14
Piers Gooding & Shivaun Quinlivan (National University of Ireland, Galway)	
3. Enabling reasonable accommodation and work for people with disabilities	28
Maria Luisa Cabral (Head of Unit Rights of Persons with Disabilities, European Commission)	
4. Trade union rights for all! Application of UNCRPD Article 27 - Work and Employment: A trade union perspective	33
Ellen Nygren (Advisor, European Trade Union Confederation)	

- 5. A Deaf youth perspective on employment in Europe -
An EUDY article 41**
Dennis Hoogeveen
(Executive Director, European Union of the Deaf Youth)
- 6. The business case for hiring persons with disabilities 52**
Susanna Laurin
(CEO, Funka)
- 7. Deaf people and employment – A survey analysis 60**
Annika Pabsch
(former Policy Officer, European Union of the Deaf)
- 8. European Level**
- a. *EASPD Employment For All Award* 68
Sabrina Ferraina
(Researcher and Policy Officer, European Association of Service
providers for Persons with Disabilities)
- b. *EUD – A fully signing working environment* 74
Mark Wheatley
(Executive Director, European Union of the Deaf)
- c. *CBM - A diverse employer* 81
Julie Body
(Administrative Assistant, CBM - EU Liaison Office)
- 9. National & Regional Level**
- a. *Reflecting society in employment* 87
Aske Gott Sørensen
(Communicator, Danish Crown, Denmark)
- b. *Latvian Association of the Deaf Rehabilitation Centre* 91
Edgars Vorslovs
(President, Latvian Association of the Deaf, Latvia)

- c. *Employment and deaf people in Spain:
A perspective from the deaf associative movement* 104
Alfredo Gómez Fernández
(Executive Director, Andalusian Federation of
Associations for the Deaf, Spain)

- d. *Work and employment from a Swedish perspective* 114
Louise "Lolo" Danielsson
(Board Member, Swedish National Association of the Deaf,
Sweden)

- 10. Towards inclusive labour markets** 131
Pierre Baussand
(Director, Social Platform)