**DA4YOU O5**

**Political democratic participation**

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## 1 Introduction

The digitalisation of society is providing increased opportunities for people with disabilities to participate in the political debate and making their voices heard. At the EU-level, accessibility has been strengthened in recent years.

With the enforcement of the EU Web Accessibility Directive, people with disabilities will have the right to receive public sector content in an accessible format, but the inclusion does not stop there. In addition, disabled persons organisations will be involved in the selection of which services are to be prioritised for monitoring, which means people with disabilities are going to influence the development of the directive. Through the feedback mechanism, end users with disabilities have a practical tool for everyday empowerment when it comes to having a real impact on the level of accessibility of public sector’s websites, documents and apps.

In the DA4You project, the right digital accessibility is the basis for participation. Legislation may seem boring and difficult, but recent legal improvements can change the opportunities for young people with disabilities participate to participate in the digital society. Therefore, the project has as one of its main objectives to train young people with disabilities about their rights to information and online services.

To make sure the document is readable to the average reader, the document is referring to laws, regulations and standards by linking to the actual source of information instead of repeating it in the document.

The document describes the policy and legislation supporting the political democratic digital participation for people with disabilities at the EU-level as well as at national level in Denmark, Sweden and the UK.

We hope you will find it useful.

## 2 EU-level policy

At EU-level, the UN Convention on the Rights of Persons with disabilities (UNCRPD) is the baseline for all actions around people with disabilities. Based on the convention, EU develops strategies to make sure the aim of the convention is made into action points. From the strategic documents, regulations, research and other initiatives can be created.

### 2.1 The United Nations Convention on the Rights of Persons with Disabilities

The United Nations Convention on the Rights of Persons with Disabilities (UNCRPD) is the first international, legally binding instrument setting minimum standards for rights of people with disabilities, and the first human rights convention to which the EU has become a party.

For the EU, the convention entered into force on 22 January 2011. All EU Member States have signed and ratified the convention. 22 EU countries have also signed and ratified its optional protocol in January 2019.

The UN Convention on the Rights of Persons with Disabilities affirms that all the State Parties should take measures that enable people with disabilities to be independent, have and uphold physical and mental health and to fully participate in the society. They are required to protect the rights of people with disabilities and ensure that they enjoy full equality under the law. The Article 9 of the convention addresses accessibility specifically. It entails all the State Parties to take the necessary measures that people with disabilities have access to physical environment, information and communication on equal basis with others.

The main elements of the UN Convention are reflected in the European disability strategy 2010-2020.

[Information about the UNCRPD including ratifications](https://www.un.org/development/desa/disabilities/convention-on-the-rights-of-persons-with-disabilities.html)

[Full text of the UNCRPD](https://www.un.org/development/desa/disabilities/convention-on-the-rights-of-persons-with-disabilities/convention-on-the-rights-of-persons-with-disabilities-2.html)

### 2.2 European disability strategy

The policy work on disability related issues in the EU is described in the European disability strategy, which in turn is based on the UN Convention on the Rights of Persons with Disabilities (UNCRPD). The European disability strategy aims to promote a barrier-free Europe and at empower people with disabilities so that they can enjoy their rights and participate fully in society and economy.

It describes a set of objectives and actions for the implementation of the disability policy at the EU level. It also supports Member States in their implementation of the Convention.

The European disability strategy 2010-2020 focuses on actions in eight priority areas:

1. **accessibility**: make goods and services accessible to people with disabilities and promote the market of assistive devices
2. **participation**: ensure that people with disabilities enjoy all benefits of EU citizenship, remove barriers to equal participation in public life and leisure activities, promote the provision of quality community-based services
3. **equality**: combat discrimination based on disability and promote equal opportunities.
4. **employment**: increase the participation of people with disabilities in the labour market, where they are currently under-represented
5. **education and training**: promote inclusive education and lifelong learning for students and pupils with disabilities. Equal access to quality education and lifelong learning enable disabled people to participate fully in society and improve their quality of life
6. **social protection**: promote decent living conditions, combat poverty and social exclusion
7. **health**: promote equal access to health services and related facilities
8. **external action:** promote the rights of people with disabilities in the EU enlargement and international development programmes

The Disability Strategy has led to initiatives covering legislation and promotion of research. In this document, only initiatives on digital accessibility are included.

[European Disability Strategy](https://eur-lex.europa.eu/legal-content/EN/TXT/HTML/?uri=CELEX:52010DC0636&from=EN)

## 3 EU-level Legislation

There are two levels of EU-legislation; regulations and directives. A regulation is a binding legislative act that covers all member states directly. A directive can either set goals or minimum requirements that all member states have to transpose into national legislation. For minimum harmonisation directives, the member states must implement the minimum requirements set by the EU into their national legislation, but they are free to go beyond the minimum.

Most EU member states have national anti-discrimination laws covering different aspects of discrimination including accessibility. A handful of member states have had specific web accessibility legislation before the EU decided to harmonise the situation in a series of directives.

Today, all member states - and the UK - share the same minimum requirements for web accessibility in public sector.

The EU has moved forward with three important directives impacting the digital life of persons with disabilities:

* The Procurement Directive, which seek to ensure greater inclusion of common societal goals in the procurement process.
* The Web Accessibility Directive, which will make public websites accessible to all.
* The European Accessibility Act, which sets accessibility requirements for products and services.

### 3.1 Procurement Directive

The Procurement Directive (2014/24/EU) was transposed into national legislation in 2017. It covers public procurement over the threshold and increases the requirements for accessibility in public procurement compared to earlier versions.

The enforcement of the directive will be further supported by the European Accessibility Act, see below.

The increased requirements for accessibility are found in Article 42:1

”For all procurement which is intended for use by natural persons, whether general public or staff of the contracting authority, the technical specifications shall, except in duly justified cases, be drawn up so as to take into account accessibility criteria for persons with disabilities or design for all users.

Where mandatory accessibility requirements are adopted by a legal act of the Union, technical specifications shall, as far as accessibility criteria for persons with disabilities or design for all users are concerned, be defined by reference thereto.”

[DIRECTIVE 2014/24/EU](https://eur-lex.europa.eu/legal-content/EN/TXT/HTML/?uri=CELEX:32014L0024&from=EN)

### 3.2 Web Accessibility Directive

The Web Accessibility Directive (2016/2102/EU) was transposed into national legislation in 2018. It requires public sector organisations and bodies governed by public law (organisations that are more than 50 percent publicly owned, financed or managed by the public sector) in EU member states to comply with minimum accessibility requirements.

The directive covers

* Websites
* Intranets
* Extranets
* Documents
* Apps

with a limited number of exceptions, see below.

The directive refers to minimum requirements in the EN301549 as presumed conformance.

The directive also requires the public sector bodies to offer a feedback mechanism which the users can use to flag accessibility problems or to ask for the information in an alternative – accessible - format, see below.

In each Member State, monitoring must be performed according to specific implementation acts. The monitoring results are reported to the Commission, the first time being by 23 December 2021.

**Grace periods**

After a law enters into force, the organisations covered by the legislation have time to make sure they follow the new rules. This period of time is called Grace period.

All websites, intranets, extranets and documents have to comply with the minimum requirements by 23rd of September 2020. Apps are due 23rd of June 2021.

The Directive does not apply to:

* documents published before 23 September 2018, unless such content is needed for active administrative processes
* pre-recorded videos, podcasts etc published before 23 September 2020
* live videos, podcasts etc
* online maps and mapping services, as long as essential information intended for navigational use is provided in an accessible format
* third-party content that is not funded, developed by or under the control of the public sector body
* reproductions of items in heritage collections
* content only available for closed groups, published before 23 September 2019, until such websites undergo a substantial revision
* archives only containing content that is not updated or edited after 23 September 2019

**Accessibility Statement**

The public sector body must declare its accessibility status. The Accessibility Statement should be detailed, comprehensible and clear and follow the template provided by the European Commission or the national monitoring agency.

**Disproportionate burden**

If the public sector body claims disproportionate burden, the size, resources and nature of the organisation will be considered. The estimated costs and benefits for the organisation in relation to the estimated benefits for persons with disabilities, based on the frequency and duration of the use of the specific website, service or app will also be taken into account.

**Feedback mechanism**

The feedback mechanism of the directive is one out of three enforcement pillars, the others being monitoring and self-declaration (accessibility statement). Through the feedback mechanism, end users with disabilities have the right to receive content in an alternative format, should the website not be accessible in itself. By using the feedback mechanism, ends users with disabilities have the opportunity to provide constructive information about the accessibility problems they encounter.

[DIRECTIVE (EU) 2016/2102](https://eur-lex.europa.eu/legal-content/EN/TXT/HTML/?uri=CELEX:32016L2102&from=EN)

### 3.3 European Accessibility Act

The European Accessibility Act (2019/882), often abbreviated to EAA, is a directive that will enter into force in the member states by 2022. The act covers the private sector and focus on certain accessible products and services that have been identified as being most important for persons with disabilities.

These products and services include:

* computers and operating systems
* ATMs, ticketing and check-in machines
* smartphones
* TV equipment related to digital television services
* telephony services and related equipment
* access to audio-visual media services such as television broadcast and related consumer equipment
* services related to air, bus, rail and waterborne passenger transport
* banking services
* e-books
* e-commerce

The European Accessibility Acta has similar enforcement procedures as the Web Accessibility Directive, such as documentation and monitoring. There are different grace periods for specific products and services. As the implementation acts are not yet published and the directive is currently under transposition, the details remain to be determined.

[DIRECTIVE 2019/882](https://eur-lex.europa.eu/legal-content/EN/TXT/HTML/?uri=CELEX:32019L0882&from=EN)

## 4 The minimum requirements are set in standards

For the legislation to be stable over time, it sets out the goal, but the technical requirements are specified in standards. This means that the law covers the WHAT, for example ”websites must be accessible” whereas the standards covers the HOW, for example ”websites must comply with this standard”.

Standards are developed by a group of different stakeholders representing consumers (often called end users in the accessibility context), industry, public sector and research.

In the EU, member states have national standardisation bodies who are members in the European Committee for Standardization (CEN) and/or the European Committee for Electrotechnical Standardization (CENELEC). These two standardisation bodies are managed jointly and commonly referred to as CEN/CENELEC.

The telecoms industry is represented by the European Telecommunications Standards Institute (ETSI).

Only standards developed by these three organisations are recognised as Harmonised European Standards (ENs), supporting European regulation and legislation.

[CEN/CENELEC](https://www.cencenelec.eu/Pages/default.aspx)

[ETSI](https://www.etsi.org/)

### 4.1 EN301549

The European standard ”EN301549 v.2.1.2 Accessibility requirements for ICT products and services” acts as the presumed conformance to the minimum requirements of the Web Accessibility Directive. The EN301549 contains functional performance statements and technical specifications for ICT in a broad sense. In addition to the web, the standard covers, among other things, vending machines, telephones and computers. It is probably the most comprehensive standard for ICT accessibility in the world and it has been developed in close collaboration with USAccessboard to correlate as far as possible with the American requirements.

The standard is divided into Clauses, which can be seen as chapters. Clause 4 covers the functional performance statements, which means the different use cases of people with disabilities using ICT. Clause 5 covers the general requirements, and the following chapters are dedicated to different parts of ICT such as hardware, software, web etc.

In Annex A of the EN301549, the relationship between the EN-standard and the requirements of the Web Accessibility directive is mapped.

Annex B covers the relationship between the functional performance statements and the technical requirements, and can be used to support the reader in understanding what noncompliance may mean to different user groups.

When it comes to the technical requirements for web accessibility, the EN301549 is referring to the international standard WCAG 2.1 AA.

[EN301549 v.2.1.2](https://www.etsi.org/deliver/etsi_en/301500_301599/301549/02.01.02_60/en_301549v020102p.pdf)

#### 4.2 Web Content Accessibility Guidelines (WCAG)

The Web Content Accessibility Guidelines, often called WCAG, is a set of technical requirements for web accessibility. WCAG is based on four principles; perceivable, operable, understandable, and robust, which set out the overall areas the standard is covering. Under these principles*,* there are guidelines providing the basic goals for making content more accessible. These guidelines can be seen as chapters. For each guideline, there are success criteria, which equals the technical requirements. At the most granular level, there are **Sufficient and Advisory Techniques, aiming to support the reader into understanding the requirements and how to meet them.**

The WCAG success criteria are presented in three levels; A, AA and AAA. In the EU, the minimum requirements are at the AA level. This means that success criteria at level A and AA must be met to comply with the minimum requirements of the EU-directives.

[WCAG 2.1](https://www.w3.org/TR/WCAG21/)

## 5 National level: Denmark

### 5.1 UNCRPD

On 24 August 2009, Denmark ratified the UN Convention on the Rights of Persons with Disabilities (UNCRPD). The Danish Institute for Human Rights, a state-owned independent body, has been tasked with supporting and monitoring the implementation of the convention.

[Danish Institute for Human Rights (in English)](https://www.humanrights.dk/)

### 5.2 Responsibility for carrying out disability policy

Although disability policy is considered a cross-sectoral responsibility for the Danish government, it is formally coordinated by the Ministry for Social and Internal Affairs.

The Danish Disability Council (Det Centrale Handikapråd, DCH), which was established by the Danish Parliament in 1980, also plays a key role. It advises public sector bodies on disability-related issues and monitors the field. Together, the Ministry and the DCH have formulated four basic principles for Danish disability policy:

* Equality – Everyone should have the same opportunities, regardless of disability.
* Compensation – Society has a responsibility to compensate or otherwise address barriers that prevent persons with disabilities from participating on equal terms.
* Sectoral responsibility – All public sector bodies have a responsibility to ensure accessibility and integrate disability rights in their policy development.
* Solidarity – Social services should be paid for through taxes and be provided free at the point of use to citizens.

[Ministry for Social and Internal Affairs (in Danish)](https://sim.dk/arbejdsomraader/handicap/handicappolitik/de-danske-grundprincipper-paa-handicapomraadet/)

[The Danish Disability Council (in English)](https://dch.dk/english)

### 5.3 Anti-discrimination

In 2018, a new law prohibiting discrimination based on disability entered into force. The law applies to both public and private sector organisations. However, the law does not require organisations to make reasonable adjustments or guarantee accessibility. This is made explicit in paragraph 3.

[Lov om forbud mod forskelsbehandling på grund af handicap (in Danish)](https://www.retsinformation.dk/eli/lta/2018/688)

### 5.4 Web Accessibility Directive

The EU Web Accessibility Directive (2016/2102) was transposed into Danish law in June 2018. The law appoints The Agency for Digitisation (Digitaliseringsstyrelsen) as monitoring body.

[Lov om tilgængelighed af offentlige organers websteder og mobilapplikationer (in Danish)](https://www.retsinformation.dk/eli/lta/2018/692)

Before this law entered into force, web accessibility requirements followed from a 2006 law mandating the use of open standards for public sector software. This law was ultimately a cost-saving measure.[[1]](#footnote-1) Following passage of the open standards law, the National IT and Telecom Agency specified seven standards to be used in public sector IT solutions. Among them was the latest version of WCAG, level AA.[[2]](#footnote-2) The law and the specified standards were given further effect in late 2007, when the regions and municipalities agreed to implement these standards too.[[3]](#footnote-3) This framework served as the basis for Denmark’s WAD transposition.

### 5.5

The EU Procurement Directive (2014/24/EU) was transposed into Danish law at the end of 2015. Paragraph 40, section 3, sets out requirements for accessibility or design for all users.

[Udbudsloven (in Danish)](https://www.retsinformation.dk/eli/lta/2015/1564)

### 5.7 Language

Plain language is not a legal requirement in Denmark, but the Danish Language Council (Dansk Sprognævn) advises public and private sector organisations on clear communication practices. The Danish Language Council is a government body under the Ministry of Culture. It also includes the Danish Sign Language Council, which is tasked with promoting and documenting Danish sign language.

[Law establishing both bodies: Bekendtgørelse af lov om Dansk Spognævn (in Danish](https://www.retsinformation.dk/eli/lta/2015/217))

### 5.8 Working environment

The law on compensation for disabled persons in employment provides for workplace adjustments and assistive technologies for persons with disabilities, including those within supported employment schemes.

<https://www.retsinformation.dk/eli/lta/2020/108>

## 6 National level: Sweden

#### 6.1 UNCRPD

Sweden ratified the UNCRPD in 2008. While government bodies have a responsibility to comply with the convention, it is primarily given effect through existing law. The Swedish Agency for Participation has been tasked with supporting and monitoring the implementation of the convention.

[Myndigheten för delaktighet (in Swedish)](http://www.mfd.se/)

#### 6.2 Discrimination Act

The Swedish Discrimination Act was updated in 2015 to also cover lack of accessibility as discrimination. The law is based on equal rights and opportunities regardless of sex, transgender identity or expression, ethnicity, religion or other belief, disability, sexual orientation or age. The focus of the act is the labour market and education.

[Discrimination Act (in English)](file:///Users/susanna/Library/Mobile%20Documents/com~apple~CloudDocs/Desktop/6%20sep/Projekt/1%20Pågående/100040%20DA4You/Deliverables/Sara/Discrimination%20Act)

### 6.3 Web Accessibility Directive

The EU Web Accessibility Directive (2016/2102) was transposed into Swedish law in December 2018. The law appoints The Agency for Digital Government (DIGG) as monitoring body.

[Lag om tillgänglighet till digital offentlig service (in Swedish)](https://www.riksdagen.se/sv/dokument-lagar/dokument/svensk-forfattningssamling/lag-20181937-om-tillganglighet-till-digital_sfs-2018-1937)

Before this law entered into force, web accessibility requirements followed from a 2001 ordinance for public sector to support the Swedish disability strategy by making sure people with disabilities is included in society when it comes to buildings, business and information. No enforcement was in place

[Förordning om de statliga myndigheternas ansvar för genomförandet av handikappolitiken (in Swedish) (2001:526)](http://www.riksdagen.se/sv/Dokument-Lagar/Lagar/Svenskforfattningssamling/Forordning-2001526-om-de-st_sfs-2001-526/)

### 6.4 Public procurement

The EU Procurement Directive (2014/24/EU) was transposed into Swedish law at the end of 2016. Chapter 9, paragraph 2, covers the requirements for technical specifications for people with disabilities.

[Lagen om offentlig upphandling](https://www.riksdagen.se/sv/dokument-lagar/dokument/svensk-forfattningssamling/lag-20161145-om-offentlig-upphandling_sfs-2016-1145)

#### 6.5 Language Act

The objectives for Swedish language policy are specified in the Language Act (2009: 600), which entered into force on 1 July 2009. The purpose of the law is above all to clarify the position of Swedish and other languages in Swedish society. Authorities and other public organizations have a special responsibility for the use and development of Swedish. The same responsibility applies to the promotion of the national minority languages and of the Swedish sign language.

The law states that language of public services should be cared for, simple and understandable.

[Språklag (in Swedish) (2009:600)](http://www.riksdagen.se/sv/Dokument-Lagar/Lagar/Svenskforfattningssamling/Spraklag-2009600_sfs-2009-600/)

6.6 Working environment  
The Work Environment Act states, among other things, that the employer must take into account the employee's special conditions for work by adapting working conditions or taking other appropriate measures. When planning and arranging the work, the employer must take into account that people's conditions for performing tasks are different.

[Arbetsmiljölagen (1977:1160)](http://www.riksdagen.se/sv/Dokument-Lagar/Lagar/Svenskforfattningssamling/Arbetsmiljolag-19771160_sfs-1977-1160/)

## 7 National level: UK

### 7.1 UNCRPD

The United Kingdom ratified the UNCRPD in 2009. While government bodies have a responsibility to comply with the convention, it is primarily given effect through existing law. Strategies developed by devolved governments.

### 7.2 Responsibility for carrying out disability policy

The Disability Unit of the Cabinet Office coordinates disability policy at the national level, including overseeing compliance with the UNCRPD. The Disability Unit is currently working on a National Strategy for Disabled People.

In addition to this, the devolved governments within the UK pursue their own disability policies.

### 7.3 Anti-discrimination

In 2010, the UK replaced all previously existing anti-discrimination legislation with the Equality Act. This established a common framework for all discrimination grounds, including disability. Previously, discrimination against disabled persons was proscribed by the Disability Discrimination Act 1995, and before that the Chronically Sick and Disabled Persons Act 1978.

Some further rights are secured by the Human Rights Act (HRA) 1998, which gives effect to the European Convention of Human Rights (ECHR) in British law.

Healthcare is a devolved issue in the UK, meaning that different laws apply regarding patient rights and mental capacity in England, Wales, Scotland and Northern Ireland. Among these are:

* Mental Health (England and Wales) Act 1983
* Mental Health (Northern Ireland) Order 1986
* Adults with Incapacity (Scotland) Act 2000
* Community Care and Health (Scotland) Act 2002
* Mental Health (Care and Treatment) (Scotland) Act 2003
* Mental Capacity Act (England and Wales, 2005)
* Patient Rights (Scotland) Act 2011

[About the Equality Act](https://www.gov.uk/guidance/equality-act-2010-guidance)

[Equality Act, full text](https://www.legislation.gov.uk/ukpga/2010/15/contents)

[Human Rights Act](https://www.legislation.gov.uk/ukpga/1998/42/contents)

### 7.4 Web Accessibility Directive

The Web Accessibility Directive has been transposed into British law in 2018.

Transposition took place before the United Kingdom’s departure from the EU. In principle, the entire acquis of EU law will be converted into UK law upon completion of the withdrawal procedure.

[Public Sector Bodies (Websites and Mobile Applications) (No. 2) Accessibility Regulations](https://www.legislation.gov.uk/uksi/2018/952/made)

Before this regulation, there was no specific British law on web accessibility. However, the Equality Act 2010 – discussed below – requires public sector bodies to make reasonable adjustments for disabled persons. This includes providing information ‘in an accessible format.’[[4]](#footnote-4) There is also some precedent of legal action being brought against organisations due to poor accessibility.[[5]](#footnote-5)

### 7.5 Public procurement

The EU Procurement Directive and its accessibility provisions have been transposed into British law at both the national and devolved levels through the following instruments:

1. [PUBLIC PROCUREMENT, The Public Contracts Regulations 2015.](https://eur-lex.europa.eu/legal-content/EN/TXT/?uri=NIM:225127)

Official publication: Administrative measures ; Publication date: 2015-02-26

1. [PUBLIC PROCUREMENT, The Public Contracts Regulations 2015.](https://eur-lex.europa.eu/legal-content/EN/TXT/?uri=NIM:225124)

Official publication: Her Majesty's Stationery Office (HMSO) ; Number: 2015/102

1. [The Public Contracts (Scotland) Regulations 2015](https://eur-lex.europa.eu/legal-content/EN/TXT/?uri=NIM:234462)

Official publication: Her Majesty's Stationery Office (HMSO) ; Number: 2015 No. 446 ; Publication date: 2015-12-18 ; Page: 00001-00116

1. [The Public Contracts (Scotland) Amendment Regulations 2016](https://eur-lex.europa.eu/legal-content/EN/TXT/?uri=NIM:234579)

Official publication: Her Majesty's Stationery Office (HMSO) ; Number: 2016 No. 47 ; Publication date: 2016-01-28 ; Page: 00001-00004

1. [Procurement (Public Sector Contracts) Regulations 2016](https://eur-lex.europa.eu/legal-content/EN/TXT/?uri=NIM:236908)

Official publication: Gibraltar Gazette ; Number: *4255* ; Publication date: 2016-04-18 ; Page: 00001-00944

1. [Second Supplement to the Gibraltar Gazette Procurement (Public Sector Contracts)(Amendment) Regulations 2019](https://eur-lex.europa.eu/legal-content/EN/TXT/?uri=NIM:270930)

Official publication: Gibraltar Gazette ; Number: LN 024 of 2019 ; Publication date: 1001-01-01

### 7.6 Language

By convention, though not by law, public sector bodies in the UK are expected to use plain language in their communication. The Plain English Campaign has been a driving force behind this development since the 1970s, awarding the Crystal Mark and Internet Crystal Mark to communication and websites that meet their excellence benchmarks.

### 7.7 Working environment

Under the Equality Act 2010, employers have a duty to address obstacles that workers with disabilities may face – though only when such steps can be considered reasonable. This is usually referred to as making “reasonable adjustments”.

1. Folketingsbeslutning B 103 af 2.6.2006 om anvendelse af åbne standarder for software i det offentlige. [↑](#footnote-ref-1)
2. IT- og Telestyrelsen. 2007. *Vejledning om anvendelse af obligatoriske, åbne standarder for software i det offentlige* (report). Videnskabsministeriet, p. 22. [↑](#footnote-ref-2)
3. *Aftale om anvendelse af åbne standarder for software i det offentlige, oktober 2007.* Available at the Agency for Digitisation, <https://www.digst.dk/~/media/Files/Arkitektur-og-data/Aabne-standarder-vejledning/Aftale-om-anvendelse-af-abne-standarder-for-software-i-det-offentlige.pdf> . [↑](#footnote-ref-3)
4. Equality Act 2010 (c.15). London: HMSO. s.20(6). [↑](#footnote-ref-4)
5. See e.g. Latif v Project Management Institute [2007] All ER (D) 148 (May). [↑](#footnote-ref-5)