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Employment of disabled people from the perspective of international law

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Abstract

More than one billion people in the world, i.e, 15% of the world population live with the various forms of disabilities and facing various problems such as the problem of employment and wages. This has led to more unemployment among these people than the non-disabled persons, and discrimination against persons with disabilities in various aspects of life including their employment takes negative personal, social and economic effects. So far, the international community has taken important steps to solve these problems so that people with disabilities can enjoy equal opportunities, and after using educational and job services and also pass the occupational rehabilitation process, they can choose the appropriate job and achieve the economic independence. For this purpose, the United Nations general assembly and the international labor organization have taken great measures, which in some cases are binding. These documents include the international convention on the Rights of people with disabilities, adopted by the United Nations general assembly, as well as the ILO conventions and Recommendations, which many different tasks have been assigned to governments to support the employment of disabled people. In this article, we decided, while identifying disability issues and the problems of the employment of persons with disabilities, to answer these questions what are the international documents to support the employment of disabled people? And are these documents binding? At the end of the article, we looked at the comprehensive law on the rights of people with disabilities approved by the Islamic consultative assembly of Iran.

Keywords

Disabled people, Vocational rehabilitation, Convention on the Rights of Persons with Disabilities, International Labor Organization, Discrimination