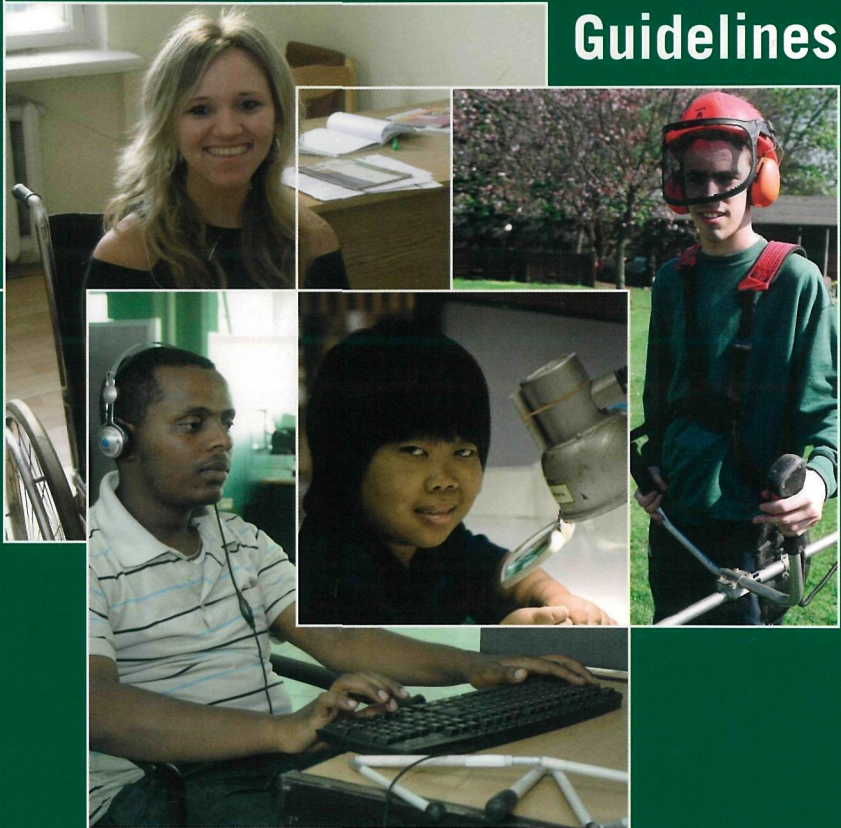




International
Labour
Office

Achieving Equal Employment Opportunities for People with Disabilities through Legislation

Guidelines



Contents

	Page
Preface	v
1. Purpose and Rationale of the Guidelines.....	1
1.1 People with disabilities globally	1
1.2 Using the guidelines.....	2
2. Current Trends in Disability Legislation.....	5
2.1 ILO Conventions and Recommendations	5
2.2 Disability as a human rights issue	7
2.3 The principle of non-discrimination	9
2.4 The location of disability within legislation	10
2.5 The concept of disability	17
2.6 Defining disability in legislation	19
2.7 The principle of equality.....	21
2.8 Social policy and affirmative action	23
2.9 Multiple discrimination	26
3. Non-Discrimination Legislation.....	29
3.1 Disability in legislation	29
3.2 The scope of disability law	29
3.3 Different forms of discrimination	32
3.4 Reasonable accommodation.....	35
3.5 Shifting the burden of proof.....	39
4. Quotas	43
4.1 A quota-levy scheme	44
4.2 A binding quota without an effective sanction	47
4.3 A non-binding quota based on a recommendation	49
4.4 Making the quota work in practice	49
4.4.1 <i>Which people with disabilities should be targeted by quota schemes?.....</i>	<i>50</i>
4.4.2 <i>How to identify those eligible for employment under the quota?</i>	<i>51</i>

	Page
4.4.3	<i>Should the quota especially favour certain disabled people?</i> 53
4.4.4	<i>Standard quota or varying quota rates?</i> 54
4.4.5	<i>What is the appropriate quota percentage?</i> 55
4.4.6	<i>Should small and medium-sized employers be included?</i> 56
4.4.7	<i>Should the quota apply to both the public and private sectors?</i> 57
4.4.8	<i>What options should be open to employers?</i> 58
5.	Planning for Implementation 59
5.1	The role of information 59
5.2	Employment support measures 61
5.2.1	<i>Provision of specialised work-related equipment</i> 61
5.2.2	<i>Provision of specialised equipment for daily living</i> 63
5.2.3	<i>Provision of transport facilities</i> 64
5.2.4	<i>Financial support</i> 65
6.	Drafting Legislation and Policy 71
6.1	Consulting workers' and employers' organizations and civil society 71
6.1.1	<i>Consulting organizations of people with disabilities</i> 71
6.1.2	<i>Consulting employers and employers' organizations</i> 74
6.1.3	<i>Consulting workers and trade unions</i> 75
6.1.4	<i>Consulting service providers</i> 76
6.1.5	<i>Consulting other interested parties</i> 76
6.2	The consultation process itself 77
7.	Monitoring and Enforcing the Law 83
7.1	The law in practice 84
7.2	Asserting rights under the law 85
7.3	Strengthening judicial mechanisms 86
7.4	Administrative enforcement institutions 88
7.4.1	<i>The Ombudsperson</i> 89
7.4.2	<i>A Human Rights, Equal Opportunities or Disability Commission</i> 90
7.5	Other Approaches 91
7.5.1	<i>Contract Compliance</i> 93
8.	Summary of Principal Points 97
	References 101