

UNCRPD

United Nations Conventions on
the Right of Persons with
Disabilities

United Nations Conventions on the Right of Persons with Disabilities (UNCRPD)

- Adopted by the General Assembly in December 2006
- Purpose: *promote, protect and ensure the full and equal enjoyment of all human rights and fundamental freedoms by all persons with disabilities and to promote respect for their inherent dignity.*
- Record number of signatures on opening day: 81
- Came into force in May 2007

Principles

- Respect for inherent dignity, individual autonomy
- Non-discrimination
- Full and effective participation and inclusion in society
- Respect for difference; disability as part of human diversity
- Equality of opportunity
- Accessibility
- Equality between men and women
- Respect for evolving capacity of children

Persons with disabilities...

- *Disability is a changing concept...those who have long-term physical, mental, intellectual or sensory impairments which in interaction with various barriers may hinder their full and effective participation in society on an equal basis with others.*

Article 5: Equality and non-discrimination

In order to promote equality and eliminate discrimination, States Parties shall take all appropriate steps to ensure that reasonable accommodation is provided. (4)

Calls for reasonable accommodation

- *...means any necessary and appropriate modification and adjustments not imposing a disproportionate or undue burden where needed in a particular case, to ensure to persons with disabilities the enjoyment or exercise on an equal basis with others of all human rights and fundamental freedoms (Article 2 --- Definitions)*

Article 24: Education

States Parties shall:

- *Ensure an **inclusive education system** at all levels and lifelong learning (1)*
- *Ensure that persons with disabilities are able to access general tertiary education, vocational training, adult education and living learning without discrimination and on an equal basis with others. To this ended States Parties shall ensure that **reasonable accommodation** is provided to persons with disabilities. (5)*

Article 27: Work and Employment

- *Right to work...on an equal basis with others...(in)...work freely chosen or accepted in a labour market and work environment that is open, inclusive and accessible to persons with disabilities*
- *States parties shall safeguard the ...right to work...by taking appropriate steps including legislation to...*

Art. 27 Steps and legislation to...

- Prohibit discrimination
- Protect rights...including labour and trade union rights
- Ensure access to vocational and guidance services
- Promote work opportunities including self employment
- Ensure reasonable accommodation in the workplace
- Promote professional rehabilitation and job retention and return to work programmes

Article 27---continued

- Public and private employers are noted as central to implementation of the right to work
- States parties are additionally called upon to:
 - *Ensure that reasonable accommodation is provided to persons with disabilities in the workplace;*
 - *Promote vocational and professional rehabilitation, job retention and return-to-work programmes...*

Promoting the UNCRPD

- Formal interagency support group
- Joint statement seeking high level support from heads of agencies
- Guidelines for UNDAFs underway