United Nations logo **United Nations Human Rights Council**

**United Nations High Commissioner for**

**Human Rights.**

**Making sure that people with disabilities have the same chances to work as everyone else**



# A picture containing logo Description automatically generatedAbout us

We are part of the United Nations (UN).

The United Nations is a group of countries that work to make the world better and safer.

A picture containing text, clipart

Description automatically generated

# About this report

This report is about the right of people with disabilities to work and earn money.

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People with disabilities should have the same chances to work as everyone else.

A picture containing text, window

Description automatically generatedA picture containing text

Description automatically generatedSome important documents talk about the right of everyone to work.

For example, a document about the rights of all people with disabilities.

A picture containing icon

Description automatically generatedIt is called the **Convention on the Rights of Persons with Disabilities**.

Many countries have promised to do what the documents say.

Icon

Description automatically generated

Work can help people to take part in the community and have a good life.

But many people with disabilities do not have the chance to work.

Text

Description automatically generatedThis report is about:

* The problems that people with disabilities have getting work
* What countries must do to solve the problems

We asked countries and organizations for their ideas first.

**Why do many people with disabilities find it hard to work?**

A group of people

Description automatically generated with low confidence

Many people with disabilities in the world are the right age to work.

But many people with disabilities are not in work.

There are many reasons for this.

A person with the hand on the face

Description automatically generated with low confidence

For example:

People often have unfair ideas about people with disabilities.

They might think that people with disabilities cannot work or do much.

A picture containing clipart

Description automatically generated

Information about work and getting a job is often hard to understand.

Diagram

Description automatically generatedPeople with disabilities might not get the right support to find and keep a job.

For example, support to apply for a job if they need it.

A blue and white bus

Description automatically generated with low confidence

It is hard for many people with disabilities to go to work.

For example:

* A picture containing icon

  Description automatically generatedTransport is often hard to use

A person in a wheelchair

Description automatically generated

* Many work places are hard to enter and move around in

A picture containing graphical user interface

Description automatically generatedGoing to school and university can help people to get a job in the future.

But many people with disabilities do not get a good education.

Some people with disabilities get no education at all.

A picture containing text, vector graphics

Description automatically generatedMany young people with disabilities do not get information and training to help them get work in the future.

A picture containing shape

Description automatically generatedSome people with disabilities have jobs.

But many people do not have jobs that are safe and pay well.

For example, the jobs might not last very long.

Or they might only be for a few days a week.

Shape

Description automatically generated

Many people with disabilities try to work for themselves because it is hard to do other work.

A picture containing vector graphics, clipart

Description automatically generated

But it is often hard for people with disabilities to work for themselves.

For example, it is often hard to open a bank account.

A picture containing diagram

Description automatically generatedThe law might say that other people can make choices for people with disabilities.

For example, choices about work and how to spend their money.

A person in a black dress

Description automatically generated with low confidence

All these problems can be worse for women and girls with disabilities.

They are often treated badly because they are women and girls and because of their disability.

A picture containing graphical user interface

Description automatically generated

For example, people might think that women and girls with disabilities should not go to school or work.

A picture containing text, glass, container

Description automatically generated

Women with disabilities who get jobs are often treated unfairly.

For example, they are often paid less than other people.

A picture containing text, vector graphics

Description automatically generated**What countries must do to solve the problems**

Countries must make sure that people with disabilities have the same chances to work as everyone else.

Shape

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The work should be safe and healthy.

And people with disabilities should be paid fairly.

A picture containing vector graphics

Description automatically generated

People with disabilities should get support to think about work that is right for them.

They should not be forced to work in jobs.

For example, jobs that are only for people with disabilities.

A picture containing text, vector graphics

Description automatically generatedPeople with disabilities should be treated fairly when they look for work and get work.

Countries should stop laws that treat people with disabilities unfairly.

A person holding a computer

Description automatically generated with medium confidence

For example, some people with disabilities are forced to take tests to see if they can work.

The tests are unfair. They do not look at what people with disabilities can do.

Countries should take action to help more people with disabilities to get jobs.

A group of people sitting in chairs

Description automatically generated with medium confidence

For example, countries should:

* Give companies support, information and training about people with disabilities
* Support companies to give some jobs only to people with disabilities

Shape

Description automatically generatedPeople with disabilities should get the support they need to work and do well at work.

For example, someone with a disability might need:

* Information they can understand to help them get and keep a job

A white clock with black hands

Description automatically generated with low confidence

* Different working hours because of their disability

A group of people sitting in wheelchairs

Description automatically generated with medium confidence

* A new chair or a special computer
* Work training that is easy for them to take part in

A picture containing text, clipart

Description automatically generated

Companies must give people with disabilities the support they need where possible.

Countries should make laws and rules to help people with disabilities to work.

This includes laws and rules about:

* What companies must do to support people with disabilities

Diagram, icon

Description automatically generated

* How to make everything work well for people with disabilities

Like education, transport, information and new buildings

A group of people sitting in a wheelchair

Description automatically generated with medium confidence

Countries should work with people with disabilities to make laws and rules.

Countries should check that organizations are following the laws and rules.

A picture containing whiteboard

Description automatically generated

A picture containing text, window

Description automatically generated

People who work for organizations should have training about people with disabilities.

For example, transport staff and people who plan new buildings.

Shape

Description automatically generated with medium confidenceCountries should get good information about people with disabilities and work.

This will help countries know what they need to do.

Shape

Description automatically generated

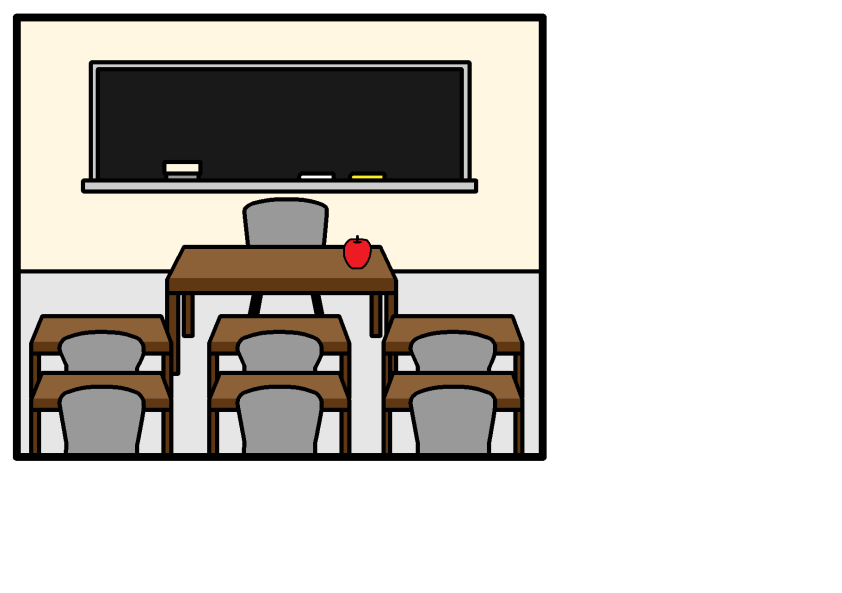
People with disabilities who are not working should have enough money for them and their families.

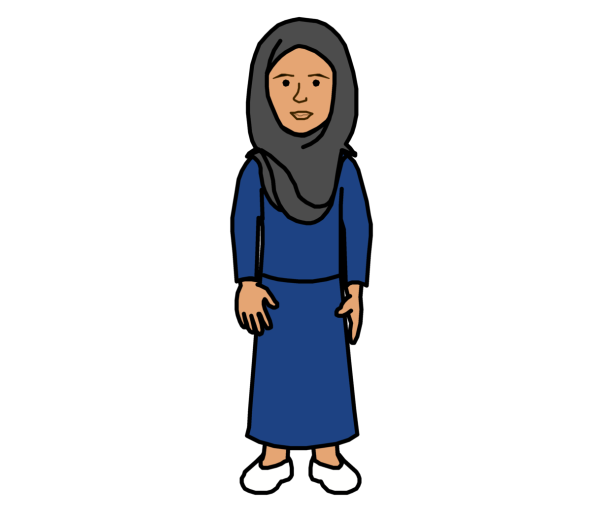
This means enough money to live on and buy things for their disability.

A picture containing text

Description automatically generated

But they should still get support to take part in the community and work if they can.



People with disabilities should get good education and training in the same classrooms as people without disabilities.

A picture containing text, clipart

Description automatically generatedThe education and training should help people with disabilities to get ready for work in the future.

A picture containing clipart

Description automatically generated

Countries should look at what

women and girls with disabilities need to work and have a good life.

They should not be left out.

Whiteboard

Description automatically generated with low confidence

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Countries should tell the public about people with disabilities and their right to work.

This will help people change the way they think about people with disabilities.

Circle

Description automatically generated with medium confidence

Other countries can help by giving money and support.

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