

Promoting Employment Opportunities for People with Disabilities

Quota Schemes

Volume 2



Gender,
Equality
and Diversity
& ILOAIDS
Branch

Copyright © International Labour Organization 2019

First published (2019)

Publications of the International Labour Office enjoy copyright under Protocol 2 of the Universal Copyright Convention. Nevertheless, short excerpts from them may be reproduced without authorization, on condition that the source is indicated. For rights of reproduction or translation, application should be made to ILO Publications (Rights and Licensing), International Labour Office, CH-1211 Geneva 22, Switzerland, or by email: rights@ilo.org. The International Labour Office welcomes such applications.

Libraries, institutions and other users registered with a reproduction rights organization may make copies in accordance with the licences issued to them for this purpose. Visit www.ifrro.org to find the reproduction rights organization in your country.

Promoting Employment Opportunities for People with Disabilities

ISBN: (print)
ISBN: (web pdf)

4.08

ILO Cataloguing in Publication Data

The designations employed in ILO publications, which are in conformity with United Nations practice, and the presentation of material therein do not imply the expression of any opinion whatsoever on the part of the International Labour Office concerning the legal status of any country, area or territory or of its authorities, or concerning the delimitation of its frontiers.

The responsibility for opinions expressed in signed articles, studies and other contributions rests solely with their authors, and publication does not constitute an endorsement by the International Labour Office of the opinions expressed in them.

Reference to names of firms and commercial products and processes does not imply their endorsement by the International Labour Office, and any failure to mention a particular firm, commercial product or process is not a sign of disapproval.

Information on ILO publications and digital products can be found at: www.ilo.org/publns.

This publication was produced by the Document and Publications Production,
Printing and Distribution Branch (PRODOC) of the ILO.

*Graphic and typographic design, layout and composition,
printing, electronic publishing and distribution.*

PRODOC endeavours to use paper sourced from forests managed
in an environmentally sustainable and socially responsible manner.

Code: DTP-BIP-REP-THAI

Preface

Employment quotas represent one of the most frequently used policy measures to promote work opportunities for persons with disabilities. Slightly over 100 countries around the world currently provide for employment quotas in their national legislation. While some countries have had employment quotas for many decades, others have introduced them recently, revised them or are planning to introduce them. There is no standard approach. Quotas vary from country to country in terms of the level of the percentage obligation, the size of company covered, whether they apply to public and private sector employers, how compliance is monitored and what measures apply in the case of non-compliance.

In the past, quotas have been the subject of considerable controversy about whether they represent a valid policy option, or whether they reinforce negative stereotypes about the working capacity of persons with disabilities. The review reported here points to an emerging trend, with quotas being seen as a form of affirmative action in the framework of anti-discrimination legislation. In this context, they are compatible with the UN Convention on the Rights of Persons with Disabilities and with the earlier ILO Convention on Vocational Rehabilitation and Employment of Disabled Persons (C. No. 159) of 1983.

In view of this trend, having an updated picture of employment quotas in place in different countries and of the details of these quotas is of strategic relevance for governments and policy makers that are creating or revising a quota scheme, for global companies as well as for national business and disability networks and for Disabled Persons Organizations in their advocacy work.

The updated picture is provided in two separate volumes. The previous publication (Volume 1) summarizes published information on quota schemes, to highlight elements of existing systems that are effective in promoting employment opportunities and making recommendations for approaches to take in introducing new systems or revising existing systems. In this document (Volume 2), an overview is provided of quota schemes by country and the extent to which quota schemes are in place alongside anti-discrimination legislation.

The terms “persons with disabilities” and “disabled persons” are used interchangeably throughout the text, reflecting accepted usage in different countries around the world, although ‘persons with disabilities’ is the preferred term, used in the UN Convention on the Rights of Persons with Disabilities.

Shauna Olney
Chief
Gender, Equality and Diversity
& ILOAIDS Branch
International Labour Organization

Contents

Preface	III
Table 1. Quota schemes – Key features	1
Table 2. Countries with both quota and non-discrimination laws	19
Annex 1. Sources of country-level information on quotas	27

Table 1. Quota schemes – Key features

Details of the quota schemes in place in 103 countries are provided here

Country	Quota %	Employer threshold	Non compliance	Incentives for compliance	Law
Afghanistan	3%	No information available	No information	No information	Disabled Rights and Concession Law 2009
Albania	4%	Public and private employers with over 24 employees	No sanction foreseen	Subsidies from the labour office, to ensure accessibility of the working place. Public funding of employer share of mandatory employment, where women and girls with disabilities are employed.	Law no 7995 on Employment Promotion, 1995, revised.
Algeria	1%	All employers	Financial contribution to the Special Fund of National Solidarity (Trust Account No. 302-069).	Grants for workplace adaptation, including the provision of equipment; Income tax exemption for wages and other remuneration paid to persons with disabilities (1992 Finance Act, Art. 35); 50% reduction in social security contributions for employees with disabilities.	Act No. 02-09 of 8 May 2002 on the protection and promotion of persons with disabilities, Art 27 Decree no. 14-212 of the law 02-09, July 2014
Angola	4% - public employers; 2% private employers	Public and private employers with 10 employees or more	No information available	No information available	Persons with Disabilities Law 21/12 of 30 July 2012. Presidential Decree 12/16 of January 15, 2016, on the regulations on employment quotas for persons with disabilities

Details of the quota schemes in place in 103 countries are provided here (cont.)

Country	Quota %	Employer threshold	Non compliance	Incentives for compliance	Law
Armenia	5%	Year 1: Public sector employers of 100 employees or more Year 2: Public and private sectors Year 3: Employers of 50 or more employees Year 4: Employers of 20 or more employees	Fine payable to the State budget	Wage subsidies for specified period.	Law of the Republic of Armenia "On social protection of persons with disabilities in the Republic of Armenia" — 1993; Draft law on the Protection of the Rights of Persons with Disabilities and their Social Inclusion (2013).
Austria	4% (double counting of persons with certain disabilities)	All employers of 25 or more employees	Levy payable into Compensatory Tax Fund	Integration subsidies Wage subsidies Job safeguarding subsidies Grants for wage/training costs Subsidies to adapt facilities to make them more barrier-free Payments made according to the Disability Employment Act are tax-free	Disabled Persons Employment Act, 1989
Azerbaijan	3-5%	Employers with 25-50 employees: 3%; Employers with 50-100 employees – 4%; employers with over 100 employees – 5%	No effective sanctions	No information available	Decree number 213, November 23, 2005, para 1.2.
Bahrain	2%	Employers with 50 or more employees	No information available	No information available	Law No. 74 on the Welfare, Rehabilitation and Employment of Persons with Disabilities (2006).
Bangladesh	10% quota (orphans and people with disabilities) 1% quota for people with disabilities in First Class cadre service jobs (Removal recommended, 2018)	Public sector	No information available	No information available	Government declaration

Details of the quota schemes in place in 103 countries are provided here (cont.)

Country	Quota %	Employer threshold	Non compliance	Incentives for compliance	Law
Belarus	Specified annually by local government or special state programmes	Public and private employers	Payment of a fine	Tax exemptions and subsidies for job creation. Where the percentage of workers with disabilities exceeds 3% of the workforce, partial or even full compensation of the costs of workplace adjustment, equipment, materials, working clothes or wage subsidies	Act on Social Protection of the Disabled, 1991, amended 2009. Law of the Republic of Belarus No. 422-Z On Disability Prevention and Rehabilitation of Disabled Persons, 2008
Belgium	3%	Public sector at federal level	No information available	No information available	Royal Decree of 5 March 2007 on the recruitment of persons with disabilities
Bolivia	4%	Public sector	No information available	No information available	Supreme Decree No. 27477, Art 4. General Persons with Disabilities Act (Law 223), 2012, Art 13.
Bosnia Herzegovina	6%	Public and private sector employers with 16 or more employees	Special contribution.	Subsidies for adjustment of work places - private and nongovernmental sectors Refunding of contributions for employed disabled persons under special conditions	Law on Professional Rehabilitation and Employment of Disabled Persons, 2012
Brazil	2-5%	Private sector employers with over 100 employees	No information available	No information available	Law No. 8213/91
Bulgaria	4 to 10% private sector; 2-4% public sector	Private employers with over 50 employees; Public sector employers with 26 to 50 employees – 1 person; Public sector employers with over 50 employees – 2%	No information available	No information available	Labour Code Civil Servants Act, 2013

Details of the quota schemes in place in 103 countries are provided here (cont.)

Country	Quota %	Employer threshold	Non compliance	Incentives for compliance	Law
Burkina Faso	6%	Companies with over 50 employees	No information available	No information available	Labour Code 2008, arts 4 and 40) Section 8 of Decree No. 2009-530/PRES/PM/MTSS/MASSN/MS
Cabo Verde	5%	Public sector employers	No information available	No information available	Law no 40/VIII/2013, concerning persons with disabilities Art 30 Decree-law n° 38/2015, Recruitment in Public Administration: recruitment of persons with disabilities Art 29
Cambodia	2% - Public sector 1% - Private sector	Public sector institutions with 50 or more employees. Private sector employers with 100 or more employees	Punishment as stated in Article 56 of the Law on the Protection and Promotion of the Rights of Persons with Disability	Incentives determined by the Minister of Social Affairs, Veterans and Youth Rehabilitation at the request of the Governing Council of Disability Foundation.	Law on the Protection and Promotion of the Rights of Persons with Disability. Sub-Decree on Determination of Quota and Formality for Recruitment of Disabled Persons
Cameroun	At least 10%	Public and private enterprises -	No information available	No information available	Decree 90/1516, Art 12, implementing Law No 83/013, 1983, regarding the protection of persons with disabilities
Central African Republic	10% 5%	Government Civil Service Private sector employers of 25 workers or more.	No information available	No information available	LAW N°00.007, 2000, on the status, protection and promotion of people with disabilities in the Central African Republic. Decree No.02, 2002 on the implementation of LAW N°00.007 (Art 38) Labour Code 2009, Article 265 (Private Sector quota)

Details of the quota schemes in place in 103 countries are provided here (cont.)

Country	Quota %	Employer threshold	Non compliance	Incentives for compliance	Law
Chile	1%	Public and private employers with 100 or more workers	No information available	No information available	Labour Market Inclusion of People with Disabilities. Law no. 21.015, 2017
China	1.5%	Public and private sectors	Disability employment fee payable to Fund for Promoting Employment of Persons with Disabilities	Tax exemptions	Regulations on the Employment of Persons with Disabilities, 2007
Costa Rica	5%	Public sector	No information available	No information available	Labour Code and Executive Decree No. 30391 Act on Inclusion and Labour Protection for Disabled Persons in the Public Sector (Act No. 8862)
Côte d'Ivoire	Not specified	Employers	No information available	No information available	Labour Code 2015, art 12.2 Order No. 2018-456 of 9 May 2018, concerning the employment of persons with disabilities in the private sector
Croatia	6% by end 2020	Public sector	Payment into the Fund for Professional Rehabilitation and Employment of Persons with Disabilities	Wage subsidies Subsidized contributions Grants for architectural and technical adaptation of the workplace Co-financing interest on credit funds Co-financing of work therapist expenses	Law on Professional Rehabilitation and Employment of Persons with Disabilities
Cyprus	10% of vacancies, provided that the number of persons with disabilities hired shall not exceed 7% of the total number of officers in the preceding year.	Public sector	No information available	No information available	Hiring of Persons with Disabilities in the Wider Public Sector (Special Provisions) Law, 2009

Details of the quota schemes in place in 103 countries are provided here (cont.)

Country	Quota %	Employer threshold	Non compliance	Incentives for compliance	Law
Czech republic	4% (triple counting of persons with more severe disability).	Every employer with than 25 employees	Levy payable to State budget.	Financial support for job creation Wage subsidies Subsidies as partial reimbursement of operational costs Income tax deductions	Employment Act 2004 Law on Professional Rehabilitation and Employment of Persons with Disabilities, 2002 and 2005
Dominican Republic	5 % - public sector; 2% - private sector.	Public and private sectors	No information available	No information available	Organic Law 5-13 on Equal rights of persons with disabilities, 2013
Ecuador	4%	Public and private employers employing at least 25 employees	No information available	No information available	Labour Code art 42
El Salvador	4%	Public and private sectors	No information available	No information available	Equal Opportunities for Persons with Disabilities Act, 2000
Egypt	5%	Companies with 20 or more employees	Fine	Tax exemption and/or reductions. Financial benefits increase with no. of people with disabilities employed	Law No. 10/2018 on the Rights of Persons with Disabilities
France	6%	Public and private employers with more than 20 employees	Paying contribution to AGEFIPH fund, with an additional amount payable by employers who have not taken any positive action in the previous four years.	Grant to employers hiring disabled person for over 12 consecutive months. Subsidy towards cost of equipment, specific training. Accessibility support	Law of 11 February 2005 on Equality of rights and opportunities, participation and citizenship of persons with disabilities. Disability Employment Act of 10 July 1987

Details of the quota schemes in place in 103 countries are provided here (cont.)

Country	Quota %	Employer threshold	Non compliance	Incentives for compliance	Law
Gabon	At least 2.5%	Private companies with at least 40 employees	No information available	No information available	Labour code, 1994 Art 181, amended by Law n°12/2000, with no changes to quota provision
Germany	5% - people with severe disabilities	All Employers with 20 workers and more	Compensatory levy payable to Integration Fund	Subsidies for the barrier-free design of workplaces Integration allowances allowances for probationary employment and internships	Book IX of the Social Code - Rehabilitation and Participation of Disabled Persons, 2001
Greece	8% - private sector (protected social groups, including people with disabilities and relatives) 5%- public sector	Private sector employers of over 50 workers; All public sector employers	No information available	Wage subsidies Funding of work experience Subsidies to workplace adaptation costs Subsidy of social security contributions.	Law 2643/1998 "Ensuring employment for persons of special categories and other provisions, Art 2, as replaced by article 1, paragraph 4, Law 3454/2006
Haiti	2%	Employers with over 1000 employees, in the agricultural, service, commercial and industrial sectors	No information available	The Five Year National Strategic Action Plan on Disability (2011-16) offers incentives for companies to employ people with disabilities. However, this portion of the law is not enforced.	Act on the Inclusion of Persons with Disabilities, 2012, Art 44
Honduras	2-5%, varying by size of workforce.	Public and private sector employers of 20 employees or more	No information available	Fiscal incentives	Act on Equity and Comprehensive Development for Persons with Disabilities, 2005
Hungary	5%	Public and private employers	Rehabilitation contribution	Support may be used for employing employees with changed work capacities based on Act IV of 1991 on promoting employment and on provisions to the unemployed and on the basis of the MuM decree 6/1996. (VII.16) on its implementation.	Act No XXVI of 1998 on the Rights and Equal Opportunities of Persons with Disabilities the Act on the ratification of the UN Convention on the Rights of Persons with Disabilities (Act XCII of 2007).

Details of the quota schemes in place in 103 countries are provided here (cont.)

Country	Quota %	Employer threshold	Non compliance	Incentives for compliance	Law
India	4% (increased in 2018 from previous 3%)	Public sector	No information available	No information available	Rights of Persons with Disabilities Act, 2016
Indonesia	2% (public sector); 1% - private sector	Public sector; Private sector employers with 100 or more employees	No information available	No information available	Law No. 13/2003 on Labor (public sector); Government Regulation No. 43/1998 on the Improvement of Welfare of Persons with Disabilities (private sector quota)
Iran	3%	Public sector and companies benefitting from public concessions	No information available	Coverage of insurance premium costs; Credit facilities	Comprehensive Law on the Protection of Persons with Disabilities, Art 7, 2004
Iraq	3% :public sector 1.6 – 3%: private sector.	Public employers. Private employers with 30 – 60 employees: 1 person with a disability. Private employers with over 60 employees: at least 3%	Fine payable	No information available	Care of Persons with Disabilities and Special Needs Act No. 38 Council of Ministers Decision No. 205 of 2013 (public sector)
Israel	New provision: At least 5% Previous quota: 3% - private sector; 5% public sector	Public and private employers Private and public sector employers with over 100 employees.	No information available	No information available	Equal Rights of Persons with Disabilities Law, 1998, Amendment No. 15, 2016. Section 9. Implementing orders for both the private and public sectors (see Additional Quotas table). Expansion Order for Promoting Employment of Persons with Disabilities, 2014 Recently adopted law on the employment of persons with disabilities, 2016

Details of the quota schemes in place in 103 countries are provided here (cont.)

Country	Quota %	Employer threshold	Non compliance	Incentives for compliance	Law
Italy	7% for public and private sector with over 50 workers. 2-6% for employers with 15 or more employees	Public and private employers with at least 15 workers	Fine payable	No information available	Regulations on the right to employment for persons with disabilities. Law no. 68, 1999: rt. 1, para. 7,
Japan	Private employers – 2.2%; Public employers 2.3%	Public employers Private employers with 50 or more employees	Levy payable by employers with over 100 regular employees for each unfilled quota position	Workplace adaptation subsidies Equipment subsidies Adjustment allowance	Act for the Promotion of Employment for Persons with Disabilities, revised 2013 Basic Act for Persons with Disabilities, 2011
Jamaica	5%	Public sector employers	No information	No information	National Policy for Persons with Disabilities
Jordan	Employers with between 25 and 50 employees: at least 1 person with a disability. Employers with over 50 employees: 4% of vacancies	Public and private employers with at least 25 workers	No information	No information	Law No. 20 on the Rights of Persons with Disabilities, 2017
Kazakhstan	2-4%.	Private sector, excluding hard work, work with harmful, dangerous working conditions.	No information available	Subsidies towards the costs of creation of special jobs for persons with disabilities.	Law on Social Protection of Persons with Disabilities (articles 31-32) Law “On Amendments and Additions to Certain Legislative Acts of the Republic of Kazakhstan on Migration and Employment” 2015
Kenya	5%	Public and private sectors	No information available	No information available	Persons with Disabilities Act, 2003. Section 13
Kuwait	4%	Public bodies Private companies in the oil sector employing at least 50 Kuwaitis	Fine	Incentive programmes	Law No. on the rights of people with disabilities, 2010

Details of the quota schemes in place in 103 countries are provided here (cont.)

Country	Quota %	Employer threshold	Non compliance	Incentives for compliance	Law
Kyrgyzstan	5%	Employers of over 20 people	Not enforced	No information available	Law on the Rights and Guarantees of Persons with Disabilities, 2008 Labour Code 2004 Art. 314
Lebanon	3% (public sector); 1.6 – 3% for private companies	Public sector and private sector companies with 30 or more employees. 1 person for companies with 30-60 employees. 3% for companies with over 60 employees.	Levy existed at start but was abolished.	No information available	Law 220/2000 related to the right to work and employment, Articles 73 and 74
Lithuania	2%	Private sector employers	Contribution to the Employment Fund	Wage subsidy up to 12 months Partial compensation of employer's mandatory state social insurance contributions subsidies may be granted for the establishment of jobs in order to support recruitment of a disabled persons for an unlimited period by establishing new jobs (adjusting current jobs)	Law on Support for Employment, 2006. Law on the Social Integration of the Disabled, 1991
Luxembourg	5%	Public sector	No information available	No information available	Article 10 of the Disability Act, 2003
Malaysia	1%	Public sector	No information available	No information available	Government decision, in 2008
Malta	2%	Employers with 20 employees or more	No information available	No information available	Disabled Persons (Employment) Act, 1969 amended several times, latest in 2015.

Details of the quota schemes in place in 103 countries are provided here (cont.)

Country	Quota %	Employer threshold	Non compliance	Incentives for compliance	Law
Mauritius	3%	Any enterprise having 35 or more employees, and parastatal bodies, statutory boards and committees and companies in which Government is a shareholder	Fine	No information available	Training and Employment of Disabled Persons Act, 2012
Mexico	3%	Public sector employers	No information available	No information available	National Programme for the Development and Inclusion of Persons with Disabilities
Mongolia	4%	Entities with 25 or more employees	No information available	Wage subsidies for specified period 100 percent income tax exemption -employment of visually impaired persons Contributions to disability-related organizations – tax deductible.	The Law of Mongolia on Labor Law on Employment Promotion, 2001 amended 2011
Montenegro	2-5%	Employers with 20 – 50 employees – 1 person; 50 employees and over – 5%	No information available	No information available	Law on professional rehabilitation and employment of persons with disabilities, 2008, amended in 2010 and 2011
Morocco	7%	Public sector (Private sector must employ on request by labour inspector)	No information available	Grants Tax exemption and/or Partial social security exemptions	Labour Code, Act No. 65-9, 2003 Law 97-13 on the Protection of the Rights of People with Disabilities, Art 15 Decree No. 2-16-145, implementing the quota in the public sector

Details of the quota schemes in place in 103 countries are provided here (cont.)

Country	Quota %	Employer threshold	Non compliance	Incentives for compliance	Law
Nepal	5% - private sector	Private sector employers with over 25 employees Public Sector (applies to set-aside posts)	No information available	Income tax exemption	Disabled Protection and Welfare Act, 1982 Civil Service Act, 1993, Section 7
Netherlands	25,000 extra jobs to be created by 2024	Public sector	Levy payable		Act on Quota Obligations, 2015
Nicaragua	2%	Public and private employers with 50 or more employees. Companies with 10 to 50 employees: least 1 person with a disability (equivalent of 2-3%)	No information	No information	Ley de derechos de las personas con discapacidad (2011), art. 36.
Niger	5%	Public and private sector employers with 20 workers or more	No information	No information	Ordonnance 93-012, 1993. Act No. 2012-48, establishing the Labour Code, Article 10
Nigeria	10%	All employers	No information	No information	Nigerians with Disabilities Decree 1993 New Nigeria disability bill not yet signed into law as of March 2018)
Oman	Not specified	Public and private employers of 50 or more employees	No information	No information	Sultanate Decree No. 63 on the Law on Care and Rehabilitation of the Disabled (2008), Section 2, Article 9- Sultanate Decree No.35 on the Labour Law (2003) Art 17.
Pakistan	5% quota as of 2018	Public and Private sectors	Payment to Disabled Persons Rehabilitation		Government directive. Disabled Persons (Employment and Rehabilitation) Ordinance 1981 (DPO-1981)

Details of the quota schemes in place in 103 countries are provided here (cont.)

Country	Quota %	Employer threshold	Non compliance	Incentives for compliance	Law
Palestine	5% Quota of 7% proposed	Government and non-government organizations Public sector employers and private employers of over 15 employees	No information	No information	Law No. 4 concerning the Rights of the Disabled (1999) Chap 2, Article 10, 4c Draft Decree Law on the Rights of Persons with Disability, 2019 (arts 55.3 and 57.1)
Panama	2%	All employers	Contribution to the Ministry of Work and Labor Development		Law 42 of 1999 Law 15 of the 31st of May, 2016
Paraguay	5%	Public sector	No information	Technical and financial assistance for any reasonable accommodations required	Act No. 2479/04, amended by Act No. 3585/08
Peru	5% - public sector 3% - private sector	Public Sector employers. Private sector companies with 50 or more employees	Fine	No information	Offences and penalties Act General Law on Persons with Disabilities. Supreme Decree 002, 2014 MIMP, Art 49
Philippines	5%	Specific public sector employers (proposal to extend to all public sector and to private sector under consideration in 2014)	No information	No information	Labour Code 2014 Magna Carta for Persons with Disability - R.A. No. 7277, Section 5 2014
Poland	6% (double counting – persons with certain disabilities)	All employers with 25 or more employees	Levy payable to the State Fund for the Rehabilitation of Disabled Persons	Tax exemption Exemption from stamp duty Subsidy of cost of training persons with disabilities Subsidies towards cost of workplace adaptation, purchase of special equipment, software, assistive devices.	Act on Rehabilitation 1997 Act on Civil Service and the Act on Local Self-government Employees Act on Employees of Public Offices
Portugal	5%, for new public sector recruits	Public sector	No information	Wage subsidies, job and workplace adaptation grants, subsidy for personalized support	Decree-Law No. 247/89 . Revised provisions planned for introduction in 2019

Details of the quota schemes in place in 103 countries are provided here (cont.)

Country	Quota %	Employer threshold	Non compliance	Incentives for compliance	Law
Qatar	2%	Public sector employers	No information	No information	Law No. 2 on Persons with Disabilities, 2004, Art 5
Romania	4%	Employers with over 50 employees	Fiscal/tax penalties applied for unmet quotas		Law adopted in 2002
Russia	2%	Public and private sector employers with at least 35 employees (at least 100 prior to 2013)	Warning or administrative penalties	Partial compensation of the costs of establishing special posts for persons with disabilities Provision of other benefits. Reduced tax base	Social Protection for Persons with Disabilities Act (art. 20), 1995 Federal Act No. 183-FZ of 2 July 2013
Rwanda	5%	Public and private sector employers	No information	Awards by Minister of Labour	Ministerial Order No. 03/19.19 of 27 July 2009
Saudi Arabia	4%	All employers with 25 employees and over	No information	Unspecified incentives to private sector recruit persons with disabilities	Article 28 of the Labour Law, 2016
Senegal	15%	Public sector New law being proposed 2018, introducing employment obligation for private companies	No information	Wage subsidies up to 50%	Article L180 of the 2015 Labour Code Articles 22 – 29 within The Social Orientation Law No. 2010-15 of July 6, 2010 Art 29 Proposed new law 2018
Serbia	2-5%, varying by size of workforce.	Employers with over 20 employees: 20-49 employees – 1 person 50-99 employees – 2 persons 100 and over: 1 more person for every successive 50 employees	Payment to Budget Fund for professional rehabilitation and employment of persons with disabilities	Wage subsidies Workplace adaptation grants	Law on Professional Rehabilitation and Employment of Persons with Disabilities (LPREPD), 2009
Slovakia	3.2%	Employers with at least 20 employees	Payment of financial contribution	Non-repayable financial contributions	Act on Employment Services, 2004

Details of the quota schemes in place in 103 countries are provided here (cont.)

Country	Quota %	Employer threshold	Non compliance	Incentives for compliance	Law
Slovenia	2-6% depending on size of company	All employers of at least 20 employees, (except for diplomatic and consular missions, sheltered workshops and employment centres.	No information	No information	Vocational Rehabilitation and Employment of Disabled Persons Act, 2004
South Korea	Private employers 2.3%; Public employers 3%	Public and private employers with 50 or more employees	Disability employment levy	Disability employment subsidy where workers with disabilities constitute more than 2.7 percent of the regular workforce, and to businesses with newly hired workers with disabilities.	Employment Promotion and Vocational Rehabilitation of Disabled Persons Act, 2011
Spain	2% - private sector 5% public sector	Public and private sector employers of 50 or more employees	No information	Lump sum subsidies for indeterminate contracts Social security contribution rebate, varying according to the type of contract (indeterminate or temporary); the degree of disability and the sex of the worker Workplace adaptation grants Subsidies for the training of disabled workers Tax rebates.	Employment Act No. 56/2003 Royal Decree No. 1451/1983
Sri Lanka	3%	Public sector	Not enforced	No information	Public Administration Circular No. 27/88, 1988 Public Administration Circular No. 01/99, 1999
Sudan	2%	Public sector	No information	No information	Persons with Disabilities Act of 2009, Paragraph (e) Civil Service Act of 2007, article 24, paragraph 7, (Quota)

Details of the quota schemes in place in 103 countries are provided here (cont.)

Country	Quota %	Employer threshold	Non compliance	Incentives for compliance	Law
Syria	2%	Employers with 50 or more workers	Payment to the Fund of Disabled Workers	No information	Labour Law No 17 (2010) Art 136
Tajikistan	3%	All enterprises	No information	No information	Law on Social Protection of Disabled People, 2010
Tanzania	3%	Employers with 20 or more	No information	No information	Persons with Disabilities Act 2010
Thailand	1% (previously 0.5% - prior to 2010)	Public and private sector	No information	No information	Persons with Disabilities Empowerment Act B.E. 2550 (2007), Section 20
Tunisia	1 – 2%	Public sector, and private sector employers with over 50 employees: Employers of 50 – 99 - 1 person Employers of 100 or more employees – 2%	Penalties for failure to comply with the obligation to employ persons with disabilities. The penalty is doubled for repeat offences.	Reduced social security contributions in respect of each person with a disability. Reduced payroll taxes Exemption from tax on vocational training and housing fund contributions in respect of each person with a disability Wage subsidies	Law n° 2016-41, 2016 amends the law n°2005-83 of 2005, on the promotion and protection of people with disabilities. Arts 29 and 30. Decree n°2005-3087 fixes conditions and modalities of application of the laws on employment of people with disabilities.
Turkey	4% in public sector 3% in private sectors	Public and private sector employers with over 50 workers	Financial penalties and fines	No information	Labour Law 2015
Turkmenistan	Up to 5%		No information	No information	Labour Code, Articles 191 and 266, 2009 Employment Act, 1991 Articles 12 and 18
Uganda	5%	Public and private sectors	None foreseen	Tax cuts where over 5% of total labour force are persons with disabilities 2	Section 13 of the Persons with Disabilities Act 2006 Income Tax Act Amendment 2009

Details of the quota schemes in place in 103 countries are provided here (*concl.*)

Country	Quota %	Employer threshold	Non compliance	Incentives for compliance	Law
Ukraine	4%	Private sector employing 8 or more employees. Employers of 8-25 employees – 1 person. Employers of over 25 employees – 4%	Fine	No information	Act on the Framework for Social Protection of Persons with Disabilities in Ukraine, Art 19, 1991, amended 2014
Uruguay	4%	Public sector	No information	No information	Act No. 18651 on the protection of persons with disabilities, 2010
Uzbekistan	3%	Employers with workforce over 20 people	Fines, transferred to the State Employment Promotion Fund	Corporate profit tax reductions The supplying of preferentials from the credit portfolio of the State Employment Fund	Law on Social Protection of Persons with Disabilities in the Republic of Uzbekistan, 2008., Resolution of the Cabinet of Ministers as of August 20, 2008, No.186 “On Approval of Regulations on Reservations of Jobs for Vulnerable People in Need of Social Protection and Assistance in Employment.
Venezuela	5%	Public and private sector.	Fine	No information	Labour and Workers Act Persons with Disabilities Act 2006
Yemen	5%.- private sector. At least 5%, public sector (reviewed annually)	Public and private sector employers	No information	No information	Prime Ministerial Decision No. 284 (2002) on the Executive Rules of the Welfare and Rehabilitation of Disabled Persons Act No. 61 of 1999 (Arts 15-24) Civil Service Act of 1991, (Art 24)

Table 2. Countries with both quota and non-discrimination laws

At least 52 of the countries with quota schemes in place also have non-discrimination laws.

Country	Quota %	Non-discrimination law	Key provisions
Albania	4%	Law no. 10221, of 04.02.2010 On anti-discrimination Labour Code amended 2015	Prohibits discrimination on the basis of disability among other grounds. The Labour Code prohibits discrimination on the basis of disability in employment and occupation. Employers are obliged to provide reasonable accommodation.
Austria	4%	An amendment to the Disability Employment Act (BEinstG). An amendment to the Federal Disability Act (BBG). Länder have set up own laws	Discrimination in employment banned. Ombudsman established.
Bangladesh	10% quota for all employments for orphans and people with disabilities, for all grades — 1st to 4th. 1% quota in the First Class cadre service jobs	Rights and Protection of Persons with Disabilities Act 2013	Prohibits discrimination on the basis of disability in relation to employment, provided the person has the requisite qualifications.
Belgium	3%	Anti-discrimination Act of 10 May 2007 on combating certain forms of discrimination	All forms of discrimination in employment prohibited including denial of reasonable accommodation for persons with disabilities (art. 14).
Belarus	To be specified by local government or special state programmes	Act on Social Protection of the Disabled, 2009	Discrimination on the grounds of disability is forbidden and equality of opportunities is guaranteed for all citizens
Bulgaria	4 to 10% private sector; 2-4%% public sector	Anti-Discrimination Law, 2003, amended 2006. Civil Service Act, 2012	Prohibits discrimination on the ground of disability in relation to employment. Prohibits any disability-related discrimination, privilege or restriction in the hiring of government employees, for whom art. 9a establishes special quotas

**At least 52 of the countries with quota schemes in place also have non-discrimination laws.
(cont.)**

Country	Quota %	Non-discrimination law	Key provisions
Cabo Verde	5%	Law No. 40/VIII/2013 articles 6(a) and 7	Prohibits direct and indirect discrimination on ground of disability
Central African Republic	5% (Private sector over 25 employees) 19% Public service	Labour Code 2009, Article 266	Any discrimination against a candidate for a job on the basis of mental or physical disability is prohibited
China	1.5% Entities earmarked for employing persons with disabilities: 25% of full-time positions	Law on Promotion of Employment, 2007 Regulations on Employment of Persons with Disabilities	Prohibits discrimination against persons with disabilities in the recruitment process by employers. Prohibit discrimination against employees with disabilities in terms of promotion, performance evaluation and granting of professional qualifications, remuneration, social security and welfare benefits
Croatia	6% by end 2020	Labour Act (2009) Anti-discrimination Act (2008)	Any discrimination in the field of work and working conditions prohibited. Encouraging discrimination and failure to make reasonable adaptations also prohibited
Cyprus	10% of vacancies in public sector	Combating of Racism and Other Discriminations (Commissioner) Law No 42(I) of 2004, amended 2007 Persons with Disabilities Law 2000, amended 2007	Discrimination on the ground of disability prohibited
Czech Republic	4% (Persons with more severe disability counted three times).	Anti-Discrimination Act 2009	Prohibits both direct and indirect discrimination on the basis of disability. 'Where the type of work does not allow employment of persons with disabilities, this does not constitute discrimination.'
Djibouti	1 – 5% proposed	Labour Code, 1998, Article 117	Prohibits discrimination against persons with disabilities in employment
Ecuador	4%	Ley de Discapacidades (Ley 180)	Arts 1 to 3 prohibit discrimination on the ground of disability
France	6%	Law no. 2008-496 of 27 May 2008	Prohibits discrimination on the ground of disability

At least 52 of the countries with quota schemes in place also have non-discrimination laws.
(cont.)

Country	Quota %	Non-discrimination law	Key provisions
Gabon	At least 2.5%	Labour Code Art 179	Prohibits discrimination on the ground of physical or mental disability
Germany	5% - people with severe disabilities	General Anti-Discrimination Act, 2006	Discrimination on the ground of disability banned. Protection enjoyed by persons with severe disabilities expanded to include all persons with disabilities.
Greece	8% - private sector (protected social groups, including people with disabilities and relatives of people with disabilities); 5%- public sector	Law 3304/2005 on the “Implementation of the principle of equal treatment regardless of racial or ethnic origin, religious or other beliefs, disability, age or sexual orientation”	Prohibits direct or indirect discrimination as well as harassment, including on the grounds of disability.
Guatemala	2-4% proposed	Assistance to Persons with Disabilities Act (Decree 135-96) Section 35; Decree 5-2011	Prohibits discrimination on the ground of disability
Haiti	2%	Act on the Inclusion of Persons with Disabilities, 2012	Prohibits any practice that discriminates against persons with disabilities in recruitment or employment
Honduras	4-5%	Criminal Code (article 321), 1983, amended 2008 Labour Code (Art 12 2008 amendment).	Prohibit and penalize all types of employment discrimination on any grounds, including disability
Hungary	5%	Constitution Act CXXV of 2003 on equal treatment and promotion of equal opportunities. Act XXVI of 1998 on the rights and equal opportunities of persons with disabilities, as amended. (Disability Act)	Discrimination prohibited as contrary to the principle of equal treatment. The requirement of reasonable accommodation is included in the Disability Act
India	4% (increased in 2018 from previous 3%)	Persons with Disabilities (Equal Opportunities, Protection of Rights and Full Participation) Act, 1995. Anti-Discrimination and Equality Bill, 2016 – under consideration	Discrimination on the ground of disability prohibited
Israel	At least 5%	Equal Rights Law, 1998, Section 8(a).	Prohibits employment discrimination on the ground of disability.

At least 52 of the countries with quota schemes in place also have non-discrimination laws.
(*cont.*)

Country	Quota %	Non-discrimination law	Key provisions
Italy	7% for public and private sector with over 50 workers, one / two places for 15-35/36-50 employees	Constitution, article 3 Legislative Decree 216/2003, Art. 3(3-bis).	Promote full implementation of the equal treatment and equal opportunity principles in the civil, political, economic and social spheres. Makes discrimination on the ground of disability unlawful. Requires reasonable accommodation
Japan	Private employers – 2%; public employers 2.3%	Persons with Disabilities Discrimination Elimination Act, 2013 Promotion of the Employment of Persons with Disabilities Law, 1960, amended 2005, 2008 and 2013	Prohibits discrimination against persons with disabilities in employment Obliges employers to provide reasonable accommodation.
Kazakhstan	2-4%, excluding jobs in hard work , work in harmful, dangerous working conditions;	Labour Code 2007, Article 6	Discrimination on the ground of physical disability, among several grounds, in the sphere of labour is prohibited.
Kenya	5%	The Constitution of Kenya, 2010 . Employment Act and the Persons with Disabilities Act, 2003	Any form of discrimination against all persons including persons with disabilities in any setting is prohibited.
Luxembourg	5%	Acts of 28 and 29 November 2006 on equal treatment. Amended Act of 16 April 1979 - General Regulations for Public Servants (Art 1 bis)	Direct and indirect discrimination that may result in a specific disadvantage for persons with disabilities compared with other persons is prohibited and punishable. Harassment regarded as a form of discrimination. Incitement to discrimination is also prohibited.
Malta	2%	Equal Opportunities (Persons with Disability) Act 2000	Prohibits discrimination across the board including employment
Mauritius	3%	Constitution Training and Employment of Disabled Persons Act, Section 16, 1996 Equal Opportunities Act, 2008.	Enshrines the right to non-discrimination Outlines the grounds on which discrimination is prohibited in respect of work and employment

At least 52 of the countries with quota schemes in place also have non-discrimination laws.
(cont.)

Country	Quota %	Non-discrimination law	Key provisions
Morocco	7%	Labour Code (Act No. 65-99).	Ensures protection from discrimination at all stages of employment
Nepal	5% - private sector 5% of 45% set aside posts- public sector	Constitution Disabled Protection and Welfare Act, 1982 Disabled Protection and Welfare Regulations, 1994	Prohibits discrimination of any kind on any basis which includes disability. Prohibits discrimination in any form in appointments, and promotions, to any governmental service or other public service, on the basis of disability
Netherlands	25,000 extra public sector jobs by 2024	Constitution Equal Treatment (Disability and Chronic Illness) Act 2003	Prohibits discrimination on the ground of disability in employment and other spheres.
Nigeria	10%	Nigerians with Disability Decree 1993 New Disability Bill (not yet signed into law, as of March 2018)	Discrimination on the ground of disability prohibited
Panama	2%	Constitutional amendment 2004 (art 19) Act No. 42 of 1999 on the Equalization of Opportunities for Persons with Disabilities and its regulation by Decree No. 88 of 2002	The ground of disability introduced as a prohibited ground of discrimination. Protection provided against discrimination in all stages and forms of employment and recognition of the right of persons with disabilities to work on a basis of equality with others, in particular the right to equal pay for equal work
Paraguay	5%	Labour Code and the laws that require public institutions to ensure that persons with disabilities make up 5 per cent of their staff.	Protect against discrimination at all stages of employment and in all types of work and recognize the right of persons with disabilities to work on an equal footing with other people and in particular their right to equal pay for equal work.
Peru	3%	Constitution Supreme Decree No. 027-2007-PCM Supreme Decree No. 027-2007-PCM establishing Omnibus Act on Persons with Disabilities (Act No. 27050)	Establishes national policies that are binding on the public sector, including Policy 5.3 on the Eradication of All Forms of Discrimination against Persons with Disabilities Acts of discrimination are punishable under the Code of Criminal Procedure.

At least 52 of the countries with quota schemes in place also have non-discrimination laws.
(cont.)

Country	Quota %	Non-discrimination law	Key provisions
Poland	6%	Constitution. The Act on Implementation of Regulations of the European Union Regarding Equal Treatment. Act on Employment Promotion and Labour Market Institutions	Bans discriminating practices in employment
Portugal	5%, for new public sector recruits	Constitution Law 46/2006	Prohibits direct and indirect discrimination based on disability and on aggravated health risk
Rwanda		Law No. 01/2007 on the protection of Persons with Disabilities, Arts 18, 19 and 20 Labour Code Law No. 13/2009	Any discrimination against Persons with Disabilities in the area of employment is prohibited. Prohibits any discrimination in the workplace against Persons with Disabilities
Saudi Arabia	4%	Basic Law of Governance, 1992 Art 28.	Guarantees to protect the right to work and facilitate access thereto by all citizens without discrimination on any ground in regard to the holding of public office.
Serbia	2-5%	Law on Civil Servants 2005 and the Law on Salaries of Civil Servants and State Employees 2016	Provide general protection against discrimination at the State bodies
Slovakia	3.2%	Act on Employment Services, 2004, Art 14	Prohibits discrimination in employment on the ground of disability among other grounds.
Slovenia	2-6% depending on size of company	Employment Relationships Act 2013 Vocational Rehabilitation and Employment of Disabled Persons Act, Art 5, 2007 Implementation of the Principle of Equal Treatment Act, 2004 Equalisation of Opportunities for Persons with Disabilities Act 2010	Prohibits discrimination on the grounds of disability
South Korea	Private employers 2.3%; public employers 3%	Anti-Discrimination against and Remedies for Persons with Disabilities Act, 2008	Prohibits discrimination on the basis of disability in all aspects of life.

**At least 52 of the countries with quota schemes in place also have non-discrimination laws.
(cont.)**

Country	Quota %	Non-discrimination law	Key provisions
Spain	2%	Constitution Act No. 51/2003 of 2 December 2003 on equality of opportunity, non-discrimination and universal accessibility for persons with disabilities (LIONDAU) and its enabling regulations. Act No. 49/2007. General Law on the Rights of Persons with Disabilities and their Social Inclusion, Art. 2.m	Establishes a category of offences and penalties relating to equality of opportunity, non-discrimination and universal accessibility.
Tunisia	1 – 2%	Law No. 83 (2005), n the promotion and protection of disabled persons article 1.	Provides that persons with disabilities shall have the same opportunities for advancement as other persons, and that they shall be protected from any form of discrimination.
Uganda	5%	The Persons with Disabilities Act, 2006, section 12	Prohibits discrimination in employment on the grounds of disability and details the grounds that are considered to constitute discrimination.
Ukraine	4%	Constitution Labour Code Law on the Protection of Disabled Persons, 1991	Discrimination based on disability is strictly prohibited. Disability cannot be used as a ground for hiring or dismissals, unless the state of the individuals' health (to be proven by medical and expert evidence) prevents them from carrying out their work duties or poses a threat to the safety of others.

**At least 52 of the countries with quota schemes in place also have non-discrimination laws.
(concl.)**

Country	Quota %	Non-discrimination law	Key provisions
Uruguay	4%	Act No. 18651 of 19 February 2010 Act No. 17330	Incorporates the UNCRPD principles into the Uruguayan legal system Incorporates into the national legal system the Inter-American Convention on the Elimination of All Forms of Discrimination against Persons with Disabilities. Establishes a comprehensive protection system for persons with disabilities aimed, among other things, at ensuring their occupational reintegration and at avoiding exploitation and discriminatory, abusive or degrading treatment.
Venezuela	5%	Persons with Disabilities Act, 2013 Art 28 (1)	Prohibits discrimination against people with disabilities in employment

Annex 1. Sources of country-level information on quotas

This table complements Annex 3 of Volume 1, in which the general sources of information drawn on for the review are listed. For most countries, reports to the Committee on the Rights of Persons with Disabilities (CRPD) were a valuable source of information, as were reports submitted to the ILO Committee of Experts on the Application of Conventions and Recommendations (CEACR).

Afghanistan	Law of Rights and Privileges of Persons with Disabilities (25/10/1391) Law amending the Law on the Rights and Privileges of Survivors of Martyrs, the Law of Rights and Privileges of Persons with Disabilities and the Agricultural Development Fund (28/12/1391). Report of Conference on Employment of Persons with Disabilities in OIC Member Countries, October 2016 SESRIC
Albania	CRPD report 2015 Decision of Council of Ministers no. 248, dated 30.04.2014 “On employment promotion programs for employment of persons with disabilities”
Algeria	CRPD Report 2015 Handicap International 2016. Situation of wage employment of people with disabilities. Ten Developing Countries in Focus (Algeria, Bolivia, Colombia, Egypt, Haiti, Laos, Mali, Morocco, Senegal Tunisia)
Angola	Presidential Decree 12/16, of January 15
Argentina	CRPD Report 2010
Armenia	CRPD Report 2013
Austria	CRPD Report 2011
Azerbaijan	CRPD Report 2011
Bahrain	CRPD Report 2017 UNESCWA and League of Arab States, 2014. Disability in the Arab Region. An Overview. https://www.unescwa.org/sites/www.unescwa.org/files/page_attachments/disability_in_the_arab_region-_an_overview_-_en_1.pdf
Bangladesh	CRPD report 2017
Belarus	CRPD report 2018 Nesperova A., Kouleva O. 2014. Advisory report on vocational rehabilitation and employment of people with disabilities in Eastern Europe and Central Asia. ILO Decent Work Technical Support Team and Country Office for Eastern Europe and Central Asia
Belgium	CRPD Report 2011
Bolivia	CRPD Report 2013 Handicap International 2016. Situation of wage employment of people with disabilities. Ten Developing Countries in Focus (Algeria, Bolivia, Colombia, Egypt, Haiti, Laos, Mali, Morocco, Senegal Tunisia)
Bosnia Herzegovina	CRPD Report 2013
Brazil	CRPD Report 2012
Bulgaria	CRPD Report 2014

Burkina Faso	DECISPH*, 2010 Legal Framework Governing Disability Rights. Burkina Faso, Mali, Niger, Senegal, Sierra Leone and Togo Labour Code, 2008
Cabo Verde	CEACR, 2016. Annex to 9th Periodic Report of the Republic of Cabo Verde to the Committee on the Elimination of Discrimination against Women, 2018.
Cambodia	Royal Sub-Decree on Determination of Quota and Formality for Recruitment of Disabled Persons, 2010
Cameroun	Decree 90/1516 https://digitalcommons.ilr.cornell.edu/gladnetcollect/51/ CEACR 2016
Central African Republic	LAW N°00.007, 2000 Labour Code 2009 CEACR 2017
Chile	CRPD Report 2012
China	CRPD Report 2011 Employment Regulations. China Disabled Persons' Federation website http://www.cdpcf.org.cn/english/Resources/lawsregulations/201603/t20160303_542878.shtml Cheung, R. (2018) Disabled in China: why life is still a struggle in a society designed for the able-bodied Post Magazine South China Morning Post
Colombia	Handicap International 2016. Situation of wage employment of people with disabilities. Ten Developing Countries in Focus (Algeria, Bolivia, Colombia, Egypt, Haiti, Laos, Mali, Morocco, Senegal Tunisia)
Costa Rica	CRPD Report 2013
Côte d'Ivoire	Labour Code, 2015 CEACR, 2019
Croatia	CRPD Report 2013
Cyprus	The Recruitment of persons with Disabilities in the Wider Public Sector Law L.146(1)/2009
Czech Republic	CRPD Report 2011
Dominican Republic	CRPD Report 2013
Djibouti	CRPD report 2016
Ecuador	CRPD Report 2012
El Salvador	CRPD Report 2011
Egypt	Handicap International 2016. Situation of wage employment of people with disabilities. Ten Developing Countries in Focus (Algeria, Bolivia, Colombia, Egypt, Haiti, Laos, Mali, Morocco, Senegal Tunisia) The Equal Rights Trust ,2018 A Past Still Present Addressing Discrimination and Inequality in Egypt. Country Report Series: 12 London, December 2018
Ethiopia	ILO, 2004 (unpublished) Employment of People with Disabilities: The Impact of Legislation (East Africa). Ethiopia Country Profile.
France	CRPD Report 2016 Agefiph and FIPHFP 2018. Les personnes handicapées et l'emploi — Chiffres-clés 2017.
Gabon	Labour Code, 1994 http://www.droit-afrique.com/upload/doc/gabon/Gabon-Code-1994-travail-MAJ-2000.pdf

Germany	Report to the ILO Committee of Experts on the Application of Conventions and Recommendations (CEACR) on C. No. 159, adopted 2016 published 2017 https://www.ilo.org/dyn/normlex/en/f?p=1000:13101:0::NO:13101:P13101_COMMENT_ID:3298533 CRPD Report 2011 Kock Martin, 2004. Disability Law in Germany: An Overview of Employment, Education and Access Rights.
Greece	CRPD Report 2015
Guatemala	CEACR 2011 CRPD report 2013
Haiti	CRPD Report 2014 Handicap International 2016. Situation of wage employment of people with disabilities. Ten Developing Countries in Focus (Algeria, Bolivia, Colombia, Egypt, Haiti, Laos, Mali, Morocco, Senegal Tunisia)
Honduras	CRPD Report 2015
Hungary	CRPD Report 2010 Konzei, 2009 Disability Good Practices (Hungary). VALIDITY, TASZ and ENIL, 2018. Deinstitutionalisation in Hungary – Frequently Asked Questions. https://validity.ngo/wp-content/uploads/2018/02/DI-in-Hungary-FAQ-23.02.2018-1.pdf
India	Kocher, R. et al 2018 Rights of Persons with Disabilities in India and Other Jurisdictions (France, Mexico, Ukraine, United Kingdom). Lexology https://www.lexology.com/library/detail.aspx?g=c606f652-6bf9-42d7-ab1d-a764c3215e0e
Indonesia	CRPD Report 2016
Iran	CRPD Report 2013
Iraq	CRPD Report 2015
Ireland	Disability Act, 2005. Employment of People with Disabilities in the Public Service. National Disability Authority http://nda.ie/Publications/Employment/Employment-of-people-with-disabilities-in-the-public-service/
Israel	CRPD report 2017 Equal Rights for Persons with Disabilities Law 5758-1998 , Amendment no. 15, 2016, http://www.israelnationalnews.com/News/News.aspx/215666 https://knisset.gov.il/review/ReviewPage2.aspx?kns=20&lng=3 https://www.jpost.com/Israel-News/Politics-And-Diplomacy/Two-new-laws-give-disabled-more-employment-opportunities-463255
Italy	CRPD Report 2013
Japan	CRPD Report 2016 Japan Labor Issues, 2018. Employment Quota for Persons with Disabilities at Private Enterprises to be Incrementally Raised to 2.3%. Japan Labor Issues Vol 2, No 8 April-May. Report to the ILO Committee of Experts on the Application of Conventions and Recommendations(CEACR) on C. No. 159, adopted 2017 published 2018 https://www.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:13100:0::NO:13100:P13100_COMMENT_ID:3342118:NO Hasegawa, T. 2010 Japan's Employment Measures for Persons with Disabilities. Centered on Quota System of the Act on Employment of Persons with Disabilities. https://www.jil.go.jp/english/JLR/documents/2010/JLR26_hasegawa.pdf https://www.thenational.ae/world/asia/japan-admits-to-padding-disability-hiring-data-1.764365 ; https://asia.nikkei.com/Politics/Japan-ministries-inappropriately-included-3-700-people-to-meet-disabled-quota

Japan	CRPD Report 2016 Japan Labor Issues, 2018. Employment Quota for Persons with Disabilities at Private Enterprises to be Incrementally Raised to 2.3%. Japan Labor Issues Vol 2, No 8 April-May. Report to the ILO Committee of Experts on the Application of Conventions and Recommendations(CEACR) on C. No. 159, adopted 2017 published 2018 https://www.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:13100:0::NO:13100:P13100_COMMENT_ID:3342118:NO Hasegawa, T. 2010 Japan's Employment Measures for Persons with Disabilities. Centered on Quota System of the Act on Employment of Persons with Disabilities. https://www.jil.go.jp/english/JLR/documents/2010/JLR26_hasegawa.pdf https://www.thenational.ae/world/asia/japan-admits-to-padding-disability-hiring-data-1.764365 ; https://asia.nikkei.com/Politics/Japan-ministries-inappropriately-included-3-700-people-to-meet-disabled-quota
Jamaica	CRPD report 2018
Jordan	CRPD Report 2014
Kazakstan	CRPD Report 2017
Kenya	CRPD Report 2012
Kuwait	Law No. 8 of 2010 for the Rights of People with Disabilities
Kyrgyzstan	Labour Market and Employment Policy in the Kyrgyz Republic” Identifying constraints and options for employment development. Ministry of Youth, Labour and Employment of Kyrgyz Republic and GiZ 2012. http://zentralasien.ahk.de/uploads/media/20130301_KIRG_Study_on_Labour_Market_policy_EN.pdf AKI Press 2018.'Employment quota for people with disabilities not effective in Kyrgyzstan, Labor Minister says.' 22 June 2018
Lithuania	CRPD Report 2012
Lebanon	Combaz, E. 2018 Situation of persons with disabilities in Lebanon https://assets.publishing.service.gov.uk/media/5b584da340f0b633af812655/Disability_in_Lebanon.pdf
Luxembourg	CRPD Report 2014
Malaysia	Lavasan S. et al Work Ability of Employees with Disabilities in Malaysia Disability, CBR & Inclusive Development Vol. 26, No.2, 2015; doi 10.5463/DCID.v26i2.428 (www.dcidj.org)
Mali	Disability Rights in Mali. Sida, January 2015 DECISPH* 2010 Legal Framework Governing Disability Rights. Burkina Faso, Mali, Niger, Senegal, Sierra Leone and Togo Handicap International 2016. Situation of wage employment of people with disabilities. Ten Developing Countries in Focus (Algeria, Bolivia, Colombia, Egypt, Haiti, Laos, Mali, Morocco, Senegal Tunisia)
Malta	CRPD Report 2014
Mauritius	CRPD Report 2012
Mexico	CRPD report 2018 National Programme for the Development and Inclusion of Persons with Disabilities 2014 – 2018 https://www.gob.mx/conadis/acciones-y-programas/programa-nacional-para-el-desarrollo-y-la-inclusion-de-las-personas-con-discapacidad-2014-2018-5882
Moldova	CRPD Report 2013

Mongolia	CRPD Report 2011 Disability in Mongolia 2017. Facts and figures
Montenegro	CRPD Report 2015
Morocco	CRPD Report 2014 Handicap International 2016. Situation of wage employment of people with disabilities. Ten Developing Countries in Focus (Algeria, Bolivia, Colombia, Egypt, Haiti, Laos, Mali, Morocco, Senegal Tunisia) https://d3n8a8pro7vhmx.cloudfront.net/handicapinternational/pages/1479/attachments/original/1480713329/EmploymentWhitePaper-WEB_Dec2.pdf?1480713329
Myanmar	CRPD Report 2015. Ministry of Labour and Social Protection and JICA 2017 Report of Multi-Stakeholder Workshop on Promoting Employment Opportunities for People with Disabilities, November 2017 https://www.mlsp.gov.mn/uploads/news/files/2127ecb08d24cbce33fb2c4f8bf3511d37c17940.pdf
Nepal	CRPD Report 2014
Netherlands	CRPD Report 2018. See also references in report compiled for Ukraine, 2018
Nicaragua	Ley de derechos de las personas con discapacidad (2011), art. 36.
Niger	Niger Ordonnance 93-012, Art 21 http://proadiph.org/Travail-et-Emploi-des-Personnes-Handicapees-au-Niger-Mesures-legislatives-et.html
Nigeria	Nigerians with Disability Decree 1993 (GLADNET Collection and https://dredf.org/legal-advocacy/international-disability-rights/international-laws/nigeria-disability-decree/) Guardian Newspaper 2018. Group urges Buhari to sign disability bill into law 30 March 2018
Oman	UNESCWA and League of Arab States, 2014. Disability in the Arab Region. An Overview. https://www.unescwa.org/sites/www.unescwa.org/files/page_attachments/disability_in_the_arab_region_-_an_overview_-_en_1.pdf Labour Code 2003
Pakistan	Job quota for persons with disabilities increases by 3% The Express Tribune 7 March 2018 https://tribune.com.pk/story/1652982/1-job-quota-persons-disabilities-increases-3/ Employment of Persons with Disabilities https://paycheck.pk/labour-laws/illness-work/employing-disabled-person-4/
Palestine	UNESCWA and League of Arab States, 2014. Disability in the Arab Region. An Overview. https://www.unescwa.org/sites/www.unescwa.org/files/page_attachments/disability_in_the_arab_region_-_an_overview_-_en_1.pdf
Panama	CRPD Report 2014 Equal Opportunity Rights of Disabled Persons, 2017 http://www.quijano.com/equal-employment-opportunity-rights-of-disabled-persons/
Paraguay	CRPD Report 2011
Peru	CRPD Report 2011
Philippines	CRPD Report 2014
Poland	CRPD Report 2014. Pathways project 2014. Report on the Comparison of the available strategies for professional integration and reintegration of persons with chronic diseases and mental health issues based on five categories of social welfare models in Europe: Poland: country report
Portugal	CRPD Report 2012 EBU. http://www.euroblind.org/convention/article-27/portugal#4

Qatar	UNESCWA and League of Arab States, 2014. Disability in the Arab Region. An Overview. https://www.unescwa.org/sites/www.unescwa.org/files/page_attachments/disability_in_the_arab_region-_an_overview_-_en_1.pdf CRPD report 2014
Romania	Employers' Education on the Employment of Adults with Down Syndrome. The Employment of People with Disabilities in each Partner Country. Report of Liege meeting 2010
Russia	CRPD Report 2014
Rwanda	CRPD report 2015 Ministerial Order No. 03/19.19 of 27 July 2009
Saudi Arabia	CRPD Report 2015
Senegal	CRPD Report 2015 DECISPH*, 2010 Legal Framework Governing Disability Rights. Burkina Faso, Mali, Niger, Senegal, Sierra Leone and Togo Handicap International 2016. Situation of wage employment of people with disabilities. Ten Developing Countries in Focus (Algeria, Bolivia, Colombia, Egypt, Haiti, Laos, Mali, Morocco, Senegal Tunisia)
Serbia	CRPD Report 2012
Slovakia	CRPD Report 2012
Slovenia	CRPD Report 2014
South Korea	CRPD Report 2013 Nazarov, Z, Kang, D. and Von Schrader, S. 2015 . Employment Quota System and Labour Market Outcomes of Individuals with Disabilities: Empirical Evidence from South Korea https://digitalcommons.ilr.cornell.edu/gladnetcollect/570/
Spain	CRPD Report 2010
Sri Lanka	UN Universal Periodic Review - Sri Lanka 2017 Disability Organizations Joint Front, March 2017. Submission for the Review of the Situation of Persons with Disabilities in Sri Lanka. Third Cycle, 28th Session 2017.
Sudan	CRPD Report 2014
Syria	UNESCWA and League of Arab States, 2014. Disability in the Arab Region. An Overview. https://www.unescwa.org/sites/www.unescwa.org/files/page_attachments/disability_in_the_arab_region-_an_overview_-_en_1.pdf
Tajikistan	JICA, 2002 Country Profile on Disability Republic of Tajikistan http://siteresources.worldbank.org/DISABILITY/Resources/Regions/ECA/JICA_Tajikistan.pdf
Tanzania	Aldersey, Heather 2012 Disability and Work: The United Republic of Tanzania's Workplace Policies in the Persons with Disabilities Act of 2010. Disability Studies Quarterly, Vol 32, No. 3, http://dsq-sds.org/article/view/3279/3111
Thailand	CRPD Report 2012
Tunisia	CRPD Report 2010 Handicap International 2016. Situation of wage employment of people with disabilities. Ten Developing Countries in Focus (Algeria, Bolivia, Colombia, Egypt, Haiti, Laos, Mali, Morocco, Senegal Tunisia)
Turkey	Report of Conference on Employment of Persons with Disabilities in OIC Member Countries, October 2016 SESRIC Employers' Education on the Employment of Adults with Down Syndrome The Employment of People with Disabilities in each Partner Country. Report of Liege meeting 2010

Turkmenistan	CRPD Report 2013
Uganda	CRPD Report 2013 Nyombi , C and Kibandama A. 2016. Access to Employment for Persons with Disabilities in Uganda https://digitalcommons.ilr.cornell.edu/gladnetcollect/569/
Ukraine	CRPD Report 2012 Kocher, R. et al 2018 Rights of Persons with Disabilities in India and Other Jurisdictions (France, Mexico, Ukraine, United Kingdom). Lexology, March https://www.lexology.com/library/detail.aspx?g=c606f652-6bf9-42d7-ab1d-a764c3215e0e Volhyna, Oksana (2018) Review the relevant legal, policy and institutional framework for implementation of job coaching of people with disabilities at work place in the Ukraine. Report to UNDP (unpublished).
Uruguay	CRPD Report 2013 Rights of Persons with Disabilities in India and Other Jurisdictions . France, India, Mexico, Ukraine, United Kingdom Lexology March 2 2018
Uzbekistan	Promoting the Employment of Persons with Disabilities in Uzbekistan: Challenges and Prospects. Policy Brief. UNDP Uzbekistan, August 2012 JICA 2002. Country Profile on Disability. Republic of Uzbekistan.
Venezuela	CRPD Report 2015
Viet Nam	CRPD report 2018
Yemen	UNESCWA and League of Arab States, 2014. Disability in the Arab Region. An Overview. https://www.unescwa.org/sites/www.unescwa.org/files/page_attachments/disability_in_the_arab_region-_an_overview_-_en_1.pdf

* Projet Droits, Egalité, Citoyenneté, Solidarité Inclusion pour les Personnes Handicapées en Afrique de l'Ouest

