18.02.2021

**Committee on the Rights of Persons with Disabilities (CRPD)  
Palais Wilson - 52, rue des Pâquis  
CH-1201 Geneva (Switzerland)**

**Oral Statement**

**General discussion on** **the right of persons with disabilities to work and employment**

**(The Challenges in the implementation of Article 27)**

Distinguished members of the Committee on the Rights of Persons with Disabilities,

We welcome this general discussion with the Committee, UN agencies, other bodies and civil society organizations on the right of persons with disabilities to work and employment, particularly in the context of Article 27 of the United Nations Convention on the Rights of Persons with Disabilities (CRPD).

One of the fundamental principles behind the Universal Declaration of Human Rights (UDHR) is the recognition of the inherent dignity and of the equal and inalienable rights of all members of the human family. The right of everyone to work in just and favourable conditions without any discrimination also flows from this fundamental principle which is stated in Article 23 of the UDHR. This particular right is further developed by the CRPD in Article 27 which establishes the legal framework for State obligations in relation to work and employment of persons with disabilities. In this regard, the CRPD is seen as a landmark achievement for inclusive law making for persons with disabilities.

But despite these international efforts, persons with disabilities are yet to fully receive the benefits from policies aimed at their development and wellbeing. Persons with disabilities continue to live in deplorable conditions, especially in developing countries owing to the presence of various structural challenges which prevent their integration and full participation in the community.

Today, we would like to highlight some of the structural challenges that undermine the social understanding of disability which is inclusive of the right of persons with disabilities to work and employment. Note that, these structural challenges are often borne out of negative attitudes and deep-rooted stereotypes that persons with disabilities face on a day to day basis.

These structural challenges include,

1. Not recognizing discrimination against persons with disabilities as a discriminatory practice that is violative of their basic rights,

2. Lack of information in the public domain about rights of persons with disabilities and the processes to claim rights or remedy,

3. Failure by governments to formulate new laws and assess existing laws and policies, where necessary, to protect rights of persons with disabilities, and

4. Failure by governments to take specific measures to remove physical, social and economic barriers that lead to marginalization and social exclusion of persons with disabilities.

We believe that the Committee will take note of these structural challenges that hinder in the participation of persons with disabilities as equal members of society.

We are confident that the general discussion will make an important contribution to a better understanding of the challenges faced by persons with disabilities, and serve as a useful tool to enhance the implementation of State parties’ obligations under the Convention.

We thank you all for your attention.

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