

Employment of Persons with Disability: Macedonian Experiences in Legislation and Practice

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Abstract

The regulations for protection of the rights of persons with disabilities in the Republic of North Macedonia has a tradition in various fields, including employment. The rights to special protection are constitutionally guaranteed. The legal framework for employment of persons with disabilities is broad and includes several relevant laws and extensive bylaws. The laws regulate several key issues related to the process of employment and work of persons with disabilities: measures, activities and benefits for facilitated integration of persons with disabilities in the labour market, the procedure for assessing the degree of disability and work ability, and the procedure for exercising the rights related to training, employment, job retention and promotion in workplace. Still, the analyses shows that the concepts, approaches and methods in the system of employment and work of persons with disabilities are outdated and there are serious shortcomings in the practice which lead to serious violation of the rights of the persons with disabilities.

This article will give an overview of the basic legislative solutions, of the weaknesses in their implementation, and will present recommendations for improving the overall system of employment and work of persons with disabilities.

Keywords: disability, employment, inclusion, labour market, legislation