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**CONSTITUTIONAL GUARANTEES AND INTERNATIONAL LABOR
STANDARDS FOR THE PROTECTION OF PERSONS WITH DISABILITIES**

**GARANȚII CONSTITUȚIONALE ȘI STANDARDE INTERNAȚIONALE DE
MUNCĂ PENTRU PROTECȚIA PERSOANELOR CU DIZABILITĂȚI**

**КОНСТИТУЦИОННЫЕ ГАРАНТИИ И МЕЖДУНАРОДНЫЕ ТРУДОВЫЕ
СТАНДАРТЫ ЗАЩИТЫ ЛИЦ С ОГРАНИЧЕННЫМИ ВОЗМОЖНОСТЯМИ
ЗДОРОВЬЯ**

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ABSTRACT:

**CONSTITUTIONAL GUARANTEES AND INTERNATIONAL LABOR STANDARDS FOR
THE PROTECTION OF PERSONS WITH DISABILITIES**

National labor and social legislation, international norms and standards establish guarantees in the field of employment and labor process for persons with disabilities. The main principles in the legal regulation of labor relations of persons with disabilities are the principles of equality and the principle of prohibition of discrimination on the basis of health status.

Most of the norms of the current national labor legislation, as well as international legal norms, regulate the issues of the labor process, rest time and other issues related to labor. At the same time, it should be noted that persons with disabilities face the problem in the process of employment. In practice, questions arise regarding the effectiveness of the application of current legislation, the adequacy of the level of guarantees for persons with disabilities, and the application of international mechanisms for the protection of rights. The basis for legal regulation remains constitutional norms - guarantees that are specified in branch legislation.

The article provides a comparative legal analysis of the national legislation of the Republic of Moldova regulating the relations in question and the norms of international law. The analysis is carried out through the prism of constitutional guarantees, taking into account the constitutional provision on the priority of the norms of the international law. A number of conclusions and proposals are formulated to improve the effectiveness of the implementation of the current legislation of the Republic of Moldova and to ensure guarantees of the rights of persons with disabilities in the labor and social spheres.

Key words: constitutional rights, legislation, persons with disabilities, suitable work in accordance with labor recommendations, international labor standards, legal guarantees.

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РЕЗЮМЕ:

КОНСТИТУЦИОННЫЕ ГАРАНТИИ И МЕЖДУНАРОДНЫЕ ТРУДОВЫЕ СТАНДАРТЫ ЗАЩИТЫ ЛИЦ С ОГРАНИЧЕННЫМИ ВОЗМОЖНОСТЯМИ ЗДОРОВЬЯ

Национальное трудовое и социальное законодательство, международные нормы и стандарты устанавливают гарантии в области занятости и трудового процесса для лиц с ограниченными возможностями. Основными принципами в правовом регулировании трудовых отношений лиц с ограниченными возможностями являются принципы равенства и принцип запрета дискриминации по признаку состояния здоровья.

Большинство норм действующего национального трудового законодательства, а также международно-правовые нормы регулируют вопросы трудового процесса, времени отдыха и другие вопросы, связанные с трудом. В то же время следует отметить, что лица с ограниченными возможностями сталкиваются с проблемой в процессе трудоустройства. На практике возникают вопросы относительно эффективности применения действующего законодательства, адекватности уровня гарантий для лиц с ограниченными возможностями, применения международных механизмов защиты прав. Основой правового регулирования остаются конституционные нормы - гарантии, которые указаны в отраслевом законодательстве.

В статье проводится сравнительно-правовой анализ национального законодательства Республики Молдова, регулирующего рассматриваемые отношения, и норм международного права. Анализ проводится через призму конституционных гарантий с учетом конституционного положения о приоритете норм международного права. Сформулирован ряд выводов и предложений по повышению эффективности внедрения действующего законодательства Республики Молдова и обеспечению гарантий прав лиц с ограниченными возможностями в трудовой и социальной сферах.

Ключевые слова: конституционные права, лица с ограниченными возможностями, подходящая работа в соответствии с трудовыми рекомендациями, международные трудовые стандарты, правовые гарантии.

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REZUMAT:

GARANȚII CONSTITUȚIONALE ȘI STANDARDE INTERNAȚIONALE DE MUNCĂ PENTRU PROTECȚIA PERSOANELOR CU DIZABILITĂȚI

Legislația națională și socială a muncii, normele și standardele internaționale stabilesc garanții în domeniul angajării și procesului de muncă pentru persoanele cu dizabilități. Principiile de bază în reglementarea legală a raporturilor de muncă ale persoanelor cu dizabilități sunt principiile egalității și principiul interzicerii discriminării pe baza stării de sănătate.

Majoritatea normelor din legislația națională actuală a muncii, precum și normele juridice internaționale, reglementează problemele procesului de muncă, timpul de odihnă și alte aspecte legate de muncă. În același timp, trebuie menționat că persoanele cu dizabilități se confruntă cu problema în procesul de angajare. În practică, se ridică întrebări privind eficacitatea aplicării legislației în vigoare, adecvarea nivelului de garanții pentru persoanele cu dizabilități și aplicarea mecanismelor internaționale de protecție a drepturilor. La baza reglementării legale rămân normele constituționale - garanții care sunt specificate în legislația ramură.

Articolul oferă o analiză juridică comparativă a legislației naționale a Republicii Moldova care reglementează raporturile în cauză și normele dreptului internațional. Analiza se realizează prin prisma garanțiilor constituționale, ținând cont de prevederea constituțională privind prioritatea normelor dreptului internațional. Sunt formulate o serie de concluzii și propuneri pentru îmbunătățirea eficienței implementării legislației actuale a Republicii Moldova și pentru asigurarea garanțiilor drepturilor persoanelor cu dizabilități în sfera muncii și socială.

Cuvinte cheie: drepturi constituționale, persoane cu dizabilități, muncă adecvată în conformitate cu recomandările muncii, standarde internaționale de muncă, garanții legale.

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Introduction

Protecting the rights and freedoms of people with disabilities is one of the most important tasks and duties of modern society. The Constitution of the Republic of Moldova¹ recognizes the right to equality and non-discrimination as a fundamental principle of the legal system. At the level of the main legal act, the right to protection from discrimination is guaranteed. In the context of labor rights, this includes creating conditions for the full participation of people with disabilities in working life, which requires both internal legal regulation and compliance with international labor standards. When considering the constitutional basis for the realization and protection of the rights of persons with disabilities, it should be noted that the rights and freedoms enshrined in Articles 15 and 16 of the Constitution are, respectively, the right to enjoy the rights and freedoms enshrined in the Constitution and other laws, and have the duties stipulated by them. The constitutional right to enjoy the rights and freedoms enshrined in the Constitution and other laws and to have the duties provided for by them (Article 15) and the right of citizens of the Republic of Moldova to equality before the law and the authorities (Article 16)² define general provisions and do not directly define persons with disabilities as subjects of the realization of these rights and guarantees.

Constitutional guarantees and international labor standards for the protection of persons with disabilities

At the same time, it should be noted that Article 51 of the Constitution of the Republic of Moldova "Protection of persons with physical, mental and psychiatric disabilities" in Part 1 directly refers to persons with physical, mental and psychiatric disabilities as subjects who enjoy special protection of the whole society. This norm proclaims that the state shall ensure for these persons normal conditions for treatment, rehabilitation, education, training and inclusion in the life of society.

Thus, part 1 of article 43 of the Constitution of the Republic of Moldova "Right to work and labor protection", which enshrines the right of every person to work, free choice of work, fair and satisfactory working conditions, as well as the right to protection from unemployment, fully applies to the subjects in question. At the same time, it should be noted that persons with disabilities as special subjects of law are defined in the Labor Code of the Republic of Moldova, as well as in a number of organic laws that provide for the enforcement of constitutional provisions on guarantees, benefits and equality. The Law of the Republic of Moldova of social integration of persons with disabilities defines a person with disabilities as "a person with physical, mental, intellectual or sensory impairments that, when interacting with various barriers/obstacles, may hinder the full and effective participation of this person in the life of society on an equal basis with other persons" (Article 2).³ It should be noted that Article 4 of the law № 60 defines the circle of persons covered by the law (applies to persons with disabilities – citizens of the Republic of Moldova and foreign citizens residing in the Republic of Moldova legally), and defines the priority of the norms of international law in regulating

¹ Constitution of the Republic of Moldova (1994). [Online]: URL: https://www.legis.md/cautare/getResults?doc_id=17055&lang=ro# (Date of visit: 31.03.2025).

² Art. 15, Art. 16 of the Constitution of the Republic of Moldova (1994). [Online]: URL: https://www.legis.md/cautare/getResults?doc_id=17055&lang=ro# (Date of visit: 31.03.2025).

³ Law of the Republic of Moldova № 60 30-03-2012 on social integration of persons with disabilities. Published: 27-07-2012 in Monitorul Oficial № 155-159 article № 508. [Online]: URL: https://www.legis.md/cautare/getResults?doc_id=146155&lang=ru (Date of visit: 29.03.2025).

relations governed by the said law. Chapter V «Employment of persons with disabilities»¹, specifies the constitutional provisions regarding equality and inclusion as applied to the mentioned persons. It is obvious that the application of individual provisions of the chapter' legal norms of the law presupposes adherence to the norms of the labor code, as the basic normative act in the sphere of legal regulation of labor relations. Since the legislation of the Republic of Moldova on the labor of persons with disabilities is brought into line with ratified international acts, the main provisions correspond to international standards. At the same time, it should be especially noted that the rights and guarantees of persons with disabilities, provided by this law, can be conditionally grouped into those provided for persons with disabilities in general and the second group - those provided for persons who have acquired a disability in the workplace. The social component of labor legislation in this case provides additional guarantees for these workers (Article 37. Obligations of employers to employ persons who have lost their employability at the workplace).

The Republic of Moldova, as a member of the international community, undertakes to comply with and implement international standards for the protection of the rights of people with disabilities, including in the field of labor. This direction is reflected both in national legislation and in international treaties to which the country has acceded, such as the UN Convention on the Rights of Persons with Disabilities² and its Optional Protocol and a list of other international acts.

The issues of compliance of the national legislation of the Republic of Moldova with international standards and norms are becoming especially relevant given the Republic of Moldova's status as a candidate for EU membership. EU recommendations in this area are determined, first of all, by the emphasis on the implementation of inclusive personnel policies that promote the employment of men and women with various types of disabilities. These approaches should reflect measures to ensure equal pay and opportunities to perform equivalent work; accessibility of the workplace and "reasonable accommodations"; protection against discrimination on grounds of age, gender and disability in the workplace, which includes the right to "reasonable accommodations".³ The Strategy for the Rights of Persons with Disabilities 2021-2030⁴ was developed as a framework document defining the directions of activities to ensure the inclusion and participation of persons with disabilities in all spheres of society. One of seven initiatives that were identified for development within the strategy is «A package to improve labour market outcomes of persons with disabilities» (No. 5). It should be noted that the employment situation and opportunities for disabled people to exercise their labour rights in the EU countries is far from ideal. Based on the results of the interim implementation of the strategy's measures, the reporting documentation provides data that allows us to assess the situation on the EU labour market for disabled people. In 2023, 26.8% of the EU population over 16 years of age had some form of disability. Currently, only half of the 42.8 million persons with disabilities of working age in the EU is employed⁵. In almost all European

¹ Chapter V, Law of the Republic of Moldova № 60 30-03-2012 on social integration of persons with disabilities. Published: 27-07-2012 in Monitorul Oficial № 155-159 article № 508. [Online]: URL: https://www.legis.md/cautare/getResults?doc_id=146155&lang=ru (Date of visit: 29.03.2025).

² The Convention on the Rights of Persons with Disabilities ([A/RES/61/106](#)), was adopted on 13 December 2006 at the United Nations Headquarters in New York, and was opened for signature on 30 March 2007. [Online]: URL: <https://social.desa.un.org/issues/disability/crpd/convention-on-the-rights-of-persons-with-disabilities-crpd> (Date of visit: 29.03.2025).

³ Guidelines on disability inclusion in EU-funded humanitarian aid operations. European Commission Directorate-General for Civil Protection and Humanitarian Aid. 2019. [Online]: URL: https://ec.europa.eu/echo/files/policies/disability_inclusion/doc_echo_og_inclusion_ru_200819_liens_bd_ru.pdf (Date of visit: 29.03.2025).

⁴ The Strategy for the Rights of Persons with Disabilities 2021-2030. [Online]: URL: <https://op.europa.eu/publication-detail/-/publication/3e1e2228-7c97-11eb-9ac9-01aa75ed71a1> (Date of visit: 30.03.2025).

⁵ Disability Employment Package to improve labour market outcomes for persons with disabilities. [Online]: URL: <https://commission.europa.eu/strategy-and-policy/policies/justice-and-fundamental-rights/disability/union->

countries, people with disabilities still face significant barriers in accessing work, healthcare, higher education or ensuring an adequate standard of living. The main indicator of employment of people with disabilities is the disability employment gap (prepared by Eurostat).¹¹ In 2023, the EU average was 21.5 p.p., Bulgaria had the highest disability employment gap, replacing Ireland in the ranking.¹ For the Republic of Moldova, statistical data presented, in particular by the Ombudsman's Office, are also of interest. According to the 2023 study on the perception of human rights in the Republic of Moldova, conducted by the Ombudsman's Office of the Republic of Moldova, respondents considered that the state worst ensures the right to work for persons with disabilities (38.8%), while best for women, 58.3% of respondents' votes. At the same time, the study showed that in 2023, the right to work and labor protection had the highest percentage increase (63% of respondents answered that the right is respected) compared to the 2020 study (45.1%) and represented a significant increase compared to 2016 (19.8%).² According to the National Bureau of Labor Force Survey Statistics, the labor force participation rate for persons with disabilities in 2023 was 17.0%, compared to 49.2% for persons without disabilities. Among males with disabilities, the participation rate was 16.0% and among females it was 18.2%. In urban areas, the labor force participation rate was 21.1% and in rural areas it was 15.3%.³ As of January 1, 2024, the number of persons recognized as disabled in Moldova was 161.9 thousand people or 6.7% of the country's permanent population. Of the total number of people with disabilities, about 61,000 are aged 30-45 years, and 51,700 are aged 55-64. Children and persons under the age of 29 are the smallest category of persons with disabilities. Thus, it is evident that employment is a pressing issue for persons with disabilities who are of working age.⁴

The data provided show the general situation on the labor market, and only in general allow us to speak about the employment of disabled persons. Of course, these figures do not take into account the degree of disability, the desire to be employed, accessibility from the point of view of the place of residence of disabled persons.

Considering in this article the issues of the relationship between national legislation, conditioned by constitutional provisions, and the norms of international law, it is necessary to note that international standards, as well as EU standards (which the Republic of Moldova adopts and brings national legislation into compliance) serve as a general basis for the legal regulation of labor relations of persons with disabilities. At the same time, these issues are interesting as a comparison of the level of achievement of human rights in accordance with international standards.

The employment of persons with disabilities is continuing to be the subject of discussion and decision-making both at the level of national legislation and at the international level. The UN and ILO have adopted a large number of conventions, recommendations, declarations and published a number of reviews of the legislation of participating countries on employment assistance for persons with disabilities.

[equality-strategy-rights-persons-disabilities-2021-2030/disability-employment-package-improve-labour-market-outcomes-persons-disabilities_en](#) (Date of visit: 31.03.2025).

¹ The EU Strategy for the Rights of Persons with Disabilities 2021-2030. Achievements and perspectives. Policy Department for Citizens' Rights and Constitutional Affairs Directorate-General for Internal Policies PE 767.095 - November 2024. [Online]: URL: <https://op.europa.eu/en/publication-detail/-/publication/a051b36c-ad37-11ef-acb1-01aa75ed71a1/language-en> (Date of visit: 31.03.2025).

² *Annual report on the observance of human rights and freedoms in the Republic of Moldova in 2023.* [Online]: URL: <https://ombudsman.md/ru/post-document/annual-report-on-the-observance-of-human-rights-and-freedoms-in-the-republic-of-moldova-in-2023/> (Date of visit: 31.03.2025).

³ People with disabilities in the Republic of Moldova in 2023. [Online]: URL: https://statistica.gov.md/ro/persoanele-cu-dizabilitati-in-republica-moldova-in-anul-2023-9460_61550.html (Date of visit: 01.04.2025).

⁴ People with disabilities in the Republic of Moldova in 2023. [Online]: URL: https://statistica.gov.md/ro/persoanele-cu-dizabilitati-in-republica-moldova-in-anul-2023-9460_61550.html (Date of visit: 01.04.2025).

It is obvious that the possibility of employment taking into account the state of health and disability for persons with disabilities is a guarantee of a decent standard of living and the provision of legal rights and interests. In addition, it can certainly be considered as the main way of socialization and overcoming social isolation.

According to the UN, people with disabilities make up about 15% of the world's population, or about 1 billion people. Following the achievement of the Sustainable Development Goals, the United Nations in 2019 has adopted the United Nations Disability Inclusion Strategy (UNDIS), which was aimed to bring about lasting and transformative change on disability inclusion in the work of the UN (United Nations Disability Inclusion Strategy 2022-2025). United Nations Development Coordination Office (UN office for coordination of Humanitarian Affairs) (DCO) recognizes that the full and effective inclusion of all people in the UN system can only be possible if there is systemic and sustainable change on disability inclusion across all three pillars of the organization (peace and security, human rights and development) and when all development processes are accessible to and inclusive of persons with disabilities on an equal basis with others.

Of course, the process of involving people with disabilities in the workforce involves a lot of aspects. This includes their psychological readiness to work and taking into account their physical abilities and the readiness of the employer to create conditions for a person with a disability to work. Therefore, the state takes into account all these factors in its employment policy, or should do so. Since legislation at the national level must comply with international norms and standards. Therefore, the issues of legal protection of persons with disabilities at the stage of job search and ensuring employment are an important component of ensuring their right to work and to a decent standard of living.

Labor activity is an opportunity to economically provide for person and his\her needs, and to be a full-fledged part of modern society. People with disabilities are increasingly declaring themselves as an active, independent and viable social part of the population, who, on an equal footing with everyone, wants to be employed and work in the labor market. One of the ways to achieve this goal is the study of legal issues related to the promotion of employment and labor adaptation of people with disabilities under the laws of the state.

Sources are international acts and treaties (contain generally recognized principles of international law). Activities in the field of rehabilitation and labor adaptation of disabled people are regulated by international legislation within the framework of international agreements and treaties, as well as by national legislation: laws and by-laws.¹

Emphasizing the importance of professional orientation, it should be noted that this direction is one of the key ones in the system of rehabilitation and habilitation of the disabled. Speaking about the involvement of people with disabilities in the processes in the labor market, these phenomena should be considered taking into account many aspects. Career guidance should include measures to obtain general and vocational education, vocational training, assistance in finding employment (including in special jobs), and industrial adaptation.

The Standard Rules for the Equalization of Opportunities for Persons with Disabilities² were adopted by the United Nations General Assembly at its forty-eighth session on 20 December 1993.

Recognizing the importance of the principles contained in the World Program of Action for Persons with Disabilities³ and the Standard Rules for Ensuring equal opportunities for persons

¹ Sciuchina N. Enlargement of social security as one of the practices of the International Labour Organization\\ International Scientific Review of the Problems and Prospects of Modern Science and Education. № 19 (29). Boston. USA, 2016, 68 p, p. 37-41.

² The Standard Rules for the Equalization of Opportunities for Persons with Disabilities [Online]: URL: <https://www.ohchr.org/en/instruments-mechanisms/instruments/standard-rules-equalization-opportunities-persons-disabilities#:~:text=the%20labour%20market> (Date of visit: 01.04.2025).

³ The World Programme of Action concerning Disabled Persons, adopted by the General Assembly on 3 December 1982. [Online]: URL: <https://www.un.org/development/desa/disabilities/history-of-united-nations-and-persons-with-disabilities-the-world-programme-of-action-concerning-disabled-persons> (Date of visit: 01.04.2025).

with disabilities, have, in terms of influencing the promotion, formulation and evaluation of policies, plans, programs and activities at the national, regional and international levels to further ensure equal opportunities for persons with disabilities, recognizing also that discrimination against any person on the basis of disability is an infringement of the dignity and value inherent in the human person.

The valuable current and potential contribution of persons with disabilities to the overall well-being and diversity of their local communities, and the fact that promoting the full enjoyment by persons with disabilities of their human rights and fundamental freedoms, as well as the full participation of persons with disabilities, will strengthen their sense of ownership and achieve significant human, social and the economic development of society and the eradication of poverty, recognizing that accessibility to the physical, social, economic and cultural environment, health and education, as well as information and communication is important, as it enables persons with disabilities to fully enjoy all human rights and fundamental freedoms. Whereas each individual, having duties towards other people and the community to which he belongs, must strive to promote and respect the rights recognized in the International Bill of Human Rights.¹

According to Art. 1 of the Convention on the Rights of Persons with Disabilities, a person with a disability should be understood as “a person with persistent physical, mental, intellectual or sensory impairments which, in interaction with various barriers, may prevent their full and effective participation in society on an equal basis with others”.

In accordance with Article 8, paragraph 2 a) III) of the Convention on the Rights of Persons with Disabilities, it is necessary to promote the recognition of the skills, merit and abilities of persons with disabilities, as well as their contribution to the workplace and the labor market.

In Art. 27 of the Convention on the Rights of Persons with Disabilities states that States parties recognize the right of persons with disabilities to work on an equal basis with others. It includes the right to be able to earn a living in a job that a person with a disability has freely chosen or freely agreed to, in an environment where the labor market and work environment is open, inclusive and accessible to persons with disabilities. Participating States take on responsibilities promote the realization of the right to work, including by those persons who acquire a disability during employment, by adopting, including through legislation, appropriate measures aimed primarily at non-discrimination in the labor market.

In this regard, a number of examples of countries whose legislation establishes guarantees at the stage of job search and labor adaptation in the labor market for people with disabilities deserve attention. For example, in Spain Law 13 of 7 April 1982² on the social integration of disabled people is based on a constitutional provision which lays down that the public authorities must apply policies on the prevention, treatment, rehabilitation and integration of persons with physical, mental or sensory impairments. Under the law the first aim of employment policy for disabled people is to integrate them into the open employment system or, where this is not possible, the sheltered employment scheme. In accordance with this law, the principle of quoting jobs for disabled people is in effect, taking into account the total number of employees at the enterprise. Employers of over 50 workers are required to reserve 2 % of their jobs for people registered as disabled with the employment services. For civil service staff the quota is set at 3 %. Support is also granted to companies to facilitate the employment of disabled people by establishing conditions such that they can take back their own disabled employees at the end of the period of convalescence and tax reductions are granted on the earnings of companies or individuals for any additional recruitment of disabled employees

¹ The International Bill of Human Rights. [Online]: URL: <https://www.ohchr.org/en/what-are-human-rights/international-bill-human-rights#> (Date of visit: 01.04.2025).

² Spain. Law 13/1982 Of 7 April, Social Integration Of The Disabled. [Online]: URL: <https://www.global-regulation.com/translation/spain/1485959/law-13-1982-of-7-april%252c-social-integration-of-the-disabled.htm> (Date of visit: 19.03.2025)

under open-ended contracts¹. The general principles of Italian policy relating to disabled people are set out in Law 104 of 5 February 1992²: respect for human dignity and fundamental freedoms and the autonomy of the disabled person; prevention and removal of obstacles which hamper the development of the disabled person; attainment of as much autonomy and participation in community life as possible; the fulfillment of civil, political and property rights.³

The law also contains special provisions to promote occupational integration, such as measures to make workplaces and transport accessible, extension of compulsory employment to people with psychological impairments and the establishment of funds to ensure fulfillment of the right of disabled people to vocational training⁴.

Legal examples from the legislation of other countries also show that the main areas of national legislation, taking into account international norms, are the following:

non-discrimination, taking into account the physical and mental characteristics of the characteristics of people with disabilities, measures of economic incentives for employers, information campaigns to take into account the interests of persons with disabilities in the world of work, psychological rehabilitation and adaptation programs, financial support programs for the disabled and employers, and others.

So, it can be noted that the issues of legal measures in the field of promoting labor adaptation and finding a job for persons with disabilities in states at the national level are based on the norms of the international framework and international labor standards and social security standards. The legislation provides for guarantees against discrimination in the field of labor and in the field of employment promotion for persons with disabilities, as well as measures for job quotas. This makes the procedure of employment and job search for people with disabilities more accessible.

It should be borne in mind that after the covid pandemic, changes in the labor market have certainly affected the employment of people with disabilities. If before remote work was usually an exception, now it is a common trend. And disabled people, even where there is no particular need for it, are sometimes offered work remotely.

Conclusion

In addition, the issue of psychological adaptation of disabled people and psychological readiness to find work and readiness to start working on general conditions, for example, in a team, remains a problem. While this is probably less of a legal issue, it would still be effective for employment services to offer psychological counseling to people with disabilities if they need it.

Even with the appropriate qualifications and level of education, it is much more difficult for them to navigate the labor market and find a suitable job taking into account their health status. To a greater extent, this applies to those persons who became disabled in adulthood, have a specialty and qualifications, but due to disability have lost the opportunity to work in this specialty. Therefore, speaking of guarantees in the field of promoting employment of disabled people, it is necessary, firstly, to distinguish between subjects - job seekers, disabled people from childhood and people who acquired disability at working age.

¹ European Commission Compendium: Good practice in employment of people with disabilities Luxembourg: Office for Official Publication of the European Communities, 1999. [Online]: URL: https://ec.europa.eu/employment_social/soc-prot/disable/socpart/comp01_en.pdf (Date of visit: 19.03.2025)

² Social welfare and social security legislation. <https://www.malattierapiemonte.it/en/legislazione-socio-assistenziale>

³ European Commission Compendium: Good practice in employment of people with disabilities Luxembourg: Office for Official Publication of the European Communities 1999 – 76 pp. – [Online]: URL: https://ec.europa.eu/employment_social/soc-prot/disable/socpart/comp05_en.pdf (Date of visit: 19.03.2025).

⁴ European Commission Compendium: Good practice in employment of people with disabilities Luxembourg: Office for Official Publication of the European Communities, 1999. [Online]: URL: https://ec.europa.eu/employment_social/soc-prot/disable/socpart/comp01_en.pdf (Date of visit: 29.03.2025)

In our opinion, it is important and relevant for solving the problem of employment of people with disabilities to introduce the following provisions into the legislation: assistance to persons with disabilities in finding suitable work in accordance with labor recommendations;

provision of a complex of rehabilitation services (information and counseling in the field of the labor market, career guidance, psychological support, social adaptation, training and assistance in finding employment, employment in public works, promoting self-employment and entrepreneurship development); quotas for jobs, which is carried out in accordance with the law; interaction with employers on the equipment of special workplaces.

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