

# Closing the Gap

Workshop at the OBA Conference Centre-November 1, 2004

---

Working papers Number 3

Chronology

Prepared by:

**Stuart-O'Hara Inc.**

**Knowledge Management Services**

Employment Supports for Persons with Disabilities –  
Intergovernmental Partnership

This project is funded by  
the Government of Canada

**Canada**

## CHRONOLOGY

Decade	International Initiatives	National Anti-Discrimination Legislation	Canada/Ontario Legislation	Federal-Provincial-Municipal Initiatives
1940s	Universal Declaration of Human Rights (UN) (1948)			
1950s	ILO Recommendation concerning Vocational Rehabilitation (Disabled)(1955)			
1960s			Ontario Human Rights Code (1962)	Vocational Rehabilitation of Disabled Persons Agreement (1961-97)
1970s	UN Declaration on the Rights of Mentally Retarded Persons (1971)  UN Declaration on the Rights of Disabled Persons (1975)	US: Rehabilitation Act (1973)	Canadian Human Rights Act (1978)	Local Employment Assistance Program (1972-83)
1980s	International Year of Disabled Persons (UN) (1981)  World Program of Action concerning Disabled Persons (UN) (1982)  United Nations Decade of Disabled Persons (1983-92)  ILO Convention 159 on Vocational Rehabilitation and Employment (Disabled Persons) (1983)		Canadian Charter of Rights and Freedoms (1982)  Canadian Employment Equity Act (1986)  Federal Contractors Program (1986)	Canadian Jobs Strategy (1985-90)
1990s	International Day of Disabled Persons: December 3 (UN) (1992)  The Standard Rules on the Equalization of Opportunities for Persons with Disabilities (UN) (1993)  Appointment of the Special Rapporteur on Disability ( UN) World Program of Action (1997)	US: Americans with Disabilities Act (1990)  Australia: Disability Discrimination Act (1992)  UK: Disability Discrimination Act(1995)		Multilateral Framework on Employability Assistance for Persons with Disabilities (1997)  Opportunities Fund for Persons with Disabilities (1997)  In Unison: A Canadian Approach to Disability Issues (1998)  Social Development Partnership Agreements (1998)  Social Development Partnership Program – Disability Component (1998)  Social Union Framework Agreement (1999)  Opportunities Fund for Persons with Disabilities (1997)
2000s	ILO Code of Practice on Managing Disability in the Workplace (2001)  WHO introduces ICF classification (2001)  European Year of People with Disabilities (EC) (2003)	EC: Anti-Discrimination Employment Directive (2003)	Ontarians with Disabilities Act (2001)	City of Toronto Employment Equity Policy (2000)  OHRC Policy and Guidelines on Disability and the Duty to Accommodate (2000).  Multilateral Framework for Labour Market Agreements for Persons with Disabilities (2003)