**Disability:IN Global Directory**

**Andorra**

**Disability Definition**

In Andorra, the rights of persons with disabilities are protected under the ["Law guaranteeing the rights of persons with disabilities" (Llei de garantia dels drets de les persones amb discapacitats)](https://extranet.who.int/mindbank/collection/country/andorra/disability_legislation?), enacted in 2002. This legislation aims to ensure equal opportunities and non-discrimination for individuals with disabilities across various sectors, including employment, education, and access to public services.

The law defines disability as any long-term physical, mental, intellectual, or sensory impairment that, in interaction with various barriers, may hinder full and effective participation in society on an equal basis with others. This definition aligns with the principles outlined in the [United Nations Convention on the Rights of Persons with Disabilities (CRPD)](https://www.ohchr.org/en/instruments-mechanisms/instruments/convention-rights-persons-disabilities), which Andorra signed in April 2007.

**Legislation**

Andorra’s legislative framework provides protections for the rights of persons with disabilities through both national legislation and international commitments. The Constitution of the Principality of Andorra, adopted in 1993, guarantees fundamental rights and freedoms, emphasizing equality and non-discrimination. While it does not explicitly mention persons with disabilities, its broad provisions form the basis for inclusive policies. A significant piece of national legislation is the Law Guaranteeing the Rights of Persons with Disabilities (2002), which defines disability and establishes measures to ensure equal opportunities in employment, education, and access to public services. This law mandates the removal of barriers that hinder full societal participation for individuals with disabilities (<https://extranet.who.int/mindbank/collection/country/andorra/disability_legislation>). Another key law, the Law 6/2014 of 24 April, Social and Health Services, provides a framework for social and health services to ensure persons with disabilities receive necessary support and care (<https://www.global-regulation.com/translation/andorra/9923288/law-6-2014%252c-of-24-april%252c-social-and-community-health-services.html>).

Andorra is also a party to the United Nations Convention on the Rights of Persons with Disabilities (CRPD), which it signed on April 27, 2007, and ratified on March 11, 2014. This commitment underscores Andorra’s dedication to upholding the rights outlined in the convention (<https://treaties.un.org/Pages/showDetails.aspx?objid=080000028017bf87>).

In recent years, Andorra has continued to strengthen these protections. In 2017, the government approved a draft law aimed at enhancing the rights of persons with disabilities, including assistance for victims of discrimination and minors. This initiative reflects ongoing efforts to align national legislation with international standards and address emerging challenges (<https://all-andorra.com/andorra-approved-draft-law-protection-rights-people-disabilities-will-also-provide-assistance-victims-racism-discrimination-minors>).

**Employer Requirements**

In Andorra, the rights of persons with disabilities are safeguarded by the [Law Guaranteeing the Rights of Persons with Disabilities (2002)](https://www.un.org/development/desa/disabilities/wp-content/uploads/sites/15/2019/11/Andorra_Law-guaranteeing-the-rights-of-persons-with-disabilities.pdf?utm). This legislation mandates equal opportunities in employment and prohibits discrimination based on disability. Employers are required to ensure that their employment practices do not disadvantage individuals with disabilities and must provide reasonable accommodations to support their full participation in the workforce. This includes making necessary adjustments to the workplace environment and job requirements to facilitate accessibility and inclusivity.

The Andorran government actively promotes the employment of persons with disabilities through initiatives such as the [Network of Inclusive Companies](https://www.andorrabusiness.com/en/actualitat/three-new-entities-join-the-network-of-inclusive-companies/). This program encourages companies to adopt inclusive hiring practices by offering fiscal and social incentives to participating businesses. By fostering a collaborative approach between the public and private sectors, the initiative aims to create a more inclusive labor market and reduce employment barriers for individuals with disabilities.

Furthermore, Andorra's commitment to international standards is demonstrated by its ratification of the [United Nations Convention on the Rights of Persons with Disabilities (CRPD)](https://www.un.org/development/desa/disabilities/disability-laws-and-acts-by-country-area.html) in 2014. This underscores the country's dedication to upholding the rights of persons with disabilities and aligning its national policies with global best practices.

UNITED NATIONS

**Accessibility Requirements**

In Andorra, accessibility for persons with disabilities is governed by the [Law Guaranteeing the Rights of Persons with Disabilities (2002)](https://disabilityinsider.com/country/andorra/). This legislation mandates equal opportunities in employment, education, healthcare, and access to public services, explicitly prohibiting discrimination based on disability. It requires that public buildings be accessible to individuals with disabilities, and the government generally enforces this provision effectively. However, societal discrimination persists in certain areas, often manifesting as social and cultural barriers, as well as disadvantages in the labor market.

Andorra ratified the United Nations Convention on the Rights of Persons with Disabilities (CRPD) on March 11, 2014, reinforcing its commitment to international standards for accessibility and the rights of persons with disabilities. In September 2023, the [UN Committee on the Rights of Persons with Disabilities](https://www.ohchr.org/en/press-releases/2023/09/un-disability-rights-committee-publishes-findings-andorra-austria-germany?) reviewed Andorra's implementation of the CRPD. The Committee expressed concerns about the absence of a monitoring mechanism that aligns with the Paris Principles and the limited involvement of persons with disabilities in overseeing the Convention's implementation.

Despite these legislative measures and international commitments, challenges remain in fully realizing accessibility for persons with disabilities in Andorra. Advocacy groups continue to work towards improving access to public buildings, transportation, and services to ensure that persons with disabilities can participate fully in society. Ongoing efforts are necessary to address these issues and to align with international standards for accessibility.

**Cultural Norms**

In Andorra, cultural attitudes toward disability have evolved significantly, yet challenges persist. The [Law Guaranteeing the Rights of Persons with Disabilities (2002)](https://disabilityinsider.com/country/andorra/?) underscores the nation's commitment to equality and non-discrimination. Despite this legal framework, societal discrimination exists, often manifesting as social and cultural barriers that hinder full participation in various aspects of life, including the labor market.

The [disability prevalence rate](https://www.expatfocus.com/andorra/guide/andorra-disability?) in Andorra is estimated at approximately 7.2%. Public awareness and acceptance of disabilities vary, with some individuals facing challenges due to societal perceptions. Advocacy groups play a crucial role in promoting inclusion and raising awareness about the rights and capabilities of persons with disabilities.

Educational institutions, such as the [University of Andorra](https://www.uda.ad/en/services/inclusion-and-support/), are committed to inclusivity, ensuring that students with disabilities receive necessary support and accommodations. This commitment reflects a broader societal effort to integrate individuals with disabilities into mainstream education and community activities.

**Insights (N/A)**

# Supplier Diversity

In Andorra, the concept of supplier diversity, which involves integrating businesses owned by underrepresented groups into supply chains, is not widely established. The country lacks formal certification programs for women-owned or minority-owned enterprises, and there are no specific government initiatives promoting supplier diversity.

However, Andorra is actively working to attract high-value-added companies, particularly in science and new technologies. The government is preparing a strategic plan to position the country as a hub for innovation, aiming to diversify the economy and foster a more inclusive business environment. This initiative includes financial incentives and collaboration with institutions like the University of Andorra to attract and support innovative enterprises (<https://cadenaser.com/nacional/2024/10/18/marsol-prepara-un-pla-estrategic-per-atraure-empreses-dalt-valor-afegit-radio-ser-principat-d-andorra/>).

Additionally, Andorra is negotiating agreements, such as a new double taxation agreement with Germany, to facilitate foreign investments and enhance economic growth. These efforts indicate a commitment to creating a more dynamic and diverse economic landscape, which could, in the future, encompass supplier diversity initiatives (<https://cadenaser.com/andorra/2024/10/22/alemanya-expressa-linteres-per-invertir-a-andorra-despres-de-lacord-amb-la-ue-radio-ser-principat-d-andorra/>).

Talent Sourcing Resources

In Andorra, several organizations and initiatives support the employment of persons with disabilities:

[Association of Andorran Disabled Persons (AADP)](https://www.expatfocus.com/andorra/guide/andorra-disability): This organization promotes the inclusion and participation of individuals with disabilities across various societal sectors. AADP offers programs and services such as counseling, education, and employment assistance to support persons with disabilities.

[Network of Inclusive Companies (Xarxa d’Empreses Inclusives)](https://www.andorratelecom.com/en/corporate-social-responsibility/country-services/an-inclusive-company/?): Launched by the Andorran Ministry of Social Affairs, Justice, and the Interior, this initiative encourages businesses to hire and retain employees with disabilities. Andorra Telecom was the first company to join this network in 2017, demonstrating a commitment to inclusive employment practices.

[Andorran Association for the Deaf (AAD)](https://www.expatfocus.com/andorra/guide/andorra-disability?): This organization advocates for the rights and inclusion of the deaf community in Andorra, providing services such as sign language classes and interpreting services to facilitate communication and integration.

[Andorran Association of Persons with Autism (ADA)](https://www.expatfocus.com/andorra/guide/andorra-disability?): ADA focuses on promoting the rights and inclusion of individuals with autism, offering programs like therapy and educational support to assist them and their families.