Abstract
Currently there is a need for effective legal protection for people with disabilities. From this perspective, in this research paper examines whether there is an adequate labor protection to the disabled person from physical, mental or sensory impairment in the Colombian legal system and whether the constitutional and legal provisions that mandate the protection of persons with limitations in their health, ensure the effective enjoyment of a decent life in the workplace. In this measure, a description of the concept disability, a study of the regulation that protects workers with limitations (as it has been called the norm to not be fired) and an interpretation of the positions on job stability assumes the case was made Supreme Court and the Constitutional Court, with respect to his health condition are at a clear disadvantage. It is concluded that the concept of physical, mental or sensory limitation should be understood in its broadest sense and not restricted to the concept of disability, which in the workplace involves a constitutional protection to all cases in which the worker is engaged or has a disease that prevents the normal course of their activities.

Keywords
Labor protection, limited, disability, invalidity, WHO.