

Human Rights Council

Implementing measures to ensure the inclusion of disabled individuals
within the realms of employment and education



Names + Positions: Team Research

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Introduction to your Chair

Dear delegates,

Your Chair, Hidde Talsma, has unfortunately not delivered his research report. Therefore this research report has been finished so close to the conference. We apologise for the current situation and hope to see you all having fruitful debates during FAMUN,

Team Research of FAMUN 2024



An Introduction to the Issue/General Overview

The UN Secretary General, António Guterres stated: *"I want the United Nations to lead by example and invite you to join me in moving decisively to achieve the goals of the United Nations Disability Inclusion Strategy."*

According to the WHO, an estimated 1.3 billion people experience significant disability. This represents 16% of the world's population, or 1 in 6 of us. A disability is defined as a physical or mental condition that limits a person's movements, senses, or activities by oxford languages. This means that disabled individuals need help to be able to fully participate in everyday life.

Unfortunately, around the world are still countless of cases of ableism and discrimination of individuals with mental disorders. This often leads to the denying of fundamental rights, such as the right to education and employment of those mentally or physically lesser able. In the education system challenges often faced by disabled children are inaccessibility in terms of the actual buildings and learning materials, discriminations from teachers or fellow students, exclusion from 'regular' schools and an inferior quality of education, because it is not based on their needs. In adulthood in the workplace similar challenges are faced. Common are issues such as inaccessibility, discrimination from bosses and/or colleagues, inadequate working materials and a lack of opportunities for further education.

To grant these people their fundamental rights and help them face their challenges is to treat them as equals, this way they can contribute to society in their own, important ways.

Definition of Key Terms

Ableism: discrimination in favour of able-bodied people

Accessibility: everyone, including individuals with a disability, is afforded the opportunity to acquire the same information, engage in the same interactions, and enjoy the same services in an equally effective and equally integrated manner, with ease of use.

Assistive technology (AT): products, equipment, and systems that enhance learning, working, and daily living for persons with disabilities.

Disability: a physical or mental condition that has a substantial and long-term adverse effect on a person's ability to carry out normal day-to-day activities. Wearing glasses or temporary conditions such as drug or alcohol addiction are not counted as a disability.

Discrimination: the unjust or prejudicial treatment of different categories of people, especially on the grounds of ethnicity, age, sex, or disability.

Eugenics: a set of beliefs and practices that aim to improve the genetic quality of a human population. Usually, this aim is tried to be met through ensuring only those with 'superior' genetic traits are allowed to reproduce.

Historical Background

The history of disabled individuals is filled with stories of intolerance, prejudice and discrimination. Many of them have been murdered, tortured, used as amusement or subjected to other forms of cruel treatment. Of course, this has not always been the case, there is evidence that people in the stone age were cared for by their family members.


Unfortunately, however, most often disabilities were looked down upon. The ancient Greeks believed the body and soul were linked and thus a bad body meant a bad soul. Physically deformed babies were often murdered for eugenic purposes. During the Christian dominated Middle Ages it was believed illness or disability was a punishment from God for your sins, however you could be healed if you repented your sins. Thus, disabilities were still looked down upon. This continued until the 18th century for example in the form of witch hunts, which were often disabled individuals. During WWII the Nazi terror regime didn't only focus on the extermination of Jews: many other groups of people were hunted as well, including around 270 000 disabled people died during the holocaust.

Of course during the 20th century the quality of life of disabled people has improved and much has been done, such as the Universal Declaration of Human Rights which states: "All human beings are born free and equal in dignity and rights" and "Everyone has the right to work, to free choice of employment, to just and favourable conditions of work and to protection against unemployment." Yet still much more must be done.



Timeline of key events

- 1939 Nazi Program Kills Thousands of People with Disabilities
- 1970 England passes the Chronically Sick and Disabled Persons Act
- 1971 The UN adapts the Declaration on the Rights of Mentally Retarded Persons
- 1982 The UN adapts the World Programme of Action Concerning Disabled Persons (WPA)
- 1983 The International Labour Organization (ILO) adopted the Vocational Rehabilitation and Employment (Disabled Persons) Convention
- 1991 UN adoption of the Principles for the Protection of Persons with Mental Illness and for the Improvement of Mental Health Care
- 1993 The UN adopted the Standard Rules on the Equalization of opportunities for Persons with Disabilities, a nonbinding instrument
- 1995 The World Summit for Social Development's Programme of Action recognized the pressing need for the full participation and equality of people living with disabilities
- 1995 The World Conference for Women recognized the additional discrimination faced by women with disabilities.
- 1997 the UN General Assembly established an Ad Hoc Committee to study proposals for a convention to promote and protect the rights and dignity of persons with disabilities.
- 2001 The International Classification of Functioning, Disability and Health (ICF) endorsed by the World Health Organisation.

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- 2006 The UN General Assembly adopted the Convention on the Rights of Persons with Disabilities (CRPD)
 - 2013 National Disability Insurance Scheme in Australia.
 - 2013 UN and World Health Organisation's releases joint international statement 'Eliminating forced, coercive and otherwise involuntary sterilization'.

Major Parties Involved

Governments (all countries)

Many countries around the world are actively involved in implementing measures to ensure the inclusion of disabled individuals within the realms of employment and education. It's important to note that the extent of inclusion efforts can vary significantly from one country to another, and progress may also change over time. To progress the accessibility and inclusivity of disabled people, governments should put viable effort in advancing such. Global cooperation and coordination are necessary. Governments are needed to provide workplaces and educational institutes with fundamental guidelines and policies to implement accessible options and establish an inclusive environment for all disabled people.

Non-Governmental Organizations (NGO's)

Across the globe there are many NGO's which are fighting to ensure the equal treatment of disabled individuals in all kinds of circumstances. Furthermore they help disabled individuals through supporting them when they need help and providing crucial information on how to manage the disability.

Educational institutions

The cooperation of educational institutes is crucial when it comes to further progressing the accessibility and inclusivity of disabled people. Such institutes much invest in the needs of the disabled to reduce the discrimination and make education accessible for all.

Employers

To solve this issue, one has to start at the core of the issue, thus employers themselves are fundamental factors in the lessening of disability discrimination. They must implement crucial guidelines to progress the accessibility and inclusivity of the disabled.



UNPRPD member states

UNDP is a member of the United Nations Partnership on the Rights of Persons with Disabilities (UNPRPD), a partnership that brings together UN entities, governments, OPDs and broader civil society to advance the rights of persons with disabilities around the world.

Previous Attempts to solve the Issue

UNHCHR; The Convention on the Rights of Persons with disabilities

The Convention on the Rights of Persons with Disabilities, which was adopted in 2006 and entered into force in 2008. It calls for the inclusion and participation of persons with disabilities across the human rights, development and humanitarian agendas and highlights the rights and empowerment of women with disabilities and children with disabilities as groups which face multiple and intersecting forms of discrimination. It is the first legally-binding international instrument by which disabled people and other stakeholders working within the disability sector, are able to hold their respective governments to account for the promotion and enforcement of disability rights.

United Nations Disability Inclusion Strategy

The United Nations Disability Inclusion Strategy provides the foundation for sustainable and transformative progress on disability inclusion through all pillars of the work of the United Nations: peace and security, human rights, and development. The Strategy includes a policy and an accountability framework, with benchmarks to assess progress and accelerate change on disability inclusion. The policy establishes a vision and commitment for the United Nations system on the inclusion of persons with disabilities.

UK; Equality Act 2010

The Equality Act of 2010 implemented in the UK legally protects people from discrimination in the workplace and in wider society. It replaced previous anti-discrimination laws with a single Act, making the law easier to understand and strengthening protection in some situations. It sets out the different ways in which it's unlawful to treat someone.

Possible solutions for the Issue

Improve accessibility

It is most important that workplaces and educational institutes should be barrier-free and adapted to fulfil the needs of all people equally. This means all disabled people should be afforded with the opportunity to acquire the same information, engage in the same interactions, and enjoy the same services as a person without a disability in an equally effective and equally integrated manner, with substantially equivalent ease of use. Improving accessibility therefore also means improving accessibility and availability to equipment and assertive technology needed by lesser abled persons.

Full and effective participation and inclusion in society

Hereby ensuring and guaranteeing the full participation of disabled people in the multifaceted political, economic, social and cultural life of contemporary life, through inclusive policies and the promotion disability awareness. A coherent and coordinated approach is essential to accelerate progress, build on each other's work and achieve inclusion.

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