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UNHRC

Topic B: "Discrimination People with Disabilities Suffer in the Workplace."



Welcoming letter

On behalf of the CFMUN team, we would like to warmly welcome you as a delegate to our committee.

We are delighted that you are joining us in our noble endeavor to protect and promote human rights around the world.

At UNHRC, our mission is to ensure that all people are treated with dignity, equality, and respect.

We firmly believe that every person, regardless of race, sex, religion, or any other characteristic, deserves to live a life free from discrimination, oppression, and injustice.



By joining this committee, you have taken a courageous step to positively impact the lives of countless people who desperately need our support.

Your commitment to human rights is commendable, and we are delighted to have you on board.

If you have any questions, please don't doubt to contact us at:

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We are honored to have all delegates by our side since our main purpose is to create a world where justice, fairness, and equality prevail.

Warm regards,

Victoria Garcia & Isabella Aguilar



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I. Committee Background

The Human Rights Council is the main intergovernmental body within the United Nations (UN) system responsible for “promoting universal respect for the protection of all human rights and fundamental freedoms for all” and for addressing human rights violations, including gross and systematic violations.

Regularly, the council meets in Geneva to discuss and address the previously mentioned violations.

It was established in 2006, and replaced the Commission on Human Rights.



II. Introduction to the Topic

Experiencing discrimination based on disability can lead to many complex issues, such as life quality and mental health struggles. Most people with disabilities have daily lives based on poverty, at nearly three times the rate of their non-disabled peers.

Disability inclusion, is a critical part of any business, as it values all employees for their strengths and offers them an equal opportunity to learn, be compensated fairly, and advance.



III. Evolution of the Topic

People with disabilities mostly face social challenges that are more difficult to overcome than architectural or technological barriers.

Access to health care is also a major issue, in a 2019 survey of individuals eligible for both Medicare and Medicaid benefits, at least 75% of respondents reported having at least some type of disability. Compared to dual-eligible individuals who didn't have a disability, these civilians were most likely to have difficulty accessing needed healthcare services. (Double discrimination) (NAMI: National Alliance on Mental Illness., n.d.).



While discrimination against people with disabilities in the workplace is still common, there are regulations in place to protect their rights. Employees are encouraged to take as many steps as possible to ensure they aren't discriminating against employees with disabilities.

IV. Relevant Events

A. Panorama

An estimated 470 million people globally have some type of disability. A disability can be classified as long-term, physical, mental, intellectual, or sensory impairments which in interaction with various barriers may hinder [a person's] full and effective participation in society on an equal basis with others.

The ILO defines civilians with disabilities at work as «individuals whose prospects of securing, returning to, retaining and advancing in suitable employment are substantially reduced as a result of a duly recognized physical, sensory, intellectual or mental impairment».

In some corporations, it's a crucial requirement to companies to make reasonable accommodations for employees and potential employees with disabilities.

B. Points of view

- **China:** Citizens with disabilities in this country are protected under the Law of the People's Republic of China on the Protection of Disabled Persons.
- **United Kingdom:** Over there, people are protected under the Equality Act 2010. People qualify if they have a mental or physical condition that has a substantial effect on their ability to perform day-to-day activities and that will last or is likely to last more than, one year. (Disability in the Workplace: An overview of global Employees' rights., n.d.).



- **United States of America:** Discrimination against people with disabilities in the workplace is illegal in the United States. The Rehabilitation Act and the Americans with Disabilities Act (ADA) prohibit discrimination against federal workers and guarantee equal opportunities for individuals with disabilities



V. UN and External Actions

A. UN Actions

There is an existing ILO technical cooperation project called “Developing Entrepreneurship among Women with Disabilities”, which has been in charge of providing and training micro-enterprise skills in disabled women around several countries, such as Ethiopia, Kenya, Tanzania, Uganda, and Zambia.

All of this is to support disabled civilians to start their corporate activities through partnerships with local NGOs and microfinance institutions. (International Labour Organization., n.d.).

B. External Actions

States Parties recognize the right of civilians with disabilities to work, on an equal basis with others, some of those by including the right to an opportunity to gain a living by work chosen or accepted in a work environment that is open, inclusive, and accessible to citizens with disabilities.

This will be possible by prohibiting discrimination based on disability concerning matters taking into consideration all forms of employment, including conditions of recruitment, hiring and employment, continuance as well career advancements, with a safe and healthy working environment.

As well as ensuring that civilians with disabilities can exercise their labor and trade union rights on an equal basis with others.



VI. Conclusion

Discrimination against people with disabilities in the workplace remains a significant issue, despite legal protections and increased awareness. The United Nations Human Rights Council, emphasizes the importance of ensuring equal access to employment, providing reasonable accommodation at work, and combatting discrimination on the grounds of disability

Therefore, while progress has been made, continued efforts are needed to create truly inclusive workplaces and combat discrimination against people with disabilities.



VII. Committee Focus

UNHCR's delegates, should debate and share all the involved countries' postures and proposals in order to find a viable solution to help the affected people talking about all this topic, taking into account the human rights of every involved person, all of this in the fastest and most effective way possible.

When considering the possible solutions to the committee's topic, the following points must be considered:

- How can be ensured that the discrimination of people at the workplace doesn't happen?
- What are some examples of workplace discrimination against disabled people?
- What laws protect disabled people from workplace discrimination?



- What can employers do to prevent discrimination against disabled people in the workplace?
- What can individuals with disabilities do, if they face discrimination in the workplace?



VII. Participation List

- Arab Republic of Egypt.
- Democratic Republic of the Congo
- Federative Republic of Brazil
- French Republic
- Iceland
- Islamic Republic of Afghanistan
- The Kingdom of Norway
- State of Palestine
- People's Republic of Bangladesh
- People's Republic of Burkina Faso
- People's Republic of China
- Plurinational State of Bolivia
- Republic of Albania
- Republic of Benin
- Republic of Cabo Verde
- Republic of Iraq
- Russian Federation
- The Kingdom of Saudi Arabia
- The Kingdom of Sweden
- State of Israel



- The Swiss Confederation
- Syrian Arab Republic
- United Kingdom of Great Britain and Northern Ireland
- United States of America

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