



SRMUN Charlotte

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*Reconciling the Past and Restoring
Multilateral Partnerships for the Future*

https://docs.google.com/document/d/1KTbPrzwH2X_c379Xf2FlgiAj7UI4RbKm/edit

Working Paper: Worker Acknowledgement

Committee: International Labor Organization

Subject: Improving Inclusivity of Disabled People in the Future Labor Market

Sponsors: Brazil, Canada, Colombia, Denmark, Democratic Republic of the Congo, Ecuador, Egypt, Ethiopia, Finland, Germany, Italy, Ireland, Kenya, Kuwait, Morocco, Netherlands, Peru, Portugal, Romania, Singapore, Switzerland, Tanzania, Tunisia, Turkey, United Kingdom

Signatories: Chile, Niger, Guatemala, Spain, Lao People's Democratic Republic, Czech Republic, Russian Federation, Venezuela, Germany, India, Nicaragua, Republic of Korea, Ukraine, Saudi Arabia

First draft is being submitted on a copy of this document- we can keep working on this as well and then make updates when we get edits

The International Labor Organization,

Understanding that the inclusion of disabled workers into workers unions is paramount to ensuring equal representation,

Conscious of the Sustainable Development Goals (SDGs) 8, 9, 10 and 16, and their guiding influence on the work of the ILO,

Recognizing the varying needs of disabled people in the workforce, as well as the broad nature of the category of disabled workers ranging from physical disabilities to mental

Emphasizing the importance of education in ensuring the inclusion of disabled people in the workforce.

Encourage workforce participation by emphasizing the importance of women participating in the workforce.

Acknowledging the challenges disabled peoples face in the realm of employment, especially in face of high unemployment rates amongst disabled people in developing nations,

Noting the importance of education in promoting and retaining inclusion to ensure easier transition for disabled peoples in the workforce,

Understanding that there may be some cultural biases and it is imperative to understand just that,

Suggests the use of Assistive technology to help economic empowerment and entrepreneurship of persons with disabilities, for accessibility, equal opportunities and independent living,

Understanding the importance of equal inclusion to our societies through connecting disabled workers in the development of the labor markets functions to society,

Urging for schools and education to be integrated from young ages, thus being that children are our future,

Bearing in mind the World Programme of Action Concerning Disabled Citizens (WPA) passed by the United Nations General Assembly resolution 37/52, which stood for the equal opportunity employment and full participation of workers with disability status in society,

Highlighting the importance of prohibiting discrimination based on disability status through mechanisms such as the Canadian Human Rights Act and the Accessible Canada Act, the Equality Act of 2010, the United Kingdom of Great Britain and Northern Ireland has combined several inclusion acts to ensure that disabled workers are inclusive in the workplace, the Dutch Coalition on Disability and Development which was founded in 2000 in the Netherlands to promote disability inclusion in developing member states, and the Open Door Programme (ODP) founded in 2014 by the Ministry of Social and Family Development (MSF) and the Workforce Singapore (WS) aimed to encourage employers to hire, train and integrate people with disabilities,

Fully alarmed by the lack of opportunities for disabled workers due to the exclusion in the global workforce,

Emphasizing the importance of the right of equal opportunities to all workers in the labor force, no matter race, creed, ethnicity, education, or ability,

Re-affirming organizations such as the international Convention on the Rights of Persons with Disabilities (CRPD) that has been ratified by Brazil,

Recognizing the inequality and discrimination against disabled people in the current global workforce,

Encourages implementation of organizations which recognize the tangibility, workers placement has to the labor workforce,

Taking into account that an increase of remote jobs will allow for disabled workers to work from the comfort of their home,

Realizing that many disabilities can be caused by diseases and by addressing healthcare inequities among Member States these diseases can be contained,

Recognizing that many disabled people and employers are unaware of rights disabled people already have, especially in rural areas

1. *Calling for the expansion of the WPA by,*
 - a. *Introducing a system of checks and balances to ensure equal opportunity employment of workers with disability status, managed by the International Labor Organization,*
 - i. *Appointing Accessibility Commissioners, for the purposes of investigating claims of violations against the WPA,*
 - ii. *Proposing the duties of these Accessibility Commissioners being,*
 1. *Auditing corporations and businesses which claims of violations are found in,*
 2. *In case of investigated claims of violations being correct, proposing fines against suspected businesses,*
 3. *Monetary values of fines would remain at the discretion of the Member States which the suspected business in violation is contained within,*
 - iii. ***In addition to existing funding mechanism in the place for the WPA, supplementary funding is to be provided through the use of the Addis Ababa Action Agenda (AAAA) under SDGs 8, 9, 10, and 16(decent work***

and economic growth, decent work and economic growth, reduced inequalities and peace, justice, and strong institutions respectively);

- b. Establish conventions in Member States that allow for more precise and State specific conversations regarding disabled workers within a particular industry;
2. *Recommends* that the United Nations General Assembly update the definition of disabled persons to include mental and sensory impairments that contribute to difficulties in learning, social relations, and work integration to determine a process of social disadvantage or marginalization;
 3. *Advises* Member States to implement worker protections through protecting workers right to organize and updating protections for disabled workers to include mental disabilities alongside current protections offered by Member States, this by:
 - a. Utilizing Member State unemployment aid programs and non-government organizations (NGOs) such as Comprehensive Community Based Rehabilitation Tanzania (CCBRT) to aid in further increasing accessibility for disabled communities in opportunities for employment, application processes, outreach opportunities, along with union organizational efforts,
 - b. Recommending the governments of Member States update their definition of disabled persons to reflect that of the UN GA Plenary's updated definition in Clause 2,
 - c. Calling upon the governments of Member States to allow for Union Fee payments to be considered as eligible as tax write-offs,
 - d. Encouraging unions that primarily represent disabled workers cooperate with sector wide trade unions in order to better integrate them into the workforce;
 4. *Implores* Member States to encourage inclusive education to all workers through the collaboration of the public and private sectors and non governmental organizations (NGOs) by providing,
 - a. Etiquette and sensitization training to employers and employees alike that include recruitment steps,
 - b. Easier access for employers by providing necessary information towards disabled worker's needs while keeping privacy rights,
 - c. Soft skills training through existing infrastructures such as, but not limited to, vocational schools or existing employers,
 - d. Integration from schools from a young age is imperative due to the fact that the young population is the future,
 - e. The introduction of the curriculum of vocational training into secondary schools that are especially integrated to better help the disabled workplace,
 - f. Not only educate the workplace sector but it is as adequately important to educate schools handling disabilities,
 - g. Curriculum for training that supports and promotes retention and growth in the workforce,
 - h. Digital literacy training for technological centered jobs involving various skills and sectors,
 - i. Increase assistive technology aid education in order to support disabled workers' transition into the workplace,
 - j. Prevention for the continuance of education and curriculum programs for the disabled community that are inferior quality compared to the general education standards, and;
 - k. The implementation of adaptable learning methods and curriculum in classrooms and programs that allow for flexibility and a modern approach to addressing the physical and attitudinal needs of disabled students and to promote inclusivity and recognition of all students needs;

5. *Adapting* physical work environments to improve accessibility and safety for people with disabilities and exploiting emerging technologies and the transition to remote work to create more accessible working spaces for workers with disabilities;
 - a. Using Assistive technology (AT) that will help with the type of disability the person has those technology screen readers, braille displays and screen magnifiers.
 - b. we can create a database that can generate and guide the person to find a job suitable for the type of disability mental or physical;
 - c. *Encouraging* involvement from the Ministry of Social Affairs and Health, with collaboration from the Ministry of Economic Affairs and Employment, or equivalent institution of each Member State to fund the investment into the disabled workforce

6. *Advocates* programs such as Willing, Able, Mentoring, (WAM) which are created to produce inclusive environments in education and employment for individuals with disabilities by providing a training initiative to equip disabled workers with education efforts necessary for success within the workforce by:
 - a. Providing targeted training utilizing specific educational standards,
 - b. Offering a duration of apprenticeships by a supporting mentor, channeled towards specific job titles,
 - c. Requiring a contract from employers to ensure a particular set of work hours are met by disabled employee, said contract also guarantees duration of employment to be set at no less than a six month tenure,
 - d. Securing positions within the workforce for disabled participants who achieve a graduating stance upon completion of the program,
 - e. Creating a standard for occupations offered to the disabled workforce in order to maintain inclusivity and impartiality amongst the disabled working class;

7. *Improve* the infrastructure on disability to ease the lives of those with disabilities in education and the workplace environment,
 - a. Recommends protective legislation for disabled in a public/private workplace with better conditions and unions,
 - b. Member States should actively support the integration of persons with disabilities into open employment, this active support could occur through a variety of measures, such as vocational training, incentive-oriented quota schemes, reserved or designated employment, loans or grants for small business, exclusive contracts or priority production rights, tax concessions, contract compliance or other technical or financial assistance to enterprises employing workers with disabilities, states should also encourage employers to make reasonable adjustments to accommodate persons with disabilities; and,
 - c. Member States should provide for the participation of disabled persons in adult education programmes, with special attention to rural areas if the facilities of regular adult education courses are in- adequate to meet the needs of some disabled persons, special courses or training centres may be needed until the regular programmes have been modified, Member States should grant disabled persons possibilities for education at the university level;

8. *Calls for* partnership with NGOs which focus on the development of improved statistics on the inclusivity and contributions of disabled workers in the global labor force, especially statistics on occupations that would be advantageous for disabled workers to take part in,

- a. Move towards more inclusivity in the global workforce and labor market more specifically in accordance with the Kuwait Society of the Handicapped (KSH) that provides services and opportunities for disabled people of all ages;
 - b. Ensuring that people with disabilities find appropriate jobs in the workforce through NGOs such as the Kenya Business and Disability Network (KBDN), which also emphasizes the rights of disabled persons in Member States;
- 9. *Calls for* partnership with disabled people's organizations (DPOs) to educate disabled people and employers who might not be aware on rights disabled people already have in their respective country, especially in rural areas;
- 10. Encourages Member-States to seek collaboration with developmental banks, expressed in the Addis Ababa Action plan as a solution for funding **under SDGs previously mentioned**;
- 11. *Requests*
- 12. *Incentivising* employers to hire people of disabilities by offering a small stipend or tax rebates.