Committee: SOCHUM

Agenda: Unemployment of people who have physical and mental impairments

Country: the Kingdom of Norway

Physical or mental disability means “any disability, infirmity, malformation, disfigurement, congenital defect, or mental condition caused by bodily injury, accident, disease, birth defect, environmental conditions, or illness”. As it indicates the ability to find gainful employment and contribute to the economy's productive output, unemployment is a significant economic statistic. More unemployed workers equate to lower overall economic output. People with impairments are routinely overlooked as potential employees. In every workplace, perception, fear, myth, and prejudice continue to impede knowledge and acceptance of disability. Towards the end of the 2000s, the employment rate of the disabled population in OECD countries was 44%, compared to 75% for non-disabled people. For the same years, unemployment rates were 14% for the disabled and 7% for the non-disabled population. 22% of employed persons with disabilities work in part-time jobs, compared to 13% for individuals without disabilities.

ANED (Academic Network of European Disability Experts) was established by the European Commission in December 2007. Purpose; to establish and maintain a pan-European academic network in the field of disability. This network should also support policy development in cooperation with the Commission's Disability Network. This institution was founded on specialization in existing disability research centers. ANED's aim is to support the European disability policy, which provides equal opportunities for all people with disabilities and is aimed at full participation in society. Thus, ANED provides academic support with a coordinated infrastructure for the implementation of the European Disability Strategy and the United Nations Declaration on the Rights of Persons with Disabilities.

Norway is a country with the Scandinavian Model. With modern Scandinavian welfare policies, particular emphasis has been placed on job creation and high employment. Their core motto has been "jobs and full employment for all". For this reason, it is known as the "work-centered society" model. This model considered the right to work as the center and arranged all welfare policies accordingly. Scandinavian countries are the leading countries that positively approach the rights and freedoms of the disabled. Organizations established by disabled people have a great role in the developments in this regard. There are traditional strategies implemented in Norway to include people with disabilities in the open job market. These strategies follow the “train to place” method. In this approach, people with disabilities receive training in a separate scheme before entering the open job market. Apart from this approach, the “Arbeid med bistand” initiative seeks to improve job support for people with disabilities through vocational coaches (who help people with disabilities find and work) or by supporting workers. In addition, the Norwegian State Council for Persons with Disabilities makes recommendations to community organizations, as well as community authorities, on regulations and enforcement laws regarding disability in all segments of society. In Norway, financial subsidies are provided for business coach-based activities. Income transfers account for 95% of disability expenditures in most OECD countries such as Germany and Norway. 95% of public spending goes directly to aid. Only in countries such as Germany, Norway, the Netherlands and Sweden, 10% of this amount is spent on employment programmes.

We attended this valuable conference to find solutions that support development and increase development. . Here are some solutions we found in line with our own decisions:

* Promoting accessibility to the job market
* Supporting accessibility to goods, services and infrastructure
* Creating a separate law for the disabled