Country: Brazil Committee: Sochum Agenda: Unemployment of people who have physical and mental impairments



By far the largest and most populous country in South America, Brazil is changing and developing from day to day. Following more than three centuries under Portuguese rule, Brazil gained it is independence in 1822. It forms an enormous triangle on the eastern side of the continent with a 4,500-mile (7,400-kilometer) coastline along the Atlantic Ocean. Brazil is the world’s sixth largest country by both population and total area. According to BBC, Over the past few years it has made major strides in its efforts to raise millions out of poverty, although the gap between rich and poor remains wide. From 1980 to 2011, Brazil’s Human Development Index (HDI) increased by 30.8 percent.

Unemployment is a complex and multifaceted issue that affects economies globally. While it is a universal challenge, it disproportionately impacts certain demographic groups. One such group compresses individuals with physical and mental disabilities. Historically, individuals with physical and mental disabilities have been subject to significantly higher rates of unemployment. According to the World Health Organization (WHO), this group is often faced with societal and systemic barriers that inhibit their access to the labor market, including stigma, discrimination, and lack of access to appropriate skills training. Further, these individuals often have additional health care needs, which May present additional challenges in securing and maintaining employment. In developing countries, 80% to 90% of persons with disabilities of working age are unemployed, whereas in industrialized countries the figure is between 50% and 70%. Unemployment is a key economic indicator as it signals the ability to obtain gainful work and contribute to the productive output of the economy. More unemployed workers mean less total economic production.

Since 2001, more than 55,000 persons with physical disabilities have entered the labor market in Brazil. Brazil adopted the "Quota Law for Companies" (Law No.8,213/1991), which mandated that two to five percent of the employees of companies with 100 or more employees be reserved for disabled individuals in 2011. The right to equal treatment of the disabled in the labor market has since been addressed by several countries. In 2015, the Brazilian government enacted the Inclusion of People with Disabilities Act, which aimed to promote the social inclusion of people with disabilities through education, employment, access to healthcare, and other services. The new law required all companies, public or private, to ensure that at least 2% of their workforce was comprised of individuals with disabilities. The legislation also mandated the creation of accessibility standards for buildings, public transportation and information technology. Furthermore, the government of Brazil has implemented programs to provide job training, education, and apprenticeships to individuals with disabilities to help them gain the skills and experience necessary to secure jobs. The Brazilian Ministry of Labor and Employment also provides employers with incentives, such as tax credits, when they hire workers with disabilities.

According to a report from IBGE in 2022, the unemployment rate for people with disabilities was about 14% higher than for those without disabilities. Firstly, many businesses have been slow to implement inclusive hiring practices, with some choosing to pay fines rather than meet the quota requirements. Secondly, the lack of access to quality education and vocational training for individuals with disabilities often results in lower skill levels, making it harder for them to compete in the job market.

In response to these challenges, both the Brazilian government and private sector have undertaken initiatives aimed at improving employment outcomes for people with disabilities. For instance, the government has implemented programs aimed at providing vocational training and job placement services for this group.In the private sector, some companies have gone beyond the legal requirements to implement inclusive hiring practices and provide workplace accommodations for employees with disabilities. These companies often collaborate with non-profit organizations and advocacy groups to source candidates and provide them with the necessary support. This includes improving access to education and training, promoting inclusive hiring practices, and combating societal stigma and discrimination.

Event though there are many stpes that have been taken so far, there is still too much issues to be resolved. Future policy should focus on improving educational and vocational training opportunities for people with disabilities, as well as promoting awareness and changing attitudes towards disability in society. In addition, enforcement of the Quota Law could be strengthened to ensure that more businesses are meeting their obligations. Finally, fostering partnerships between government, the private sector, and non-profit organizations could be a key strategy in promoting employment for people with disabilities.