**COUNTRY:** Islamic Republic of Pakistan

**FORUM:** Social, Humanitarian and Cultural Committee (SOCHUM)

**QUESTION OF:** Unemployment of People Who Have Physical and Mental Impairments

Unemployment among people with physical and mental impairments is a significant global concern that affects individuals, families, communities and society altogether. In developing countries, 80% to 90% of persons with disabilities of working age are unemployed, whereas in industrialized countries the figure is between 50% - 70% and in most developed countries the official unemployment rate for persons with disabilities of working age is at least twice that for those who have no disability. This inequality can be attributed to several factors, such as including civil attitudes and stereotypes, inaccessible workplaces, lack of accommodations and sensible adjustments, discrimination, restricted educational opportunities, employer perceptions, disability-exclusive economic policies and social protection issues.

In order to address the issue of unemployment among people with disabilities, the Convection on the Rights of Persons with Disabilities (CRPD) was embraced by the United Nations General Assembly in 2006. The CRPD is a crucial international human rights treaty that draws attention to the rights and inclusion of individuals with impairments in all aspects of life, including employment “recognizing that discrimination against any person on the basis of disability is a violation of the inherent dignity and worth of the human person.” It necessitates decent accommodations, equal opportunities and the elimination of discrimination in the work place with 82 signatory nations.

The UN Sustainable Development Goals (SDGs) also acknowledge the importance of promoting adequate performance for all, involving persons with disabilities. Goal 8, “Decent Work and Economic Growth,” and Goal 10, “Reduced Inequalities,” are closely associated with empowering and promoting the social, economic and political inclusion of everyone regardless of their differences.

Islamic Republic of Pakistan has taken action to address the employment challenges faced by individuals with physical and mental impairments. These actions contain being a signatory to CRPD which distinctly indicates Pakistan's advocation for elimination of discrimination towards persons with disabilities in the work environment as well as signing an ordinance to provide for the employment, rehabilitation and welfare of disabled persons. The Disabled Persons Employment and Rehabilitation Ordinance, 1981 was signed by the National Assembly of Pakistan with an objective to economically and socially empower the persons with disabilities by providing job quota in the public organization. The government is fully aware of the significance of the situation and therefore efforts have been made to raise awareness and sensitize society about rights and capabilities of individuals with impairments and introduced incentives such as tax exemptions or deductions for organizations employing people with disabilities to advance inclusivity and create a supportive work environment.

In order to solve the issue at hand today, as the delegation of Pakistan, we firmly believe that technology, when harnessed effectively, can be a powerful tool in empowering individuals with disabilities and creating equal opportunities for employment. Tools such as screen readers, alternative input devices, and assistive communication software empower individuals with visual, hearing, or speech impairments to effectively communicate and collaborate with colleagues, clients and employers. Virtual communication devices, project management software and digital collaboration platforms enable individuals to work from home or customize their work environment to accommodate their specific requirements. Online job sites and employment platforms simplify searching for employment opportunities for individuals with impairments. Therefore, we advocate for the adoption and promotion of assistive technologies that enable individuals with disabilities to fully participate in the workforce.

We anticipate all Member States to partake in civil dialogue to accomplish a future where every human being is respected and treated equally, regardless of their distinctions, including their mental and physical impairments. As the delegation of Pakistan, we stand firm in our commitment to peace, justice, inclusivity, equality and well-being of all nations.

References:

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