



Country: France

Committee: Social, Cultural and Humanitarian Committee (SOCHUM)

Delegate: Mehmet Demir Bildirici

Agenda Item: Unemployment of people who have physical and mental impairments

People with disabilities face discrimination at every stage of their life and it is no different when they reach working age. Employers often avoid employing disabled applicants because they believe that disabled workers will not be able to perform as well as their non-disabled colleagues. 80% to 90% of disabled people of working age living in developing countries are unemployed. The situation in industrialized countries is not much different as well, as 50% to 70% of disabled people of working age are unemployed. Compared to non-disabled persons, the unemployment rate of disabled persons is twice as high in most countries. Misconceptions and misbeliefs surrounding disabilities and disabled people are causing the unemployment rate for disabled people to increase.

The French government promotes and encourages employment of disabled citizens. French law sets a quota of 6% of disabled employees for employers with at least 20 employees and companies with 250 or more employees are obliged to appoint a designated employee to guide, inform and support disabled employees. Up to 80% of measures taken to hire a disabled employee such as specific training and equipment can be paid through public funding and according to the French Labour Law (“Code du Travail”), an employer’s refusal to provide necessary accommodation for disabled employees would be considered as discriminatory treatment. Employers are also obliged to file reports to CDAPH (Committee on the Rights and Autonomy of Persons with Disabilities). Additionally, since 2018, the French government has been working on increasing “Allocation aux adultes handicapés” (disabled adult’s allowance) to 900€ per month.

As France, we believe that raising public awareness and educating disabled people with special programs will be helpful. We hope to reach these milestones by:

- Supporting and working with disability organizations and charities
- Encouraging employers and coworkers to create a more accepting and accessible work environment
- Creating education programs for disabled persons specific to disabilities and professions

We believe that achieving these goals will help more disabled citizens find jobs and contribute to our economy.

Bibliography

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