



Committee: GA:3 SOCHUM

Topic: Unemployment of people who have physical and mental impairments

Delegate: Işıl Canlı

Statistics from 2022 indicate that the global unemployment rate is 5.77 percent.

Unemployment has terrible effects on a person's moral and material well-being. When unemployment exceeds 5% or 6%, the economy faces major issues that could be fatal for the nation. When there are many unemployed people, economic development slows and consumer expenditure rises, increasing foreign dependency. In Japan, there are 2.5 million unemployed people, and 1.5 percent of them are people with disabilities. As a delegate of Japan, it is crucial to promote the prominence of people with disabilities in corporate life.

In order to guarantee that businesses would give people with disabilities equal chances throughout the hiring process and while they are in employment, including salaries, training, and welfare, the Law for Employment Promotion, etc. of the Disabled Persons was changed in 2008. The Act also mandates that firms create suitable accommodations for their disabled workers and, when necessary, hire assistance.

A particular percentage of employees with disabilities must be present in a workforce under the quota system mandated by the 1976 Persons with Disabilities Employment Promotion Law. Because of changes in employment rates, the quota is reviewed every five years. The legal quota for businesses with 56 or more employees is currently 1.8%; for prefectural educational committees with 50 or more employees, it is 2%; and for other governmental entities and independent administrative legal persons, it is 2.1%. Those who work part-time between 20 and 30 hours per week are counted as half a person for determining the number of impaired employees.

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As Japan, we believe that we may handle this issue by eradicating biases because reintegrating individuals with disabilities into society will both dispel employers' unfavorable perceptions and support the legal rights of handicapped people.

Bibliography:

<https://disabilityin.org/country/japan/>

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