**DELEGATE:** Alp Demir SİCİM

**COUNTRY:** Kingdom of Spain

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

**Issue:** Unemployment of people who have physical and mental impairments

Unemployment of people who have physical and mental impairments is and always has been an issue that concerned all the delegates who are responsible for their citizens. We must view this issue from various perspectives to understand and tackle it perfectly. The statistics is showing that, there is a clear advantage of getting employed when not being a disabled person. This vividly expresses that there have been some inequities done in the past. To tackle this issue there has been created many solutions, one of them is to create job opportunities for the disabled ones and legalize the policies for employment of disabled people while supporting their legal rights by creating laws that ensures the fairness among disabled and non-disabled people. As we are now aware of the capabilities of disabled people as a result of developed cultures and experience, the sufficient support should be given to them. The SOCHUM must focus on this issue and find a solution to legalize the rights of disabled people for employment. The Kingdom of Spain is aware of the problems which the disabled people face and willing to take action on anything that benefits the humanity.

The biggest impact on this topic has been done undoubtedly by the United Nations Convention on the Rights of Persons with Disabilities (CRPD) (1). The CRPD, adopted by the United Nations General Assembly in 2006, promoted and protected the rights of persons with disabilities, including the right to work and employment. It has called for equal employment opportunities, reasonable accommodations, and non-discrimination in the workplace. In addition to this, the International Labour Organization (ILO) Disability Inclusion Strategy (2) has developed a comprehensive strategy to promote the inclusion of persons with disabilities in the world of work. Focusing on ensuring equal opportunities, non-discrimination, and reasonable accommodations in employment policies and practices it was a great step to legalize disabled employment. As for legislation, some countries such as the USA, Canada, and UK have enacted specific legislation and policies to promote the employment of persons with disabilities. These laws often include provisions for reasonable accommodations, vocational training, and affirmative action measures to ensure equal opportunities in the labour market. In the USA, the Americans with Disabilities Act (ADA) (3) prohibits discrimination against individuals with disabilities in various areas, including employment. It requires employers to provide reasonable accommodations and promotes equal employment opportunities. For Canada, The Canadian Human Rights Act and provincial/territorial human rights legislation (4) provide protection against discrimination based on disability. These laws require employers to accommodate individuals with disabilities and promote equal opportunities in employment. In the UK, The Equality Act 2010 (5) protects individuals from discrimination, including in the workplace, based on various characteristics, including disability. It requires employers to make reasonable adjustments to support employees with disabilities.

The unemployment rates for disabled people in Spain were generally higher compared to the general population. According to a report by the Spanish National Statistics Institute (INE) in 2020, the unemployment rate for individuals with disabilities in Spain was around 25% (6). This was significantly higher than the overall unemployment rate in the country, which was approximately 14%. Spain has been actively involved in addressing the issue of unemployment among individuals with physical and mental impairments. We have implemented various measures, policies, and initiatives to promote the employment and inclusion of disabled individuals. We have enacted laws and regulations to protect the rights of individuals with disabilities in the workplace. The Law on Social Integration of Disabled Persons (LISMI) (7) ensures equal treatment and non-discrimination in employment. It requires companies with 50 or more employees to reserve a certain percentage of their workforce for individuals with disabilities. Spain has established employment support programs and initiatives to facilitate the inclusion of disabled individuals in the labour market. These include vocational training programs, job placement services, and supported employment initiatives. The aim is to provide individuals with disabilities with the necessary skills and support to access and maintain employment. Furthermore, Spain has ratified various international conventions and agreements related to disability rights and employment. These include the United Nations Convention on the Rights of Persons with Disabilities (UNCRPD) (1) and the International Labour Organization (ILO) (2) conventions on disability inclusion in the workplace.

Human equity is an important problem for the overall social justice of the countries, therefore more actions should be taken by the honourable delegates of the SOCHUM committee. As it is emphasised over and over again, the member states have to make sure that they provide justice and equality to the disabled unemployed people. This providing of the justice has to be done by creating legislations for equal employment opportunities, and we, as the Kingdom of Spain see it the only way to truly settle the rights of the disabled.

**References**

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