



UNHRC

Topic: The exclusion of young people with disabilities in the workplace

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Committee: United Nations Human Rights Council (UNHRC)

Topic: The exclusion of young people with disabilities in the workplace: a consequence of companies failing to respect their rights

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I. Committee Background

The main intergovernmental body addressing this issue is the Human Rights Council (HRC), part of the United Nations system dedicated to promoting and protecting human rights. The General Assembly established it in 2006 with the mandate to advance and safeguard human rights around the world.

The Council has helped raise awareness of civil and political rights, leading to stronger laws, procedures, and policies. It supports states in enforcing better legal frameworks to ensure that all individuals enjoy their fundamental rights. What makes this Council particularly powerful is that its authority does not come from any single region or country, but rather from its diverse membership representing the entire globe.

II. Topic Information

To begin this discussion, it is important to recognize a major yet often overlooked issue in workplaces worldwide: the exclusion of people with disabilities. This particularly affects young individuals with disabilities, as many companies fail to comply with international agreements and national laws designed to protect their rights.



As a result, they often face discrimination, a lack of reasonable accommodations, and limited opportunities for dignified employment. These barriers restrict their economic independence, social participation, and personal development, while reinforcing inequality and negative stereotypes.

Through the Convention on the Rights of Persons with Disabilities (CRPD), the UN calls on all countries to ensure equal access to employment and inclusive environments. Unfortunately, many of these commitments are still not effectively implemented, increasing the vulnerability and exclusion of people with disabilities in the labor market.

a. History of the Topic

Throughout history, people with disabilities have been viewed primarily through a lens of welfare and charity, which has led to their exclusion from social and professional life. However, key milestones such as the 1975 Declaration on the Rights of Disabled Persons and the 2006 Convention on the Rights of Persons with Disabilities (CRPD) marked a shift toward recognizing disability as a human rights issue.

Despite legal progress, millions of young people with disabilities continue to face barriers such as prejudice, discrimination, and a lack of accessibility or reasonable accommodations. Many companies fail to uphold their obligations, ignoring or undermining the labor rights of this group.

This exclusion has severe consequences not only for their social and economic development but also for broader social cohesion and equality. Although numerous countries have enacted policies promoting inclusion, inequality persists. Consequently, the United Nations Human Rights Council



(UNHRC) has chosen to address the exclusion of young people with disabilities as a violation of their fundamental rights.

b. Current Issues

Systemic barriers and the lack of enforcement of legal protections are the main causes of exclusion for young people with disabilities in the workforce. These include employer bias, lack of awareness, inaccessible physical environments, and insufficient job accommodations.

Even though the abilities of people with disabilities are increasingly recognized, they continue to face attitudinal barriers such as stigma and fear, physical and programmatic inaccessibility, limited accessible transportation, and inadequate support services. These factors result in widespread social marginalization and economic disadvantage.

c. Bloc Positions

United States: The United States affirms the importance of protecting and promoting the labor rights of young people with disabilities. It enforces the Americans with Disabilities Act (ADA), which prohibits discrimination and requires reasonable workplace accommodations. However, the U.S. acknowledges that workplace prejudice and non-compliance still hinder full inclusion. At the UNHRC, the U.S. supports initiatives to strengthen corporate responsibility, ensure equal opportunities, and promote inclusive employment policies.

France: French disability and employment policies rely on two complementary pillars that have improved conditions for workers with disabilities. Nevertheless, many remain at risk of labor market exclusion. The Council of Europe has highlighted the lack of adequate support services,



socio-economic injustices, and limited access to housing, healthcare, and education. These issues continue to violate the freedom and dignity of persons with disabilities in France.

Russia: In Russia, transitions from education to employment for deaf and hard-of-hearing youth remain difficult despite the establishment of inclusive policies and legal frameworks. Research shows that while formal inclusion exists, young people still face individualization pressures and systemic barriers that make access to employment challenging.

Brazil: Despite legal progress promoting inclusion, barriers persist due to insufficient company preparedness, ableism, and strategies used by employers to circumvent disability employment laws. Brazil recognizes that the exclusion of young people with disabilities from the workforce is a serious issue rooted in corporate failure to uphold labor rights.

III. Conclusion

The exclusion of young people with disabilities from the workforce demonstrates how many companies continue to violate human rights by maintaining ableist attitudes, inaccessible environments, and a lack of adequate accommodations.

This not only creates economic and social disadvantages for young disabled individuals but also represents a significant loss of talent and productivity for businesses and the global economy. To address this, organizations must actively build inclusive cultures, provide necessary accommodations, and fully comply with international and national laws — including the UN Convention on the Rights of Persons with Disabilities (CRPD) — to ensure equitable access to employment for all.



IV. Essential Questions

1. What entitlements do young individuals with disabilities have in their job search?
2. Why do some organizations exclude young individuals with disabilities from employment opportunities?
3. How can workplaces become more inclusive for individuals with disabilities?
4. What are the main challenges faced by young people with disabilities when seeking employment?
5. How does discrimination affect the lives of young people with disabilities?
6. What legislation protects the rights of employees with disabilities?
7. How can governments and businesses collaborate to foster inclusion?
8. What advantages can organizations gain by employing young individuals with disabilities?
9. How can education and training programs support young people with disabilities in finding employment?
10. What measures can the United Nations and the international community take to uphold the rights of disabled workers?

V. References

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