

Forum: The United Nations Education, Scientific and Cultural Organization

Issue: Methods to improve education and employment opportunities for people of determination

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Introduction

In the pursuit of fostering inclusive and equitable societies, it is extremely crucial to address educational and employment opportunities for people with disabilities is essential in the effort to build inclusive and equitable societies. In the world there are over 1.3 billion (Almost 16% of the world's population) people who are faced with different disabilities. People with disabilities represent a diverse segment of society and are dynamic with different capabilities, challenges and needs. Ensuring equal access to education and employment is not only a matter of social justice but also an economic imperative. The education and employment of people of determination is a critical issue that is faced by our society. It is one that has been debated extensively in the past. People of determination deserve the same rights and opportunities to succeed as everyone else.

Despite unwavering dedication and potential, human beings of willpower frequently encounter systemic barriers that hinder their access to both education and in turn employment. This problem is not only one of justice but also a profound social and monetary task. The exclusions of those with disabilities from the realms of education and employment not only deprives them of a world of opportunities but also hinders our collective development, denying societies the benefits of diversity and the talents that remain untapped.

There are an estimated 240 million children in the world with disabilities. Like all children, the ones with disabilities also have ambitions and dreams for their future. They need quality education to develop their skills and help them realize and achieve their full potential. These individuals, who are often referred to as one with disabilities, face many serious obstacles in

their journey and search for a life with inclusivity and empowerment. Their experiences are marked with a vast range of abilities, each one as unique as the individual, however they are united by the common thread of resilience.

After analyzing the current situation, The United Nations recognizes the global significance of this issue, and has played a crucial role in advancing the rights for people of determination. An example of this could be through initiatives like the Convention on the Rights of Persons with Disabilities (CRPD), the UN is strived towards the establishment of a framework that champions the rights and inclusion of people with disabilities. The CRPD serves as a testament to the international community's commitment to dismantling the barriers that people of determination face in the pursuit of education and employment.

Definition of Key Terms

People of determination

A term used to describe people who suffer with complete or partial deficiencies or limitations that affect their intellectual, physical, sensory and abilities.

Inclusive education

Inclusive education is the most effective way to allow all children to be treated equally, whether they have a disability or not. It gives them a chance to thrive and excel in every aspect. Inclusive learning refers to the idea that all children should be in the same classroom and in the same school, this means real learning opportunities for groups who have been traditionally excluded, but not only children with disabilities but those who come from minorities as well.

Discrimination

Discrimination is the unfair or prejudicial remedy of someone or organization of human beings based on their attributes or personal traits. Discrimination usually has a profound effect on the lives of individuals and communities. It can cause social exclusion, financial deprivation, and violence. There are 3 types of discrimination; Direct, Indirect and Systemic.

Universal Design for Learning (UDL)

The universal design for learning is a framework specially designed in order to improve and optimize teaching and learning for all people based on scientific insights into how humans learn.

UDL is based on three principles:

1. Engagement: Providing multiple ways for students to engage with the material, such as through visual, auditory, and kinesthetic activities.
2. Representation: Providing multiple ways that students can interact and present their learnings.
3. Action and expression: Providing many ways for students to be able to express their works, such as in different forms like writing, speaking, etc.

Key Issues

Lack of political will

Inadequate policy development and implementation: Political will is essential for creating and enforcing policies that safeguard the rights and opportunities of people of determination. A lot of the time, governments don't prioritize or adequately work towards creating policies that should address the specific needs of certain groups. Additionally, the allocation of resources such as the funding for inclusive education as well as programs more often depends on political priorities.

Due to lack of political will, a country can face inadequate accessibility, this could include inaccessible transportation, buildings, websites, apps as well as information. It will cause a chain reaction and impact several industries causing a halt in economic growth. As mentioned previously, it impacts education severely.

Many people with disabilities require special needs and rely on a range of different programs such as. Social Security, Medical Aid as well as Care, Supplemental Nutrition Assistance Programs, as well as other essentials that support their needs, health and independence. It is also

highly beneficial to have programs such as housing assistance, job training, etc. However these programs need government assistance as well as political will to be fully functional.

Legislative and Regulatory Gaps

Political will is necessary to establish comprehensive legislation and regulations that protect the rights of people of determination. Without strong political commitment, legal frameworks may be inadequate or outdated, leaving these individuals vulnerable to discrimination. Additionally, failure to enforce Anti-Discrimination Laws. Even when anti-discrimination laws are in place, they may not be effectively enforced without political will. This can result in ongoing discrimination in both education and employment sectors.

An example of an anti-discrimination law is in the UAE. “Resolution No. 43 of 2018 in support of the ‘people of determination’”. This law is an example of a country that does not have legislative and regulatory gaps in some aspects. This is a resolution that emphasized the need to provide good working as well as health conditions for people with disabilities.

The resolution stressed the need to provide working and health conditions for ‘people of determination,’ and not to terminate their services or refer them to retirement due to disability or its occurrence after appointment, unless retirement age is reached or a competent medical committee decision states they are not fit to work.

Lack of expertise and knowledge

When it comes to people of determination it is crucial for people to be aware, however, without adequate knowledge, educators as well as the society at large may have limited understanding. This lack of understanding leads to misconceptions, stereotypes and multiple biases that in the past have indefinitely hindered the creation of effective educational programs.

Major Parties Involved and Their Views

United Arab Emirates

The United Arab Emirates plays a very crucial role in the rights of people of determination. UAE believes and guarantees equality to people of determination (people with disabilities or those with special needs) through its legislations, as well as economic and social development programmes and policies. They have already launched many programs to support many different groups of people. Programs such as the National Home Testing Program For People of determination. This program allows people that are home-bound to be able to experience the same opportunities that they would be able to if they were in a different workspace. “Empowering individuals of differing abilities worldwide creates fertile ground for diplomacy,” said His Excellency Yousef Al Otaiba, UAE Ambassador to the United States. You can see in this quote about how the UAE cares about people of determination and are headed to create a better future for everyone.

Netherlands

The Netherlands is of the opinion that the majority of the provisions of the Convention on Rights of Persons with Disabilities (the Convention) are of a programmatic nature, giving a general instruction to States Parties to take measures to ensure the rights of persons with a disability. Additionally, they have legislations, for example; Act on equal treatment on the grounds of handicap or chronic illness (Stb. 2003, 206). The Netherlands have also implemented employer legal requirements and the Dutch system pays benefits for partial or temporary disability as well as full, permanent disabilities.

Non-Governmental - Organizations

Non Governmental organizations play a very crucial role in the empowerment of people of determination. These contributions are very vital in addressing the unique challenges faced by disabled individuals and fostering inclusivity in society. NGOs often advocate for the needs as well as fight for the rights of less able individuals, they believe in the importance of inclusive education and equal employment opportunities. Even though there are many unique NGOs they

all share a common aim, the work to change public perceptions as well the societies attitudes towards disabilities, they do this by promoting a more inclusive society. Additionally many NGOs run programs such as specialized training and skill development programs tailored to the very needs of each individual. An example of this is the Sarthak Educational Trust. They are a non governmental organization that has left a big impact on their surrounding community. Sarthak is aimed towards carving an equal stature for persons with disability by providing them a platform wherein, they have equal access to opportunities and resources. They run many different programs such as, health care for kids aged 0-12 and support to their families as well to benefit from high quality, free of cost medical services. Their other programmes include, education, vocational training, employment as well as advocacy.

Another example of non governmental organization is the International Disability Alliance. This NGO focuses mainly on the rights of people of determination. Their main goal is to promote the inclusion of people with disabilities. With member organizations around the world, IDA represents the estimated one billion people worldwide living with disabilities. Among the people are the world's largest and most frequently marginalized and overlooked groups. Their impact is large as they focus highly on advocacy and raising awareness.

Development of Issue/Timeline

Date	Event	Outcome
1815-1817	Formal Deaf Education Begins	This event targets the importance of educating the groups that had hearing impairments. This was the beginning of formal education for the deaf students studying in the USA. This event also paved the way for many more laws, rights, and acts that come later on.
<u>1829</u>	Braille Invents the Raised Point Alphabet	The invention of braille was a turning point in history for people who had visual impairments that acted as a block for any upcoming opportunities.

<p><u>1932</u></p>	<p>Election of Franklin D. Roosevelt</p>	<p>Franklin D. Roosevelt, an American statesman, and the 32nd president of the United States of America. He played a significant part in the development of people with disabilities as he experienced polio himself. After being elected as president, he used it to his advantage to raise awareness about his condition (along with others), and ensured to work with different charities. This event is important as the outcome is that, around that time a lot of awareness was raised about different conditions. His being president put confidence into the people of the country and showed that people with disabilities can still do great things.</p>
<p>1935</p>	<p>Social Security Act Signed into Law</p>	<p>The current president signs the law off and in turn signs permanent assistance for adults with disabilities.</p>
<p>1975</p>	<p>The Education for Handicapped Children Act</p>	<p>This act was the first of its kind in terms of education. After the act was implemented, no school was allowed to deny a student due to reasons such as no program to meet the individual need due to disabilities. This left a big impact as students there after found that there after</p>
<p>1990</p>	<p>Americans with Disabilities Act</p>	<p>An agreement was signed and put into law. Modeled on the civil rights act of 1964 and the rehabilitation act of 1973, the disability rights legislation in history. The outcome of this act was the prohibition of discrimination in job applications, hiring as well as promotions and terminations.</p>

1992	Rehabilitation Act Amendments Telecommunications Act	This act was in hope to amend the rehabilitation act of 1973. This act particularly emphasized employment as the primary goal of vocational rehabilitation. Specifically, they mandate presumptive employability, this means that applicants should be presumed to be employable unless proven otherwise. The changes state that individuals must be provided choice as well as a high control in determining vocational rehabilitation aims and objectives as well as having control over the methods of service provision.
1996	Telecommunications Act	As the use of technology was growing at a rapid rate, the telecommunications act of 96' ensured that producers were aware about different conditions and ensured that they were able to incorporate different features to ease people with disabilities and make use of technology easier for them. This act was to ensure that the inability to

		use technology must not be used as a disadvantage or as an opportunity for employers to discriminate against people with disabilities.
1996	Work Opportunity Tax Credit	This program was made to offer financial incentives to businesses on a federal level, encouraging them to hire individuals belonging to demographic groups characterized by notably high levels of unemployment. This act not only gives a positive advantage to individuals with specific disabilities but also other groups facing similar employment challenges. With this program, eligible companies can claim a tax credit as a reward for contributing to the employment and economic empowerment of underrepresented communities
2000	Executive Order 13163, Increasing the Opportunity for Individuals With Disabilities To Be Employed in the Federal Government	This act was implemented in order to direct agencies and departments to increase recruitment of people with disabilities and strengthen efforts to be able to give reasonable accommodations. The same day an executive order was processed which states that departments and agencies

		<p>must develop written procedures for processing reasonable accommodation requests.</p>
<p>2010</p>	<p>Increasing Federal Employment of Individuals with Disabilities</p>	<p>This executive order served as a directive to all federal departments and agencies, outlining a set of actions and policies aimed at boosting the representation of individuals with disabilities in the federal workforce. In essence, it mandated these government entities to take deliberate and strategic measures to enhance the recruitment, hiring, and overall retention of people with disabilities within their respective organizations. The ultimate goal of this executive order was to promote inclusivity and diversity in the federal workforce by providing more opportunities and support for individuals with disabilities to play an active role in public service and government work.</p>
<p>2010</p>	<p>Disability Employment Initiative</p>	<p>The inaugural round of cooperative agreements for the Disability Employment Initiative became a collaborative attempt among the U.S. Department of Labor's Office of Disability Employment Policy and</p>

		the Employment and Training Administration. Through their joint funding and management, this initiative allotted financial resources to 9 different states The primary objective of those funds were to enhance training, employment as well as education.
2019	Excellence in Disability Inclusion Award	This award was created in order to encourage people with disabilities to take up work and open themselves up to the opportunities the world hold for them.

Previous Attempts to Solve the Issue

Vocational Rehabilitation

Vocational rehabilitation is the process of helping individuals with disabilities or other barriers to employment prepare for, seek, maintain, or regain meaningful and gainful employment The primary goal of vocational rehabilitation and to help individuals enter or return to work There are a range of services and supports.

Rehabilitation Act of 1973

The Rehabilitation Act of 1973, was the first of its kind, this act was the first law that was able to provide equal access for people with disabilities. It was done by removing barriers such as architectural, employment and transportation barriers. For example, Section 501 and Section 503 of the law strictly prohibits and discourages the discrimination on the terms or basis of disability in programs conducted by federal agencies, in programs receiving federal financial

assistance as well as in employment and practices of federal contractors. This act then led to the future development of such as VR services to civilians with disabilities and also expanded the type of assistance and service that was being provided.

This act left a big impact on the society as the law opened doors for many qualified individuals who were able to add to have a significant role in the development of their respective careers. While more work is needed to realize the goal of equal opportunities in education and employment for people of determination, the act introduced a very profound change.

The Convention on the Rights of Persons with Disabilities

In the past, countries have tried to close the legislative and regulatory gaps by implementing multiple resolutions. For example, The Convention on the Rights of Persons with Disabilities, this was an international treaty that was adopted in 2006. Guiding principles are respect for inert dignity, as well as individual autonomy which includes the freedom that one has to make their own choices, that are non-discriminant, full and effective participation and promotes inclusion in the community, as well as urges for equality in the field of opportunities.

This resolution in specific highlights principles that emphasize the inert dignity and freedom of independence for people who are less able. The CRPD advocates as well as acknowledges that like all individuals, are entitled to fundamental human rights and dignity. It recognizes that disabilities should not be a barrier to the enjoyment of these rights.

This resolution has created and left a big impact on the community of the less able, indeed, it prohibits discrimination in every aspect of life, whether it is employment, education and even health services along with transportation and most importantly, access to justice. This convention has also added, modified as well as completely transformed traditional rights concepts to give a more disability focus. A major change that can be seen from this convention is evident in Article 21; 'The right to: Freedom of expression and opinion and access to information' It expands the protection against any state interference due to personal opinion or expression into the positive state obligation to provide public information in accessible formats. More importantly, it was mandatory to recognise sign languages, braille and augmentative as well as alternative

communication means. This brought a big impact in the community as it made it more accessible for people of determination to be able to interact with other people and helped them take up new opportunities at a higher level of ease.

Special Education Programs

Special schooling programs are designed to cater to the precise needs of students with disabilities, presenting them with tailored learning methods to assist them attain their educational aims and goals.

Some examples of these programs could be the individualized Education Plans (IEPs). The Individuals with Disabilities Education Act (IDEA) says that parents and guardians of students with disabilities or special health care needs are important members of their child's education team. They should work with educators to develop a plan that helps kids succeed in school.

Possible Solutions

Job Placement services

Job placement services hold an important role in the future to connect people of determination with suitable employment opportunities. These services can provide guidance, support as well as resources to help these people find employment that fits their needs. Additionally these services can help develop essential skills, assessing potential environments, negotiating job accommodations with employers and such services.

Raising awareness and understanding

This solution is extremely important because as a community there must be empowerment of people of determination. This can help encourage inclusions, and in turn create new opportunities. This will eventually reduce stigma as well as discrimination. Increased awareness can help break down stereotypes and misconceptions surrounding disabilities. When the general public, educators, and employers have a better understanding of the diverse range of disabilities, it reduces the stigma associated with them.

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