

ITP Research Form

ITP: South Africa 2019

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Zhang Paper Title: **Effectiveness of Laws on Health Discrimination in Youth Employment: A Comparative Study in South Africa and China**

Abstract:

South Africa has the highest youth unemployment rate of any other country in the world, according to a report published by The Economist's Pocket World in Figures. Another BRICS country, China, is also faced with the same problem. The youth unemployment rates increased slightly in China in the past decade as well. Employment discrimination has contributed to the youth unemployment in both countries. Among various discrimination, our research team narrowed our project down to address employment discrimination based on disabilities and HIV- positive status. This paper is the summary of our research and interviews. It will first give a big picture of the legislative frameworks in either country regarding employment discrimination after a brief introduction. Then the paper will describe the current situations in either country, demonstrating the challenges and difficulties in enforcing the employment discrimination laws. After this, the paper will introduce some existing solutions by governments and organizations in both countries to overcome those challenges faced in the enforcement of employment discrimination laws and evaluate the effectiveness of these solutions.