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**ILO**

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# WELCOMING LETTER

Dearest delegates, receive a warm welcome to this committee. Be welcome to the eighth edition of the United Nations model from the Nuestra Señora del Pilar School; in this model and specifically, in our committee, we hope you can develop a lot of skills, needed not only for this type of academic exercises, but also for your entire life. No matter on what you wish to study or to do in your adult life, the United Nations models are such great experiences for anyone to show the best of their abilities with communication, redaction, under pressure work, crisis resolution and lastly, defending their arguments.

With this said, we, Selene Williams, student of Industrial Engineering at the District University, and Mariana Quiñonez currently a 9th grade student of this school, want to give to you the welcome as your presidents to the International Labor Organization (ILO), where we hope that you get to know more about our topic to discuss, which is the migrant labor rights, a problem that has arisen special attention in the last few years. This topic depends not only on the perspective that the international community has on it, but also on the specific laws and regulations that each country has for the migrants, their work and their families' rights.



# WELCOMING LETTER

These regulations (or the lack of them) have managed to put the spotlight above some other problems that are linked to the migrants, such as the xenophobia in some communities, the legal status of the migrants and what the governments decide to do with those that arrive illegally into their countries.

We, as presidents, will value your individual work as importantly as your team work. Please remember that this is an academic exercise, so here your ethics, your values and your respect with the staff and your own partners will be much appreciated. We will not tolerate behaviors that go against the model's handbook nor the "rules of game" that we will impose on the committee. Nevertheless, we'll be open to answer any of the questions you'll have referring to the topic, the committee's functioning and any other question you might have.

Yours truly,  
Selene Williams  
Mariana Quiñonez



# COMMISSION HISTORY

The establishment of the International Labor Organization (ILO) was a significant milestone in the history of labor and social issues. The aftermath of World War I brought to light the harsh realities of labor exploitation and unfair working conditions that had contributed to the global conflict. The Treaty of Versailles, which marked the end of the war, recognized the importance of addressing these issues for achieving lasting peace and economic stability.

The ILO was founded in 1919 as a part of the Treaty of Versailles, to promote social justice and improve working conditions globally. The idea behind the creation of the ILO was to ensure that workers' rights were protected and that they were treated fairly and equitably. The ILO was established as a recognition of the fact that the lack of social and economic justice had contributed significantly to global conflict. The first conference of the ILO was held in Washington, D.C. in October 1919, and it was attended by representatives from various countries. At this conference, six conventions were adopted, and six recommendations were established, covering areas such as hours of work, night work, women, and equal remuneration for work of equal value. The conventions and recommendations were aimed at promoting social and economic justice and improving working conditions globally. The ILO has come a long way since its inception, and it has played a significant role in promoting social and economic justice globally. After World War II, the ILO underwent significant evolution and expansion, becoming a specialized agency of the United Nations in 1946. Since then, it has continued to work towards promoting social justice and improving working conditions globally.





# COMMISSION HISTORY

Today, the ILO is a global organization that brings together representatives from governments, employers, and workers to promote social justice and decent working conditions globally. poverty, and improving working conditions worldwide.

It has played a crucial role in promoting workers' rights, reducing poverty, and improving working conditions worldwide. Its work has helped to ensure that workers are treated fairly and equitably and that their rights are protected. The ILO's continued efforts towards promoting social justice and decent working conditions globally are essential for achieving lasting peace and economic stability. The International Labor Organization (ILO) has been a leading advocate for workers' rights and better working conditions for nearly a century. Its efforts have led to significant improvements in labor practices and policies worldwide. The ILO's mandate is to promote social justice and improve working conditions across the globe. To achieve this, it has developed a series of conventions and recommendations aimed at addressing a wide range of labor issues. In 1998, the ILO adopted the ILO Declaration on Fundamental Principles and Rights at Work, which highlights four fundamental principles. These principles include freedom of association and effective recognition of the right to collective bargaining, elimination of all forms of forced or compulsory labor, effective abolition of child labor, and elimination of discrimination in employment and occupation. These principles have been instrumental in shaping labor policies and practices worldwide. The ILO has also promoted the Decent Work Agenda, which seeks to ensure that work is productive and carried out in conditions of freedom, equity, security, and human dignity.





# COMMISSION HISTORY



This agenda includes goals such as job creation, social protection, labor rights, and social dialogue. By promoting decent work, the ILO aims to create an environment where workers can earn a fair wage, work in safe conditions, and have access to social protections such as healthcare and retirement benefits.

The ILO has played an essential role in developing and promoting international labor standards and improving working conditions worldwide. Its tripartite approach, involving governments, employers, and workers in the decision-making process, has been a fundamental factor in its success and continued relevance. This approach recognizes that all stakeholders have a role to play in promoting decent work and improving labor conditions. In conclusion, the ILO's efforts to promote decent work and improve working conditions worldwide have been instrumental in creating a more just and equitable world. Its commitment to fundamental principles and rights at work, coupled with its tripartite approach, has made it a respected and influential organization. As we look to the future, it is clear that the ILO will continue to play a vital role in promoting social justice and improving labor practices worldwide.





## MISSION

The I.L.O. is dedicated to the promotion of social justice, human rights internationally recognized human and labor standards, pursuing its mission founder, social justice is essential for universal and permanent peace, this mission is grouped between strategic objectives:

Promote and comply with fundamental norms, principles, and rights on the job.

Create greater opportunities for women and men to have decent jobs and income.

Improve the coverage and efficiency of social security for all (“About the ILO”, s.f.).

## VISION

To be a global center of excellence coordinating a network of vocational training and work education institutions. (“Mission, vision and functions of ILO/Cinterfor (ILO/Cinterfor)”, s.f.)



# ROLE OF THE COMMISSION

The International Labor Organization (ILO) carries out various functions intending to advance social justice and improve working conditions across the globe. These functions encompass the establishment of international labor standards, the promotion of policies and programs, research and data collection, technical assistance, and the encouragement of social dialogue and collective bargaining. A key responsibility of the ILO is to adopt conventions and recommendations that establish global standards in areas like child labor, equal pay, workplace safety, freedom of association, and collective bargaining. These agreements are reached through the collaboration of government representatives, employers, and workers. The ILO also works towards the promotion of policies and programs that enhance working conditions and foster social justice. It offers guidance and technical support to member countries to help them develop and implement effective labor policies. Furthermore, the ILO conducts research and gathers statistics on a wide range of work-related topics. These investigations yield valuable insights that enable a better understanding of labor trends and the formulation of impactful policies.



# ROLE OF THE COMMISSION

The ILO provides member countries with technical assistance to address their specific labor challenges. This may involve training workers, strengthening labor institutions, and formulating labor policies and programs. Finally, the ILO actively encourages dialogue and collaboration between governments, employers, and workers, recognizing the importance of collective decision-making and cooperation in achieving its goals. The tripartite method fosters collaboration among all involved parties in decision-making and the creation of labor policies. The International Labour Organization (ILO) is committed to promoting essential principles and rights in the workplace. These encompass safeguarding the freedom of association, guaranteeing the right to collective bargaining, eradicating all forms of coerced or obligatory labor, effectively eliminating child labor, and eradicating employment and occupation discrimination.



# METHODOLOGY

This committee will follow the rules of parliamentary procedure that are established for traditional committees of the Colombian National Circuit of Models of United Nations (CNMUN) as mentioned:

- **Right to vote:** Each delegation has the right to vote. Delegations can abstain in matters such as the voting of a project, of a resolution or amendment. In the case of observer members, the vote will be limited to procedural matters only.
- **Roll call:** For opening and resuming the session, the chair must proceed with the roll call in alphabetical order. After being called, the delegation must state its status as “present” or “present and voting”.
- **Quorum:** The chair will proceed to verify the quorum by means of the roll call, before beginning committee sessions. Session may begin or resume as long as there is the simple majority and the quorum thereby fulfills. Then, the chair must establish the majorities considering the quorum.
- **Opening the session:** The session is only one, which begins the first day and ends the last day of committee work; the agenda could be suspended or resumed according to the needs. Once the quorum is verified, delegates must proceed with the motion to open the session. This will be the only motion in order after the quorum verification and it passes with simple majority.



# METHODOLOGY

- **Setting the agenda:** This motion defines the order in which the topics will be discussed inside the committee, which is the first matter that must be discussed and approved. It proceeds once the session is opened, by proposing one of the topics suggested and previously accorded within the committee, with which it is understood that the other topic will be discussed only when the proposed topic is finished. The motion is made as follows: "Motion to establish the agenda, beginning with topic A".

If there is only one topic established for the committee, this is the topic assumed to be treated. No motion to set the agenda is required. It requires a simple majority to pass. If the motion is rejected, the other topic will be taken into debate automatically. Delegates can only propose the topics established by the organizers in the preparation guide provided. The motion to proceed to discuss the other topic will be only in order when the committee has accepted or rejected a draft resolution on the first topic.



# METHODOLOGY

**Opening speech:** Once the agenda is set, it will automatically proceed to the reading of the opening speeches. Each delegation will have a limit of 1 minute maximum to read the speech, in which the delegation must establish the position regarding the topic in discussion, the remaining time will be automatically yielded to the chair.

The chair will be in charge of calling the delegates to read their speech, in alphabetical order. Once the speeches are concluded, both motions, to establish a speakers list or a moderated caucus, will be in order.

- **Establish a speaker's list:** The speaker list will be established by means of a motion, which will specify the time per speaker, and the stipulated time of debate, as well as its purpose.

For a delegation to address the committee, this one must have been previously recognized by the chair. If one delegation wishes to be included in the speakers list, must ask the chair, through a floor message.



# METHODOLOGY

Each delegation can be only once be added in the speakers list, the delegation has the right to be added once more if it wishes to add another statement after it has finished the previous one. The first delegate to intervene in the debate will be the one that proposed the motion. If a delegation makes use of the floor for less than than stipulated, the remaining can be used as follows:

A) Yield the time to the chair: Using this motion, after the intervention is done, the chair will dispose to recognize the next delegate as stipulated in the speakers list.

B) Open to points of information: The chair will determine the number of questions that other delegations may ask, in accordance with the duration of the intervention. The questions must be as concise, precise and clear as possible. The chair will recognize the delegation before they proceed to ask the question. The time will only be considered within the answers, and not the questions themselves.



# METHODOLOGY

The time that the delegate will have to answer each question will be under discretion of the share. Opening two points of information, excludes the possibility of yielding the time to another delegation.

C) Yield the time to another delegation: The remaining time will be used by the delegation to whom the time has been yielded to. The second delegation will not be able to yield time to another, it may only yield the time to the chair or open up to points of information. It passes with simple majority.

- **Moderated caucus:** This form of debate allows for a quick discussion about certain points regarding the topic under discussion. When a delegate proposed this motion, he or she must determine the duration of the whole debate and its purpose. To address the committee, delegations must raise their placards and be recognized by the chair. It will be under discretion of the chair to accept motions for extending this type of debate, according to the viability of it, as well as the circumstances. The delegate who proposes the motion will be the first one to intervene in the debate. If the debate does not flow properly, the chair will have the power to establish a maximum time per intervention. It passes with simple majority.



# METHODOLOGY

Unmoderated caucus (lobby time): Lobbying is useful to debate informally, seek alliances, establish position blocs, and especially to write and/or discuss draft resolutions.

When proposing this motion, the delegate must specify the duration of the unmoderated caucus and explain concisely the purpose of the same. During the unmoderated caucus the delegates will not be able to leave the room without a previous authorisation from the chair. Only during unmoderated caucuses, presidents may authorize the use of electronic devices such as computers, tablets, among others. It passes with simple majority.

- **Suspend the debate:** This motion will take place, given case that the debate has not ended, and for any reason, delegates must leave the committee. This motion will also be used when addressing a crisis. It passes with simple majority.
- **Resume the debate:** This motion is used to restart the debate after it has been suspended. It passes with simple majority.
- **Motion to extend a moderated caucus or an unmoderated caucus:** this motion is used to extend the time of the debate, either because no concrete solutions have been reached or, delegates consider it necessary. This motion will only proceed when the debate time or lobbying time has not finished. It passes with simple majority.





# METHODOLOGY

- **Right to reply:** any delegation considering that it has been directly and explicitly offended by another delegate, can make use of the right of reply. It should be requested only through a floor message sent to the chair and will be at the discretion of the same to consider whether these request is pertinent. The delegate who makes use of the right of reply will have 1 minute to address the commission and explain its reasons. Likewise, the accused delegate May intervene for 1 minute to the first himself or to apologize to the other delegation. In no case shall a right of reply be brought against another right of reply. The repercussions are at the discretion of the chair.
- **Point of relevance:** when a delegate considers that another
- **delegation is referring to matters irrelevant to the subject under discussion, it may make use of the point of relevance. It is interruptible. However, discretion is suggested when it is used.**
- **Point of order:** It is used when a delegation or the chair is not following the procedure in some way. The request is made by any delegate, and the chair must make an immediate decision on it. They may declare the point appropriate or inappropriate. It is interruptible, however discretion is suggested when it is used.
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# METHODOLOGY

**Point of personal privilege:** a delegate can make a point of personal privilege when his or her ability to participate correctly in the debate is inhibited in some way. Although it is interruptible, delegates are asked to use this point with discretion in order to avoid the disruption of the debates.

**Point of information to the chair:** A delegate can use this point to ask the chair a question about the correct use of the rules of procedure or for any procedural matter under doubt. It's not interruptible. No points compromising the delegates personal situations nor regarding the topics under discussion, will be entertained.

**Point of information to the speaker:** A delegate may use the point of information to the speaker, when he or she considers necessary a clarification regarding the intervention immediately proceeding. The question must be clear and concise, without being used to extend the debate. No suggested questions are allowed.



# METHODOLOGY

The delegate to whom the point of information is addressed, will decide discretionally whether or not to answer the question. It is not interruptible.

Order of precedence:

Point of personal privilege

Point of order

Point of relevance

Point of information to the speaker

Point of information to the chair

Close the debate: When a delegation desires to end the debate before the previously stated time is over, the delegation must establish a motion to close the debate, in order to move to another procedure or debate. It passes with simple majority.

Draft resolution: drafting a resolution is the main purpose of committee work. Several drafts can be merged, complemented and improved. When it is considered that there is a complete proposal, it can be delivered to the committee presidents for his approval; they will review if it meets the formal requirements, and if it does, provide the delegates a copy of the draft resolution for them to analyze and discuss it. To be presented it requires the signature of a third of the committee members. The signing of a draft resolution implies the wish that it be debated, but not a commitment of approval.



# METHODOLOGY

Each draft resolution must have a minimum of five drafting countries and a maximum of seven, which may be modified by the chair considering the numbers of participants in each commission. After the Chair recognize the draft resolution as such, the drafting delegates will choose two of them to be heads of block, and as such, proceed to read the preambulatory and operative clauses, if there is not enough time, only the operative clauses will be read. The reading of the draft proceeds once, with a simple majority, a motion to initiate the reading of those passes. At least two questions are allowed to the drafting delegations through a starting point. However, the exact number of questions can be modified by the chair. If delegates want to specifically discuss the draft resolution, they can make a motion to establish a speaker's list.

- **Draft resolution format:** an appropriate draft solution consists of at least five preambulatory and seven operative clauses.
1. **Preambulatory clauses:** These clause must end with a comma (,) in each sentence, with the exception of the last which ends with a semicolon (;). The phrase beginning each preambulatory clause must be in italics.
  2. **Operative clauses:** These end with a semicolon (;) in each sentence, excluding the last sentence that ends in a period(.). Each of the subclauses also end in a semicolon. The phrase beginning each operative phrase must be underlined.



# METHODOLOGY

- **Amendments:** Amendments consist of eliminating, adding or modifying the background aspects of the draft resolution introduced to the commission. Amendments are presented by means of a written note sent to the chair, and only after being approved, made public to the whole committee. Amendments must be sent before proceeding to the voting process of the draft resolution. It remains in the chair's decision to determine the time required to read them. Subsequently, if the delegate considers it necessary, they can make a motion to start a debate on the amendment, which will be voted on by the committee. It is within the functions of the chair to amend a resolution and its details such as spelling and writing. Delegates may not do so in any case. Amendments require a qualified majority, that is, 2/3 of approval vote to pass. If this happens, the corresponding change is made. If the amendment does not pass, it is discarded.



# METHODOLOGY

**Table a draft resolution:** This motion can be made after reading a draft resolution, in case of a delegate considering that the draft has several substantive flaws or, another draft resolution has been passed with a similar content and should have been automatically rescinded. In spite of the above, when the chair finds that two draft resolutions have a very similar content, the chair will promote the merger of this among the delegates involved, to accept them as a proposed resolution.

For this motion, the share will recognize the delegate who is proposing the motion, for him or her to explain for one minute the reasons why the proposed draft resolution should be annulled. The motion will be voted, and, if accepted, a voting by roll call will be held, in order to determine whether or not the draft resolution should be annulled.



# METHODOLOGY

This motion passes with a qualified majority of  $\frac{2}{3}$  of the quorum. A draft resolution will automatically be annulled by the chair if it does not meet the minimum requirements.

Motion to pass to voting procedure: this motion will be Used When the Community passes to vote directly for an amendment or a draft resolution. It passes with simple majority.

Voting process: boating on substantive matters such as draft resolutions and amendments will be carried out through roll call. In case there is not enough time, the chair will be authorized to do it by placards. The voting of all other matters will be by placards. During the voting process, the entry and exit of people from the committee is forbidden, with the exception of the Secretary General and other organizers at the same time, no points will be entertained during this process, accepting points of order related to the process, or points of personal privilege. For a draft resolution to pass, a qualified majority of  $\frac{2}{3}$  of the members will be needed. At the end of the voting process, the chair shall announce the results of the same informing the votes in favor, against and abstentions.



# METHODOLOGY

If any delegation abstains it will not be included in the total vote that allows the committee to know whether or not a draft resolution pass. In this case, majorities will be modified, and the chair shall announce it.

- Delegations will be allowed to vote with reasons, which will only be considered in the case of an unexpected vote. The chair will only consider two in favor boats with reasons and two against with reasons to be exposed. An extension with reasons will not be considered. Next the chair will have to ask if there is any reconsideration of the right to vote, if so, there will be an acknowledgment of the delegations by placards. It will be prohibited to change from in favor to against or from against to in favor. It is only allowed to change the vote from in favor or against to abstains. After the reconsideration of the votes, the delegations that voted with reasons may express them in 1 minute.





MOTION, POINT, RIGHT OR ACTION	FUNCTION	INTERRUPTIBLE?	SECONDABLE?	IN WHAT WAY IS DECIDED
Motion to open the session	Motion that begins the session in the commission	No	Yes	Qualified majority
Motion to read the open speech	Used for delegates to read their opening speeches	No	Yes	Simple Majority
Motion to open agenda	This motion is used to choose what topic will be discussed in the committee	No	Yes	Simple Majority
Motion to suspend the session	Allows delegates to suspend the session held during the committee	No	Yes	Simple majority



MOTION, POINT, RIGHT OR ACTION	FUNTION	INTERRU PTIBLE?	SECOND ABLE?	I WHAT WAY IS DECIDED
Motion to resume session	This motion helps to resume the session, which has been previously suspended	No	Yes	Simple majority
Motion to establish a lobby time	Is used to establish a time that will be used for various purposes	No	Yes	Simple Majority
Motion to establish an informal debate	It is used to start a debate dynamic in which the delegate can present his arguments voluntarily.	No	Yes	Simple Majority



MOTION, POINT, RIGHT OR ACTION	FUNTION	INTERRU PTIBLE?	SECOND ABLE?	I WHAT WAY IS DECIDED
Motion to establish a formal debate	Establishes a formal debate where a list of speakers is opened.	No	Yes	Simple majority
Motion to extend time	Work is being done in order to increase the time initially proposed in the Informal debate.	No	Yes	Chair
Motion to close debate	This motion is proposed when the delegate wishes to change the type of debate, or change the dynamics that are handled.	No	Yes	Simple Majority



MOTION, POINT, RIGHT OR ACTION	FUNTION	INTERRU PTIBLE?	SECOND ABLE?	I WHAT WAY IS DECIDED
Motion to introduce a working paper	Used to open the writing and preparation of the working paper	No	Yes	Simple majority
Motion to close agenda	It is executed to conclude the discussion of the previously raised topics.	No	Yes	Simple Majority
Motion to close session	Used to close the commission session.	No	Yes	Simple Majority



MOTION, POINT, RIGHT OR ACTION	FUNCTION	INTERRUPTIBLE?	SECOND ABLE?	I WHAT WAY IS DECIDED
Point of order	It is intended to correct any fault or violation of the parliamentary code.	No	No	Chair
Point of personal privilege	Used when an assistant within the commission suffers from some condition or discomfort that limits their full participation in the room.	No	No	Chair



MOTION, POINT, RIGHT OR ACTION	FUNCTION	INTERRUPTIBLE?	SECOND ABLE?	I WHAT WAY IS DECIDED
Point of information to the chair	It is used in order to clarify any doubts regarding the procedure or dynamics being handled.	No	No	Chair
Point of relevance	It will be used when the delegate was deviating from the topic or did not provide information regarding the problem.	No	No	Chair



MOTION, POINT, RIGHT OR ACTION	FUNTION	INTERRU PTIBLE?	SECOND ABLE?	I WHAT WAY IS DECIDED
Point of information to the speaker	Used to clarify doubts regarding a previous intervention.	Yes	No	Chair
Right of reply	Right that every delegate or delegation has to speak out against a speech or statement from another delegate or delegation	Yes	No	Chair



# COMMITTEE TOPIC



# MIGRANT LABOUR RIGHTS





# COMMITTEE TOPIC



Migrants refer to the act of commuting or relocating to another place, typically from one country to another. This movement can be temporary or permanent and can involve individuals or groups of people. The reasons for migration are varied and include economic, social, political, environmental, or personal factors. Migrant labor rights vary by country and the specific laws of each place. However, there are some general principles and international standards that aim to protect the rights of migrant workers. Some of these rights include equal treatment: Migrants, regardless of their immigration status, must be treated equally compared to national workers in working conditions and rights.

**Fundamental rights at work:** Migrants have the right to enjoy the same fundamental rights at work as national workers, such as freedom of association, the right to collective bargaining, the abolition of child labor, and the elimination of discrimination in the workplace.

**Fair remuneration:** Migrants must receive fair and equitable pay for their work, according to the labor laws and regulations of the country in which they work.

**Safe and healthy working conditions:** Employers must provide a safe and healthy working environment for migrants, protecting them against occupational risks and ensuring adequate conditions in the workplace.

**Protection from abuse:** Migrants must be protected from abuse, exploitation, and inhuman or degrading treatment. This includes protections against human trafficking and forced labor.

**Right to unionize:** Migrants have the right to form and join unions to protect their labor interests and bargain collectively.





# COMMITTEE TOPIC



**Access to justice:** Migrants must have access to effective justice systems to address any violations of their labor rights.

These rights are supported by several international conventions and agreements, such as the Universal Declaration of Human Rights, and the International Convention on the Protection of the Rights of All Migrant Workers and Members of Their Families, among others. It is important to note that the application of these rights can vary considerably depending on the laws and practices of each country. The rights of migrant workers differ from country to country and are subject to the laws of each specific location. However, there are general principles and international standards that aim to protect the rights of migrant workers. These rights include equal treatment, fundamental rights at work, fair remuneration, and safe and healthy working conditions. According to the United Nations, migrants find a lot of trouble when it comes to finding a job in their new communities. Whether they arrived legally or illegally in a foreign country, they often find themselves being victims of xenophobic commentaries of conservative people. The UN has tried its best to mitigate this kind of behavior in the states that make up part of the organization, but it has come to little to no end.

Every nation has its approach to addressing the problem of migrant workers. To regulate this issue, the United Nations established the Migrant Workers Convention in 1990, which became effective in 2003. However, as of September 2023, only 59 countries have ratified this treaty. This creates a challenge for foreign workers seeking legal support for themselves and their families.





# COMMITTEE TOPIC



Additionally, it is worth noting that in certain countries, the majority of their foreign permanent population is unlawfully crossing borders to settle in a new country. In many cases, these migrants find it simpler to cross borders irregularly rather than take a legal route. Also, this represents a problem for the States, for them being unable to know how many of the percentage of the migrants have crossed the borders legally. Even though there have been some sort of grotesque ideas from the heads of some states to regulate migration, there are many ways to illegally settle in a foreign nation. Also, the illegal migrants, when found in this position, use some legal caveats to defy the law and avoid deportation. The difficulty migrants face in finding work may be due to a variety of factors, and these may vary depending on the specific context of each migrant and the country to which they are moving. Some of the common reasons include:

**Discrimination:** Migrants often face discrimination in the workplace due to their ethnicity, nationality, or immigration status. This can translate into a lack of job opportunities, lower wages, or poor working conditions.

**Linguistic and cultural barriers:** Lack of command of the language of the destination country can make effective communication difficult and limit job opportunities. In addition, cultural differences can influence adaptation to the work environment and the perception of employers.

**Recognition of qualifications:** In some cases, qualifications and work experience obtained in the country of origin may not be recognized in the country of destination. This can limit employment opportunities for highly skilled migrants.





# COMMITTEE TOPIC



**Lack of professional networks:** Migrants often do not have established professional networks in the destination country, which can make finding employment difficult. Networking often plays a crucial role in obtaining job opportunities.

**Stigma associated with immigration status:** Migrants in an irregular situation or with precarious immigration status may face greater challenges in finding work due to stigma and fear of possible legal consequences.

**Restrictive immigration policies:** Restrictive immigration policies can limit job opportunities for migrants by imposing strict requirements for obtaining work or residence permits.

**Job Competition:** In some sectors and labor markets, competition for jobs can be intense. Migrants may find themselves competing with the local population and other migrants for the same job opportunities.

**Economic and structural factors:** The economic conditions of the destination country, as well as the structural situation of the labor market, can also influence the availability of employment for migrants. Importantly, these challenges may vary by region and individual circumstances. Policies and programs that address these barriers can contribute to improving employment opportunities for migrants and foster more effective integration into the receiving society.



# APPROACHES

**Human Rights Approach:** This approach is based on the principles of universal human rights and highlights that migrants, like all human beings, have inherent rights that must be respected and protected. The Universal Declaration of Human Rights and other international treaties are fundamental to this approach.

**Equality and Non-Discrimination Approach:** This approach maintains that migrants should receive equal and non-discriminatory treatment compared to national workers. It focuses on ensuring that migrants have access to the same rights and opportunities in the workplace.

**Sustainable Development Approach:** In this approach, the contribution of migrants to economic and social development is recognized, both in the countries of origin and in those of destination. It seeks to maximize benefits for migrants and affected communities, promoting fair and sustainable labor practices.

**Integration Approach:** Some countries adopt an integration approach that focuses on facilitating the full and effective participation of migrants in society and the labor market. This may include measures to recognize and validate migrants' qualifications and skills, as well as promoting social inclusion.



# APPROACHES

**Protection and Assistance Approach:** This approach focuses on the protection of migrants, especially those in vulnerable situations, such as temporary workers or irregular migrants. It seeks to guarantee that migrants have access to basic services and legal protection.

**Participation and Consultation Approach:** Some initiatives seek to involve migrants in the design and implementation of policies and programs that affect their labor rights. The active participation of migrants in decision-making can improve the effectiveness and equity of policies.

These approaches are often intertwined, and the effectiveness of policies and practices can depend on collaboration between governments, employers, unions, and civil society organizations at national and international levels.



# DELEGATIONS INVOLVED

United States

South Africa

Canada

Russia

Australia

Mexico

Germany

El Salvador

Saudi Arabia

Nigeria

United Arab Emirates

Honduras

United Kingdom



# DELEGATIONS INVOLVED

Argentina

Colombia

Venezuela

Indonesia

Switzerland

Qatar

China PR





# CURRENT SITUATION

The current situation regarding migrant labor rights is multifaceted and varies significantly across regions and countries. While there are international standards and conventions in place, such as those established by the International Labour Organization (ILO), aimed at protecting the rights of migrant workers, enforcement and implementation can vary widely. Many countries have legislation in place to protect migrant workers, including provisions for fair wages, safe working conditions, and access to healthcare. However, migrant workers often face significant challenges and vulnerabilities, including exploitation, discrimination, and limited access to legal recourse. These vulnerabilities can stem from factors such as language barriers, lack of legal status, and dependence on employers or recruitment agencies. Migrant labor plays a crucial role in many economies, contributing to sectors such as agriculture, construction, healthcare, and hospitality. However, the treatment of migrant workers can have broader social and economic implications, including impacts on local labor markets and community dynamics. Despite ongoing efforts by advocacy groups and organizations to raise awareness and advocate for policy changes, challenges remain in ensuring that migrant workers are treated fairly and have access to the same rights and protections as other workers. Continued advocacy, policy development, and international cooperation are essential to address these challenges effectively and ensure the protection of migrant labor rights worldwide.



# RESOURCES TO CONSULT

## 1. International Labour Organization (ILO)

[https://www.google.com/url?](https://www.google.com/url?q=https://www.ilo.org/&sa=U&ved=2ahUKEwiAysWH1_KEAxVSRDABHWifB38QFnoECAQQAg&usg=AOvVaw1XqwCIxdNFXccMIXPqV7hA)

[q=https://www.ilo.org/&sa=U&ved=2ahUKEwiAysWH1\\_KEAxVSRDABHWifB38QFnoECAQQAg&usg=AOvVaw1XqwCIxdNFXccMIXPqV7hA](https://www.ilo.org/&sa=U&ved=2ahUKEwiAysWH1_KEAxVSRDABHWifB38QFnoECAQQAg&usg=AOvVaw1XqwCIxdNFXccMIXPqV7hA)

## 2. Human Rights Watch (HRW)

[https://www.google.com/url?](https://www.google.com/url?q=https://www.hrw.org/&sa=U&ved=2ahUKEwiS59az1_KEAxVanIQIHeVdC04QFnoECAYQAg&usg=AOvVaw1GvDgDhR1kiA45AtmPhXB5)

[q=https://www.hrw.org/&sa=U&ved=2ahUKEwiS59az1\\_KEAxVanIQIHeVdC04QFnoECAYQAg&usg=AOvVaw1GvDgDhR1kiA45AtmPhXB5](https://www.hrw.org/&sa=U&ved=2ahUKEwiS59az1_KEAxVanIQIHeVdC04QFnoECAYQAg&usg=AOvVaw1GvDgDhR1kiA45AtmPhXB5)

## 3. Amnesty International

## 4. United Nations Office of the High Commissioner for Human Rights (OHCHR)

[https://www.google.com/url?](https://www.google.com/url?q=https://www.ohchr.org/en/ohchr_homepage&sa=U&ved=2ahUKEwiZ-dDe1_KEAxXuRzABHTnIBEIQFnoECAEQAg&usg=AOvVaw1ZpczMObOVwjCSI2T3ybre)

[q=https://www.ohchr.org/en/ohchr\\_homepage&sa=U&ved=2ahUKEwiZ-dDe1\\_KEAxXuRzABHTnIBEIQFnoECAEQAg&usg=AOvVaw1ZpczMObOVwjCSI2T3ybre](https://www.ohchr.org/en/ohchr_homepage&sa=U&ved=2ahUKEwiZ-dDe1_KEAxXuRzABHTnIBEIQFnoECAEQAg&usg=AOvVaw1ZpczMObOVwjCSI2T3ybre)

## 5. Migration Policy Institute (MPI)

[https://www.google.com/url?](https://www.google.com/url?q=https://www.migrationpolicy.org/&sa=U&ved=2ahUKEwjFs7f-1_KEAxWDs4QIHVcoAiwQFnoECAkQAg&usg=AOvVaw1BajmkKd3arVWTeTEjc0f2)

[q=https://www.migrationpolicy.org/&sa=U&ved=2ahUKEwjFs7f-1\\_KEAxWDs4QIHVcoAiwQFnoECAkQAg&usg=AOvVaw1BajmkKd3arVWTeTEjc0f2](https://www.migrationpolicy.org/&sa=U&ved=2ahUKEwjFs7f-1_KEAxWDs4QIHVcoAiwQFnoECAkQAg&usg=AOvVaw1BajmkKd3arVWTeTEjc0f2)

## 6. International Organization for Migration (IOM)



# KEY CONCEPTS



1. **Non-discrimination:** Migrant workers should not face discrimination based on their nationality, ethnicity, or migrant status. They should have equal access to employment opportunities, wages, and working conditions as nationals.
2. **Fair recruitment:** Migrant workers should be recruited ethically and fairly, without exploitation, deception, or coercion. They should be provided with clear information about their terms of employment, rights, and responsibilities.
3. **Right to work:** Migrant workers have the right to work in safe and healthy environments, with fair wages, reasonable working hours, and adequate rest periods. They should also have access to social protections, including healthcare, pensions, and insurance.
4. **Access to justice:** Migrant workers should have access to effective remedies and legal recourse in cases of labor rights violations, including exploitation, abuse, and non-payment of wages. This includes access to impartial judicial processes and legal assistance.
5. **Protection of vulnerable groups:** Special attention should be given to protecting the rights of vulnerable groups of migrant workers, including women, children, refugees, asylum seekers, and undocumented migrants. This includes safeguarding against exploitation, trafficking, and forced labor.



# QARMAS

Is there any legislation that my country has approved or promoted to protect the migrant workers' rights? If so, is my country really enforcing it? If not, how can the points of view of my country find common points with other countries?

Has my country signed the International Convention on the Protection of the Rights of All Migrant Workers and Members of Their Families? If not, what are the reasons?

How has my country been compelled to the international standards of working rights for migrants, regular and irregular?

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[https://treaties.un.org/Pages/ViewDetails.aspx?src=TREATY&mtdsg\\_no=IV-13&chapter=4](https://treaties.un.org/Pages/ViewDetails.aspx?src=TREATY&mtdsg_no=IV-13&chapter=4)

