



Agenda - Ensuring Worker Safety, Fair Wages, and Employment Opportunities with Special Emphasis on Job Loss Amidst Conflict Regions

INTERNATIONAL LABOUR ORGANIZATION



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LETTER FROM THE EXECUTIVE BOARD

Dear Delegates,

Namaste, we are delighted to extend a warm welcome to everyone at the 11th iteration of the Shishukunj Model United Nations, 2026. It is with great excitement that we undertake the role of the bureau for the International Labour organization(ILO).

Given the escalating global conflicts, increasing economic disparities, and the impact of armed conflicts on labour markets, it is necessary to protect the fundamental rights, physical safety, and livelihoods of workers, while at the same time generating sustainable employment and work opportunities in crisis-affected regions for future generations. Our agenda, "Ensuring Worker Safety, Fair Wages, and Employment Opportunities with Special Emphasis on Job Loss Amidst Conflict Regions," will empower you as future leaders to reform global labour frameworks and confront the impact of humanitarian crises on the labour market, ensuring that every worker has access to dignified, safe employment opportunities even in the most vulnerable environments.

Delegates need to investigate their nation's position and adhere to their foreign policy and international regulations during committee sessions. We anticipate that delegates will develop creative, innovative, and original solutions to address this crisis. The proposed solutions should be thorough and unanimously supported by all delegates. **Any form of plagiarism and use of generative AI is strictly prohibited.**

The study guide will assist you in understanding the phases of the agenda. We have broken down the agenda into multiple subtopics. Be sure to read the study guide carefully before the conference, but remember that it serves merely as a starting point for what you should explore regarding the topics and subtopics. It's important not to confine your research to just what is presented in the study guide. Keep in mind to dedicate your efforts to researching and fully understanding all significant details related to the various agenda items.

We aim to make this experience enriching and unforgettable for every delegate. Please don't hesitate to contact us if you have any questions. All the very best!

Regards,

Aryan More, Co-Chairperson

Ishita Ira, Co-Chairperson

Vanya Chandwani, Vice-Chairperson

KEYWORDS

1. **Upskilling:** The process of training employees and workers to improve their skills in their current jobs.
2. **Reskilling:** The process of teaching the workers entirely new skills to help them keep up with the job market.
3. **Humanitarian Relief:** The emergency help that saves lives by providing basic human needs such as food, clean water, medical care, etc. to populations that have survived a natural disaster, armed conflict or pandemics.
4. **Internally Displaced Persons (IDPs):** People forced to flee from their homes due to armed conflict or natural disaster but remain within their own country's borders.
5. **Conflict Zone:** Areas affected by armed conflict or war, and those who live and work there are exposed to serious safety and security risks.
6. **Labour Rights:** Workers' rights that protect them from unlawful treatment, for e.g. these include fair wages, safe workplaces, and reasonable working hours, etc.
7. **Essential Workers:** Individuals who provide services that are essential for society to function even during wars, for e.g. aid workers, transport staff, doctors, etc., who provide food, shelter, water, and healthcare even during critical situations.
8. **Geneva Convention:** International treaties to protect civilians, medical staff and aid workers during armed conflict, and they set up humanitarian rules for war.
9. **Wage Theft:** is when an employer does not pay an employee the full wages they were entitled to or legally earned; this includes unpaid wages, illegal deductions, late payment of wages, and refusal to pay an employee for working overtime.
10. **Occupational Safety and Health (OSH):** Consists of all laws, policies, and practices that assure safe working conditions and protect workers from injury or illness due to hazards at the workplace.
11. **International Humanitarian Law (IHL):** Is a series of global regulations that govern the conduct of people engaged in armed conflict, and protect individuals not participating in the armed conflict, such as civilians and medical personnel.
12. **Recruitment Debt:** The practice by which workers must either borrow money or pay excessive fees to an agency or intermediary to obtain employment; sometimes, they incur this debt before they even begin working.

13. **Migrant:** A person who moves from one place to another.
14. **Wages:** A financial compensation paid by an employer to the workers, it is different from a fixed salary as this is paid on an hourly, daily or weekly basis.
15. **Formal Economy:** An economy comprising all the economic activities, like businesses, jobs, etc., that are legally registered and monitored by the government.
16. **Informal Economy:** The economy which comprises all the economic activities which operate outside of all government control.

INTRODUCTION TO THE COMMITTEE

The International Labour Organization (ILO) is a United Nations specialized agency that brings together governments, employers, and workers to promote decent work and social justice all over the world. The ILO was created on April 11, 1919, with the primary goal of setting international labour standards and ensuring that labour conditions are fair, equitable, and safe for workers everywhere.

To achieve its mission of decent work for all, the organization collaborates with 187 member states. The ILO deals with a wide range of labour challenges, including the elimination of forced labour and child labour, the promotion of safe working conditions, the protection of workers' rights, and the reduction of unemployment and inequality. Additionally, it creates international labour standards and helps states to work on workforce development and social protection.

It responds to both immediate labour crises, such as mass unemployment and exploitation, and challenges such as the impact of automation, the problems faced by gig workers, and the growing informal workforce that have significant impacts on workers around the world. It also fights against discrimination in the workplace and the social impact of poverty and inequality. In addition to protecting workers' rights, the ILO sets standards on employment related threats and supports governments in strengthening their labour infrastructure, improving workplace safety regulations and developing sustainable social protection practices,

The ILO works to improve labour systems and provide assistance in economic recovery through initiatives like the Decent Work Agenda (formed on June 15, 1999), which assists in enforcing international labour standards into national policies and strategies. The goal of all of these initiatives is to give workers everywhere a more dignified future.

INTRODUCTION TO THE AGENDA

Imagine you wake up tomorrow to learn that you cannot go to school, as there is no school left, and that your parents cannot go to work, as their offices are destroyed. This scenario might make you feel that life is unfair and uncertain, as armed conflicts that you have nothing to do with disrupt your life completely. Armed conflicts have been identified as one of the biggest dangers to the safety of workers and jobs. Thus, the committee will take up the following agenda: “**Ensuring Workers' Safety, Fair Wages, and Employment Opportunities with Special Emphasis on Job Loss Amidst Conflict Regions.**”

The agenda is based on **three main pillars** that seek to protect workers and their livelihoods in conflict-affected regions:

- The first pillar is worker safety and protection, making sure that workers are protected from unsafe work conditions, violence, exploitation and abuse.
- The second pillar deals with wage fairness for their labour and work environment improvement.
- The third pillar highlights employment opportunities and the recovery of the workers' livelihood. War destroys businesses and the labour market, hence making it even harder to find safe and fair employment opportunities.

According to the International Labour Organisation, approximately **4.8 million jobs**¹ were lost in Ukraine in the first few months of the war, and in Gaza, over **60%**² jobs disappeared due to the conflict. Both examples demonstrate that conflicts are a humanitarian crisis, but they are also a crisis of employment and labour.

In conclusion, this agenda reminds us that fair wages, safe workplaces, and stable employment for all workers are not just privileges but basic rights. It talks about the urgent need to address the issue with the implications of these laws, where many workers still face exploitation and insecurity. It also recognises that workers in active conflict zones face higher risks of injury and unsafe conditions.

¹: <https://www.ilo.org/resource/news/nearly-5-million-jobs-have-been-lost-ukraine-start-russian-aggression-says>

²: <https://www.ilo.org/resource/news/over-60-cent-employment-has-been-lost-gaza-start-current-conflict>

ENSURING THE SAFETY AND PROTECTION OF WORKERS WHO CONTINUE WORKING IN ACTIVE CONFLICT ZONES

During war, essential workers do not stop providing services that are important to communities. Healthcare workers, transport workers and emergency responders, etc., often work in unsafe conditions to keep society functioning. This subtopic looks at the challenges they face, as well as measures to strengthen their safety, protection and labour rights in active conflict zones.

The Risks Faced by Workers in Active Conflict Zones:

International law offers significant protections for civilians, medical staff, aid personnel and other critical workers during times of war. There are many legal frameworks, including the Geneva Conventions³ and different International Labour organization(ILO) agreements, which impose certain duties on the state to protect its workers.

Unfortunately, when a war breaks out, such protective measures become very difficult to implement.

There are laws in place, but they don't always reflect reality, and that is a big concern. For example, the ongoing conflict in Sudan has disrupted public services, shut down businesses and displaced millions of workers, leaving many without stable incomes or access to labour protections, despite the existence of legal frameworks.

Moreover, the International Committee of the Red Cross (ICRC) has repeatedly documented cases of aid workers being injured, abducted or even killed while trying to deliver assistance in conflict-affected areas⁴.

These examples make it clear that while international protections exist, actually making sure they are followed is one of the biggest challenges for everyone globally.

Safety and Protection Measures for Workers in Active Conflict Zones :

Governments, international groups, and aid agencies have come up with several ways to keep workers safe in war zones. This includes special security training, protective gear like helmets and body armour, emergency communication devices, medical help, insurance, and plans to get people out safely.

³: <https://www.icrc.org/en/law-and-policy/geneva-conventions-and-their-commentaries> ⁴:

The United Nations Department of Safety and Security (UNDSS) provides security awareness training for workforce to be positioned in high-risk environments, and organisations such as the International Committee of the Red Cross (ICRC) provide protective gear, emergency medical support and crisis-response systems for workers⁵. Many humanitarian agencies also offer life insurance, health insurance, trauma counselling and emergency evacuation assistance for onsite workers.

Despite such measures, safeguarding the rights of workers amid ongoing wars continues to be a daunting task. Based on figures from the Aid Worker Security Database, 2024⁶ was the most dangerous year for aid workers when 383 aid workers were reported to have died across the globe. Likewise, the World Health organization documented more than 1,000 attacks⁷ on healthcare facilities in Ukraine during its first fifteen months into the full-scale war.

The data provided shows that despite new, advanced protection systems for workers, ongoing violence, damage to infrastructure, and swiftly changing security conditions impede their usefulness. Today's challenge isn't just to develop protection systems, but also to make sure that the protection systems remain useful to workers as they work in the world's most dangerous countries.

Gaps in the Enforcement of Labour Laws in Active Conflict Zones:

There are many obstacles to the implementation of worker protection policies in active conflict zones. Worker safety standards that apply during peacetime often do not apply due to damaged infrastructure, lack of legitimate government institutions, and rapidly changing security situations. As a result, workers who deliver essential services may not have adequate protection in spite of having certain national and international protections.

Weak enforcement of labour laws can have an impact beyond just the workplace, but can also impact whole communities. As stated by the International Labour organization (ILO),⁸ conflict areas typically see a large increase in informal employment in which workers do not have contracts, legal protections or social security.

In Syria,⁹ Over a decade of war has created a vast expansion of the informal economy, leaving many workers beyond the scope of labour regulations. Similarly, in Yemen¹⁰, the collapse of

⁵: <https://www.un.org/nl/node/98411>

⁶: <https://www.un.org/en/delegate/world-humanitarian-day-aid-workers-mull-record-toll-their-own>

⁷: <https://www.who.int/europe/news-room/30-05-2023-who-records-1-000th-attack-on-health-care-in-ukraine-ov>

⁸: <https://www.ilo.org/topics-and-sectors/crisis-situations-and-response>

⁹: <https://www.ilo.org/regions-and-countries/arab-states/syrian-arab-republic>

¹⁰: <https://www.oxfam.org/en/press-releases/yemen-faces-economic-freefall-and-devastating-aid-crisis-after-decade-conflict-oxfam>

the economy and the weakness of state institutions have led to a general insecurity of wages and deterioration of working conditions.

Also, for example, after the 2021 takeover of Afghanistan, ¹¹ millions of workers suffered serious economic disruption as businesses closed, public sector salaries were suspended, and unemployment rose sharply despite existing labour protections.

As enforcement systems deteriorate, violations of minimum wages, occupational safety and health laws(OSH), working hours and social protection laws increase. People who have been marginalised, e.g., migrants, refugees, internally displaced people (IDPs), and day labourers, can be more easily exploited because they have no access to self-protection methods, such as insufficient resources or no legal rights to defend themselves. The loss of labour rights creates more poverty, increases inequality within the economy and inhibits recovery from conflicts, which emphasises restoring effective labour governance as part of wider reconstruction activities.



ESTABLISHING FAIR WAGES AND COMBATING WAGE THEFT

When people think about labour exploitation, they tend to think about dangerous workplaces, child labour or long working hours. Yet one of the most common forms of exploitation occurs after the work is completed. All over the world, millions of workers do the work they are supposed to do, but never get the full value of their labour. This raises an important question: If work is to provide economic security, what happens when workers are denied the wages they have already earned?

Why Does Wage Theft Continue to Persist?

How can workers lose wages in a world where wage payment is already regulated? Wage theft is frequently characterised as one of the most hidden forms of labour exploitation, as it hardly happens in public view. Employers may delay salaries, refuse to pay overtime, make unlawful deductions, misclassify workers or withhold wages altogether. Unlike workplace accidents or public labour disputes, these violations can continue for months without drawing attention.

Many workers choose not to report such abuses for fear of termination, loss of income, detention, or exclusion from future employment opportunities. For workers living paycheck to paycheck, silence can sometimes feel less risky than confronting an employer. This is a very significant issue, as over 2 billion people worldwide work in the informal economy without having written contracts, wage records or any form of monitoring in place to ensure that they will be able to receive their full payment.

Another estimate from the International Labour organization(ILO) states that there are about 169 million migrant workers around the world who face issues related to recruitment debts, language barriers and dependence on their employers for housing or legal documents.

To ensure better accountability, countries like the United Arab Emirates (UAE) and Saudi Arabia have developed Wages Protection Systems (WPS)¹³to electronically track employee pay through their banking systems, which allows state authorities to identify employers who do not pay employees appropriately or on time.

From this perspective, we can see the scope of the overall problem, as well as the increasing amount of resources being invested by assorted countries to attempt to resolve them.¹⁴

¹³: <https://topsourceworldwide.com/glossary/wages-protection-system/#what-is-wps-and-why-was-it-introduced>
<https://www.ilo.org/resource/news/more-60-cent-world%E2%80%99s-employed-population-are-informal-economy>

¹⁴ .

[https://www.ilo.org/sites/default/files/wcmsp5/groups/public/@dgreports/@dcomm/@publ/documents/publication/wcms_808935.pdf#:~:text=More%20than%20two%2Dthirds%20of%20international,million%20\(67.4%20per](https://www.ilo.org/sites/default/files/wcmsp5/groups/public/@dgreports/@dcomm/@publ/documents/publication/wcms_808935.pdf#:~:text=More%20than%20two%2Dthirds%20of%20international,million%20(67.4%20per)

The Wider Impact of Wage Theft on Workers and Communities:

The impact of wage theft is usually measured by how much isn't paid, but there's more to it than that. Vulnerable workers face bigger issues from ongoing pay violations, it affects their big life choices and future chances.

When people don't get paid properly, they put off things like further education or healthcare. They might skip skill development, too, or just stay in bad jobs they want out of because they'd have no money elsewhere. So, wage theft doesn't just take away income; it stops workers from moving up economically and changing their situation for the better.

The impacts can also be seen across entire industries and labour markets. In sectors with a high proportion of migrant and low income labour, late or no payment of wages has led to protests by workers, disputes in the labour force and high turnover of the workforce.

Research on global supply chains, particularly in the garment and construction industries¹⁵, has repeatedly demonstrated that wage theft is a factor that contributes to worker vulnerability and instability. More than 60% of employment worldwide is informal, where contracts, wage records and supervision are often limited, according to the International Labour Organisation. Vulnerable workers also tend to have little savings or other sources of income, so a delayed wage can affect housing security, access to healthcare and educational opportunities for entire families.¹⁶

Protecting the Link Between Work and Wages:

A fair labour market expects that workers get paid for work done. Still, for millions, this isn't guaranteed. Wage theft shakes trust in employment, limits economic mobility, and hits the most vulnerable hardest. So, tackling this isn't just about safeguarding wages; it's also ensuring work leads to dignity, chances to improve, and lasting economic security.

¹⁵:<https://peoplesdispatch.org/2021/07/22/wage-theft-from-garment-workers-amounts-to-rights-violation-by-global-brands-report/>

CREATING EMPLOYMENT OPPORTUNITIES AND REBUILDING LABOUR MARKETS IN POST CONFLICT REGIONS

The Need for Creating Employment and Rebuilding Labour Markets Post-Conflict:

When a war or armed conflict ends, a country cannot instantly return to normal: to restore peace, we need to rebuild the economy. This subtopic focuses on how international organisations like the ILO (International Labour Organisation) help war-torn communities get back to work. This step is absolutely critical, as without access to jobs, local businesses remain closed, poverty increases significantly, and the risk of violence starting all over again increases.

There have been many examples where strategic economic support can successfully transform a country. For example :

- After World War II, a massive financial recovery program known as the Marshall Plan helped rebuild ruined factories and industries across Europe, successfully bringing millions of people back into the workforce.¹⁷
- In recent decades, the ILO has taken similar action in countries like Sierra Leone¹⁸ and Liberia following their civil wars. By setting up training programs for the workforce in sectors like farming, construction, etc, the ILO helped local citizens by upskilling and reskilling the workforce.

Balancing Short-Term Relief Programs with Long-Term Economic Recovery:

Right after a military or civil conflict, the main goal for every international organisation, like the UN (United Nations) and the ILO, is to provide immediate humanitarian relief and restore basic stability for the welfare of the local citizens. To achieve this, the United Nations and the International Labour organization(ILO) have created a **Three-Track Approach**, which includes **Tracks A, B and C** :

Track A: This includes emergency programs such as Cash-for-Work initiatives, also known as CfW programs. These programs pay local citizens money to carry out simple but important tasks such as clearing the rubble, rebuilding roads, etc. These programs help by contributing money to the local economy while also supporting the affected and displaced families recover from their losses. While these quick-fix relief programs are excellent for helping families

¹⁷ <https://www.archives.gov/milestone-documents/marshall-plan>

¹⁸

<https://www.ilo.org/resource/article/ilc/ilc95/95th-session-international-labour-conference-2006papa-na-come-li-beria-rises>

survive the initial crisis, they are temporary and cannot help sustain a country forever. If a government relies on short-term aid for too long, it risks making the population dependent on foreign assistance and slowing down the natural return of local businesses in the market.

Track B & C: This shift from Track A involves moving workers out of temporary clean-up jobs and into formal Technical and Vocational Education and Training programs, also known as TVET programs, where the workforce will learn modern skills like engineering, advanced agriculture, technology, etc. Long-term recovery programs also require rebuilding official institutions like government offices, creating stable banks for giving out business loans and setting up fair national labour laws.¹⁹

Balancing these two tracks is very important as Cash-for-Work programs might help families recover from war, but rebuilding a strong and self-sufficient economy also requires long-term development plans like reskilling and upskilling of the current workforce.

Socio-Economic Reintegration of Ex-Combatants and Displaced Population:

The long-term stability of a country that has experienced a conflict recently heavily depends on its ability to bring vulnerable populations back into the society and the economy. Two vulnerable groups that require urgent care during this rebuilding phase are the **ex-combatants (former soldiers)** who served in the war and the **displaced populations**, which include internally displaced persons (IDPs) and the refugees who are returning from other countries.

The global United Nations Framework specifies that former soldiers undergo a process known as Disarmament, Demobilisation, and Reintegration (DDR).²⁰ Disarming the soldiers and taking their weapons is only half the work; if the local labour market cannot provide them with an honest income, the desperation for a stable job often drives them into crime or rebellion. Therefore, socio-economic reintegration must offer these people intensive support in terms of basic financial literacy, technical job training, etc. This gives them a peaceful part in rebuilding their community.

Eventually, the families and people who fled the country due to war return, only to find that their previous livelihoods are erased, their assets destroyed and finding jobs in the local job market is almost impossible. International human rights laws demand that governments practise labour policies to guarantee the returning refugees and IDPs with equal access to jobs without discrimination on any basis. They must also ensure that they provide vocational education for upskilling and reskilling the workforce. If the government or local employers discriminate against the refugees or favour one group over the other, it might lead to violence.

¹⁹ <https://share.google/Ca460npLjVgR1RE0R>

²⁰ <https://peacekeeping.un.org/en/disarmament-demobilization-and-reintegration>

By creating an inclusive labour market that treats all groups, like the former soldiers, returning refugees and local citizens equally, the international bodies like the ILO help manage social diversity while creating a peaceful and self-sustaining economy and labour markets.

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<https://www.undp.org/stories/clearing-most-rubble-gaza-strip-possible-seven-years-under-right-conditions>

PROTECTING THE RIGHTS OF MIGRANTS AND FOREIGN WHILE REBUILDING THEIR LIVELIHOODS AND SUSTAINING ECONOMIC STABILITY POST CONFLICT

When wars and crises end, countries face one of the major challenges of rebuilding not just their infrastructure but also people's livelihoods and jobs. Migrant and foreign workers are among the most affected during and after conflicts. They tend to lose their jobs, homes, and access to basic services and rights. This subtopic focuses on how countries can protect these vulnerable workers, help them get back their jobs, dignity and livelihood and keep the economy stable after a conflict. Rebuilding efforts must include everyone, not just the host country's citizens, because migrant workers play a crucial role in any country's post conflict rebuilding and growth.

Labourers Denied Equal Pay and Workforce Security:

One of the most common and harmful problems faced by migrant and foreign workers is their denial of equal pay and job security. In many countries, especially those affected by conflict (i.e., the host countries), migrant workers are paid significantly less than local workers (i.e., the citizens) even when they are doing the exact same job.²² Employers take advantage of the refugees' desperate and vulnerable situation, knowing that these migrant workers have fewer options and very little legal support to fight for themselves.²³ Along with extremely low wages, many migrant and foreign workers have no formal contracts with their employers, which means that they can be fired at any time without any prior warning or proper compensation for the same.²⁴ They are often forced to work in dangerous and harmful conditions with no safety tools or health protections.²⁵ This not only harms the workers themselves but lowers the overall standard of the labour market and the labour economy as a whole in the country. Without strong laws and proper enforcement, migrant workers will continue facing exploitation and post-conflict recovery of the nation will struggle to have a strong and lasting impact.

Excluded from Social Security Systems:

Social security is the safety net that helps workers when things go wrong. It includes healthcare, pensions, unemployment benefits, maternity support and compensation for injuries at the place of work.²⁶ But for migrant and foreign workers in conflict-affected regions, social security is often completely inaccessible. They pay taxes, contribute to the economy of the nation, yet when they are ill, lose employment, or face injuries at the place of work, there

²²https://www.equalpayinternationalcoalition.org/en/whats_new/ilo-launches-the-migrant-pay-gap

²³<https://www.humanrightsresearch.org/post/the-exploitation-of-migrant-workers-around-the-world>

²⁴<https://www.humanrightsresearch.org/post/the-exploitation-of-migrant-workers-around-the-world>

²⁵<https://www.business-humanrights.org/pt/blog/hidden-risks-for-migrant-workers-in-conflict-zones/>

²⁶<https://www.ssa.gov/pubs/EN-05-10107.pdf>

is no support available to them.²⁷ This exclusion from the formal economy forces them deeper into poverty and the informal economy, which makes their livelihood extremely unstable.²⁸ In conflict regions, where the risks of injury, displacement and job loss are extremely high, the absence of social security for migrant workers is extremely dangerous. Including migrant workers in these systems is a critical step towards building a fair and stable post-conflict society.

Need for Nationality-Blind Laws:

Nationality-blind laws are legal frameworks that guarantee equal rights and protections to all workers regardless of the country in which they were born.²⁹ It is basically a simple idea, which means that a worker's nationality (i.e., the place they were born in) should not decide whether they deserve fair wages, safe working conditions or access to fair justice.

Unfortunately, most countries still have laws that clearly favour their own citizens and discriminate against foreign and migrant workers as lower-class members of the workforce.³⁰

In conflict regions, this problem becomes even worse and critical because migrant workers are often seen as outsiders and are denied jobs, proper livelihood and legal protection during and after crises. Without nationality blind laws, migrant workers have no other way to fight against unfair treatment in courts or demand their basic rights. When countries treat all workers equally under the law, it not only protects the vulnerable workers but also creates a healthier, safer and more productive workforce that benefits everyone involved in the post-conflict rebuilding process.³¹



²⁷<https://www.cbpp.org/blog/immigrants-contribute-greatly-to-the-social-security-trust-funds-solvency>

²⁸<https://www.humanrightsresearch.org/post/the-exploitation-of-migrant-workers-around-the-world>

²⁹<https://www.justice.gov/crt/federal-protections-against-national-origin-discrimination-1>

³⁰<https://www.eeoc.gov/prohibited-employment-policiespractices>

³¹<https://www.jurist.org/news/2026/04/rights-group-warns-middle-east-conflict-leaves-migrant-workers-vulnerable/> +

CASE STUDY

Syrian Refugee Crisis:

The Syrian Civil War began in 2011 and displaced over 14 million people, making it one of the largest refugee crises in modern history.³² Millions of Syrians fled to neighbouring countries like Lebanon, Türkiye, Jordan, etc. in search of safety and to rebuild their lives.³³ In this case study, we will be specifically emphasising the host country, Jordan.

Most host countries did not grant refugees the right to work legally. In Jordan, Syrian refugees received the legal right of residency (i.e. they could live as residents), but were denied work permissions.³⁴ As the refugees had no savings and limited availability of humanitarian aid, they had no choice but to take up informal jobs, which forced them deeper into poverty. They worked without any formal contracts, unfair and minimum wages and with no legal protection.³⁵ Employers took advantage of their vulnerable situation, hiring refugees at very low wages, and sometimes at half of what local workers earned.³⁶ This lowered the wages for everyone, affecting both refugees and host country workers.³⁷ When adults couldn't earn enough to survive, families began sending children to work. Nearly half of Syrian refugee children in Jordan became their family's primary earners, making them work long hours in unsafe and difficult conditions.^{38,39}



³²<https://www.unrefugees.org/news/syria-refugee-crisis-explained/>

³³<https://www.unicef.org/emergencies/syrian-crisis>

³⁴<https://www.rescue.org/sites/default/files/document/465/ircpolicybriefeconomicimpactsofsyrianrefugees.pdf>

³⁵<https://www.ilo.org/media/449936/download>

³⁶<https://www.rescue.org/sites/default/files/document/465/ircpolicybriefeconomicimpactsofsyrianrefugees.pdf>

³⁷<https://www.rescue.org/sites/default/files/document/465/ircpolicybriefeconomicimpactsofsyrianrefugees.pdf>

³⁸<https://pmc.ncbi.nlm.nih.gov/articles/PMC11675375/>

³⁹<https://www.unrefugees.org/news/syria-refugee-crisis-explained/>

⁴⁰<https://archive.nytimes.com/www.nytimes.com/interactive/2013/10/16/world/middleeast/syrian-refugee-crisis-photos.html>

This case study directly connects to our agenda because it shows what happens when worker safety, fair wages and employment opportunities and conditions collapse during and after the conflict. Without strong legal frameworks and their proper enforcement, all workers, regardless of their nationality, including both displaced and local workers, suffer together.

CONCLUSION AND EXPECTATIONS

Conclusion:

Each subtopic mentioned in the guide is connected to the others. Workers in active conflict zones need immediate safety and protection. Post-conflict regions need new jobs and rebuilding of their labour markets and economy. Migrants and foreign workers need equal treatment under the law. And every worker, regardless of their nationality or status, deserves equal and fair wages and protection from exploitation. The International Labour organization exists for this very purpose, to ensure that the world of work is safe, fair and inclusive of all. As delegates in this committee, your motive is to find solutions that protect workers during conflict, support them after conflict, and ensure that no worker is left behind simply because they have a different nationality. The resolution that you will prepare will create a lasting impact and shape the work of the committee.

Expectation from the Delegates:

Plagiarism in all forms is not permitted. Delegates must use reputable sources when conducting their research. Reputable sources include those from sources like Reuters, official UN websites, Best Delegate and ResearchGate. ChatGPT/AI and Wikipedia do not count as reputable. The subtopics discussed in the guide are about one or more aspects of labour issues. We expect delegates to look at every one of the subtopics from the standpoint of labour issues. In this committee, we will look towards a consensus on each subtopic using discussions, debates, and negotiations.

We request the delegates to be aware of current happenings and crises with regard to the agenda. We expect all the delegates to be well-researched and come up with creative solutions. Before finding solutions, we want the delegates to tactfully and critically analyse the problem. Thereafter, find solutions which are substantive, original, innovative, comprehensive and feasible to implement. Discipline needs to be maintained at all times for the smooth functioning of the committee. Lastly, we look forward to a fruitful and enthusiastic discussion with all of you.

HOW TO RESEARCH

When you start your research, the process is important. This is the ideal process to do so.

1. Committee Specific Research:
 - Background of the ILO
 - Powers of the ILO
2. Country Specific Research:
 - The role played by their country
 - The country's stance with respect to the agenda
 - The country's allies and opponents
3. Agenda Specific Research:
 - Comprehensive research on the agenda and the subtopics also

While doing country research, delegates should research the following points :

1. About the country and its foreign policies
2. Countries' stand and relevance to the agenda
3. Role/stand in all sub topics
4. What are the problems faced by the country in terms of labour markets, labour rights, and employment in conflict-affected areas?
5. How has the country dealt with job loss due to armed conflicts in the past?
6. Factors due to which the problem is increasing in the country.

While preparing solutions, keep in mind that your solutions should be **SMART**. **SMART** is an acronym for:

S- Specific

M- Measurable

A- Accurate

R- Realistic

T- Timely

Lastly, given below is a list of trusted websites delegates may use for their research.

1. <https://www.ilo.org/>
2. <https://www.ohchr.org/en/hrbodies/hrc/home>
3. <https://www.unhcr.org/in/>

4. <https://ilo-ilera.org/>
5. <https://reliefweb.int/>
6. <https://www.bbc.com/news>
7. <https://www.nytimes.com>
8. <https://www.aljazeera.com>

Other trusted websites, such as official UN websites, ResearchGate and Best Delegate, may also be used.

The list given below is of the websites which **must not be used** for research.

1. <https://www.wikipedia.org/>
2. <https://www.britannica.com/>
3. <https://www.reddit.com/>
4. Blogs / Magazines / Online Encyclopedias
5. News Articles
6. Any kind of Artificial Intelligence (AI)

There is a strict policy against plagiarism and AI. Delegates found using any form of AI, such as ChatGPT or found plagiarising their documents or speeches will face strict consequences.

QUESTIONS A RESOLUTION MUST ANSWER

Q1. How can countries safely shift from “Cash-for-Work” initiatives to long-term job training programs to avoid dependence on foreign aid?

Q2. What initiatives can be taken so that returning refugees, ex-combatants and displaced families get equal access to jobs and training without discrimination?

Q3. How can countries create and enforce nationality-blind labour laws so that migrant workers receive the same wages, contracts, and workplace safety as local workers?

Q4. What steps can the ILO and host governments take to include migrant and foreign workers in national social security systems, such as healthcare, workplace injury compensation, and unemployment benefits, especially in conflict-affected regions?

Q5. How can countries prevent employers from exploiting the vulnerability of displaced and migrant workers through informal, contract-free employment and dangerously low wages?

Q6. How can post conflict economies rebuild their labour markets, ensuring that migrant workers are not left out of recovery programs, and formal employment opportunities?

Q7. How can governments and international organisations develop effective enforcement and accountability mechanisms to protect workers' rights when existing labour protection systems break down during conflict or instability?

Q8. What can be done to ensure that essential workers have a safe place to work while being able to deliver essential services during times of armed conflict?

Q9. In what ways can governments help eliminate the reliance of workers on unstable or unregulated job situations that create opportunities for wage theft, exploitation, and insecurity?

Q10. How can labour protection systems be reformed so that no worker is left outside the scope of legal protections and social safeguards, particularly as informal employment, displacement and unusual forms of work continue to grow globally?

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