

FerMUN 2024
Conference on work at ILO
10th-12th January 2024



Final Report
21 resolutions 560 young delegates

Thank you

Thank you

M. Gilbert F. Houngbo, Director General of the International Labour Organization, for welcoming us with open arms and for organizing with us this conference.

Thank you

Ms Celeste Drake, Deputy Director General, ILO
Ms Angelika Muller, Head, Official Relations and Correspondence Unit (RELOFF), ILO
for your precious collaboration.

Thank you

Ms Tatiana Valovaya, Director General of the United Nations Office in Geneva,
Ms Alessandra Vellucci, Director of the United Nations Information Service,

Thank you

M. Tedde, Principal of the Cité Scolaire Internationale de Ferney-Voltaire, for your continuing support.

Thank you

to the 39 participating schools for joining our conference from all over the world, and thus giving it the possibility to exist.

Thank you

to our financial partners
Conseil départemental de l'Ain
ALA ELP
Delegation of the European Union to the United Nations

From 10 to 12 January 2024, the International Labour Organization (ILO) hosted the 14th edition of FerMUN, the Model UN conference of the Lycée International de Ferney-Voltaire, France.

The conference welcomed 560 young students from 22 countries worldwide.

To grasp the complex mechanisms of global governance, diplomacy and tripartite negotiations, the students worked together in advance in small groups, each one representing a government, an employer and a worker preparing that body's stance. Playing out their diplomatic role to the full, they studied international issues, debated, deliberated, consulted and searched for solutions. After these preparatory sessions, "delegations" met in committees to present and debate their positions and voted on them.

The theme of the conference was 'Advancing social justice, promoting decent work'. Students debated how technologies can be harnessed to advance progress towards the 17 UN Sustainable Development Goals.

Alongside these young «diplomats», other working groups came into play: logistics and administrative staff, press officers, advisers, interpreters and translators prepared to bring the event to life. In keeping with the United Nations system, debates were held in two or three languages, French, English and Spanish.

Over a three-day period, all of these students were plunged into the exciting world of international relations. Beyond the fact of providing the opportunity to build on self-confidence through public speaking before a high-level audience, to gain awareness of international issues and to have the wonderful opportunity to communicate with other young people from around the world, these Model UN conferences also give rise to many vocations.

The following report is the result of the fruitful work and achievement of the 14th edition of FerMUN. You will find 6 sections (one per committee) with an introduction with the major outcomes followed by the resolutions adopted for each question. The 21 resolutions have been entirely written by the students.

I would like to thank ILO for their collaboration, warm welcome, continuous support, and trust.

Florence BAUDRY
Head of FerMUN Program

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Executive Team

MUN Directors of the Lycée International de Ferney-Voltaire

Ms Sophie Zory,

Mr Philippe Launay,

Mr Georges Konieczny,

Mr James Robson

Board of Students:

Ms Marina Perez Barrera, Secretary General

Mr Lucas Gamkrelidze Deputy Secretary General

Mr Timothée Poulard Head of Translation

Ms Victoire Eugène Head of Interpretation

Ms Suzanne Brunel Head of Administration

Mr Alexandre Oury Head of Administration

Ms Capucine Alexandre Head of Press

Head of the FerMUN program

Ms Florence Baudry

Participating schools

560 students, 75 teachers from 40 schools and 22 countries participated in FerMIUN 2024.

Australia

Abbotsleigh, Sydney

Bénin

EFE Montaigne

Costa Rica

Costa Rica Model UN San Jose

Côte d'Ivoire

Lycée international Jean Mermoz

Lycée français Blaise Pascal Abidjan

Denmark

Lycée Prins Henrik

France

Institut Fénelon, Grasse

Lycée Aux Lazaristes La Salle, Lyon

Lycée de Bellevue, Martinique

Lycée Blaise Pascal, Charbonnières-les-Bains

Lycée International, Ferney-Voltaire

Lycée International Massillon, Clermont-Ferrand

Lycée Pierre Termier, Grenoble

Lycée Saint-Michel, Annecy

Lycée Vaugelas, Chambéry

Germany

Carl-Theodor-Schule, Schwetzingen

Kenya

International School of Kenya

Kithoka Amani Community School

Lithuania

Lycée International Français de Vilnius

Madagascar

Lycée français d'Antananarivo

Monaco

International School of Monaco

Morocco

Lycée Français International Louis-Massignon

Lycée Eugène Regnault

New Zealand

The Woodford House

St Peter's Cambridge Iona College

Nigeria

Lycée Français Marcel Pagnol

Qatar

Lycée français Bonaparte

Romania

Lycée français Anna de Noailles

Rwanda

Green Hills Academy

Saudi Arabia

Najd National Schools (Riyadh)

Spain

Escola Pia Sarrià-Calassanç

Lycée français Barcelona

Lycée français international Pierre

Deschamps Alicante

Switzerland

Lycée Français de Zurich

Liceo Vilfredo Pareto

Turkey

American Collegiate Institute

Saint-Joseph Istanbul

United Kingdom

Invicta Grammar School

Lycée Français Charles de Gaulle

Agenda

ILO1 - Fundamental Rights

Issue 1: How can measures to tackle modern slavery be strengthened?

Issue 2: How can we counter forced child labour?

ILO2 - Equality and discrimination

Issue 1: How to fight off racism in the workplace?

Issue 2: How to abolish gender stereotypes in the tertiary sector?

ILO3 - Environment

Issue 1: How can we limit the environmental impact of fast fashion?

Issue 2: How can we promote "green jobs" without penalising employees whose jobs are harmful to the environment?

ILO4 - Innovation

Issue 1: The impact of artificial intelligence on the future of work: How can we protect workers whose jobs could disappear and how can we use AI to improve working conditions and open up new opportunities?

Issue 2: The digital economy: A pathway to more and better work for young people?

ILO5 - Young people in the workplace

Issue 1: How can apprenticeship programmes be developed to combat youth unemployment?

Issue 2: How can internships be upgraded to provide young people with a suitable and decent working environment?

ILO6 - Solidarity

Issue 1: What solidarity policies should be adopted to reduce unemployment?

Issue 2: How can the Social and Solidarity Economy be developed on a global scale?

Program

Wednesday 10th January

10.00: Opening ceremony in room XIX at the Palais des Nations (United Nations Office) in Geneva

14.00-17.30: debates in committees at ILO

Thursday 11th January

8.30-18.00: debates in committees at ILO

Friday 12th January

8.30-16.00: debates in committees at ILO

16.30-18.00: closing ceremony at rooms GB and II at ILO

18.00-21.00: closing party in the cafeteria at ILO

Welcome letter

Dear guests, directors, chairs, delegates, interpreters, translators, press members and admins,
The FerMUN 2024 board is honoured to welcome you to the 14th edition of FerMUN, from Wednesday, January 10th, to Friday, January 12th. This year, we are proud to host a trilingual conference (French, English and Spanish) with 560 participants coming from 22 different countries in the incredible premises of the Palais des Nations and then in the installations of the International Labour Organization.

This year, thanks to the invaluable support of the ILO in Geneva, our committees will focus on the world of labour. Our aim during this conference will thus be to practice the tripartite debate, a form of debate specific to the ILO where employers, workers and governments get together to collaboratively debate issues and find a consensus that benefits all and to embody their motto "Advancing social justice, promoting decent work". Though this phrase encompasses very vast and complex issues, our 6 committees will focus on different aspects of the challenges in the world of work, striving to tackle as many areas as possible. Each committee has two issues revolving around one of these six main themes: fundamental rights, workplace discrimination, environmental concerns, innovation, youth employment and global solidarity strategies.

The FerMUN 2024 board wishes you fruitful debates and a wonderful experience!

With that, we welcome you wholeheartedly to FerMUN 2024!

Marina Perez Barrera, Secretary General

Lucas Gamkrelidze, Deputy Secretary General

Timothée Poulard, Head of Translation

Victoire Eugène, Head of Interpretation

Suzanne Brunel, Head of Administration

Alexandre Oury, Head of Administration

Capucine Alexandre, Head of Press

FerMUN 2024 Board of students

Opening Ceremony



Room XIX, UN Office of Geneva

Forum on Peace chaired by Mr Louis Levy

Forum on work chaired by Mr Lucas Gamkrelidze

Opening Speech by Marina PEREZ BARRERA, Secretary General of the 14th edition of FerMUN

Madam Valovaya, Director General of the United Nations Office in Geneva,
Madam Drake, Deputy Director General of the International Labour Organization,
Excellencies,
Honourable guests,
Dear FerMUN Board members,
Dear FerMUN directors,
Dear participants,
Welcome to the 14th session of this FerMUN Assembly,

Before starting my speech, this is and always will be a conference dedicated to hope and peace which is why I find it crucial to mention the conflicts occurring in the world currently. As of today, 90% of the people killed in armed conflicts are civilians. Every single day human beings just like us are denied their right to life, liberty and security and every single day, people are violently murdered for no other reason than a conflict they did not cause.

In this solemn moment, I respectfully ask the FerMUN assembly for a minute's silence to honour and remember the victims of the world's current armed conflicts.

MINUTE OF SILENCE

Thank you for honoring the minute of silence with reverence and respect.

First of all, on behalf of the FerMUN board, I would like to thank Ms Valovaya for welcoming us here in the prestigious buildings of the United Nations Office in Geneva and for offering us the possibility to practice Model UN in the actual UN.

And thank you Ms Drake for opening the doors of the International Labour Organisation just after this ceremony. During these few days, we will do our best to practice the tripartite negotiations in the heart of the ILO. We feel very lucky and are extremely grateful. I hope you will have time to come and see us with the Director General Mr Hounghbo.

For a year now, our FerMUN team has been working tirelessly to bring us all together. But for what purpose?

Why do young people get together every year to discuss issues that are already being discussed in the United Nations?

What difference can a few teenagers really make?

Some may argue that we are not experts on the issues we discuss, others that we are too young to competently perform our demanding roles and some adults may even say that we are too immature to understand the gravity of these issues.

And while some of them may be right, I want to believe that our "lack of experience" does not represent our weakness. After all, if you think about it, there is nothing more beautiful than the eyes of a child who has no experience of the world that surrounds him.

Eyes that look at the world with the purest innocence.

Eyes that are able to look at another child who speaks another language, has another skin colour, another culture, another religion and can sincerely say that they are exactly the same.

Eyes that do not understand the meaning of the word "prejudice".

Eyes that focus on the things that unite us rather than the things that separate us.

That represents their strength.

I believe that the young people in front of me still retain a trace of that beautiful innocence because I am standing here today in front of 564 students coming from 22 different countries and all I can see are wonderful people who have come together in the hope of changing the world for the better.

We are not here to do our jobs better than the people working for the United Nations every day. That would be senseless.

We are here to share our bold, innocent and hopeful ideas, to share our desires for the future, to share our point of view uncorrupted by experience.

We are here because we believe that even if everyone says the perfect world doesn't exist, we are only a few conversations away from attaining it.

In the words of Antonio Guterres, current Secretary General of the UN, "Humanity depends on the boundless energy, ideas and contributions of youth everywhere."

These next few days, we have the honour to host our conference at the ILO headquarters in Geneva and will discuss various issues surrounding labour.

Whether we like it or not, the world will continue to change and it is up to us to adapt the global employment framework to meet the needs of our planet.

Jobs are constantly emerging and vanishing, challenging our perceptions of indispensable roles. What we once considered crucial half a century ago is now entirely obsolete and it would be naive to assume that the same thing won't happen in 50 years, especially with the rapid development of new technologies.

Who are we, the generation that has always lived with a smartphone, a world of information, at the tip of our fingers, but the best placed to understand how impactful innovation can be in the world?

As the voices of the future, we have a duty to continuously come up with ideas to promote the creation of a world that is always moving forward in a sustainable way.

For this reason, we have decided that the name of the 14th edition of FerMUN will be: "FerMUN 2024, conference on work: 'Advancing social justice, promoting decent work'"

On this note, I hope all of you have a wonderful experience during the next three days and on behalf of the board, I wish you all fruitful debates.

Thank you, I yield the floor back to the chair.



Marina Perez Barrera



Room XIX, United Nations Office Geneva

**Opening Speech by Ms. Tatiana Valovaya, United Nations Under-Secretary General
Director-General of the United Nations Office at Geneva**

Bonjour et bienvenu au Modèle des Nations unies du Lycée international de Ferney Voltaire
Welcome to FerMUN 2024!

It is a real pleasure for me to welcome you - local students from our region, and those who have joined us from 39 schools across 22 countries worldwide - to the Palais des Nations. We gather here today to mark a significant moment of connection and collaboration.

Today's conference is the fourteenth edition of FerMUN. Through the years, FerMUN has evolved in a remarkable way, empowering thousands of students in the skills of multilateral negotiation. Your dedication to this endeavour is commendable, and you should take pride in taking this important step towards inspiring global youth to engage in international issues and embrace UN values.

The past year presented numerous challenges for the United Nations and for the world. Widespread conflicts took a severe toll, particularly on vulnerable populations, including women and children. Climate change is causing unprecedented disasters and menacing the existence of humankind. Ungoverned technologies are driving hate and division. Alarming human rights violations and social injustices test the foundational principles of peace, dignity, and equality. And our UN staff faced severe risks in unstable regions, addressing humanitarian crises.

Amidst these trials, the UN made significant strides in promoting peace, sustainable development, human rights, and climate action. Efforts to eradicate poverty, ensure quality education and decent work, and promote inclusive economic growth have grown. The commitment to safeguarding human rights remains resolute, alongside international cooperation to combat climate change. Advancements in gender equality are also notable, yet further dedication is essential.

As we reflect on these accomplishments, it is essential to recognize the growing need for sustained, multilateral efforts to combat injustices at many levels around the globe. Our world is at a critical juncture, and the challenges we face require a united front. Young people, in particular, have shown remarkable resilience and determination in demanding change. Their voices are powerful agents of progress, and we must listen and act in collaboration with them. In his Our Common Agenda report, United Nations Secretary General António Guterres underscored the pivotal role of youth engagement, making it a central commitment. This report outlines tangible steps the UN is taking to foster youth involvement in decision-making and enhance access to education and sustainable employment for young individuals.

The Secretary-General emphasized that investing in the priorities of youth yields immediate benefits while concurrently building human capital and fostering social cohesion over the long term. This strategic focus on the aspirations and contributions of young people reflects a shared commitment to creating a future where their voices shape and enrich global progress.

They say youth are the leaders of tomorrow, but I see leaders in each of you today. Your presence at this conference attests to your commitment and efforts over the past months, investing your time in honing negotiation skills and delving into critical issues. Once again, I applaud your dedication!

Here at the Palais des Nations today, you will continue to engage in transformative discussions and collaborate to solve challenges, just as we do in our daily work at the UN. Model UNs, like this one, foster understanding and the ability to find common ground on global issues.

Yet, let this not be the end of your journey. Carry the knowledge and skills gained here back home. Let FerMUN be a catalyst for positive change in the world. Translate your visions into actions, becoming true ambassadors of the United Nations and leaders in your communities.

Working together is humanity's best hope, and that is a vision which the women and men of the United Nations make a reality every day. But we cannot do it alone. We need your help, your voice and your passion, to make our world a better place.

Together, we can overcome the challenges that lie ahead and build a world where peace, dignity, and equality flourish on a healthy planet.

Thank you very much. Merci beaucoup.



After the official opening of the 14th edition of FerMUN by Ms Marina PEREZ BARRERA.

The ceremony was divided into two main parts focusing on peace and work. Each segment comprised a few speeches and questions asked to each of our speakers by our chairmen Louis Levy and Lucas Gamkrelidze.

Forum on Peace chaired by Mr Louis Levy

Peacekeeping has proven to be one of the most effective tools available to the UN to assist host countries navigate the difficult path from conflict to peace. There are currently 11 peacekeeping operations led by the UN Department of Peace Operations. How can we enable the UN to reinforce its peacekeeping actions in the future?

Questions and answers

Questions to Her Excellency Ms Crocker, Permanent Representative of the USA to the UN in Geneva:

- How do Member States' efforts with the UN in Geneva and New York complement each other towards promoting greater peace and security?
- What is unique about the multilateral work in Geneva toward promoting peace and security?
- What are the specific features of the multilateral work carried out in New York in this same field?

Questions to His Excellency Mr Wagner, Deputy Permanent Representative of the European Union to the UN in Geneva:

- Could you tell us about recent joint actions between the European Union and the UN in the field of security and peacekeeping?
- What are the strengths and weaknesses of the current model of cooperation between the EU and the UN?
- Do you think that, by 2030, the European Union's place within the UN will have evolved, and if so, in what way?

Questions to His Excellency Mr Bonnafont, Permanent Representative of France to the UN in Geneva:

- Are nuclear weapons still a threat to global peace and what are the perspectives in terms of disarmament?
- Why is the UN unable to respond optimally to new forms of conflicts and violence like terrorism, invasions or civil wars?
- How do the major challenges of global warming, global health and migration affect world peace and security, and how is the UN organized to deal with them?

Questions to HE Mr Le Roy, Former Under-Secretary-General for Peacekeeping Operations:

- Could you illustrate the impact of UN peacekeeping operations with one or more examples of UN successes in this field?
- Same question, but for one or more failures - or partial successes - of peacekeeping operations.

- What factors do you think contribute to the success or failure of these operations?

Last question to all speakers:

- Ladies and Gentlemen, in a few words, could you tell us what you think makes a multilateral dialogue a success?

(The "practical" and "concrete" aspect is important here, and the question will enable everyone to present their "style", what they feel is essential to the smooth running of a multilateral negotiation, the state of mind a diplomat should adopt during a debate during a quick tour de table).



Speech on peace by Mr Davion Imfura Nsanze from Green Hills Academy Rwanda

Excellencies and honourable guests, FERMUN Board members,

Allow me to extend warm greetings to each one of you gathered here, representatives of nations committed to the pursuit of a more peaceful world. Today, we convene not merely as delegates but as stewards of a shared vision—a vision that Rwanda, a nation scarred by the echoes of history, has embraced with unwavering determination.

As Rwanda commemorates 30 years of remembering the Genocide against the Tutsi In 3 months or so, it serves as a powerful testament to the incredible strength of the human spirit. The scars from that dark chapter are still there, vivid reminders of the heartbreaking impact of hatred and divisions left unchecked. However, what's truly remarkable is how Rwanda has risen from the challenges with a steadfast dedication to rebuilding, fostering reconciliation, and striving for a peaceful, Stable, Prosperous nation growing in all aspects of life.

Rwanda's journey is not a solitary tale; it's a shining light that reveals a universal truth – peace isn't just the absence of conflict, but it thrives in the presence of justice, understanding, and shared humanity. Confronted with hardship, Rwanda embraced a narrative of hope, demonstrating that even in the toughest circumstances, the resilience of the human spirit can be overcome by the virtue of staying together, being accountable, and thinking Big.

As Rwanda's new generation, we all credit our parents spearheaded by His Excellency Paul Kagame whose visionary leadership has allowed us to rebuild a united Rwanda since 1994, there was no hope, only darkness, and misery not only to the victims but also to perpetrators who had also run in our neighbouring countries. Today, as a result of the above-cited leadership, perpetrators have returned & the majority of them pardoned cohabitating with the survivors in the same village without skurfing.

The light radiates from this country to other nations facing security turbulence, Rwanda is ranked amongst the top 4 UN peacekeeping mission contributing nations but ranks number 2 women peacekeeping missions globally.

How did it happen? Rwanda became a family, once again. The arms of our people, intertwined, constitute the pillars of our nation. We hold each other up. Our bodies and minds bear amputations and scars, but none of us is alone. Together, we have woven the tattered threads of our unity into a new tapestry. Sisters became mothers. Neighbours became uncles. Strangers became friends. Our culture naturally creates new bonds of solidarity, which both console and renew. Rwanda is a family. That is why we still exist, despite the fact that the perpetrators had trapped us in a big hole, the whole world had turned a blind eye, and little did they know that we were seeds that would grow strong again.

As we discuss and deliberate on matters of global significance in this Fermun assembly, let us draw inspiration from Rwanda's resilience. Let us recognize that the pursuit of peace requires

not only political will but a commitment to fostering understanding, respecting diversity, and addressing the root causes of conflict.

Yet, we must not be blind to the challenges that persist. Peace, a delicate flower, requires constant nurturing. In various corners of the world, conflicts persist, and the cries for peace remain unheard. It is our collective responsibility to heed these calls and work tirelessly towards creating a world where every nation, like Rwanda, can build a future founded on peace and unity.

In the spirit of solidarity, let us pledge to stand with nations that are on their journey towards peace. Let us learn from Rwanda's example, recognizing that even in the face of seemingly insurmountable challenges, there is always a headway—a path that leads to reconciliation, reconstruction, and the restoration of hope. As Rwanda marks 30 years of commemoration against the Tutsi, let us keep in mind that the decisions we make, and the resolutions we pass, should not merely be ink on paper but a solemn commitment to building a world where peace reigns supreme. May Rwanda's journey remind us that peace is not a distant dream but a tangible reality that we can create together."

As I conclude my remarks, I call upon the UN and delegates to support the conflicting nations to resolve their conflicts peacefully and that they have much to learn from Rwanda.

Thank you



Davion Imfura Nsanze

Forum on work chaired by Mr Lucas Gamkrelidze

Work was the main topic of our conference. More specifically, the theme was "Advancing social justice, promoting decent work". These are words that provoked many questions, which we answered thanks to a rich exchange with our expert guests.

Introduction Speech on work by Mr Lucas Gamkrelidze

Distinguished guests
Why do we work?

Work is a concept we might think we understand, a concept we might take for granted. We get up in the morning, we make an effort, and in return, we earn a wage.

We understood this from our earliest childhood. Our parents go out to work and, as a result, they bring us back a treat that appears to be the fruit of their labour. However, beyond this treat, why did our parents really go out to work? Why does everything around us today seem to be governed by hard work?

In the end, we come back to our question: Why do we work?

Some would say that we work for money. Indeed, the money we earn seems to be the means by which we can live and secure a certain freedom.

However, beyond simple economic necessity, it is important to remember that work is the canvas on which we paint our contribution to the world. Work remains the essential engine of human progress. In short, every worker in the world is a brick in the edifice we now call "society". Now let's ask ourselves a second big question: Why are we all here today?

To answer this question, let's take the specific example of Linda and Itan, two young girls who have been working on a palm oil plantation in Indonesia since the age of twelve. They work 12 hours a day in temperatures approaching 40 degrees Celsius. This is an example of what we can call forced labour, and they are not alone in this situation. In 2016, according to the ILO, 152 million children were subjected to forced labour. Also in 2016, between 90 and 40 million people were victims of modern slavery.

So, admittedly, there is no miracle solution to these many labour-related problems.

However, as Ms Baudry rightly pointed out, organisations such as the UN and the ILO are the last places in the world where we can talk, discuss and try to come up with lasting solutions.

In addition, Marina, our General Secretary, quoted Mr Guterres earlier, explaining that young people, the architects of the future, have the power to create a better world.

This brings us to the following conclusion: If we are all here today, it is with the aim of giving young people, through debate and discussion, the ability to take action on the many problems linked to the field of work.

In order to do this, we have decided, in view of the multitude of issues linked to work, to divide the debates into 6 commissions, each dealing with a different issue.

Thank You.

Opening remarks by deputy director general of the ILO, Ms Celeste Drake

Ladies and gentlemen, distinguished delegates,

It is truly a pleasure to be here with you and share some elements of the uniqueness of the International Labour Organization, one of the specialized agencies of the United Nations and our tripartite structure. Nowhere else in the multilateral system of the United Nations will you find a more distinctive model of negotiation and collaboration.

At the ILO, we bring together governments, workers, and businesses to the same table, negotiating and agreeing on critical issues. This distinctive tripartite structure is both our strength and, at times, our weakness, but it mirrors the real life negotiations occurring in the world of work.

Look around you (Kennedy sweep)... Governments, employers, and workers, each with equal voting rights, sit together at the table at the ILO. This is not a simulation; this is our reality. This is what sets us apart and makes our negotiations strong, representing a true reflection of the diverse interests and perspectives of governments, employers and workers.

The ILO produces international labour standards, known as norms, and calls upon countries to ratify and comply with them. The eight-hour work day, safety and health at work, maternity leave, minimum wages, minimum working age, the weekend, and vacation time are just a few of the many standards we protect and promote.

These standards touch every corner of the working world, ensuring the well-being and rights of individuals, regardless of their role – be it in public service or private sector, as a government official, an employer, or an employee.

I have a colleague who proudly displays a poster in her office proclaiming, "I work for the organization that gives you paid weekends and holidays."

Indeed, no matter which aspect of the world of work you consider, no matter your role in the world of work, no matter the side of the table you're at... the ILO is there.

Shaping legislation and making policies for the betterment of working people, their families, and the communities they live in, whether it's social protection, social dialogue, freedom of association, productivity, collective bargaining, job creation, to name just a few.

It is a remarkable undertaking, and I find it truly inspiring. As you sit in this room today, envision your future as soon as you will be joining the workforce – some in the private sector, some in public functions, and even a few destined for the negotiating table... and some, perhaps, right here in this room, across that very table. Some of you may be the future ambassadors, prime ministers, ministers of labour, and who knows, the future Director-General of the ILO.

As the only global institution where governments, employers and workers share an equality footing, the ILO is there with its normative agenda, and its social dialogue in action. The ILO is at the forefront of addressing challenges in the world of work.

It is imperative to nurture an inclusive and networked multilateralism that actively incorporates all insights and contributions to a better world, including a better world of work.

This means not only acknowledging but also actively integrating the voices and perspectives of the youth in shaping our shared future. And in this collaborative endeavour, your creativity, courage, and commitment play critical roles.

As we navigate uncharted territories towards a sustainable future, particularly within the realms of green jobs, digital technologies, and artificial intelligence, your engagement becomes even more crucial.

Embracing innovative solutions and harnessing the potential of digital advancements and artificial intelligence will be instrumental in crafting environmentally conscious and technologically sustainable employment opportunities. And that's where you come in. As well ensuring opportunities are available across all countries and to all workers, without distinction. As you embark on your journey into the professional world, remember the unique structure of the ILO, where diverse voices come together. Embrace challenges, stand for social justice, and advocate for a world of work that is fair, inclusive, and equitable. The future belongs to you, and the ILO stands ready to be your partner in creating a better world for all.

Thank you, and I wish you success in your activities this week and future endeavours.

Questions and answers

Questions to Ms Maite Llanos, deputy director of the Geneva office of the International Trade Union Confederation, a union representing the voice of workers around the world:

- Can you tell us a little about your job and what you like about it?
- How do you organize yourselves within the ITUC to build and defend a common position in negotiations for greater social justice? Can you share examples of successful initiatives or campaigns led by ITUC in support of workers' rights?
- While working for the International Trade Union Confederation, there have been many efforts to create a better working environment at the global level. Do you consider that the notion of work at the national level differs from the international level?
- What is one of the key reasons we are being held back from decent work? What is something everyone could do to reduce this challenge?

Questions to Mr Philippe Mareine, founder and director of M4Transformations, a company providing support and advice to companies on managing social issues:

- Can you tell us in a few words what your job is all about (with a focus on HRD) and what you like about it?
- The impact of AI on the future of work: how to protect workers whose jobs could disappear and how to use AI to improve working conditions and enable new opportunities? Do you see the digital economy as a route to more and better jobs for young people?
- Over the course of your career, you have been HR Director for various large companies in France and you were also HR Director for Atos based in Germany. How have you adapted your HR operations in Germany, particularly in terms of social protection and remuneration policy?
- How can we address the issue of well-being at work and link it with the idea of decent work?



Fundamental Rights (ILO1)

Chairs: Alice Watelet, Clémire Acelor, Jan Oldenburg



Issues

1. How can measures to tackle modern slavery be strengthened?
2. How can we counter forced child labour?

Countries involved in the debate:

Australia, Barbados, Brazil, Cameroon, Chile, China, Colombia, Czech Republic, Eswatini, France, Germany, Guatemala, India, Indonesia, Italy, Japan, Mexico, Morocco, Nigeria, Pakistan, Romania, Russian Federation, Rwanda, Saudi Arabia, Sweden, Uganda, UK, USA.

Countries of origin of the students:

Benin, Costa Rica, Côte d'Ivoire, Denmark, France, Germany, Kenya, Lithuania, Madagascar, Monaco, Morocco, New Zealand, Nigeria, Romania, Rwanda, Saudi Arabia, Spain, Switzerland, Turkey, UK.

OUTCOME

“Respecting workers fundamental rights by enhancing international cooperation and global measures against forced labor”

The committee was made up of 78 delegates representing 27 delegations. They discussed two issues concerning fundamental rights.

The first issue relates to modern slavery, and forced labour in all their various forms and how it affects human lives and developing countries. The second issue involves forced child labour and its impacts on the development of children deprived from education and basic human rights, thus prevented from living a decent childhood.

During the debates, each party, employers, governments and workers concurred to improve workers conditions and eliminate all forms of modern slavery while trying to help heavily reliant on forced labour countries to transition their economy towards more respectful of human rights working sectors. Practical solutions were found and debates were focused on controlling companies and their workers to make sure that their fundamental rights are respected in addition to helping victims of forced labour find decent work. All parties brought their point of view, opinion, interests and knowledge to achieve the most complete resolution with solutions that respected each party and brought back workers dignity.

Furthermore, during the debate of the unique resolution for the second issue, delegates were on the right track to find consensus. However, an intense debate on under 18 marriage happened, opposing countries tainted with traditional ways and strongly rooted cultures and westernized countries more regulated on that matter. Even with opposite point of views between delegations on some topics, the delegates promoted international cooperation and solidarity between all countries, developed or developing, in order to eradicate forced child labour and implement lasting solutions.

COMMITTEE: Fundamental rights (ILO1)

ISSUE : How can we tackle forced child labour ?

MAIN SUBMITTER : Brazilian Government

CO-SUBMITTERS: Australian Employers, Australian Government, Australian Workers, Barbados Employers, Barbados Government, Barbados Workers, Brazilian Employers, Brazilian Workers, Cameroon Employers, Cameroon Government, Cameroon Workers, Chile Employers, Chile Government, Chile Workers, China Employers, China Government, China Workers, Colombian Employer, Colombian Government, Colombian Workers, Eswatini Employers, Eswatini Government, Eswatini Workers, France Employers, France Government, France Workers, Germany Employers, Germany Government, Germany Workers, Guatemalan Government, India Government, India Workers, Indonesia Employers, Indonesia Government, Indonesia Workers, Italian Employers, Italian Government, Italian Workers, Japan Employers, Japan Government, Japan Workers, Mexican Employers, Mexican Government, Mexican Workers, Moroccan Employers, Moroccan Government, Moroccan Workers, Nigeria Employers, Nigeria Government, Nigeria Workers, Pakistani Employers, Pakistani Government, Pakistani Workers, Romanian Employers, Romanian Government, Romanian Workers, Russian Federation Employers, Russian Federation Government, Russian Federation Workers, Rwanda Employers, Rwanda Government, Rwanda Workers, Saudi Arabia Employers, Saudi Arabia Government, Saudi Arabia Workers, Sweden Employers, Sweden Government, Sweden Workers, Uganda Employers, Uganda Government, Uganda Workers, UK Employers, UK Government, UK Workers, USA Employers, USA Governments, USA Workers

The committee on Fundamental rights of the International Labour Organization,

Observing that 160 million children are victims of forced labour today counting 63 millions girls and 97 million boys,

Recalling that the worst forms of child slavery identified by the ILO are those involving slavery, child prostitution and the forced participation of children in illicit activities or activities that could harm their health,

Reaffirming the importance of primary education for all children,

Underlining the importance of all the solutions present in ILO Convention No. 105 on the Abolition of Forced Labour,

Underlining that the risk of slavery is higher or lower depending on the field of production,

Alarmed by the detrimental impact of forced child labour on the physical and mental health, education, and prospects of children, perpetuating cycles of poverty and exploitation,

Conscious of the crucial role of education and ownership of proper cultural capital to protect against servitude and forced labour,

Viewing with appreciation the reduction of ninety four millions children suffering from child labour between 2000 and 2016,

Keeping in mind the ILO Convention 138 on the Minimum Age for Admission to Employment aiming to establish a minimum age for entry into work or employment and establish national policies for the elimination of child labour,

Alarmed by the harmful repercussions of child labour on children's physical and mental development,

Keeping in mind the ILO Convention 182 on the Worst Forms of Child Labour that defined and supported the prohibition and elimination of the worst forms of child labor, including slavery, forced labor, trafficking in human beings and prohibits the use of children in armed conflicts, prostitution and pornography, illegal activities such as drug trafficking and dangerous work,

Guided by the article 32 of the Convention on the Rights of the Child that recognizes the right of the child to be protected from economic exploitation and from performing any work that is likely to be hazardous or to interfere with the child's education, or to be harmful to the child's health or physical, mental, spiritual, moral or social development,

Realising that many families of child workers rely on their child as a significant provider of income,

Fully alarmed by the fact that 160 million children worldwide are forced to work,

Alarmed by the increasing number of children who are becoming victims of child labour,

1. Introduces the establishment of multilateral inter-state agreements, for the creation of infrastructures suitable for the education and rehabilitation of children, or for any other financing of projects to combat forced child labour;
2. Encourages the international community to create a common financial fund to develop the educational capacities of each country and thus improve the well-being and living conditions of populations, which are strongly conditioned by the level of education of individuals, this fund would be financed by voluntary donations from governments and corporations of developed countries;
3. Requests the international community to create an international expert group, including members of different States experiencing different difficulties in terms of child forced labour, who can write annual reports on the evolution of the situation and the sources of this phenomenon :
 - a. by inviting member states to promote and support research initiatives that focus on identifying the root causes of child labour in specific regions, understanding local socio-economic dynamics, and developing targeted interventions to address these underlying issues,
 - b. by encouraging States to carry out internal surveys on the quality of education provided to their citizens and the evolution of forced child labour within their territory, and to draw up a report on these data and make it public to the

international community if they deem it necessary, with the aim of assisting the international group of experts and clarifying the data;

4. Encourages nations to regulate the use of social networks by their populations, as these can contribute to the enslavement of victims, particularly in the case of sexual exploitation;
5. Invites the various states to set a minimum age for starting work, and to ensure that underage workers do not perform tasks that could damage their health or gravely retard their growth by monitoring workers' health on a regular basis;
6. Urges Member States to establish or strengthen national hotlines and reporting mechanisms to promote the reporting of suspected child labour, to ensure the safety of those reporting such cases, priority should be given to the safety and anonymity of the partners;
7. Reminds the importance of cooperation between different national levels and businesses, which would allow greater comprehension of current issues related to child labour in each sector by protecting and strengthening the sovereignty of local businesses to limit the monopoly of certain multinationals that profit from the economic state of underdeveloped countries;
8. Requests to strengthen educational systems by investing in accessible and quality education to provide children with opportunities for learning, reducing the incentive for families to rely on child labour due to financial constraints by :
 - a. accentuating the investment improving the development and enhancement of educational infrastructure, including the construction of schools, provision of necessary resources, and improvement of facilities to create a conducive learning environment, these infrastructures will be financed by the governments instead of families that don't have the money to do so,
 - b. focusing on training and recruiting qualified teachers, ensuring they are equipped to deliver quality education and engage students effectively,
 - c. an accessible education which means implementing measures to make education more accessible, addressing barriers such as distance, transportation, and affordability, especially in rural areas,
 - d. insisting on the importance of creating mobile schools with local NGOs as a dynamic solution to combat child labour, pending the development of real infrastructure in the regions, particularly in remote and disadvantaged areas and encourages the collection of real-time data by mobile schools to monitor the child labour situation, contributing to more accurate assessment and targeted interventions,
 - e. increasing the partnerships with non-governmental organizations specializing in forced child labour and the provision of proper education for all,

- f. creating national literacy and primary education campaigns with the help of NGOs and funds from bilateral agreements;
9. Calls for the creation of awareness-raising spots in schools or areas likely to be frequented by children, in the media and heavily populated areas, to:
- a. offer children-friendly information on recognising and reporting forced labour, ensuring they understand their rights and know where to seek help,
 - b. communicate materials to families, aiding in identifying signs of forced labour and encouraging active participation in protecting children from exploitation,
 - c. initiate community discussions and collaborations to collectively prevent and respond to forced child labour, fostering a protective environment for children,
 - d. receive a greater number of reports on activities that could involve forced child labour,
 - e. provide resources and support to advocacy groups and NGOs dedicated to fighting forced child labour with these reports or other methods;
10. Deplores poverty as a primary cause of forced child labour, implementing measures to:
- a. provide decent work opportunities for parents,
 - b. extend social protections for vulnerable families;
11. Calls for the creation of a label, supervised by the ILO, destined to certify the companies guaranteed child labour free by :
- a. increasing the visibility and recognition of the label through :
 - i. targeted marketing,
 - ii. awareness campaigns,
 - iii. media partnerships,
 - b. creating a recognisable logo printed on the products of the child labour free certified brands and on the production areas,
 - c. delivering the label after the examination of each applying company's supply chains and labour practices to guarantee they comply with child labour laws and ethical standards,
 - d. maintaining regular controls around the labelled companies;
12. Recommends the creation of a toll-free hotline dedicated to the victims of child labour and to witnesses by :
- a. teaching to the children the hotline at school,
 - b. building an awareness campaign to increase the visibility of the hotline ;
13. Emphasizes the need of an open dialogue between the governments of the Member States and the families in the remote areas to :
- a. find a compromise between the children's rights of education and the financial needs of the family that forces them to practice child labour by creating a hybrid scholar system combining education and work,

- b. inform them of the harmful health and educational repercussions of child labour,
 - c. build a specialized educational system dedicated to childrens in remote areas;
- 14. Invites member states to subsidize and promote 2-year public career colleges that will specialize in career-focused education and technical instruction, to :
 - a. provide job opportunities for low-income students by :
 - i. ensuring employment after graduation in private or public sector,
 - ii. technically training them with the necessary skills to earn a job and prosper in their chosen field of specialization,
 - iii. offering students that are unable to attend 4-year bachelor's programs an accredited and util education option,
 - b. enhance the quality of labour and national economies by:
 - i. training more qualified technical employees for various sectors,
 - ii. increasing the documented labour capacity by undermining the labour black market;
- 15. Urges Member States, to extend particular support to LEDCs, in order to organise nationwide, regional, and local seminars and education campaigns for low-income families, which will be mainly on:
 - a. teaching families about safe employment opportunities for their children after completing an accredited education, such as but not limited to:
 - i. technical schools,
 - ii. 2-year career colleges,
 - iii. highschool education,
 - iv. 4-year public bachelors programs,
 - b. instructing the public on the consequences of child labour such as but not limited to:
 - i. unskilled labour force,
 - ii. lower life expectancy,
 - iii. financially harder prospective employment;
- 16. Encourages Member States to set a new system for their child social services which will include changes such as :
 - a. instead of taking away children from their families permanently, social services will:
 - i. schedule frequent visits to families in order to check the educational status and well-being of the children,
 - ii. instructing parents on education options such as 2-year technical colleges and teaching them about family finance,

- iii. contacting labour ministries to connect unemployed parents with employers;
- 17. Invites all the Member States to fight against forced marriage by :
 - a. setting the minimum age for marriage at 18,
 - b. abolishing the dowry system that may still exist in some societies,
 - c. informing students through the education system about their rights :
 - i. at school,
 - ii. through the intervention of NGOs ;
- 18. Calls for a policy to raise awareness of forced child labour with the aim of:
 - a. raise awareness of forced child labour among children and the public to:
 - i. encourage them to respond and assist victims,
 - ii. monitor and recognize the occurrence of cases in the workplace,
 - b. strengthen the cohesion of ILO members by pursuing a similar policy in the form of:
 - i. posters that would be displayed in public places such as town halls, supermarkets, etc.,
 - ii. interventions in schools and workplaces;
- 19. Recommends the creation of a multidisciplinary working group composed of representatives of government, non-governmental organizations, local businesses and civil society, which will aim to:
 - a. develop coordinated strategies for effective oversight mechanisms,
 - b. create reintegration groups for children affected by forced labour,
 - c. ensure a serene environment where every child can grow up without being exposed to unacceptable forms of work;
- 20. Urges Member States to establish child-centered support systems encompassing:
 - a. specialized shelters and care facilities,
 - b. trauma-informed therapy and rehabilitation,
 - c. education and reintegration programs,
 - d. social and legal support;
- 21. Calls for support of assistance to children victims of modern slavery to ensure their reintegration into society in accordance with the legislation of the Member State concerned and psychological assistance, where a child victim is deprived of parental guardianship or does not have information on the place where his family is located, measures must be taken to find or place him under guardianship, in accordance with the legislation of the Member State concerned;
- 22. Invites voluntary developed countries to help countries in need of funding to fight family poverty, the main factor in the contribution of children to work, by allowing the complementarity of child labour income in supplementary income, allowing children to free themselves to go to school without jeopardizing their household's livelihood;

23. Encourages these same countries as above to help countries in need to develop means to enable access and school efficiency for all children by:
- a. financing and participating in the construction of transport infrastructure and premises to enable decent learning conditions,
 - b. helping to set up an informed education system to raise awareness and enable the future qualification of children through the training of teaching teams;
24. Invites wishing to help governments to finance the technical capital of farmers, the main sector where children are forced to work due to the lack of means for the purchase of machines and products and the development of technology;
25. Requests the establishment of an NGO committed to fighting the informal sector, where workers do not automatically enjoy their rights and freedoms, thus not being protected, and where children are then inclined to be employed illegally;
26. Solemnly supports the creation of an aid fund for member countries in need. This monetary fund would take into account expenses related to economic diversification and investments in basic agricultural infrastructure. The aid fund would be funded by voluntary ILO member states and managed by their governments to:
- a. to enable these countries to act quickly and to help child victims of forced labour, and more specifically those in the agricultural sector,
 - b. modernize the world of agriculture and support people with financial difficulties who would often tend to work their children to enable them to survive,
 - c. foster the education of children working to support their families;
27. Suggest the establishment of training centres in the majority of States to enable young people who are disinterested through the traditional school system to acquire relevant professional skills;
28. Encourages the adaptation of school systems to the specific needs and expectations of each community, in order to:
- a. develop educational approaches that take into account local cultural norms and economic realities,
 - b. adapt educational programmes to local languages to facilitate students' understanding and participation, thus promoting more inclusive education;
29. Presses the governments of the various countries to strengthen their fight against child trafficking by creating new control programmes or by improving existing programmes;

30. Calls for the enforcement and checking of workplace regulations on a bi-annual basis to ensure under-18s are not working in conditions harmful to their mental or physical health;
31. Introduces the creation of age-appropriate jobs for children with a time limit set by the ILO.

COMMITTEE: Fundamental rights (ILO1)

ISSUE : How can measures to tackle modern slavery be strengthened ?

MAIN SUBMITTER : Australia Workers

CO-SUBMITTERS : Australia Government, Barbados Employers , Brazil Employers, Cameroon Employers, Cameroon Government, Colombia Employers, Colombia Government, China Government, Eswatini Employers, Eswatini Government, Eswatini Workers, Guatemala Government, Indian Government, Indonesia Employers, Indonesia Government, Mexico Government, Mexico Workers, Nigeria Employers, Pakistan Employers, Pakistan Workers, Roumania Employers, Russian Federation Employers, Russian Federation Government, Russian Federation Workers, Rwanda Employers, Rwanda Government, Rwanda Workers, Saudi Arabia Government,

The committee on Fundamental rights of the International Labour Organization,

Noting with regret the underreporting of modern slavery, sexual exploitation and forced labour,

Deeply concerned by the statistics showing that the Asia and the Pacific has the highest number of people in forced labour reaching 15.1 millions,

Viewing with appreciation the significant efforts of the International Labour Organisation in combating modern slavery through the adoption of key conventions, notably Convention No. 29 and Convention No. 105, aimed at eradicating these practices and safeguarding fundamental human rights,

Alarmed by the increasing challenges caused by the economic shock wave that the COVID-19 pandemic left,

Viewing with appreciation the recent resolution of Special Measures for protection from sexual exploitation and abuse taken by the United Nations on the 16th february 2023,

Deeply concerned by the staggering statistic revealing fifty million individuals subjected to modern slavery globally, among whom 28 million endure forced labour and 22 million are entrapped in forced marriages, as reported in the International Labour Organization's latest global estimate on modern slavery in 2021,

Emphasising the importance of severe and concrete legislatures to protect the victims and punish alleged offenders,

Realizing that socioeconomic inequalities, poverty, and lack of education are the main causes of human exploitation,

Recalling in this context the importance of the fundamental and international right of self-determination,

Referring the importance of the solutions set out in Convention No. 105 of the International Labor Organisation,

1. Encourages educational systems of the countries facing slavery-like practices to incorporate awareness and prevention by :
 - a. creating classes designated to spread awareness and enlighten students by:

- i. teaching the fundamental principles and rights at work,
 - ii. teaching the students to recognize situations of slavery-like practices,
 - iii. informing on the jobs that are the most exposed to modern slavery,
 - iv. teaching children to act appropriately when confronted with slavery like practices,
 - b. forming the teaching corpse to recognize slavery-like practices in the student's families,
 - c. inviting professional in child education and specialists of modern slavery to work together;
- 2. Requests the establishment of a convention against forced marriage to :
 - a. recognise internationally forced marriage as a crime offence,
 - b. encourage locally set severe penal sanctions for the offenders such as :
 - i. firm prison sentence,
 - ii. financial penalties,
 - iii. educational measures,
 - iv. termination of parental rights,
 - c. create an international day against forced marriage,
 - d. build a program to support victims of forced marriage;
- 3. Recommends the creation of a toll-free hotline dedicated to the victims of modern slavery and to witnesses which refers victims to government and NGO providers for medical, psychological and legal assistance;
- 4. Encourages the establishment of a telephone hotline for migrant workers with interpretation services in their mother tongue and the distribution of leaflets to migrant workers containing information on their rights and obligations, by:
 - a. working with local and international organisations and government agencies to establish a 24-hour hotline for migrant workers ensuring the availability of interpretation services in multiple languages to ensure effective communication and assist migrant workers in voicing their concerns,
 - b. working in partnership with employers, recruitment agencies and local authorities to distribute informative brochures to migrant workers, highlighting their rights, signs of exploitation and emergency contacts,
 - c. organising regular awareness-raising sessions;
- 5. Invites Member States to focus on migrant workers as they are a prone target to modern slavery situations;
- 6. Urges Member States to strengthen legislation and reporting mechanisms against modern slavery by :
 - a. implementing a precise and strict set of laws and regulations which define clear boundaries,

- b. mandating large companies to yearly report on how they are preventing and addressing modern slavery risks in their operations and supply chains,
 - c. prioritising the protection and rehabilitation of victims,
 - d. mandating the criminals to finance the social, health and educational reconstruction of the victims,
 - e. imposing adequate and severe sanctions on perpetrators;
7. Proposes full training programmes for law enforcement, judiciary, and relevant authorities to deepen their understanding of modern slavery, thereby enhancing their ability to investigate cases and support victims effectively by:
- a. tailoring specialised modules for law enforcement and judiciary personnel to identify and respond to various forms of modern slavery,
 - b. integrating practical case studies and simulated scenarios into the curriculum to better equip authorities in real-world situations,
 - c. collaborating with survivor-led organisations and field experts to provide firsthand insights, fostering a more empathetic and victim-centred approach in handling modern slavery cases;
8. Calls upon all Member states to create a department in their ministries of labour dedicated to the fight against modern slavery through :
- a. the research of new policies,
 - b. the formulation of police guidelines and strategies,
 - c. a program dedicated to the support of the victims financed by the penalties paid to the state for modern slavery practices,
 - d. teams of investigators dedicated to uncovering cases of modern slavery,
 - e. assistance in creating customised courses that particularly address the distinct difficulties that each nation faces;
9. Declares that an effective educational system is necessary to tackle modern slavery;
10. Suggests the establishment of an international task force or platform to:
- a. facilitate the exchange of best practices and data sharing,
 - b. combat cross-border challenges,
 - c. ensure a coordinated global response against modern slavery and forced labour,
 - d. track and analyse trends, patterns, and emerging forms of modern slavery in the world to constantly improve support and interventions,
 - e. fight against human trafficking;
11. Encourages the implementation of campaigns of education and literacy education to prevent individuals from sinking into severe precariousness;

12. Invites the states members to step up their efforts and measures in particular to strictly control and restrict sex work and prostitution as much as possible for women and children because it is a sector where there are no real laws to protect individuals and it can quickly lead them into situations of extreme servitude;

13. Encourages governments to put in place pertinent education campaigns directed at employers and business owners, in order to spread awareness of issues related to modern slavery;

14. Stresses the importance of taking into account individual countries' current economic situations while creating new policy, as not to stunt economic growth and put part of the population at risk of poverty, homelessness and further exploitation;

15. Encourages State Members to adopt European Union's norms concerning labour to:

- a. guarantee worker's rights,
- b. build an ideal working environment;

16. Encourages governments to take action in order to promote safe migration and to protect the fundamental rights of migrants furthermore, this measure could prevent people from being in precarious situations that could lead them to be modern slavery targets;

17. Proposes the establishment of an international certification system for businesses demonstrating commitment to eradicating modern slavery from their supply chains, offering incentives for compliance and consequences for non compliance;

18. Suggests an increase in security against human trafficking and cartel activity and countries must work together across international borders to end forced labour within illegal trades, then this can be in the form of a united military presence in areas of concern and an international agency to end forced labour in illegal trades;

19. Requests the NGOs to intervene in all the countries that are victims of modern slavery, in collaboration with the country's governments, in order to identify all of the victims, this would permit to assist them as best as possible;

20. Calls upon all member states to collaborate with the voluntary NGOs to intervene in the battle against modern slavery and forced labour;

21. Recommends that there is a gradual implementation of these laws into national governmental bodies to allow nations of lower income and newly emerging economies to slowly adapt to these changes.

Equality and discrimination (ILO2)

Chairs : Adrienne Husny, Grace Baylis, Selma Surieux.



Issues

1. How to fight off racism in the workplace?
2. How to abolish gender stereotypes in the tertiary sector?

Countries or organizations involved in the debate:

Australia, Barbados, Brazil, Cameroon, Chile, China, Colombia, Eswatini, France, Germany, Guatemala, India, Indonesia, Italy, Japan, Mexico, Morocco, Nigeria, Pakistan, Romania, Russian Federation, Rwanda, Saudi Arabia, Sweden, Uganda, UK, United States of America

Countries of origin of the students:

Benin, Côte d'Ivoire, Denmark, France, Germany, Kenya, Lithuania, Madagascar, Monaco, Morocco, New Zealand, Nigeria, Qatar, Romania, Rwanda, Saudi Arabia, Spain, Switzerland, Turkey, UK

OUTCOME

This committee was made up of 78 delegates, representing 24 delegations as governments, employers and workers.

Delegates debated and tried to come up with the most solutions possible. While some delegations wanted to remain independent from the ILO and implement their own solutions, others were in favor of strict international measures to minimize the possibility that these discrimination policies are being neglected. This led to lively discussions between the delegates until they reached a consensus and created compromises.

The resolution on racism in the workplace wants to create an ILO commission to monitor data, examine the issues of racism at work and help governments deal with it. Furthermore, it encourages Member States to implement cultural diversity to raise awareness in the workplace. Moreover, it requests to reinforce criminal, civil and administrative law on racial discrimination, and implement an equal opportunity policy outlining employers' strategies. Another solution is to guarantee migrants effective access to the complaints system in the event of abuse and have the right of legal procedures without fear of reprisals.

The resolution on gender stereotypes in the tertiary sector recommends Member States to implement mandatory training programs which will focus on inclusivity, gender sensitivity and unconscious bias in the workplace. In addition, it wants to reduce gender discrimination based on pregnancy by refraining employers from asking for non-pregnancy certificates, ensuring the respect of maternity protection and finally a better reconciliation of work and family, for both men and women. Moreover, the resolution supports the implementation of new hiring policies in both the private and public sectors, as well as regular progress reports on their adherence, and research on the root causes of these stereotypes and their impact on the workplace.

COMMITTEE: Equality and discrimination (ILO2)

ISSUE: How to abolish stereotypes in the tertiary sector?

MAIN SUBMITTER : Australia (employers)

CO-SUBMITTERS: Australia (government,workers,employers), Barbados (government,employers,workers), Brazil (workers,government), China (government ,employers, workers), Colombia (government, employers, workers), France (government,workers, employers), India (workers, employers), Indonesia (workers), Italy (workers) Japan (employers, government), Mexico (government, workers, employers), Romania (government,workers,employers), Rwanda (employers, government), Sweden (government, workers), UK (employers),USA (government,employers,workers)

The committee on Equality and Discrimination of the International Labour Organisation

Affirming that equality is a fundamental human right and essential for the creation of an inclusive and productive workforce in the tertiary sector,

Taking in consideration that stereotypes limit the potential of individuals by enforcing harmful norms and expectations, thereby hindering personal and professional development,

Recognising that enforcing stereotypes affects particular on a psychological level and can affect the mental health of individuals,

Believing the prevalence of stereotypes in the tertiary sector, which can manifest in unequal pay, unequal opportunities for advancement, and biased treatment of individuals based on,

Emphasizing the significant influence of the tertiary sector in shaping societal norms and perceptions of roles, and its responsibility to promote equality,

Convinced that a diverse workspace, free from stereotypes, enhances creativity, decision-making, and the overall performance of organizations in the tertiary sector,

Recalling the legal and ethical obligations to prevent -based discrimination and to promote equality in the workplace,

Recalling its commitment towards the achievement of the United Nations 2030 Agenda, and SDGs n°8 and 10,

Recalling that according to the INSEE, the gender pay gap in 2020 amounted to 14.5%,

Believing in collaboration, exchange ideas, and implement strategies that eliminates the societal, cultural stereotypes by preventing individuals from accessing equal opportunities or experiencing fair treatment based on their gender,

Recalling the Equal Remuneration Convention, 1951 (No. 100), the Discrimination (Employment and Occupation) Convention, 1958 (No. 111), Discrimination (Employment and Occupation) Convention, 1958 (No. 156), the Workers with Family Responsibilities Workers with

Family Responsibilities Convention, 1981, and the principles embodied in other relevant conventions,

1. Invites employers to advocate for policies that promote equal representation and participation of all in leadership roles within their institutions, aiming to break the glass ceiling and create equitable opportunities for career advancement ;
2. Recommends member states to allocate research funding for interdisciplinary studies focusing on supporting initiatives aimed at understanding the root causes of stereotypes and their impacts on the workplace;
3. Encourages all member states to provide regular progress reports from their employers in the tertiary sector, both in the public and the private, regarding the implementation and impact of initiatives aimed at abolishing stereotypes, promoting transparency and accountability in achieving set goals;
4. Recommends the implementation of inclusive hiring policies in the tertiary sector, both in the public and private sector, by :
 - a. encouraging companies and institutions to adopt affirmative action measures to increase the representation of women in leadership roles and non-traditional fields,
 - b. proposing policies requiring mandatory workplace training on sensitivity diversity and inclusion; this training should target all levels of employment, from entry-level positions to top management,
 - c. encouraging hiring teams to have diverse panels which limit bias for same applicants;
5. Calls upon the need for reforms in the national education system to include curricular content that challenges stereotypes by:
 - a. implementing initiatives that promote Science, Technology, Engineering, and Mathematics education for all genders, challenging the norm of certain fields exclusive to one gender and encouraging equal participation in STEM-related careers,
 - b. promoting diverse role models, contributions, and narratives in textbooks and educational material,
 - c. implementing training programs for educators to address unconscious biases and equip them with tools to develop inclusive classrooms,
 - d. introducing workshops, seminars, and ongoing professional development for teachers bi-monthly year allows this to be achieved;
6. Recommends that all member states implement mandatory training programs which will mainly focus on gender sensitivity, unconscious bias, and the importance of inclusivity with the help of relevant UN committees by:

- a. encouraging employees and employers to raise their knowledge about the gender stereotypes,
 - b. having biannual meeting with the administration and the employees to discuss the development,
 - c. collecting clear data,
 - d. ensuring training is offered indiscriminately to all employees;
- 7. Invites regularly conducting pay equity audits to identify and address any disparities, there by challenging the stereotype of-based valuation of work:
 - a. enacting laws that would make firms pay fines in case of pay gaps between genders,
 - b. encouraging firms to make sure they respect pay equality;
- 8. Encourages countries to reduce gender discrimination based on pregnancy, by:
 - a. refraining employers from asking for non-pregnancy certificates and if the person wishes or not to have children during hiring process, in order to limit discriminations targeting young women whom employers hesitate to hire,
 - b. ensuring that Article 8 of Convention 183 on maternity protection, which prevents women from being downgraded after pregnancy, is respected by carrying out checks in companies and surveys among the women concerned,
 - c. better reconciling work and family life for both men and women by:
 - i.offering courses on parenting that are more inclusive of fathers,
 - ii.encouraging governments to provide lower costs for nurseries for modest households;
- 9. Declares that it is an offense for any person to sexually harass another, and would like to repress these discriminations by :
 - a. implementing strict sanctions against perpetrators of verbal / non-verbal, direct / indirect sexual harassment,
 - b. ensuring both financial and psychological compensation for victims of sexual harassment,
 - c. recognizing that the hypersexualisation in the women is a leading factor in sexual harassment in the workplace,
 - d. establishing mechanisms guaranteeing an efficient and adequate response to sexual harassment;
- 10. Requests the ILO to work towards the establishment of a special commission, trained to evaluate sexism in workplaces, particularly in the tertiary sector, and formulate

guidelines for multilateral, regional, national or local action against sexism at work;

11. Requests mechanisms for reporting incidents related to stereotypes and discrimination ensuring confidentiality and protection from retaliation, coupled with accountable processes for addressing such incidents :
 - a. allow the human resources department to have the capacity to receive any complaint or incident report concerning sexist issues, to have a support person to exchange on these problematics and to assure the taking into consideration and treatment of said incidents,
 - b. form human resources to embark in a dialogue with authors of sexist speeches and inappropriate behaviors,
 - c. in case of important incidents (sexual harassment, inappropriate behavior), human resources departments should engage in transmitting the complaint and incident to competent authorities to assure a juridical back-up and sanctions if necessary;
12. Urges the parties to the ILO to adopt a zero-tolerance policy towards any form of discrimination or harassment in the workplace, ensuring immediate and appropriate action is taken against employers who persist in pursuing activities neglecting international norms mentioned above, regarding discrimination, gender equality, and fundamental rights to promote equality of chances and treatment amongst all workers;
13. Presses for the enactment of a law prohibiting the redaction of a job offer reserved to a specific gender, refusing hiring or licensing due to sex, and prohibiting as well to ask during hiring process if the person wishes or not to have children, in order to limit discriminations targeting young women whom employers hesitate to hire ;
14. Affirms that abuses on persons due solely to their gender are contrary to human fundamental rights and should be clearly repressed at every scale by:
 - a. insisting on the necessity for nations to actively stop domestic exploitation on women and men in precarious situations:
 - i. proposing strict financial sanctions against employers, organizations, etc. abusing women if clear proof of sexism are available,
 - ii. urging Member States to cooperate with individual and international organizations to put in evidence these acts if no clear proof was yet given,
 - b. condemning illegal exploitation of women in any way, encouraging member states to work on illegal repressions due to disparities:
 - i. urging national governmental measures to be put in place to assure that no women are enslaved illegally in any territory,

- ii. wishing that every country will put in place in the next two years governmental investigations to put in evidence abuses on women,
- c. proposing international investigations to be put in place if governments do not show proof of their cooperation, to assure progression on women's rights in every country.

COMMITTEE: Equality and discrimination (ILO2)

ISSUE: How to fight off racism in the workplace?

MAIN SUBMITTER : Sweden (workers)

CO-SUBMITTERS: Australia (government, employer), Barbados (government, employer, worker), Brazil (workers), Cameroon (government, worker), Chile (government, employer, worker), China (government, employer, worker), Columbia(government,employers,workers), France (government), Germany(government) , Guatemala (government), India (employers, workers),Indonesia (government, workers), Italy (workers), Mexico (government, employers, workers), Morocco (employers, workers), Nigeria (workers),Romania (workers),Rwanda (government, employers, workers), Saudi Arabia (W),Sweden (government, employers), Uganda (employers, workers), UK (workers), United States of America (employers, workers)

The committee on Equality and Discrimination of the International Labour Organisation

Recalling that racism constitutes a fundamental violation of human rights and is incompatible with the principles of equality, dignity, and respect within a just and equitable society,

Affirming the crucial importance of an inclusive work environment where diversity is valued and where each individual is treated fairly, without discrimination based on race, ethnic origin, skin color, or any other protected characteristic,

Declaring that cultural, ethnic, and racial diversity in the professional environment fosters innovation, creativity, and performance, thereby contributing to the success and prosperity of the company or organization,

Aware of the need to adopt policies, programs, and training aimed at raising awareness, educating, and empowering employees and leaders on issues related to racism and promoting fair practices in the workplace,

Taking into consideration the fundamental right to a working environment free from all forms of discrimination in accordance with the principles set out in the Universal Declaration of Human Rights,

Emphasizing the urgent need to align administrative measures with the guidelines articulated in the Convention on the Elimination of Racial Discrimination and the International Convention on the Protection of the Rights of All Migrant Workers and Members of Their Families,

Further recalling the commitment to establish a legal framework that deters and punishes acts of racism and discrimination in accordance with international human rights obligations,

Alarmed by the increase of discrimination because of the ethnic origin at workplaces,

Recalling the relevance of the founding principles of the United Nations set forth in the Charter of the Organisation and the Constitution as well as the fundamental Conventions of the International Labour Organisation,

Keeping in mind the principles of the Declaration of Philadelphia, which asserts that all human beings everywhere have the right to pursue both their material well-being and their spiritual development in conditions of freedom and dignity, of economic security and equal opportunity,

Recalling the United Nations 2030 Agenda and the seventeen Sustainable Development Goals, and particularly Goals n°8 for the furtherance of a sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all, and n°10 for reducing inequalities within and among countries,

Recalling as well the principles set forth in the 1948 Universal Declaration of Human Rights, which states that "all human beings are born free and equal in dignity and rights", in particular the right of all individuals, without discrimination as to race, to enjoy the rights guaranteed to them by articles 22 to 24 of the said Declaration,

Recalling also the International Convention on the Elimination of All Forms of Racial Discrimination of 1969,

Recalling finally its Conventions C111 concerning Discrimination (Employment and Occupation) of 1958, C190 on Violence and Harassment of 2019, C097 on Migrant Workers (Revised) of 1949 and C143 on Migrant Workers (Supplementary Provisions) of 1975,

Taking note of the results of its call for contributions to end racial discrimination launched in June 2021,

Affirming that racism and all forms of racial discrimination and violence at work are an obstacle to social justice and universal and lasting peace,

Keeping in mind that 281 million people in 2020 were international migrants, 48% of whom were women and girls and 15% of whom were under 20 years of age,

Observing that international migrant workers are particularly exposed to the risk of discrimination and violence based on race, origin or ethnicity,

Reaffirming its commitment, expressed in the Preamble to the Constitution of the International Labour Organisation, to "the defense of the interests of workers employed abroad", including against all forms of racial discrimination and violence,

Desiring the adoption by the General Assembly of the United Nations, at its seventy-third session, of the Global Compact for Safe, Orderly and Regular Migration, by its resolution A/RES/73/195,

Keeping in mind also the International Convention on the Protection of the Rights of All Migrant Workers and Members of Their Families,

Recalling that the General Assembly of the United Nations has endorsed the said Convention by its resolution A/RES/45/158 of 18 December 1990,

1. Encourages the initiatives for promoting diversity such as :
 - a. including proactive recruitment of people from diverse backgrounds,
 - b. supporting the actions of the private sector, non-governmental organizations and international partners in carrying out equivalent initiatives, now and in the future ;
2. Suggests setting up internal resources to provide adequate support for victims of racism such as :
 - a. implanting confidential helplines, counselors, and support programs, listening cells with psychology specialists,
 - b. encouraging companies to ensure equal access to professional development opportunities, promotions, and challenging assignments for employees of all backgrounds,
 - c. establishing supporting programs for workers that may be facing discrimination or microaggressions by :
 - i. defining free legal advices mandatory and unconditionally accessible for any of those requesting for it,
 - ii. promoting inclusion through cultural events, employee resource groups by creating a special "Culture Day-Off." ;
3. Calls for the creation of a monitoring instance within the International Labor Organization that would help by :
 - a. collecting information with solid evidence about any incidents related to discrimination in the labor market context by:
 - i. developing international guidelines to protect whistleblowers reporting discrimination, and encouraging Member States to set up mechanisms for the protection and recognition of whistleblowers in this context,
 - ii. conducting statistical tests on companies and public bodies in order to analyze in detail the reaction of the organization being tested ;
 - b. giving regular reports to concerned companies. Knowing that in the event the following measures are not respected, the investigation will be published publicly :
 - i. in the case of discrimination within the meaning of the Labour Code, the employer will have six months to negotiate an agreement or draw up an action plan to implement anti-discrimination measures,
 - ii. in the case of discrimination within the meaning of the Criminal Code (provision of a good or service or access to an economic

activity), the person concerned will have to draw up an action plan to prevent or correct discrimination ;

4. Urges the authorities to strengthen civil and administrative law in general by :

- a. adding segregation and discrimination based on language to the list of forms of discrimination in taken for example the *German General Act on Equal Treatment*, wich promote fundamental rights that define minimum standards to ensure everyone is treated with dignity,
- b. adopting legislation to eliminate public funding for parties that promote racism ;

5. Recommends that countries reinforce their criminal law by :

- a. including language and gender identity in the grounds of the relevant provisions of the Criminal Code,
- b. making it a criminal offense to publicly deny, grossly minimize, justify or glorify, for racist purposes,
- c. establishing the criminal liability of legal persons to set up or lead a group that, promotes racism, support such a group or participate in its activities ;

6. Requests from Member States to commit to guaranteeing migrants effective access to the complaints system in the event of abuse, without fear of reprisals, including blacklisting, detention or expulsion by :

- a. setting up procedures to ensure the confidentiality and anonymity of complainants, enabling migrants to report abuse without fear of public exposure or personal reprisals ,
- b. establishing independent contact points within the competent authorities responsible for receiving and dealing with complaints relating to reprisals, to ensure an impartial and transparent assessment of allegations,
- c. providing free and accessible legal assistance to migrants facing retaliatory measures, to help them assert their rights by :
 - i. ensuring that all migrants, regardless of their legal status, have equal and unconditional access to these support mechanisms,
 - ii. preventing the lack of regular migration status from being used as a pretext for denying access to aid, thus ensuring that all migrants benefit from the necessary protection against abuse;

7. Urges Member States to implement an equal opportunity policy outlining employers' strategies to eliminating racism in the workplace, which includes :

- a. Sanctions against perpetrators of verbal / non-verbal, direct / indirect racist attacks which will be decided by UNSC,
- b. Schemes ensuring training is offered indiscriminately to all employees,

- c. Schemes for career progression ensuring equal access to promotions / acting up opportunities;

8. Requests the Office of the International Labour Organisation to work towards the establishment of a commission, which will be in accordance with Article 17 of the Constitution of the International Labour Organization and will be based on the principle of tripartite dialogue in force within the Organization, to examine the issue of racism at work, to assess the phenomenon in Member States and to formulate guidelines for multilateral, regional, national or local action against racism at work on a yearly basis:

- a) Requires any company with more than 250 employees to report the average and median pay gap between ethnicities, broken down by salary. This includes cars, bonuses, overtime, and any benefits. If the gap for a minority for the relative job position/experience exceeds 10%, the business will be fined a proportionate amount based on the severity by the government for discrimination,
- b) Specifies that the said Committee may be called upon at the discretion of the governments of the Member States or their trade unions and employers' organizations to deal with questions relating to the fight against racism at work, whether they concern :
 - i. Communicating to the Committee information which the parties consider relevant for assessing the manifestations and prevalence of racism at work and its development at different levels,
 - ii. Requiring the Commission to assess the relevance and effectiveness of public policies or business practices in combating racism at work,
 - iii. To bring to the attention of the Committee local, national or regional successes in the fight against racism at work, in order to inform the future action of the Organisation and the Member States in this field,
- c) Creating channels for clear data and prevention of misinformation which will be supervised by these commissions;

9. Wishes to support and assist in the creation of national programs that will:

- a) Help workers from discriminated ethnic groups find work-study programs that match their abilities and desires,
- b) Enhance the value of companies that hire trainees through this program, thus encouraging participation,
- c) Help governments develop awareness campaigns targeting the population in countries where racial inequalities are often downplayed or ignored, which:
 - i. Clarify the extent of racial discrimination in the respective countries through official figures and statistics,
 - ii. Provide people with the knowledge they need to recognize racial discrimination and act accordingly;

10. Seeks to implement a development programme with an educational outlook, in the aim of raising awareness amongst employees, both against racial discrimination and pro-inclusion, by :

- a. Providing technical and infrastructural support enabling the implementation of training campaigns specialized in human resources and managerial positions,
- b. Implementing educational campaigns focused on preventing conflicts of interest in the corporate sector, through which employees are less exposed to discriminating discourses,

11. Encourages Member States to implement cultural diversity awareness campaigns in :

- a. companies with regular training programs provided by specially created associations, following the model of Swedish empathy classes,
- b. schools by integrating educational modules in school curricula to educate and expose children of all ages to difference

13. Further recalls the vulnerability of migrant workers to racism and the need to guarantee them due protection in this respect, under the Universal Declaration of Human Rights, the United Nations International Convention on the Elimination of All Forms of Racial Discrimination, the recommendations of the Global Compact for Safe, orderly and regular migration, the International Covenant on Civil and Political Rights, and other relevant decisions of the General Assembly and the Office of the High Commissioner for Human Rights, such as Conventions C097, C111, C143 and C190 of the International Labour Organisation, and any other relevant decision of the Organisation, and therefore :

- a) Reiterates its commitment, under Article 6 of its Convention C097, to the recognition of the right of migrant workers to equal remuneration and to conditions of work identical to those granted to non-migrant workers by the national legislation of their host country and by employment contracts in their place of work,
- b) Adds that the principle of equality between migrant workers and non-migrant workers should also be extended to social protection, through recognition of the right of migrant workers to equal protection against risks at work,
- c) Also affirms that migrant workers' freedom of expression and association must be strictly observed:
 - i. Specifies in this respect the need to guarantee freedom of association and trade union freedom for migrant workers, as part of respect for human rights,

ii. Adds that the guarantee of this freedom is essential to the fight against racism at work in that it is a vector for access to recognition for migrant workers.

Environment (ILO3)

Chairs : Waliya Said Abasse, Nada Elouafi, Mandisa Mathew.



Issues

1. How can we limit the environmental impact of fast fashion?
2. How can we promote “green jobs” without penalising employees whose jobs are harmful to the environment?

Countries involved in the debate:

Australia, Bangladesh, Barbados, Brazil, Cameroon, Chile, China, Eswatini, France, Germany, Guatemala, India, Indonesia, Italy, Japan, Mexico, Morocco, Nigeria, Pakistan, Romania, Russian Federation, Rwanda, Saudi Arabia, Sweden, Uganda, UK, USA

Countries of origin of the students:

Benin, Costa Rica, Denmark, France, Germany, Ivory Coast, Kenya, Lithuania, Madagascar, Monaco, Morocco, New Zealand, Nigeria, Qatar, Romania, Rwanda, Saudi Arabia, Spain, Switzerland, Turkey, United Kingdom, United States.

OUTCOME

Over the course of the 3-day conference, 79 delegates from 22 different countries came together to find solutions to the environmental issues facing our committee.

The first issue was the environmental and social impact of fast-fashion. Indeed, while some countries see it as a regular source of revenue for their country or company, others see it as a concept that is harmful to the planet. Delegates therefore had to find a consensus despite the different impact of fast-fashion on their delegations.

The second issue was green jobs, in other words, jobs that don't harm the environment. Delegations such as China and Sweden managed to work together towards a common goal, despite the different emphasis on green jobs and the environment in their respective countries.

Interesting and innovative solutions emerged from the discussions, such as the creation of an international advisory committee on the transition to green jobs, made up of representatives of governments, workers, employers, civil society and sustainable development experts, to advise governments on how to manage the green transition. Or the introduction of a 3% tax on every collection launched by fashion brands. This money, collected by governments, would then be reinvested in more sustainable, environmentally friendly industries.

Finally, in addition to improving their knowledge of the issues and their ability to convince and listen to each other, the delegates and all the committee members met new people and were confronted with new points of view, enriching their own. These resolutions are therefore the result of this meeting and will certainly remain a pleasant memory for all those who participated in their creation.

COMMITTEE: Environment (ILO3)

ISSUE: How can we limit the environmental impact of fast fashion?

MAIN SUBMITTER: Sweden Employers

CO-SUBMITTERS: Bangladesh (workers), Barbados (employers, government, workers), Cameroon (government), Chile (employers, government, workers), China (workers), Eswatini (government, workers), France (employers, workers), Germany (government), Indonesia (workers), Italy (workers), Japan (workers), Morocco (government, workers), Nigeria (employers, government, workers), Pakistan (workers), Romania (workers), Russian Federation (workers), Rwanda (workers), Saudi Arabia (workers), Sweden (workers), United Kingdom (workers)

The committee on environment of the International Labour Organization,

Recalling past international efforts, including the United Nations Framework Convention on Climate Change (UNFCCC) and the Paris Agreement, emphasizing the role of sustainable practices in achieving environmental goals,

Recognizing the pressing need for decisive action to mitigate the environmental and social impacts of the fashion industry,

Acknowledging the alarming number of global textile waste, standing at 92 million tons of clothing ending up in landfills per year, according to The Roundup, an ecological governmental organization,

Alarmed by the extensive use of non-renewable resources in the fast fashion industry, such as water-intensive cotton cultivation, petroleum-based synthetic fabrics, and the overall strain on ecosystems, as these put pressure on ecosystems and deplete finite resources,

Deeply concerned by the widespread exploitation of cheap labor and unethical working conditions in the fast fashion supply chain,

Noting with regret that manual workers are employed at very low wages for long hours and under poor, unhealthy and oppressive conditions,

Fully aware of the outrageous number of employees losing their lives in many countries from those terrible working conditions,

Acknowledging that fast fashion leads to deforestation by the demand for cellulose-based fibers, essential in crafting fabrics like denim, corduroy, or organza,

Recognizing the imperative for a paradigm shift in the fashion industry,

1. Proposes the establishment of a United Nations Fund for the Sustainable Development Transition of the Fashion Industry (UNFSDTFI) aiming at mobilizing financial and technical resources to support initiatives and projects promoting sustainability, social responsibility, and circularity within the fashion industry;
2. Encourages all nations to adopt sustainable practices in the fashion industry by implementing eco-friendly manufacturing processes that would consist of:
 - a. using sustainable materials and energy-efficient technologies such as organic cotton and hemp fabric;

- b. recognizing fashion brands and manufacturers adopting environmentally responsible practices by national certification programs or eco-labels that are funded by the government;
- 3. Promotes the reduction of carbon emissions throughout the supply chain by:
 - a. requiring companies to measure, report, and reduce their carbon footprint,
 - b. giving access to comprehensive information to consumers regarding the environmental impact of the products they purchase;
- 4. Calls for the creation of a monitoring and reporting mechanism, where member states annually report progress in implementing sustainable practices within their fashion industries to ensure accountability and transparency;
- 5. Encourages member States to voluntarily contribute to the UNFSDTFI, recognizing that the transition to more sustainable practices in the fashion industry requires collective action and international cooperation;
- 6. Charges member States and partner organizations to closely cooperate with the UNFSDTFI to ensure effective implementation of supported projects and periodically assess the impact of initiatives funded by the fund;
- 7. Encourages every nation to reassign former workers from the fast fashion industry to more sustainable industries through comprehensive measures, including:
 - a. supporting the adoption and execution of training initiatives aimed at facilitating the transition of workers formerly employed in the fast fashion sector, enabling them to acquire skills conducive to environmentally sustainable industries, thus minimizing ecological repercussions;
 - b. promoting partnerships with educational institutions and industry experts;
- 8. Urges the fast fashion industries to reduce their water pollution by:
 - a. finding alternatives to chemical dyes, such as natural colorants, in order to minimize damage to the ecosystem and water pollution;
 - b. reducing their water consumption during production by reusing water or using alternative sustainable technologies such as laser technologies;
- 9. Call out all the organizations with monetary funds like OMC or IMF to provide help to:
 - a. all the countries that have a HDI inferior to 0.4;
 - b. all the countries touched by the consequences of fast fashion like Cameroon;
- 10. Endorses a 3% tax on every new collection launched by fashion brands;
 - a. this tax will be collected by governments which are compelled to reinvest this money into sustainable industries and more environmental friendly products;
 - b. calls for the implementation of a UN unit to make sure the governments reinvest this tax for the own wellbeing of their country;

11. Invites every country to spread awareness among its population about the impact of fast fashion on the environment to;
- a. encourage the population to sell clothes that they do not use anymore to help other people facing economic difficulties to buy cheaper and reused clothes;
 - b. put forward other less commonly known brands that are more sustainable for the environment and encourage employers to change their fast fashion brands to make them sustainable too;
 - c. remind the population that thrift stores can also benefit the environment and families looking for cheap alternatives.
 - d. encourage the development and implementation of consumer education programs to raise awareness about the environmental impact of fast fashion and to promote responsible and mindful consumption habits such as buying less, choosing higher-quality items, and embracing second-hand.

COMMITTEE: Environment (ILO3)

ISSUE: How to promote "green jobs" without penalizing employees whose jobs are harmful to the environment?

MAIN SUBMITTER: Rwanda Government

CO-SUBMITTER: Bangladesh (workers), Cameroon (government, workers), China (employers, government, workers), France (government), India (employers), Indonesia (employers, government, workers), Italy (employers), Mexico (government), Morocco (government), Nigeria (employers, government, workers), Pakistan (employers, government, workers), Romania (employers, government, workers), Russia (employers, government), Rwanda (employers, government, workers), Saudi Arabia (employers, government, workers), Uganda (employers, workers), USA (employers, workers)

The committee on environment at International Labour Organisation,

Noting that the international labor conference (ILO), at its 110th session in June 2022, declared that safe and healthy working environments are a fundamental principle and right,

Reminding the commitments taken by the international community in favor of sustainable development, as defined in the United Nations Agenda 2030 and the Sustainable Development Objectives (SDGs),

Emphasizing the diversity of economic and social situations of member states, recognizing that traditional jobs can be crucial for the economies of certain countries and that differentiated approaches may be needed to ensure a fair transition,

Noting the challenges faced by workers whose jobs are currently linked to polluting industries, and aware of the need to implement accompanying measures to ensure a fair transition,

Recognizing the importance of the consultation and participation of involved parties, including the workers, the employers, civil society organizations and governments, in developing policies looking to promote green jobs,

1. Calls for the creation of a an international advisory committee on the transition towards "green jobs", composed of government representants, workers, employers, the civil society and experts in sustainable development, charged of making political recommendations to facilitate the transition towards "green jobs",taking into account different perspectives and needs ;
2. Encourages the progressing adoption of green jobs in several sectors to reduce greenhouse gas emissions, pollution and waste;
3. Calls for a smooth transition to reduce the risk of potential job losses and income inequalities, by organizing conferences and forums between workers and employers to ensure real cooperation between the two sides;
4. Encourages the creation of a national budget according to the means of each country to create new "green job" opportunities, while remaining open to financial support from international organizations or private actors for innovative initiatives and pilot projects;

5. Supports professional training and the retraining of workers, with a focus on developing skills adapted to emerging sectors linked to "green jobs", and ensuring that these programs are accessible to all;
6. Invites Member States to elaborate national just transition policies, taking into consideration the specific needs of workers affected by jobs related to polluting industries, and to put in place social safety nets to mitigate social impacts;
7. Encourages the creation of international partnerships to share the best practices, lessons learned and data on the transition to "green jobs", thus promoting global cooperation to address the common challenges associated with this transition;
8. Calls on member states to promote collective negotiation between employers and workers in order to guarantee a just transition, with the focus on protecting workers' rights and guaranteeing decent working conditions;
9. Suggests the creation of a permanent governmental body, to be called the Global Energy Cooperation Organization (GECO), under the authority of the United Nations, in order to :
 - a) promote international cooperation and coordination in the energy sector, with an emphasis on nuclear and renewable energy,
 - b) ensure energy security, sustainability and fair access to energy resources for all nations
 - c) reinforce dialogue, research, capacity-building and collaboration between member states and relevant partners,
 - d) support sustainable energy practices and the realization of the United Nations' sustainable development goals;
10. Calls for job creation in the renewable energies sector by:
 - a) training engineers for research and development sector, as well as training workers and industrialists,
 - b) requiring significant social and economic means, to ensure long-term prosperity through rapid investment by private actors in the oil industry;
11. Encourages the launch of an awareness-raising campaign among students at the university, including:
 - a) conferences led by experts to share perspectives on the transition to "green jobs".
 - b) the creation of partnerships with co-responsible companies to offer internships and job opportunities to students.

Innovation (ILO4)

Chairs : Saliqa Amin, Spade Davis, Gabriela Valle.



Issues

1. The impact of artificial intelligence on the future of work: How can we protect workers whose jobs could disappear and how can we use AI to improve working conditions and open up new opportunities?
2. The digital economy: A pathway to more and better work for young people?

Countries or organizations involved in the debate:

Germany, Barbados, Cameroon, China, Colombia, Eswatini, United States of America, Russian Federation, France, Guatemala, India, Indonesia, Japan, Mexico, Nigeria, Pakistan, Romania , United Kingdom, Rwanda, Sweden

Countries of origin of the students:

Costa Rica, France, Spain, Denmark, Lithuania, Ivory Coast, Madagascar, Saudi Arabia, Nigeria, New Zealand, Kenya, Morocco, Rwanda, Switzerland, Turkey, United Kingdom, Qatar, Romania, Germany, Benin, Monaco , United States of America

OUTCOME

“Promote global collaboration, ethical development and inclusive policies in order to exploit the advantages of emerging technologies while taking up challenges and ensuring fair access for all”

The first issue addressed the protection of workers in the face of potential job loss due to the proliferation of artificial intelligence. Deliberations centered on strategies not only to shield workers but also to harness AI for improved working conditions and the creation of novel opportunities. An outcome emerged in the form of a resounding endorsement for global collaboration among all stakeholders, advocating for the establishment of a UN-controlled financing fund dedicated to addressing job loss resulting from AI proliferation. Furthermore, the resolutions underscored the significance of inclusive policies, with specific attention to prioritizing vulnerable workers and evaluating the efficacy of interventions related to digital transformation.

On the second day, the assembly welcomed Dr. Janine Berg, a specialist in economics and new technologies. Dr. Berg urged the delegates to shift their focus from the potential automation of jobs to the augmenting capabilities of AI. Building upon this guidance delegates meticulously formulated two resolutions addressing the second issue—the role of the burgeoning digital economy in creating new and enhanced employment opportunities, particularly for the youth.

One notable proposal from these resolutions was the appeal to create educational opportunities in the realm of cybersecurity, as discussed in the Moroccan workers' resolution. The resolutions endorsed various forms of collaboration, including public-private partnerships. Furthermore, they stressed the critical need to support Small and Medium-sized Enterprises (SMEs) by providing tax incentives to ensure a gradual and equitable pace of digital integration, thereby enhancing digital literacy and access.

COMMITTEE: Innovation (ILO4)

ISSUE: The impact of artificial intelligence on the future of work: How can we protect workers whose jobs could disappear and how can we use AI to improve working conditions and open up new opportunities?

MAIN SUBMITTER: China (government)

CO-SUBMITTERS: Australia (workers), Brazil (government), Brazil (workers), Brazil (employers), Cameroon (workers), Cameroon (employers), Colombia (workers), Colombia (government), Colombia (employers), Eswatini (workers), Eswatini (government), Chile (government), Chile (employers), Chile (workers), China (workers), China (employers), Eswatini (employers), Indonesia (workers), Indonesia (employers), Indonesia (government), Mexico (government), Mexico (workers), Mexico (employers), Morocco (employers), Morocco (workers), Nigeria (employers), , Romania (government), Romania (workers), Russian Federation (government), Russian Federation (employees) Rwanda (government), Rwanda (workers) , Rwanda (employers), Saudi Arabia (government), Saudi Arabia (workers), Saudi Arabia (employers) Uganda (employers), Pakistan (workers) , Uganda (workers), Cameroon (government), Pakistan (employers) , Italy (government), Sweden (government), Japan (workers), France (Employers)

The committee on innovation of the International Labour Organisation,

Recognizing rapid technological advances, particularly in the field of artificial intelligence (AI), and their ability to alter and transform various employment sectors, potentially leading to job displacement,

Considering the fundamental role of treaties in the history of international relations, such as the 2001 United Nations Framework Convention or the 1998 Convention on Internet Access,

Affirming that treaty disputes, like other international disputes, must be settled by peaceful means and in accordance with the principles of justice and international law,

Recognizing the need to revise and extend existing standards to improve the statistical measurement of the participation of all people in all forms of work and in all sectors of the economy, particularly with the development of activities using artificial intelligence,

Recalling the requirements of the Labour Statistics Convention, 1985, and the accompanying Labour Statistics Recommendation, 1985, as well as the need for consistency with other international statistical standards,

Recognizing that the relevance of labor measurements in a given country depends on the nature of its society, its labor markets, and the needs of all users of statistics and that their implementation will therefore be determined to some extent by the national context,

1. Calls for the participation of States in a financing fund, controlled by the UN, for this resolution, operating on the basis of the percentage of GDP in the high-tech sector, software and computer services, and telecommunication services, at a level of approximately 0.001%;

2. Encourages cooperation between governments, employers, workers and international organizations to create regulatory frameworks that promote a fair and balanced transition to a more digital economy;

3. Invites the International Labour Organization to intensify its efforts to advise and support member states in the development and implementation of policies to protect workers in the face of digital transformation :

a) urges the ILO to prioritize inclusiveness and equity, ensuring that policies do not disproportionately affect vulnerable workers, such as those in precarious jobs or living in less developed regions, or gender inequalities,

b) propose the implementation of a monitoring and evaluation framework by the OIT to assess the effectiveness of policies and interventions related to digital transformation in the workplace;

4. Calls on governments to regulate information in order to prevent misinformation and maintain the credibility of governments minding the importance of international cooperation in data governance to ensure that data protection measures are harmonized across borders and respect the sovereignty of each nation;

5. Supports the development of education programs to help developing populations with :

a) teachers with degrees in artificial intelligence,

b) investment in the least developed countries in terms of artificial intelligence, to give access to these technologies on a wider scale;

6. Proposes an awareness-raising campaign concerning the risks incurred by the malicious and abusive use of artificial intelligences towards workers;

7. Promotes collaboration with private companies in these technological sectors, enabling the development of the least favored countries in terms of artificial intelligence; and allowed them to invest at a percentage of 0.05 percent in ILO project to prevent abuses from those companies;

8. Calls for the development of an agricultural program financed by the fund proposed earlier to combat famine, using artificial intelligence to increase productivity;

9. Insists that data collected within the territorial borders of a sovereign state is the legitimate property of that country, inviting each country to :

a) make it a priority to respect national jurisdiction and sovereignty when collecting, storing and using data,

b) regulate and control data generated within its borders,

c) establish frameworks that respect this principle, ensuring the protection of national interests and the promotion of responsible data governance practices on a global scale;

10. Encourages the introduction of targeted training and retraining programs for workers whose jobs could be affected by artificial intelligence:

a) propose to launch IFRAI, an ambitious national program to provide continuing education and professional retraining opportunities, This program in collaboration with leading universities and AI companies to ensure that our workers acquire the skills needed to thrive in an economy;

11. Calls for political and legal measures to ensure that workers are protected and supported in adapting to the newly introduced artificial intelligence technologies;

12. Encourages research and the development of artificial intelligence initiatives aimed at improving working conditions;

13. Encourages governments to invest in continuing training programs, we propose the creation of an international e-learning platform, This project will enable workers to develop adaptive skills, preparing them for the changing job requirements brought about by automation and AI ;

14. Invites governments to support companies, encouraging the creation of an international initiative promoting collaboration between humans and AI :

a) a rate should be defined based on the GDP of each country to make it more equitable,

b) creation of the APA (Artiste Protection Agency),

c) establishment of an organization to protect artists,

d) to protect artists and their importance in society, Place a "tag" system on any creation made by AI, this will differentiate between the work of a real artist and that of a computer, In addition, a second tag can be used for art made with the help of AI,

e) program a type of AI to recognize the difference between art made by humans and art made by AI;

15. Encourages the creation of a state-run rehabilitation program;

16. Calls for the development of qualified personnel, even in emerging countries, in order to make skilled jobs in the field of artificial intelligence more attractive;

17. Expresses its willingness to closely monitor developments in the situation and to revise this resolution if necessary;

18. Requests developed countries with advanced AI capabilities to actively support the formation and implementation of training programs in impoverished nations affected by famine, aimed at enhancing local skills and fostering economic resilience.

COMMITTEE: Innovation (ILO4)

ISSUE: The digital economy: A pathway to more and better work for young people ?

MAIN SUBMITTER: Indian Government

CO-SUBMITTERS: Brazil (Workers) Brazil (employer) US (Government), France (Government), Saudi Arabia (Employers), Saudi Arabia (Government), Uganda (Employers), Uganda (Workers), Indonesia (Government), Romania (Government), Romania (Workers), Romania (Employers), Guatemala (Government), Australia (Workers), India (Workers), Pakistan (Government), Colombia (employers) Barbados (Government), Pakistan (Employers), Japan (Government), Brazil (government), Indonesia (Employers) Pakistan (Workers), Chile (Government), Chile (Employers), Russian Federation (Employers), Russian Federation (Workers), Russian Federation (Government), Italy (Workers), , Cameroon (government) Cameroon (employers) ,Japan(workers), Barbados (workers), Sweden(government) Barbados (employers), Germany (government), Indonesia (workers), Rwanda (workers), France (employers), Eswatini (government), Italy (Government), Saudi Arabia (workers), Rwanda (employers), UK (workers), Rwanda (government)

The committee on innovation of the International Labour Organisation,

Guided by the purposes and principles of the Charter of the United Nations,

Reaffirming the Universal Declaration of Human Rights and the Vienna Declaration and Programme of Action, and other relevant international human rights instruments,

Taking note of the Secretary-General's initiatives on new technologies, including the Call to Action for Human Rights, launched in 2020, the Road Map for Digital Cooperation, launched in June 2020, and the establishment of the Office of the Envoy of the Secretary-General on Technology,

Mindful of the fact that new and emerging digital technologies can be critical enablers of development, and stressing the need to close all digital divides with a view to ensuring that the benefits of new and emerging digital technologies are available to all, without discrimination of any kind,

Recognizing that digital divides, including age, disability, gender, geographic, urban and rural divides, may reflect and amplify existing social, cultural and economic inequalities,

Recognizing the critical role of young people in defining the future of the digital economy, and the unique advantages of growing up under the ubiquitous influence of digital technologies,

Acknowledging the potential of digital innovation to drive sustainable development and create new forms of entrepreneurship focused on information and communications technology, big data, digitization, smart cities, and creating start-ups,

Noting with concern the continued high rates of youth unemployment, particularly in developing countries, which stifle the transformative potential of young people in sustainable development,

Recalling General Assembly resolution 70/1 of 25 September 2015 entitled “Transforming our world: the 2030 Agenda for Sustainable Development”, in which the Assembly adopted a comprehensive, far-reaching and people-centered set of universal and transformative Sustainable Development Goals and targets,

Recognizing the instrumental role of science, technology and innovation, along with information and communications technologies, in the achievement of a number of Sustainable Development Goals, and therefore highlighting their role as enablers of the 2030 Agenda to continue to address global challenges,

Taking note of the importance for science, technology and innovation development policies and programmes to address various aspects of the digital divides,

Emphasizing the importance of promoting youth entrepreneurship in sustainable economic growth and in generating full and productive employment and decent work and inclusive economic growth,

Recognizing also the importance of data protection and privacy in the context of science and technology for development,

1. Supports International Human Resource Development as appropriate at the academic level, by:

- a) Creating an international student talent pool at the secondary/post-secondary level to foster specific digitally competent doctorates,
- b) Improving existing course curricula by ensuring more relevant and modern-day the digital knowledge to students,
- c) Encouraging a universal development of technical skills at a basic level, including a global contribution towards the aforementioned goal,
 - I) Encouraging competent and relevantly-trained digital teachers to work in disadvantaged nations,
- d) Promoting international industry-academia collaborative research and development to bridge existing gaps in the Industry-Academia research, fostering well-qualified and employable digital graduates, including:
 - I) supporting international research exchanges and internships,
 - II) providing short-term vocational training programmes,
 - III) organizing national competency tests in consultation with the industry;

- e) Initializing a framework to certify the level of digital skills of personnel to ensure their employability and mobility between nations,
- f) Recommending the integration of youth entrepreneurship, innovative and capacity-building programs, and the international sharing of best practices for promoting entrepreneurship, especially in all Member states

2) Seeks reducing the digital divide by providing equal opportunities for as many citizens to ensure all youth can benefit from digital solutions, and ensure that young women and youth with lower education and incomes are not left behind through:

- a) Encouraging national-level finance of digital infrastructures in Tier II and III cities and rural areas to increase Internet access and digital integration,
- b) Collaborating with UN Women and related NGOs, such as Plan International, to ensure equitable access to fundamental technology and digital skills specifically through public education systems:
 - I) in relevant locations, public awareness campaigns regarding the importance of education, to ensure that young women have equal time and access to the education needed to advance their understanding of technology,
 - II) institute specific schemes to draw and support women and girls with interests in STEM, which includes, but is not limited to the environmental sciences, life sciences, Artificial Intelligence, aviation, and other such fields that are typically predominantly male-dominated;
- c) Implementing targeted scholarship programs that provide financial assistance to young women and individuals with lower education and incomes, encouraging their pursuit of higher education in technology-related fields; These scholarships should prioritize candidates from underrepresented backgrounds, fostering diversity and inclusion in the tech sector;

3) Invites member-states to participate in the creation of an ecosystem built around a globally competitive IT/ITES or other digital related industries, based on :

- a) Stable tax regime, fiscal benefits, innovation fund and incubation facilities regarding:
 - I) SMEs and Startups in the key digital sectors at national level,
 - II) Multinational firms at international level to allocate some of their digital services in low digital-integrated nations,
- b) Support of IT, ICT and finance companies, among other digital related companies, in accessing new markets through multilateral agreements enhancing smooth trade;

4) Encourages the enhancement of the digitalisation of key sectors, including :

- a) Promoting financial and banking services in remote areas with ICT (mobile technology, Internet and Web technologies) to ensure secure and interoperable transactional services,
- b) Driving development of new ICT technologies through strategic sectors such as, defence, atomic energy and space, among others,

c) Improving efficiency and productivity by promoting the use of digital infrastructure in key economic sectors such as Construction, Textiles, Pharmaceuticals, Banking, Finance, Retail, Energy, Automobiles, Healthcare, Education, Agriculture, Engineering Services, Transport and Logistics, among others;

5) Recommends the ensuring of the social and basic rights of increased gig workers with digital transformation by:

- a) avoiding discriminations in digital working sectors of youths regarding their gender, ethnic, and religion, among others,
- b) considering social safety nets for gig workers and taxation options for digital companies, especially platforms,
- c) creating Gig Workers Social Security Fund and Employee Provident Fund to ensure life and health insurance for enrolled gig workers,
- d) monitoring compliance by platform companies;

6) Calls for international collaboration to design and enhance digital services, in :

- a) encouraging Member states to have a collaborative innovation process, bringing together private organizations, such as setting up a private AI Database portal for easy dissemination of information on projects being implemented to enable resource matching,
- b) accelerating collaborations with foreign institutions to generate and adopt modern new innovative technologies in :
 - I) improving digital teaching methods, skills and platforms,
 - II) pushing national firms a step forward in the digital transformation;

7) Encourages delegations to collaboratively formulate and adopt policies that prioritize the protection of individuals' private spheres in the face of digital development, furthermore, it is recommended that responsible parties implement robust security measures to prevent unauthorized access, disclosure, or use of personal information :

- a) Undertaking policy, promotion and enabling actions for compliance to international security best practices and conformity assessment of digital related companies, including their products, processes and technologies, among others,
- b) Encouraging incentive cybersecurity compliance,
- c) Promoting the development of suitable security techniques through advanced technology and solution oriented research, proof of concept, pilot development etc,
- d) Fostering responsible user behavior and actions to address emerging cybersecurity challenges and promote ethical digital practices,
 - i) Urging the establishment of an international forum that facilitates collaboration between governments, businesses, and academia;
- e) Establishing an 'Information Security Assurance Framework;
- f) '' Creating an international organization that monitors the world's digital economy seeking to avoid corruption;

g) Urging the establishment of an international forum that facilitates collaboration between governments, businesses, and academia to address emerging cybersecurity challenges and promote ethical digital practices.

Young people in the workplace (ILO5)

Chairs : Aurore Stamatiadis, Emilie Escot, Ava Touboul.



Issues

1. How can apprenticeship programmes be developed to combat youth unemployment?
2. How can internships be upgraded to provide young people with a suitable and decent working environment?

Countries involved in the debate:

Brazil, Cameroon, China, Colombia, France, Germany, Guatemala, India, Japan, Mexico, Morocco, Pakistan, Russian Federation, Saudi Arabia, U.K., United States of America.

Countries of origin of the students:

Costa Rica, France, Germany, Ivory Coast, Lithuania, Madagascar, Monaco, New Zealand, Nigeria, Qatar, Romania, Rwanda, Saudi Arabia, Turkey, U.K.

OUTCOME

"Young people are the future of our world; help should always find its way back to them. Your voice is heard and important and will not be neglected."

The first issue relates to the various changes needed to integrate young people into the economy of tomorrow and fighting against youth unemployment. The second issue was more focused on internships and providing young people with a decent working environment.

During the three days of debates, the delegates came together to fight against the disrespect of young people in the world of work. While many delegations wished for the wellbeing of young people in their countries, there were some disagreements on the treatment they deserved as under qualified workers.

Our first issue focused mostly on youth unemployment and the delegates actively fought to eliminate this issue as best as possible. The first resolution provided by the employers of Morocco, trusted that all member states would wish for their youth to bloom in the fields that provided them the help needed, whilst the second resolution, submitted by the Chinese government thrived to find new ways to protect young workers in their new working environment.

Furthermore, discussions advanced forward to our second issue on improving internships to provide young people with a decent working environment. The first resolution was submitted by the Japan workers, recognising the importance of internships as a high-quality apprenticeship system. On our last day of conference, the resolution submitted by the United States of America employers encountered an issue as the delegation of the Morocco Employers presented the motion to divide the question which was right away seconded by other delegates and led to a lively debate of the last resolution clause by clause.

COMMITTEE: Young people in the work environment – (ILO 5)

ISSUE: How do we develop an apprenticeship system in professional training to fight against youth unemployment?

MAIN SUBMITTER: Japan (workers and employers),

CO-SUBMITTERS: Arabia government, China (workers and employers), Pakistan (workers and employers), Russia (government), UK (workers and government), Colombia(workers and employers), United States of America (employers, workers and government), Japan (government and employers), Pakistan (workers and employers), United Kingdom (employers and government), Russia (government)

The committee on Young people in the workplace of the ILO,

Alarmed by discrimination during apprenticeship programs, which limits the development of the latter.

Observing, unequal repartition of internships in different sectors.

Mindful of the lack of development of apprenticeship programs.

Recognizing the immensity of unemployment among young people.

Recalling the importance of interns for developing the country, the companies, and workers.

1. Reinforces employers to respect labor rights during apprenticeship programs;
 - a. by encouraging the removal of racial and sexist discrimination,
 - b. by hoping to reestablish quotas to reduce discrimination;
2. Encourages internships to cover more sectors;
3. Invites the promotion of apprenticeship programs including all parties of the population,
 - a. by fixing a minimum salary for all interns,
 - b. by encouraging a maximum working time for all interns;
4. Encourages employers to include apprentices in their companies;
5. Incites to the obligation of internships during the first year of high school;
6. Engages the government to pay a fourth of the cost of interns;
7. Engages companies to give interns a Fixed-term contract after their apprenticeship program;
8. Incites the development of an apprenticeship program prioritizing an educational reintroduction;
9. Welcome the sensibilization of Member States of the risks linked to internships and the different assignments young people can come across. This means the lack of professional experience and the youth's vulnerability:
 - a. by sensitizing with many apprenticeship programs and spaces frequented by young people,

- b. Interns will have to answer some needs specified by the company; the experience gained by the intern could allow them to acquire a Fixed-term contract;
- 10. Proposes for each government, with the agreement of the apprenticeship programs of the country, instaure quotas of a minimum percentage of apprentices whom the company must supervise, with penalties if not respected to incite a maximum of companies to welcome apprentices and interns:
 - a. these quotas would be adaptable to the capacities to welcome and supervise of each company,
 - b. these penalties could be, for example, but not limited to:
 - i. relatively expensive penalties
 - ii. increase of the company's taxes ;
- 11. To recommend the development of mentoring programs in organizations, encouraging experienced professionals (with X years of experience) to guide and support the interns in their professional growth, favoring a positive working environment:
 - a. these mentoring employees could be more motivated, for example, but not limited to:
 - i. financial incentive,
 - ii. with a contract (e.g., Fixed-term contract);
- 12. Propose a study of the employment market and a consultation with companies before introducing apprenticeship programs with the goal of:
 - a. identifying the most needed skills in the employment market and conceiving programs aligning with employees' present and future needs,
 - b. creating a reward system, with, for example, the additional payment to the companies who respect these supplementary quotas;
- 13. To declare themselves ready to ensure the accessibility of the programs in different regions to include young people in urban and rural zones;
- 14. To accept instore grading mechanisms managed by governments on an national scale to:
 - a. follow the efficacy of the programs in terms of the placement rate of graduates and the match between skills taught and market needs,
 - b. adjust programs in line with feedback and changes in the job market to ensure their long-term relevance;
- 15. Ask assistance from English-speaking countries to develop language programs, prioritizing English amongst apprenticeship programs to give a chance to the employees to learn one of the languages that is the most spoken in the world with the goal of:

- a. being more susceptible to receiving professional opportunities in the country, the valorization of bilingualism, and the capacity to speak a universal language.
 - b. having the occasion of going abroad
 - c. Ask assistance from countries to develop language programs, prioritizing many languages amongst apprenticeship programs to:
 - i) give a chance to the employees to learn the languages spoken in the world with the goal of, being more susceptible to receiving professional opportunities in the country, the valorization of bilingualism, and the capacity to speak a universal language.
 - ii) having the occasion of going abroad;
16. Propose the creation of partnerships, public or private to develop innovative and adapted apprenticeship programs, allowing:
- a. the acquisition of professional skills and techniques, allowing young people to be ready to enter the professional world,
 - b. companies to ensure that the young people have the proper qualifications to be employed,
 - c. to certify to the youth following these formations to be recognized by companies in the private sector;
17. Encourage the promotion of initiatives managed by governments to sensitize employers to the long-term advantages of investment in forming young people,
- Evaluation and Reporting Mechanisms:
- a. Implement monitoring and evaluation mechanisms to assess the quality of internships, ensuring they meet established standards and provide meaningful learning experiences,
 - b. Establish reporting channels for interns to raise concerns or grievances related to their internship experiences, with assurances of protection against retaliation;
18. Call for specific provisions to be clearly enshrined in legislation to ensure that the rights of workers and young people are respected during these apprenticeship programs, with particular emphasis on :
- a. security,
 - b. decent working conditions,
 - c. the respect of the equality of all.

COMMITTEE: Young people in the working environment – (ILO 5)

ISSUE: How can internships be upgraded to provide young people with a suitable and decent working environment?

MAIN SUBMITTER: USA (employer) (represented by the US government for the 2nd part)

SIGNATORIES: Russian Federation (workers & employers), Guatemala (government), Morocco (employer & worker), Mexico (worker), Colombia (government), Brazil (government), Japan (employer), India (government & employer), Cameroon (government), Japan (government & worker), UK(worker), Morocco (employer et worker)

The committee on Young people in the workplace of the ILO,

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Alarmed that young interns are commonly used for “cheap labour”,

Noting that “observational internships” are unsuccessful in passing along essential skills,

Drawing attention to the fact that most youth are not aware of internship possibilities and are poorly guided

Deeply disturbed by the number of uneducated youth and rejected by companies while applying for internships,

Seeking the collaboration of the three parties present (government, employers, employees),

Taking into account the discrimination young people face nowadays in the workplace,

1. Urges member states to establish and enforce regulations ensuring fair and equitable compensation for interns, aligning with prevailing labour standards, fostering a decent working environment and providing financial support, under the following conditions:
 - a. The salary is equal to 35% of the salary of an equivalent employee if the salary is over \$1,000 and 100% if the salary is equal to the poverty line indicated by the standard of living; equivalent in another currency and according to the standard of living in the country of the salary of an equivalent employee considering the fact that the trainee is not here to work but to gain professional experience, so the aim is not to earn a salary;
 - b. Academic internships, observational internships, and internships with NGOs don't have to be remunerated but the enterprise must provide their interns with housing and food if necessary,
 - c. All interns must be provided with the necessary security equipment free of charge;
2. Calls upon member states to promote mentorship programs within industries, facilitating the exchange of knowledge and guidance between experienced professionals and young interns, thereby enhancing their professional development and fostering opportunities for future employment;

3. Encourages member states to collaborate with educational institutions and private sectors to create comprehensive internship programs, aiming to provide a conducive and enriching working environment for young interns, including but not limited to:
 - a. Skill development opportunities, every moment of an internship is made considerably more valuable when focusing on practical skills as well as theory,
 - b. Clear and realistic job expectations:
 - i. Attire,
 - ii. Punctuality,
 - iii. Etiquette and collaboration,
 - c. Collaboration on curriculum development between employers and educational institutions in order to give young people the knowledge they need to obtain an internship since employers will have explained to the schools what they expect from the applicants;
 - d. Encourage all employers to review their internship diplomas to give them greater importance in the workplace, so that employees can benefit more from their learning experiences ;
4. Requires that companies foster an inclusive workspace culture prioritising diversity and respect to create an environment where interns feel valued and welcomed:
 - a. Ensuring regular control, through online satisfaction forms sended to the interns and the employees alike,
 - b. Attributing all interns a tutor responsible for the good running of their internship;
5. Calls upon all member states to reevaluate their educational systems by stressing the importance of exploring future careers and accentuating the importance of pursuing internships to improve technical skills and reflective thinking in the younger generation;
6. Recommends new anti-discrimination measures, including but not limited to:
 - a. Websites to report discrimination anonymously,
 - b. Random inspections to check for discrimination by member governments;
7. Introduces a new system to promote internships online, utilizing websites or work fairs such as "India Skills" in India in order to:
 - a. allow interns to express themselves by providing:
 - i. Reviews on their general experience,
 - ii. Specific reports on discrimination or other issues, leading to investigation and sanctions for the company in question,
 - b. Allowing young people to find more information about available apprenticeship places, providing several courses and internships that are available for them to choose from;

8. Calls upon member states to promote awareness campaigns and capacity-building initiatives to educate young people, employers, and educational institutions about their rights and responsibilities regarding internships, as well as the positive impact of quality internships on youth employability and transition into the labour market.
9. Recommends that ILO state members set aside 5 days a year for the presentation of studies and trades, so that pupils can familiarise themselves with the various trades.

Solidarity (ILO6)

Chairs: Jasmine Benlechhab, Shirel Nakache, Dahlia Djelouah.



Issues

1. What solidarity policies should be adopted to reduce unemployment?
2. How can the Social and Solidarity Economy be developed on a global scale?

Countries or organizations involved in the debate:

Brazil, Cameroon, China, France, Germany, Guatemala, India, Japan, Kiribati, Mexico, Morocco, Pakistan, Russian Federation, Saudi Arabia, United Kingdom, United States of America

Countries of origin of the students:

Costa Rica, France, Germany, Ivory Coast, Lithuania, Madagascar, New Zealand, Nigeria, Qatar, Romania, Rwanda, Saudi Arabia, Spain, Turkey, United Kingdom

OUTCOME

"Solidarity is one of the most essential solutions for a fairer and more sustainable future"

The committee was made up of 43 delegates representing the governments, employers and workers of 16 delegations. They discussed two issues.

The first issue is about the solidarity policies that should be adopted to reduce unemployment. The second issue focuses on the development of the social and solidarity economy on a global scale.

The numerous solutions that constitute the resolutions of the committee include several remarkable ideas, such as the proposition of free training focused on the necessary skills to manage social companies, especially in developing countries. The importance of solid social protection policies to support workers in a period of professional transition, taking account of unemployment, insurance and health care has also been noticed. The debates were very interesting in this respect, as compromise was necessary to achieve consensus

Furthermore, we were honoured to welcome Ms Schmidt-Klau to our committee, who pointed out that the brain drain in Africa is becoming a real problem, after commenting on the relevance of the ideas contained in the resolutions on the issue of unemployment.

In their feedback on the resolutions passed on the issue of the SSE, Mr Tchami and Mr Koudaih mentioned the importance of involving schools in order to develop knowledge of SSE practice, as well as the general and global need to decentralize by transferring decision-making powers and administrative responsibilities from the State to separate local entities. They also emphasized the role of microfinance in the development of the social and solidarity economy.

The delegates were able to debate and reach a consensus, as all the debated resolutions were adopted

COMMITTEE: Solidarity (ILO 6)

ISSUE: What solidarity policies should be adopted to reduce unemployment?

MAIN SUBMITTER: United Kingdom GVT

CO-SUBMITTERS: Cameroon GVT, France EMP, France GVT, France WOR, Germany GVT, India WOR, Japan GVT, Japan WOR, United Kingdom EMP, United Kingdom GVT, United Kingdom WOR, United States of America EMP, United States of America GVT, United States of America WOR.

The Committee on solidarity of the International Labour Organization,

Aware of the necessity to adapt employment policies to the economic realities and changing technologies,

Convinced of the importance of reducing unemployment for the economic growth of countries and for the well being of the citizens,

Taking into consideration the importance of technologies in the reduction of difficult jobs,

Reaffirming our support and respect to developing countries and to their organizations,

1. Encourages the reinforcement of vocational training programs to answer the needs of the employment market, especially in the technological and renewable energies sectors:
 - a) collaborating closely with industry experts and employers to identify the skills and knowledge needed in the workforce, and establish vocational training programs to tailor their curriculums and training modules accordingly,
 - b) incorporating emerging technologies and industry-specific tools into the training programs so that trainees can gain practical experience and develop the skills that are in high demand in the job market,
 - c) providing internships and apprenticeships to their trainees, which offer hands-on experience and a chance to connect with potential employers;
2. Proposes the implementation of partnerships between companies, syndicates, and the local governments to create professional reconversion programs, helping declining industry workers to reorient themselves toward growing sectors;
3. Calls for the increase of federal financing for employment support and skill development programs, especially for disadvantaged communities;
4. Encourages the development of fiscal policies inciting companies to invest in continuous training of their employees and to create local employment;

5. Presses on the importance of robust social protection policies to support the workers in a professional transition period, counting unemployment insurance and healthcare;
6. Urges the signing countries to implement intergenerational formations politics to:
 - a) Form the younger generation to job hunting,
 - b) Form employees all along their careers,
 - c) Favourise the reduction of unemployment and reduce the demand of qualified employees,
 - d) Implement standards who would force companies to create information centers from a certain revenue;
7. Approves of the job placements initiatives and the cooperation between teaching establishments and the companies easing the transition of people entering the workforce or joining it;
8. Encourages governments to implement financial aid reduction policies for unemployed citizens at the end of 6 months, except if they are actively seeking employment, verified by specialized agencies;
9. Encourages educational institutions to introduce more classes based on technology to increase the number of workers in the technological departments;
10. Encourages companies to hire individuals with various profiles and to support smaller and average businesses through subsidies or tax incentives, in order to create more employment opportunities by promoting a more inclusive labour market and prioritising skills development, thus facilitating transitions and diversification of hiring;
11. Declares itself ready to help individuals victims of bankrupt companies;
12. Proposes to territorial institutions to implement days dedicated to communal aid to encourage unemployed people to stay in active living and to show their investment in society.

COMMITTEE: Solidarity (ILO 6)

ISSUE: How can the Social and Solidarity Economy be developed on a global scale?

MAIN SUBMITTER: Morocco EMP

CO-SUBMITTERS: France EMP, France GVT, France WOR, Germany GVT, India EMP, Japan EMP, Japan GVT, Japan WOR, Kiribati EMP, Kiribati GVT, People's Republic of China EMP, People's Republic of China GVT, People's Republic of China WOR, Russian Federation GVT, Saudi Arabia GVT, United Kingdom EMP, United Kingdom GVT, United States of America EMP, United States of America GVT.

The Committee on solidarity of the International Labour Organization,

Recognising the key role of employers, employees, and governments in promoting the Social Solidarity Economy worldwide,

Believing that the Social and Solidarity Economy (SSE) is a sustainable economic model, promoting social, supportive, and sustainable values,

Recalling to all the importance of community cooperation and collective efforts to achieve the economic status that prioritises social and environmental objectives over profit motives,

Welcoming all ideas of this committee to improve this resolution for the common good,

Affirming that the SSE, a major issue in sustainable development, represents a viable system which must be progressively broadcasted globally,

1. Encourages the installation of awareness raising campaigns within the countries in order to promote SSE through:
 - a) interventions done by professionals in order to inform and form,
 - b) schools to develop the knowledge of this practice;
2. Encourages social projects in business through:
 - a) a better inclusion of young people in the workplace,
 - b) seminars for:
 - i) a better cohesion between the employees,
 - ii) allowing the learning of new skills;
3. Calls for a more local management of cooperatives and solidarity actions by a decentralisation of some economic decisions to promote the SSE according to each territory's specific needs by:
 - a) establishing regional or local committees with representatives from each cooperative which will work together to create and enforce international standards while still allowing for individual cooperative autonomy,
 - b) implementing technology such as blockchain to make it easier to track and verify compliance with these standards across borders;
4. Desires funding by the UN, as part of the goals for sustainable development, in order for the companies to:

- a) be able to become more viable on the long term,
 - b) be more easily able to answer the ecological needs in order to slow down global warming;
5. Encourages setting up international and national exchange programs to allow SSE actors to share their experiences and to learn from each other on a global scale;
 6. Invites the creation of dialogue and of intercultural cooperation, between employers and employees, platforms that will become essential to encourage the SSE's values, like the empowerment of collectivities and the durability on the global scale;
 7. Invites the member states to increase their investments to develop the SSE in the countries that can't afford it by reaching adapted and adaptable multilateral agreements to each national situation on a solidarity basis of the contributor member states which would be responsible for setting up these systems at local scales;
 8. Encourages inclusive international policies that recognise and support SSE initiatives to ensure equal access to resources, markets and funding opportunities for SSE organisations globally;
 9. Encourages the creation of partnerships between the government, the private sector and NGOs to promote SSE on a global scale;
 10. Invites the member states to facilitate the administrative procedures for agreements in the creation of cooperatives between companies with the aim of:
 - a) developing the SSE even more quickly on a local scale,
 - b) advocate for the simplification of administrative procedures concerning the creation of Social and Solidarity Economy companies to make them more accessible at the local scale,
 - c) implementing tax reductions during the first two years of business creation;
 11. Encourages setting up tax benefits for companies that actively engage in SSE initiatives and to support the transition from the traditional economy to the SSE model.

Closing Ceremony



Governing Body Room, ILO Geneva

Closing Remarks by Ms Celeste Drake, ILO Deputy Director-General.

Ladies and gentlemen,
Distinguished delegates,

As we draw this historic session to a close, it gives me great pleasure to host you here at the International Labour Organization (ILO), an organization deeply committed to the pursuit of social justice, decent work, and inclusive development.

I hope you impressed yourselves by your productive work these past three days. I am glad you had the opportunity to practice your debate and negotiation skills within the same walls which host the deliberations of our main bodies. Congratulations!

We entered this new year with hope and ambition to bring positive change in the world of work. The values we defend at the core of our mission are as relevant today as they were over a hundred years ago when ILO was founded in the wake of the first world war.

Created out of real life struggles, the ILO has been at the forefront of advancing social justice through good and hard times, through armed conflict, natural disasters, and social unrest; through an existential climate threat.

“Universal and lasting peace can be established only if it is based upon social justice.” This statement, which opens the ILO’s constitution, clearly and unmistakably places our organization as a beacon of social justice on the global agenda and recognizes that humans everywhere aspire to inclusion, equality, and justice.

Today, 4 billion people have no social protection, which means no access to a lifeline between jobs, or in case of disability, or in retirement.

A large number of job-creating micro and small went bankrupt during and after the pandemic, impacting employers, employees and affecting communities and labour markets across the globe.

2 billion people find themselves working in the informal economy, which means they have no protections against unsafe or discriminatory working conditions – any then and their employers aren’t contributing toward unemployment or disability schemes.

And how can we explain the fact that women earn on average 20 per cent less than their male colleagues? In the 21st century? Still?

For us at the ILO, these are not just numbers, but reasons to find solutions to growing inequalities and address the challenges that hinder the realization of a fair and equitable world for all, without distinction.

Our efforts go beyond rhetoric and translate into tangible actions.

Through our different activities, including world-leading research and statistics teams, priority programmes and global partnerships, such as the Global Coalition for Social Justice or the Global Accelerator, we work to foster inclusive economic growth, fight inequalities, harness the potential of innovation, create jobs and ensure that most vulnerable among us benefit from social-inclusive policies.

It is through shared knowledge, shared resources and shared responsibilities that we can fast-track much-needed global actions and foster just ecological, technological and societal transitions to more sustainable and inclusive economies. Transitions that put people first, and leave no one behind.

I hope that you felt a taste of the excitement of working for Social Justice and Decent Work this week.

And felt the sense of accomplishment at achieving consensus on an issue on which agreement seemed impossible.

And began to understand that there are no simple solutions, nor problems that can be solved in a vacuum.

I salute your hard work this week. Please do thank your parents, teachers and mentors, and keep challenging yourselves to make a better world.

Thank you



Closing Speech by Marina Perez Barrera, Secretary General of of FerMUN 2024

Madam Drake, Deputy Director General of the International Labour Organization,
Excellencies,

Honourable guests,

Dear FerMUN Board members,

Dear FerMUN directors,

Dear participants,

Firstly, I would like to congratulate all of you for your excellent job and hard work during these last three days.

During the conference, I have seen: the chairs take on the huge responsibility of guiding the debates without trembling; the delegates proposing brave and bold solutions to their issues; the admins, who clearly do not get enough praise, managing to tackle all logistical aspects of this conference without a single problem; the trilingualism team managing and continuing to manage to unite us by overcoming language barriers, and finally, the press team beautifully capturing the participants' fleeting memories, which will now live on forever in the form of a photo, article or video.

All together we have proved that with the right support, young people have the capacities and the strength to lead the world and I am very pleased to say that our valuable ideas will be heard as we will be presenting the declarations our committees have adopted to Mr Gilbert Hounbo, director general of the ILO.

While you have worked very hard these past three days, I am sorry to tell you that the work is far from done. The issues we have had to face cannot be solved in only three days, if that were the case, there would be no need to get together here. However, little step by little step, I can assure you that with your bright minds, huge hearts and a little bit of patience, we will get there eventually.

So I encourage you, architects of the future, to continue laying bricks to build a brighter world where peace and happiness rule over all else. Sometimes laying those bricks may seem senseless or insignificant but, in the words of the former secretary general of FerMUN, Juliane Zeeb, "never forget that one of our ideas can trigger a tiny change to big outcomes".

I would now like to embarrass some of my friends, so could: Lucas Gamkrelidze, Deputy Secretary General; Timothée Poulard, head of translation; Victoire Eugène, head of interpretation; Suzanne Brunnel and Alexandre Oury, heads of admin and the solidarity fund, and Capucine Alexandre, head of press, please stand up.

On the 9th of March of last year, these 6 people and myself were selected to be a part of the board of FerMUN and ever since we have worked together tirelessly to make this conference possible. I would like to thank all 6 of you for not only being the best team this conference and myself could have wished for, but also for simply having been some of the most wonderful people I have had the pleasure to meet, so could everyone in both rooms please give them a very loud round of applause.

I'd especially like to thank Timothée, the person who encouraged me to sign up to MUN two years ago. The fact that I'm here today is thanks to you, so thank you, thank you and a million times thank you!

In June of 2022, while we were still preparing FerMUN 2023, Mrs Baudry, one of our directors, warned us that even though the conference seemed far away it would arrive in the blink of an eye and standing here today after two FerMUN conferences and nearly two years worth of memories, I must say that you couldn't have been more right.

I have been fearing this day for a very long time because today represents not only the closing of a conference.

Today represents for a lot of the people here including myself, the beginning of goodbyes. Goodbye to FerMUN, goodbye to those friends coming from all over the world, goodbye to those hours on Wednesday afternoons to prepare for this conference and soon enough, it will be a goodbye to school, childhood, friends and family.

And, while I still am terrified about what is to come, standing here in front of all of you today, I can't help but feel happy about all the great memories and I have hope for the future.

So with a smile on my face and tears in my eyes, I say goodbye to MUN and on this note, I have the honour to declare the official closure of FerMUN 2024!



ANNEXES

In the report the students selected two resolutions per committee to focus on.

We add here after all additional resolutions debated and adopted during FerMUN 2024

Fundamental Rights (ILO1)

Chairs: Alice Watelet, Clémire Acelor, Jan Oldenburg

ANNEXES

COMMITTEE: Fundamental rights (ILO1)

ISSUE : How can measures to tackle modern slavery be strengthened ?

MAIN SUBMITTER: Germany's Workers

CO-SUBMITTERS: Australia's Employers, Barbados Government, Barbados Workers, Brazil Government, Brazil Workers, Cameroon Workers, Chile Employers, Chile Government, Chile Workers, China Employers, China Workers, Columbia Workers, France Government, German Government, Indonesian Workers, Italian Employers, Italian Workers, Japan Employers, Japan Government, Japan Workers, Morocco Employers, Morocco Government, Morocco Workers, Nigeria Government, Nigeria Workers, Pakistan Government, Romania Government, Romania Workers, Saudi Arabia Workers, Sweden Employers, Sweden Government, Sweden Workers, Uganda Employers, Uganda Government, Uganda Workers, UK Employers, UK Government, UK Workers, USA Employers, USA Government , USA Workers,

The committee on Fundamental rights of the International Labour Organization,

Recalling the Universal Declaration of Human Rights, according to which no one shall be held in slavery or servitude,

Reaffirming the Forced Labour Convention, 1930 (No. 29), and its Protocol of 2014,

Taking into account that modern slavery is still a concern worldwide,

Fully aware of the threat that modern slavery is to the human kind as a whole,

Viewing with appreciation the will to cooperate to tackle this social problem,

Guided by the foundations of the human rights declaration,

Noting with regret the substantial violations of human rights globally,

Recalling that according to the United Nations modern slavery covers practices such as forced labour, debt bondage, forced marriage, and human trafficking, it refers to situations of exploitation that a person cannot refuse or leave because of threats, violence, coercion, deception, and/or abuse of power,

Emphasising the Article 4 of the Universal Declaration of Human Rights "No one shall be held in slavery or servitude; slavery and the slave trade shall be prohibited in all their forms",

Recalling that women and girls accounted for 71 percent of modern slavery victims in 2016,

1. Recommends all nations to raise awareness of modern slavery through:
 - a. social media,
 - b. advertisement on television,
 - c. implementation awareness within the education system through sessions during homeroom or PSHE (personal, social, health and economic) lessons;
 - d. local community campaigns which involve whole families being educated.
2. Further invites to create help lines for those suffering modern slavery and forced labour to ensure people can contact without requiring to go to the police when felt threatened or scared using:
 - a. phone help lines,
 - b. website help lines;
3. Recommends member states to establish a regulatory organ called UNLAC (United Nations Labor Abuse Commission,) which will act as an ILO sub-commission, mutually funded by the UN and the member states, have its headquarters in Geneva, Switzerland, and aim to eliminate the labour black market by:
 - a. inviting bordering member states to exchange information regarding labour abuse and labour black markets,
 - b. establishing national hotlines for workers in cooperation with syndicates, that will aim to detect and take legal action against businesses that abuse their labourers' rights;
4. Encourages the establishment of a global monetary fund dedicated to combating labour abuse in essential sectors by:
 - a. subsidising sectors where the excess demand makes the minimum wage fall higher than the labour market's equilibrium price in order to hinder the progress of labour black markets,
 - b. creating investment opportunities in sectors, in which the emergence of a labour black market is prospectively high, such as:
 - i. agricultural sectors,
 - ii. primary good sectors,
 - iii. textile sector;
5. Calls upon member states to establish national hotlines for workers in cooperation with syndicates, which will aim to detect and take legal action against businesses that abuse their labourers' rights;

6. Calls for all governments to implement economic and judicial sanctions on companies using forced labour or any type of modern slavery, on an individual basis, to dissuade them from resorting to these despicable acts;
7. Urges Member States to provide comprehensive victim support services, including:
 - a. safe housing and shelters specifically designed for victims of modern slavery,
 - b. trauma-informed counselling and psychological support,
 - c. legal assistance and representation in pursuing justice against perpetrators,
 - d. vocational training and reintegration programs to help victims rebuild their lives,
 - e. long-term financial assistance to ensure their economic security, independence and rehabilitation, until they have reached a stable situation;
8. Suggest the development of a global public awareness campaign, which would:
 - a. educate consumers about the risks of modern slavery embedded in everyday products and services,
 - b. empower individuals to make informed choices and support businesses committed to ethical practices,
 - c. engage civil society organisations and the media in raising awareness and advocating for stronger policies,
 - d. utilise innovative communication channels such as social media and interactive platforms to reach a wider audience;
9. Proposes the mandatory implementation of human rights due diligence (HRDD) legislation, this legislation would require companies to:
 - a. conduct comprehensive risk assessments of their supply chains and operations to identify potential vulnerabilities to modern slavery,
 - b. develop and implement mitigation strategies addressing identified risks, including enhanced supplier monitoring, training for employees, and grievance mechanisms for workers,
 - c. publicly report on their HRDD practices and progress in a transparent and accountable manner;
10. Urges the establishment of a dedicated international anti-slavery enforcement agency funded by the UN member states, this agency would be empowered to:
 - a. conduct independent investigations with dedicated experts in all the necessary domains into suspected cases of modern slavery, to attack the problem at its root,
 - b. impose meaningful penalties on companies found to be complicit in modern slavery practices,

- c. provide support and protection to victims of modern slavery, including access to legal aid and rehabilitation services;
11. Encourages Member States to integrate new rules gradually, so as not to stunt economic growth, to ensure the respect of the Right to Work and other Human Rights, improve working conditions, and guarantee the reduction of labour exploitation;
12. Emphasises the need for further cooperation in the development of new politics on this matter;
13. Encourages the establishment of ethical procurement methods to promote transparency, accountability, and responsible practices throughout the supply chain by :
- a. implementing thorough vetting and evaluation processes for suppliers, the latter demonstrating commitment to ethical practices, such as fair wages, safe working conditions, and compliance with labour laws would be prioritised,
 - b. establishing clear and comprehensive codes of conduct for suppliers, outlining expected ethical standards based on human rights, fair labour practices, environmental sustainability, and anti-corruption measures,
 - c. demanding transparency from suppliers regarding their sourcing practices, including raw materials, subcontractors, and production methods,
 - d. engaging suppliers in discussions about ethical procurement and the importance of adhering to established guidelines,
 - e. raising awareness about the impact of consumers' purchasing decisions on promoting ethical practices and encouraging support for companies that prioritise ethical sourcing;
14. Encourages Member states to carry out an in-depth survey on the extent of the phenomenon of forced labour on their territory, and on the real causes, in order to understand the ins and outs of the problem;
15. Seeks an additional verification at weddings so that in the event of suspicions of forced marriages, the person involved must be legally and financially supported by:
- a. private individual survey,
 - b. protection for victims of physical violence;
16. Invites nations to implement an aid fund financed by voluntary ILO members:
- a. the monitoring of migration flows to identify the victims of modern slavery,

- b. collect up-to-date information on human trafficking in different parts of the world,
 - c. enable the least developed countries to offer compulsory education to enable all citizens to have access to education and thus raise awareness of the population and give dignified work opportunities to the most needy,
 - d. enable the poorest countries to help their citizens in precarious situations to avoid situations of exploitation;
- 17. Calls for tighter border controls to help people entering the country to find work that is certified by the state as compliant so that no one has to choose a job that puts them in slavery;
- 18. Affirms the creation of extensive psychological, physical and legal support for victims of forced labour, to facilitate their rehabilitation in society;
- 19. Proposes to make it easier to acquire a nationality in order to reduce illegal situations that reinforce illegal work and therefore forced labour:
 - a. making it easier for people already working in companies,
 - b. reducing administrative procedures,
 - c. insists that all countries naturalise through the right of soil and the right of blood, to reduce forced child and adult labour;
- 20. Implores the use of an international standardised system of laws and policies in regards to forced labour and modern slavery based on the already implemented and successful policies of organisations such as but not limited to :
 - a. the Declaration on Fundamental Principles and Rights at Work and Conventions,
 - b. Organisation for Economic Co-operation and Development ("OECD") Guidelines for Multinational Companies,
 - c. guiding Principles on Business and Human Rights and the UN Global Compact Ten Principles;
- 21. Hopes to promote job-creating growth and employment, with a focus on decent work opportunities;
- 22. Suggests the creation of a UN watchdog to ensure the implementation of the policies to publish data regarding worker exploitation, forced labour, and worker well being,

being published in order for Governments, corporations and other entities to take action in ways such as but not limited to:

- a. publicity campaigns,
- b. embargos,
- c. government Intervention,
- d. UN suggested action;

23. Supports the universal ratification and implementation of relevant international instruments, such as the Protocol to Prevent, Suppress and Punish Trafficking in Persons, Especially Women and Children, supplementing the United Nations Convention against Transnational Organized Crime;

24. Encourages education to raise awareness of what modern slavery is, so that social pressure can have a positive impact on the change:

- a. in developed countries, via schools where everyone has access to them,
- b. in emerging and developing countries, either via the school, where it is monitored to ensure that it is properly taught, or via international agents such as an NGOs to warn the most isolated,
- c. each country must guarantee access to free schooling;

25. Calls for concrete action to be taken on this issue on a global scale, with support from all governments, NGOs, businesses and civil society by:

- a. strengthening enforcement mechanisms and penalties to deter illegal employers,
- b. fight against global poverty, and for developing countries to provide financial aid so that they can guarantee the best possible conditions of decent work for every individual;

26. Requests for the scope of social protection cover to be increased and improved by creating an appropriate law in national legislation, in particular by making it a criminal offense to force someone to marry and to ensure that victims of modern slavery are not punished or detained for crimes committed while under the control of criminals, including children recruited by armed groups.

Environment (ILO3)

Chairs : Waliya Said Abasse, Nada Elouafi, Mandisa Mathew.

ANNEXES

COMMITTEE : Environment – (ILO3)

ISSUE: How can we limit the environmental impact of fast fashion?

MAIN SUBMITTER: China government

CO-SUBMITTERS: Australia (employers, government, workers), Bangladesh (government), Brazil (employers, government, workers), Cameroon (employers, workers), China (employers), Guatemala (government), India (employers, government, workers), Italy (workers), Japan (employers), Mexico (employers), Morocco (employers), Pakistan (employers), Romania (employers, government), Russian Federation (employers, government, workers), Saudi Arabia (employers, government), Uganda (employers), UK (employers, government), USA (employers, government, workers)

The committee on environment of the International Labour Organization,

Recalling previous United Nations General Assembly resolutions on the need to promote sustainable development and combat climate change,

Aware of the socio-economic and environmental challenges represented by fast fashion,

Noting with concern the social challenges linked to the fashion industry, including precarious working conditions, the violation of workers' rights and economic inequalities,

Remind that fast fashion is an obstacle to ecological efforts,

Acknowledging that fast fashion represents both an economic and a social-environmental challenge,

Stressing the need for a holistic and collaborative approach,

1. Recommends that companies in the fashion industry adopt transparent practices:
 - a. encourage full disclosure of information on their supply chains to enable consumers to make informed decisions in favour of sustainable products,
 - b. invites the development of "green" labels to indicate the degree of respect for the environment on the basis of criteria chosen by a consortium of governments and employers;
2. Encourages the exploration of initiatives to increase the recycling of used textiles in the country, promoting a circular economy in the textile industry ;
3. Supports research and development efforts aimed at improving the efficiency of textile recycling processes and reducing the environmental footprint associated with textile production:

4. Encourages companies in the fashion industry to adopt sustainable practices, in particular by reducing water consumption, promoting the recyclability of products and setting up responsible supply chains as locally as possible;
5. Calls for the sustainable cleaning and purification of groundwater, rivers and lakes:
 - a. develop and share existing technologies between countries that so wish,
 - b. declares its willingness to set up an investment fund between private and public players to protect irrigation and help implement solutions in poor areas,
 - c. appeals to other governments and third parties to participate in this initiative,
 - d. hopes that operations of this type will be repeated regularly ;
6. Invites for the promotion and development of the second-hand sector as a producer of fast fashion;
7. Recommends the establishment of international partnerships and initiatives to share best practices, technologies and research findings related to sustainable fashion, creating a global network for collaborative solutions;
8. Calls for the promotion/subsidization and development of training programs enabling the green transition of blue-collar jobs in the fast-fashion textile sector.
9. Calls for consideration to be given to the fragile position of Least Developed Countries (LDCs) or developing countries in dealing with environmental issues, given their economic models, which are often highly dependent on polluting industries;

COMMITTEE : Environment – (ILO3)

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18. Calls for consideration to be given to the fragile position of Least Developed Countries (LDCs) or developing countries in dealing with environmental issues, given their economic models, which are often highly dependent on polluting industries;

Innovation (ILO4)

Chairs : Saliqa Amin, Spade Davis, Gabriela Valle.

ANNEXES

COMMITTEE: Innovation (ILO4)

ISSUE: The impact of artificial intelligence on the future of work: How can we protect workers whose jobs could disappear and how can we use AI to improve working conditions and open up new opportunities?

MAIN SUBMITTER: USA Government

CO-SUBMITTERS: Australia (employers), Australia (government), Barbados (government), Barbados (workers), Columbia (employers), Columbia (government), Eswatini (government), France (government), Guatemala (government) India (government), India (employers), India (workers), Japan (government), Japan (employers), Morocco (government), Pakistan (government), UK (government), UK (employers), UK (workers), USA (employers), Saudi (workers)

The committee on innovation of the International Labour Organisation,

Guided by the purposes and principles of the Charter of the United Nations,

Reaffirming the Universal Declaration of Human Rights and the Vienna Declaration and Programme of Action, and other relevant international human rights instruments,

Taking note of the Secretary-General's initiatives on new technologies, including the Call to Action for Human Rights, launched in 2020, the Road Map for Digital Cooperation, launched in June 2020, and the establishment of the Office of the Envoy of the Secretary-General on Technology,

Mindful of the fact that new and emerging digital technologies can be critical enablers of development, and stressing the need to close all digital divides with a view to ensuring that the benefits of new and emerging digital technologies are available to all, without discrimination of any kind,

Recognizing that digital divides, including age, disability, gender, geographic, urban and rural divides, may reflect and amplify existing social, cultural and economic inequalities,

Recognizing also that artificial intelligence systems, when used without appropriate safeguards can entail serious risks to the protection, promotion and enjoyment of human rights, such as, the rights to privacy, to freedom of opinion and expression, to freedom of thought, conscience and religion, the rights to equal protection of the law and to a fair and public hearing, as well as economic, social and cultural rights,

Recalling the commitment to leave no one behind as outlined in the 2030 Agenda for Sustainable Development and the Sustainable Development Goals, and emphasizing the relevance of AI policies in achieving these objectives,

Stressing the need for international cooperation and coordination to develop comprehensive and adaptable policies that respond effectively to the evolving challenges posed by AI, ensuring a harmonious integration of technology into the global workforce,

Underlining the significance of upholding fundamental labor rights, including the right to decent work, non-discrimination, and the right to engage in collective bargaining, as essential components of any strategy addressing the impact of AI on the workforce,

Welcoming the engagement of Member States in addressing the challenges and opportunities presented by artificial intelligence (AI) in the future of work, and expressing appreciation for their commitment to fostering a global dialogue on this critical issue,

1. Calls for the creation of national professional educational programs focused on technological skills and AI, ensuring equitable access to quality education for all, particularly for disadvantaged populations by:
 - a) offering mentorship programs connecting experienced AI professionals with individuals seeking career shifts,
 - b) ensuring flexible learning modules catering to different skill levels and learning styles,
 - c) developing tailored certification programs allowing professionals to up skill or transition into AI-related careers
2. Encourages in order to maximize its potential benefits and address global challenges the implementation of AI within public services such as but not limited to: public healthcare, public education, and transportation by:
 - a) automating white collar jobs such as diagnosis at hospitals, patient management, reservations, help lines at hospitals,
 - b) the vertical of education would include automating grading for students via LLM/ML, create new courses taught exclusively by AI, and better feedback based on ML models,
 - c) within the vertical of transportation, optimizing routes of public transport based on AI suggestions, and atomizing roles such as: bus driver, train driver, in order to improve efficiency while lowering cost borne by taxpayers;
3. Emphasizes on the potential for AI to create new jobs, complement existing roles, and free up workers to focus on more productive tasks;
4. Urges member states to develop and implement policies that support workers in transitioning to new roles and acquiring the skills needed to work alongside AI, ensuring that the benefits of AI are equitably distributed;
5. Calls upon Member States to collaborate with relevant stakeholders, including employers, workers, and civil society, to establish frameworks for the ethical and responsible use of AI in the workplace, with a focus on enhancing working conditions and fostering job creation;
6. Requests the United Nations system to continue its efforts in analyzing the impact of AI on the future of work and to provide support in the development of capacity-building initiatives that address the opportunities and challenges arising from the integration of AI in the labor market in order to regularly review and update policies to address emerging challenges and opportunities;
7. Suggests utilizing AI to enhance workplace safety by automating dangerous tasks, proactively identifying hazards, and providing early warning detection;

8. Supports Implementing AI and machine learning to revolutionize employee wellness by providing early detection of health risks, mental health support, and enhanced data analytics;
9. Encourages Promoting the use of AI to create a safe workplace by using sensors to track employees, machines, and production lines, and sending alerts to prevent injuries and other issues;
10. Reinforcing the importance of transparency to ensure employees and unions are informed about the use of AI system in the workplace before their introduction, providing sufficient detail to enable these employees and unions to understand their purpose, how they work, and the metrics used
11. Encourages further the development of AI technologies that can improve workplace safety, identify potential hazards, and create a more secure and prosperous work environment for employees;
12. Recommends the creation of a fund, in collaboration with the United Nations Development Programme (UNDP), to finance the necessary changes and initiatives to protect workers who are vulnerable to AI jobs and improve working conditions through the responsible use of AI by:
 - a) supporting the development and implementation of policies and programs that help workers transition to new roles and acquire the skills needed to work alongside AI, ensuring that the benefits of AI are equitably,
 - b) financing the adaptation of AI technologies to local conditions in developing economies and ensuring that these technologies benefit the poor and are tailored to the specific needs of these communities in collaboration with local institutions related to such professions, private sectors and NGOs that leverages the expertise of private companies and NGOs can offer valuable insights into real-world industry demands, ensuring that the training provided aligns closely with market needs;
13. Invites member states to adopt the recommendations outlined in the previous clause and to contribute to the fund/capital if it is created;
14. Recommends that member states take into account the OECD's Recommendation of the Council on Artificial Intelligence, which emphasizes the potential of AI to improve the welfare and well-being of people and contribute to positive sustainable global economic activity;
15. Urges for multidisciplinary cooperation among scientists, researchers, and institutions through public-private partnerships to foster innovation in AI and its applications in various fields with a specific focus on including participation from developing and underprivileged countries;

16. Suggests the establishment of global standards and approaches for AI development and governance, ensuring that AI is used for the good of societies and their sustainable development;
17. Decides to remain seized of the matter.

COMMITTEE : Innovation – (ILO4)

ISSUE 2: The digital economy: A pathway to more and better work for young people?

MAIN SUBMITTER: Morocco (workers)

CO - SUBMITTER Australie (employers), Australie (government), Cameroun (workers), Colombian (workers), China (workers), France (workers), Inde (employers), : Italy (employers), Mexico (government), Mexico (workers), Mexico (employers), Morocco (employers), Morocco (government), Nigeria (employers), Pakistan (workers), USA (workers)

The committee on innovation of the International Labour Organisation,

Guided by the United Nations Sustainable Development Goals (SGD) 4 – Quality Education, Goal 8 – Decent Work and Economic Growth, and Goal 9 – Industry, Innovation, and Infrastructure,

Recognizing the pivotal role of education, particularly science proficiency, in nurturing innovation and sustainable economic growth,

Drawing attention to the 12.7% of full-time employees work from home and the 28.2% that work both online and in person,

Emphasizing that 70% of the global economy will be made up of digital technology over the next ten years (from 2020 onwards),

Considering the "Buffer's" exponential statistic regarding 98% of workers wanting to work remotely at least some of the time,

Concerned by the fact only 20% of people in the least developed countries are able to use the Internet while remaining low quality,

Affirming that 16% of companies operate fully remote worldwide while emphasizing that Workers with more education are more likely to have remote work options,

Taking note of "Brookings" report in 2021 regarding the 53% of enterprises in the European Union post COVID that had previously implemented advanced digital technology invested more to become more digital; additionally, 34% of non-digital EU organizations viewed the crisis as a chance to begin investing in their digital transformation; 38% of firms reported in a survey that they focused on basic digital technologies, while 22% focused on advanced technologies (such as robotics, AI),

1. Expresses its appreciation for the opportunity to develop a program through digital technologies and artificial intelligence in order to educate individuals faced with possibility of being replaced by AI:

- a) endorses the increase in digitalization throughout locations to protect employees working in dangerous working conditions,
- b) promotes the development and adoption of digital technology and rapid machine learning, which will increase the innovational opportunities of the modern world and thus create greater efficiency;

2. Encourages the development of “international student exchanges” between different companies directed towards the employees of companies apart of this system:
 - a) reviewing the system between the two countries exchanging employees will be done every 3 months;
3. Further recommends collaboration between different nations in technological sectors for the possibility of learning from each other in order to expand their knowledge;
4. Notes the potential job displacement due to emerging technologies:
 - a) intends to establish robust social safety nets and job transition support mechanisms;
 - i) calls upon the establishment of new public-private partnerships (PPPs) to create awareness for the program being proposed regarding digital advocacy, safety, and information,
 - b) designing policies that provide assistance, counselling services, and positions within the program for students and workers affected by technological changes;
5. Encourages the further cooperation of knowledgeable and relevant international companies and organisations in emerging countries, particularly in the field of artificial intelligence for the possibility of learning from more developed countries in the case of the “exchange program”;
6. Approves the development of programs governing education in order to help developing populations through provided by non-governmental organisations (NGO's):
 - a) qualified employees being sent to countries struggling with the implementation of AI economy,
 - b) investment in the least developed countries in terms of artificial intelligence economy in order to provide access to the knowledge of these technologies on a larger scale;
7. Draws the attention to possible funding from governments and NGO' to support this project with funding:
 - a) asks for the UN as a watchdog in order to oversee the incoming funding and make sure it is going to the correct cause;
8. Calls upon collaboration with the private sector, the workforce, governmental leader, and non-governmental organisations (NGO's) to address the challenges posed by emerging technologies:
 - a) the collaboration aims to identify potential job disruptions early, develop proactive strategies for workforce transition, and establish partnerships to create opportunities for students and workers in sectors that align with emerging technologies,
 - b) encouraging meetings with participants representing their sector every six months to discuss possible adjustments to be made to the program;
9. Further requests finances to be provided for the necessary digital economy-centred education to be provided for employees in smaller companies:
 - a) implement comprehensive reskilling and upskilling programs to equip students and workers with the necessary skills to adapt to emerging technologies by purchasing

already existing online programs for each company, such as 'It Modernization Centers of Excellence' which is an official website given by the United States government

i) Programs may range from \$20 USD to \$100 USD per month,

- b) focus on providing training opportunities in areas such as artificial intelligence, data analytics, and digital literacy, ensuring that students and workers are prepared for the evolving demands of the digital economy;

10. Encourages the focus of the program on younger women in order to somewhat help stop the possibility of the jobs of women to be replaced with AI; women faced with the risk of being replaced by AI in the companies apart of this program will have the opportunity to be sent to another country in order to learn more about AI from the students and workers of the host country;

11. Calls for the implementation of awareness campaigns to inform the workforce about the progress on digital literacy:

- a) inform the workforce about the impact of emerging technologies on jobs and the importance of acquiring relevant skills,
- b) promote a culture of continuous learning and adaptation, encouraging students and workers to stay informed about technological advancements and proactively engage in skill development to remain competitive in the evolving job market;

12. Emphasising the need to support small and medium-sized enterprises (SMEs) which may lack accessibility to digital technologies:

- a) advocates for policies that specifically support SMEs in their digital transformation:
- i) offering financial incentives, training programs, and streamlined procedures to help SMEs adopt and integrate digital technologies, ensuring their active participation in the digital economy,
- b) encourages tax incentives and subsidies for small private businesses to develop greater digital literacy with the rise of AI, with governments being able to support a maximum subsidy or tax incentive as not to abuse this opportunity,
- c) recommends government grant applications for small enterprises to apply for increasing digital access and digital literacy education;

13. Recognizing the importance of cybersecurity:

- a) recommends the implementation of robust measures to safeguard businesses and individuals from digital threats,
- b) includes the development of national cybersecurity strategies, awareness campaigns, and collaboration with international partners to enhance the overall resilience of the digital ecosystem,
- c) heavily encourages the introduction multifactor authentication (MFAs) among all public and private organisations;

14. Noting further the importance of the development and implementation of guidelines promoting the ethical and responsible use of technology:

- a) fostering a culture of responsible business practices, transparency, and accountability in the development and deployment of digital technologies,
- b) contributing to a trustworthy digital environment.

Young people in the workplace (ILO5)

Chairs : Aurore Stamatiadis, Emilie Escot, Ava Touboul.

ANNEXES

COMMITTEE: Young people in the working environment (ILO5)

ISSUE: How can apprenticeship programs be developed to combat youth unemployment?

MAIN SUBMITTER: Morocco (employer)

CO-SUBMITTERS: Brazil (Government), Cameroon (Government), Colombia (employers, government, and workers), India (Government, employers, and workers); Morocco (Government, employers, and workers), Russia (Employer), Mexico (Government, employers and employees)

The committee on Young people in the workplace of the ILO,

Aware of the importance of providing developed and concrete learning programs to young people,

Underlining the importance of internships in learning programs,

Alarmed by the scourge of unemployment in the world,

Realizing the absence of qualified labor,

Bearing in mind the challenges of integrating young people in the working environment,

Recalling the importance of collaboration between parties : employers, workers and the government,

Wishing an international collaboration,

Taking into account the difficulties brought to establish learning programs,

Confident in the participation and engagement of all signatories,

1. Proposes to establish a collaboration between States members familiar with the Erasmus programs which aims to ease the establishment of a well structured learning program which would allow young people to manage international exchanges in order to acquire:
 - a. a solid skills base adapted to the demands of businesses and the working environment for workers,
 - b. a different and new culture allowing a broader vision for workers,
 - c. a more qualified workforce for employers because international exchange would enable them to acquire additional skills/knowledge/capacities,
 - d. friendly relations between state members which would ensure in the long term a reduction of the risk of conflicts for governments;
2. Encourages foreign speakers to spread their knowledge to schools/colleges etc. in order to teach their knowledge to potential future trainees and trainers;
3. Recommends that governments and employers collaborate financially in the creation of this program in order to share the costs of participation (accommodations, travel, food, education and other needs) based on a percentage to be defined between the two parties by taking into account that some signatories do not have the means to fully support the programs, therefore a fundraiser will be created,

- a. this collect will be elaborated and managed independently by each State,
 - b. the use of funds will be controlled by an internationally known entity;
- 4. Exhorts that trainees engage on training program with a company, to stay six months receiving each month either a salary of 75% equivalent to the salary of an equivalent position within the company or the minimum salary indicated by law which is the highest; the intern will receive 100% of the salary associated with the same position in the company at the end of the six months;
- 5. Accepts that governments contribute financially to the creation of scholarships for the most disadvantaged but deserving students, based on the results obtained during learning programs and on a national exam accessible to the most disadvantaged people;
- 6. Invites governments to set up regular checks to ensure optimal quality and reliability of apprenticeships via known international agencies;
- 7. Calls companies to welcome more interns in learning programs; governments responsible to set the percentage of interns to be hosted by existing companies, taking into consideration:
 - a. the number of employees in the company,
 - b. financial resources of the company,
 - c. of the sector concerned and its attractiveness,
 - i. The Companies in the tertiary sector will be able to accommodate 1 intern for 10 employees while companies in the primary and secondary sectors will only be able to accommodate 1 intern for 20 employees in order to maximize internship supervision for greater quality and safety.
 - d. opportunities offered by the internship in the working environment;
 - e. The number of learning programs present in the country;
- 8. Encourages universal and equal access for all young people to awareness-raising, information and information campaigns set up to promote education without racial or gender discrimination.
- 9. Moves for motivating companies to hire young apprentices, in the forms of but not limited to: I-tax write offs it is easier licenses sealing with the amount of interns hired.

COMMITTEE: Young people in the working environment - ILO 5

ISSUE: How can internships be upgraded to provide young people with a suitable and decent working environment?

MAIN SUBMITTER: China (government)

SIGNATORIES: France (Government, Workers), UK (Government), Saudi Arabia (Government, Workers), Russia (Government, workers), Morocco (Government), Mexico (Government, Employers), Pakistan (Government), India (workers), Cameroon (government)

The committee on Young people in the workplace of the ILO,

Reminding the importance of internships in the professionalization and guidance of young people, which are crucial to their future,

Congratulating the various agreements and measures already in place at international, regional and national levels to promote and organize internships in a variety of fields,

Supporting the fact that young people represent the future of humanity, and that they must have access to quality vocational training that can prepare them for the major challenges of tomorrow,

Alarmed by the difficulty of access to internships for young people, who, as unqualified personnel, are not always able to find companies to take them on,

Concerned by the proliferation of unpaid internships, and of those where young people are exploited and taken advantage of rather than given real work, who are thus stuck with no opportunity for a response,

1. Reaffirms the need to develop internships in all countries, as they are essential to the training of young people;
2. Proposes the creation of training infrastructures, financed by volunteering countries/NGOs:
 - a) for companies and entrepreneurs lacking the means or knowledge to train young people as interns,
 - b) for young people so that they can learn key languages with native speakers from the previous countries, to have more internships ;
3. Demands to set up a digital platform for international reporting, managed by a commission of volunteer member states, which would enable :
 - a) Young people who have done an internship in a company to talk about their internship experience in the form of reviews or ratings,
 - b) The reporting of companies that do not respect decent working conditions, which are defined according to local and international standards depending on the location of the companies concerned,
 - c) The creation of a collaborative database, listing the companies that need to be monitored, which could only be removed from this list after adapting their policies and actions towards young trainees, and would be accessible for young people to consult,

- d) The application of economic sanctions to companies that fail to comply with the conditions put in place, such as an increase in taxes relating to each company, in order to improve easier access to internships for young people. These sanctions would help the biggest contributors to finance strategic youth policies, particularly those relating to the platform;
4. Calls for the creation of an international fund, financed by countries according to their means, on a voluntary basis, with the aim of :
 - a) Financing the development and management of the platform proposed above,
 - b) Developing professional immersion programs in major international companies for the most disadvantaged young people,
 - c) Helping volunteer companies to improve the conditions in which trainees are welcomed on their premises, with appropriate equipment and facilities, on the condition that they subsequently agree to host trainees who are paid and treated appropriately;
 5. Urges government to provide incentives or subsidies to companies that offer quality internships, in the form of but not only of facilitating and improving exchanges with these companies as a matter of priority through internal networks;
 6. Invites mentorship programs to support interns and help them integrate into the workplace;
 7. Endorses the idea that interns should not work without the protection of a contract: after 3 months, the employers and interns must agree on a contract to ensure the intern is protected by local and international legal regulations and rules;
- Encourages companies, following the initiative of local government, to adopt policies to ensure good working conditions in their internship programs in :
- a) Setting a minimum age for admission to employment,
 - b) Setting limits on the number of hours young workers can work to enforce a healthy work-life balance ,
 - c) Promoting major occupational health and safety management, especially for young trainees and workers.
 - d) Protecting the equality and rights of all individuals with the provision of a safe working environment with for example local organizations to guarantee safe and decent workplaces.

Solidarity (ILO6)

Chairs: Jasmine Benlechhab, Shirel Nakache, Dahlia Djelouah.

ANNEXES

COMMITTEE: Solidarity ILO 6

ISSUE: What solidarity policies should be adopted to reduce unemployment?

MAIN SUBMITTER: Brazil GVT

CO-SUBMITTERS: Brazil EMP, Brazil WOR, Cameroon EMP, Cameroon WOR, China EMP, China GVT, China WOR, Guatemala GVT, India EMP, India GVT, Kiribati EMP, Kiribati GVT, Mexico EMP, Mexico GVT, Mexico WOR, Morocco EMP, Morocco GVT, Morocco WOR, Pakistan EMP, Pakistan GVT, Pakistan WOR, Russia EMP, Russia GVT, Russia WOR, Saudi Arabia EMP, Saudi Arabia GVT, Saudi Arabia WOR.

The Committee on solidarity of the International Labour Organization,

Reaffirming that the fundamental framework promotion of social development for all economic levels is comprised of the Copenhagen Declaration on Social Development, the Programme of Action of the World Summit for Social Development,

Realizing that the global unemployment rate rose from 191.93 million in 2019 to 235.21 million in 2020, marking the most significant annual increase in the era under review, while the number of jobless persons fell to 205.25 million in 2022,

Reaffirming the articles of the C122 - Employment Policy Convention, 1964 (No. 122),

Aware of the fact that informal economy plays an undeniable role in the economies of certain countries,

Emphasizing that every individual has the right to benefit from equitable access to employment opportunities, regardless of their origins, gender, or socio-economic status,

Declaring the acknowledgment of the adverse effects of climate change on economic activity and, in particular, employment opportunities in vulnerable countries,

1. Invites members to set up an international policy for the social protection of unemployed people while integrating vocational and technical training programs within national education systems, tailored to the needs of local industries and job markets by:
 - a) creating an international status recognizing the unemployed as such,
 - b) creating a common monetary fund to ensure that each government can provide financial and social assistance and protection to the unemployed, and to people that are employed but cannot fully provide for themselves and their families,
 - c) setting up sustainable institutions in developing countries based on a monetary fund financed by states according to their means. These will be

directed by an international community of experts capable of training these communities;

2. Encourages exchanges between universities and firms to create better opportunities for students and small businesses to expand their cultural knowledge and to give them different work experiences and the ability for students to study abroad by building a multilateral network of university exchanges. This will enable them to experience education and be exposed to a different culture and environment overseas by cooperating to create an international system to support and finance these exchanges between schools to promote and allow easier transfers;
3. Urges the creation of a commission based around the informal sector focusing on:
 - a) a better understanding of the role of the informal sector in each member state through detailed reports,
 - b) opening discussions with the governments about giving official worker status to guarantee worker rights,
 - c) interacting with local communities for how better to tackle this issue and integrate them into the formal economy,
 - d) aiming to drastically reduce the informal economy in the hope of providing dignified work and to integrate all workers into the country's economy truly;
4. Encourages all member states where unemployment is prevalent to increase demand for tourism by investing heavily in the sector and by increasing the penalty for related and relevant crimes, thus making our countries safer by reducing the incentive for crime and raising money that can be used for tourism;
5. Calls upon member states to create new job opportunities and revenue, which could be later used to increase the quality of life in the respective country by developing infrastructure in the medical, technological, and educational fields, thus creating new economic support programs by:
 - a) inviting countries to create special funds or monetary rewards, such as grants and low-interest loans, to promote the establishment and growth of startups, thus creating a prosperous environment for the development of entrepreneurship,
 - b) emphasizing the need to provide financial aid comparable to tax advantages to local businesses, thus creating a stable local business environment,
 - c) calling upon the creation of social help programs which provides financial aid from the government to families in need in exchange for mandatory education and medical help to their children, thus improving equal access to education, as well as the social status of employees in member countries;
6. Solemnly supports the establishment of an international committee that aims to support local workers worldwide that:

- a) allowances ten positions to representatives selected by countries present in the resolution:
 - i) five countries present in this resolution choose someone to represent local workers,
 - ii) the Ministry of Labour of each country joins the committee,
 - iii) stipulates a two-year term for each country's participation in this committee,
 - b) affirms that the committee needs to declare an appointment every month to improve local workers' influence,
 - c) demands the different countries to give monthly aid to the local workers' representative, this aid aims to seek to invest in workers' companies and put forward their different actions;
7. Suggests the creation of an innovative program that has been explicitly designed to educate and train elderly and disabled individuals, equipping them with the necessary skills to reintegrate into the workforce and adapt to today's technological advancements through:
- a) A curriculum that is a combination of classroom instruction and hands-on training that includes a range of training modules focused on developing practical skills in various fields, such as:
 - i) computer literacy
 - ii) data entry
 - iii) customer service
 - b) Including soft skills training such as communication, time management, and teamwork while using practical exercises and real-world scenarios to help elderly individuals apply the newly acquired skills,
 - c) Offering mentorship and job placement opportunities to ensure that graduates are equipped with the tools and resources they need to succeed in their chosen careers.

COMMITTEE: Solidarity ILO 6

ISSUE: How can the Social and Solidarity Economy be developed on a global scale?

MAIN SUBMITTER: Cameroon WOR

CO-SUBMITTERS: Brazil EMP, Brazil GVT, Brazil WORK, Cameroon EMP, Cameroon GVT, Guatemala GVT, India EMP, India GVT, Mexico EMP, Mexico GVT, Mexico WOR, Morocco GVT, Morocco WOR, Pakistan EMP, Pakistan GVT, Pakistan WOR, Russian Federation EMP, Russian Federation GVT, Russian Federation WOR, Saudi Arabia EMP, Saudi Arabia WOR, United Kingdom WOR, United States of America WOR.

The Committee on solidarity of the International Labour Organization,

Recognising among the actors of the Social Solidarity Economy associations, cooperatives, mutual societies, social businesses as well as states, the key role of employers, employees and governments in promoting the Social Solidarity Economy worldwide,

Affirming that the SSE is one of the solutions to combine sustainable development, economic efficiency and social interests,

Recognising any Social and Solidarity Economy companies as having an important role in the global economy,

1. Encourages the creation of an international legal status recognising the businesses of the SSE as such:
 - a) Advocates the simplification of the administrative procedures regarding the creation of businesses of the SSE and more accessible on the local scale,
 - b) Incites the private sector to follow the SSE model with a redistributive model adapted to the modalities of functioning of the SSE;
2. Encourages ILO and its members to create a sub-committee for the SEE organised by ILO who will be creating regional economic directives specific to each country with the aim to subsidise local companies;
3. Calls the member states of the committee to provide a short term humanitarian aid until an aid at long term by the government and other institutions replace it by providing a basic material and logistic assistance to the less economically developed countries (LEDC);
4. Proposes to offer free training focused on the necessary skills to manage social companies, this will include durable management, companies' social responsibilities and the ethical commercial practices, the assertiveness to invest in developing countries;
5. Invites the creation of a new entity based on the model of the SSE on a global scale promoting developing countries, educational campaigns can underline the economical and social advantages of the SSE, and encourage the behaviours of responsible consumerism and promote the creation of social enterprises;

6. Declares itself ready to elaborate reglementary frames who recognise and support the SSE, this can include fiscal incitement, easier access to funds and the creation of specific legal status for social companies;
7. Hopes for the implementation of specific financial mechanisms for the initiatives of the SSE, notably socially responsible investment funds, funds at preferential rates and subventions to support the start-up and the growth of social businesses;
8. Encourages the collaboration between governments, international organisations, companies and civil society organisations by organising forums, networking events, and other venues. International partnerships can promote the exchange of good practices, networking and the dissemination of successful models;
9. Proposes training programs focused on the skills needed to run social companies, this includes sustainable management, corporate social responsibility and ethical business practices, the assertiveness to invest in developing countries;
10. Urges the use of technology to facilitate market, resources and information access. Online platforms and digital tools can increase the visibility and effectiveness of social companies worldwide;
11. Reaffirms the creation of microfinance agencies in all developing states:
 - a) These companies would benefit from government aid to increase their development,
 - b) Emphasises the importance of territorial equality by spreading these agencies on a national scale;
12. Urges the creation of a microfinance committee within each ministry of economy:
 - a) This committee aims to strengthen cooperation between neighbouring countries in terms of loans and microfinance credit,
 - b) The funds are granted every year by the countries of the United Nations and adapt to a country's needs.



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