

**COMMITTEE:** Migrant workers (ILO 2)

**ISSUE:** How can we guarantee decent work opportunities for all, everywhere, in order to limit the need to migrate?

**CHAIRS:** Rayan BEN ISMAIL, Jeanne ROQUEFORT and Maxime VAN PELT.

---

## **PRESENTATION BY THE CHAIRWOMAN**

Hello delegates!

My name is Jeanne ROQUEFORT and I'm 16 years old. I'm a student at the Lycée International de Ferney-Voltaire. I love basketball, traveling and spending time with friends and family. For the past two years, I've been part of FerMUN, where I've had the opportunity to take part in three conferences either as an admin or as a delegate. This year, I have the honor of chairing Committee 2 on migrant workers.



For the second year running, the FerMUN conference will be held at the International Labour Organization (ILO) in Geneva, in a tripartite format, this will be an exceptional opportunity for all of us. Our committee will be focusing on the crucial theme of migrant workers. These individuals play a vital role in the global economy, but often face precarious working conditions and limited opportunities. We will therefore be tackling a key issue concerning the creation of decent employment opportunities in all countries in order to reduce migratory pressure. In other words, how can we create an environment where everyone has access to decent and fair jobs in their own countries? The solutions we develop must aim to improve working conditions and offer equitable and accessible economic prospects.

I look forward to starting the conference and meeting you in January. Finally, I wish you good luck with your research and hope this report helps you.

## KEYWORDS

**Immigration:** According to the UN, it is the act of moving to a country other than that of one's nationality or habitual residence, so that the country of destination effectively becomes the new country of habitual residence.

**Migrant worker:** According to an international convention adopted by the United Nations ([here](#)), a migrant worker is a person who goes to exercise, exercises or has exercised a remunerated activity in a state of which he or she is not a national.

**Decent work :** According to the ILO, this concept rests on four pillars: employment, social protection, workers' rights and social dialogue. The term “employment” here refers to work in all its quantitative and qualitative forms. As a result, the notion of decent work applies not only to workers in the formal economy, but also to employees in informal situations, and to self-employed or home-based workers.

**Local economic development (LED):** According to the ILO, it promotes participation and local dialogue, linking people and their resources for better jobs and a better quality of life for men and women.

**Informal economy:** The ILO has defined this as “any economic activity carried out by workers or economic units, not covered or insufficiently covered - by law or in practice - by official provisions”.

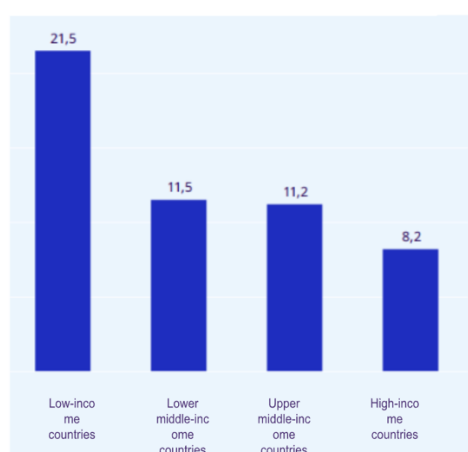
## OVERVIEW

When it comes to guaranteeing decent employment opportunities for everyone, everywhere, the challenges are complex,

### 1. Inequalities

Inequalities, whether economic or social, are one of the main reasons why people seek work opportunities abroad. In addition, income disparities between countries are high: in 2023, average per capita income in low-income countries was naturally lower than in high-income countries, prompting people in less developed countries (LDCs) to seek better economic opportunities by migrating to other countries or regions offering better incomes and/or conditions.

Employment deficit rate, 2023, by income group (%)



Source: ILOSTAT database, modelled estimates by the ILO.

What's more, immigration is not always driven by the quest for a good income, but sometimes only by the search for even a modest job. Indeed, the global unemployment rate was estimated at 5.1% in 2023, but in certain regions of sub-Saharan Africa, for example, it exceeded 30%.

## **2. Social protection systems.**

In 2020, only 46.9% of the world's population benefited from at least one form of social protection (health insurance, unemployment benefits, pensions, etc.), and in low-income countries this figure fell sharply, particularly in Africa, where it dropped to just 17.4%. And without any protection, the risk of workers falling into poverty is high, prompting them to migrate in search of better conditions.

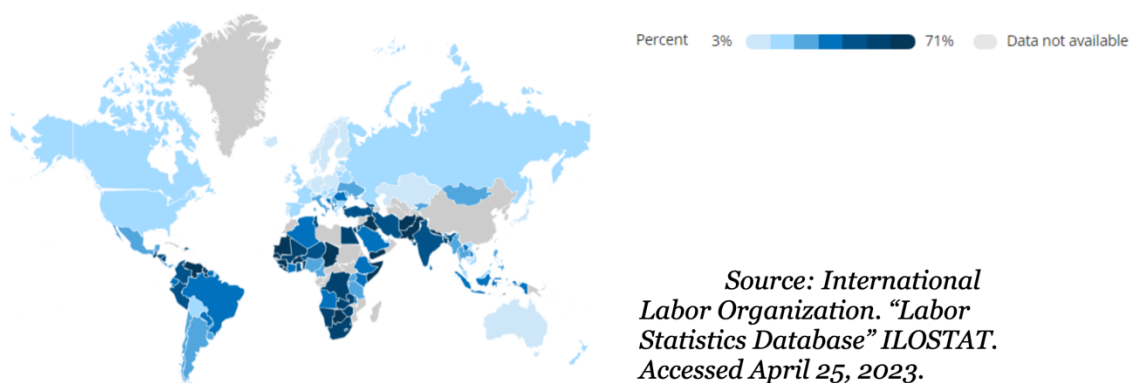
And nearly 2 billion of the world's workers are part of the informal economy. This lack of security and rights further reinforces economic and social instability in certain regions, driving people to leave for other areas.

## **3. Mismatch between education and the job market**

Finally, we often find that people do not always have the skills required for the local job market. According to ILO figures, in 2023, 21.7% of young people aged 15 to 24 were not in employment, education or training (NEET). This pushes people to immigrate, sometimes at a very early age, in order to get the right education for the job market.

In low-income countries, public spending on education averages only around 3% to 3.5% of GDP, while high-income countries spend an average of over 6% of GDP on education. As a result, education systems are sometimes unable to prepare young people effectively for local employment opportunities.

Proportion of young people not in education, employment or training (% of young population)



## ILO TREATIES AND MAJOR EVENTS

**09/07/1964**

The aim of the **Employment Policy Convention (No. 122)** ([here](#)) is to ensure that everyone has access to decent work. This convention obliges member states to pursue an active policy aimed at promoting full, productive and freely chosen employment, thereby reducing the need to seek opportunities abroad.

**1999**

The aim of the **ILO's Decent Work Agenda** ([here](#)) is to promote the creation of productive and equitable employment, while ensuring rights at work, adequate social protection and effective social dialogue. By increasing local employment opportunities, this agenda aims to reduce the economic reasons for migration.

**07/06/2011**

The **Domestic Workers Convention (No. 189)** ([here](#)) aims to improve working conditions for domestic workers, who are often poorly regulated and prone to abuse, thus reducing the need for migration for economic reasons.

**2015**

UN Sustainable Development Goals (SDGs), **Goal 8 of the SDGs** ([here](#)), "Decent work and economic growth", aims to promote inclusive and sustainable economic growth, productive employment and decent work for all. Achieving this goal would help reduce migratory pressures.

## POSSIBLE SOLUTIONS

To address this issue, several solutions can be considered:

↔ Promoting inclusive economic growth, for example by supporting small and medium-sized enterprises (SMEs), which would create more local jobs. Improving infrastructure, particularly in rural or underdeveloped areas, could stimulate economic growth and create jobs, reducing the need to immigrate.

↔ Another solution would be to improve workers' working conditions, notably by strengthening labor standards, ensuring that conditions are respected, this way workers might feel less need to immigrate, as their situations would sometimes be more stable.

↔ The expansion of social protection schemes such as social security systems and health and/or pension insurance could provide cover against risks such as illness, accidents and so on. This would guarantee financial security for workers, and also reduce the need to immigrate.

↔ Finally, improving access to education in less developed countries by increasing access to quality vocational training and ensuring basic education for all, would help prepare workers for the demands of the job market and enable everyone to develop their personal skills to best participate in the economy without the need to immigrate.

### *Questions to consider:*

1. Is your country subject to a lot of immigration/emigration?
2. What are the main difficulties your country faces in creating decent jobs?
3. Does your country have programs in place to protect workers, and if so, what are they?
4. How does your country approach education and vocational training to meet the needs of the local labor market?
5. What impact do labor policies have on economic migration in your country?

## BIBLIOGRAPHY

### Websites:

- [Key Migration Terms, Migration Glossary | IOM, UN Migration](#)
- [Local Economic Development \(LED\) | International Labour Organization \(ilo.org\)](#)
- [What will it take to ensure Decent work for all? | International Labour Organization \(ilo.org\)](#)
- [Glossary of Skills and Labour Migration | International Labour Organization \(ilo.org\)](#)
- [International Convention on the Protection of the Rights of All Migrant Workers and Members of Their Families | OHCHR](#)

### Videos :

- <https://youtu.be/dR4iC6wwt2k>
- <https://youtu.be/oToVpZkX2Lo?t=35>

### PDF :

- <https://www.ilo.org/fr/media/7431/download> (French)
- [Rapport mondial sur la protection sociale](#) (French)
- [Mesure de l'économie informelle](#) (French)
- [Travail décent: concept et indicateurs](#) (French)