

# Japan University English Model United Nations 2019

## Promoting Jobs and Protecting People

Model United Nations Economic and Social Council (ECOSOC)



## Background Guide for Meeting 2: To Realize Equality of Opportunity and Treatment



**Written by:**

**Kaori Matsuda, Secretary General**  
**Akiko Teramoto, Under Secretary General**  
**Funo Heims, Chair**  
**Anindya Mutiara Rahadiani, Chair**



Dear Delegates,

Welcome to the 2019 Japan University English Model United Nations (JUEMUN). We are pleased to welcome you to the United Nations Economic and Social Council (ECOSOC). This year's Secretary General is Kaori Matsuda and Assistant Secretary General is Haruka Jifuku. Kaori is a fourth-year student and Haruka is a third-year student at Kobe City University of Foreign Studies. Both major in International Relations. We wish you all the best in your preparation and look forward to seeing you at the conference!

The topics under discussion for the ECOSOC are:

**Meeting 1: Ending Child Labour in all its Forms**

Committee A: Ending Child Labour in all its Forms in Agriculture

Committee B: Ending Child Labour in all its Forms in Domestic Work

Committee C: Ending Child Labour in all its Forms in Armed Conflict

Committee D: Ending Child Labour in all its Forms in Commercial Sexual Exploitation

**Meeting 2: To Realize Equality of Opportunity and Treatment**

Committee A: To Realize Equality of Opportunity and Treatment for Persons with Disabilities

Committee B: To Realize Equality of Opportunity and Treatment for Indigenous peoples

Committee C: To Realize Equality of Opportunity and Treatment for Women

Committee D: To Realize Equality of Opportunity and Treatment for Youth

**Meeting 3: To Protect Labour Rights and Promote Safe and Secure Working Environments**

Committee A: Access to Social Protection

Committee B: Ending Violence and Harassment in the Work Place

Committee C: Ensuring a Healthy Work Life Balance

Committee D: Increasing Aid for Trade Support for Developing Countries

Members of the JUEMUN Secretariat that serve as the "Bureau" in each meeting:

**Meeting 1**

Anna Deekeling,

Under Secretary General

Christine Keiko Terrillon, Chair

Hibiki Maeda, Chair

**Meeting 2**

Akiko Teramoto,

Under Secretary General

Funo Heims, Chair

Anindya Mutiara Rahadiani, Chair

**Meeting 3**

Miu Kabayama,

Under Secretary General

Loh Sheng Nie, Chair

Niklaus Weigelt, Chair

## Table of Contents

<b>Part 1. The General Guidelines for JUEMUN 2019 Meetings .....</b>	<b>4</b>
1.1 JUEMUN 2019 UN Body ECOSOC .....	4
1.2 Number of Delegates .....	4
1.3 JUEMUN Theme: Sustainable Development Goal 8 .....	4
1.4 Meeting 2 Theme & Committee Topics .....	5
1.5 JUEMUN 2019 – ECOSOC Member States .....	6
1.6 Tasks of the Committees and the Regional Blocs .....	7
<b>Part 2. Guidelines for Committee and Regional Bloc Discussions .....</b>	<b>8</b>
2.1 Why is the JUEMUN 2019 theme – Promoting Jobs and Protecting People? .....	8
2.2 ECOSOC and ILO .....	9
2.3 The Global Citizenship Generation .....	10
<b>Part 3. Your Research: Sharing Responsibility for JUEMUN Success .....</b>	<b>11</b>
3.1 Background Information.....	11
3.2 Five Research Areas .....	11
3.3 Research Guidelines .....	11
3.4 JUEMUN Connections with your University Studies now, and with your Future .....	13
<b>Part 4. Sources of Information for 5 Research Fields .....</b>	<b>14</b>
4.1 The SDGs and ILO .....	14
4.2 ECOSOC .....	16
4.3 UN Resolutions and actions related to SDG 8.....	18
4.4 Agenda & Committee Topics for Meeting 2 .....	19
Committee Aims .....	19
The Agenda related to Meeting 2 .....	19
Committee Suggestions for Meeting 2 .....	20
Committee A .....	20
Committee B .....	23
Committee C .....	26
Committee D .....	30
4.5 Your country.....	34
<b>Bibliography .....</b>	<b>35</b>

## **Part 1 - The General Guidelines for JUEMUN 2019 Meetings**

### **1.1 JUEMUN 2019 UN Body ECOSOC**

JUEMUN 2019 will simulate meetings of the United Nations Economic and Social Council (ECOSOC). Previously we have simulated the General Assembly, UNESCO, SOCHUM, the Security Council and FAO.

Although we will follow our familiar JUEMUN systems and procedures which we have developed year by year since 2010, we will look to ECOSOC's vision for leadership, base a substantial part of our research on ECOSOC's work, and represent the ECOSOC Member States.

### **1.2 Number of Delegates**

We have 3 Meeting Rooms of approximately 54 delegates which consist of 4 Committees and 4 Regional Blocs.

### **1.3 JUEMUN Theme: Sustainable Development Goal 8**

The themes of each meeting and the topics of each committee are important aspects of United Nations Sustainable Development Goal (SDG) 8: "Decent Work and Economic Growth"; promoting sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all. The targets of SDG 8 address the increased labor productivity and promote improved rights of workers as well as sustainable economic growth. Decent work and economic growth affect the living standard of all citizens. Therefore, the theme is considered to be relevant across all SDGs.

SDG 8 has 10 specific Targets:

1. Sustain per capita economic growth in accordance with national circumstances and, in particular, at least 7 per cent gross domestic product growth per annum in the least developed countries;
2. Achieve higher levels of economic productivity through diversification, technological upgrading and innovation, including through a focus on high-value added and labor-intensive sectors;
3. Promote development-oriented policies that support productive activities, decent job creation, entrepreneurship, creativity and innovation, and encourage the formalization and growth of micro-, small- and medium-sized enterprises, including through access to financial services;

4. Improve progressively, through 2030, global resource efficiency in consumption and production and endeavor to decouple economic growth from environmental degradation, in accordance with the 10-year framework of programmes on sustainable consumption and production, with developed countries taking the lead;
5. By 2030, achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value;
6. By 2020, substantially reduce the proportion of youth not in employment, education or training;
7. Take immediate and effective measures to eradicate forced labour, end modern slavery and human trafficking and secure the prohibition and elimination of the worst forms of child labour, including recruitment and use of child soldiers, and by 2025 end child labour in all its forms;
8. Protect labour rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment;
9. By 2030, devise and implement policies to promote sustainable tourism that creates jobs and promotes local culture and products;
10. Strengthen the capacity of domestic financial institutions to encourage and expand access to banking, insurance and financial services for all.

#### **1.4 Meeting 2 Theme & Committee Topics**

The theme of Meeting 2 is “To Realize Equality of Opportunity and Treatment”. The committee topics cover four categorized people.

Committee A: To Realize Equality of Opportunity and Treatment for Persons with Disabilities

Committee B: To Realize Equality of Opportunity and Treatment for Indigenous peoples

Committee C: To Realize Equality of Opportunity and Treatment for Women

Committee D: To Realize Equality of Opportunity and Treatment for Youth

## 1.5 JUEMUN 2019 – ECOSOC Member States

The delegates of Meetings 1-3 represent the actual 54 Member States of ECOSOC in 2019: Andorra, Angola, Armenia, Azerbaijan, Belarus, Benin, Brazil, Cambodia, Cameroon, Canada, Chad, China, Colombia, Denmark, Ecuador, Egypt, El Salvador, Eswatini, Ethiopia, France, Germany, Ghana, India, Islamic Republic of Iran, Ireland, Jamaica, Japan, Kenya, Luxembourg, Malawi, Mali, Malta, Mexico, Morocco, Netherlands, Norway, Pakistan, Paraguay, Philippines, Republic of Korea, Romania, Russian Federation, Saint Vincent and the Grenadines, Saudi Arabia, Sudan, Togo, Turkey, Turkmenistan, Ukraine, United Kingdom of Great Britain and Northern Ireland, United States of America, Uruguay, Bolivarian Republic of Venezuela, and Yemen.

The delegates belong to one Regional Block and one Committee group as the matrix indicates below. Our Regional Blocks are **Africa** with 14 Member States, **Asia** with 14 Member States, **Europe and North America** with 16 Member States, and **Latin America and the Caribbean** with 10 Member States.

Regional Bloc Comittee	Africa(14)	Asia(14)	Europe and North America(16)	Latin America and the Caribbean (10)
Committee A (13)	Benin Ghana Kenya	Iran Republic of Korea Turkmenistan	Andorra Denmark Germany United Kingdom of Great Britain and Northern Ireland	Brazil El Salvador Jamaica
Committee B (13)	Cameroon Egypt Sudan	Armenia Pakistan Japan Saudi Arabia	Azerbaijan Luxembourg Ukraine United States of America	Mexico Paraguay Saint Vincent and the Grenadines
Committee C (14)	Angola Chad Ethiopia Malawi	India Philippines Russian Federation Yemen	Belarus France Ireland Malta	Ecuador Venezuela
Committee D (14)	Eswatini Morocco Mali Togo	China Turkey United Arab Emirates	Canada Greece Netherlands Norway	Colombia Uruguay

## 1.6 Tasks of the Committees and the Regional Blocs

In plenary sessions of Meeting 2, the Chairs of Meeting 2 will give instructions and guidance, delegates will make short speeches called Formal Debate, and vote on proposals for action which are called Motions - for example to suspend the plenary session to have discussions in Regional Blocs or Committees.

In Meeting 2 Regional Bloc sessions, there will be representatives of each Committee so that regional issues related to each Committee's SDG 8 topic can be discussed. In Committee discussions, the 4 Committees will talk about their Committee's topic, and gradually put their ideas into a written document called a Working Paper (WP). When the WP is completed, it is submitted to the Chair of Meeting 2. If the Chairs accepts it, it is called a Draft Resolution (DR). If the DR is agreed upon by a majority of Meeting 2 Delegates, it becomes a Resolution.

A WP has two parts – 1. A statement of vision related to the committee topic which identifies problems in terms of SDG 8, describes the background of UN efforts to solve the problems; and 2. A description of a plan of action.

You are not allowed to come to the conference with resolutions already prepared. You need to know in advance what has been done before and how resolutions are written, but your main conference task is to create an original, innovative resolution in collaboration with your committee team.

The main task of the Regional Blocs is to advise each Committee, especially about ways to improve their WPs and DRs. Advice about WPs is informal. Suggestions for changes to DRs are called amendments.

This process is explained in detail in other JUEMUN documents. In your JUEMUN preparation, concentrate on your Committee topic so that you are prepared for discussion. Your Bureau will support you at JUEMUN.

## **Part 2 – Guidelines for Committee and Regional Bloc Discussions**

- Use English only.
- Place a priority on good communication. Include everyone. Be a good listener. Do not allow a few people to dominate in speaking roles. Make sure everyone understands what is going on.
- In discussions, search for innovative ideas. Try to find new answers to old problems.
- Write a WP with plans that could actually be implemented. Make detailed action plans. Explain who will do what, and how they will do it. Are all the interested people – the stakeholders - at the local level involved in making and implementing plans? Where will the funding come from? How will the plans be evaluated as they are carried out? How will the plans be revised as needed, and sustained?
- Will your Committee's work at JUEMUN come up with insights into why problems persist? Can your Committee's resolution offer practical ways to achieve the aim of SDG 8?
- In 2019 the world's problems are frightening and heart-breaking; on the other hand, the progress that has already been made gives us the courage we need to work to make problems of job promotion and the protection of people unthinkable. What will our world be like in 2030? When we open the UN website, we read, "It's Your World!" Keep this thought in your minds at all times.

### **2.1 Why is the JUEMUN 2019 theme – Promoting Jobs and Protecting People?**

In January 2016, the Member States of the United Nations started to take action on an ambitious 30-year-long plan – the Sustainable Development Goals (SDGs), which aim to make the world a healthier, safer, and more just place for all of the world's peoples for many generations to come. In other words, the aim of the 17-SDG program with its 169 targets is to make certain the foundation of all that is needed for a better world is strong, lasting, and inclusive.

Specifically, SDG 8 focuses on Decent Work and Economic Growth. Decent work sums up the aspirations of people in their working lives. It involves opportunities for work that is productive and delivers a fair income, security in the workplace and social protection for families, better prospects for personal development and social integration, freedom for people to express their concerns, organize and participate in the decisions that affect their lives and equality of opportunity and treatment for all women and men. It is estimated that over 600 million new jobs need to be created by 2030, just to keep pace with the growth of the global working age population. That is around 40 million per year. We also need to improve conditions for 780 million women and men who are

working but not earning enough to lift themselves and their families out of USD 2 a-day poverty.

Guy Ryder, ILO Director-General states that “Decent Work can lift whole communities out of poverty and underpins human security and social peace... It is not just a goal— it is a driver of sustainable development” In this way, we strongly believe that it is the influential step for the sustainable society to promote jobs so that people’s life could be protected.

## 2.2 ECOSOC and ILO

There are two UN bodies that can give us an especially helpful perspective for SDG 8. The economic and social missions of ECOSOC are certainly relevant and applicable; and the International Labour Organization (ILO) has specific, global, and timely information which we will rely on during our conference.

The UN Charter established ECOSOC in 1945 as one of the six main organs of the United Nations. ECOSOC is the central body of the United Nations system to advance the three dimensions of sustainable development – economic, social and environmental. This body contributes to foster debate and innovative thinking, forge consensus on ways forward, and coordinate efforts to achieve internationally agreed goals. It is also responsible for the follow-up to major UN conferences and summits. ECOSOC links a diverse family of UN entities (Organigram) dedicated to sustainable development, providing overall guidance and coordination. The entities include regional economic and social commissions, functional commissions facilitating intergovernmental discussions of major global issues, and specialized agencies, programmes and funds at work around the world to translate development commitments into real changes in people’s lives.

Since 1919, the ILO brings together governments, employers and workers from 187 Member States, to set labour standards, develop policies and devise programmes promoting decent work for all women and men. The ILO is the oldest UN specialised agency and in 2019, the ILO celebrates its 100th anniversary. ILO indicates international labour standards, promotes rights at work and encourages decent employment opportunities, the enhancement of social protection and the strengthening of dialogue on work-related issues.

The second Integration Segment of the Economic and Social Council (2015) focused on “**Achieving sustainable development through employment creation and decent work for all**”. The segment discussed how the creation of good quality jobs could be a tool for promoting the economic, social and environmental aspects of sustainable development. It also served as a platform to identify policy

choices and possible trade-offs that could arise from an integrated approach. As it is, some topics discussed in ECOSOC sessions are related to the missions of ILO.

### **2.3 The Global Citizenship Generation**

The average age of JUEMUN delegates is about 20. The work towards the achievement of the SDGs will conclude when our delegates are in their thirties. The SDGs aim to learn from the shortcomings, and build upon the successes, of the 8 Millennium Development Goals (MDGs). The MDG plans were implemented from the year 2000, when JUEMUN delegates were still very young children, until their target date of December 2015. The 30 year-span of these two global plans sets JUEMUN delegates' lives apart from all previous generations. You are the Global Citizenship Generation! A goal which could define your generation is to make your acts of good local citizenship inseparable from your lives as constructive global citizens. Today's problems are formidable. Your will to seek solutions with your JUEMUN friends is admirable!

Your natural instinct will be to act as friends of the people, protectors of our vulnerable brothers and sisters. We all hope the SDGs will be able to do this. However, the greatest challenge that JUEMUN delegates face is to act according to the policies of the governments of the nations you represent. This is the way we will find out why it has been so difficult for the UN to build global peace. Furthermore, at the same time, we will learn what a grand consensus created the MDGs, and today's SDGs!

## **Part 3 – Your Research: Sharing Responsibility for JUEMUN Success**

### **3.1 Background Information**

The United Nations Charter is at <http://www.un.org/en/charter-united-nations/>.

The mandate of ECOSOC, which was established in 1946 as one of the six main UN organs, can be found on Chapter X of the United Nations Charter: <http://www.un.org/en/sections/un-charter/chapter-x/index.html>

### **3.2 Five Research Areas**

It is obviously very important for you to do your own research. This Study Guide is not a substitute for individual delegate research. The following section is an outline of five key areas you should include in your research:

- I. The SDGs -mainly SDG 8- on the websites of UN organizations including the ILO;
- II. ECOSOC for background information and ECOSOC plans for sustainable development;
- III. UN Resolutions and actions related to SDG 8;
- IV. Committee topics for your meeting;
- V. The relevant information about the country you represent.

Which order should you do your research topics in? Make this decision yourself. Most delegates begin with country research, but it is the last on the list in this Study Guide. Why? It might be better to know what you are doing all together at JUEMUN 2019 Meeting 2, before you learn about which views you will express in discussions as a representative of your country's government. However, the order you choose for your research is entirely up to you.

Research is an essential first step but please remember JUEMUN is an intense, everyone-included, communication event. You will spend most of the conference time thinking out loud by talking to, and listening to your fellow delegates, and making plans for a WP which you hope will become a DR you can be proud of, and then, adopted by a majority of the Meeting 2 delegates as a JUEMUN Resolution.

### **3.3 Research Guidelines**

Do all of your research before you arrive at JUEMUN. The meeting is a Think Tank.

Check facts by reviewing more than one source of information. Look for different views on key issues. Use governmental, intergovernmental, non-governmental organizations and news media for research. You will speak with your own government's voice, but you must know about the range of perspectives from other points of view on your topic. Most of the advice on sources of information in the Study Guide are internet United Nations organizations because using the internet is the quickest way to do

research for JUEMUN, if we take care to ensure the sources are reliable. United Nations websites are recommended as the first step in research, but we must remember that credible journalists and NGOs often provide us with the most accurate and most up-to-date local facts and viewpoints on global issues.

It will be difficult, at times, for you to speak as your country's Chief Diplomat at the UN for three reasons: (a) your own personal values may be different, (b) an analytical review of your research from government and non-government sources may lead you to conclusions which differ from your government's statements and policies, (c) it may be difficult to get information on your government's views.

Do your best to accurately represent your country. Make 'educated guesses' if necessary about your country's likely policies. Base your 'educated guesses' on your research about your country's circumstances, the current government's political policies and statements at the United Nations and relationships with other nations.

If you are bilingual, do your research in 2-languages, whenever possible. Use your strongest language for the first step of your research. Use your other language for the second step. For example, if you are a native-speaker of Japanese and you represent Burkina Faso on your Committee, do your research on Burkina Faso's situation first in Japanese by using information from the Japan International Cooperation Agency, the Japanese Ministry of Foreign Affairs, The Embassy of Burkina Faso in another country, and other web sites. Then, look for the same type of information in English on the same websites, or use other sites that have similar information. This way you will have a clear understanding of the issues, and you will learn the English vocabulary to use at the meeting.

Please do not let your research overwhelm you. Focus your research. Become an expert in a few areas of your topic. You cannot learn everything there is to know about your role in JUEMUN. But you can learn something that will be useful. You can learn enough to make important contributions to JUEMUN's success.

JUEMUN with its delegate-friendly, learn-by-doing structure will support you as you build topic knowledge, communication skills, and self-confidence. Many JUEMUN participants have been delegates in 2 or 3, or even more MUNs. If this is your first time, the best advice is - Don't give up during preparation. Find your own 'place' during the conference.

### **3.4 JUEMUN Connections with your University Studies now, and with your Future**

Use your JUEMUN 2019 research to make your academic life easier. In your university courses, if you have to make speeches and other types of presentations, write essays, or do short research reports, use the content of your JUEMUN 2019 research whenever possible.

Attend any JUEMUN 2019-related special guest lectures, film showings, and photo exhibitions on your campus, or elsewhere in your community.

Refer to JUEMUN experiences in essays and interviews for scholarships, study abroad applications, and in the job-search process. The JUEMUN work you do might be the beginning of your graduation thesis. Some undergraduate JUEMUN delegates have found their research helped them prepare for successful graduate school applications in fields such as Development Studies. Other delegates have been inspired by JUEMUN experiences to seek jobs in International NGOs and UN organizations.

## **Part 4 – Sources of Information for 5 Research Fields**

We propose some of sources of information here, but if you find others, please share them with your fellow Meeting 2 Delegates. Empower each other by creating a Meeting 2 Research Database.

### **4.1 The SDGs and ILO**

The SDG knowledge platforms on nations: <https://sustainabledevelopment.un.org/hlpf>

JUEMUN 2019 deals with just one of the 17 SDGs, but it is a very good idea to have an overview of the whole plan (refer to <https://sustainabledevelopment.un.org/sdgs>) so you get a sense of how the goals fit together and how all 17 SDGs give us a vision of a better world. On this site you can find an up-to-date report on the SDGs for 2018.

The United Nations University in Tokyo also has very good information on the SDGs at <http://unu.edu/>.

#### SDG 8 Fact Sheet

There is an SDG Fact Sheet with the following useful summary of SDG 8 at:

[https://www.un.org/sustainabledevelopment/wp-content/uploads/2015/08/Factsheet\\_Summit.pdf](https://www.un.org/sustainabledevelopment/wp-content/uploads/2015/08/Factsheet_Summit.pdf)

- Global unemployment increased from 170 million in 2007 to nearly 202 million in 2012, of which about 75 million are young women and men.
- Nearly 2.2 billion people live below the US\$2 poverty line and poverty eradication is only possible through stable and well-paid jobs.
- 470 million jobs are needed globally for new entrants to the labour market between 2016 and 2030.
- Small and medium-sized enterprises that engage in industrial processing and manufacturing are the most critical for the early stages of industrialization and are typically the largest job creators. They make up over 90% of business worldwide and account for between 50-60% of employment.

Other sources of SDG 8 information:

- <https://www.un.org/sustainabledevelopment/economic-growth/>
- <https://sustainabledevelopment.un.org/sdg8>

Virtually every member of the family of UN organizations has useful information about the importance of this topic. For example:

World Bank – <http://www.worldbank.org/en/topic/jobsanddevelopment>

This website addresses job protection and employment as a means to decrease global poverty levels and promote development. Links to lists of publications and data dashboards that can be found should be useful for delegates to conduct in-depth, country-based research on the topic.

United Nations Entity for Gender Equality and the Empowerment of Women (UN-Women) -

<http://www.unwomen.org/en/what-we-do/economic-empowerment/facts-and-figures>

Increasing women's participation in the labor market can accelerate economic growth. Currently, there is a large gap between male-to-female employment ratio. Women are more vulnerable to informal employment, which is prominent in areas such as South Asia, sub-Saharan Africa, and Latin America and the Caribbean. This can often be credited to gender inequality and discrimination.

United Nations Global Compact – <https://www.unglobalcompact.org/what-is-gc/our-work/social/labour>

Companies and employers have the responsibility to protect the right of workers. Substandard forms of employment and working conditions, abuse, and exploitation are often met by certain groups who are discriminated against. Embracing diversity and inclusion increases companies' access to talented workers. Additionally, adopting non-discriminatory policies can decrease their risk of facing legal and reputational damage.

International Labour Organization, World Employment Social Outlook – Trends 2018 –

[https://www.ilo.org/wcmsp5/groups/public/---dgreports/---dcomm/---publ/documents/publication/wcms\\_615594.pdf](https://www.ilo.org/wcmsp5/groups/public/---dgreports/---dcomm/---publ/documents/publication/wcms_615594.pdf)

In its most recent annual publication on the promotion of jobs and protection of people, ILO reported that the number of unemployed people is to increase by 1.3 million in 2019. With this, vulnerable forms of employment, such as jobs without social security or formal work arrangements, is expected to grow. Contrary to developing countries continually decreasing their unemployment rate, emerging and developed countries are expected to experience an increase. "Technological progress, capital accumulation, globalization, demographics and government policies" are dominant factors that influence labor trends.

Moreover, ILO and the other UN organizations have useful statistics sections on their home pages.

## 4.2 ECOSOC

Explore the ECOSOC website on Employment –

<http://www.un.org/en/ecosoc/about/employment.shtml>;

ECOSOC Integration Segment on Achieving sustainable development through employment creation and decent work for all – Key Facts (2015) –

[http://www.un.org/en/ecosoc/integration/2015/pdf/unechosoc\\_fact\\_sheet.pdf](http://www.un.org/en/ecosoc/integration/2015/pdf/unechosoc_fact_sheet.pdf)

UN Department of Economic and Social Affairs on Employment and Decent Work –

<https://www.un.org/development/desa/socialperspectiveondevelopment/issues/employment-and-decent-work.html>.

ECOSOC's is a UN body that specializes in advancing sustainable economic, social, and environmental development. The promotion of jobs and protection of people has been one of ECOSOC's main priorities as it directly affects people's standard of living. In 2006, ECOSOC organized a meeting on "Creating an environment at the national and international levels conducive to generating full and productive employment and decent work for all, and its impact on sustainable development". The topic has since been addressed in multiple forms, with the most prominent one being the ECOSOC Ministerial Declarations of 2012 and 2017.

ECOSOC annually holds the High-level Political Forum on Sustainable Development (HLPF). There, members evaluate the progress made towards achieving the SDGs, including SDG 8 on Decent Work and Economic Growth. The 2019 HLPF will be held in July 2019 under the theme of "Empowering people and ensuring inclusiveness and equality". SDG 8 is included among the selected SDGs that will be evaluated during the session. In the 2018 HLPF, members affirmed their commitment to creating an "inclusive and sustainable economic growth, leading to decent work for all."

ECOSOC oversees 14 subsidiary bodies which include functional commissions, regional commissions, and those composed of government experts.

Functional commissions address specific issues within ECOSOC's work.

- Commission on the Status of Women (CSW)
- Commission for Social Development (CSocD)
- Commission on Population and Development (CPD)
- Commission on Crime Prevention and Criminal Justice (CCPCJ)
- Commission on Narcotic Drugs (CND)
- Commission on Science and Technology for Development (CSTD)
- United Nations Statistical Commission (UNSC)
- United Nations Forum on Forests (UNFF)

When learning about certain areas concerning the topic, delegates are highly encouraged to research about these functional commissions.

Regional commissions address regional issues within ECOSOC's work.

- Economic Commission for Europe (ECE)
- Economic Commission for Africa (ECA)
- Economic Commission for Latin America and the Caribbean (ECLAC)
- Economic and Social Commission for Asia and the Pacific (ESCAP)
- Economic and Social Commission for Western Asia (ESCWA).

To understand your assigned country better, delegates are strongly recommended to conduct research on what has been discussed regarding the promotion of jobs and the protection of people within their regional commission.

SDG 8.B aims to “develop and operationalize a global strategy for youth employment and implement the Global Jobs Pact” of ILO by 2020. The Global Jobs Pact (GJP) was created in 2009 to address the impact of an international economic crisis globally on society and employment. The pact also creates internationally agreed guidelines to policy-making on decent work opportunities after such crises. ECOSOC has been a strong supporter of the GJP since its inception and has called upon Member States to make full use of it.

For more information, visit: <https://www.ilo.org/jobs pact/about/lang--en/index.htm>

An additional aspect of SDG 8 is to promote sustainable tourism as a means to create jobs. On this matter, ECOSOC has worked closely with other UN bodies such as the World Tourism Organization (WTO). In a report from the 2018 HLPF, job creation as a result of developing the tourism industry was highlighted. For example, in Morocco, a Sustainable Tourism program partner switched to sustainable tourism practices with a specific standard set for businesses to obtain the associated label.

This included areas such as decent jobs, personnel training, and human resource management. Results showed that, in particular, human resource management was improved due to this initiative.

#### **4.3 UN Resolutions and actions related to SDG 8**

The Sustainable Development Goals Report 2018

<https://unstats.un.org/sdgs/files/report/2018/TheSustainableDevelopmentGoalsReport2018-EN.pdf>

Report of the Secretary-General, "Progress towards the Sustainable Development Goals", E/2017/66

[http://www.un.org/ga/search/view\\_doc.asp?symbol=E/2017/66&Lang=E](http://www.un.org/ga/search/view_doc.asp?symbol=E/2017/66&Lang=E)

Report of the Secretary-General, "Progress towards the Sustainable Development Goals", E/2016/75

[http://www.un.org/ga/search/view\\_doc.asp?symbol=E/2016/75&Lang=E](http://www.un.org/ga/search/view_doc.asp?symbol=E/2016/75&Lang=E)

A/RES/66/288 - The Future We Want

[http://www.un.org/ga/search/view\\_doc.asp?symbol=A/RES/66/288&Lang=E](http://www.un.org/ga/search/view_doc.asp?symbol=A/RES/66/288&Lang=E)

World Employment Social Outlook, International Labour Organization (ILO), 2016

[https://sustainabledevelopment.un.org/content/documents/2525wcms\\_481534.pdf](https://sustainabledevelopment.un.org/content/documents/2525wcms_481534.pdf)

World Employment Social Outlook, International Labour Organization (ILO), 2018

[https://sustainabledevelopment.un.org/content/documents/2517wcms\\_615594.pdf](https://sustainabledevelopment.un.org/content/documents/2517wcms_615594.pdf)

ECOSOC Resolutions and Decisions 1946-2000

[https://www.un.org/ecosoc/sites/www.un.org.ecosoc/files/files/en/2017doc/ecosoc-resolutions-and-decisions\\_1946-2000.pdf](https://www.un.org/ecosoc/sites/www.un.org.ecosoc/files/files/en/2017doc/ecosoc-resolutions-and-decisions_1946-2000.pdf)

For more information, please see:

<https://sustainabledevelopment.un.org/sdg8>

<https://sustainabledevelopment.un.org/topics/employment>

## 4.4 Agenda & Committee Topics for Meeting 2

### **Committee Aims**

Meeting 2 Topic is To Realize Equality of Opportunity and Treatment. The following aspects of the topic will be discussed-

Committee A: To Realize Equality of Opportunity and Treatment for Persons with Disabilities

Committee B: To Realize Equality of Opportunity and Treatment for Indigenous peoples

Committee C: To Realize Equality of Opportunity and Treatment for Women

Committee D: To Realize Equality of Opportunity and Treatment for Youth

Prepare for JUEMUN by getting ready to talk about the current situation related to your own Committee's topic, but you should also have a general understanding of the other 3 Committee's topics, your own country, and also general information about your region of the world. As you understand the situation and position of your country, all of you will post Position Papers (maximum length- 2 A4 pages in Times Roman 12) on JUEMUN's Meeting 2 Facebook page by Monday June 3.

Only UN Security Council resolutions are binding on Member States. Other Resolutions of UN organizations are recommendations not laws. Thus, your Committee has to accept the reality that a resolution that passes may not be fully implemented by the governments of some Member States. Can you include incentives in your resolution to encourage governments to carry out your resolutions?

### ***The Agenda related to Meeting 2- To Realize Equality of Opportunity and Treatment***

Sustainable Development Goal (SDG) 8 to “promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all” puts great value in addressing the situation that concerns social groups that can be vulnerable to exploitation and discrimination. These groups include persons with disabilities, indigenous peoples, women, and youth.

ECOSOC has made great efforts to protect these social groups. Many resolutions have been adopted regarding the matter, with ECOSOC resolution 2008/18 (2008) on “Promoting full employment and decent work for all” often being referred to as the “milestone resolution”. In this resolution, ECOSOC recognized that, in order to achieve an inclusive, sustainable development and economic growth, it is crucial that Member States adopt effective measures specifically for the aforementioned social groups. Additionally, ECOSOC reaffirmed the importance of the work of the ILO and called for Member States to accelerate their process to implement relevant ILO conventions fully.

Out of the twelve targets that SDG 8 has, five targets specifically aim to improve the situation that surrounds these people. As recognized by many ECOSOC resolutions and ILO conventions, it is of

the utmost importance that Member States respect and encourage vulnerable people's rights to economic participation.

### ***Committee Suggestions for Meeting 2***

Good advice for your Committee work is to find one or two aspects within your broad topic so that you have a focus when you talk in discussions. Other delegates may be able to support you and put your interest into your WP. Then, listen carefully to other delegates and find ways to support them.

### ***Committee A: To Realize Equality of Opportunity and Treatment for Persons with Disabilities***

#### **Definitions:**

Although the definitions of persons with disabilities may vary across international borders in practice, most Member States agree with the definition given in the *United Nations (UN) Convention on the Rights of Persons with Disabilities* (CRPD) (2006). The CRPD stipulates that persons with disabilities include people “who have long-term physical, mental, intellectual or sensory impairments which in interaction with various barriers may hinder their full and effective participation in society on an equal basis with others.” Furthermore, the International Labour Office (ILO) defines persons with disabilities at work as “individuals whose prospects of securing, returning to, retaining and advancing in suitable employment are substantially reduced as a result of a duly recognized physical, sensory, intellectual or mental impairment.”

#### **Facts about Problems and Effects:**

Approximately 15% of the world’s population is comprised of persons with disabilities, 80% of them of working age. Persons with disabilities encounter social, physical, and informational barriers to equal opportunities in the world of work. As a result, they experience higher rates of unemployment and economic inactivity than non-disabled persons. Acknowledging the difficulty of collecting accurate data on persons with disabilities around the world, it is estimated that 80% to 90% of persons with disabilities of working age are unemployed in developing regions, whereas the figure falls between 50% to 70% in industrialized regions. People with mental health difficulties and intellectual disabilities are reported to have particularly low employment rates. As this exclusion of persons of disabilities from the labour market amounts to approximately 3% to 7% GDP loss, the lack of inclusiveness for persons with disabilities in the workforce hinders not only the protection of the rights of persons with disabilities but also economic development.

Even when persons with disabilities are employed, they are more likely to work part-time, low-paid jobs with poor promotional chances and working conditions. For instance, in a study conducted in 2003, 44% of employed persons with disabilities had been found to be in some form of contingent or

part-time employment arrangement, whereas the figure was 22% for those without disabilities. Moreover, women with disabilities are less likely to have a decent job than either non-disabled women or men with disabilities.

Furthermore, persons with disabilities are exceptionally vulnerable to deficiencies in services such as health-care, rehabilitation, and support and assistance. In numerous Member States, the quality, accessibility, and adequacy of such services for persons with disabilities are insufficient. The World Health Survey data, retrieved from 51 states, discovered that persons with disabilities, in comparison to those without disabilities, were twice as likely to find health-care provider skills inadequate to meet their needs. Moreover, the data showed that they were four times more likely to be treated poorly, and three times more likely to be denied necessary health-care.

Persons with disabilities also experience low rate of access to education. Education completion gaps between persons with and without disabilities are seen across all age groups in both low and high-income states.

On top of those factors that impede persons with disabilities to have equal opportunities in pursuing the way of life and the jobs they desire, high rates of poverty among them interfere with realizing such opportunities. Although the relationship between disabilities and poverty has been found to be complex, to give an example, a study conducted in the United States of America in 2013 showed that persons with disabilities made up 47% of those in poverty and 65% of those in long-term poverty.

#### **Actions That Have Been Taken or Are Being Taken:**

The UN General Assembly (GA) adopted the CRPD and its Optional Protocol in resolution 61/106 in 2006. The CRPD serves as a human rights instrument with a categorical social development dimension for persons with disabilities. To monitor and further the implementation of the CRPD around the world, its States Parties meet in annual sessions of the Conference of States Parties and the Committee on the Rights of Persons with Disabilities and hold two or three sessions, on average, per year.

The ILO-Irish Aid Partnership Programme funded and organized projects from 2008 to 2011, such as the technical cooperation project Promoting Rights and Opportunities for People with Disabilities in Employment through Legislation (PROPEL), which endorsed promotion of disability rights and the inclusion of persons with disabilities in training and employment. PROPEL was implemented in selected states of East and Southern Africa, Asia and the Pacific.

The ILO and the UN Global Compact co-published the *Guide for Business on the Rights of Persons with Disabilities* (2017) to enhance business' understanding of the rights of persons with disabilities.

This included how to respect, support and provide them an opportunity to improve their competitiveness and sustainability abreast of relevant UN conventions and frameworks.

The UN Economic and Social Council (ECOSOC) adopted resolution 2017/12, titled “Promoting the rights of persons with disabilities and strengthening the mainstreaming of disability in the implementation of the 2030 Agenda for Sustainable Development” in June 2017. Through this ECOSOC resolution, the international community has reiterated the importance of ratifying and fully implementing the CRPD and emphasized the need to eradicate all forms of discrimination against and inequality in opportunities of persons with disabilities to implement the *2030 Agenda for Sustainable Development* (2015).

### **Important Resolutions, Conventions, or Treaties:**

- *Convention on the Rights of Persons with Disabilities* (2006)
- GA resolution 61/106 (2006)
- ECOSOC resolution 2017/12 (2017)

### **Important Research Links for the Committee:**

- United Nations, General Assembly. (2006). *Convention on the Rights of Persons with Disabilities*. Retrieved from [http://www.un.org/disabilities/documents/convention/convention\\_accessible\\_pdf.pdf](http://www.un.org/disabilities/documents/convention/convention_accessible_pdf.pdf)
- International Labour Organisation. (2015). *Decent Work for Persons with Disabilities: Promoting Rights in the Global Development Agenda*. Retrieved from [https://www.ilo.org/wcmsp5/groups/public/---ed\\_emp/---ifp\\_skills/documents/publication/wcms\\_430935.pdf](https://www.ilo.org/wcmsp5/groups/public/---ed_emp/---ifp_skills/documents/publication/wcms_430935.pdf)
- International Labour Organisation. (2015). *Disability Inclusion Strategy and Action Plan 2014-17*. Retrieved from [https://www.ilo.org/wcmsp5/groups/public/---ed\\_emp/---ifp\\_skills/documents/genericdocument/wcms\\_370772.pdf](https://www.ilo.org/wcmsp5/groups/public/---ed_emp/---ifp_skills/documents/genericdocument/wcms_370772.pdf)
- United Nations Department for Economic and Social Affairs. (2018). *UN Flagship Report on Disability and Development 2018*. Retrieved from <https://www.un.org/disabilities/documents/2019/UN-flagshipreport-disability.pdf>

### **Further Research:**

As delegates proceed with their research to deepen their understanding on the topic and formulate policies, they should consider the following questions:

- How can ECOSOC and its Member States promote the ratification and implementation of the CRPD?

- How can Member States include affirmative action measures in their laws to support persons with disabilities enjoy their right to employment?
- How can Member States that already have anti-discrimination legislation enforce it effectively to protect the rights and opportunities of persons with disabilities?
- What are ways ECOSOC and its Member States can help enhance the employability of persons with disabilities to secure decent jobs?
- What is the role of the public sector in protecting the rights of persons with disabilities, especially in the world of work?
- How can international development efforts foster inclusive labour markets?

### ***Committee B: To Realize Equality of Opportunity and Treatment for Indigenous Peoples***

#### **Definition:**

There is no universal definition of what makes peoples “indigenous,” due to the diversity of those groups. However, the International Labour Organization (ILO) has adopted in its *Convention concerning Indigenous and Tribal Peoples in Independent Countries* (1989) a set of objective and subjective criteria that can be used to identify such peoples in a given state. The subjective criterion asks for “self-identification as belonging to an indigenous people,” whereas the objective criteria are fulfilled by those who are of “descent from populations who inhabited the country or geographical region at the time of conquest, colonization or establishment of present State boundaries; and (who) retain some or all of their own social, economic, cultural and political institutions, irrespective of their legal status.” (ILO Convention No. 169) The Convention uses the terms “indigenous” peoples and “tribal” peoples, giving both groups equal array of rights. Therefore, as these terms are often used interchangeably in the international community, and we will refer to both of them as “indigenous peoples” hereafter.

#### **Facts about Problems and Effects:**

There are over 370 million individuals who represent approximately 5,000 indigenous peoples in more than 90 states in the world. Approximately two-thirds of the world’s indigenous population live in Asia, more than 14.2 million individuals in Africa self-identify as indigenous peoples, and almost 45 million indigenous individuals reside in Latin America.

Although the global number of indigenous peoples equates to only five percent of the world population, it makes up 15% of the world’s extreme poor. The ratio of the population living below the poverty line for the indigenous population is much larger than for the non-indigenous population. On top of that, the poverty gap, meaning the distance from the poverty line, is much larger for indigenous peoples compared to the national averages. This suggests that not only is poverty more prevalent among indigenous peoples than among the non-indigenous, but also that their poverty is more severe.

Due to their traditional backgrounds, most indigenous peoples have developed highly specialized livelihood strategies, which suit the specific conditions of their historic territories and dependent on access to lands and resources. Economic globalization has been abusing indigenous peoples' lands and resources, rendering such traditional livelihood strategies no longer as viable as before. Traditional occupations that indigenous peoples have been accustomed to are often unjustly disregarded as being outdated or unproductive. As a result, widespread malnutrition, poor educational results, health issues, un- and under- employment, and increasing poverty are some of the problems indigenous peoples face today.

Job opportunities within indigenous areas are generally limited and many have no choice but to migrate in search of better economic opportunities. Nonetheless, only few indigenous persons obtain well-paid jobs in the formal economy while others take contingent, unskilled jobs in the informal economy with low wages and no social protection. Many indigenous peoples face discrimination and have negative experiences with national and international labour markets where they are often exploited or used in the most disadvantageous way, including bonded labour, trafficking, hazardous work and child labour. The unfair opportunities and treatment of indigenous peoples faced in the world of work are analyzed to be attributed to, among other factors, their limited access to education and vocational training, prejudice against them, poverty, and lack of political representation.

### **Actions That Have Been Taken or Are Being Taken:**

The ILO adopted the *Convention concerning Indigenous and Tribal Peoples in Independent Countries* (ILO Convention 169) in 1989 to affirm the rights of indigenous and tribal peoples within independent states where they live and the responsibilities of governments to protect these rights. The *ILO Convention 169* aims to overcome discriminatory practices affecting those people and to enable them to participate in decision-making that has influence on their lives. It also covers issues related to indigenous peoples in the areas of employment and vocational training, education, health and social security, customary law, traditional institutions, languages, beliefs, and multilateral cooperation.

The UN General Assembly (GA) established the *UN Declaration on the Rights of Indigenous Peoples* in its resolution 61/295 in 2007. This serves as a universal framework of minimum standards for the survival, well-being, and rights of the world's indigenous peoples. The *Declaration on the Rights of Indigenous Peoples* addresses indigenous peoples' cultural rights and identity, right to education, health, language, and others, as stipulated in the *Universal Declaration of Human Rights (UDHR)* (1948). *UDHR* also acknowledges, particularly in Article 21, the right to the improvement of their economic and social conditions in the areas of, *inter alia*, employment, vocational training and retraining without discrimination.

The UN Economic and Social Council (ECOSOC) resolution 2000/22 established the UN Permanent Forum on Indigenous Issues (UNPFII) in 2000 to “discuss indigenous issues within the mandate of the Council relating to economic and social development, culture, the environment, health, and human rights.” The UNPFII, with the support of the Inter-Agency Support Group (IASG) on Indigenous Issues, holds annual sessions to, *inter alia*, provide expert recommendations on indigenous issues to ECOSOC and relevant programmes. In addition, the UNPFII promotes the full application of the provisions of the *Declaration on the Rights of Indigenous Peoples* as well as following up on its effectiveness.

The UN Global Compact developed the *Business Reference Guide to the UN Declaration on the Rights of Indigenous Peoples* (2013) to help business understand, respect, and support the rights of indigenous peoples by depicting the relation between those rights and business activities.

The UN system offers a variety of opportunities for indigenous peoples to actively and effectively take part in UN meetings that concern them through programmes, such as the Young Professionals Programme and the Office of United Nations High Commissioner on Human Rights Indigenous Fellowship Programme. The purpose of these programmes is to allow those people to gain knowledge on the UN system and mechanisms dealing with human rights and indigenous issues so that they can assist their communities in protecting and promoting their rights.

### **Important Resolutions, Conventions, or Treaties:**

- *Indigenous and Tribal Peoples Convention* (1989)
- *UN Declaration on the Rights of Indigenous Peoples* (2007)

### **Important Research Links for the Committee:**

- International Labour Organization. (2007). *Eliminating Discrimination against Indigenous and Tribal Peoples in Employment and Occupation—A Guide to ILO Convention No. 111--*. Retrieved from: [https://www.ilo.org/wcmsp5/groups/public/@ed\\_norm/@normes/documents/publication/wcms\\_097727.pdf](https://www.ilo.org/wcmsp5/groups/public/@ed_norm/@normes/documents/publication/wcms_097727.pdf)
- United Nations, General Assembly, 61<sup>st</sup> session. (2007). *United Nations Declaration on the Rights of Indigenous Peoples (A/RES/61/295)* [Resolution]. Retrieved from: [https://www.un.org/development/desa indigenouspeoples/wp-content/uploads/sites/19/2018/11/UNDRIP\\_E\\_web.pdf](https://www.un.org/development/desa indigenouspeoples/wp-content/uploads/sites/19/2018/11/UNDRIP_E_web.pdf)
- United Nations, Global Compact. (2013). *A Business Reference Guide—United Nations Declaration on the Rights of Indigenous Peoples--*. Retrieved from: [https://www.unglobalcompact.org/docs/issues\\_doc/human\\_rights/IndigenousPeoples/BusinessGuide.pdf](https://www.unglobalcompact.org/docs/issues_doc/human_rights/IndigenousPeoples/BusinessGuide.pdf)
- International Labour Office, Governing Body, 325<sup>th</sup> session. (2015). *Indigenous Peoples' Rights*

for Inclusive and Sustainable Development (GB.325/POL/2). Retrieved from:

[https://www.ilo.org/wcmsp5/groups/public/---ed\\_norm/---relconf/documents/meetingdocument/wcms\\_412809.pdf](https://www.ilo.org/wcmsp5/groups/public/---ed_norm/---relconf/documents/meetingdocument/wcms_412809.pdf)

- Errico, Stefania. (2018). Social Protection for Indigenous Peoples. *International Labour Office*. Retrieved from: [https://www.ilo.org/wcmsp5/groups/public/---ed\\_protect/---protrav/---ilo\\_aids/documents/publication/wcms\\_626564.pdf](https://www.ilo.org/wcmsp5/groups/public/---ed_protect/---protrav/---ilo_aids/documents/publication/wcms_626564.pdf)

### **Further Research:**

As delegates proceed with their research to deepen their understanding on the topic and formulate policies, they should consider the following questions:

- How can the ratification of *ILO Convention 169* by more Member States be encouraged?
- What can be done to improve the implementation of the *ILO Convention 169*?
- How can national capacity of Member States for the application of the *ILO Convention 169* be augmented?
- What role do indigenous persons have in enhancing the representation of indigenous peoples in decision-making and the making of policies concerning them?
- How can ECOSOC and relevant agencies as well as Member States improve the standard of life and working conditions of indigenous peoples without forcing them to assimilate to the dominant culture?
- How can recognition of the rights of indigenous peoples be further reinforced and shared internationally?

### ***Committee C: To Realize Equality of Opportunity and Treatment for Women***

#### **Definitions:**

Women's underdevelopment reflects the inequality between men and women in several countries. Indeed, gender differences with the selection of traits, roles, and positions may not be a problem as long as they do not produce injustice. However, gender differences have given rise to various injustices, and have both directly and indirectly impacted legislations and policies.

The primary reason for this is that the social structure has been discriminatory against women. Discriminatory conditions against women result in disparities in social roles and responsibilities, resulting in further discrimination.

Gender is still interpreted by many societies as a sex difference. Hence, it is widely underrecognized that gender is a cultural construction of the roles and functions of social responsibility between men

and women. In this paper, the word “women” will be used for those who align themselves with female identity.

### **Facts about Problems and Effects:**

According to the ILO, in the past two decades, there has been little progress in terms of women's participation in the world of work and wage-gaps between genders. In most parts of the world, women are still not entitled to full rights. This is especially prevalent in cases where women are forced to work with low earnings, their lack of access to education, and having limitations in obtaining decision-making roles.

In many parts of the world, women are often considered to be lower than men, in terms of social status. This unbalanced view of women raises problems, such as injustice to gender differences. In addition, men are often placed as leaders and heads of families. In contrast, women are positioned as household managers and supplementary breadwinners. As a result, opportunities to get education and the opportunity to get decent jobs are more open to men. Women who struggle to earn a living often are forced to work in sectors that provide minimal wages.

In general, people with jobs are more likely to be valued and given priority in society than those without employment. This results in the creation of a power dynamic and hierarchy, from which people struggle to escape. It has been reported that female economic discrimination often starts from getting less wages and important projects, and fewer opportunities to get promotions than their male counterparts.

Women are often considered to be less competent due to gender reasons. They are also three times more likely to be undervalued in the world of work. Some of women employees admit that they are not given support by their male superiors and are often seen as having less potential in completing important work or projects. As a result, such biases lead to assignments being given to their male colleagues. Female workers' ideas are often not considered until male employees convey similar ideas. Allowing women to get the opportunity to work has increased rapidly. However, the reality of discrimination still continues after they have obtained the job.

According to the ILO estimates, the number of women living in poverty reached 829 million, while that of men is 522 million. Gender disparities also persist with regard to average wages. Across a

sample of developed, emerging, and developing countries, for example, women are found to earn, on average, 20 per cent less than men or about 70-90 per cent of men's wages. Further, the disparity does not end with wages. According to the ILO, the proportion of women above retirement age receiving a pension is 10.6 percent lower than men on average. People above retirement age without regular pension are 65 percent women, meaning that 200 million women of old age live without any regular income based on social protection, while 115 million men do.

In the United Kingdom for example, based on the Market Inspector's findings, female employees receive less than half the bonus received by their male counterparts. Regarding their career levels, for junior-level positions, women dominate as much as 69% compared to that of men, which is 31%. However, going up to the role of senior management, the situation is different. Men control as much as 65%, while women account for 35%. It should be noted that companies with more women on the board of directors have 66% higher investment returns in capital, 53% higher investment returns in stocks, and 42% higher sales.

#### **Actions That Have Been Taken or Are Being Taken:**

The ILO works with the government around the world actively to promote gender equality, especially in the workplace.

The ILO publishes guidelines, which are translated to many other languages, that will be used in training workshops. In 2009, the ILO published "Gender-neutral job evaluation for equal pay: A step-by-step guide", which has already been translated into Chinese, English, French, Portuguese, Spanish, and Ukrainian.

There are many cases where Member States have partnered with the ILO to advance the implementation of the *2030 Agenda for Sustainable Development*. For example, Sweden has been partnering with the ILO and the United Nations Entity for Gender Equality and the Empowerment of Women (UN-Women) to promote productive employment and decent work for women in Egypt, Jordan, and Palestine.

Partnering with UN-Women and the Organization for Economic Cooperation and Development (OECD), the ILO launched their program for wage equality called the Equal Pay International Coalition (EPIC). Key stakeholders today include Member States such as Australia, Canada, Germany,

Iceland, Jordan, New Zealand, Panama, Republic of Korea, South Africa, and Switzerland; and organizations such as the International Organization of Employers (IOE) and the International Trade Union Confederation (ITUC). EPIC will focus on reducing the gender pay gap and make equal pay for equal values available across all sectors.

The UN has partnered with the ILO to launch a project called “Safe & Fair: Realizing women migrant workers’ rights and opportunities” in the Association of Southeast Asian Nations (ASEAN) region. When migrating, women often face violence and trafficking at a higher rate than men. This project protects women migrant workers that will also help migrant women have their opportunities available, unrestricting their ability to access safe and well-paid employment.

The “Action Plan on Women’s Employment”, the first action plan on women’s employment in Turkey, was prepared by a National Technical Team. This team consists of representatives from twenty institutions within the scope of the project “More and Better Jobs for Women: Women’s Empowerment through Decent Work in Turkey” that is jointly implemented by the ILO and the Turkish Employment Agency (İŞKUR). On the basis of providing decent work to women in Turkey, the Swedish International Development Cooperation Agency (SIDA) financially contributes to this project. This is yet another example of bi-/multilateral cooperation that has accelerated the progress of implementing Sustainable Development Goal (SDG) 5 on gender equality and 8 on decent work and economic growth.

### **Important Resolutions, Conventions, or Treaties:**

*Convention concerning Discrimination in Respect of Employment and Occupation (ILO Convention 111)*, 1958, Entry into force in 1960, ILO

### **Important Research Links for Committee:**

- International Labour Office. (2011). *Equality at work: The continuing challenge*. Retrieved from [https://www.ilo.org/wcmsp5/groups/public/---ed\\_norm/---relconf/documents/meetingdocument/wcms\\_154779.pdf](https://www.ilo.org/wcmsp5/groups/public/---ed_norm/---relconf/documents/meetingdocument/wcms_154779.pdf)
- International Labour Organization. (1958). *Convention concerning Discrimination in Respect of Employment and Occupation*. Retrieved from [https://www.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:12100:0::NO::P12100\\_ILO\\_CODE:C111](https://www.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:12100:0::NO::P12100_ILO_CODE:C111)

- International Labour Organization. (2016). *Women at Work – Trends 2016, Executive Summary*. Retrieved from  
[https://www.ilo.org/wcmsp5/groups/public/---dgreports/---dcomm/---publ/documents/publication/wcms\\_457086.pdf](https://www.ilo.org/wcmsp5/groups/public/---dgreports/---dcomm/---publ/documents/publication/wcms_457086.pdf)
- International Labour Organization. (2018). *World Employment Social Outlook – Trends for Women 2018*. Retrieved from  
[https://www.ilo.org/wcmsp5/groups/public/---dgreports/---dcomm/---publ/documents/publication/wcms\\_619577.pdf](https://www.ilo.org/wcmsp5/groups/public/---dgreports/---dcomm/---publ/documents/publication/wcms_619577.pdf)
- International Labour Organization. (2019). *Equal Pay International Coalition (EPIC)*. Retrieved from <https://www.ilo.org/global/topics/equality-and-discrimination/epic/lang--en/index.htm>

### **Further Research:**

When conducting further research, delegates should consider the following questions:

- What can ECOSOC do to address the problem?
- How can Member States, within the mandate of ECOSOC, close the gender pay gap?
- How can Member States address the many types of female employment, such as informal employment and female migrant workers?
- What can Member States do to provide women access to employment?
- How can Member States support female workers with their work-life balance?

### ***Committee D: To Realize Equality of Opportunity and Treatment for Youth***

#### **Definition:**

The UN defines “youth” as persons between the age of 15 to 24. All UN statistics on youth are, therefore, based on this definition.

Youth is a critical time of our lives, where people develop their life plans and begin to participate in society as an active, contributing member. Over the past decade, the youth has been facing difficulty to find a decent job. Compared to ten years ago, youth are now more educated. However, due to the shift in demand in the labor market, even with skilled and educated youths are have difficulty getting jobs. This has resulted in more young people losing motivation to look for work or accepting unstable or informal jobs. Many young people have resorted to working long hours with small wages, receiving minimal or no social security.

### Facts about Problems and Effects:

The vulnerability of young people is currently exacerbated by the global job crisis. The level of their chances of unemployment has reached five times greater than that of adults. Unemployment rates tend to be higher in countries that are involved in conflicts, which, in most cases, are developing countries. However, the UN has reported that the youth job crisis is happening in both developed and developing countries.

It is expected that the conversation on the explosion of the working age population will peak in 2020-2025. The world is still faced with a very crucial problem, such as the high number of unemployment among the youth. Despite the economic improvement in developed countries, which had been in decline due to the economic crisis of 2007, there was little impact on creating employment opportunities for the youth. This can be seen from the large youth unemployment rate in the world of 13.2 % in 2019. ILO projections note that the largest youth unemployment rate in 2013 occurred in Central Asia by 29.1 % and North Africa 23.9 %. Meanwhile, regions with the lowest youth unemployment rates are South Asia with 9.4 % and East Asia with 9.8 %.

The high number of youth unemployment in the two aforementioned regions is related to the increasing population due to high birth rate from 1970 to 2010. This was most prominent in Arab countries where the number has tripled. The increase in population has made the number of young workers who enter the labor market increasingly high, while the economic conditions, which, for some countries, are still in the transition based on their new democracy, have not been able to provide sufficient employment for young people.

According to the ILO, the number of unemployed youths has reached 64 million globally, and 145 million young workers live in poverty. Compared to the past, more young people are getting education instead of working at the earlier phase of their youth. The youth tend to go to school to receive education for a longer time instead of working. This has contributed to the decrease of child labor and the economic exploitation of the youth. However, people still find it difficult to find decent work, and employers demand more competent employers in their fields. This has resulted in the youth seeking for jobs to end up in lower quality jobs. This is a widespread problem that has hit employment in developing countries.

Youth also faces a difficult transition from education to work. The ILO has reported that after finishing school, it takes about 13.8 months to find a stable or satisfactory job.

Although businesses require millions of workers, there are also millions of workers who find it difficult to find a decent job.

ECOSOC has recognized the important role the ILO plays in addressing decent work in ECOSOC resolution 2008/18 (2008). In this resolution, ECOSOC called upon Member States to continue their effort on ratifying and implementing all ILO conventions concerning the topic. Furthermore, the importance of adopting specific measures and policies so that the youth's social integration can be fostered was stressed.

#### **Actions That Have Been Taken or Are Being Taken:**

The ILO, with its Member States, is working to improve the employability of workers. The ILO has called on the youth to be more productive and obtain decent work through receiving better quality and relevant training. The ILO Action Plan will be focusing on developing countries, based on three pillars, which are building knowledge, advocacy, and technical assistance. In 2005, the ILO launched the "Youth Employment Programme (YEP)" as a response to the global youth employment challenge.

In 2012, publishing the "Youth Employment Crisis: A Call for Action", the ILO offered guidance to Member States and its social partners on making new strategies and action for youth employment. The ILO called to consider the diversity around the world and take a look at the major global precedence of generating decent jobs for the youth. Additionally, they called to foster pro-employment growth and decent job creation through economic policies, enhanced employability, more effective labour market policies and institutions, youth entrepreneurship, and respecting the rights of young people at work.

ECOSOC resolution 2008/18 (2008) acknowledges the importance of encouraging youth's entrepreneurship as well as providing entrepreneurship education. The Global Initiative on Decent Jobs for Youth brings together 200 key stakeholders and self-employed persons in Senegal. This forum supports young entrepreneurs as a response to the youth employment challenges in the Sub-Saharan African region.

The ILO tackles this issue through its partnerships and actively holds events that include panel discussions and group work exercises for the youth. For example, ILO launched The Academy on Youth Employment as a support service, which will facilitate the youth's transition into getting decent

jobs. This was held with the participation of government workers and representatives from the private sector as well as non-government organizations (NGOs) and ILO staffs. During the event, participants were able to have discussions and shared their experiences.

The ILO, the UN and the World Bank has partnered to make the Youth Employment Network (YEN) and signed an agreement with the Jacob Foundation, a private foundation based in Switzerland, in 2001. YEN was created to mobilize action on the commitment of the Millennium Summit for decent and productive work for young people. YEN focuses on Africa. as the secretariat offices are located in Senegal and Tanzania.

The ILO and the United Nations High Commissioner for Refugees (UNHCR) launched a joint initiative on entrepreneurship, training young Indonesians and young refugees in Indonesia to for economic empowerment. This initiative provides them with opportunities to interact with each other, enhance entrepreneurial skills, and empower each other. 200 participants, 100 Indonesians and 100 refugees, both between the ages of 17-30, were selected to take part in a business training program for six months from September 2018 to February 2019. All participants were to attend 40 training sessions with a duration of 2.5 hours per session. This highlights inter-agency efforts to improve the situation that surrounds the situation concerning youth and employment.

### **Important Resolutions, Conventions, or Treaties:**

- ECOSOC resolution 2006/15 (2006) on “Promoting youth employment”
- ECOSOC resolution 2008/18 (2008) on “Promoting full employment and decent work for all”

### **Important Research Links for Committee:**

- International Labour Organization. (2019). *Employment – What stands between youth and decent jobs?*. Retrieved from <https://www.ilo.org/infostories/en-GB/Stories/Employment/Youth-still-struggle-to-get-good-jobs#intro>
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### **Further Research:**

When conducting further research, delegates should consider the following questions:

- What can schools, universities, and other educational institutions prepare their students for the world of work?
- What can ECOSOC, within its mandate, do to assist Member States?
- What types of human resources development policies can Member States implement to increase the number of young employees?
- What types of incentives can Member States create for employers to hire large numbers of youths?

### **4.5 Your country**

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