

**Forum:** Human Rights Committee

**Issue:** Violation of migrant workers' rights in large-scale labor

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## Introduction

People who migrate to another country to work are known as migrant workers. In the context of mass labor, these employees frequently experience a range of rights breaches. The mistreatment of employees by employers is one problem. Employers may underpay migrant workers or refuse to provide them overtime pay because they are vulnerable and may not be familiar with local laws and languages. It was discovered that migrant laborers constructing the infrastructure in Qatar for the 2022 World Cup were paid as little as \$200 per month, significantly less than Qatar's minimum wage ("Qatar: Rights").

The lack of legal rights for migrant workers is another problem. If their rights are violated, they might not be entitled to the same protections as local workers and access to the same legal remedies. This was recorded in the situation of Saudi Arabian domestic employees, who are not protected by the nation's labor laws and have no legal recourse if their employers mistreat them ("Saudi").

Lack of access to decent housing and healthcare is another problem. Migrant workers could live in cramped, unhygienic housing and be denied access to medical care if they get sick or hurt. It was revealed that migrant laborers were living in squalor during the 2022 World Cup construction in Qatar, with up to 12 workers sharing a single room ("Reality"). It is quite obvious that migrant workers engaged in large-scale labor run the risk of having their rights taken away—not only their rights as employees but also their rights as residents.

## Definition of Key Terms

**Migrant worker:** Under international law, an individual who relocates from one location to another, typically

across national lines, in search of economic opportunities is referred to as a migrant worker ("International Convention").

**Forced labor:** Work that is done involuntarily and under threat of punishment is known as forced labor. It describes circumstances in which people are forced to labor by the use of force or intimidation, as well as more covert methods including manipulation of debt, holding onto identity documents or threats of reporting the employer to immigration officials. Forced or compelled labor is defined as "all work or service which is exacted from any person under the threat of a penalty and for which the person has not offered himself or herself voluntarily" by the International Labour Organization Forced Labour Convention, 1930 (No. 29) ("What").

**Human trafficking:** Human trafficking is the act of obtaining individuals by coercion, fraud, or deception for the purpose of exploitation for financial gain. This crime occurs all throughout the world and can affect men, women, and kids of different ages and socioeconomic situations. To deceive and coerce their victims, traffickers frequently resort to violence, dishonest employment agencies, and fake possibilities of education and employment ("Human").

**Debt bondage:** Debt bondage, sometimes referred to as bonded labor, is a strategy used by traffickers to take advantage of individuals and ensnare them in their web of deceit. Traffickers provide people the opportunity to work in exchange for debt as payment. First, a job is provided to a victim in order to settle a debt. The victim is then paid less than the minimum wage. The debt is then increased by the trafficker for necessities like food and accommodation. The additional expenses cause the debt to keep growing. In the end, the victim's debt never gets paid off and keeps growing (Roepke).

**Migrant exploitation:** The act of exploiting a migrant worker's economic, social, physical, or emotional well-being in any way is known as migrant exploitation. This includes breaking the law on immigration or violating minimal employment standards. Minor and inconsequential violations that are not ongoing and may be fixed quickly are not included in this ("Migrant Exploitation").

**Wage theft:** When an employer withholds advantages that an employee has already earned, such as breaks or pay, it is known as wage theft. Due to employees' ignorance of their rights or fear of reprisals, wage theft is frequently not disclosed. Employees have the right to complain about their employers to the Department of Labor and, in some cases, the state department of labor where they reside (Kim).

## General Overview

Migrant workers frequently experience exploitation, abuse, and violations of their fundamental human rights when it comes to the problem of migrant workers' rights being violated in large-scale labor. Due to a lack of legal protection, linguistic difficulties, and their dependency on employers for shelter, food, and other requirements, these employees are vulnerable. These weaknesses are frequently exploited by the large-scale labor sector, which leads to poor working conditions, long hours, low pay, and other rights breaches for employees. To protect the dignity and welfare of migrant workers, this problem of widespread exploitation must be addressed.

### **The misconception of transient workers**

People have been emigrating from their home countries in search of employment throughout history. The foundation of economic development in many civilizations has been labor mobility, which has fueled both host and source nation growth and wealth. In 2010, the International Organization on Migration reported that there were 214 million migrants worldwide or 3.1 percent of the world's population. Migrant workers play a crucial part in the international economy. Unfortunately, as a result of greater migration from less wealthy to wealthier areas, tension is rising, particularly in the receiving nations. The misconception that migrant workers are transient visitors who will eventually return home is one issue; in actuality, they settle down and become long-term members of society who are entitled to the same rights as other residents. This presumption frequently results in a lack of commitment to the long-term welfare of migrant workers and can foster an exploitation-friendly culture that puts short-term gains ahead of the dignity and safety of these employees. However, in many instances, migrant laborers do not merely serve as temporary visitors but rather integrate permanently into the local labor force. This might be brought on by a variety of elements, such as employment possibilities, family reunification, and political unrest in their native nations. Along with war, civil turmoil, insecurity, and persecution resulting from prejudice, poverty and the inability to make a decent living have historically been key drivers of international migration. But because they live and work outside of their state of origin, migrant workers and their families frequently find themselves in precarious positions in their host countries. The handling of migrant workers must therefore be seen as a long-term concern, rather than just a short-term issue that will go away eventually. This is especially true in fields like construction, where significant projects can necessitate a constant flow of workers for years or even decades. Employers may be less inclined to make investments in training, safety gear, and other steps that can help to ensure the well-being of these workers if they perceive them as temporary guests. By paying low salaries, making employees put in long hours, and denying them fundamental employment safeguards, they may also be more prone to exploit workers.

### **Subpar working conditions of migrant workers**

Due to their frequent poverty, they often face the same economic, social, and political challenges as the

natives. As a result, they may be figures of mistrust and animosity just because of their alien status. Migrant workers frequently experience discrimination in the workplace, including being denied access to training opportunities, being paid less than citizens, and being excluded from specific jobs. It is also common knowledge that migrant employees experience subpar working conditions, are denied the ability to join unions, and are frequently given positions that native workers do not desire. For instance, an ILO report found that migrant workers are more likely than native-born employees to be employed in low-paying, low-skilled jobs with limited access to benefits and social safeguards. In the agricultural industry, migrant workers frequently put in long hours for little pay and are sometimes subject to unfavorable working circumstances, such as exposure to dangerous chemicals and harsh weather. Migrant workers in the garment sector are frequently placed on ad hoc contracts with no job security, and they may experience verbal and physical abuse from managers and supervisors (“ILO”). Together with these unfavorable working conditions, migrant workers frequently lack the right to form unions and engage in collective bargaining. They may find it challenging to promote higher pay, safer working conditions, and job stability as a result. Employers may occasionally use methods like intimidation, threats, and retaliation to actively seek to hinder unionization among migrant employees. An illustration of this is the situation of migrant workers in the American meatpacking sector. According to a report by Human Rights Watch, many migrant workers in this sector are hired by staffing firms, which frequently hinder workers from organizing unions and deny them access to fundamental job rights like sick time and overtime compensation. As a result, employees frequently have to put in long hours in hazardous settings with little to no protection from illnesses or injuries at work (Rachko Jr. and Bredthauer). When migrant laborers are hired and employed illegally, frequently with the involvement of criminal forces, they are extremely vulnerable. The majority of the time, exploitation targets are illegal immigrants. They are at the whim of their employers, forced to put up with conditions that, in the worst situations, equate to modern-day slavery or forced labor, and they are unable to seek justice because they fear being kicked out of the organization.

### **The adaptation and protection of migrant workers**

Furthermore, especially when it comes to education in a new language, children of migrants frequently require extra assistance to help them adapt to a foreign language and tradition. On the one hand, considerations for the protection of human rights and humanitarian issues come into play when it comes to migration, but on the other, impacts of rising nationalism, racism, and xenophobia weigh heavily. Sadly, the policy of many receiving nations is increasingly shifting away from the defense of human rights and toward the defense of borders. Requirements based on international law controlling the treatment of non-nationals, migrant workers' rights have historically been covered by broad diplomatic protection. This system progressively gave way to more precise standards and norms, which were expressed in international and national instruments. As a result, there is now a substantial body of instruments that deal with the rights of migrant workers either directly or indirectly.

## Demographics

Today, women make up over half of all migrant workers worldwide. Although statistics show that women have been more lenient to travel alongside their spouses and families presumably due to tradition or domestic dynamics, current migration dynamics have revealed a marked rise in the proportion of women moving abroad on their own to pursue opportunities on their own. Globally, a sizable portion of women migrant workers are employed in low-skilled jobs, but they are also present in skilled welfare and social professions including the historically female-dominated fields of health, education, and social services. The nursing profession is where you can find most of these migratory women workers. Women may gain from labor migration through economic and sociocultural empowerment. Women migrant workers must regrettably be cautious when moving abroad. They continue to be disproportionately affected by a range of risks deriving from their mobility because of their dual vulnerability as migrants and women. Women migrant workers may be more likely than men to encounter human rights violations at every stage of their migratory journey. To address the violence women migrant workers experience, the International Organization for Migration (IOM) has implemented many sets of activities. The organization has been persistent in trying to tackle this issue in terms of policies and legal outlets. Promoting safe and lawful migrant worker movement for women, and legal migration channels, among other things to prevent illegal migration, fostering sustainable development alternatives to migration in countries of origin, enhancing women's access to pertinent and gender-sensitive migration information and education, and promoting laws that govern the hiring and deployment of women migrant workers are some examples of IOM's past efforts ("Working").

While it's crucial to acknowledge the issue of migrant women's safety, one component of this problem that has received a lot of attention recently is the exploitation of migrant workers who are predominantly men. This is especially true in the construction sector, where large-scale projects like stadiums and infrastructure projects frequently need the hiring of migrant labor. One prominent instance of this is the development of venues for the 2022 FIFA World Cup in Qatar, which has come under intense scrutiny and criticism for the way migrant workers have been treated. Long working hours, low pay, and unsafe working conditions are just a few of the abuses that migrant workers in Qatar are subjected to, according to reports from organizations like Amnesty International and Human Rights Watch. The kafala system, which many workers are subject to, ties their immigration status to their company and can make it challenging for individuals to change jobs or leave the country. As a result, employees may be more open to exploitation because they may be reluctant to report abuse for fear of retaliation or deportation. Particularly for male migrant workers, there may be extra difficulties, such as a lack of protection from harassment and abuse, as well as restricted access to social and healthcare services. This can have detrimental effects on one's physical and mental health by causing them to feel isolated and hopeless. Governments and companies must act to guarantee that workers are treated properly and with dignity in order to combat the exploitation of migrant workers, who are predominantly male. This may entail the adoption of laws and policies that safeguard employees'

rights, granting access to educational and training opportunities, and promoting an inclusive and respectful work environment. Additionally, it can involve collaborating with international organizations and advocacy groups to raise awareness about the issue and pressure governments and companies to take greater responsibility.

Ethnic diversity can significantly influence the type and severity of the mistreatment that migrant workers endure when it comes to rights violations. Workers from particular ethnic groups, for instance, might be more likely to encounter prejudice during the recruiting or promotion procedures, limiting their access to higher-paying positions and upward mobility. Others could struggle to fit in at work or in their community due to linguistic or cultural obstacles. Moreover, migrant workers from conflict- or tension-ridden areas may be more likely to experience harassment or violence at the hands of prejudiced coworkers or employers. This may result in feelings of isolation and insecurity, which may be harmful to one's mental and physical health. Exploitation is another problem that comes up in regard to the rights of migrant workers. Some ethnic groups might be more at risk of being taken advantage of by companies who prey on their ignorance of labor regulations or insecure immigration status. Long working hours, low pay, and unsafe working conditions can all arise from this, which can have detrimental effects on the health and welfare of employees and their families. In general, addressing violations of migrant workers' rights necessitates a comprehensive strategy that considers the special difficulties and experiences of various ethnic groups. This may entail specialized policies and programs that address particular problems encountered by certain groups, as well as initiatives to foster more empathy and solidarity among workers of different backgrounds.

## **Human Trafficking**

On top of the fundamental human rights violations migrants experience, they are also often victims of human trafficking. The causes of trafficking are numerous, intertwined, and frequently complicated. The core causes of the crime are those that make people more vulnerable, increase the demand for trafficked people's labor and services and reduce the ability of governments to prevent and combat trafficking. Therefore, migrant workers are the perfect targets for human trafficking as they have many of these aforementioned qualities. Geographically speaking, they might be peculiar to a certain nation or area or type of trafficking flows in general. The basic causes of smuggling and irregular migration share several factors, such as poverty and a lack of legal immigration options. In this situation, migrants are subject to exploitation during the illegal migration process itself and to the promises made by traffickers who promise them work or safety elsewhere.

When people are displaced and forced to migrate irregularly, they are cut off from the support of their families, communities, and governments, which can make them even more desperate and susceptible to traffickers. Natural disasters, persecution, and armed conflict can all make human trafficking more common.

Other root reasons are related to the unique traits and circumstances of each person. For instance, prejudice based on race, ethnicity, or gender can deprive people of resources and opportunities, making them more vulnerable to trafficking. Children may also be more vulnerable due to their young age and a limited amount of agency. These elements have an impact on individuals within their communities, as well as before, during, and after migration. The primary causes of human trafficking are poverty and economic vulnerability. The absence of equal opportunity and unemployment are examples of economic vulnerability. People migrate in search of better living conditions as a result of these circumstances. Economic migration flows that follow legal routes can present possibilities for traffickers to prey on migrants who have fled the safety of their communities and are therefore vulnerable to exploitation. In conclusion, people with lower incomes and less education are more likely to be duped into becoming victims of traffickers by false promises of employment and compensation (“Root”). Therefore, whilst drafting clauses and resolutions, delegates should keep such threats in mind and craft careful solutions.

## **The trapping of migrant workers in receiving countries**

Finally, the fact that migrant laborers are typically stranded in the nations they travel to only serves to exacerbate the exploitation of these individuals. This may be the result of a number of things, such as employers seizing their passports, as well as other dishonest practices that prey on the workers' migratory status. For instance, migrant workers' passports may be seized by employers in some nations upon arrival, essentially prohibiting them from leaving the country without the employer's consent. This practice is widespread in sectors like construction where people may be imported from abroad to work on significant projects. When workers arrive, they might discover that their passports have been confiscated by their bosses, who might use this as a means of control to keep them from quitting if they are dissatisfied with their working conditions. Employers may adopt additional fraudulent methods in addition to the theft of passports in order to prey on the precarious situation of migrant employees. For instance, they could give inaccurate information about the terms and conditions of employment or charge excessive recruitment fees that employees must pay before beginning their jobs. Even when working conditions are subpar or dangerous, these techniques can trap employees in debt and prevent them from quitting their positions. It is crucial to raise knowledge of workers' rights and to collaborate with businesses to guarantee that employees are treated fairly and with respect in order to address this problem. This might entail strengthening legal safeguards, stepping up oversight and scrutiny of businesses, and giving workers more chances to engage in lobbying and collective bargaining.

## **Major Parties Involved and Their Views**

### **International Labor Organization (ILO)**

The International Labor Organization (ILO) is a specialized UN organization that works to advance social justice and respectable working conditions. The ILO has created a thorough set of international labor standards that serve as a framework for the defense of workers' rights, including migrant workers' rights. These criteria include the ILO Migration for Employment Convention (No. 97), which describes the rights and obligations of migratory workers, and the ILO Labor Inspection Convention (No. 81), which calls for the inspection of working conditions to guarantee conformity with labor standards.

Governments, employers' and workers' groups, and civil society organizations can also receive technical assistance and support from the ILO to help them implement and enforce these standards. The ILO also strives to increase public awareness of the issue of migrant workers' rights and to encourage member nations to ratify and implement international labor standards. The ILO hopes to advance equitable treatment and working conditions for all workers, including migratory workers, by doing this (“International Labour”).

### **International Organization for Migration (IOM)**

The International Organization for Migration (IOM) is an intergovernmental agency that seeks to support humane and orderly migration for everyone's benefit. The IOM aims to protect the rights of migrant workers by giving them information, support, and assistance so they may decide on their movement with knowledge of the risks and rewards involved. The IOM also collaborates with governments and other stakeholders to create and execute policies and programs that support the welfare of migrant workers and guard against abuse and exploitation.

Additionally, the IOM offers migrant workers direct services like emergency help, medical attention, and legal support. In order to address the underlying causes of migration and enhance the conditions of migrant workers, the IOM also seeks to encourage communication and collaboration between countries of origin, transit, and destination (“Labour”).

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

The Office of the High Commissioner for Human Rights (OHCHR) is the leading UN organization tasked with advancing and defending human rights. The OHCHR seeks to advance, defend, and prevent the infringement of everyone's human rights, particularly those of migrant workers. The OHCHR collaborates with governments and other stakeholders to advance respect for human rights. It also monitors and reports on violations of human rights, particularly the exploitation and mistreatment of migrant workers.

In order to aid them in promoting and defending the rights of migrant workers, the OHCHR also provides technical guidance and assistance to governments, civil society organizations, and other stakeholders. The OHCHR also strives to encourage member states' ratification and implementation of international human



rights treaties and standards as well as to increase awareness of the problem. By doing this, the OHCHR hopes to guarantee that everyone's rights, particularly migrant workers' rights, are upheld and safeguarded ("OHCHR").

## **Saudi Arabia**

Saudi Arabia has come under fire for its treatment of migrant workers as a result of accusations of systemic abuse, exploitation, and denial of their fundamental rights. Saudi Arabia is a prominent destination for migrant workers. A Human Rights Watch research claims that migrant workers in Saudi Arabia are subject to a variety of abuses, such as forced labor, wage theft, and poor living circumstances ("Exploitation").

The Saudi judicial system has also come under fire for failing to adequately safeguard migrant workers. For instance, the nation's sponsorship system ties migrant workers' legal status to their employer, making it challenging for workers to switch employers or leave the nation if they are subjected to abuse or exploitation. Furthermore, workers who file complaints or seek justice for abuse or exploitation are not sufficiently protected by the Saudi Arabian legal system ("Saudi").

Despite these difficulties, Saudi Arabia has taken action to better the circumstances of migrant workers there. To give workers more protection, the government, for instance, has proposed changes to the sponsorship system and labor regulations. It has also stepped up its efforts to punish companies that violate the rights of workers ("Rutkowski").

## **Qatar**

Like many other nations in the Gulf region, Qatar is heavily dependent on migrant labor and is consequently embroiled in the problem. The abuse and exploitation of migrant workers in Qatar, including forced labor, wage theft, and subpar housing circumstances, is rampant, claim numerous human rights organizations. According to a report by the International Trade Union Confederation (ITUC), migrant workers in Qatar are frequently mistreated, including having their passports seized and being forced to work excessive hours in subpar housing ("Case").

The judicial system in Qatar has also come under fire for failing to adequately safeguard foreign employees. For instance, the nation's sponsorship system ties migrant workers' legal status to their employer, making it challenging for workers to switch employers or leave the nation if they are subjected to abuse or exploitation. Furthermore, workers who report abuse or exploitation or seek justice in Qatar are not sufficiently protected by the legal system ("Qatar: Rights").

Despite these difficulties, Qatar has taken action to enhance the circumstance of foreign workers there. For

instance, the government has proposed changes to labor laws and the sponsorship system to give workers more protection, and it has stepped up efforts to punish businesses that violate workers' rights ("Qatar: New").

## Timeline of Events

<b>11 April 1919</b>	The ILO was established.
<b>10 December 1948</b>	Universal Declaration of Human Rights was adopted.
<b>8 June 1949</b>	The ILO adopted the Migration for Employment Convention (No. 97).
<b>6 December 1951</b>	The IOM was established.
<b>4 June 1975</b>	The ILO adopted the Migrant Workers (Supplementary Provisions) Convention (No. 143), 4 June 1975
<b>18 December 1990</b>	International Convention on the Protection of the Rights of All Migrant Workers and Members of Their Families was adopted by General Assembly resolution 45/158.
<b>2006</b>	A High-Level Dialogue on International Migration and Development was held by the UN General Assembly to emphasize the importance of migrant workers' rights.
<b>1 June 2011</b>	The ILO adopted the Convention on Decent Work for Domestic Workers (No. 189).

<b>10 December 2018</b>	The Global Compact for Safe, Orderly and Regular Migration (A/RES/73/195) agreement was prepared.
<b>2020</b>	The COVID-19 outbreak causes significant job losses and increased exploitation of migrant labor in many nations.
<b>22 November 2022</b>	The European Parliament passed the “European Parliament resolution on the situation of human rights in the context of the FIFA World Cup in Qatar” (2022/2948(RSP)).

## UN Involvement

The United Nations has taken a leading role in tackling the issue of widespread labor that violates the rights of migrant workers. The organization has several institutions that seek to defend the rights of migrant workers and guarantee that they are treated fairly at work, including the International Labour Organization (ILO) and the Office of the High Commissioner for Human Rights (OHCHR).

The ILO has created several standards and conventions including the Migration for Employment and Progress Convention, which outlines the rights of migrant workers and their families as well as the duties of the participating governments. On top of that, the OHCHR has addressed the problem of violations of migrant workers' rights in numerous reports and comments and works to advance and safeguard the human rights of all people, including migrant workers.

In order to address the issue of rights breaches of migrant workers and enhance their working circumstances, the United Nations also promotes cooperation between governments, employers, and workers' organizations.

## Relevant UN Documents

Universal Declaration of Human Rights, 10 December 1948

International Labour Organization Migration for Employment Convention (No. 97), 8 June 1949

International Labour Organization Migrant Workers (Supplementary Provisions) Convention (No. 143), 4 June 1975

International Convention on the Protection of the Rights of All Migrant Workers and Members of Their Families, 18 December 1990

Guiding Principles on Business and Human Rights : Implementing the United Nations "Protect, Respect and Remedy" Framework, 2011 ([ST/JHR/PUB/11/4])

Migration, human rights and governance - Handbook for parliamentarians, 2015 ([ST/JHR/PUB/15/3])

## **Treaties and Events**

The International Covenant on Economic, Social and Cultural Rights, 16 December 1966

The American Convention on Human Rights, 22 November 1969

The African Charter on Human and Peoples' Rights, 21 October 1986

The Bali Process on People Smuggling, Trafficking in Persons and Related Transnational Crime, 2002

The ASEAN Declaration on the Protection and Promotion of the Rights of Migrant Workers, 13 January 2007

The Global Forum on Migration and Development, 2007 (occurs annually in different host countries each year)

The Rana Plaza factory collapse in Bangladesh, 24 April 2013

Construction of stadiums and infrastructure for the 2022 FIFA World Cup in Qatar, 2014-2022

Construction of the Dubai Expo 2020 site, 2016-2021

## **Evaluation of Previous Attempts to Resolve the Issue**

The issue of widespread violations of migrant workers' rights has previously been addressed by passing labor laws and regulations, carrying out labor inspections, creating awareness programs, offering support services, encouraging corporate responsibility, and assisting worker representation. To protect the rights of migrant workers, governments have passed labor laws and regulations that establish minimum requirements for working circumstances like fair pay and secure workplaces. However, there has been uneven implementation of these rules, and many migrant workers still endure mistreatment and exploitation. Governments have carried out labor inspections to monitor working conditions and make sure that businesses are abiding by labor rules and regulations in order to remedy this. Although these inspections have assisted in revealing infractions, their breadth is restricted, and they do not address the underlying problems.

Governments, organizations, and the media have started awareness campaigns to increase public understanding of migrant workers' rights and the value of maintaining such rights. Although these initiatives have contributed to the development of a culture that values and respects migrant workers' rights, they haven't always resulted in material improvements in how migrant workers are treated. Governments and groups have also offered migrant workers support services to help lessen the effects of exploitation and abuse, such as legal assistance, medical treatment, and language instruction.

Additionally, businesses have been urged to embrace ethical labor practices and to assume responsibility for the treatment of workers in their supply networks. While some businesses have improved in this area, many still take advantage of and mistreat migrant employees. Finally, to offer workers a voice in bargaining for better working conditions, governments and organizations have backed the formation of labor unions and other types of worker representation. While this has occasionally been successful, many workers still lack the ability to organize unions or effectively fight for their rights. In conclusion, prior efforts to address the issue of migrant workers' rights violations in large-scale labor have had some influence, but the issue still persists and needs to be addressed more efficiently.

## **Possible Solutions**

Enforcing current labor rules and regulations is one way to address the issue of large-scale violations of migrant workers' rights. By performing routine inspections and keeping an eye on working conditions, governments may make sure that businesses are abiding by these laws and rules. This will protect migrant workers from exploitation and abuse and guarantee that they are treated properly and with dignity. Authorities should pursue appropriate legal action when infractions are discovered in order to hold

businesses accountable. Another key approach is to increase public knowledge of migrant workers' rights and the significance of upholding those rights. Campaigns run by the government, non-governmental organizations (NGOs), and media can accomplish this. Companies are more likely to adopt moral labor practices and treat their employees properly if the public is educated about the issue and there is a culture that values and respects the rights of migrant workers. The legal system and policies that affect migrant workers' rights can be changed, and advocacy organizations can play a significant part in this process.

Protecting the rights of migrant workers also requires offering support services to them. To aid migrant employees in integrating into their host communities, governments and organizations can provide legal assistance, healthcare, language classes, and other support services. This will ensure that their fundamental needs are satisfied and provide them with the tools they need to handle any problems they may encounter at work. Another important option is to encourage corporate accountability and ethical labor practices. Governments and organizations can persuade businesses to adopt ethical labor practices and to be accountable for the treatment of employees in their supply networks. Companies can be pushed to adopt measures that defend migrant workers' rights, like offering decent pay and secure working conditions. This will result in a more fair and just environment.

Last but not least, encouraging the formation of unions and other worker representation mechanisms can offer employees a voice in negotiating for improved working conditions and equip them to fight for their rights. Workers can more effectively secure their rights and enhance their working circumstances by uniting. Governments and organizations may help these organizations get started and give them the tools they need to succeed. It's important to note that tackling this issue requires a multifaceted approach encompassing at least two or more of the aforementioned solutions.

## **Notes from the Chair**

Delegates should do their own research on the subject, and get involved with civil society and workers' organizations while drafting clauses and resolutions. In addition to familiarizing them with international laws and norms that safeguard migrant workers' rights, this will help them better grasp the underlying reasons for infractions and the difficulties they confront. Delegates should also emphasize teamwork and cooperation, backing up international rules and standards, and pushing for change through initiatives to raise awareness. Priority should also be given to long-term fixes. Delegates should deal with the underlying issues that lead to infractions and support long-term solutions that will help migrant workers. Political will and public support are needed for this, and these can be developed through campaigning and awareness-raising activities. Public support, cooperation, and preexisting international laws should be top priorities for delegates as they continue their research on the agenda.

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