



United Nations Human Rights Council (UNHRC)

Distri.: General
20 January 2024

AGENDA: Securing the proper implementation of labour rights in the post-pandemic situation

SPONSORS: Australia, Bangladesh, Canada, France, Germany, Hungary, India, Italy, Norway, Republic of Korea, Russian Federation, United Kingdom, United States of America, Vietnam

SIGNATORIES: Australia, Bangladesh, Canada, France, Germany, Hungary, India, Italy, Norway, Republic of Korea, Russian Federation, United Kingdom, United States of America, Vietnam

MAIN SUBMITTER: China

Resolution 0001 (2024)

Adopted by YMUN 2024 at its 16th meeting, on 20 January 2024

THE UNITED NATIONS HUMAN RIGHTS COUNCIL,

Highlighting the historical significance of labour rights legislations and international agreements such as the International Labour Organisation (ILO)'s Decent Work Agenda,

Reaffirming its primary responsibility for the maintenance of international peace in labour,

Emphasising that the UNHRC strives for the fulfilment of the right to work to diminish any and all violations that pose a threat to the global workforce and all forms of indefensible discrimination,

Expressing its deepest condolences for the victims whose labour rights have been exploited by the post-pandemic situation,

Recognising the COVID-19 pandemic to have aggravated the pre-existing complications such as unstable unemployment insurance for low-wage workers, representative gaps of gender inequality, and child labour,

Emphasising the necessity of global collaboration and concerted efforts among Member States, international organisations, and civil society to address the multifaceted challenges facing the implementation of labour rights in the post-pandemic era,

1. Calls upon the consistency between the coexisting policies and standards of UNHRC from the foundation of labour rights to be utilised or be further improved to best address pre-existing labour conflicts aggravated after the pandemic through ways such as but not limited to:
 - a. building upon previous International Labor Organization (ILO) workforce measures to reduce possible risks of exploitative working environments by:
 - i. recommending the support of socially underprivileged people such as disabled people, child labourers, and female workers by conducting regular job training and enabling specialised guidance to ensure labour development of sufficient workers,
 - ii. advising the promotion of improved recognition of infringement of rights in labour forces such as human trafficking and forced labour by delineating past policies in UNHRC online media platforms,
 - iii. suggesting training the assertion of labour rights to labourers to rest and leisure as well as unionising and petition to address labour concerns in regions with labour rights infringements,
 - iv. counselling the implementation of regulations that set limits on maximum working hours for labours who have blurred boundaries between work and daily life due to working from home in post-pandemic era,
 - b. analysing previous reports and statistics of the UNHRC on both exploitative and exemplary labour practices in urban and rural regions of member nations to report it during committee sessions by:
 - i. directing past advent employment practices to be recommended and expressed during UNHRC decision process,
 - ii. updating the progression of fundamental labour rights such as fare wages, and gender equality in Member States to promote online workforce campaigns through social media platforms;
2. Urges Member States to actively update labour policies to incorporate committee guidelines to enhance worker conditions specific to teleworking employees in ways such as but not limited to:
 - a. acknowledging the sudden innovation of worker schemes which initiated the ambiguity of working hours, performance review, and teleworker rights to deplete interaction within the work community and taking measures such as but not limited to:

- i. assuring workers with an improved apportionment of personal time off under the consideration of standard teleworking hours, pay, and treatment,
 - ii. strictly clarifying working environments and recommending Member States to expand the range of flexibility on personal or situational factors such as parental leave and paid leave,
 - iii. advising performance evaluation based on meritocracy than time spent for the purpose of reducing pressure on working hours,
 - b. recommending establishing active communication between the employers and employees to help set boundaries between private time outside working hours including resources for time management and stress reduction such as counselling sessions as well as to improve performance and job satisfaction:
 - i. counselling the creation of effective employer-employee relationships to promote clear dialogue to labour policies in consensus within the workplace,
 - ii. advising the establishment and maintenance of open lines of communication between employees and employers, regular feedback sessions, and peer support networks to satisfy working conditions,
 - iii. recommending interactive regular performance reviews to support both teleworkers and in-person workers in increasing productivity and skill sets,
 - iv. suggesting member nations to implement Employee Assistance Programs (EAP) that offer a range of support services, including legal advice, financial consultation, and policy education to enhance the workforce's understanding of labour rights,
 - c. guiding the enforcement of preventive methods for post-pandemic unemployment in manual labour industries to support minority groups such as informal employment workers, gig economy workers, and migrants:
 - i. recommending the implementation of digitised skills education programs that consider consistent technical support from educators that allow early job specialisation for newly employed individuals,
 - ii. advising the provision of basic welfare and social security services for voluntarily unemployed individuals due to socioeconomic backgrounds in society caused by the pandemic,
 - iii. recommending the creation of localised online job placement platforms that connect job seekers from minority groups with employers in manual labour industries,
 - iv. developing guiding report documents for public view in the UNHRC website to educate minority workers on their rights to help workers self-prevent any exploitative measures of employers;
3. Emphasises the significance of adequate monitoring schemes for advocating worker's rights devised by branches under the United Nations Human Rights Council through ways such as but not limited to:

- a. extending on the past work of the International Labour Organisations (ILO) to leverage expertise and ensure comprehensive evaluations:
 - i. recommending the creation of task forces in member nations with the ILO to check up on policy development, implementation strategies, and evaluation methodologies through supervision of the leading firms,
 - ii. continuing the ILO's practice of distributing online questionnaires to employees of various firms in member nations to receive anonymous feedback on workplace conditions,
 - iii. advising member nations to form an online crossnational rating system on work conditions of firms in LEDCs, supervised by specialized agencies, such as social services for the strict regulation of child labour laws,
 - b. recommending the implementation of child labour monitoring program (CLM) in rural and distant areas to prohibit child labour and help member nations easily locate illegal activities for minor regions for marginalized people:
 - i. encouraging the collaboration between local community leaders and the monitoring programs of each member nations for an annual checkup on companies or corporations and their labour practices including the existence of child and forced labour,
 - ii. utilising an online reporting system through the collaboration with ILO for any indications of child or forced labour,
 - c. supporting member nations to adopt periodic update reporting methods regarding workplace environment and implementation of labour rights policies on child and forced labour to monitor any violations:
 - i. conducting regular meetings and submission of annual reports of member nations through holding capacity building workshops in the UNHRC,
 - ii. recommending the use of monitoring centres in member nations to collect and analyse statistical data on compliance with committee-provided guidelines regarding child and forced labour,
 - iii. recommending the creation of a shared platform for countries to access each other's progression on labour rights implementations and learn about recent child and forced labour violations;
4. Requests long-term collaboration between member nations to foster universal advancement in workplace environments in such ways as but not limited to:
- a. encouraging all LEDCs to enhance intercommunication with other member nations by branching out toward developed countries to receive job resources, through means such as:
 - i. sharing the aforementioned resources through the utilisation of social media campaigns, collaboration with NGOs possessing educational platforms, posters, and various public promotion,

- ii. recommending the facilitation of educational initiatives for the currently unemployed in LEDCs through collaboration with cross-national government organisations, such as but not limited to the European Union (EU),
- b. encouraging communication between member nations to increase labour workshops hosted by UNHRC and discuss on welfare systems for labourers by:
 - i. advising the creation of trade agreements among member nations that prioritise job creation and economic development in LEDCs through Foreign Direct Investment (FDI),
 - ii. recommending the the active issuance of work visas for skilled workers in LEDCs in other member nations to allow improved employment opportunities to labourers,
 - iii. suggesting the discussion of policies that provide social protection of unemployed population such as health insurance, paid leave, and governmental reimbursements on the basis of providing adequate human rights in UNHRC committee discussions,
- c. requesting member states to secure funding opportunities for populations struggling with issues of lack of healthcare, unemployment benefit, housing and other forms of social protection measures,
 - i. advising the Complex Crisis Fund (CCF) and the Labour Innovation Fund (LIFT) to support governments facing difficulties or rapid changes involving the combination of humanitarian and labour dimensions,
 - ii. recommending the government and national bodies to invest in public promotion of domestic labour rights problems through advertisements and publications on government websites to propel global NGOs to actively assist the status quo.