

FORUM: Economic and Social Council (ECOSOC)

QUESTION OF: Measures to create job opportunities for refugees

SUBMITTED BY: Arab Republic of Egypt

CO-SUBMITTERS: Jamaica, The Netherlands, Uruguay, Eswatini, The League of Arab States, Saudi Arabia, Pakistan, Azerbaijan, Ukraine, The Philippines, Ethiopia, Turkey, Colombia, Mexico, United Nations Conference on Trade and Development (UNCTAD). European Space Agency (ESA), France, India, Cameroon, Luxembourg, Venezuela

THE ECONOMIC AND SOCIAL COUNCIL,

Understanding that refugees face differing levels of personal trauma, discrimination and government involvement because member states are distinct in geographical sizes, population numbers and economic development status,

Reminding that the United Nations (UN) Conventions and Protocol Relating to the Status of Refugees (1951-1966) defines a 'refugee' as a person fearful "of being persecuted for reasons of race, religion, nationality, membership of a particular social group or political opinion, is outside the country of his nationality, and ... is unwilling to avail himself of the protection of that country",

Disturbed that a record number of 70 million people are currently forcibly displaced around the globe (with double the number of refugees since 1998) and that less than 1% of refugees in 2018 were resettled to a third country, as according to the United Nations High Commissioner of Refugees (UNHCR),

Concerned that refugees seeking entry points exacerbate integration needs, local financial struggles and the rising unemployment rates in host member states, thereby increasing the inability to equally serve citizens and foreign-born residents,

Understanding that hiring and training a refugee costs 40% more than recruiting a local worker (Boston Consulting Group), local markets discriminate against refugees and innate differences (e.g. language barriers) decrease the efficacy of hiring these workers,

Gratified by the International Finance Corporation's (IFC) research in regards to understanding the role of the private sector when considering the funding of refugees and their host member states; such research "pointed to a set of common pathways of private sector engagement beyond funding humanitarian assistance",

Further understanding that no single universal solution has yet been implemented to solve the question of creating job opportunities for refugees, even while the unanimously-approved Sustainable Development Goal 8.8 stresses the urgency to "protect [labor] rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment",

1. Calls for all host member nations of refugees to immediately offer all refugees the right to work and the proper certifications to do so within the Refugee Status Determination (RSD) process;
2. Asks willing member states to:
 - a) adopt a charter (with an exit option for each nation to be discussed upon request) to strengthen interests in increasing and researching new pathways of resettlement for all refugees besides those in imminent threat of danger
 - b) review and ratify the Three-Year Strategy on Resettlement and Complementary Pathways;
3. Urges for Member States to abide by and enforce as domestic law a standardized process of hiring refugees to curb negative discrimination against refugees and increase job opportunities; by featuring input by the Organization for Economic Co-operation and Development (OECD) and the

UNHCR, this provision will aim to establish:

- a) an assessment to gauge the existing skills among refugees
 - b) a full recognition and consideration of prior foreign qualifications by employers
 - c) a better understanding as necessary job training within shortage occupations;
4. Seeks economic and social services through the worldwide establishment of interconnected integration centers, which will:
- a) meet the immediate expressed needs of refugees (e.g. food, medical supplies)
 - b) spearhead individualized job-obtainment training tools, which will function in conjunction with the hiring process, as seen in operative clause three, such as, interview training, resume building, networking aid, letter-writing instruction, specialized business etiquette and decorum, and other obstacles in the way of earning jobs (e.g. means of transportation, professional attire needs);
 - c) provide a psychological support system for refugees that have experienced any form of trauma through means of cognitive therapy;
5. Requests for the provision of enriched educational programming for all resettled refugees, to be completed by:
- a) establishing an independent school system to be managed by Non Government Organizations (NGOs) (e.g. UNHCR) in the case that a nation's government does not run a similar level of schooling that integrates refugee children into local schools while providing them with the necessary tools to be successful in society (e.g. an allocation of a mentor responsible for the cultural and academic integration of students to their new school environment)
 - b) providing classes of the host nation's language within designated schools of refugee populations;
6. Further requests for additional research, development, and implementation of quicker and more relevant education solutions, such as, but not limited to:
- a) web-based learning platforms
 - b) entrepreneurship lessons
 - c) online and interpersonal training, including advanced language courses that are compatible with future education pathways and other programs that strengthen essential skills such as numeracy, literacy and computer skills;
7. Recommends for a commitment of adopting a culturally-appropriate awareness campaign by ECOSOC member states to establish:
- a) increased corporate social responsibility mentalities to expand job opportunities
 - b) higher values of diversity among the workplace so that refugees can feel more integrated in society
 - c) lessened implicit biases surrounding targeted and marginalized groups
 - d) a recognition and condemnation of the corporate exploitation of refugees;
8. Encourages member states to abolish discriminatory laws and regulations against minorities and refugees within their borders, specifically those that regard race, gender, nationality, ethnicity, and status as a refugee, while also establishing laws that guarantee equal treatment in welfare services;
9. Stresses the importance for all member states to ratify Article 14 of the Universal Declaration of Human Rights;
10. Strongly suggests for a biennial conference to be established and held in New York/Geneva, which invites all member nations, NGOs, and corporate representatives to attend and follow an agenda regarding:
- a) the present and the ongoing situation regarding refugee employment

- b) the implementation of best practices within the business environment by means of lectures and seminars about:
 - i. adopting progressive administrative behaviors
 - ii. obtaining legal certainty
 - iii. identifying employee skills and matching them with expressed labor market needs
 - iv. preparing for the working environment and the development of skills for job readiness
 - v. increasing transparency of all business choices with stakeholders
 - vi. enabling long-term employability
- c) the creation of an incentivizing mechanism to be initiated to reward the private sector for increasing employment opportunities (e.g. hiring practices, job training, and private sponsorships) among all refugees, which will increase the social responsibility, transparency, and accountability among these companies; these premiums will consist of:
 - i. access to a communal, dedicated database that holds competitive infrastructure and technology
 - ii. local economic incentives to be determined by host member states
 - iii. special status as a “Friend of UNHCR”;

11. Welcomes communication among ECOSOC members to define a specific measure for civil negotiation between refugees, citizens, and their host member states; a unanimously-approved neutral mediator should also be present so that each party may securely advocate for themselves.