

## Human Rights 2 Committee

Sponsors: Somalia, Jamaica, France, Russia, Indonesia, Canada

Signatories: USA, United Kingdom, South Africa, Mexico, Ethiopia, Bolivia, Kuwait, France, Jamaica, UAE

Topic: "Conditions of domestic workers worldwide"

The General Assembly,

*Acknowledging* that Somalia agreed to send 2,000 domestic workers to Saudi Arabia in May 2016 for Ramadan,

*Alarmed by* the fact that of the 67 million migrant domestic workers worldwide, almost 54 million of them are women, approximately 5.6 million men, and 7.4 million of them are children under the age of 15,

*Deeply conscious* observing the terrible working conditions they are forced to live in, including isolation, abuse, violence, starvation, harassment, and even abuse within the recruitment system,

*Gravely concerned* by the fact that most migrant domestic workers do not get an education because they are too poor to afford one and are forced to start working at a young age as a mean of income to their families,

*Expressing concern* also to the expansion of companies from the UAE into Somaliland,

1. Accepts that Somalia is to take responsibility for their migrant domestic workers in the Gulf country;
2. Invites the investigation of the UAE's involvement in Somalia;
3. Further invites the abolishment of predatory interference in developing countries that cripples the economy, hence creating the need for the youth to find jobs in migrant domestic workers in the first place
4. Introduces a system for relocation in the case of a domestic worker leaving employment due to an abusive employer;
5. Encourages consequences for unlawful discriminatory practices, in which the employer:
  - a. Engages in unwelcome sexual advances and other verbal or physical conduct of a sexual nature to a domestic worker when:
    - i. Submission to such conduct is made either implicitly or explicitly a term of employment,
    - ii. Submission to or rejection of such conduct is used as a basis for employment decisions affecting such individual,
    - iii. Such conduct has the purpose of unreasonably interfering with an individual's work performance by creating an intimidating, hostile or offensive working environment;
6. Requests that all agreements between employers and workers are clearly documented with straightforward terms and conditions to ensure that both parties are bound to and responsible for what the contract between them states;

7. Emphasizes the domestic worker's right to end a contract in the event of abuse;
8. Recommends permanent sufficient housing provision for domestic workers provided by the employer as a means to enforce Article 11 of the Human Right and Fundamental Freedoms of 1950;
  - a. Affirming a state of residence for the duration of a contract that was previously discussed through the employer and worker.
9. Further recommends the provision of psychological and medical assistance for domestic workers that were abused, provided by the guilty employer;
10. Encourages an education of rights for domestic workers on duration two times a month to acknowledge basic principles of the company or employment;
11. Calls upon employers of all domestic workers to provide a basic standard of living and health code, such as:
  - a. A provided living space,
  - b. Essential access to food and water,
  - c. Access to basic hygienic facilities,
  - d. The establishment of a special organization that would monitor all doings linked with domestic workers,
  - e. Healthcare,
  - f. Organizations like the Gulf Cooperation Council and creating such organizations like the GCC will establish;
12. Strongly urges a monetary minimum wage for domestic workers
  - a. Determined by a nation's GDP per capita
  - b. There will be a direct relationship between how high GDP per capita is and how high minimum wage for domestic workers is.
13. Declares accordingly that all domestic workers must have the basic working condition of:
  - a. A maximum of 45 working hours per week, as according to the Basic Conditions of Employment Act (BCEA),
  - b. Allowing rest during the weekends and holidays (according to the nationality and religion of employee),
  - c. A minimum daily rest period of 10 consecutive hours;
14. Emphasizes that all workers should be of the age of 18 years old or above;
15. Calls upon nations to uphold legal consequences for employers violating the minimum age;
16. Endorses a fixed maternal leave of 12 weeks for both parental figures that:
  - a. Provides a paid leave of absence for the employee for conditions of sickness, and unfit to work
17. Asking for ratification of Convention 97 and 143
  - a. C97- Migration for Employment Convention
    - i. Convention 97 Article 6: promotes and guarantees equality of opportunity and treatment between nations and migrant workers in the countries
    - ii. Convention 97 Article 11: for the purpose of this convention the terms a "migrant for employment" means a person who migrates from one country to another with a view to being employed otherwise than on his own account and includes any person regularly admitted as morgan for employment (categories of migrant workers covered)
  - b. C143- Migrant Workers (Supplementary Provisions) Convention

- i. Convention 143 Article 1: ensures respect for the basic human rights of all migrant workers, irrespective of their migrant status.