

# NMUN•NY 2021



5 – 8 April 2021

Documentation of the Work of the United Nations High  
Commissioner for Refugees (UNHCR) NMUN Simulation\*



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## Conference B

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# United Nations High Commissioner for Refugees (UNHCR)

## Committee Staff

<b>Director</b>	Courtney Indart
<b>Assistant Director</b>	Kimberly Sanchez
<b>Chair</b>	Alexandra Dorotinsky

## Agenda

- I. Improving Employment Opportunities for Refugees and Internally Displaced Persons (IDPs)
- II. Forced Displacement Due to Climate Change
- III. Ensuring Access to Safe and Sustainable Energy

## Resolutions adopted by the Committee

<b>Code</b>	<b>Topic</b>	<b>Vote</b>
<b>UNHCR/1/1</b>	Improving Employment Opportunities for Refugees and Internally Displaced Persons (IDPs)	Adopted without a vote
<b>UNHCR/1/2</b>	Improving Employment Opportunities for Refugees and Internally Displaced Persons (IDPs)	Adopted without a vote
<b>UNHCR/1/3</b>	Improving Employment Opportunities for Refugees and Internally Displaced Persons (IDPs)	Adopted without a vote
<b>UNHCR/1/4</b>	Improving Employment Opportunities for Refugees and Internally Displaced Persons (IDPs)	13 votes in favor, 9 votes against, 5 abstentions
<b>UNHCR/1/5</b>	Improving Employment Opportunities for Refugees and Internally Displaced Persons (IDPs)	Adopted without a vote

## Summary Report

The United Nations High Commissioner for Refugees (UNHCR) held its annual session to consider the following agenda items:

- I. Forced Displacement Due to Climate Change
- II. Ensuring Access to Safe and Sustainable Energy
- III. Improving Employment Opportunities for Refugees and Internally Displaced Persons (IDPs)

The session was attended by representatives of 27 Member States and one non-governmental organization.

During the first session on Monday the committee adopted the agenda in the following order III, I, II. On Tuesday, the Dais received a total of 5 proposals, which included a wide spectrum of sub-topics, such as the empowerment of refugee women and girls, data on unemployed refugees, legal barriers that refugees and IDPs face to find job opportunities, PRIMES, as well as vocational and educational programs and trainings. Member States continued to work on their papers to include feedback they received and returned them to the Dais.

By Thursday five draft resolutions were approved by the Dais, two of them had amendments; draft resolution 1/2 had one friendly amendment and one unfriendly that did not pass and draft resolution 1/3 had one friendly amendment. During the last session, the committee moved to voting procedure and five resolutions were adopted, four of which received unanimous support by the body. Delegates were engaged with their work to propose solutions that would help refugees and IDPs to improve their employment opportunities. Furthermore, delegates were inclusive and respectful with each other during the four days of the conference.



**Code:** UNHCR/1/1

**Committee:** United Nations High Commissioner for Refugees

**Topic:** Improving Employment Opportunities for Refugees and Internally Displaced Persons (IDPs)

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*The United Nations High Commissioner for Refugees,*

*Fully aware* of the severity with which gender inequality affects refugees and internally displaced persons (IDPs), as only 63% of women aged 25-54 participate in the labor force as compared to 94% of men,

*Noting* Article 2 of the *Declaration on the Elimination of Violence Against Women (1983)* as it condemns physical, sexual, or psychological violence against women, including rape, sexual abuse, and sexual harassment in the workplace and the community,

*Keeping in mind* the current efforts of the United Nations (UN) to empower women through internship programs through UN Women, employment development and women's summits,

*Recalling* Sustainable Development Goal (SDG) 5 for gender equality, specifically targets 5.5 and 5.A, and the *Beijing Declaration and Platform for Action (1995)* which calls for the empowerment of women and their integration into the labor market,

*Further recalling* SDG 8.2, Decent Work and Economic Growth, which encourages higher levels of economic and educational productivity with regards to technology especially for refugees and IDPs,

*Cognizant* of the success of programs such as 51Give in Beijing and Bank Raykat in Indonesia which provide microfinancing for refugee populations who have had a repayment rate of over 80%,

*Guided by* the principles established in the *International Convention on the Protection of the Rights of All Migrants Workers and the Members of their Families (ICRMW) (1990)* to encourage anti-discrimination and inclusion policies on the basis of race, ethnicity, gender, religion, political affiliation, marital status, socioeconomic status, or other categorizations,

*Concerned* with the lack of educational training programs and access to different professions for women refugees and IDPs,

*Bearing in mind* Articles 23 and 26 of the *Universal Declaration of Human Rights (UDHR) (1948)*, which highlights every person's right to education and employment,

*Calling attention* towards organizations such as the Women's Learning Partnership, as they collaborate with local service organizations, research organizations, and civil society on the training of job skills and leadership of refugee women,

*Aware of the Protocol of 2014 to the Forced Labour Convention*, which notes that certain sectors of the economy and that certain groups of workers, especially migrants, women, people of color, and other vulnerable populations, are particularly susceptible to becoming victims of the informal economy,

*Expressing its utmost concern* of the discrimination against refugees and IDPs in terms of race, religion, gender, and country of origin,

1. *Requests* Member States to ensure there is an increased representation of women refugees in decision making in national and regional institutions and mechanisms for the improvement of employment opportunities for refugees and, to this end, calls for the creation of a new political classification, in Member States who are willing and able, for IDPs who may:
  - a. Elect representatives to be non-voting members of regional and local governments for the purpose of advocating for refugee rights, especially refugee women and girls;
  - b. Be comprised of at least 40% women who will be tasked with representing the labor and economic interests of refugee women;
  - c. Actively partner with regional organizations to create and expand employment opportunities for refugee and IDP women;



2. *Calls* on Member States to establish special measures to protect refugee women and girls who were subjugated to sexual violence in armed conflicts, and to provide them with healthcare services and security centers in order to ensure their smooth and safe integration into the labor market;
3. *Welcomes* a partnership with UN Women for a summit on preventing violence against women and children refugees and IDPs and improving economic and employment opportunities that will:
  - a. Meet biennially during the last week of April in a state to be determined;
  - b. Emphasize the protection of refugee and IDP women and girls with measures to prevent violence and amplify female voices;
  - c. Create and disperse resources such as sanitary materials and materials for reproductive health for women;
  - d. Host workshops on gender sensitivity for officials of host communities as well as those working with refugees;
  - e. Work with Doctors without Borders to discuss providing midwife maternity assistance and clinics to maintain women's health and allow them to participate in society and the labor force;
4. *Emphasizes* the need for Member States to remove barriers to employment, focusing on those preventing women from joining the workforce by:
  - a. Expanding training and vocational programs that are tailored to the specific needs of refugee women and will allow them to fully immerse in the labor market;
  - b. Replicating the INTERSOS 'Women and girls Oasis Programme which allowed Syrian refugee women to work and participate in a cash for work (CFW) program, as well as engage with a peer-to-peer support mechanism and empowerment process;
  - c. Increasing community support in the form of language classes, child-care services as well as subsidized transportation costs;
  - d. Working to simplify procedures and modify policies in order to recognize foreign experiences and qualifications and eliminate negative stereotypes towards employment seeking refugees;
  - e. Recognizing refugees' and IDPs' right to work, open bank accounts, and engage in business practices;
5. *Endorses* Member States to adopt legislation to improve microfinancing opportunities for women refugees and IDPs by:
  - a. Providing low interest microfinance loans to women refugees and IDPs, modeled after organizations similar to Kiva Labs and utilizing the best practices from the Women's Microfinance Initiative to facilitate a public-private partnership which will create small and medium sized enterprises managed by refugee women;
  - b. Promoting women refugees and IDPs to apply for microfinancing funding at refugee camps and areas that are densely populated by refugees;
  - c. Promoting financial literacy to improve the likelihood of loan repayment by creating a mentorship program to support female entrepreneurs;
6. *Invites* Member States to place emphasis on diversity, equity, and inclusion within the workforce in all industries by:
  - a. Collaborating with the UN Educational Scientific and Cultural Organization (UNESCO) and the UN Alliance of Civilizations (AOC) to promote inclusion of diverse others and social cohesion between communities of different identities;



- b. Encouraging the use of mechanisms within the hiring process to hold individuals accountable for diversity by facilitating regional workshops for small and medium-sized enterprises and developing countries, dedicated to:
    - i. Transparency in annual reporting of statistics from agencies in both public and private sectors on the diverse identities represented across employers and employees;
    - ii. The employment of diversity hiring so as to ensure that no biases are present in hiring practices;
    - iii. The establishment of diversity within hiring committees in order to gain a wider perspective when addressing prospective employees;
    - iv. The consideration of diverse backgrounds and cultural differences when conducting employment screening processes;
  - c. Providing diversity, equity, and inclusion training workshops by utilizing the UN for All initiative developed by UN Cares as a standard for diversity training;
7. *Asks* the High Commissioner to expand the inHere Project to other Member States who take in refugees, by implementing regional and local workshops in order to provide refugees and IDPs the technical capacity for meaningful employment;
8. *Recommends* the creation of an organization geared towards the training and employment of refugee and IDP women, under the observation of the High Commissioner, in partnership with the UN Institute of Training and Research (UNITAR) with guidance from the Help Refugees Work organization to initiate:
- a. Testing and assessment of skills possessed by refugees and the needs of labor markets in host communities by:
    - i. Assessing the skills of refugees on a detailed multilevel system through the establishment of a baseline employment profile, by putting together a list of ideal standards for hiring employees, to identify applicants with similar skills and traits to be monitored by UNITAR;
    - ii. Utilizing interagency cooperation and coordination with governmental bodies in relation to assessing the labor needs of host countries;
    - iii. Working with multinational corporations to connect employment opportunities to refugees and IDPs;
  - b. Primary training and integration services in relation to the regional specific host country including:
    - i. Cultural education;
    - ii. Language education;
    - iii. Identification issuance;
    - iv. Healthcare referrals;
  - c. Entry into multi-pronged employment training programs, specific to the level of skill possessed by refugees, including:
    - i. Training designations broken into groups of highly technical skilled training, mid-level technical or industrial work, and labor and agricultural focused skills;
    - ii. Quality assurance to review the effectiveness of job training programs and placement;
9. *Agrees* with the continued implementation of the OECD-UNHCR 10-Point Action Plan for Stakeholders, with a focus on women refugees, as it encourages:
- a. Collaboration with public authorities, employment services, and companies to lower the costs of hiring refugees, tax breaks, employment subsidies, and low-cost upskilling measures; which refers to cost-effective skills training that would be easily accessible for refugee women and beneficial for employees and employers;



- b. The creation of initiatives between employer associations and trade unions, such as the European Commission's Employer's Together for Integration, such that refugee and internally displaced women employees and their employers can use their experiences for the creation of new refugee employee markets and bases;
  - c. Advocacy for research organizations and governments to increase awareness regarding refugee women employment and their contribution to the economy, as well as the establishment of referral systems for the exchange of knowledge between civil society organizations;
10. *Suggests* Member States to lead migrant workers with intersectional identities away from the informal economy and directing them towards the formal economy by:
- a. Promoting educational workshops and training sessions dedicated to informing recipients of the dangers of the informal economy, which disproportionately targets women through lack of protections from sexual harassment, unequal pay, and other discriminatory policies;
  - b. Developing a standardized list of warning signs typical to job positions facilitating sexual exploitation, labor exploitation, and coerced labor;
  - c. Expanding the mission of the ILO-UNHCR Partnership to incorporate the creation of guidelines on forced labor in order to:
    - i. Promote joint action to identify long-term solutions for refugees and other forcibly displaced persons;
    - ii. Address the vulnerability of migrants to becoming victims of forced labor or modern day slavery;
    - iii. Reduce the opportunity for offenders to target migrant worker populations;
    - iv. Fulfill the mission of SDG 8.7 to eliminate forced labor, child labor, and human trafficking;
11. *Encourages* Member States to adopt programs such as the She Matters Lotus programme which empowers women refugees and assists them in overcoming the barriers they face with employment by:
- a. Empowering women refugees with the necessary knowledge, skills, and emotional support to enter the labor market;
  - b. Connecting women refugees with jobs and companies that match their unique skill sets;
  - c. Providing funding in order to reduce the financial burden caused by unemployment;
12. *Calls upon* the international community to actively create and implement solutions to include and empower refugees and IDPs with an emphasis on women by:
- a. Enhancing the employability of refugees and IDPs in the private sector;
  - b. Providing financial literacy and job training resources for women and girls;
  - c. Promoting interagency and interstate cooperation;
  - d. Creating long-term and efficient strategies to include migrant workers in the formal economy.



**Code:** UNHCR/1/2

**Committee:** United Nations High Commissioner for Refugees

**Topic:** Improving Employment Opportunities for Refugees and Internally Displaced Persons (IDPs)

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*The United Nations High Commissioner for Refugees,*

*Remembering the Rio Declaration on Environment and Development (1992), which calls for increased financial support for the sustainable development of developing Member States,*

*Recalling the 2030 Agenda for Sustainable Development Goal 8, aimed at inclusive and sustainable economic growth, as well as promoting full and productive employment and decent work for all,*

*Cognizant of the Global Strategy for Livelihoods (2014-2018) and Beyond Detention (2014-2019), in aiming to ensure that all refugees and IDPs are able to make a safe and sustainable living that meets their basic needs, and to ensure that refugees have the proper legal materials to gain formal employment,*

*Expressing appreciation for the work of organizations such as the Center for Global Development and Refugees International with their Let Them Work Initiative that is extending refugees' access to formal labor markets, as well as the Tent Partnership for Refugees that is creating opportunities to sustainably integrate refugees into the labor market,*

*Deeply conscious of the ideals of Article 6 of the International Covenant on Economic, Social, and Cultural Rights (ICESCR) (1966), which recognizes the right to work, as defined by the opportunity of everyone to gain a means of sustenance through freely chosen or accepted work, and prevent the discrimination or exclusion of refugees and IDPs in the workforce,*

*Emphasizing that in the Refugee Livelihoods and Economic Inclusion 2019-2023, access to education was highlighted as the foundation for ensuring the inclusion of refugees into the workforce and local economy,*

1. *Encourages* all willing and able Member States to donate to the Global Refugee Forum to support programs such as the Sustainable Resettlement and Complementary Pathways Initiative, which aids refugees in attaining meaningful employment in the formal economy;
2. *Calls for* Member States to recognize the Population Registration and Identity Management Eco System (PRIMES) as legal verification of identity for employment purposes to ensure that refugees and IDPs have access to meaningful and gainful employment in the formal economic sector;
3. *Urges* willing and able Member States to implement the ideals of the International Labour Organization, which provides recommendations to enable host countries to legally allow refugees access to gainful employment in Member States within six months of arrival by:
  - a. Acknowledging and confronting the unique legal barriers that refugees and IDPs are facing in obtaining work, which include differences in identification between host country and country of origin, elongated periods for being granted legal working status, and barriers to obtaining issued working permits;
  - b. Asking Member States to implement the ideals set forth in the Three-Year Strategy on Resettlement and Complementary Pathways;
4. *Calls upon* all able Member States to implement early skills assessments and training programs to better support labor market integration, in order to allow refugees and IDPs to become economically self-sufficient through:
  - a. Investing in skills assessments and training programs that are required in the labor market for a more inclusive and open integration process by:
    - i. Connecting refugees and IDPs to support groups and outreach programs that may provide the pathway to a secure occupation;
    - ii. Addressing regional needs in the labor force and include refugees in building stronger communities;





- b. Including language training programs for all host countries that require it for their newly displaced persons, as well as skills assessments and training programs to focus on developing and strengthening the basic skills of refugees and IDPs such as reading, writing, communication and digital literacy, that are requirements across all formal occupations;
  - c. Verifying and utilizing the skills of refugees in the labor market through expanding assessment and education programs that will ensure refugees have a chance to bring their prior experience into the new labor market by offering examinations designed to verify professional skills and language training to allow a fair employment transfer from one country to another;
  - d. Familiarizing Refugees and IDPs with their respective host nation's economy and labor market, therefore recommending Member States make use of existing networks such as Talent Beyond Boundaries, Science 4 Refugees, and the Welcome Talent programme;
5. *Further invites* Member States to achieve the ideals of ICESCR as to provide meaningful employment to refugees and IDPs to increase social awareness on the struggles of refugees and IDPs in order to:
- a. Inform people about issues such as unemployment and discrimination that refugees and IDPs face and the need to foster a welcoming society by establishing programs that utilize television networks, social media applications, and other forms of media to educate people about the difficulties refugees and IDPs face;
  - b. Encourage private employers and non-governmental organizations to implement an internship program designed specifically to hire refugees on a paid contract basis that will work with refugees to develop their labor skills, and prepare them for permanent integration into the labor market and therefore:
    - i. Requesting the commitment of Member States to promote cultural awareness developed through interpersonal relations in the workplace among peoples from diverse backgrounds, including language and skills exchange;
    - ii. Asking Member States to incentivize the hiring of refugees and IDPs and through exploring the multiple benefits available to employers from hiring refugees and IDPs, who often bring new and important perspectives to challenge ossified orthodoxies;
  - c. Combat the discrimination that refugees and IDPs frequently face at the workplace by dispersing anti-discrimination resources to Member States to then distribute across all relevant state ministries;
6. *Requests* collaboration with the United Nations Educational, Scientific and Cultural Organization (UNESCO) Education Cannot Wait (ECW) fund to ensure that Member States have the capacity for refugee children to receive the educational foundation to join the workforce post-schooling and gain meaningful employment in the formal economy.



**Code:** UNHCR/1/3

**Committee:** United Nations High Commissioner for Refugees

**Topic:** Improving Employment Opportunities for Refugees and Internally Displaced Persons (IDPs)

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*The United Nations High Commissioner for Refugees,*

*Affirming* Articles 6, 8, 14 and 23 of the *Universal Declaration of Human Rights* (1948),

*Highlighting* the right to work, as stated in Article 17 of the *Convention Relating to the Status of Refugees* (1951) and in Articles 52 and 55 of the *International Convention on the Protection of the Rights of All Migrant Workers and Members of Their Families* (1990),

*Appreciating* the efforts of Member States support to ensure rights for refugees as outlined in Section 1, Chapter 7 of *Agenda 21* and the *2030 Agenda for Sustainable Development*,

*Acknowledging* the High Commissioner's mandate in ensuring the international protection of refugees and internally displaced persons (IDPs) worldwide,

*Acknowledging* the sovereignty of Member States over their citizens,

*Alarmed* that 65.1% of refugees and IDPs are currently unemployed globally which has been exacerbated by the current COVID-19 pandemic,

*Reiterating* the significance of negative social stigmas, lack of language skills, unknown host Member State cultures, and the difficulty of navigating complicated legal systems when seeking employment as a refugee,

*Reminding* that integrating refugees and IDPs into the economy will contribute to the host Member State's economy and will increase their self-reliance,

*Noting* the success of the Population Registration and Identity Management Eco-System (PRIMES) as a tool for refugee case management,

*Recognizing* the fragmented systems currently in place to support refugees and the need to streamline social, employment and economic inclusion provisions into a comprehensive and organized system in host states,

*Calling attention* to the lack of equal recruitment opportunity in businesses for refugees and IDPs, as noted in the 2014 special module of the *European Labour Force Survey*, that found 60% of formally educated refugees are underemployed compared to 21% of native-born citizens,

*Viewing with appreciation* the progress made by the Alliance of Financial Inclusion by increasing financial resources made available to refugees and IDPs,

*Considering* that refugees and IDPs are not recognized by National Financial Inclusion Strategies across Member States which limits their access of loans, credit borrowing institutions, bank accounts, and microfinancing opportunities,

1. *Encourages* Member States to include refugees and IDPs in the National Financial Inclusion Strategies by:
  - a. Expanding cooperation between Alliance of Financial Inclusion, Member States, and private banks to increase financing for entrepreneurial opportunities for refugees and IDPs through measure such as, but not limited to, microfinancing; low interest rates on loans, as well as increasing funding to programs to help refugees and IDPs integrate into the employment and job market;
  - b. Adopting legislation modeled by best practices from the Alliance of Financial Inclusion to protect refugees and IDPs from predatory financial institutions by:
    - i. Encouraging Member States oversee how financial institutions interact with refugees and IDPs;



- ii. Increasing transparency between multiple stakeholders, which include, but not limited to, financial institutions, non-governmental organizations (NGOs), private banks, and Member States;
      - c. Encouraging Member States explore the benefits and utilize blockchain technology to facilitate direct financial funding to refugees and IDPs to provide financial support to increase employment opportunities;
2. *Requests* Member States to support refugees and IDPs during the COVID-19 global economic crisis by ensuring that national financial support packages include refugees and IDPs;
3. *Expresses* support for the existing PRIMES identification system, recognizing the complex and specific needs of refugees by:
  - a. Utilizing the PRIMES system to coordinate service provision between the High Commissioner and host Member States;
  - b. Registering refugees and their children into the PRIMES system and providing services and support across two generations to enhance employment opportunities and economic integration;
  - c. Encouraging the High Commissioner to promote further adoption of the PRIMES ecosystem to better capture information about refugees in their host states;
  - d. Promoting the removal of barriers associated with accessible admission to the PRIMES system by Member States;
  - e. Encouraging Community Based Organizations to deliver comprehensive services to two generations of refugees in host states coordinated through the PRIMES identification ecosystem;
4. *Calls upon* Member States to join and actively participate in initiatives such as the 'Engaging with Employers in the Hiring of Refugees' initiative, which lays out a 10 point strategy to build economic partnerships between employers and displaced persons by identifying the skills refugees have that businesses can utilize by:
  - a. Providing training sessions for employers regarding skills assessment;
  - b. Recognizing foreign qualifications, where possible, when it comes to informal skills;
  - c. Identifying and addressing barriers refugee women may experience in relation to skills assessment;
  - d. Encouraging the use of online tools, such as the European Union (EU) Skills Profile Tool for non-EU third-country nationals;
5. *Encourages* Member States to seek partnerships to develop Community Sponsorship Programs — such as those in Ireland, Canada, Republic of Argentina, and New Zealand — that will:
  - a. Welcome refugees into a community of private citizens and organizations to foster social, cultural, and political inclusion;
  - b. Provide training in the language of the host community;
  - c. Assist refugees in navigating legal barriers to the workforce, such as waiting periods and work visas, where possible;
  - d. Identify employment and training opportunities, as well as safe and affordable housing;
6. *Encourages* Member States to uphold their commitments under international conventions to refugees' and internally displaced persons' socioeconomic rights by:



- a. Ensuring national origin and other anti-discriminatory factors are not taken into consideration when a Member State grants legal status;
  - b. Honoring refugees' and IDPs' basic human right to legal counsel by encouraging Member States to set aside sufficient funds that provide access to legal resources for these individuals such as court interpretation and legal fees;
  - c. Streamlining immigration policies and requirements to refugees and IDPs who need immediate immigration accommodations, such as assistance with professional documentation, including resumes and pre-employment income support;
  - d. Addressing the issue of backlogged immigration courts of Member States which prohibits processes such as entries/exits, visas, and asylum applications for refugees and IDPs;
  - e. Providing linguistic, cultural and labor training as expressed in Article 22 of the *1951 Convention Relating to the Status of Refugees* for the purposes of employment in host Member States;
7. *Supports the Refugee Livelihoods and Economic Inclusion: 2019-2023 Global Strategy* which aims to enhance legal and de-facto access to decent work through:
- a. Partnering with expert entities to facilitate inclusion of refugees into existing programs and services;
  - b. Encouraging private sector firms to undertake institutional mapping exercises to assess the viability of workforce inclusion of refugees.



**Code:** UNHCR/1/4

**Committee:** The United Nations High Commissioner for Refugees

**Topic:** Improving Employment Opportunities for Refugees and Internally Displaced Persons (IDPs)

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*The United Nations High Commissioner for Refugees,*

*Recognizing* the success of the *UNHCR-NGO Toolkit for Practical Cooperation on Resettlement* which brought together UNHCR Bangladesh, the University of New South Wales Centre for Refugee Research, and the Victorian Foundation for Survivors of Torture to create a community based and individual assessment methodology for the early identification of trauma and abuse to women and girls,

*Keeping in mind* everyone has the right to education as established by Article 26 of the *Universal Declaration of Human Rights* and the *International Covenant on Economic, Social and Cultural Rights* by the United Nations Educational, Scientific and Cultural Organization (UNESCO) which states education is the key to a successful career, helping to overcome soft barriers like discrimination and hard barriers like lack of education and training,

*Concerned* by the report *Tackling Terrorists Exploitation of Youth* by the American Enterprise Institute which states economic vulnerability as a major factor causing teenagers and young adults to be at risk of being targeted for illicit and terrorist activities and the recent survey by the United Nations Development Programme which found 13 % of youth who joined a violent extremist group in Africa reported that they done so seeking employment opportunities,

*Fully Alarmed* by the *Global Trends Report 2020* which highlights refugees have a higher rate of unemployment compared to the native-born population and other migrants,

*Acknowledging* the increase in economic activities and employment linked with the program *Yunnan Urban Environment Project* established by the World Bank and the Yunnan provincial government located in a rural area, which financed \$50 million USD for developing and improving vocational and technical schools,

*Bearing in mind* 17% of refugees and IDPs possess a university degree and 38% possess a general school degree as written in *Labour Market Integration of Refugees in Germany* by the Organization for Economic Co-operation and Development (OECD),

*Fully alarmed* that university, general school degrees, and training certificates can be lost in the process of refugees and IDPs moving within or outside of Member States,

*Recognizing* the differences in standards of education and vocational training between country of origin and host countries need to be addressed in order for refugees to secure meaningful employment,

*Fully aware* that refugees show initiative to be employed, as shown in the program *New to the Netherlands Initiative* which states that 80% of refugees migrating to the Netherlands want to secure meaningful employment,

*Expressing appreciation* for the public-private partnership (PPP) between the United Nations and Samsung which created an application called the Samsung Global Goals which provides public access to directly donate to specific Sustainable Development Goals,

1. *Establishes* the Toolkit to improve employment opportunities for refugees and IDPs by creating a connection between businesses to current refugee training, education, and employment programs or create new refugee and IDPs employment opportunity programs that are nonexistent or are severely lacking by:
  - a. Utilizing existing technical cooperation and initiatives like the *Toolkit for Practical Cooperation on Resettlement* as examples and take successful strategies for forming and developing partnerships and programs;
  - b. Possessing a main objective of linking businesses to existing programs that give refugees and IDPs training and employment opportunities;



- c. Taking into account and promoting individual business needs to develop new programs and initiatives;
  - d. Emphasizing the need to build or connect refugees, particularly the youth between the ages of 16-26 to apprenticeship and other training programs;
  - e. Promoting the inclusion of women in any newly created programs or initiatives;
2. *Decides* to create a report on how to implement best practices in an education system that enables refugees and IDPs to overcome soft and hard barriers to employment specifically in rural areas that:
  - a. Guarantees access to no-cost schooling;
  - b. Focuses on acquiring a fundamental level of education as defined by UNESCO for all refugees and IDPs;
  - c. Explores the efficacy and availability of international online schooling for refugees of all ages to enable these populations to receive a fundamental education and additional employment opportunities;
  - d. Includes targeted language and cultural courses of potential host countries to help overcome discrimination and barriers related to communication;
3. *Requests* Member States to consider incorporating youth refugees between the ages of 16-26 into potential host countries, provide vocational training, and aid refugee rehabilitation in order to improve employment opportunities to refugees while reducing the potential number of radicalized youth;
4. *Encourages* Member States to erect and extend the offer of vocational schools and training in rural areas by:
  - a. Establishing more vocational schools in rural areas;
  - b. Collaborating with the private sector and businesses in order to provide scholarship opportunities to refugees and IDPs;
  - c. Creating national, regional, or local programs that create job opportunities in rural areas;
  - d. Focusing on mentoring refugee and IDP youth by encouraging Member States to provide scholarships and financial aid for vocational schools and apprenticeship programs to improve employment opportunities;
  - e. Providing transportation accessibility to refugees to attend vocational training and other educational facilities by extending access to public transportation;
5. *Invites* UNESCO to collaborate on creating state-approved testing facilities which rank the different levels of education through:
  - a. Establishing a global network where every education certificate, vocational training and university degree is digitally saved, is accessible through an individual code, and can also be easily saved on people's mobile phones, allowing them to be readily available;
  - b. Encouraging Member States to acknowledge degrees previously earned by refugees and IDPs to facilitate employment of these populations;
  - c. Informing refugees about courses that they may need to graduate to work in their job in their respective host countries;
  - d. Providing the material needed to get their degree recognized in their host countries;
6. *Further invites* UNESCO to aid in the establishment of education and vocational training in refugee camps to help these vulnerable populations improve their chances of gaining meaningful employment in other countries through:



- a. Increasing language courses in refugee camps of potential host countries to close the language gap between refugees and citizens of the host country;
  - b. Improving access to fundamental education in refugee camps by requesting more partnerships with Teachers without Borders and other similar NGOs and Civil Society Organizations to ensure that refugees and IDPs receive proper educational training to succeed in their host country;
  - c. Encouraging cooperation between host country Member States and refugee camps by communicating what vocational jobs are needed in host countries in order to provide adequate vocational training to refugees and IDPs in an annual report;
  - d. Expanding culture courses in host countries to increase integration for refugees and IDPs helping them understand a different style of living by expanding networking opportunities and explaining cultural, religious and traditional differences to aid in overcoming soft barriers like discrimination during interview and hiring processes;
7. *Establishes* a technical cooperation and PPP outreach program that creates new avenues for funding and raises awareness by outreaching to businesses to create additional PPPs that will expand available donations through:
- a. Outreaching to existing partners and NGOs requesting aid in increasing awareness of the new program;
  - b. Creating interactive mobile applications through PPPs utilizing the UN PPP with the Samsung Global Goals as a standard of quality that will:
    - i. Promote direct donations from the public and include ways to directly donate to specific programs or goals;
    - ii. Recommend utilizing advertisements to generate funds and provide application users to watch advertisements to gain donatable funds;
    - iii. Include articles about works, critical issues, and recommendations on what the everyday person can do to help besides donating.



**Code:** UNHCR/1/5

**Committee:** United Nations High Commissioner for Refugees

**Topic:** Improving Employment Opportunities for Refugees and Internally Displaced Persons

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*The United Nations High Commissioner for Refugees,*

*Underlining Article 14 of the Universal Declaration of Human Rights (1948), which specifically recognizes the right of all individuals to seek asylum in another state,*

*Affirming the Convention Relating to the Status of Refugees (1951) definition of the term “refugee” and outlined rights of refugees to receive protection,*

*Acknowledging the adoption of the General Assembly resolution 62 (I) on “Refugees and Displaced Persons” (1946),*

*Noting with concern that according to the Global Trends: Forced Displacement in 2019 there were 45.7 million internally displaced people,*

*Concerned that the world is currently experiencing the highest levels of displacement on record, seeing as by the end of 2019, 79.5 million individuals were forcibly displaced worldwide and one person was displaced every two seconds due to conflict or persecution,*

*Emphasizing the importance of education for refugees, asylum seekers, stateless children, and youth by allowing them access to inclusive and equitable quality education in order for them to participate in cohesive societies,*

*Having examined various statistics of developed countries, such as the United States Bureau of Labor Statistics’ 2016 Education Matters global study, it states that education has a direct link to employment which ultimately results in job creation,*

*Taking into account the lack of proper documentation for many refugees, the lack of employment opportunities that result from this, as well as the need for Member States to have secure state civil registry systems and overcome regional disparities in data collection, disconnected and inconsistent administration processes, and a lack of digitizing national data collection processes and data,*

*Guided by the Graduation Approach, refugees and internally displaced persons (IDPs) have seen an improvement in living conditions within countries they have sought asylum in, as shown in 2011,*

*Noting with approval the incorporation of gender and ethnicity inclusivity measures in order to establish equitable and fair conditions for all, as a means to combat gender inequality due to the wage gap that is currently at 23%, as reported by the Equal Pay International Coalition,*

*Appreciating the work done by HelpRefugeesWork, a non-governmental organization that brings together job-seeking refugees with employers and training providers, specifically their integration and expansion of employment organizations in order to promote connections between employers and refugees, which enables free access to those who may not easy access,*

*Bearing in mind that 25.4 million people were in refugee and refugee-like situations in 2018, the highest number seen since World War II according to the Global Trends report,*

*Viewing with appreciation the work achieved by Tent Partnership for Refugees, a non-governmental organization, that provides refugees with assistance in economically integrating into their host communities,*

*Keeping in mind the importance for inclusivity and fair diversity strategies in programs to ensure that marginalized groups do not encounter additional barriers and are not disadvantaged in regards to the economic integration of refugees and internally displaced persons,*

1. *Encourages* Member States to adopt the Graduation Approach to reach the refugees and IDPs in more poverty-stricken regions of host countries in an effort to eradicate unemployment and improve living conditions;





2. *Calls upon* Member States to adopt refugee-friendly programs to increase economic integration of refugees and to consider the research done by non-governmental organizations (NGOs), such as Tent Partnerships for Refugees, when drafting them;
3. *Recommends* that Member States implement and expand a system of social networks, similar to HelpRefugeesWork, that collaborates with individuals who work for various sectors within the government of the host state that will provide information to refugees regarding job openings that will utilize their skill sets, in order to bolster equitable employment opportunities by:
  - a. Agreeing to replicate the model of HelpRefugeesWork to regional, as well as international Member States, by 2025 to increase connections between employers and refugees;
  - b. Allowing HelpRefugeesWork and programs to assist refugees and IDPs to a path of successful employment by increasing job opportunities;
  - c. Establishing financial aid institutions to provide monetary assistance through funding programs or NGOs such as AAR Japan to those in need and to help them progress and develop further;
  - d. Supporting local language education for refugees and IDPs in Member States for easier integration into the workforce and the community at large;
4. *Proposes* the incorporation of inclusivity and fair diversity programs on the international level to ensure equal pay between varying genders and ethnicities by:
  - a. Bridging the gap between different genders and ethnicities through the promotion of laws regarding equal and fair pay;
  - b. Creating job opportunities and educating IDPs and refugees who may not have access to such programs;
5. *Considers* the establishment of an agency with developing Member States that will provide financial aid, funding, or investment in refugees for refugees to receive education and increase their employment rates;
6. *Strongly recommends* Member States to aid least developed countries in establishing refugee and IDP registry systems through technical cooperation;
7. *Calls upon* Member States to allocate resources and funding to existing UN funds to assist Refugee and IDP populations to:
  - a. Document the travel of refugees in order to better assist their integration into host countries;
  - b. Assist refugees in becoming eligible to services provided by non-governmental organizations;
8. *Expresses hope* that Member States promote the incorporation of refugees and IDPs into the daily lives of current residents of the host state;
9. *Suggests* Member States to adopt a two generational mindset in the implementation of education and employment programs to ensure first generation and second generation migrant refugees and IDPs have access to the same services to ensure greater integration and positive outcomes;
10. *Encourages* Member States to promote the “Refugee Education 2030: A Strategy for Refugee Inclusion”, by providing strategic objectives in order to provide education to refugees and IDPs to improve employment among refugees, such objectives include:
  - a. Increasing the number of youth and adults who have relevant skills, including technical and vocational skills for employment and entrepreneurship;
  - b. Ensuring equal access for all women and men to affordable and quality technical, vocational and tertiary education;



- c. Advocating for systematic inclusion of refugees, stateless and other displaced people in regional and sector planning;
11. *Further invites* Member States to encourage their current residents and citizens to incorporate refugees and IDPs into the job market through hiring incentives.