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“Protecting Freedom in the Global Age ”

Urbanization Committee

*Promoting the Integration of Immigrants in the
Workforce in Urbanized Cities*



**RESEARCH
REPORT**

Recommended by:



Forum: Urbanization Committee (SA5)

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**Issue: Promoting the integration of immigrants in the workforce in
urbanized cities**

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Introduction

For several years, many individuals believe that immigrants take up the jobs of natives' in the area they choose to reside in. However, according to research done by the World Bank, migration has beneficial effects on both the receiving and the sending countries. In other words, research suggests that immigration, on average, has positive economic effects on the native population. Furthermore, as the Human Rights Declaration states in its 22nd Article, everyone has the right to work, to free choice of employment, to just and favorable conditions of work and to protection against unemployment. Therefore, an immigrant working in a job is their basic human right and as the international community, it is important to support immigrants in their search for a job.

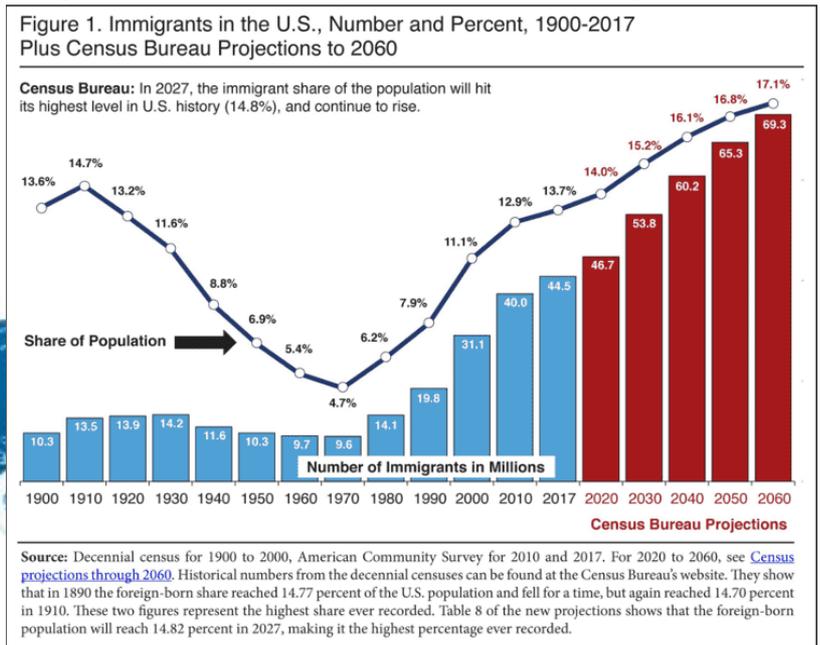


Figure 1: Number of immigrants in millions in accordance to the share of population in the United States

New working opportunities are especially prominent in urbanized cities as the population shifts from rural areas to urban areas. Many companies are extending their job options because of the increase in population and it is important to ensure that the new population living in cities are employed, which especially include immigrants. Therefore, supplementary efforts should be made, and new opportunities should be created to integrate immigrants into the workforce and to ensure immigrants benefit from the aforementioned extended job options in companies.

Definition of Key Terms

Immigrant: According to Merriam Webster, an immigrant is a person who legally comes to a country to take up permanent residence. Immigrants may take up employment as migrant workers or temporary foreign workers, therefore, immigrants who work can also be referred to as migrant workers.

Urbanized City: An urbanized city is a human settlement that has a high population density and has an infrastructure of built environment.

Migrant: A migrant is a person who comes to a country without necessarily settling in a new place permanently. They reside in a certain location between a certain time period.

Migration: Movement from one region to another often according to the season of the year.

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General Overview

The Reasons Behind Immigration and Why Immigrants Choose Urbanized Cities

As of 2015, the number of international migrants has reached 244 million worldwide. With the majority living in United States, approximately 19% of world's total, one third of the world's international migrants are living in 20 countries such as Russia, Germany and Saudi Arabia.

Nearly half of international migrants being from Asia (43%) and the rest originating from Europe and Latin America, 117 million of international migrants are between the age range of 20 and 64. Moreover, 37 million international migrants are below the age of 20 as of 2015.

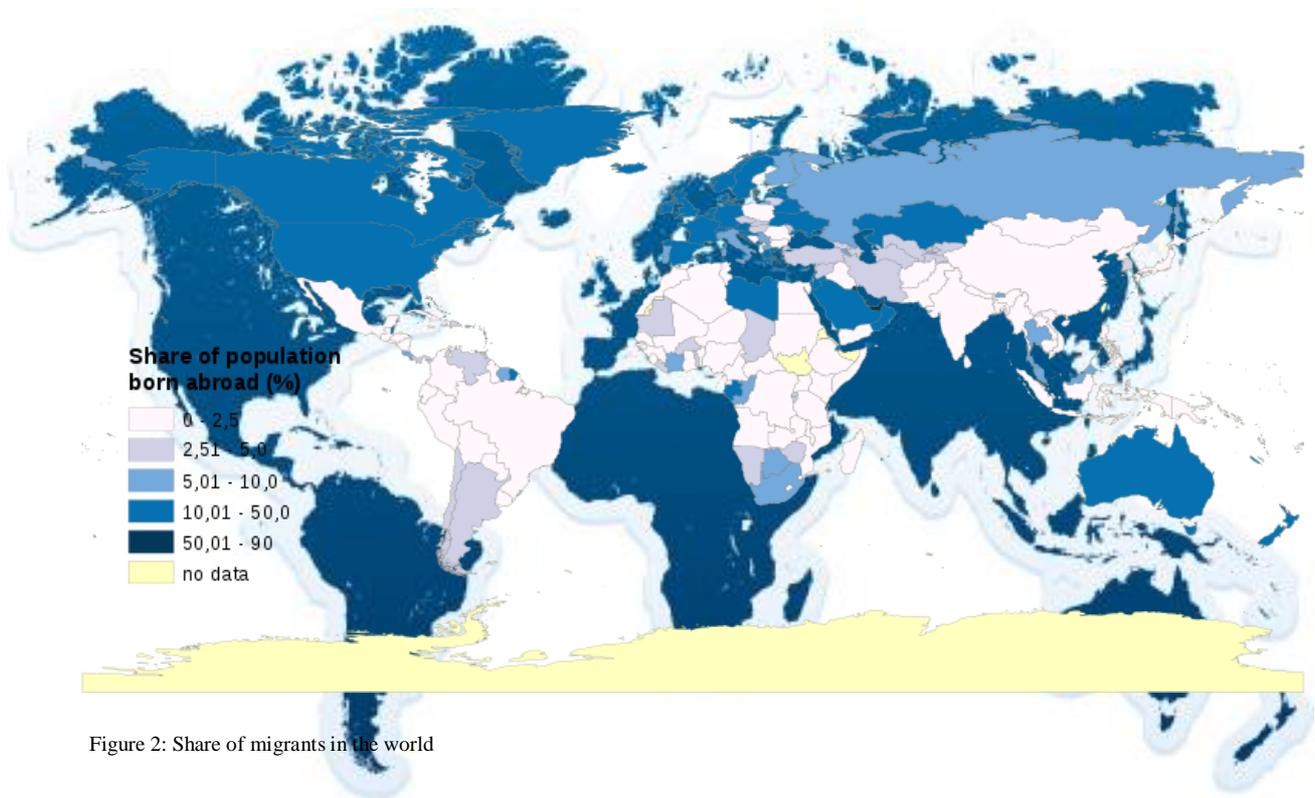


Figure 2: Share of migrants in the world

There are many reasons for an individual to migrate to another country, which are:

- **Economic migration:** An individual leaving their country of origin in order to seek material (food, shelter, job) improvements in their livelihood. The majority of economic immigrants do eventually get employed in the country they choose to reside in.
- **Voluntary migration:** An individual leaving their country of origin based on their free will and initiative. The reasons behind this might include change in life's course such as getting married or retirement, politics and individual personality such as choosing to live in an urbanized area.

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- Forced (involuntary) migration: An individual leaving their country of origin often because of persecution, development and exploitation. A good example for this type of migration can be the African Slave Trade; where 12 to 30 millions of Africans were forced to flee their homes and got transported to various parts of North America, Latin America and, the Middle East.
- Reluctant migration: An individual leaving their country of origin not because of mandate but because of unfavorable conditions in their current location/country of origin.

Whichever might be the reason for an individual to flee their country, many choose urbanized cities to reside in. Urbanized cities are the most suitable places for immigrants to continue their lives, which is why the Mediterranean is the busiest migration route in the world with more than 16 thousand immigrant arrivals in the year 2017.

In majority of the urbanized cities, it is easier for immigrants and their families to find a place for them to live in because of the already existing population in the city. Furthermore, food and water accessibility is also very easy in big cities. There are also many job opportunities in a big city for immigrants. Ranging from managerial and professional occupations (23 percent), technical, sales and administrative support occupations (21 percent) to service occupations (21 percent), there are many job opportunities for immigrants to take.

The Process of Finding a Job as an Immigrant and Discrimination

Immigrants go through the same employment process as natives in the country. They simply apply for a job, go to an interview and either get employed or not, in that case they look for another job. However, there are many challenges they face when they get employed, both from the employer company and their peers. Firstly, they may have lower wages and longer hours

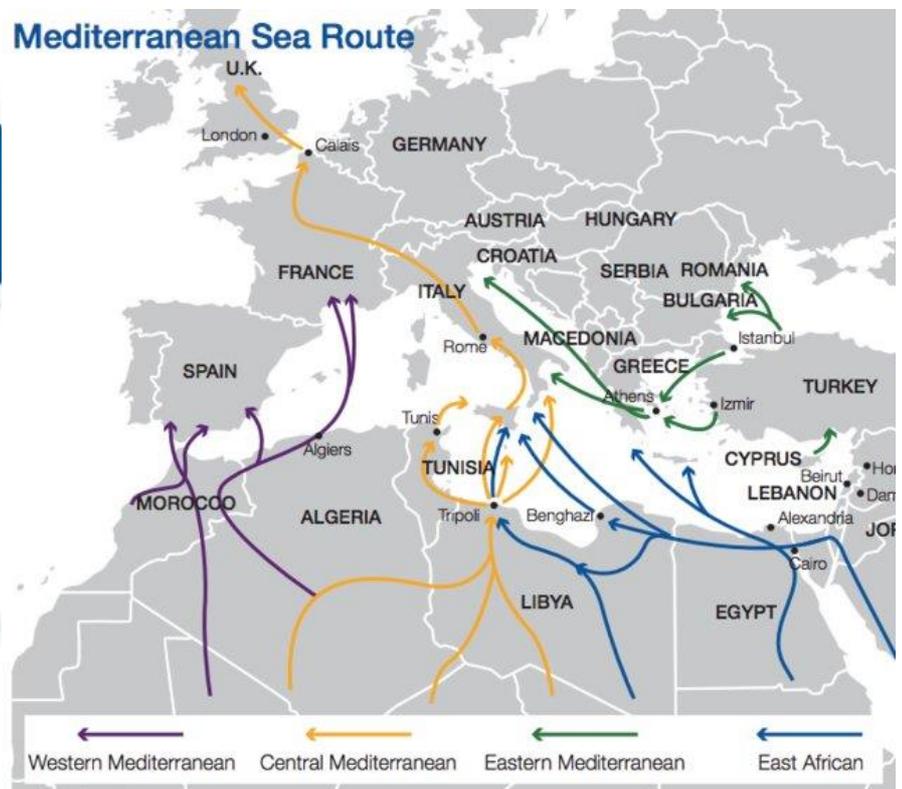


Figure 3: Mediterranean migration routes

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to work when compared to their native peers. The employer company may take advantage of their immigrant status in such ways as:

- Forcing workers to labor long hours without paying more
- Not paying minimum wage or failing to compensate for work that is done
- Not offering job training or protective equipment for dangerous jobs
- Not letting workers know of their legal rights by continuing the process and not letting them stand up for their rights
- Engaging in racial discrimination or sexual harassment

The last bullet point is one of the most faced challenges by immigrants in workplaces. While most of them face xenophobia and prejudice, which is fear or hatred of an individual to a person who is foreign to them, there also cases where they face racism and misogyny, which is seeing women as inferior. For example, an individual coming from a country from the Middle East can face prejudice when he or she is thought to be a terrorist or a person who is associated with terrorism and/or a terrorist group. These kinds of cases of discrimination makes it harder for immigrant to be integrated into the new society and also adjust to new laws, new cultural norms and language. Discrimination might also discourage immigrants to go to their jobs and meeting new people because of the fear of getting discriminated. In the end, they might get very insecure of their immigrant background, which makes it harder for them to adjust.

Why is integrating immigrants into the workforce important?

Several researches show that immigrants are beneficial to the native population, worldwide. Many immigrants often do types of work that natives are largely unwilling to do, which contributes to greater economic prosperity and productivity. For example, according to the Institute of Labor Economics, Mexican migrant workers taking up manual farm work in the United States has close to zero effect on native employment in that occupation, which means that the effect of Mexican workers on US employment outside farm work was therefore most likely positive, since they raised overall economic productivity. More positive effects of immigrants to the economy include, probability of self-employment of immigrants in urbanized cities.

Further, according to a study made by Nathan Nunn, Nancy Qian and Sandra Sequeira, mass migration between 1850 and 1920 has had long-term beneficial effects on the US economy: “Locations with more historical immigration today have higher incomes, less poverty, less unemployment, higher rates of urbanization, and greater educational attainment. The long-run effects appear to arise from the persistence of sizeable short-run benefits, including earlier and more intensive industrialization, increased agricultural productivity, and more innovation.” The same study showed that migration had short term effects on the economy such as increased productivity, increased incomes, and more industrialization.

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Major Parties Involved and Their Views

International Labor Organization (ILO): With its 187 Member States, the ILO the only UN agency that has three parts which work collaboratively to accomplish the ILO's main goals. Since 1919, the ILO brings together governments, employers, and workers in its Member States to, in a general scope, set labor standards, develop policies and devise programs promoting decent work for men and women.

By doing global and regional estimates of migrant workers, the ILO has helped the international community to accommodate migrant workers into a suitable job and to understand the reason behind why millions of workers and their families travel to countries other than their own to find work.

United States of America: Ever since the 20th century, the United States has been one of the most migrated countries in the world. As mentioned in the "General Overview" section of this report, most immigrants migrate to seek better job opportunities with higher wages and with its strong economy, the United States seems like the perfect place to settle in.

The majority of the immigrants in the United States are from Latin American countries, and 95% of these immigrants live in metropolitan areas in the country. Moreover, according to research conducted in 2005, one in eight workers was an immigrant in the United States.

Currently, the US is nearing full employment with an unemployment rate of 3.9 percent. This means the majority of the population, including immigrants, are employed. However, many believe that immigrants are taking jobs away from native-born Americans. On the other hand, many immigrants often apply to jobs that are not taken by or a priority to native-born Americans, resulting in the workforce getting stronger.

Furthermore, with the recent immigration laws issued by the presidential body of the US, the immigration rates might decline, which might cause damage to the US economy.

European Countries: Ever since the late 20th century, the number of immigrants entering European countries have increased substantially. Many European nations today, have sizeable immigrant population both from European and non-European backgrounds. However, because European Union (EU) citizens have the freedom of movement and residence between EU countries, the term "immigrant" has a specific definition: "the action by which a person from a non-EU country establishes his or her usual residence in the territory of an EU country for a period that is, or is expected to be, at least twelve months." Moreover, during the migration crisis in 2017, the number of asylum seekers arriving from outside Europe increased drastically, resulting in many immigrants from Turkey, India, Pakistan, and Morocco to become citizens of the European Union.

Similarly, to the US, many immigrants who come to reside in one of the European Countries eventually do look for job opportunities in the urbanized areas of the country. Many end up taking jobs that are a priority to the native population and, in conclusion, uplift the economy by taking the initiative.

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Treaties and Events

[Migrant Workers Recommendation \(No. 86\), 1 July 1949](#) and [Migrant Workers Recommendation \(No. 151\), 24 June 1975](#)

The two recommendations adopted by the International Labor Organization (ILO) and its Member States once again outline how migrant workers should be treated in a territory of a Member State and how their working environment can be continued in a healthy way. The recommendations have parts such as explanations of specific terms, equality of opportunity and treatment, social policy, treatment of migrant workers in distinct cases.

[Migration for Employment Convention \(No.97\), 22 January 1952](#)

The Convention adopted by the International Labor Organization (ILO) and its Member States is concerned with topics such as transparency, the assistance of migrants, combatting prejudice and discrimination against immigration and immigrants, and providing adequate shelter, food, and medical service for migrant workers. This convention once again outlines how migrant workers should be treated in the location they migrate to.

[International Convention on the Protection of the Rights of All Migrant Workers and Members of Their Families, 18 December 1990](#)

Although the Convention leaves the impression of only including migrants, it also includes immigrants since immigrants take up employment as migrant workers in the location they settle in. The Convention is parted into 9 sections where the articles are assembled accordingly. These 9 sections are: (I) Scope and Definitions, (II) Non-discrimination with Respect to Rights, (III) Human Rights of All Migrant Workers and Members of their Families, (IV) Other Rights of Migrant Workers and Members of their Families who are Documented or in a Regular Situation, (V) Provisions Applicable to Particular Categories of Migrant Workers and Members of their Families, (VI) Promotion of sound, equitable, humane and lawful conditions in connection with international migration of workers and members of their families, (VII) Application of the Convention, (VIII) General provisions and (IX) Final provisions. This Convention is one of the most important documents related to the issue since it outlines the required necessities for all migrant workers to work in a rightful manner in a country other than their own and how to combat the arisen issues in the families of migrant workers because of migration.

[Resolution Adopted by the General Assembly on 19 December 2017 \(A/RES/72/179\)](#)

As being one of the documents adopted in the near past, this resolution also emphasizes, more generally, on the Protection of Migrants. However, the resolution sheds light on the importance

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of healthy and necessary assistance and support to migrant workers and highlights the importance of women migrant workers on development as well.

Evaluation of Previous Attempts to Resolve the Issue

As seen in the “Treaties and Events” section of this Research Report, although there have been international efforts to outline the safe conduct on how migrant workers need to be treated in their workplaces and their human rights in general, there is no actual internationally recognized document which recognizes the hardships migrant workers experience while searching for jobs in urbanized cities as well as a document which elaborates on the ways which immigrant -migrant workers- can be integrated into the workforce.

Furthermore, the documents seen above are not binding, which means no State is mandated to sign and ratify the aforementioned documents; they are only encouraged to sign and ratify them. Although it is hard to mandate States to sign and ratify a document, the best way is to find a common ground between all Member States of whichever organization that makes a document concerning this issue. This way, all Member States will be encouraged to sign and ratify the document since it will align with their national law.

Moreover, there are no actual penalties for States that do not follow the articles of the documents, which cause many States to be discouraged to apply the articles of the document to their national law and conduct. It is fundamental to give states the right to denounce from documents, however, it is also important to track States, with their approval, whether or not they are following the guidelines/articles of the documents in the required way.

With keeping the shortcomings of the previous attempts in mind, it is important to find adoptable and fundamental solutions to the issue which the international community will all agree and approve of.

Possible Solutions

Firstly, as aforementioned before, finding common ground between the Member States of the United Nations (UN) is vital. In creating an international framework, it is important to ensure that the articles or the guidelines are adaptable and in line with the States’ national laws, in order to not contradict with internal affairs. This process can be facilitated by several conferences or General Assembly sessions dedicated to promoting the integration of immigrant into the workforce of urbanized cities. By doing so, the formulation of a new and up-to-date international framework to elaborate clearly on the safe conduct of how migrant workers -immigrants- will be most safe and comfortable while working in urbanized cities. Combatting discrimination and prejudice made against migrant workers should also be one of the main focuses of the conferences’/sessions’, and therefore, the framework’s. This will further motivate immigrants to work in the location they choose to reside in since they will be able to work in a suitable environment without any discrimination from the native workers.

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Secondly, employment agencies that help migrant workers to get employed in urbanized cities will be established, which are essential to integrate immigrants into the workforce. These employment agencies will be supervised by the UN and the ILO and will have regional offices in countries that most immigrants migrate to, essentially having at least 3 regional offices in each continent, excluding Antarctica. The employment agencies will reach out to companies and schedule interviews and meetings, in short, facilitate the employment process of immigrants. These employment agencies will also request reports from companies that they assigned migrant workers to, as well as doing annual investigations by conducting interviews with the employed immigrants and such to make sure the migrant workers are safe and happy in their workspace. These reports and compiled information from the investigations will be sent to both the UN and the ILO.

Furthermore, establishing a Non-governmental Organization (NGO) can also be vital to the issue at hand. This NGO will have focuses on topics such as protecting the rights of immigrants in their workplaces, giving them a voice to share their experience in the workplaces, combatting violence made against women migrant workers as well as men migrant workers. Moreover, this NGO will also help to assist migrant workers' children to school without any tuition, with the support of the World Bank, to encourage children to also find their passion in school and, in the later years of their lives, to also get employed in the field they are most passionate about, in cooperation with the aforementioned employment agency. The NGO will also have programs to support and encourage women migrant workers to work while also assisting women migrant workers to find a job, with also offering language courses for all immigrants and their families to ensure that they are comfortable with the language that is foreign to them.

It is important to mention the issue of penalty in this section of the report. Necessary punishment should be given to those Member States which do not obey the conduct that the international framework defines, and which violate the human rights of migrant workers. The interviews given by the immigrants to the employment agencies and investigation conducted by the agencies should also be considered in giving a penalty to the Member States.

Lastly, raising awareness of how migrant workers are experiencing discrimination in their workspaces and how migrant workers are important for economic development in the Member States is important. By raising awareness, national embracement and support will be established and a community will be created amongst the members of the State.

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