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“Protecting Freedom in the Global Age ”

Humanitarian Committee

*Finding measures to ensure inclusivity of refugees in
the workforce for private sector companies*



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Forum: Humanitarian Committee

Issue: Finding measures to ensure inclusivity of refugees in the workforce for
private sector companies

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Introduction

The integration of refugees into the society has been an emerging topic of debate in the last decade. To afford basic health care and other vital needs such as food, electricity, water and most importantly housing, refugees need to be employed and private sector companies can uphold a major role during the process of employing refugees.

Refugees leave their country as a result of natural disasters or domestic incidents. These incidents can be being persecuted due to your race, ethnicity and religion or if your country is amidst war and conflicts. When they enter the new country, their primary need is to find a job to be able to feed themselves and their families and also claim housing.

Refugees in some welcoming countries like Turkey are even entitled to free healthcare and financial support provided by the government. Although, these privileges can be limited in other countries like the US and Israel.

Mass refugee movements occurred throughout the history have simultaneously increased the demand for refugee inclusivity in the private sector. In 1962, Immigrants that were highly skilled in work were permitted access to the United States. Following this, 3.2 million refugees entered the US and contributed to American workforce, specifically private sector in 1980. Another mass refugee outbreak occurred when the Sudan civil war initiated in 2011, the same year Syria Civil war began – both conflicts that resulted in immense immigration rates.

It is known that some political parties are not completely supportive of refugees having jobs and being employed, therefore critical measures to safeguard a refugee-included workspace must be taken.

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Definition of Key Terms

Refugee – A refugee is a person who involuntarily escaped their country due to war, natural causes or other factors.

Private Sector- Part of the economy that is not under state supervision, run by profit-seeking individuals and companies

United Nations High Commissioner for Refugees (UNHCR): UNHCR is an organization dedicated to foster a world that embraces refugees while coming up with solutions such as joblessness and other issues that require humanitarian aid.

Organization for Economic Cooperation and Development (OECD): OECD is an organization that defines their aim to implement policies for prosperity and inclusiveness among the world and they are in collaboration with UNHCR regarding the issue of refugees being included in the workforce for private sector companies.

The Donor Committee for Enterprise Development (DCED): DCED is an organization that focuses on generating job opportunities for the underprivileged that corresponds with the UN Sustainable Development Goals

General Overview

Approximately 26 million refugees exist in the world today and UNHCR states that 80% of those refugees are residing in neighboring countries, who in many cases struggle to meet all the demands. As for another aspect, some countries, for instance the United States, are not fully welcoming to refugees and deprive them of basic resources, which increases the need of jobs by refugees to be able to buy basic human needs. In July, the Trump Administration even passes a fast-track deportation procedure that can get you deported without any trial. Additionally, the president's attacks towards representatives and congresswomen of color provoke the public and influence the overall point of view regarding refugees – correspondingly more handicaps are formed for refugee employees.

Studies indicated that refugees exhibit attitudes of an ideal employee more than local people. In fact, in a Forbes Article, it was stated that 73% of the companies that were situated in the US reported a lower turnover for employees who has a refugee background. What this mean is that the refugees ensure more performance and capability, however the question why they are still excluded from private sectors remain a mystery. Some employers believe that if the hired refugee has a problem with their visa or work permit, it can also cost them their business and integrity. Another case is that businesses might want only local people since they were more familiar with the market and prefer them instead of the refugees.

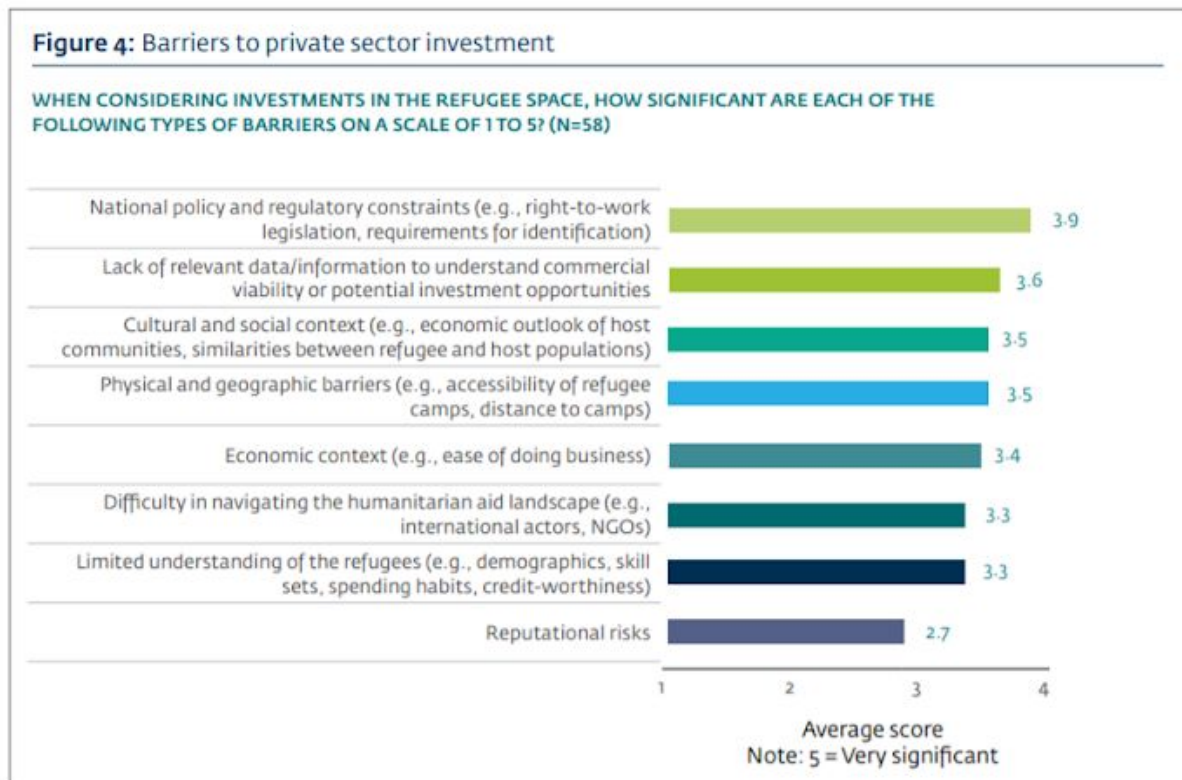
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Including more refugees on the private sector would boost the economy and social opinion on the refugees in a positive fashion simultaneously, stated The Guardian and Al Jazeera.

Some refugees rely on entrepreneurship for financial self-reliance and some rely on the private sector. To exemplify, a statistic by the Financial Times states that Syrian refugees in Turkey have started 4.000 new enterprises since 2011; boosting the local economy and enabling more refugees to be employed in those enterprises.

Many organizations have tackled the issue to resolve this job discrimination and found that employing refugees can actually benefit a country and boost their economy as aforementioned. Correspondingly, there are lots of solutions proposed to establish the inclusive environment in the private sector regarding hiring refugees. In the US, migrants and refugees create and fill 1.5 million jobs, which drastically contributes to the socioeconomic status of a member state.

IFC (International Finance Cooperation), a subsidiary body of World Bank that focuses on private sector development, revealed factors that hinder the employment of refugees with statistics from most to least, and they are in cooperation with UNHCR to overcome these factors by communicating with employers and having one-to-one talks with the refugees.



The graph above indicates some factors that can play a barrier role when private sectors and investors consider working with refugees. The highest concern among employers is the legislation and

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admission process of refugees. As abovementioned, unawareness of laws by employers can form a prejudiced opinion for hiring refugees. It can also be interpreted that demographic awareness and sociocultural communications play a major role in refugees being included in the private sector. It is immensely crucial for employers to know that their refugees have comprehensive knowledge of local market and economy and this demand might come off as a barrier on some occasions.

Major Parties Involved and Their Views



UNHCR

UNHCR, as aforementioned, is in favor of providing refugees with jobs in private sector – in fact they are in collaboration with other organizations to execute their mission.



United States of America

POTUS (President of the United States) is immensely unwelcoming when it comes to refugees, however there are currently more job opportunities than demands, and expert economists state that if refugees are hired in the private sector, both manual labor and corporate jobs, to fill those job vacancies, US will undergo a major improvement by means of their economy. They were also not a participant in The 1951 Refugee Convention.



OECD

OECD has been working on establishing an inclusive society for underprivileged and refugees. They are constantly in communication with policy makers of states and trying to convince them to implement specific actions for their target audience which are refugees in this occasion. They have attempts to engage with employers and connect the refugees that meet the demands of the specific employers.



DCED

DCED specializes in private sector engagement. They are in cooperation with embracing employers, they encourage and assist refugees in banking and financial affairs while educating the refugee youth as an employee training.

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World Bank & International Finance Cooperation

World Bank and IFC are in collaboration with over 2,000 businesses worldwide to create job opportunities and influence to initiate markets in areas of the world that are suffering from conflicts. IFC is currently in cooperation with The Bridgespan Group, which is a non-profit that is devoted to establish sustainable development goals that are concerned with employment, correspondingly get rid of poverty and improve the quality of living conditions with the money earned from jobs.



Jordan

Jordan contains the highest share of refugees per capita in the globe according to UNHCR Jordan Factsheet. A case study reveals that more job opportunities for Syrian refugees are needed and the report also states that progress is being made as years go by.

United Kingdom

Brexit is the current agenda for UK and after Brexit, UK will regain holistic control over its borders and it is expected for the government to dramatically reduce or even cut immigration and seeking refuge. Migrants and refugees that are highly skilled will be prioritized in granting admission to the country, Theresa May stated.

Timeline of Events

The 1951 Refugee Convention	<i>Ratified by 145 parties, the convention globally accepted the new definition of "refugee" and established legal obligations for each state to protect them.</i>
1962	<i>Immigrants that were highly skilled in work were permitted access to the United States.</i>
1967 Protocol	<i>With the approval of ECOSOC (Economic and Social Council), focuses on the refugees that were affected after the 1951 convention with the same goals as the previous event, according to the Office of the High Commissioner for Human Rights (OHCHR) Fact Sheet No.20</i>
1980	<i>3.2 million refugees entered the US and contributed to American workforce, specifically private sector.</i>
2016 - CRRF	<i>Comprehensive Refugee Response Framework was established and adapted by 193 member states, providing support to the refugees in need. This indirectly increased employment of refugees in private sectors. The main</i>

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Comprehensive Refugee Response Framework	<i>aspect of the framework was inclusiveness in private sector and in the community as a whole. The framework is also designed to get the governmental ministries involved to enhance inclusivity of refugees in the private sector.</i>
2018- Global Compact on Refugees	<i>"Global Compact on Refugees" affirms self-reliance of refugees in financial aspect and also emphasizes the importance of the private sector.</i>
2018	<i>UNHCR and OECD composes an action plan that focuses on refugee employment. The action plan is responsible to identify lack of skills in the market and recognize refugees accordingly, as well as establishing a platform to bring employer and possible employee –refugees- together.</i>

Treaties and Events

The 1951 Refugee Convention

According to UN documents, this treaty defines the term "refugee" as well as establishing obligatory measures for states to protect the refugees and be welcoming.

Global Compact on Refugees

This document primarily focused on how to increase inclusiveness and integrate refugees to the private sector. The main suggestions were about conducting a conference and encourage public-private partnerships. It also stated what factors can confuse private sectors to hire refugees and how these factors distinguish between gender and age.

Comprehensive Refugee Response Framework

This framework talks about why inclusion is vital for a diverse and healthy community. The document itself states some measures and aims such as

1. Encouraging to host refugees and ease the hardships for the countries that are already hosting refugees
2. Achieve and initiate autonomy and financial self-reliance of refugees
3. Provide refugees with conditions which will enable refugees to return to their homeland voluntarily
4. Broaden access for resettlement in third world countries

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Evaluation of Previous Attempts to Resolve the Issue

Although many attempts like CRRF, 1951 Convention, Global Compact on Refugees and strategies were discussed in the past, most of them remained ineffective due to the following reasons:

- The target of the treaties were too broad and abundant, and hard to implement in real life
- Racism and conservative norms discourage welcoming refugees and including them in private sectors
- Prejudice against refugees hinder inclusivity

Although the world is gaining awareness about welcoming refugees with open arms and embracing other ethnicities in your community, hashtags and protests does not suffice. Correspondingly if refugees are not welcome in the community, they are most definitely not welcome in the workplace either.

As stated above, some employees are concerned about legislative aspect of hiring refugees. Most countries have a fine for employers when they hire undocumented refugees and immigrants and the idea of being fined leaves no space for the employer to investigate and request documents from the applicant, the employer completely shuts down any job vacancies for immigrants to not enter the risk **at all**.

The key to resolve this misconception and reluctance is education – if employers were to be educated and taught about how refugees could benefit their business, the economy as a whole and the laws regarding hiring a refugee, inclusivity would increase. No attempts regarding raising awareness was done, leading to failure. Some employees are also not aware of the fact that you can also be fined if you fire a refugee just because they are undocumented in some Member States, which is another argument why education is the main solution for this issue.

The reason we could not challenge the prejudice against refugees is that either the government or the media situated in a particular country gives false information or engages in provocative comments. For instance, it is unexpected for US to be a racially diverse and welcoming country when the Trump Administration unabashedly condemns and excludes other ethnicities and races, also refers to refugees as “not humans”.

As for the false information that gets out ear-to-ear or media, no figure of authority addressed these myths and stereotypes.

Possible Solutions

1. Hosting informatory conferences for employers in private sector and economists

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Informing about the possible growth of economy with refugee inclusion can be essential at this point. Many economists address the media and introducing them with the potential economic development can help raise awareness.

Employees will also be able to learn how to overcome factors that plays the role of a barrier when hiring refugees – legal aspect of the situation, sociodemographic factors, reputational and integrity concerns.

2. Educating refugees the local language

In order to foster a concise communication, refugees can be taught the local language for better contact with their boss and other parties like clients if present.

3. Incentive programs for hiring refugees

A campaign could be started addressing the companies in private sector, rewarding the companies that hire more refugees.

4. Offer job consultation and services to refugees

Some refugees may lack skills to compose a CV and use a computer or may not be able to afford the transportation fee for long distances from residence to work, therefore a committee or a program devoted to helping refugees get through the beginning of the employment process can be essential.

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