



THE REPUBLIC OF ICENIA

Labor Engagement Act

This document, last compiled by **CreepilyCreep**, includes all legislation enacted and amended up to and including the **Labor Engagement Bill** passed on **7th February 2025**.

Labor Engagement Act

Section 1: Title

This Act shall be referred to as the Icenian Labor Engagement Program Act. Its purpose is to create immediate and sustainable opportunities for new and existing players to engage in Icenia, with the aim of fostering retention and inclusion with the help of subsidization.

Section 2: Implementation

1. The Secretary of Treasury in collaboration with the Secretary of Interior may allow private Icenian organizations as well as departments of the government (Such as the Head of Transportation) to participate in the "Icenian Labor Engagement Program".
2. These organizations can create a list of preferably repeatable jobs under the "Icenian Labor Engagement Program" (e.g., infrastructure maintenance, agricultural work) to help players learn and engage with Civ mechanics while helping out the country and earning a fair wage. Jobs will offer rank-up opportunities and potentially provide rewards for their completion. Players will be able to take higher-paying, more complex jobs as they continue progressing through jobs at their own pace. The Treasury may help subsidize the payments of these jobs.
3. These jobs will be posted in the "job-board" channel of the Icenia discord by the Sol upon approval of the SoT, including a detailed job description along with any available guides or information describing the task and how much the job pays etc.

Section 3: Eligibility and Payments

1. An organization must acquire approval from the Sol in order to participate in the program. Organizations seeking approval must meet the following standards
 - a. The organization must be an Icenian Organization, and must be actively operating in Icenia
 - b. The organization must not employ or operate with any members that are currently wanted by Icenia. Should a member of the organization currently employ or operate with an individual wanted by the Icenian Government, they must properly demonstrate that said individual is no longer a part of the organization before being eligible for the program
2. An organization may withdraw from the program, or request to withdraw a job offer at any time, so long as any required payments or rewards for completing the organization's jobs have been paid out.
3. Payments for jobs must be listed and defined clearly in a jobs description. Organizations must make these payments or rewards within 2 days of being notified that a task has been completed unless stated otherwise.
4. Proof of funds may be provided at request of the Sol or Treasury before a job is approved. If a job is posted, the organization is expected to have the resources available to pay out each job the organization has available currently.

Section 4: Standards for Jobs and Job Posts

1. In order for a job to be eligible for the "Icenian Labor Engagement Program", it must meet the following standards

- a. The job must provide a tangible benefit to the Icenian Public (to be determined by the Secretary of Interior)
 - b. All tools necessary for the completion of a job must be provided to the worker free of charge
 - c. Are available only to citizens of Icenia (unless citizenship is part of the reward for completing the job)
2. Information, such as the title of the job post, job description, pay, and any other information needed to complete the job must be provided to the Sol and SoT before being approved, Additional information may or may not be required depending on the job, the organization should provide as much information as needed.