



ÇAPAMUN'23



ILO  
**Study Guide**



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## **LETTER FROM THE SECRETARY GENERAL**

On behalf of our organization team, it is my utmost pleasure and honor to invite you to our inaugural Model United Nations conference. We have worked tirelessly to put together an entertaining and instructive program, and we are delighted to have you join us as we explore some of the most pressing issues confronting the globe.

Our Academic Team has chosen committee topics that piqued their interest and curiosity, resulting in a wide range of diverse committees. Delegates will undoubtedly find a committee that matches their interests and skills, ranging from thought-provoking General Assembly committees to dynamic crisis committees. We are excited to give a remarkable experience for the delegates in attendance, with committees targeted to provide you the opportunity to gain a greater understanding of many issues ranging from sovereignty disputes to the protection of migrant workers' rights.

We seek to establish a welcoming and educationally inclusive environment for participants of all levels of experience, as we value the insights and perspectives that each delegate will bring to the conference. Meanwhile, we also strive to give you unforgettable memories apart from the committees. All of our participants will be provided with an environment in which they can connect, participate in activities, and build social skills as well as friendships.

Our secretariat has been and will continue to work relentlessly to provide you with the finest experience possible this year, and I hope to see you all in March. We hope that our conference will ignite your interest in international issues and provide you with the necessary skills to take home with you and use confidently for years to come. Thank you for your participation once more. I am looking forward to meeting you at Çapa Model United Nations Conference 2023.

Sincerely,

Ayşe Şule Ercantürk  
Secretary General

## **LETTER FROM THE ACADEMIC ASSISTANT**

Dear Members of the International Labour Organization Committee,

I am honoured to write this letter as an academic assistant to provide guidance and support to the delegates of your committee during the upcoming Model United Nations conference.

As an academic assistant, my primary role is to assist the delegates in conducting in-depth research on the issues related to the International Labour Organization. I will help them in understanding the history, mandates, and functions of the ILO and its various bodies. Additionally, I will provide them with the necessary information and resources to comprehend the impact of globalisation, technological advancements, and climate change on the world of work and the measures taken by the ILO to address them.

Furthermore, I will assist the delegates in developing their skills of critical analysis, negotiation, and consensus-building. I will guide them in developing effective strategies for drafting resolutions, lobbying, and advocating their positions. I will also provide them with constructive feedback on their speeches, draft resolutions, and working papers to enhance their skills of public speaking and persuasive writing.

I strongly believe that the Model United Nations is an excellent platform for students to engage in diplomatic simulations and develop an understanding of global issues. Through their participation in this conference, delegates can broaden their knowledge of the ILO and its role in shaping the world of work. They can also learn to work collaboratively with their peers from different countries and cultural backgrounds.

In conclusion, I am excited to serve as an academic assistant to the International Labour Organization Committee and support the delegates in their efforts to represent their countries' perspectives on the issues related to the ILO. I wish all the delegates a fruitful and rewarding conference.

Sincerely,

Civan Mert Halaç  
Academic Assistant

# INTRODUCTION TO THE INTERNATIONAL LABOUR ORGANISATION

## HISTORY OF THE INTERNATIONAL LABOUR ORGANISATION

The International Labour Organization (ILO) was established in 1919, hence this year marks its 104th birthday. Following World War I, the Treaty of Versailles included the creation of the ILO.

The Labour organization drafted the organization, which included delegates from Belgium, Cuba, the Czech Republic, France, Italy, Japan, Poland, the United Kingdom, and the United States at its inception. In that it includes representatives of governments, employers, and workers in its executive bodies, the ILO is exceptional in its field.

The ILO's founders understood the need of ensuring social fairness in maintaining peace. When the ILO was established, security, humanitarian, political, and economic factors were prioritized over all other factors. They were crucial in the post-war era, when several nations were industrializing and economic interconnectedness was becoming more and more pronounced. As the ILO constitution's preambles make quite obvious.

- "Whereas universal and lasting peace can only be established if it is based on social justice;
- And whereas conditions of labour exist that cause such injustice, hardship, and deprivation to large numbers of people that they imperil the peace and harmony of the world; and whereas an improvement of those conditions is urgently required;
- Whereas also the failure of any nation to adopt humane conditions of labour is a barrier in the way of other nations

The Preamble's list of topics for development still holds true today, including the control of working hours and labour supply, the elimination of unemployment and the payment of a liveable wage, and the social protection of workers, children, young people, and women. The Preamble also acknowledges a number of important concepts, such as

freedom of association and equal pay for labour of equal merit. It also emphasizes the need of vocational and technical education.

The International Labour Organization (ILO) relocated to Geneva in 1920, and in less than two years, nine International Labour Conventions and ten Recommendations were adopted, setting standards for important topics like hours of work, unemployment, maternity protection, night shift work for women, minimum age, and night shift work for young people.

A Committee of Experts was established in 1926 to supervise the implementation of ILO standards. Independent jurists who are part of the committee still review government reports and present their conclusions at yearly conferences on the application of ILO conventions and recommendations.

The ILO director was challenged by the Great Depression and the severe unemployment caused by it between 1932 and 1934. This made it clear that international collaboration is needed to address labour challenges of such type. Despite choosing to stay out of the League of Nations, the United States elected to join the ILO.

Government, business, and labour representatives from 41 nations accepted the Declaration of Philadelphia as an annex to the ILO Constitution in 1944. The Declaration continues to serve as the ILO's Charter of Aims and Objectives. The Declaration lays forth the fundamental guidelines for the ILO's activity following World War II. These include the ideas that "labour is not a good or service" and "all people, regardless of race, faith, or gender, have the right to seek both their material well-being and their spiritual growth under conditions of dignity and liberty, of economic stability, and of equal opportunity."

In 1946, the ILO was included in the newly created United Nations as a specialised agency.

## **HOW THE ILO WORKS**

The foundation of the ILO's work is the significance of government, employer, and worker group collaboration in promoting social and economic advancement. The ILO seeks to meet the needs of working people via creating policies, programmes, and labour standards through collaboration between these parties.

### **MAIN BODIES**

"The ILO accomplishes its work through three main bodies which comprise governments', employers' and workers' representatives:

- the International labour Conference sets the International labour standards and the broad policies of the ILO. It meets annually in Geneva. Often called an international parliament of labour, the Conference is also a forum for discussion of key social and labour questions.
- the Governing body is the executive council of the ILO. It meets three times a year in Geneva. It takes decisions on ILO policy and establishes the programme and the budget, which it then submits to the Conference for adoption.
- the International Labour Office is the permanent secretariat of the International Labour Organization. It is the focal point for International Labour Organization's overall activities, which it prepares under the scrutiny of the Governing Body and under the leadership of the Director-General ."

### **SUPERVISORY SYSTEM**

International labour standards are upheld via a system in which the ILO routinely assesses how the standards are being applied in member nations and identifies areas where improvements may be made. The ILO works to support nations by engaging in social discussion and providing technical support if there are any issues with the application of standards.

## COLLABORATIVE PROGRESS

Countries can get technical assistance from the ILO to carry out initiatives that further the organization's objectives. Priority is given to networking in order to forge alliances between different parties, including between commercial and governmental bodies, to mobilise and coordinate funds and to ensure transparency.

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**TOPIC A:** Strengthening precautions and measures taken to protect the rights of migrant workers while evaluating the utilization of Kafala System in Qatar's 2022 FIFA World Cup preparations

## INTRODUCTION TO THE AGENDA ITEM

Qatar had in place at the time it was awarded the hosting rights to the World Cup, seven new stadiums have been erected ahead of the tournament, as well as new hotels and expansions to the country's airport, rail networks and highways. Meanwhile, Qatar's human rights record has been in the spotlight ahead of the World Cup, particularly around the welfare of migrant workers.

The Kafala system, which governs the employment of migrant workers in Qatar, has been the subject of criticism and concern due to its potential for abuse and exploitation. Therefore, the primary objective of this committee is to strengthen precautions and measures taken to protect the rights of migrant workers while evaluating the utilization of the Kafala system in Qatar's 2022 FIFA World Cup preparations.

## KEY TERMS AND DEFINITIONS

**Gulf Cooperation Council (GCC):** Cooperation Council for the Arab States of the Gulf, also known as Gulf Cooperation Council is a regional,

intergovernmental, political and economic union comprising Bahrain, Kuwait, Oman, Qatar, Saudi Arabia and the United Arab Emirates. The GCC Supreme Council is composed of the heads of state of the member states. It is the highest decision-making entity of the GCC, setting its vision and goals. Decisions on important issues require unanimous approval, while issues on procedural matters require a



majority. Each member state has one vote. The presidency rotates based on the alphabetical order of the names of the member states.

**The Kafala System:** The Kafala system, also known as the sponsorship system, is a widely used employment system in the Gulf Cooperation Council (GCC) countries to govern the employment of migrant workers. In Islamic adoptional jurisprudence, "kafala" refers to the adoption of children. The original Islamic law of kafala was expanded to include a system of fixed-term sponsorship of migrant workers in several countries in the late twentieth century. In the first decades of the twenty-first century, the migrant worker system became widely referred to in English as the "kafala system".

Under this system, migrant workers are required to have a local sponsor, typically their employer, who is responsible for their visa, work permit, and legal status in the country.

**Domestic Worker:** A person who performs work inside of a home is known as a domestic worker or domestic servant. The similar occupational category is referred to as "domestic service." An individual like this was referred to be "in service" in older English contexts. Household services provided by domestic helpers can range from cooking, cleaning, laundry, ironing, and caring for dependents including children and the elderly to running errands around the house.

## BACKGROUND

Qatar has been under scrutiny for its use of the Kafala system, particularly in the context of the preparations for the 2022 FIFA World Cup. Reports of abuse and exploitation of migrant workers involved in the construction of the stadiums and infrastructure for the World Cup have raised concerns amongst human rights groups and the international community.

### The Kafala System

Under the Kafala system, migrant workers are tied to their employers or sponsors, who



have almost dictatorial control over their ability to enter, exit, and work in the country while also keeping them from switching or choosing jobs. This system has been criticized for facilitating human trafficking, forced labour, and other forms of exploitation and abuse of migrant workers.

The origins of the Kafala system can be traced back to the early 20th century, when GCC countries began to rely on foreign labour to fuel their growing economies. At the time, the system was seen as a fool-proof way to regulate and control the influx of migrant workers into the country, as well as to ensure that they were legally employed and had proper documentation. However, over time, the Kafala system has come under increasing criticism from human rights groups and labour advocates, who argue that it leaves migrant workers vulnerable to exploitation and abuse.

One of the main criticisms of the Kafala system is that it creates an unequal power dynamic between the sponsor and the worker. Because the sponsor holds so much power over the worker's legal status in the country, workers are often afraid to speak out against unfair treatment, even if they are subjected to poor working conditions, low wages, and even physical abuse. Workers who complain or try to leave their jobs may face deportation, fines, or other penalties.

Another problem with the Kafala system is that it ties workers to a specific employer, meaning that they cannot change jobs without their sponsor's permission. This leaves workers with little bargaining power and makes them more vulnerable to exploitation by their employer. Employers may withhold wages or mistreat workers knowing that they cannot easily leave their job or seek employment elsewhere.

In recent years, there have been efforts to reform the Kafala system and improve the rights of migrant workers in the GCC. In 2015, Qatar introduced a new labour law that made it easier for workers to change jobs and leave the country without their sponsor's permission. Other countries in the region have also made some changes to the system, such as increasing the minimum wage and implementing measures to prevent employers from withholding workers' passports.

However, many human rights advocates argue that more needs to be done to protect the rights of migrant workers in the GCC. Some improvements to be implemented that have been called out include: reducing retaliation against workers wishing to change jobs, better reinforce laws to reduce wage payment violations and providing the workers the right to at least one day off in a week. There are also a large number of people calling for the abolition of the Kafala system altogether, and for the implementation of labour laws that guarantee fair treatment and decent working conditions for all workers, regardless of their nationality or legal status.

In addition to the Kafala system, there are other challenges faced by migrant workers in the GCC, including discrimination, lack of access to healthcare, and poor living conditions. Migrant workers often live in overcrowded and unsanitary housing, with limited access to basic amenities such as clean water and electricity.

With the purpose of addressing these issues, some countries in the GCC have introduced initiatives to improve the living and working conditions of migrant workers. For example, the UAE has implemented a program to provide temporary housing for workers during the COVID-19 pandemic, and Qatar has introduced measures to ensure that workers are paid on time and have access to healthcare.

To summarise previous paragraphs, while there have been some efforts to reform the Kafala system and improve the rights of migrant workers in the GCC, many challenges remain. Human rights advocates continue to call for the abolition of the Kafala system and the implementation of labour laws that guarantee fair treatment and decent working conditions for all workers, regardless of their nationality or legal status.

## A Timeline of Events Related to The Topic



**2010**, FIFA awards Qatar the right to host the 2022 World Cup: In December 2010, Qatar was awarded the hosting rights for the 2022 FIFA World Cup. This decision brought attention to the country's labour practices and the treatment of migrant workers who were expected to construct the infrastructure for the event.

**2013**, Reports of migrant worker abuse in Qatar: In 2013, reports began to emerge of abuse and exploitation of migrant workers in Qatar, particularly those working on construction projects related to the World Cup. These reports included poor living conditions, long working hours, low wages, and restrictions on workers' freedom of movement.

**2017**, Qatar announces labour reforms: In 2017, Qatar announced a series of labour reforms aimed at improving working conditions for migrant workers. These included the removal of the exit permit system, which required workers to obtain their employer's permission to leave the country, and the introduction of a minimum wage.

**2018**, International pressure on Qatar: International organizations such as the International Labour Organization, Amnesty International, and Human Rights Watch continued to put pressure on Qatar to improve the treatment of migrant workers. In 2018, Qatar signed an agreement with the ILO to improve working conditions and protect workers' rights.

**2021**, Qatar's progress and ongoing challenges: In the lead-up to the 2022 World Cup, Qatar has made progress in improving the conditions for migrant workers. However, there are still ongoing challenges, particularly with regards to the Kafala system and the need for better enforcement of labour laws and regulations.

## **POINTS A SOLUTION SHOULD ADDRESS**

1. The impact of the Kafala system on the rights of migrant workers in Qatar, particularly in the context of the preparations for the 2022 FIFA World Cup.
2. Gaps and weaknesses in the current system of protections for migrant workers in Qatar, and measures to address them.
3. The role of international organizations, such as the ILO, in promoting and enforcing labour rights for migrant workers in Qatar.
4. Alternatives to the Kafala system that could provide better protections for migrant workers while meeting the needs of Qatar's economy.
5. Developing a set of recommendations to strengthen precautions and measures taken to protect the rights of migrant workers in Qatar while evaluating the utilization of the Kafala system in Qatar's 2022 FIFA World Cup preparations.

## **TOPICS FOR FURTHER RESEARCH**

1. How can the Kafala system be reformed to better protect the rights of migrant workers in Qatar?
2. What measures can be taken to prevent exploitation and abuse of migrant workers involved in the preparations for the 2022 FIFA World Cup?
3. How can the international community work together to ensure that the rights of migrant workers in Qatar are protected?
4. What alternatives to the Kafala system exist, and how could they be implemented in Qatar?
5. What role can the ILO and other international organizations play in promoting and enforcing labour rights for migrant workers in Qatar?

6. How can the media and civil society organizations play a role in raising awareness of the issues facing migrant workers in Qatar?
7. How can the government of Qatar work with employers, trade unions, and other stakeholders to ensure that the rights of migrant workers are respected and protected?
8. How can the international community hold Qatar accountable for its commitments to protect the rights of migrant workers, particularly in the context of the preparations for the 2022 FIFA World Cup?
9. How can the lessons learned from the situation of migrant workers in Qatar be applied to other countries and regions that rely on migrant labour?
10. How can we ensure that the voices of migrant workers themselves are heard and taken into account in our discussions and recommendations?

## **POSSIBLE SOLUTIONS**

1. Reforming the Kafala system to eliminate the sponsorship requirement and give migrant workers more freedom of movement and the ability to change employers without restrictions.
2. Strengthening labour inspections and penalties for employers who violate labour laws and regulations, including those related to the treatment of migrant workers.
3. Promoting the use of collective bargaining agreements and the formation of independent trade unions to represent the interests of migrant workers.
4. Developing and implementing training programs for employers and workers to raise awareness of labour rights and promote good labour practices.

5. Encouraging the adoption of international labour standards and conventions in Qatar and ensuring their effective implementation.
6. Establishing a mechanism for complaints and redress for migrant workers who experience abuse or exploitation, with the involvement of relevant stakeholders such as trade unions and civil society organizations.
7. Encouraging the diversification of Qatar's economy to reduce its reliance on migrant labour in sectors such as construction and hospitality.

## CLOSING REMARKS

The situation of migrant workers especially in Qatar is a complex and challenging issue that requires a concerted effort from all stakeholders, including the government of Qatar, employers, trade unions, civil society organizations, and the international community.

In this committee, we have the opportunity to discuss and develop solutions to protect the rights of migrant workers while evaluating the utilization of the Kafala system in Qatar's 2022 FIFA World Cup preparations. Our aim is to strengthen precautions and measures taken to protect the rights of migrant workers, we will especially be emphasizing the situation of migrant workers in Qatar, particularly in the context of the preparations for the 2022 FIFA World Cup. Let us work together to ensure that the World Cup is not built on the exploitation and abuse of migrant workers, but rather on the principles of respect for human rights and dignity for all.

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**TOPIC B:** Viewing ways to reconcile with unions on the current strike threats in the USA with putting emphasis on the past railroad strikes

## INTRODUCTION TO THE AGENDA ITEM

Recently, rail union leaders and carriers agreed to a tentative deal that included pay raises for members. However, a large number of union members voted against the agreement, in part because they have been campaigning for paid sick days, which they do not currently have. Related to needs of railroad workers and pacts of rail union leaders, railway strikes came into discussion in the US.

A protracted rail strike could lead to shortages of everything from food and fuel to cars and other consumer products, as well as an increase in prices across the board.

At that point, cooperation and arrangements with unions or new Congress votes are also coming into discussion.

### KEY TERMS AND DEFINITIONS

**Strike action:** Strike action, also called or labour strike, is a work stoppage caused by the mass refusal of employees to work. The use of the English word "strike" to describe a work protest was first seen in 1768, when sailors, in support of demonstrations in London, "struck" or removed the topgallant sails of merchant ships at port, thus crippling the ships.



**Railway Labor Act:** The Railway Labor Act is a federal regulation of the United States governing labour relations in the airline and railroad

sectors. The Act, passed in 1926 and revised in 1934 and 1936, intends to eliminate strikes as a means of resolving labor issues in favor of bargaining, arbitration, and mediation. Its provisions were initially put into effect by the Board of Mediation, but later came to be put into effect by the National Mediation Board.

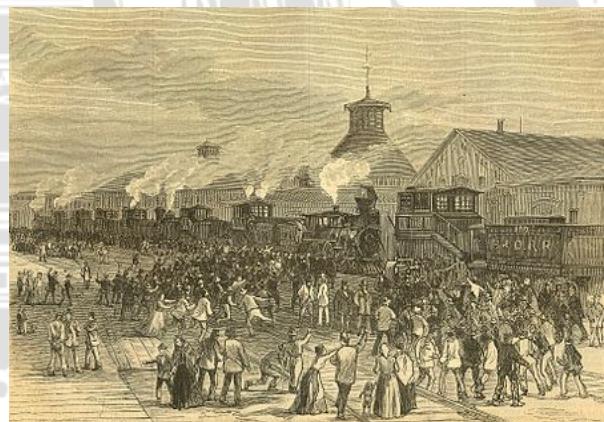
**Congress:** The United States Congress is the legislature of the federal government of the United States. It is bicameral, composed of a lower body, the House of Representatives, and an upper body, the Senate.

## BACKGROUND

Rail strikes and the threat of them have played a key role in American history, helping to bring about the eight-hour workday, federal recognition of Labor Day, and the advancement of Black civil rights.

### The Great Upheaval, 1877

The Great Upheaval began after four years of economic depression, in July 1877, when railroad bosses announced a 10 percent pay cut, the second ineight months. Workers in Martinsburg, W.Va., responded by detaching train engines and barring them from moving.



The strike spread to Pittsburgh and then much of the Northeast, eventually involving about 100,000 workers. Strikers rioted and burned train stations; about 100 were killed by militias and the National Guard. The strike collapsed in weeks due to a lack of organization. In the end, they accomplished little.

This strike finally ended 52 days later, after it was put down by unofficial militias, the National Guard, and federal troops. Because of economic problems and pressure on wages by the railroads, workers in numerous

other cities, in New York, Pennsylvania and Maryland, into Illinois and Missouri, also went out on strike.

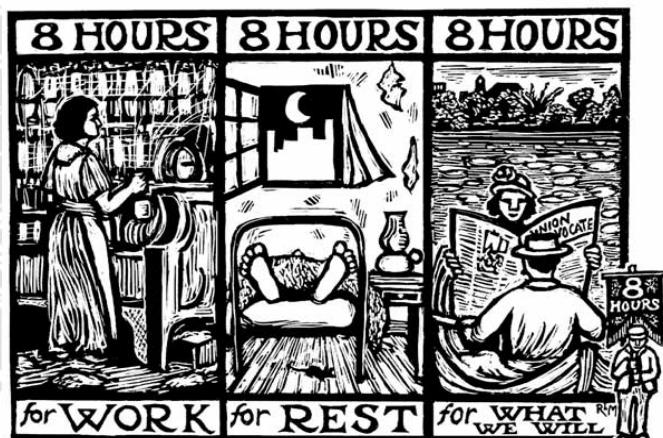
### The Pullman Strike, 1894

The Pullman Strike was a solidarity strike with the factory workers who manufactured Pullman Palace train cars. Their boss, George Pullman, was also their landlord, and cut wages 25 percent while refusing to lower rents.

As many as 250,000 rail workers and switchmen responded by refusing to touch trains that included Pullman cars, paralyzing rail traffic west of Chicago. This was the first strike ended by court injunction. Labor leader Eugene V. Debs was imprisoned as a result. Most historians agree that President Grover Cleveland made Labor Day a federal holiday as a concession to strikers.

### Adamson Act, 1916

President Woodrow Wilson signed the Adamson Act of 1916, establishing an eight-hour workday and overtime compensation for interstate railroad workers. Unions representing 94 percent of railway workers were prepared to strike after railroad companies refused to grant an eight-hour workday - a key demand of the labor movement as a whole.



It is the first law regulating private-sector work hours. Companies challenged the law all the way to the Supreme Court but failed.

### Railroad Shopmen's Strike, 1922

By 1922, Congress had established a Railway Labor Board to mediate disputes between companies and unions. But when the board authorized

a pay cut for railway shopmen (mechanics), they struck. Many strikers wore their World War I military uniforms and carried signs reading:

"We fought the world war so this country might live. Let us live."

Companies aggressively countered the strikes, hiring private guards and nonunion "scab" workers. After two months, the strike collapsed; so did the labor board. The Railway Labor Act of 1926, which strengthened arbitration procedures, passed in its aftermath.

### **Brotherhood of Sleeping Car Porters, 1928**

After the Civil War and Emancipation, the Pullman Co. hired thousands of Black workers to serve as porters on its luxurious train cars. These jobs offered a measure of stability to Black men and their families, but hours were long, pay was low and porters endured a lot of indignities, like being called "George" by passengers, regardless of their actual names.

They unionized in 1925, led by civil rights leader A. Philip Randolph, and became the first major African American labor union. Black workers were barred from joining most other labor unions at the time. The brotherhood threatened to strike in 1928 but ultimately didn't.

In 1937, the company finally negotiated its first contract with the brotherhood, giving members the highest pay increase they had ever received.

### **Strike wave of 1945-1946**

In the years following the end of World War II, more than 4 million workers participated in strikes, including approximately 250,000 railway workers. Largely protesting wage decreases, it is the closest the nation has come to a general strike.

In 1947, Congress responded by passing, over President Harry S. Truman's veto, the Taft-Hartley Act, limiting the rights of labor unions to strike.

## NYC transit strikes: 1966, 1980, 2005

New York City transit workers have struck three times, in 1966, 1980 and 2005, shutting down the subway (and buses). Though it lasted 13 days and union leaders were jailed, the 1966 strike was considered a success by transit workers, who won most of their demands.

The 1980 strike was a failure.

The weather was better than in 1966, and Mayor Ed Koch encouraged people to commute by foot instead. Women wearing business suits and sneakers were everywhere, a trend that persisted after the strike and became the quintessential look of the 1980s. The 2005 strike lasted only two days - the weekend before Christmas, two of the busiest shopping days a year. Results were mixed; workers' pensions were unchanged, but they won small pay increases and the right to use the restroom during a shift.



## 1992 U.S. Railroad strike

The 1992 strike included only CSX Transportation workers, but since rail lines were so interconnected, the effects of it quickly spread. The White House said it cost the economy \$1 billion a day = \$2.1 billion in today's value. After only two days, Congress invoked a little-used law to force an end to the strike. With the current negotiations, some unions have ratified the White House deal. But since others have rejected it, all would likely strike together in solidarity.

Unless Congress intervenes or a new deal is reached, a strike could begin.

## **Overall Look to the Agenda Item**

In September 2022, rail union leaders and carriers reached a provisional agreement that included member wage increases. Nevertheless, a large number of union members voted against the agreement, in part because they have been campaigning for paid sick days, which they do not currently have.

A points-based attendance strategy that some of the biggest carriers adopted earlier this year is a key issue in the disagreement. These rules penalize employees for attending routine doctor's appointments or attending to personal emergencies, up to and including termination. Engineers and conductors claim they are not given any paid or unpaid sick days and can be on call for up to 14 days straight without a break. Although some unions claim that members are frequently requested to book time off months in advance, rail carriers claim that their employees can use paid vacation days to take time off when they are ill.

There are no sick days included in the proposed agreement. One paid personal day is included, but it must be arranged in advance. Moreover, some employees would be permitted to take three scheduled time off for doctor's appointments each year.

## **The Tentative Deal of Rail Union Leaders and Carriers**

In the tentative deal, the contract offer includes “better pay, improved working conditions,” as well as peace of mind for workers around their health-care costs.

Many employees have grown weary of attendance regulations that punish employees for taking time off. However, employees claim that much of a points-based attendance policy that might penalize them for missing work due to personal or medical issues was maintained in place. The tentative agreement did offer some enhanced flexibility in this area.

Also included were the largest pay raises in decades, if they had occurred. By 2024, wages were projected to increase by 24 percent, including a 14 percent immediate raise, bringing the average yearly salary to \$110,000. Also, they would receive \$1,000 bonuses per year

for five years and be exempt from paying higher copays and deductibles for medical care.

## **Role of Congress**

The provisional agreement can be enforced through a vote in Congress on train carriers and unions. Generally speaking, American union members have the right to strike in order to put pressure on businesses to offer solid contracts. Given the potential economic implications of these work stoppages, the Railway Labor Act of 1926 set restrictions on such walkouts, including avenues for congressional action.

The House voted a separate bill to include seven days of paid sick leave in the pact, forcing the adoption of the tentative agreement. The addition of sick days did not receive enough senatorial support to pass, but the Senate did pass the legislation requiring unions to accept the agreement negotiated by the White House.

## **Possible Happenings on Railroad Strike**

- Billions of dollar loss in a day

The railways, which transport approximately 40% of the nation's freight annually, predicted that a rail strike would cost the economy \$2 billion per day. A recent study conducted by a trade association for the chemical industry predicted that if a strike lasts for a month, roughly 700,000 jobs would be lost as manufacturers who depend on railroads shut down, prices would rise even more across the board, and the economy may enter a recession.

- Chemical stockpiles running dry

Chemical manufacturers and refineries will be some of the first businesses affected, because railroads will stop shipping hazardous chemicals about a week before the strike deadline to ensure that no tank cars filled with dangerous liquids wind up stranded. Without the chemicals used in the manufacturing process, it would be nearly impossible for manufacturers to produce anything from plastic.

Gasoline

Pipelines are used by refineries to transport the majority of the crude oil they receive and the majority of the gasoline, diesel, and jet fuel they create. Yet, a crucial step in that procedure involves railroad tank trucks. Almost all of the ethanol used to make gasoline is transported by rail; without it, gasoline wouldn't be in compliance with several environmental requirements. Yet, even if those rules could be relaxed, the loss of tax incentives would result in a 16 cent increase in the price of a gallon of gasoline without ethanol.

Food fears

Customers wouldn't start noticing food shortages for items like cereal, peanut butter, and even beer at the grocery store for approximately a week. Rail transport is used to move about 30% of all packaged foods in the US. With denser, heavier products like soup cans, that percentage is significantly higher. Large food corporations, meanwhile, avoid talking about the possibility of a train strike because they fear that it will cause panicky purchases of their products.

Manufacturing

Most factories aim to have parts and raw materials delivered right before they're used in assembly lines — a process known as "just-in-time" delivery. Many factories depend on rail to receive those parts and supplies and then ship out them out for delivery.

## **POINTS A RESOLUTION SHOULD ADDRESS & POSSIBLE SOLUTIONS**

1. Ways to suggest new votes and bills related to the possible strike in the US Congress.
2. Searching the role of further negotiations with railway unions.
3. The method of clarifying concurrence between railroad workers and unions.
4. Examining actions on a railroad strike's economically and politically effects in the US and all states economically and politically negotiated with the US.
5. The role and support of International Labour Organization (ILO) on the strike, the suggested advancements and regulations, and the support to workers' rights.

## **CLOSING REMARKS**

The primary goal of this agenda item is to examine previous train strikes and potential future strikes. Delegates should be aware that states negotiating with the US on an economic and political level will also suffer from shortages in the event of a railroad strike in the US.

As a result, duty on International Labour Organization(ILO) is inviting countries and unions to collaborate with railroad unions and workers on possible treaties.

Meanwhile, raising awareness on the workers' rights and US railroad strikes in close regions.

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