

## Office of the High Commissioner for Human Rights

**Topic B: Equality of labour rights between different vulnerable groups.**

**President: Anette Egoavil Ramirez**

**Moderator: Job Harry Rivera Monter**

**Official Assistant: Karla Suastegui**

### **INTRODUCTION**

Equality is defined to be “the state of being equal, especially in status, rights, and opportunities” this is an issue in almost every aspect of our lives, especially in workplaces where is a clear example of the violation of the human rights. There are particular groups of people who for various reasons, are more vulnerable or have traditionally been victims of violations and consequently require special protection in order to get their rights respected.

We have plenty groups of people who are being discriminated at their workplace for example: Women, Refugees, National Minorities, Indigenous peoples, Migrant workers, Disabled Persons, Elderly Person, the LGBTQ Community and more.

Where the equity is not being respected, because for example women earn less than their male work companions, and usually women struggle more to find a job than men do. The same goes with Migrants workers which rights are violated several times just because they are from somewhere else.

This has always represented a problem in every country in the world because there is not a single country where we can say that the Equality of labor rights between different vulnerable groups exists, and this affects this countries because, while the rights of these groups of people are not being respected the country can not be call as a free and equal country which is the main goal for most of the countries.

This has always represented a problem in every country, but there have been certain laws that have been fixing these problem, also society has evolved making themselves more “open-minded” but still there is long way to go in order to stop discrimination.

According to the UN "244 million people currently live outside their country of origin" While for some migrants their migration is a positive change, it is known that there is a clearly lack of human rights in the places of work where this ones are the most affected. Migrants are usually deprived from: education and health care. OHCHR "advocates and works for the promotion, protection and fulfillment of the human rights of all migrants."

In 2016, women working full time in the United States typically were paid just 80% of what men were paid for the same amount of work. In the United States there are also states where women are paid 70%. At the rate of change between 1960 and 2016, women will reach the same amount of money than men in the year 2059.

The countries of Latin America are also involved in the discrimination of women and indigenous people, making it a social and economic issue, where the exclusion of certain groups from decision making and from basic human rights a big problem for these region. Women in most of this countries are hardly discriminated while trying to get a job or even for going to school. Indigenous people are also discriminated because of the cultural differences.

This is a Problem that is presented in Mexico, Guatemala, Peru, Bolivia, El Salvador and so on.

In the United States of America, according to a poll made by the National Public Ratio of the US; "More than half of the Native Americans that live on their tribal lands or in other Native areas, have experiences racial or ethnic discrimination." While 55% have suffer of discrimination when interacting with the police, and 54% have experienced discrimination while applying for jobs. But the discrimination does not end there, on their work, Native Americans are paid less than the average American person, and 39% of the Native Americans said that they have been insulted at their workplace.

Another country that has suffers of discrimination among their natives is India having a big rate of discrimination, where An employer refuses to interview a candidate because he belongs to an Scheduled Caste, or an employer fires a female employee after her marriage, with the excuse that married women can not make an efficient work.

But india is also known for being a very religious country where Muslims

also suffer of discrimination while getting a house or finding a job also where a Hindu boy is threatened with violence unless he breaks off his romantic relationship with a Muslim girl.

The LGBT community have also the struggle than in most of the countries in the world there are no laws that protect them according to IceLand Human Rights Centre: "More than 80 countries in the world still maintain laws that make same-sex consensual relations between adults a criminal offence." While in places where homosexual acts are not explicitly criminalised, people are still a subject of discrimination including workplaces.

According to the Pew Research Center: "In 2015, average hourly wages for black and Hispanic men were \$15 and \$14, respectively, compared with \$21 for white men" this is a clearly evidence that shows how does certain groups of people are paid less. Another factor is that hispanic and black people also get a hard time while getting a job, all this type of discrimination is a thread for democracy.

According to a research two out of five european muslims have felt discriminated, while 40% said that they have faced unfair treatment while getting a job, and 30% said that they have been insulted or called names. In the other hand manifestation against muslim people have raised in the recent years, this is a problem that has been in Europe for the last few decades, making it hard not just for muslims, but also for refugees to start a new life and fair treatment in the continent.

Countries that are involved:

The inequality is present all over the world, there is no place save of this problem, considering the graphics and statistics the countries that are in the top list of this dequalization in groups are:

United States of America, this country has a multicultural composition with also important groups that has discrimination; recent investigations reveal that nowadays there are around 700 groups with some kind of hate for characteristics or ideologies that other ones have. An illustration of this is the Ku Klux Klan organization created in the XIX century.

Saudi Arabia, it is one of the most important countries for production and a first world country, but it also is one of the countries with high rates of inequality.

United Kingdom, this country not very enthusiastic accept everyday people from all the world; it has a lot of diversity and even so it continues in the top of this list,. inside Great Britain recently has been attacks for musulmans because of this conflict.

Japan, the laws that rule this country nowadays are for deal with racism and discrimination, however exist something call "positive discrimination" displaying low tolerance for refugees and foreigners. The UN warned the Japanese government they were not doing enough for avoid the increase of xenophobia.

Germany, this place is one of the most successful countries in the world, but it does not escape of this conflict, the racism, discrimination and inequality still exist in spite of all the historical background. Some Germans, around 47.1%, still thinking on the white supremacy and that in the country there are more foreigners that they want.

Israel, most of the wars that have been pass in this last decade are the consequence of this conflict with the inequality and discrimination, they have this hate especially with the Jews and Palestines, people became their life very similar as a prison, killing them, torture them and also bombing their houses and other common places.

South Africa, in this country inequality for black people is something of all days, even with the effort that Nelson Mandela did by now approximately 53.5% of south Africans rarely interact with other races; the best places to live are for people of another race and for looking jobs the black people cannot aspire for such good office.

Pakistan, this country is ruled by Muslims in the majority, but the problems comes when this group is divided in organizations or sects with another type of thinking and acting this create a war between the groups and the Indians are affected in some way.

India, here the cinema, publicity, industry and companies highlight the supremacy on races and put a brand in them creating inside the citizen since they were kids troubles that chase them for the rest of their life. Mexico, this country has a difficult education, it is a country where the prejudices are the rulers, people life in an inequality especially between man and woman, criticising their capacity to do something in jobs and receiving more or less depending the case. In some cities, already have happened femicide because of discrimination. Recent

investigations for the INEGI has reveal that 28% of people with dark skin has incomplete middle school; 29.3% to 44.4% of people with white skin count with middle and high school.

Russia,as other countries that are already mentioned the inequality is specific for people that is not pure or truly Russian, foreign people is also included in this problem. The Russian government and the UN have been trying to stop this resentment but they continue to not only in distant areas in the big cities this battle is present too.

## **HISTORICAL BACKGROUND**

Discrimination has been a very big problem throughout history. Governments have made certain groups and organizations to eradicate this problem; and despite in the modern day we are much more tolerant, discrimination has found it ways to become more discrete.

Around the world, there are many groups of people that suffer discriminatory acts, and unfortunately, we as human beings, see them like normal actions. Three of the most vulnerable groups are women, and controversial sex preferences groups.

The discrimination in the labour section is a problem that have surrounded the world since the early times, women for example, have suffered from not receiving the same positions and payments in enterprises; including sometimes they aren't even able to receive many kinds of jobs.

Nowadays the women can get a high position in some companies, but they do not get the same pay as if a men do it.

Other times companies take in consideration the religion, the sexual preference and the nationality, to give the job to someone and this leads to different kinds of discrimination to this different groups.

In 1986, the International Labor Rights Education and Research Fund was launched to monitor that the the worker's rights are protected all around the world. After some time it changes its name to International Labor Rights Forum which is also known as ILRF, and also it has become an important force to give solutions to problems is the labor rights area all around the world.

## **CURRENT RELEVANCE**

Now a day we live in a society where we expect equality in social treatment, but we do not take into consideration the marches that have been made by several groups in order to achieve the end on inequality in many countries, only waiting for things to happen without doing anything.

Many different people suffer of discrimination every single day depending if they are or have disabilities, minorities, refugees, stateless persons, women, children and groups at risk of social and economic exclusion; making themselves found in a difficult position to get ahead of any problem they could be trespassing at the moment or simply to get a better future and opportunities for them and their families.

This is a really important topic to be treated, because this is an issue that the United Nations has confronted for really long, and this also involve almost all countries, but the most worrying part is that in developed countries this problem is presented in great numbers.

## **INTERNATIONAL ACTIONS**

In each country there are organizations or institutions that protect this right; although the ones that make this situation bigger as an international interest are:

CARE; founded in 1945 is a global confederation with influence in 94 countries, commitment to women's empowerment and gender equality. World Vision; one of the largest and most important global development and humanitarian organization dedicated to the comfort for children and communities; its main goal is find the way to change the future for kids and the continuous generation.

Amnesty International; worldwide movement where they work for the people can enjoy human rights, it counts with 2.2 million members and reputation in more than 150 countries.

Human Rights Without Frontiers; focus in the field of human rights around the world and also the conscience and religion as a enshrined in the Universal Declaration of Human Rights.

Equality Now; international organization non-governmental founded in 1992 that uses human rights law to hold governments accountable, also they supervise how governments value and treat their citizens. International Federation for Human Rights; (FIDH) it was founded in 1922 as a non-governmental federation; protect the compliance of the human rights for all the people. It has 184 members and influence in more than 120 countries. [CLM4]

## **UN ACTIONS**

The UN has the abolition of inequality as a priority, it work in his list of 17 goals to change our world and discrimination or inequality is its goal number 10; because it is claimed that hatred disguised as opinions is still being hate.

To make this goal come true UN in the equal pay for women and men is trying to regulate the salaries, no too much for man and less for woman, they are established a middle point depending how are they working.

Companies around the world joined to the official list that promotes the right for LGBTI people; the UN human right chief ensured the dignity and equal opportunities this people should have, also de UN High Commissioner for Human Rights Zeid Ra'ad Al Hussein, express that the companies that are accepting this rights are generating a the change and highlight that this right has to be respected not only in the work also promote it in local organizations and in daily life end discrimination of prejudice.

The United Nations Committee on March 20, 2018 open the spring session to protect the rights for the people with disability and also bring equality and the same respect no matter the gender of them. This session include count with 18 international independent experts they are trying to make the world think about the disability not as some medical problems but as a human right problem.

## **POINTS TO DISCUSS**

- Rights of marginalized social sectors and measures to minimize them.
- Violence in the laboral sector towards vulnerable groups.
- How is nowadays distributed the salaries and which are the main sectors were differences exist?
- Institutions responsible for maintaining a balance in terms of employment and gender. Are they working properly?
- Empowering of different vulnerable groups and their productive sectors.
- Rights of workers and their legal breach.
- Discrimination and little ethics on the part of lawyers and public officials before vulnerable sectors of society.
- Social injustice spread by corruption and officials of different governments and possible measures to eradicate them.

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