**FORUM:** Human Rights Council

**QUESTION OF:** Improving Working Conditions and Wages for Laborers in the Manufacturing Sector of Global Brand Products

**MAIN SUBMITTED BY:** United Kingdom

**CO-SUBMITTERS:** Romania, Italy, United States of America

THE HUMAN RIGHTS COUNCIL,

*Guided* by the Universal Declaration of Human Rights (UDHR), particularly Article 23, which states that everyone has the right to just and favorable conditions of work, including fair remuneration and protection against unemployment,

*Recognizing* the efforts of the International Labour Organization (ILO) in establishing international labor standards that protect workers’ rights and promote safe and fair working conditions,

*Recalling* the United Nations Guiding Principles on Business and Human Rights (UNGPs), which emphasize that businesses have a responsibility to respect human rights and that states have a duty to protect these rights,

*Deeply concerned* by the continued prevalence of unsafe and exploitative working conditions, particularly in manufacturing factories in developing countries, where workers face health risks, long hours, and inadequate wages,

*Acknowledging* the negative social and economic impacts of low wages, including limited access to basic needs, perpetuation of poverty, and community tensions,

*Emphasizing* the need for cooperation between governments, international organizations, corporations, and civil society to ensure sustainable and ethical labor practices,

1. Calls upon all states to adopt and implement legally binding regulations that ensure fair labor practices and protections for workers in the manufacturing sector, which includes:
   1. Establishing adequate living wage standards:
      1. Establishing a legally mandated minimum wage that meets or exceeds the living wage standard as defined by local economic conditions, ensuring that all workers can meet their basic needs, including food, housing, healthcare, and education,
      2. Instituting a regular review process for wage standards, involving consultations with labor representatives, to adjust for inflation and changes in the cost of living, thereby ensuring ongoing relevance and adequacy of compensation,
      3. Implementing regional wage differentials that account for variations in living costs across different areas, ensuring that workers in high-cost regions receive appropriate compensation,
      4. Providing mechanisms for workers to report wage theft or violations without fear of retaliation, including anonymous hotlines and support from labor organizations,
   2. Regulations standard health and safety criterions:
      1. Mandating compliance with internationally recognized health and safety standards in all manufacturing facilities to safeguard workers’ physical and mental well-being, including provisions for regular safety inspections and immediate corrective actions for any identified hazards,
      2. Requiring that all employers provide comprehensive safety training and personal protective equipment (PPE) to workers, ensuring that they are informed of potential risks and equipped to mitigate them effectively,
      3. Establishing a safety committee in each workplace that includes worker representatives, ensuring that employees have a voice in identifying and addressing safety concerns,
      4. Implementing mandatory reporting of workplace injuries and illnesses, with penalties for employers who fail to report or who manipulate data to obscure hazards,
      5. Ensuring mental health support for workers, including access to counseling services and stress management programs, recognizing the psychological risks associated with manufacturing work;
2. Encourages global brands to take proactive measures in ensuring responsible sourcing and labor rights protection throughout their supply chains, specifically by:
   1. Conducting regular audits:
      1. Implementing systematic and transparent audits of their supply chains to assess compliance with established labor standards, including unannounced inspections and the involvement of independent third parties to ensure objectivity,
      2. Committing to publicly publishing audit findings and corrective action plans to promote accountability and provide transparency to consumers and stakeholders regarding labor practices,
      3. Utilizing technology, such as blockchain, to track supply chain transactions and labor practices in real-time, enhancing transparency and traceability,
      4. Collaborating with industry groups and Non-Governmental Organizations (NGO) to develop and share best practices for supply chain audits and responsible sourcing,
   2. Engaging with workers:
      1. Facilitating direct communication channels that allow workers to express their needs, concerns, and suggestions regarding workplace conditions without fear of retaliation, ensuring that their voices are integral to the decision-making processes of the organization,
      2. Establishing regular feedback mechanisms, such as worker surveys and focus groups, to continually assess and improve workplace conditions based on employee input and experiences,
      3. Implementing anonymous reporting tools that empower workers to raise issues related to labor rights without fear of exposure, ensuring that all concerns are taken seriously and addressed promptly;
3. Further encourages states to allocate sufficient resources towards community development initiatives that support laborers and their families, emphasizing:
   1. Investing in community development:
      1. Allocating government resources to support education, healthcare, and infrastructure improvements in regions heavily reliant on manufacturing, thereby enhancing the quality of life for workers and their families,
      2. Promoting local economic development initiatives that create job opportunities and support small businesses, ensuring that the benefits of manufacturing extend beyond the factory floor,
      3. Investing in affordable housing initiatives to provide stable living conditions for laborers and their families, thereby reducing financial stress and fostering community stability,
      4. Supporting community health programs that focus on preventative care and mental health services, enhancing overall well-being among workers and their families,
   2. Creating incentives for ethical practices:
      1. Developing financial incentives, such as tax breaks or grants, for companies demonstrating a commitment to ethical labor practices and sustainable production methods, encouraging responsible corporate behavior,
      2. Encouraging brands to adopt fair trade certifications and other ethical sourcing practices that promote transparency and accountability in their supply chains,
      3. Providing technical assistance and resources to help small and medium enterprises (SMEs) transition to sustainable practices, fostering a culture of responsibility in the manufacturing sector;
4. Supports the implementation of fair-trade and ethical production labels, which certify products made under safe and fair working conditions, to promote consumer awareness and responsible consumer behavior by:
   1. Advocating for the establishment of clear criteria for certification to ensure transparency in the labeling process in ways such as:
      1. Establishing guidelines that define fair labor practices and environmental sustainability,
      2. Ensuring regular audits and assessments of certified producers to maintain compliance,
   2. Encouraging partnerships between organizations, producers, and consumers to enhance the credibility of fair-trade initiatives by:
      1. Facilitating collaboration between non-profits and businesses to promote fair-trade products,
      2. Supporting local producers in obtaining certification through training and resources,
   3. Promoting educational campaigns to inform consumers about the benefits of purchasing certified products with ways such as:
      1. Developing informational materials that explain the significance of fair-trade principles,
      2. Organizing community events to showcase certified products and engage consumers directly,
      3. Utilizing social media platforms to reach a broader audience and raise awareness about ethical consumption;
5. Calls for the establishment of a comprehensive international framework aimed at standardizing labor practices and facilitating knowledge sharing among nations, which includes:
   1. Standardizing labor practices by:
      1. Developing a set of universally accepted labor standards that all manufacturing entities must adhere to, ensuring that workers’ rights are consistently protected across borders,
      2. Creating mechanisms for regular review and updating of these standards to reflect changing economic conditions, emerging best practices, and technological advancements in the industry,
   2. Facilitating knowledge sharing by:
      1. Establishing platforms for the exchange of best practices, innovative solutions, and success stories related to labor conditions improvement, enabling countries to learn from one another’s experiences,
      2. Encouraging states to share data and research on labor practices and outcomes, fostering collaboration and continuous improvement in global labor standards,
   3. Strengthening enforcement mechanisms:
      1. Establishing clear penalties for non-compliance with labor standards to ensure accountability among manufacturing entities,
      2. Providing technical assistance and resources to countries struggling to meet established labor standards, ensuring that all nations can participate equitably in the global labor framework;
6. Recommends educational programs and vocational training to improve workers’ skill sets, allowing them to move into higher-paying positions within the manufacturing sector or related industries:
   1. Urges international organizations to offer grants for skills training, with a focus on women and marginalized communities who may face greater barriers to fair employment by:
      1. Developing targeted funding initiatives that prioritize programs specifically designed for women, youth, and marginalized groups, ensuring inclusivity in workforce development,
      2. Establishing partnerships with local NGOs and community organizations to identify and address the specific barriers faced by these groups in accessing training and employment opportunities,
   2. Recommends governments partner with local educational institutions and NGOs to make these training programs accessible to disadvantaged workers with ways such as:
      1. Facilitating the creation of community-based training centers that provide localized, relevant skill development tailored to the needs of the local economy,
      2. Implementing outreach programs to raise awareness of available training opportunities, ensuring that disadvantaged populations are informed and encouraged to participate,
   3. Suggests companies offer apprenticeships or internships that allow workers to gain practical skills by:
      1. Encouraging businesses to design apprenticeship programs that are structured, well-supervised, and aligned with industry standards to maximize learning outcomes,
      2. Promoting collaboration between companies and vocational schools to create pathways for students to transition directly into apprenticeships, ensuring a smoother entry into the workforce,
   4. Promotes the integration of digital literacy and technology training into skill development programs by:
      1. Ensuring that training curricula include essential digital skills that are increasingly required in modern manufacturing and related industries
      2. Partnering with tech companies to provide resources and expertise in developing relevant training modules that keep pace with technological advancements;
7. Advocates for the enhancement of worker representation and participation in organizational decision-making processes, recognizing that inclusive practices lead to better working conditions and greater job satisfaction:
   1. Encourages the establishment of worker councils or committees within manufacturing facilities, ensuring that employees have a formal platform to voice their concerns, suggestions, and ideas regarding workplace practices by:
      1. Mandating that these councils include diverse representatives from various departments and levels of the workforce to reflect the views of all employees,
      2. Providing training for council members on effective advocacy and negotiation skills, empowering them to represent their peers effectively,
   2. Promotes the establishment of partnerships between labor unions and management to enhance collaboration in addressing workplace issues, fostering a culture of mutual respect and shared goals by:
      1. Encouraging joint training sessions for management and union representatives to improve understanding and cooperation on labor-related matters,
      2. Advocating for collective problem-solving initiatives that involve both management and workers in developing solutions to workplace challenges.