



BMUNIS'25 X



INTERNATIONAL LABOUR ORGANIZATION

BACKGROUND GUIDE

LETTER FROM THE CHAIRS

Dear Delegates,

Welcome to the International Labour Organisation. We, your chairs, Hibah Abdul Kareem and Danika Merion are delighted to be heading this council at BMUNIS 2025. The purpose of this letter is not just to introduce ourselves, but to also give you a clear idea about what we expect to see during the conference.

The ILO is a council that requires a very nuanced understanding of politics, regional norms, and ethical arguments. This matter stems from the fact that labour holds a deep cultural significance to many, and has shaped pivotal moments in human history.

The topics thus discussed ahead require a level of sensitivity and ability to communicate effectively. One must, at all times, keep in mind that different parts of the world hold a unique interpretation of labour while making arguments, and be precise about what they wish to convey.

Given that, there are a number of characteristics we expect to see in all of your performances.

As with any MUN, well rounded and diversified research is the foundation for a good performance. We thus urge you to not limit your research to only that of your country, but rather work on collecting information against other countries as well. We also advise you to integrate definitions, reliable statistics, and precise vocabulary into all of your responses, arguments and statements.

Equally as important, beyond research and debates, we also encourage you to keep calm and composed throughout sessions. It may feel intense, but it's essential to remember that any loss, slip-up, or mistake is simply an opportunity to grow. As Winston Churchill famously said, "Those who do not learn from history are doomed to repeat it" Take every experience as a lesson and not a setback. Most importantly, do not forget to have fun, as every MUN is not only about resolutions, mods or unmods but also about making memories with fellow delegates.

Lastly, it is imperative that you do not view this holistic learning opportunity as a win-or-lose competition, but as a stage to express and explore your ability to think critically, find answers, and solve problems for what they truly are. An interesting quote that defines the very essence of what's expected of you is The Kiddlin's law, which is as follows;

"If you can write a problem down clearly and specifically, you have solved half of it".

Thus, endeavor to confront your challenges directly while debating, and present precise solutions that are unique to the issue. Do not distract yourself by focusing on premeditated ideas, and make sure that all your meaningful efforts end with productive outcomes.

That is all the advice we would like to share. Please feel free to contact us in case you experience doubts, and prepare well for any circumstances you may come across during the conference days!

Warm Regards,

Chairs,

International Labour Organisation.

ISSUE 1 - PROTECTING WHISTLEBLOWERS IN THE PUBLIC SECTOR - REVITALIZING WHISTLEBLOWING LAWS.

INTRODUCTION

Whistleblowing essentially refers to the act of leaking or reporting information about waste, fraud, or other unethical practices within an organisation or entity. It has taken the center stage in our fast paced, corporate lives where capital gains are prioritized over most safety standards. Thus, an important aspect of whistleblowing is to warn authorities of any threats to the standard of human lives.

While it is commonly seen that whistleblowers work within the organisation they report about, it is not necessary for this characteristic to occur in all cases.

Given this, there is a certain amount of threat that an individual whistleblower may face, both legally and personally. From harassment to real jail time, whistleblowers have, in countless cases throughout history, faced unfair consequences for their actions.

Thus, it becomes imperative that strong, enforceable and precise laws are made to protect them. This must also be done with a level of balance, as to prevent false reports that may damage reputations in turns of unhealthy levels of competition.

HERE ARE SOME POPULAR CASES WHICH DEMONSTRATE WHY IT IS SO IMPORTANT TO REVITALISE WHISTLEBLOWER LAWS:

1. KAREN SILKWOOD

Karen Silkwood, a chemical technician at Kerr-McGee nuclear plant near Crescent, Oklahoma, conducted a health and safety standard research in 1972. Her report included a number of concerning facts with regards to her company, including unhealthy levels of exposure to contamination for workers and faulty respiratory equipment, amongst many others. These findings were reported to the United States Atomic Energy Commission in summer 1974.

However, she died in a car accident just a few months later under highly suspicious circumstances. Documents regarding the report were missing, and the car bumper had been painted. This led to countless officials doubting if she had been forced into the accident.

2. VERA ENGLISH

Working as a general technician in General Electric, Vera English grew wary of the amount of radioactive spillages that had been occurring. Both her superiors and nuclear regulatory commission had been addressed when she became vocal about her concerns. Soon after, she got fired. What followed was a long legal battle that allowed her to become a precedent to whistleblower protection laws.

This case does not merely make a call for laws that protect whistleblowers, but rather illustrates how important it is for enforced actions to take place efficiently. It is not very rare for common individuals to give up on long legal struggles, not only due to frustration, but also due to rising legal fees, and disruption to day-to-day lives.

GENERAL OVERVIEW

- Throughout history, whistleblowers have risked everything to expose corruption, injustice, and wrongdoing, leaving an indelible mark on society. The risks that whistleblowers have to often face include job loss, demotions, or industry blacklisting.
- Many whistleblowers face lengthy, costly legal battles. Powerful entities can exploit their resources to contest claims, thus leaving the whistleblowers in financial and/or emotional ruins.
- To address this, governments and international bodies have introduced stricter regulations and introduced whistleblower protection laws to encourage reporting of corporate misconduct but in many countries, due to inefficient enforcement of laws, corporations to disregard safety standards.
- In Russia, whistleblowers face severe risks since disclosures are often classified as “state secrets,” even if they reveal corruption or human rights abuses. Many have been prosecuted under national security laws, and the absence of independent oversight makes protections nearly nonexistent.
- Australia has whistleblower laws on paper, but they’ve been criticized as ineffective. Whistleblowers who expose wrongdoing, including animal welfare abuses or war crimes, still face job loss, retaliation, or even prosecution.
- Addressing this issue requires a coordinated effort from multiple stakeholders to ensure whistleblowers are protected and their courage is supported rather than punished.

WHAT HAS BEEN DONE SO FAR?

- EU court fines five countries for lacking whistleblower protection
The EU court fined Germany, Czech Republic, Hungary, Estonia, and Luxembourg a total of almost 40 million euros for failing to adopt rules to boost protection for whistleblowers who expose fraud, tax evasion, data breaches and other misdeeds.
- On June 5, 2025, the House of Councillors approved amendments to Japan's Whistleblower Protection Act, extending protections to freelancers (current and recent former), in addition to employees, dispatched workers, and executives
- The SEC Whistleblower Reform Act of 2025 expands anti-retaliation protections, including covering internal and post-employment disclosures. Whistleblowers can now report orally and still enjoy safeguarding.
- Some states created independent anti-corruption commissions or safety regulators known as "Independent Watchdogs" to reduce political interference.
- The Public Disclosures Act in Ireland, which doesn't just provide citizens with a platform to form and introduce reports, but also gives unaware individuals step by step instructions to file lawsuits and fight against retaliation at work. Unfair dismissals can result in 5 years worth compensation, depending on the circumstances.

POTENTIAL SOLUTIONS

1. Public institutions dedicated to overlooking and regulating whistleblowing must be put in place. Furthermore, making legal requirements that enforce well rounded investigations over insider reports must be made.
2. Besides the compensation that must be provided immediately in case of retaliation, all whistleblowers must be provided job security along with internal and external support. This may be done through assured animosity.
3. Access to information can become a pivotal tool in not only protecting individuals, but also making ease in filing lawsuits. Online portals and physical reporting stations can and must provide some form of legal assistance.
4. Government supported, and legally mandated checks on all safety standards must be conducted on a periodic basis.

5. Compensation must be fixed based on the legal fees paid by the individual facing lawsuits that extend over a fixed period of time (Eg: 6+ months).
 - Public funds and loans may also be created to aid financially insecure victims.
 - Extreme grievance due to retaliation must have no-cost legal assistance.
6. All stakeholders (such as judges, investigators, and other officials) must be trained appropriately to conduct efficient management of such cases. Awareness of procedure, and its correct enforcement must be announced immediately in case of amendments.

MAJOR STAKEHOLDERS

- Private and Public enterprises, particularly ones that deal with the chemical, pharmaceutical, nuclear power and energy generation industries, along with tech startups and medical care industries.
 - These industries are subjected to large, legally mandated safety standards, which when left unaccounted for, can lead to tragic consequences to both human and animal lives. These conditions only make them more vulnerable to misconduct and unethical practices. Whistleblowers become a massive threat to company regulation and reputations.
- Legal Agencies, Public Investigation Departments, and Judiciary
 - Most cases end with long legal struggles. Improving the efficiency and promoting swift compensation would require strong investigatory practices. This would involve investing heavily on investigation departments. Providing low cost legal help would also affect Legal agencies in adverse ways.
- Common citizens
 - Whether or not standards are met affects no one more than the citizens living near these industries. The growing concerns about safety may not only lead to civil unrest, but also affect population concentration around different regions in countries.
 - Citizens may form unions and pursue collective bargaining for policy changes. Thus, citizens become the stakeholders that are not only affected, but ones that can create innovative solutions to their problems.

BIBLIOGRAPHY:

- <https://blog.falcony.io/en/whistleblowing-regulations-in-non-eu-countries>
- <https://www.whistleblowers.org/whistleblower-laws-around-the-world/>
- <https://static1.squarespace.com/static/5e249291de6f0056c7b1099b/t/5ea0705d3338f119bc6df460/1587572832619/BUEPRINT-Safe-or-Sorry-Whistleblower-Protection-Laws-in-Europe-Deliver-Mixed-Results.pdf>
- <https://stfrancislaw.com/blog/10-most-famous-whistleblowers/>
- <https://www.reuters.com/world/europe/eu-court-fines-five-countries-lacking-whistleblower-protection-2025-03-06/>
- <https://www.faceup.com/en/blog/history-of-whistleblowing>

ISSUE 2 - ADDRESSING DISPARITIES IN EMPLOYMENT AND EARNINGS BETWEEN PEOPLE WITH AND WITHOUT DISABILITIES

INTRODUCTION

The question of employment and earning disparities between persons with and without disabilities has become an increasingly important topic. While individuals with disabilities make up a significant portion of our population, there have been numerous studies that reflect the notable differences in access to employment, fair wages, and career growth in comparison to non-disabled persons.

Although many measures have been taken by the ILO to help balance these issues and maintain inclusivity. The issue remains complex, requiring careful consideration of the challenges faced by persons with disabilities and concerns of employers, industries, and other stakeholders.

KEY TERMS

- *Disability*: a condition, physical or mental, that impacts a person's activities and life
- *Employment Disparity*: patterns of unequal opportunities or outcomes in the labour market/ workplace between different groups of individuals
 - unjust/biased employment, wages or promotions
- *Earning gap*: the term used to refer to the contrast, mostly unfair, between the earnings of individuals from different groups
- *Quota System*: a legal system set up to influence employers to hire, to a certain extent, a number or percentage of people with differences or disabilities

GENERAL OVERVIEW

All over the globe, various disabled individuals face significant challenges in accessing employment, equal earnings, and obtaining proper facilities to support their needs. Disabled individuals are, unfortunately, statistically less

likely to be employed than individuals without disabilities, and even when they secure employment, they often face discrimination, such as earning far less and having limited career growth options. These disparities are driven by various factors, including a lack of accessibility in the workplace, social discrimination, and weak enforcement of inclusive policies and quotas.

Simultaneously, despite international frameworks encouraging inclusivity, certain governments and employers remain hesitant to fully adopt such policies. They argue that this induces additional financial and logistical burden, as they would now need to make adjustments to their workplaces, such as adding extra facilities or providing special training. Additionally, there are concerns that disabled persons would hinder the companies' growth or productivity as they would not be able to work to their full potential due to their lack of capacity. Hence, progress towards this issue remains hindered and uneven.

MAJOR PARTIES INVOLVED

United Nations (UNCRPD)

Other than the ILO, The UN Convention on the Rights of Persons with Disabilities (CRPD) establishes international legal obligations for states to ensure equal employment opportunities. Ratified by over 180 countries, it serves as the main global framework.

POSSIBLE SOLUTIONS

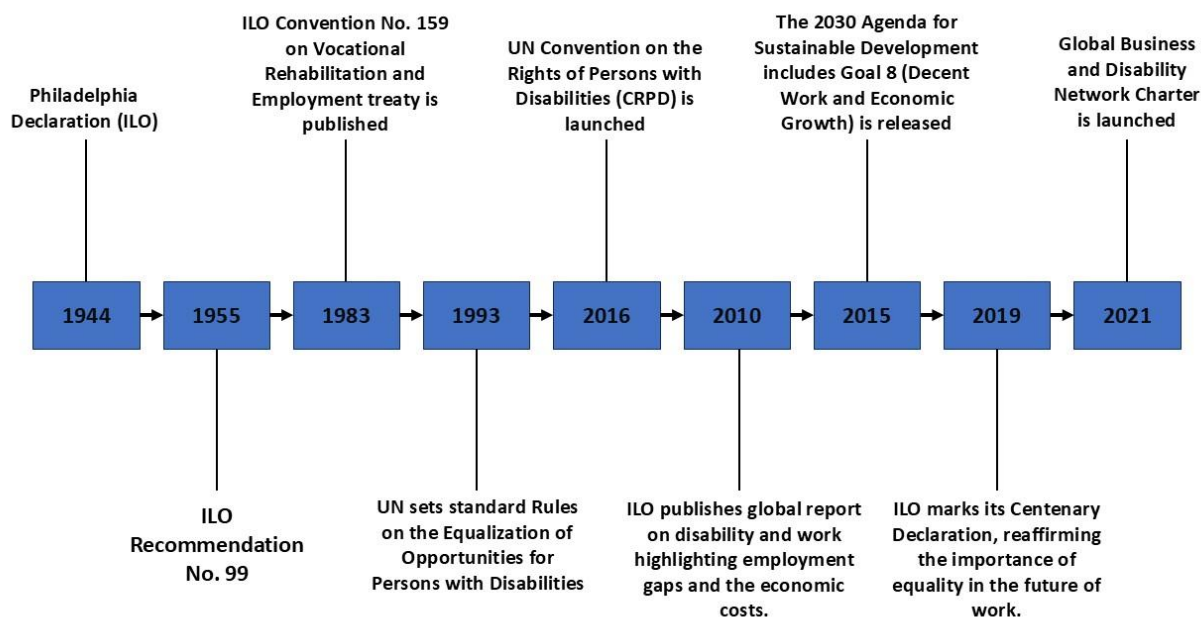
- Strengthening legal frameworks, such enforcing anti-discrimination laws and mandatory quotas for disabled employment.
- Ensure penalties if quotas or policies aren't met.
- Promote universal designs for infrastructure that are all inclusive regardless of ability.
- Create job opportunities
- Spread awareness regarding such to eliminate discrimination.
- Mandatory training tailored specifically towards disabled persons needs.

GUIDING QUESTIONS

- Should governments prioritize economic growth before investing in disabled policies?
- Are companies and employers invalid for putting the companies' financial burden in first place rather than employing disabled persons?
- Is there a risk that inclusivity policies become tokenistic, focusing on numbers instead of real impact?
- Would companies find ways to avoid any policy put up?
- Should equal employment accessibility become a human right?
- Are all disabled persons able to perform jobs at the same productivity level as non-disabled persons?

TIMELINE OF KEY EVENTS:

Date	Event
1944	Philadelphia Declaration
1955	ILO Recommendation No.99
1983	ILO Convention No.159 on Vocational Rehabilitation and Employment Treaty is Published
1993	UN sets standard Rules on the Equalization of Opportunities for Persons with Disabilities
2016	UN Convention on the Rights of Persons with Disabilities (CRPD) is launched
2010	ILO publishes global report on disability and work highlighting employment gaps and the economic costs.
2015	The 2030 Agenda for Sustainable Development includes Goal 8 (Decent Work and Economic Growth) is released
2019	ILO marks its Centenary Declaration, reaffirming the importance of quality in the future of work.
2021	Global Business and Disability Network Charter is launched



BIBLIOGRAPHY

- https://www.ilo.org/sites/default/files/wcmsp5/groups/public/@ed_emp/@ifp_skills/documents/publication/wcms_167204.pdf
- <https://smitheyilaw.com/what-is-employment-disparity/>
- <https://webapps.ilo.org/static/english/intserv/workingpapers/wp124/index.html#ID0EAC>