

HASALMUN'25



ILO

STUDY GUIDE

Under-Secretary General: Berrak Günçe

"Youth will shape the world"

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1. Letter from the Secretary General

Dear Delegates of the ILO committee,

It is my utmost pleasure and honour to welcome each and every one of you to the 12th annual session of HASALMUN and specifically to the ILO committee. I am proud to say, on behalf of our whole academic and organisation team, that every detail of this conference was devised with careful dedication and sincere enthusiasm so as to provide all of you with pleasant and unforgettable memories.

MUN is not just about building connections, the value of it goes much deeper; MUN is about bonding over world issues. It is about realising how all human beings are bound by different problems and understanding that the world is waiting for courageous, intellectual, kind-hearted leaders and individuals to heal the broken hearts, and rebuild the shadowed dreams.

HASALMUN has, since its day of foundation, been a stage where everyone is provided with the opportunity to express, debate, and negotiate. Every delegate is received with the greatest amount of excitement, happiness and pride; because, as young individuals ourselves, we know the importance of being recognized as worthy individuals. I assure you that HASALMUN'25 will be a place for growth, in every possible context.

This year, the ILO committee will be tackling an issue that is crucial for labourers all around the globe. As the delegates of the ILO committee, you will require great empathy, a versatile approach, deep thought processes and heated debates to come to a conclusion where human rights and justice is held high. Luckily, our irreplaceable Under-Secretary General **Ms. Berrak Günçe** has prepared this amazing study guide with invaluable efforts in order to ensure that all delegates receive every piece of information they need from this document alone. I thank her for being the greatest in her job and her marvelous commitments to the conference. Moreover, I also want to thank our academic trainee **Mr. Taha Doruk Kavaz** for his contributions to the study guide.

Last, but definitely not the least, I want to thank you delegates for making this conference truly meaningful. Without your words and actions, HASALMUN would not be what it is today. Thank you to all the youthful minds for adding value into this conference and the world we live in. Youth will shape the world!

Best wishes & Yours sincerely,
Öykü Tekman
Secretary-General of HASALMUN'25

2. Letter from the Under Secretary General

Dear Delegates,

It is with great pleasure that I welcome you all to the ILO committee of HasalMUN 2025. The focus of our three days together will be on critical issues that affect both our country and the global community. I'm confident that this committee will give you fresh insight and the chance to influence the future with your ideas.

I would like to thank Academic Trainee Taha Doruk Kavaz who I have worked with throughout this study guide. We have carefully worked together to give you a thorough study guide that will be a crucial part of your preparation. We do, however, strongly encourage you to learn more about the subject and the positions of the nations you have been assigned. During your remarks, it is crucial that you adhere to the laws of your respective nations.

I believe we will have fun debates, exquisite negotiations, great resolutions and overall an unforgettable experience ahead of ourselves. You can send your **position papers** to the email address below. Please state "HasalMUN - ILO - country" in the description of your email. With my best regards,

gunceberrak@gmail.com

Berrak Günçe

Important Notice About Position Papers

Position papers are the documents/reports that delegates write before the conference which outlines a nation's policies and intentions regarding a particular matter, some general information about the agenda and relevant past events and future plans which can also be called as possible solutions. Taking into consideration that our agenda requires more than basic knowledge about labor rights and unionization, I believe it would be beneficial for you to write a position paper with the aim of you learning your allocated country's policies and us knowing how well you have prepared for the conference. Since I know most of you are not familiar with the concept of a position paper, I left a link down below for you to check how to write it. The deadline for the position papers is **14th of June**. I wish you all luck.

<https://www.munturkey.com/how-to-write-a-position-paper-by-neris-aydemir/>



3. Introduction to the Committee: International Labor Organization

Throughout its history, the ILO has addressed many global labour challenges, from changes in industry and international trade to the rise of digital technology and short term work. Although its main function is to develop international conventions and recommendations, the ILO also monitors how countries follow these standards and provides technical support when needed. Its influence is mostly advisory, as it does not have enforcement power. Therefore, it relies on the commitment and cooperation of its member states to apply and respect its principles. In times of crisis, when workers' rights are often at greater risk, the ILO's role becomes especially important.

At the conference, HasalMUN'25, the ILO committee will focus on the topics of labour rights and striking rights in the countries with authoritarian regimes. As automation and environmental challenges continue to reshape the global economy, new conflicts have risen between national priorities and the rights of workers. In many countries, union activities and the right to strike in critical sectors such as healthcare, energy, and transportation are increasingly restricted. Delegates are expected to examine ways to safeguard fundamental labour rights while ensuring that vital services remain operational during times of crisis or unrest. The goal will be to develop fair, balanced, and realistic approaches that protect both workers and the wider public interest.

4. Introduction to the Agenda Item: Balancing the Rights to Strike with the Continuity of Essential Industries and Unionization in Authoritarian Regimes

The agenda item addresses one of the most sensitive and complex intersections between labour rights and national stability in today's global landscape. At its core, this topic can be examined around two critical sides: the fundamental right of workers to organize, unionize, and go on strike and the state's responsibility to maintain unobstructed access to essential services such as healthcare, energy, transportation, and public safety.

In democratic nations, striking is often recognized as a legitimate form of collective bargaining. However, in authoritarian regimes, these rights are often limited under the excuse of justification of national security, economic stability, or public welfare. This creates a volatile environment where the suppression of workers' voices can lead to long term socio-political unrest, while uncontrolled strikes in key sectors may threaten the well-being of entire populations.

This topic will be discussed by delegates through a multidimensional view, taking into account international labor standards particularly those set by the ILO and the different definitions of what creates an “essential industry.” Delegates will also need to explore the legal, ethical, and political tensions between safeguarding human rights and maintaining national order. The debate is expected to address the limits of state power, the role of independent unions, and innovative mechanisms to ensure both workers' representation and continuity of vital services in politically restrictive environments.

5. Key Terminology

a. Right to Strike

A strike is defined as a group of workers' organized refusal to work as a form of protest, usually in an effort to pressure their employer into making agreements. The term "Right to Strike" refers to employees' fundamental right to take collective action and abstain from work in order to voice their complaints and defend their rights and interests. It is regarded as a key sign of society's democracy and respect for human rights.

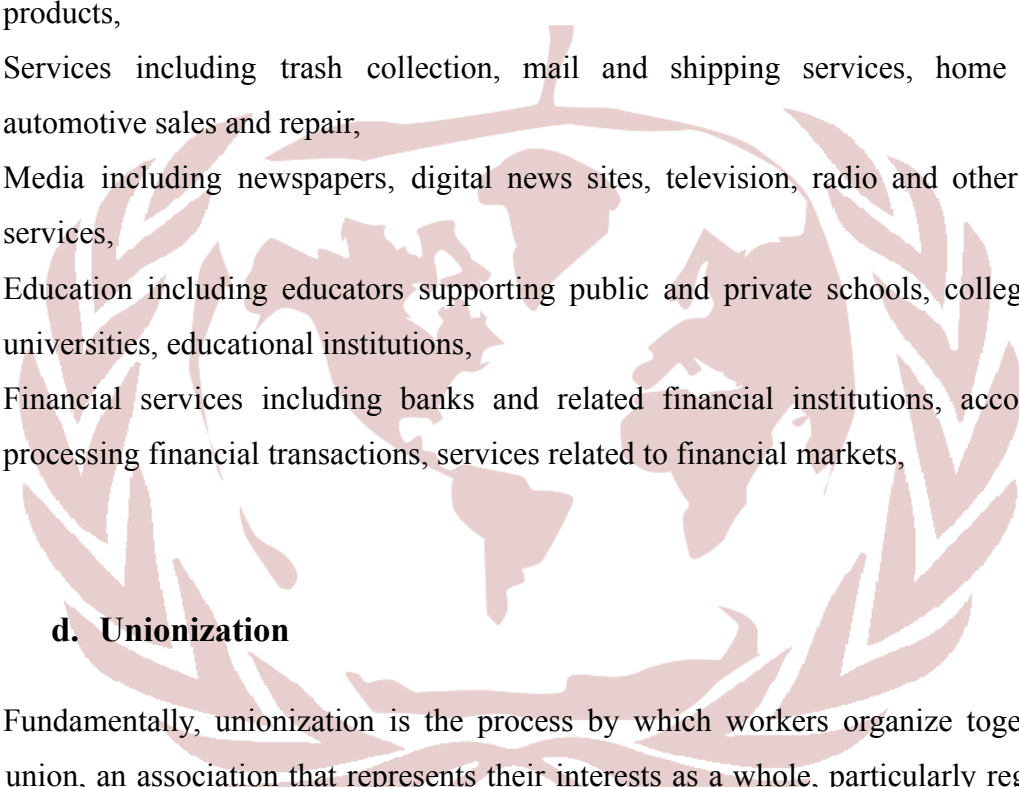
b. Authoritarian Regimes

Authoritarianism is the limitation of individual freedom of thought and action as well as the mindless deference to authority in politics and governance. Civil liberties and political rights are denied to residents under authoritarian governments, which lack a formalized procedure for the transfer of executive power. One leader or a small elite holds all the power, and they make choices without considering the majority's wishes. Authoritarian control can take many different forms, as studies have shown, but the term is frequently used to refer to any non-democratic type of governance.

c. Essential Industries

Businesses that would result in major changes if they failed, as well as services that individuals are unable to supply on their own, are considered essential services. Essential services consist of:

- Government functions such as public safety and first responders, law enforcement, fire prevention and response, military, probation and parole, child protection, Emergency Medical Technicians (EMTs), Emergency call center employees, all workers and vendors that support law enforcement and emergency management operations and services,
- Healthcare operations such as hospitals/clinics, research and laboratory operations, nursing homes, residential health care facilities, elder care, medical wholesale and distribution, home health workers and aides, medical supply and equipment manufacturers and providers, medical waste disposal, other ancillary healthcare services,

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- Infrastructure including utilities such as power generation, telecommunications, electronic security and life safety services, wireless communication, telecommunication and data centers, cybersecurity operations, flood control, airports, roads and highways, taxi and network providers, transportation infrastructure, public water, accommodation services,
 - Manufacturing including food processing and production, pharmaceuticals, medical equipment, medical devices and supplies, technology, biotechnology, chemical products,
 - Services including trash collection, mail and shipping services, home repair, automotive sales and repair,
 - Media including newspapers, digital news sites, television, radio and other media services,
 - Education including educators supporting public and private schools, colleges and universities, educational institutions,
 - Financial services including banks and related financial institutions, accounting, processing financial transactions, services related to financial markets,

d. Unionization

Fundamentally, unionization is the process by which workers organize together to form a union, an association that represents their interests as a whole, particularly regarding wages, benefits, and working conditions. In order to guarantee equitable treatment and improved working circumstances, a unionized worker collaborates with their employer, frequently through collective bargaining agreements, rather than acting alone.

The history of unionization extends back to the early industrial period, when working conditions were far worse than they are now. The 8-hour workday, minimum pay regulations, and safer working conditions are just a few of the fundamental worker rights that unions helped to gain over the 19th and 20th centuries. Unionization changed over time in a variety of sectors, including technology, education, and industry. Unions still play a big function in defending workers' rights today, especially in fields where workers could feel underpaid or underrepresented.

e. Additional Key Terms

NGO: Non-governmental Organizations

Prefect: A chief officer, magistrate, or regional governor in certain countries.

Grain Riot: Grain is defined as wheat or any other cultivated cereal used for food, and riot is defined as a crowd's violent disruption of the peace, which is essentially a rebellion. As a result, after several bad harvests, the public's response to rising wheat and other cereal prices is known as a grain riot.

Biased: Biased is used to describe someone who is tending to show favour towards or against one group of people or one opinion for personal reasons; making unfair judgements.

Compensation: Compensation is the money that an employee receives for doing their job, can also be described as salary or wage.

Collective Bargaining: Collective bargaining is the process in which working people, through their unions, negotiate contracts with their employers to determine their terms of employment, including pay, benefits, hours, leave, job health and safety policies, ways to balance work and family, and more. Collective bargaining is a way to solve workplace problems. Through collective bargaining, working people in unions have higher wages, better benefits and safer workplaces.

Neoliberalism: Neoliberalism is a policy model that encompasses both politics and economics. It favors private enterprise and seeks to transfer the control of economic factors from the government to the private sector. Many neoliberal policies concern the efficient functioning of free market capitalism and focus on limiting government spending, government regulation, and public ownership.

Bureaucracy: Bureaucracy is a system of organization where laws or regulatory authority are implemented by civil servants or non-elected officials (most of the time). Historically, a bureaucracy was a government administration managed by departments staffed with non-elected officials. Today, bureaucracy is the administrative system governing any large institution, whether publicly owned or privately owned.

MENA: Abbreviation used for “Middle East and North Africa” which consist of countries such as Algeria, Bahrain, Egypt, Iraq, Jordan, Kuwait, Lebanon, Libya, Morocco, Oman, Qatar, Saudi Arabia, Syria, Tunisia, the UAE, and Yemen.



6. Overview and Historical Background

Overview

Labor relations between employers and employees have been significantly influenced by the global economy's capitalistic nature. An unequal power balance and one side's dependency to the other are common aspects of the employment relationship. The employer has more bargaining power than the employee, who is typically the weaker side in the employment relationship. This is due to the fact that the employer owns or controls the productive resources that are made available to the worker. The balance of power is biased in favor of the employer, who may use it arbitrarily and against the interests of the workers.

Workers, viewed through the lens of capitalism, are regarded as a means to an end. Employers seek to maximize the labour services they offer in a bid to make a higher profit rate. This aim is in most cases pursued to the disadvantage of the employee. This is the case even for workers in essential services. Consequently, the employee is prone to abuse and it is no surprise, the numerous instances of employers violating the fundamental rights of their employees. Employment interactions in the labor market are characterized by instances of harassment, bad working conditions, overworking, and compensation that is out of proportion to the amount of work completed.

This situation calls for a system that can balance the power dynamics between the employer and employee in labor relations. Employees should be able to defend the protection of their labor rights and publicly express any complaints that arise at work. This demand is driven by the argument that labor rights should be treated as human rights, which calls for a higher bar for their defense.

Historical Background

Since the formation of the first complex communities, social protests have been an essential part of collective life. Here, "social protest" refers to forceful collective action against perceived unfairness or injustice by individuals in positions of legitimate political and economic power. Its goals are social (as opposed to political and economic) or, alternatively, to rebuild or return to previous lifestyles. A more equitable distribution of privilege or income, a decrease in inequality between individuals or groups, the restoration or modification of religious beliefs or other cultural traditions, and the reversal of cultural

change are a few examples of such goals. Early social protests in the West and other places included tax uprisings, religious protests, and grain riots against the high cost or restricted availability of bread. These demonstrations frequently demanded a return to traditional privileges. Starting in the nineteenth century, social protests evolved into more contemporary formats including boycotts, strikes, and marches, which eventually became common.

Large crowds of people in the Colosseum, Circus, and theaters provided the opportunity for mass (and largely anonymous) expressions of popular opinion, but the authoritarian government of Imperial Rome did not provide many opportunities for the peaceful expression of common people's complaints or desires. In these settings, crowds could shout demands in the Emperor's presence for the disciplining of a hated official, or object to an unpopular war. The public took action in the streets, particularly against the high cost or scarcity of grain. This kind of street chaos played a part in Nero's downfall. Moreover, masses of citizens may protest a prefect or his policies or demand the overthrow of a thief of the Imperial throne.

Even into the twentieth century, public protests in many regions of the world continued to include grain riots or angry complaints over the high cost of bread. The majority of medieval and early modern European nations attempted to control the grain trade and, consequently, the retail price of bread. Two forms of protest increased as a result: first being the market riot, in which grain was seized, sold by the crowd, and frequently paid to the owner (of course at a lower price than the asking price) for the grain; and second being the crowd blocking the movement of grain on roads or waterways from a growing region with a surplus to one with a shortage, or a city (especially an administrative city or the capital) with a stronger claim on adequate supplies. In cities or towns, market riots were more likely to happen, occasionally accompanied by attacks on bakers and shoplifting.

a. Government's Role In Strike Cases

Governments have always played a central role in how strikes are handled within a country. Their actions can either protect the right to strike or limit it, depending on their legal system, political values, and economic needs. In many democratic countries, the government often acts as a neutral party. It tries to balance the rights of workers with the need to keep important services running. In these systems, strikes are usually allowed under certain rules,

such as giving notice, going through mediation, or respecting minimum service levels in essential sectors.

However, not all governments approach strikes the same way. In some states, especially in those with authoritarian or semi authoritarian structures, the government may act directly against labour movements. Strikes may be labeled as threats to national stability or public order. In such situations, governments often pass strict laws that limit union activity or ban strikes in many sectors. Sometimes, these laws are justified by security reasons or economic needs. In reality, they may serve to silence workers, reduce opposition, or protect powerful business interests.

Historically, the role of governments in strike cases has changed based on economic, social, and political factors. During industrial revolutions, many states were more focused on economic growth and supported employers. Strikes were seen as harmful and were often stopped by force. Over time, especially after the creation of international labour standards by the ILO, more governments began to accept the right to strike as a part of human rights. Still, the amount of support or restriction changes widely from one country to another.

Governments also have the power to define which sectors are “essential.” This decision can greatly affect the ability of workers in those sectors to go on strike. For example, most countries agree that healthcare, police, or fire services are essential. But in some places, the list includes more sectors like education, transportation, or even banking. This broader definition often gives governments more control and limits more workers’ ability to strike.

In many cases, which are required in international standards, governments act as mediators between workers and employers. Ministries of labour or independent labour courts can help resolve disputes. This is often done to avoid long or damaging strikes. Mediation and arbitration systems should help keep the balance between protecting the public and respecting workers' demands. However, for these systems to work well, the government must stay fair and not take sides. In some countries, mediation is used mainly as a tool to delay or block strikes, which makes workers lose trust in the process.

In addition, the way governments respond to strikes affects the overall freedom of association. If striking leads to arrest, job loss, or punishment, workers are less likely to use

their rights. In contrast, governments that protect peaceful protests and support social dialogue help create a more stable and fair society. A strong legal framework, independent courts, and the respect of international conventions are key parts of this process.

The role of government becomes even more complex during emergencies or national crises. For example, during the COVID-19 pandemic, many countries passed temporary laws limiting strike actions, especially in healthcare. While these steps were taken to protect lives, some were criticized for staying in place even after the crisis ended. This shows how governments must be careful when using their powers and always return to normal laws once the emergency passes.

Overall, governments have a major influence in how strikes happen and how effective they are. Their actions can support democracy and fairness, or increase control and fear. As global challenges continue, such as climate change, war, and economic shocks, governments must work harder to protect the right to strike while also ensuring that key services remain available. Balancing these two goals requires trust, dialogue, and strong labour institutions supported by fair government policies.

b. Legal Restrictions and Reasonable Limitations

The right to strike is one of the core parts of the main right to freedom of association. It takes part in several international legal materials, including the International Covenant on Economic, Social and Cultural Rights (ICESCR) and various conventions of the International Labour Organization (ILO), particularly Convention No. 87 on Freedom of Association and Protection of the Right to Organise. As a mechanism of collective bargaining, the right to strike ensures workers demand better conditions, fair wages, and protection from exploitation. However, international law also recognizes that this right is not absolute and may be subject to legal restrictions and reasonable limitations under specific circumstances.

A major justification for such limitations is seen in the context of essential industries and sectors whose long term operation is seen as crucial for the maintenance of public order, health, and safety. According to the ILO, essential services may include healthcare, electricity, water supply, air traffic control, and law enforcement. In these areas, unlimited strikes could result in severe disruptions with potentially life threatening consequences. As a

result, states are permitted to impose conditions or restrictions on the right to strike, such as minimum service requirements, mandatory mediation, or even temporary bans during critical periods. However, these limitations must be appropriate, necessary, and applied in good faith not as a tool for suppressing labour rights.

The situation becomes more complex in authoritarian regimes. Legal limitations on the right to strike often extended far beyond what would be considered reasonable under international standards. In such topics, governments may restrict or criminalize strikes in order, justify authoritarian labour laws on national security grounds or establish state-controlled unions that sabotage independent worker representation. Historical examples include the prohibition of independent unions in the Soviet Union, suppression of the Solidarność (Solidarity) movement in 1980s Poland, and modern-day restrictions in countries such as China, Iran, or Belarus. These practices often violate ILO conventions, but it's still difficult to address due to the lack of enforcement power and the dominant political climate in such states.

The challenge is determining the fine line between legitimate limitations aimed at safeguarding society and unfair restrictions designed to silence opposition and suppress worker mobilization. While international law provides a normal framework, political will, and civil society engagement; its application still depends on national regulations. In modern debates, especially in the face of global challenges like pandemics, economic crises, and political instability, the question of what constitutes a “reasonable” limitation remains deeply discussed. Striking a fair balance requires a detailed understanding of each country’s legal, political, and socio economic context, as well as an exact confirmation to protecting fundamental rights.

7. Right to Strike While Maintaining Essential Industries

The freedom of workers to strike is widely regarded as an integral part of the right to bargain collectively; employees who are denied the opportunity to do so are deprived of a crucial element of their bargaining power.

The right to strike has not been explicitly acknowledged by ILO treaties. This right, however, is stated in Article 3 of Convention 87, which gives workers the ability "to organize their administration and activities and to formulate their programs." It has been stated that one of the fundamental functions of worker groups is striking. The ILO's Freedom of Association Committee has established the basic principle that the right to strike is one of the most important and legal ways for employees and their organizations to advance and protect their social and economic interests, and that it should only be restricted where strictly necessary.

Despite the fact that workers have the right to strike, vital services must continue to operate for the public's welfare. During strikes, a minimum level of service should be offered. A minimum service level is the level of functioning that workers must guarantee during industrial action. In those countries which already make requirements for minimum services levels, they are generally applied to sectors which are considered to be essential services to the population. Minimum service levels can vary by sector. Essential services in the strict sense of the term have been defined by the International Labour Organization (ILO) as:

- services provided by public servants exercising authority in the name of the state (such as the police or prison officers),
- for services the interruption of which would endanger the life, personal safety or health of the whole or part of the population,
- in the event of an acute national emergency.
-

While countries vary in their definition of what constitutes an 'essential service', they are typically services such as fire and emergency services, electricity and water supply, and the police and armed forces.

However, minimum service levels can reduce the effectiveness of strikes. Workers required by law to work are unable to take part in industrial action. Thus, it is important to ensure the balance between who can and can not participate during strikes and how governments should take action against them.



8. Challenges of Unionization in Authoritarian Regimes

Within authoritarian societies, labor and other social actors have very limited room for maneuvers or organizations outside of government-controlled structures. This frequently takes the form of official national trade unions and federations. And even if there are independent union formations, workers are usually encouraged not to join unions by the judgement from their colleagues in the working area. There is relatively little space for labor and other social actors to maneuver or organize outside of mechanisms under the supervision of the government in authoritarian nations. This usually takes the shape of federations and formal national trade unions.

Another characteristic of autocratic regimes is their strong military control, which suppresses alternative political groups that can be actual or perceived challenges to the government. Because of this, labor movements and unions rely more on association power than structural power, and they rely on external, particularly international, NGOs for assistance and pressure (e.g. Colombia, Honduras, and Myanmar). While structural power is power institutionalized through formal structures that frame actors' behavior, association power is power derived from connection with influential organizations or agencies.

The industrialization and economic development of these regimes depend heavily on being part of the global economy, mainly at the lower end of the value chain, on the one hand, for example, clothing manufacturing (Honduras, Myanmar), coffee and flower industries (Colombia); and is facing intensive international competition on the other, resulting in a large informal sector with limited workers organization or bargaining power, either collectively or individually. Authoritarian rule exists even in export-oriented economic zones where worker cooperation is essential for competitiveness, as was the case in Myanmar. In authoritarian governments, workers frequently use self-organizing strikes as their primary form of protest.

It's also interesting to note that authoritarian regimes may adopt different political-economic policies that have different effects on labor-management relations. For example, in autocratic countries that share a political regime, such as former socialist countries, labor institutions, particularly trade unions, may evolve in different directions with different functions and effects on labor relations. This means that it should be taken into

consideration that solutions may have different outcomes in different countries. By allocating authority, resources, and responsibilities to institutional actors at different levels, the state and cultural norms play a crucial role in forming labor-management relations.

Because the ruling class has varying degrees of natural, economic, political, and social resources, as well as varying preferences and opportunities in how they function within the larger constraints, it is crucial to expand the multi-level approach to understanding autocratic regimes by taking into account regional differences within the same regime.

In authoritarian systems, labor unions play a role that falls somewhere in the middle of a spectrum. The first is based on the former Soviet model, which has been transplanted to many of the more autocratic successor governments to varying degrees. It aims to mobilize workers around support for the dictatorship by using unions as a way to flatter the ruling party. In the past, these unions have acquired legitimacy by offering their members social and recreational opportunities in addition to their ideology. Workers are in some ways consumers of union services, even though more modernizing ones eventually moved to a role of mediators. In this way, they generally function in favour of ruling power rather than against it. It is noteworthy that trade unions in certain former Soviet Union states have been under increasing political, social, and financial pressure since gaining independence. These unions have also been dealing with strong multinational businesses, and some of them have begun to express interest in working with international labor NGOs to provide support.

The other extreme is represented by unions that might form and oppose the current order. Many actually start at the bottom and oppose management power in an effort to improve working conditions and wages for employees. The South African autonomous trade unions are a well-known historical example of how they have occasionally combined this with political activism. Workplace issues are firmly subordinated in some of these initiatives, which may be led by a small number of activists working with international groups to bring about political change. Reliance on outside assistance is sometimes linked to challenging the norm, but the ultimate goal is the introduction of neoliberal policies and, at most, a partial version of democratization.

9. Ethical Considerations

While discussing our agenda item, it is crucial that you remember the individuals we address in this committee are human beings, not tools in economic systems. Workers in industries such as healthcare, transportation, and utility work are not machines that should be expected to operate without speech, sleep, or dignity. They have wants, needs, emotions, and goals.

The ethical consequences of our discussions are much greater under authoritarian governments, where political intimidation frequently occurs in the workplace. Suppressing strikes and unionization is not just a labor issue but also a question of justice, freedom and dignity. As delegates, you should understand the balance between protecting workers' fundamental rights to organize unions, voice their displeasure, demand better working conditions and ensure the availability of essential industries.

Please note that the creation of ethical policies requires empathy, accountability, and a commitment to justice. In this committee, we are fighting for real people who should be safeguarded and have a voice in how they conduct their professional life, not abstract labor systems. Resolutions that you present must not diminish the humanity of the people we are attempting to serve.

10. Role of International Cooperation and NGO's

When discussing labour rights, especially the right to strike and unionization, international cooperation and the work of non-governmental organizations (NGOs) play a key role. Many countries do not fully respect workers' rights, especially in authoritarian regimes where unions may be banned or controlled by the state. In such cases, international actors can help by offering support, raising awareness, and putting pressure on governments to improve conditions. International cooperation means countries, organizations, and people working together across borders. This is very important for labour rights. Countries with strong labour laws can help others build better systems. International bodies like the United Nations and the International Labour Organization (ILO) work with governments to create fair labour standards. They also give advice, training, and technical help to improve national systems.

ILO

One good example of this is the ILO itself. The ILO is a UN agency that brings together governments, employers, and workers. It creates international labour laws and helps countries follow them. The ILO does not have power to punish governments, but it can investigate violations and give reports that pressure governments to act. It also works closely with NGOs to collect data and support workers. NGOs are very active in defending workers' rights around the world. They work in many ways. Some give legal aid to workers. Some help workers form unions. Others report violations and push for change. Because they are independent from governments, they can often speak more freely and focus on human rights.

Human Rights Watch (HRW)

HRW works globally to protect human rights, including labour rights. It writes detailed reports on countries where workers face abuse. For example, HRW has reported on the abuse of migrant workers in the Gulf countries and the restrictions on unions in China. These reports are used by other governments and the public to demand change.

International Trade Union Confederation (ITUC)

The ITUC represents more than 200 million workers in 163 countries. It supports union formation and fights for the right to strike. Every year, it publishes the *Global Rights Index*, which shows where workers' rights are under attack. The ITUC also works with the ILO and other international organizations to improve laws and defend workers.

Amnesty International

Amnesty International is another global NGO that helps protect the right to protest and organize. While its work is broader, it often defends union leaders who are arrested or attacked for leading strikes. Amnesty runs campaigns to free imprisoned labour activists and bring global attention to their cases.

The Clean Clothes Campaign

The Clean Clothes Campaign focuses on garment workers, especially in low-wage countries like Bangladesh, Cambodia, and Vietnam. These workers often face terrible conditions and are punished if they try to strike. The NGO helps them speak out and pushes global brands to take responsibility.

Solidarity Center

Solidarity Center, a U.S. based NGO, also plays a big role. It works in more than 60 countries to support workers' rights. It trains union leaders, helps with legal support, and documents abuse. The center especially focuses on vulnerable groups such as women, migrants, and informal workers.

International cooperation also happens through trade agreements and diplomatic pressure. For example, the European Union includes labour rights standards in its trade deals. If a country violates those rights, it can lose trade benefits. This puts pressure on governments to allow unions and respect strikes. International cooperation and NGOs together help give workers a voice, especially in places where speaking up is dangerous. They create global

networks that share knowledge and give power to local movements. They also make sure the world sees what is happening, so that violations do not stay hidden.

In conclusion, the protection of labour rights, including the right to strike, depends not only on national laws but also on the strong role of international support. NGOs, together with global institutions, play a critical role in defending those who cannot defend themselves. They provide resources, raise awareness, and remind the world that labour rights are human rights.

a. Regional Solution Ideas

It is likely that regional governments may fall short in resolving issues relevant to the strikes or unionization process. Therefore, cooperation between member states and the ILO as well as international organizations and non-governmental organizations is crucial. Member states can adapt solutions such as;

Technical Assistance Programs

Mechanisms for trade union solidarity can be formed to provide finance and legal representation, especially in Asia-Pacific, MENA, and Eastern Europe. Additionally, trade unions can help legal harmonization with ILO standards by developing action reporting systems and educating national stakeholders on legal restrictions on strike activities in essential services.

Digital Complaint System

A digital complaint platform could be established in order to enable unions and employees in restricted settings to safely and discreetly file complaints. It would enable workers to seek international assistance in nations where strikes are prohibited by law.

Collaboration With Regional Organizations

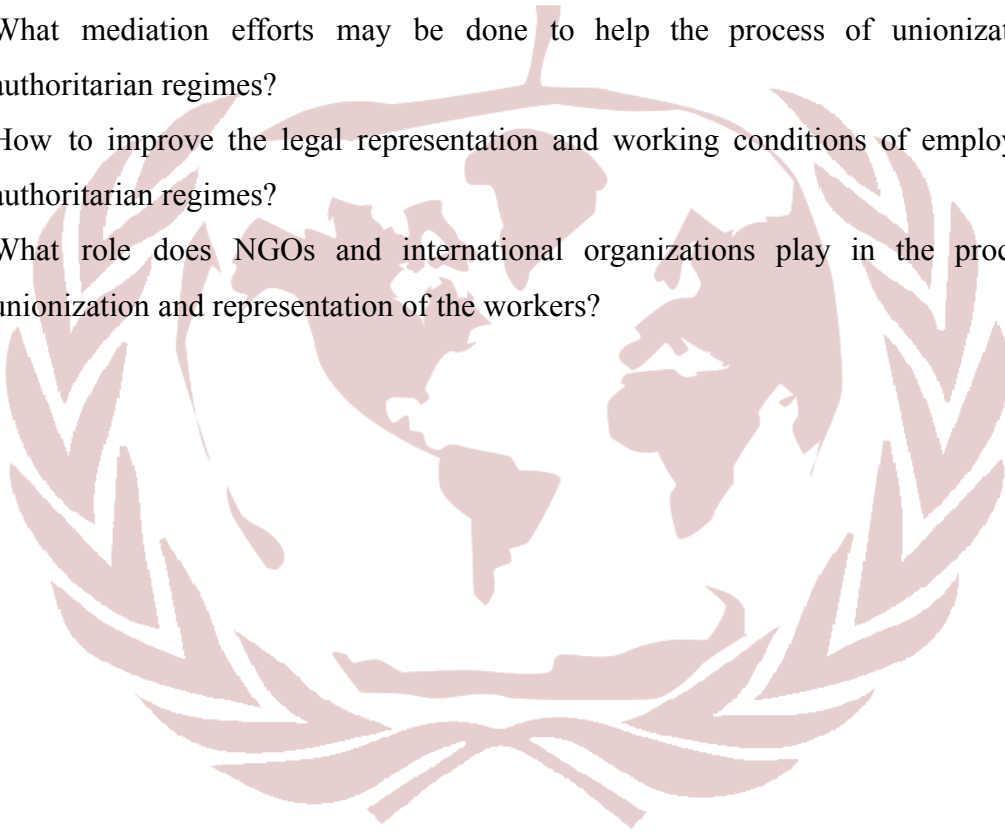
ILO should be in collaboration with regional organizations such as African Union, ASEAN (Association of Southeast Asian Nations), European Union and GCC (Gulf Cooperation Council) in order to;

- Create local monitoring panels that supervise labor rights abuses and release regular inspection reports,
- Encourage the development of international union support networks under ILO jurisdiction,
- Encourage the use of regional labor mediation forums to settle disagreements between workers in essential industries before they escalate.



11. Questions To Be Addressed

1. What steps may be taken to guarantee that essential services continue even in the event of strikes?
2. Should strikes be restricted in “essential industries” and if so, what limitations should be set?
3. How can the rights of workers be protected while restricting the right to strike?
4. Should there be an international guideline for what is considered as an essential service?
5. What mediation efforts may be done to help the process of unionization in authoritarian regimes?
6. How to improve the legal representation and working conditions of employees in authoritarian regimes?
7. What role does NGOs and international organizations play in the process of unionization and representation of the workers?



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