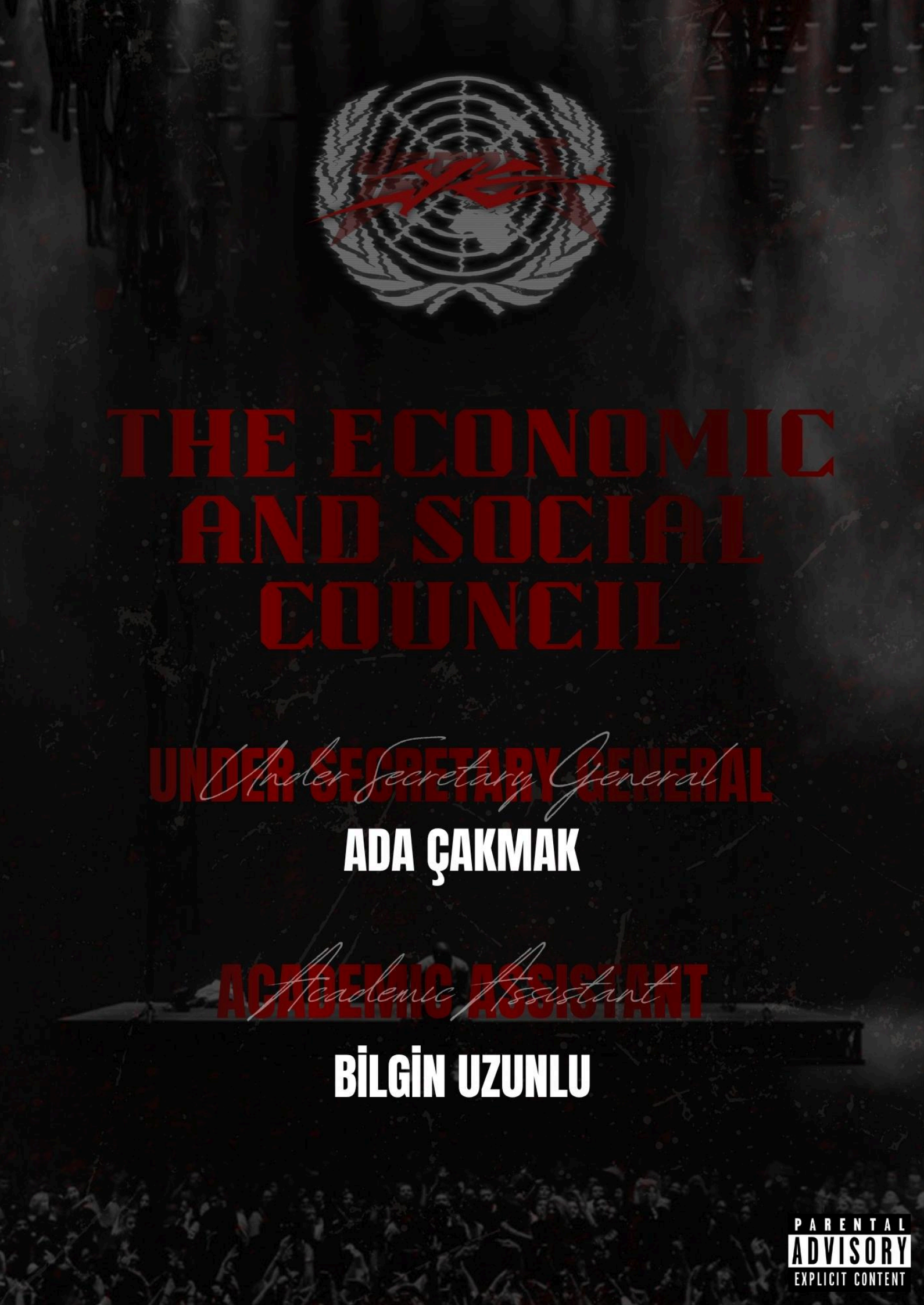

THE ECONOMIC AND SOCIAL COUNCIL
UNDER SECRETARY GENERAL
Under Secretary General
ADA ÇAKMAK
ACADEMIC ASSISTANT
Academic Assistant
BİLGİN UZUNLU
PARENTAL ADVISORY EXPLICIT CONTENT

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1. Opening Remarks

1.1 Letter from the Secretary-General

The Most Esteemed Participants of YETRAIN'26,

As the Secretary General of YETRAIN'26, I would like to welcome you all to the 1st edition of Ye Model United Nations Train Conference. It is an honor and pleasure to be able to present to you all what we have been preparing for months. Me, our excellent academic team and the wonderful organisation team have worked really hard to give you the best Model United Nations experience of your entire life.

We want to foster diplomatic deliberations and foster constructive solutions that will affect the nations for one and all. As a delegate your YETRAIN'26 journey begins here with our study guide that our committee secretariat worked really hard for. Your participation in this conference will improve your diplomatic debating skills and find solutions to global matters. Also apart from all the academic gains you will have a wonderful time with the chance of socializing with other people who share the same passion with you.

I hope that every participant has an exquisite time in YETRAIN'26 I can’t wait to see you all!

Doruk Sapmaz

Secretary General of YETRAIN'26

1.2 Letter from the Under Secretary-General

Dear delegates,

I am Ada Çakmak and I welcome you all to YETRAIN’26 and our committee as the Under-Secretary-General of ECOSOC.

I would like to express my appreciation to the Secretariat for giving me and my Academic Assistant the opportunity to form this excellent committee.

We chose an important topic for today's world and we expect all of you participants to understand the importance of our agenda item and work with dedication.

My beloved Academic Assistant Bilgin Uzunlu and I have prepared this study guide for your preparation for our committee. I would like to thank Bilgin Uzunlu for his hard work in this committee. I'm truly very happy to work with you and I'm proud to see you improve and reach here.

I ask you delegates to read this study guide thoroughly, as it contains the information you need to perform in this committee. And I highly recommend you to answer the Questions to Be Addressed at the end of this study guide.

I can ensure our committee will be an enjoyable and efficient experience for all of you.

If you have any kinds of questions regarding our committee, please do not hesitate to contact me via my e-mail address:

cakmakada1688@gmail.com

Sincerely,

Ada Çakmak.

1.3 Letter from the Academic Assistant

Dear Participants,

It is with great delight that I, the Academic Assistant of the United Nations Economic and Social Council (ECOSOC), welcome you all to YETRAIN'26. I am genuinely thrilled to be writing this letter for our amazing committee, and I would like to express my highest regards to our Secretariat. I can't wait for all the participants to see the executive team's hard work.

Now, it is time to brag about my dear Under-Secretary-General, Ada Çakmak, who made it possible for me to work on this excellent committee. Thank you,

Ada. Along with my fellow Under-Secretary-General, I have prepared this Study Guide to assist you in your research, and we expect you to read it thoroughly to gain a good understanding of our agenda item.

It is a pleasure for me to present you with a topic we believe remains fundamental to sustainable economic and social development: “Strengthening Labour Inspection Systems to Enhance Economic and Social Development.” As representatives of your nations in the United Nations Economic and Social Council (ECOSOC), I look forward to seeing your contributions and insights during the sessions. I also encourage you to conduct your own research regarding your assigned countries.

I hope this committee will be enjoyable for both our dear delegates and academic members. If you have any questions regarding the agenda, procedure, or MUN in general, I am always happy to answer them. You can reach me through the email address or phone number provided below.

0539 379 2009, bilginuzunlu@gmail.com

Sincerely,

Bilgin Uzunlu Academic Assistant of ECOSOC

2. Introduction to the Committee

The United Nations Economic and Social Council (ECOSOC) is the central UN platform for discussing international economic, social, environmental, and cultural issues. ECOSOC is framed around the idea that lasting world peace requires economic stability and social justice. It is the United Nations’ largest and most complex subsidiary body.

ECOSOC was established in 1945 under the UN Charter as one of its six principal organs.Composed of 54 Member States of the United Nations, ECOSOC promotes sustainable development by coordinating UN bodies and

offering political recommendations to Member States on the issues of its interests.

3. Introduction to the Agenda Item

Labour inspection systems drive equitable and sustainable economic and social development. In the lack of effective labour inspections systems worker health and safety gets in danger, unjustified benefits and unfair competitions occur, productivity declines and many more issues emerge. Labour inspection systems makes it easier to enforce labour standards, assures lawful implications in workplaces, and protects workers safety. Workers produce more in a safe and healthy environment, which increases economic gain. With the effective and correct usage of labour inspection systems social injustices can be decreased, workplace conflicts can be mitigated and long-term social stability can be promoted. Also, inspectors safeguard workers' fundamental rights concerning wages, working hours, insurance, and social security coverage. Poverty and vulnerability can be reduced.

For today's world, where social and economic injustices, workplace mobbing, and unsafe and unhealthy working conditions are increasing, it is significant to strengthen inspection systems in labour.

4. Key Concepts and Definitions

Labour Inspection: Labour inspection is a formal system of supervision of legal provisions, particularly regarding workers' rights, aiming to prevent workplace violations. Labour inspections provide legal and technical information, guidance and training. Labour inspection systems play a key role for ensuring fairness in the workplace.

Labour Administration: Labour administrations are a set of public administration activities coordinated by governments in the field of labour. Labour administration is a tool to design, implement, and review labour policies and standards of states.

Decent Work: Decent work means the productive work delivered under conditions of freedom, safety, security, equity and dignity. Strong labour inspection systems support decent work at a significant level.

Fair & Unfair Competition: Fair competition means success relies on better quality and lower costs and the competition is on fair grounds. Fair competition encourages productivity, ensures economic justice and builds trust in the society. On the other hand unfair competition means breaking fair rules and gaining unearned advantage through illegal tactics. Strong labour inpection systems ensure fair competition.

Inspector Authority: Inspectors are public officials who operate with legal powers to enter workplaces freely, inspect their conditions, pursue investigations and issue legal sanctions in necessary situations. Inspectors are responsible to be impartial. They must remain free ftom any kinds of influence.

Universal Workplace Coverage: Labour Inspection systems aim to build a universal structure protecting all workers from both the public and private sectors across the globe.

Dialogue and Partnership: Active cooperation between member states, worker organizations and unions strengthen labour inspection and foster social peace and economic justice.

5. Economic and Social Implications of Effective Labour Inspection

5.1 Labour Productivity and Sustainable Economic Development

Labour productivity stands as a fundamental pillar of economic development and improved living standards. It drives economic growth by allowing more output to be produced with the same or fewer resources, leading to higher per capita income. Productivity growth also contributes to job creation by

enabling enterprises to expand, innovate, and invest in new areas, thereby increasing demand for labour. In turn, higher-quality jobs make for more productive employment. However, productivity and decent work are not enough on their own to ensure economic development; they require coordinated effort across Member States. In some cases, this may not be adequate due to differences in policy approaches across regions. Therefore, achieving sustainable development requires a balance between productivity growth and decent work through an inclusive and comprehensive approach. As also mentioned in the 2030 Agenda for Sustainable Development, Sustainable Development Goal 8 states: “Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all.” This goal supports decent work for all, equal and high-quality employment, and inclusive labour standards. It also highlights the importance of inclusive and sustainable economic growth, employment and decent work, labour productivity, informal employment, earnings, unemployment, child labour, and occupational injuries.

To support productivity and improve workplace conditions, governments and supervisors have traditionally relied on statistics to track workplace incidents. However, these statistics contained serious limitations, including insufficient reporting, failure to identify causes, and a focus mainly on cases of failure. In order to address these problems, labour inspections were implemented for the purpose of improving working conditions, with particular emphasis on occupational safety and health. These inspection programmes may also be necessary to establish a baseline for both prospective and retrospective cost-benefit analyses.

Labour inspection can play an important preventive role, but its impact is not always easy to measure. When inspectors help resolve conflicts before they escalate or prevent accidents and other workplace problems, the benefits may remain largely invisible because statistics usually show the number of activities carried out rather than the actual problems avoided. Prevention can reduce risks related to unfair treatment, physical or mental harm, costly workplace conflict, unemployment, and social exclusion, all of which can

create losses for workers, enterprises, and society if they are not addressed. For this reason, the effectiveness of labour inspection should not be judged only by visible results or numerical data. It is also important to consider how efficiently inspectors use their limited time, funding, and personnel to achieve meaningful outcomes and avoid unnecessary losses.

5.2 Social Protection, Equality and Worker Welfare

Within the 2030 Agenda, employment creation, social protection, rights at work, and social dialogue are treated as central elements of sustainable development rather than as separate social policies. Social protection systems are intended to reduce vulnerability and provide security against risks such as unemployment, illness, disability, and income loss, while decent work policies aim to ensure that workers can participate in the labour market under fair and secure conditions. Labour inspection contributes to this framework by creating a regular state presence within workplaces and helping ensure that labour protections are applied in practice. Inspectors have direct and continuously updated knowledge of working conditions, which allows them to identify gaps, weaknesses, or abuses that may not be sufficiently covered by existing legislation. This role also depends on social dialogue at enterprise level, where inspectors can support cooperation between workers and employers while maintaining impartiality and their core enforcement responsibilities. However governments remain responsible for creating the legal and institutional framework for these activities and for ensuring that existing labour legislation is effectively enforced.

However, access to labour protection and social security remains unequal, particularly for workers in informal, non-standard, or precarious employment. The Organisation for Economic Co-operation and Development (OECD) research shows that informal employment is strongly connected with low-paying work and weaker access to social protection, and that these disadvantages continue across generations when they are combined with limited access to education, skills, and social security systems. Workers facing unstable employment usually have to manage economic insecurity, limited benefits, and weaker employment protection themselves. It also found

differences in workers' expectations across national systems: participants in countries with stronger labour protections were generally more able to identify employment problems and demand better enforcement, while workers in weaker protection systems were more likely to rely on individual solutions. The COVID-19 pandemic further demonstrated how weaknesses in labour regulation and social protection can directly affect worker welfare. It was observed that workers in non-standard and precarious employment experienced worsening material conditions, health, and well-being, while the crisis exposed difficulties in accessing existing support systems even in countries with comparatively strong welfare policies. As labour markets continue to change, extending protection beyond traditional employment structures becomes increasingly important for reducing inequality and preventing workers from carrying a disproportionate share of economic risk. A further challenge is the gap between labour rights established in law and the protections workers actually experience. National policy data may show that labour standards or social protection programmes exist, but this does not necessarily demonstrate that they are fully implemented or enforced. Furthermore international agencies have reported that policy information may differ from workers' actual experiences of enforcement and protection which also raises the question of inspections being regulated and redesigned at workplaces.

6. Current Issues and Challenges

6.1 Informal Employment

Informal employment poses a major challenge to the effectiveness of labour inspection systems, as it places a substantial share of workers outside the mechanisms through which labour laws are normally monitored and enforced. Informal employment generally refers to work that is not sufficiently covered by formal arrangements such as employment contracts, social security systems or other legal protections. It is important to note that informality is not limited to unregistered enterprises; formally registered businesses may also employ undeclared workers or fail to fulfil certain legal obligations towards them. The scale of the issue makes it particularly relevant to the international community. In 2025, 57.9% of the global employed population was in informal employment, while the proportion approached nine out of ten workers in Least Developed Countries and Sub-Saharan Africa. Such widespread informality creates a fundamental difficulty for labour inspectorates, which traditionally operate through identifiable employers, registered workplaces and administrative information. When businesses, workers or employment relationships are not properly recorded, authorities may struggle to determine where violations are occurring, who is responsible for them, or even which workplaces should be inspected. Informal workers may also be less likely to possess written contracts or other documentation that allows inspectors to establish an employment relationship and verify whether minimum wages, working-hour regulations, social security contributions and other labour standards are being respected.

The difficulty of reaching informal employment also demonstrates why expanding an inspectorate does not necessarily result in equal improvements across the entire labour market. A recent study of Colombia's labour inspection system found that increasing the number of inspectors improved compliance with labour legislation among registered firms, including access to written contracts and social-security benefits, and reduced informal employment occurring within the formal sector. However, the study found no comparable effect among informal firms, partly because such enterprises were considerably more difficult for inspectors to identify and target. The same research notes that informal workers are less likely to initiate complaints because they may be unfamiliar with inspection mechanisms or fear dismissal

or retaliation, further reducing the ability of authorities to detect violations through complaint-based enforcement. Consequently, informal employment represents more than the absence of formal contracts: it exposes a broader gap between labour legislation and the state's capacity to enforce it.

6.2 Weak Enforcement and Limited Inspections

A major obstacle faced by labour inspection systems is the limited number of inspectors available compared with the size of the workforce and the number of workplaces requiring supervision. This problem is particularly severe in developing economies, where the ratio of labour inspectors to the working population can be three to ten times lower than in European countries. Limited staffing is often accompanied by insufficient budgets, inadequate training, high employee turnover and shortages of specialised personnel, restricting both the frequency and geographical reach of inspections. EU-OSHA has identified inspector-to-workforce ratios and limited occupational safety resources as challenges across several European inspection systems as well. Enforcement is weakened even more when inspectorates lack reliable data, authorities or mechanisms for detecting violations before workers can file complaints. These limitations create a gap between the existence of labour standards and their implementation, allowing violations regarding wages, working hours, social security or workplace safety to continue even though they are prohibited by laws.

Additionally the effectiveness of labour inspection is determined not only by the detection of violations, but also by the following actions of it. Delays in investigations, unequal application of penalties, or uncertain sanctions decrease the possibility of influencing employer behaviour. EU-OSHA data shows that the presence of inspectors can prevent violations, as employers recognise that violations may result in legally binding sanctions. Budget restrictions continue to limit operational capacity, and the number of investigations and sanctioning procedures declined , despite an increase in inspection visits. Demonstrating that strengthening labour inspection systems requires more than increasing workplace visits. Inspectorates must have sufficient human and financial resources, reliable information systems,

well-trained personnel, effective investigative procedures, and the capacity to impose credible sanctions.

6.3 Occupational Safety and Health Risks

Occupational safety and health risks are continuously changing as technological, social, environmental and organizational developments reshape working life. Population aging, intensified work, changing occupational roles, continuous learning requirements and workplace violence can increase psychosocial pressure and work-related stress, while increased computer use may contribute to musculoskeletal disorders such as carpal tunnel syndrome. Technological developments create additional risks: automated devices and robots may expose workers to mechanical, electrical and heat hazards, as well as noise, vibration, radiation and chemicals. New technologies such as three- and four-dimensional printing, bio-printing and nano-printing may also expose workers to agents whose effects are not yet fully known. As shown in Figure 1, these occupational risks are closely connected to the broader dimensions of sustainable development, where social well-being, environmental conditions and economic performance interact through the concepts of people, planet and profit.

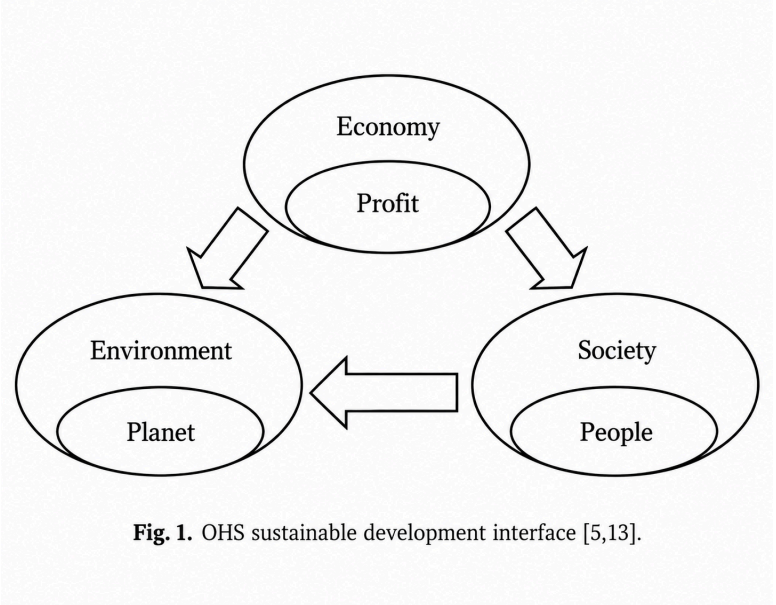


Fig. 1. OHS sustainable development interface [5,13].

Sustainable development itself may also create new occupational risks. Workers involved in renewable energy production, the retrofitting of

buildings, recycling and waste handling may be exposed to gases, metals, chemicals, nanomaterials, dust, biological materials, carcinogens, radiation, electric shocks and fires. Biomethanization in waste handling can increase exposure to fungi associated with asthma, allergies, bronchitis and infections, while the use of robotics may introduce additional hazards. Climate change and technological development may therefore alter both working environments and the types of risks workers face. Figure 2 further illustrates how working conditions and organizational policies are connected with workforce safety and health, employee morale, organizational productivity, product quality, family health and the wider economic, environmental and social dimensions of sustainability.

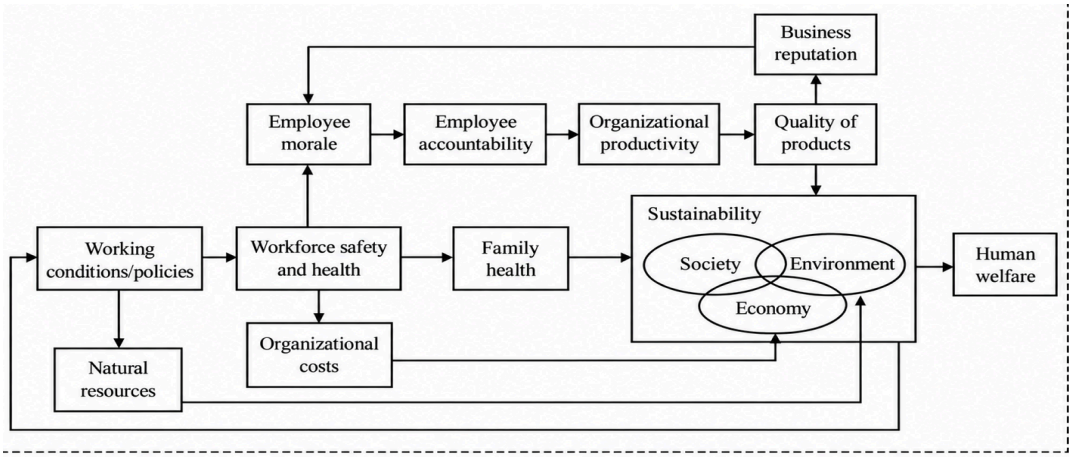


Fig. 2. Occupational safety, health & environment and sustainable development linkage [33].

The consequences of occupational accidents and diseases extend beyond individual workers. In addition to human suffering, occupational fatalities, injuries and illnesses can reduce productivity and working capacity, damage the competitiveness and reputation of enterprises, and affect the livelihoods of workers and their families. At the national level, occupational accidents and ill health can create major humanitarian and economic burdens and negatively affect sustainable economic growth. It is estimated that occupational deaths, diseases and illnesses account for losses equivalent to approximately 4% of global GDP, while poor occupational health and reduced working capacity may cause economic losses of 10–20% of a country's Gross National Product. A study's interview findings show that respondents strongly associated

workplace safety and innovation with sustainable development, reduced workplace hazards and lower injury-related costs.

Table 1
Interview response numbers and their percentage share.

Codes	Question items	Number of respondents said (yes)	Percentage	Number of respondents said (No)	Percentage
WPIE	Is there workplace innovation experience in the company?	1	5.56%	17	94.44%
OSHK	Do your company have Occupational safety and health knowledge?	2	11.11%	16	88.89%
OSHISD	Do you think OSH improvement result in sustainable development?	10	55.56%	6	33.33%
WPISD	Do you think workplace innovation is a key to sustainable development?	17	94.44%	1	5.56%
TMCIWI	Do top management commitment improves workplace and innovation?	15	83.33%	3	16.67%
SDASHRM	Do you think sustainable development comes when OSH risk minimized?	17	94.44%	1	5.56%
QLIRWH	Do you think quality of life improved in reducing workplace hazards?	15	83.33%	3	16.67%
WPIRCI	Do you think workplace innovation reduces cost of injuries?	16	88.89%	2	11.11%
AFDIRWP	Do you think annual forum discussion bring innovative ideas and reduce workplace problems?	17	94.44%	1	5.56%

These findings underline the importance of occupational safety and health for both social and economic development. Safe and healthy working conditions can improve employee performance, motivation and effectiveness, increase business productivity, improve product quality and reduce costs. At the same time, unsafe practices and conditions remain a particular concern in developing regions, where challenges across sectors such as mining, construction, manufacturing areas are in need of labour inspections.

7. International Efforts

7.1 ILO Conventions No. 81 and No. 129

Convention No. 81 establishes the main principles for labour inspection in industry and commerce, including the need for an organized inspection system, adequately qualified inspectors, access to workplaces, investigation powers and regular reporting. Convention No. 129 applies similar principles to

agriculture, where dispersed workplaces, seasonal work and high levels of informality can make enforcement particularly difficult. They also provide a common international reference for evaluating whether national inspectorates have sufficient authority, independence and resources to enforce labour legislation effectively.

7.2 Guidelines on General Principles of Labour Inspection

Although the Guidelines on General Principles of Labour Inspection are not legally binding, they provide detailed technical guidance on how modern labour inspectorates can be structured and managed. They address six major areas: the scope and functions of inspection systems, institutional organization, planning and monitoring, the status and careers of inspectors, inspection powers and methods, and enforcement measures. The Guidelines were developed to help member states respond to changes in employment patterns, new technologies and emerging forms of workplace risk while applying the principles contained in Conventions No. 81 and No. 129.

7.3 Recommendation No. 204 and the Transition to Formality

In 2015, the International Labour Conference adopted Recommendation No. 204, the first international labour standard specifically focused on the transition from the informal to the formal economy. The Recommendation recognizes that widespread informality weakens labour rights, social protection, public revenues, fair competition and sustainable development. It therefore calls for policies that combine enforcement with measures that make formalization more accessible, including simplified procedures, social protection and support for enterprises. It also promotes the progressive extension of labour inspection to workers and economic units in the informal economy.

7.4 Strategic Compliance Planning

ILO’s Strategic Compliance Planning (SCP) approach encourages inspectors to identify priority problems and direct their limited resources toward sectors, workers and violations where intervention can have the greatest effect. It

promotes proactive, targeted and coordinated enforcement rather than relying solely on the number of inspections conducted. The approach has also been used in national capacity-building programmes, including projects in countries such as Türkiye and the Philippines, where inspectors have received training in risk-based planning and compliance strategies.

7.5 International Occupational Safety and Health Framework

In 2022, the International Labour Conference recognized a safe and healthy working environment as a fundamental principle and right at work and designated Convention No. 155 on Occupational Safety and Health and Convention No. 187 on the Promotional Framework for Occupational Safety and Health as fundamental conventions. Convention No. 155 provides a framework for national and workplace-level OSH policies, while Convention No. 187 focuses on the continuous development of national safety and health systems and preventive cultures. Labour inspectorates are important to the implementation of these frameworks because they monitor workplace hazards, investigate non-compliance and support preventive action.

7.6 The 2030 Agenda and Sustainable Development Goal 8

Labour inspection is connected to the framework established by the 2030 Agenda for Sustainable Development. SDG 8, which focuses on decent work and sustainable economic growth, includes several targets that directly relate to the objectives of labour inspection. Target 8.8 calls on states to protect labour rights and promote safe and secure working environments for all workers, including migrant workers and people in precarious employment. Other parts of SDG 8 address productive employment, formalization, forced labour and child labour.

8.Positions of Key Member States

8.1 Germany

Germany’s approach to labour inspection is based on a decentralized system in which the authorities of the federal states (*Länder*) are primarily responsible

for monitoring occupational safety and health, while coordination and data-sharing are carried out at the federal level. Germany has ratified both ILO Convention No. 81 on Labour Inspection and Convention No. 129 on Labour Inspection in Agriculture. A significant recent reform has been the introduction of a nationwide minimum inspection rate of 5% of establishments per year from 2026, following concerns over declining inspection coverage in several Länder. German legislation also requires authorities to consider the level of workplace risk when selecting establishments for inspection and promotes cooperation between state authorities and statutory accident-insurance institutions. The Federal Office for Occupational Safety and Health now monitors implementation of the 5% requirement and collects inspection data from the Länder.

8.2 India

India ratified ILO Convention No. 81 in 1949, although it excluded Part II of the Convention concerning labour inspection in commerce, and it has not ratified Convention No. 129 on agricultural labour inspection. A major restructuring of the national labour framework occurred when India's four Labour Codes came into force on 21 November 2025, including the Occupational Safety, Health and Working Conditions Code. Under the new framework, the traditional inspector model is replaced by an "Inspector-cum-Facilitator" system. The government has also introduced randomized web-based inspections. The Labour Codes expand minimum-wage protection, social-security provisions and occupational safety requirements across wider categories of workers, including workers in the unorganised economy.

8.3 Brazil

Brazil operates a federal labour inspection system under the Ministry of Labour and Employment, with "*Auditores-Fiscais do Trabalho*" responsible for enforcing labour legislation throughout the national territory. Their mandate includes occupational safety and health, employment registration, social-security-related obligations, reduction of informal employment, child

labour and contemporary forms of forced labour. Brazil ratified ILO Convention No. 81 in 1989, although it has not ratified Convention No. 129 concerning agricultural inspection. Labour inspection has also become an important component of Brazil's strategy against severe labour exploitation: in 2024, the Ministry conducted 1,035 specific inspections against conditions analogous to slavery and rescued 2,004 workers, while inspection teams also secured unpaid labour and termination entitlements. Brazil became a Pathfinder Country of Alliance 8.7 in 2024, committing to stronger legislation, inspection activities and coordination among federal, state and municipal authorities in efforts against forced labour and related abuses.

8.4 China

China has a large labour-supervision system under the Ministry of Human Resources and Social Security (MOHRSS), with recent policy placing increasing emphasis on prevention, administrative coordination and digital enforcement. Unlike Germany, India and Brazil, China has not ratified either ILO Convention No. 81 or Convention No. 129, although it continues to cooperate with the ILO through its Decent Work Country Programme, which has been extended through 2027. The ILO has highlighted China's movement toward a more prevention- and service-oriented inspection model, including the use of information technology and digital tools to identify non-compliance, including within parts of the informal economy. Wage enforcement is also a major inspection priority. According to MOHRSS, during 2025 authorities publicly reported 2,165 major wage-arrears violations, subjected 1,809 entities to joint credit-related sanctions and transferred 3,005 suspected criminal cases involving refusal to pay wages to relevant authorities.

9. Questions to Be Addressed

1.How can member states strengthen their labour inspection systems to overcome institutional weaknesses, limited resources, and ineffective enforcement of labour legislation?

2.What measures can be taken to extend labour inspection coverage to informal employment and protect workers who remain outside formal regulatory systems?

3. How can labour inspection systems adapt to emerging occupational safety and health risks while improving the prevention of workplace accidents and occupational diseases?

4.What role should ECOSOC and international organizations play in improving international cooperation, technical assistance, and financial support for labour inspection systems, particularly in developing countries?

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