

EKIN COLLEGE

JUNIOR MODEL UNITED NATIONS CONFERENCE

JANUARY 2019

"REACH FOR JUSTICE"



SOCHUM

Topic A: Combating the societal aftermath of the refugee crisis

Topic B: Discrimination based on gender and sexuality in the workplace

RESEARCH REPORT

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EKINJMUN CONFERENCE JANUARY 2019

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Welcome Letter from the Secretary General

It is with my utmost pleasure to welcome you all to the 3rd annual session of EKIN Junior Model United Nations. My name is Isabella Yazici and I will be serving as your Secretary General. Our conference will take place in Izmir, Turkey between the 11th and the 13th of January, 2019. In alliance with our annual slogan imagine, innovate, inspire we are aiming for younger generations to comprehend that they have the capability of changing the world.

As Albert Einstein once said, “In the middle of difficulty lies opportunity.” This year in EKIN JMUN we will simulate 12 extraordinary committees. In light of these words, these committees will focus on finding the spark of light within all of the darkness and try to solve the crises both our world and the conference presents. I fully believe that every participant will do their best to make the world a better place. Both the academic and organizational team have worked many hours to bring you the best version of EKIN JMUN and an overall inspiring, unforgettable experience that will stay with you your whole life.

To come to a conclusion, on behalf of our academic and organizational team I would like to invite you to the third annual session of the biggest JMUN organization in the region. I cannot wait to meet you in January.

Sincerely,

Isabella Yazici

EKINJMUN 2019 SG

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Introduction

Introduction to the committee:

SOCHUM which stands for Social, Cultural and Humanitarian Committee is one of the six main committees at the General Assembly of the United Nations. SOCHUM was established after the development of the Universal Declaration of Human Rights in 1948.

SOCHUM deals with matters that concern human rights and humanitarian affairs that affect people all around the world.

An important part of the Committee's work is to focus on the examination of human rights questions, including reports of the special procedures of the newly established Human Rights Council. The committee also discusses matters relating to the advancement of women, the protection of children, indigenous issues, the treatment of refugees, the promotion of fundamental freedoms through the elimination of racism and racial discrimination, and the right to self-determination.



source: <https://www.soschildrensvillages.ca/refugee-crisis-infographic-798>

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A: Introduction to the topic: Combating the societal aftermath of the refugee crisis;

There are approximately 40 million internally displaced people, 25.4 million refugees and 3.1 million asylum-seekers, 85% of the world's displaced people are in developing countries. 57% of refugees worldwide come from South Sudan(2.4m), Afghanistan(2.6m), Syria(6.3m). The top refugee-hosting countries are Islamic Republic of Iran(979,400), Lebanon(1.0m), Pakistan(1.4m), Uganda(1.4m) and Turkey(3.5m). Most of these refugees are in LEDC countries or developing countries.

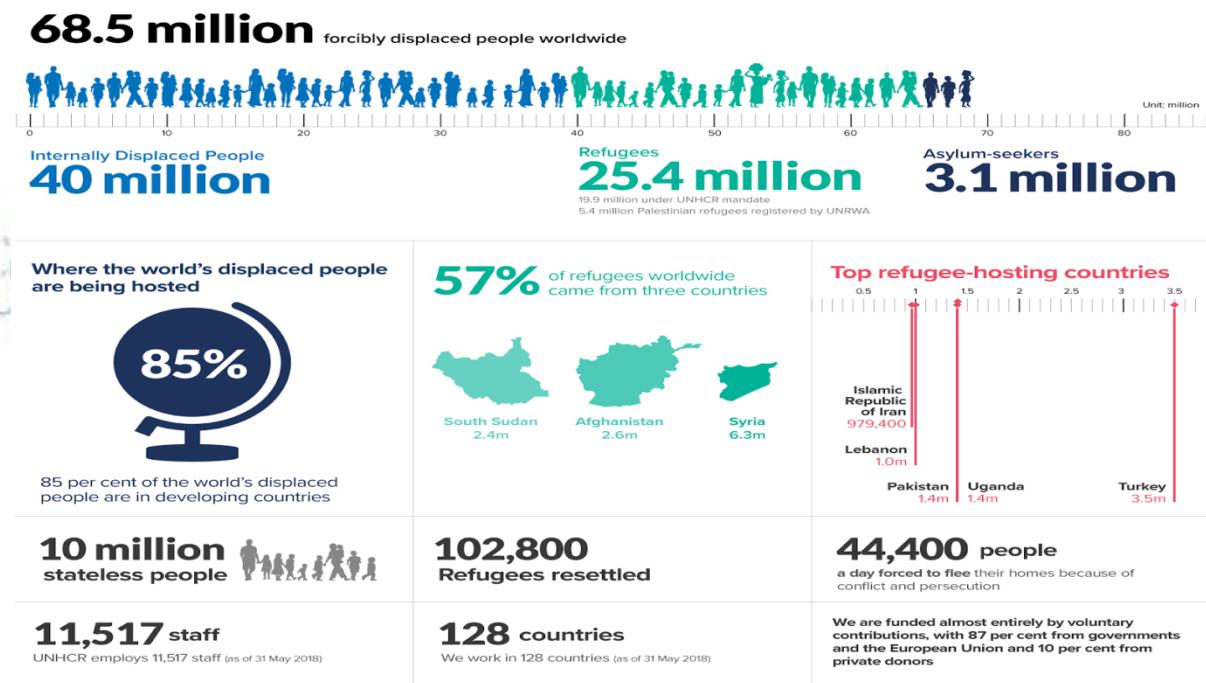


chart: <http://www.un.org/>

Definition of Key Terms:

Refugee: A person who has been forced to leave their country in order to escape war, persecution, or natural disaster.

Societal: Relating to society or social relations

Asylum-seekers: A person who has left their home country as a political refugee and is seeking asylum in another.

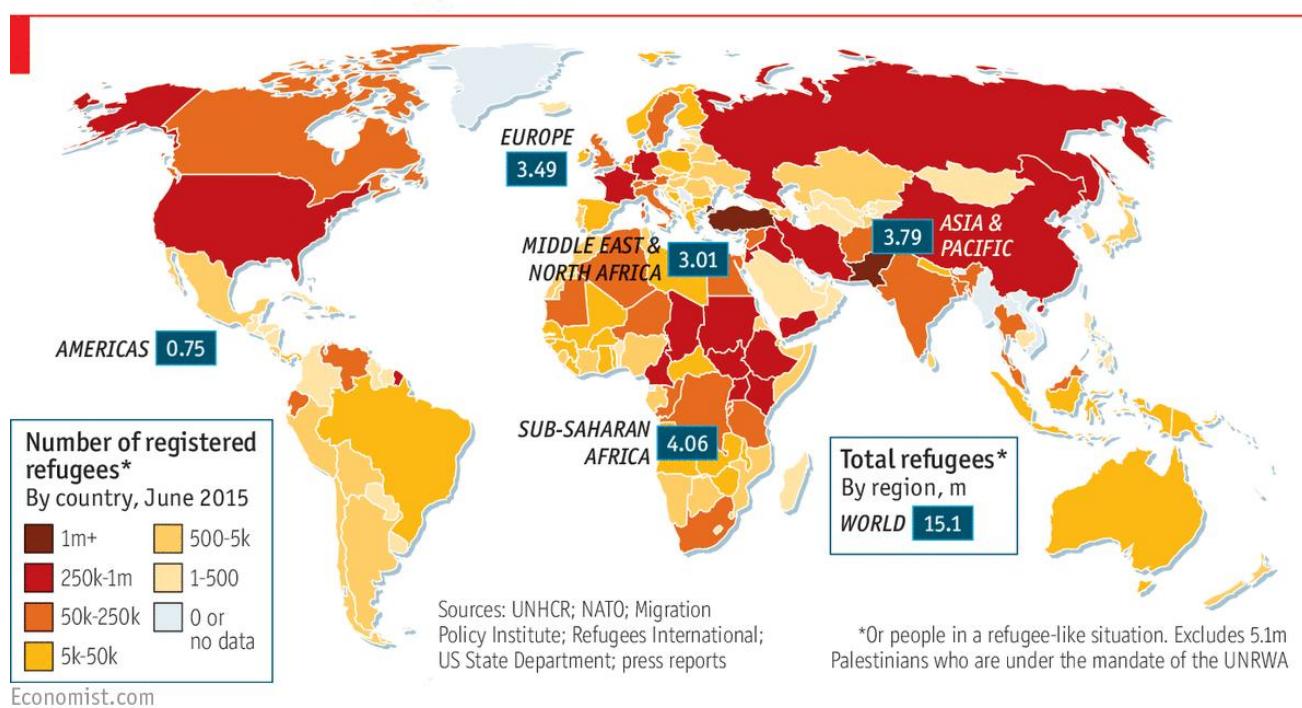
Internally Displaced Persons: An internally displaced person is someone forced to flee from his or her home but doesn't leave the country of his or her nationality. They do not meet the current definition of refugees, and so many times are not subject to the same protections.

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i) Social Impact:

The presence of refugees compounds the already prevailing economic, environmental, social and, sometimes , political difficulties in these countries. Often such countries have to deal with four of these problems. Nearly always their impact is substantial. Most common complaints of the local people are the rise of crime rates, murder, theft etc., in particular. A big problem that the local people claim is the rise of prostitution and alcoholism.

Another source of discontent is that refugees receive services or entitlements that are not available to the local population, such as health and education services.



ii) Economical Impact

It is also really important that we consider the economical cost of refugees and its impact on society. On a yearly average, it costs \$1.8 billion, or \$15,900 per refugee. That includes enormous refugee resettlement costs such as \$867 million in welfare, housing assistance, and education.

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General Overview

KEY ISSUES

- ***Refugee Camps***

Many of the Syrian refugees end up in overcrowded and underfunded refugee camps, with little hope of returning home. Although the conditions of the refugee camps established by UN agencies are much better than unofficial tented settlements. Nurses and humanitarian workers have described the conditions as “utterly inhumane”. Furthermore, getting vaccinations into Syria and other refugee camps has become extremely difficult, so infectious diseases have reemerged. Those with chronic diseases such as diabetes are also very unlikely to get medication. In refugee camps, families live in cramped quarters for years with shelter like tents that are only meant for temporary residence. This is due to the fact that the appeals for funds by the UN bodies such as UNICEF, UNHCR, and the World Food Programme (WFP) are underfunded, making camp conditions harsher than in the past.

- ***Children***

Out of all people in Syria in need of urgent humanitarian assistance, more than half are children. Children who are being affected by the Syrian conflict are at risk of being malnourished, exploited, and abused. The violence and turmoil in Syria has torn families apart, leaving many Syrian children without one or both of their parents. The economic and social collapse of Syria has reversed decades of educational achievement. Many children have been forced to quit school and many have never had a chance to be enrolled in a school. The UNHCR estimates that less than 40% of Syrian children are enrolled in formal education. This is an extremely important aspect of the issue seeing as the longer a child is out of school, the more difficult it is for them to go back to school and receive a complete education. This not only affects individual children and the education they receive, but also the stability and prosperity of Syria and countries hosting refugees. The already vulnerable children are also more susceptible to abuse. This includes child labor, child marriage, and recruitment by armed groups.

Major parties involved

- ***Syrian Arab Republic***

Since 2011, the Syrian Arab Republic has been in the midst of a destructive civil war, toppling both its social, political, and economic systems. This civil war has been the cause of over half the Syrian civilian population being killed, fleeing from Syria, or being displaced within Syria.

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- ***Lebanon***

Lebanon has accepted about 1.1 million Syrian refugees, making it the highest per-capita concentration of refugees. In Lebanon, one out of four people is a refugee. Since the outbreak of the Syrian Civil War, hundreds of thousands of refugees crossed into Lebanon, adding a huge strain and putting enormous amounts of pressure on the economy and infrastructure of the nation. Even still, Lebanon has managed to enroll 105,000 Syrian children in schools in 2014 alone with their double-shift school system which allows students to study in the first half of the school day and Syrian refugee children to study during the second half.

- ***The United Nations High Commissioner on Refugees (UNHCR)***

The work of the UNHCR has been instrumental in ensuring the rights of refugees are being protected. It provides emergency aid which includes basic resources such as drinking water, blankets, emergency health care etc. The UNHCR also works towards administering and registering the refugees and also works on applying the International Covenant on Economic, Social and Cultural Rights (ICESCR) to refugees. This Covenant includes the right to work, the right to an adequate standard of living (including food and shelter), the right to an education, and the right to benefit from scientific and cultural development.

- ***Islamic State of Iraq and Syria (ISIS)***

The Islamic State of Iraq and Syria is a jihadist extremist group whose goal is to create a new caliphate and have authority over all Muslims worldwide. ISIS currently resides in parts of Syria and Iraq but is said to also be developing bases in other Muslim nations. ISIS used the Syrian Civil War as an opportunity and entered the chaos, and ever since, the number of refugees and IDPs has grown exponentially.

- ***The European Union (EU)***

Many Syrian refugees lost hope that their situation would improve anytime soon, so many of them decided to seek asylum in Europe. According to the Dublin Regulation, a refugee has to stay in the state that they arrived in first, so this put an enormous amount of pressure on border states, particularly Greece, Austria, Italy and Hungary. Because of this, tensions within the EU have risen. Currently, Germany has agreed to receive the most refugees out of the nations of the EU, agreeing to host 800,000 refugees.

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Timeline of Events

Date	Description of event
March 2011	Security forces killed 4 protestors in Daraa demanding the release of political prisoners, triggering violent responses and spiraling Syria into the civil war.
May 2011	First camps for refugees open in Turkey
June 2011	More than 10,000 people flee to Turkey after troops besiege the town of Jisr al-Shughour
August 2012	The UNHCR reports that the number of registered Syrian refugees has reached over 200,000

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August 2012	Kofi Annan quits as UN-Arab League envoy after the failure of his Six-Point Peace Plan
March 2013	Number of UN-registered Syrian refugees reaches 1 million, half of them being children
August 2013	Number of Syrian refugee children passes 1 million
November 2013	UN Weapons confirms the use of chemical weapons in an attack on Damascus
February 22, 2014	S/RES/2139 – permitted free access to all humanitarian aid

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June 2014	The Islamic State is now known and seizes parts of Northern and Western Iraq
January 2015	UN estimates that the Syrian conflict has killed at least 220,000 people and displaced nearly 1/3 of the Syrian pre-war population
August 27, 2015	Bodies of 71 Syrian refugees are found in an abandoned truck in Austria
September 2015	The slogan “Refugees Welcome” goes viral;

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Previous Attempts to Solve the Issue

- **Mare Nostrum**

Mare Nostrum was a search and rescue program introduced by the Italian government that was designed to help stop asylum seekers from drowning in the Mediterranean. However, Italy was unable to sustain this operation and ended it in November of 2014, which had saved more than 150,000 shipwrecked refugees. The Mare Nostrum carried out search and rescue missions across 27,000 square miles of sea and had a monthly budget of €9 million. Some people think that the reason Mare Nostrum came to an end was because a higher death toll on the seas would deter asylum seekers and refugees from trying to make the journey across the Mediterranean.

- **Triton**

Triton is an EU mission led by the border agency Frontex, which can be seen in some ways as the successor of Mare Nostrum. However, instead of simply replicating the mission, Triton only focuses on border control and operates only within 30 miles of the Italian coastline, without the aim of search and rescue. This means that refugee boats are not likely to receive help from Triton. Triton has a monthly budget of €2.9 million, less than a third of its predecessor's. According to the International Organization for Migration, the number of refugees drowning in the Mediterranean has dramatically increased.

Possible Solutions

- **Ceasefires**

Ceasefire agreements between the opposing sides are a crucial step to resolving the issue and giving humanitarian aid to civilians throughout Syria, because in order to completely resolve the refugee crisis, the source of refugees must be stopped first. An example of this is the Zabadani cease-fire agreement in 2015 which allowed organizations such as the UN World Food Programme and the International Red Cross to deliver humanitarian aid to humanitarian aid to the rural population.

- **Education**

For Syrian refugee children to be able to build a life for themselves outside of Syria, education must be something they have access to. An example of a successful education system for the refugee children would be the double-shift school system in Lebanon. The Ministry of Education in Lebanon has also developed an extracurricular, four-month Accelerated Learning Program to allow Syrian refugee students to catch up and stay in the educational system. This will not only help the individual refugees, but will also ultimately contribute to the stability of the host nation and Syria.

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- **Routes to sanctuary**

As shown by the Mare Nostrum and Triton programs, countless refugees risk their lives to flee from their situation and relocate themselves and their families. Thousands die en route to their destination, but even once they reach, many are denied relocation permits and visas. Often times refugees join traffickers with the hopes that they will reach asylum, but are then abused or exploited. Delegates should consider how to provide direct routes to sanctuary or how to protect refugees on the journey to seek asylum.

- **Long term**

Long term solutions for this issue would have the goal of removing the need to people to flee from the Syrian Arab Republic or allowing people who have fled to return home. In order for this to be the case, the Civil War must come to an end. Although this issue is extremely complex, delegates should understand that with the all the different sides involved, a general consensus needs to be found. The major issue will be regarding a transitional government and what the future looks like for Syria.

B: Introduction to the topic: Discrimination based on gender and sexuality in the workplace

Gender discrimination, typically named as sex-based discrimination or sexism, is that the unequal treatment of somebody based on her or his sex. Being civil rights violation, it also invades the employee's employment terms.

For sex discrimination to be illegal, it has to involve different situations that contradicts the terms and conditions of employment. Unlawful sex discrimination happens when an employer treats an associate in an applicant or worker otherwise and fewer favourably thanks to his or her sex or gender or as a result of the person is affiliated with a company or cluster that's related to a specific gender. Sex discrimination includes treating an associate or an applicant differently based on their sex stereotypes or because he or she does not conform to traditional notions of femininity or masculinity. Sex discrimination conjointly includes unwelcome sexual advances, requests for sexual favors and other oral or physical harassment of a sexual nature. Sexual harassment might also embody offensive remarks created concerning women or men generally.

"Terms or conditions of employment" include things like your employment status (being employed or fired); your job position or duties; your work schedule, shift, or job location; your charge per unit or salary; and advancement and coaching opportunities.

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Definition of Key Terms

Sex / Gender Discrimination: Sex and gender discrimination in employment involves treating someone unfavorably because of the person's sex, whether they are applying for a job or are a current employee

Complainant - An employee who believes that they have been subjected to harassment who seeks recourse pursuant to policy.

Complaint - A written statement of allegation concerning harassment by a complainant seeking recourse pursuant to policy.

Concern - A situation which is of concern to an employee regarding harassment and which the employee wishes to resolve informally and expeditiously.

Harassment -Comments or conduct which are abusive, offensive, demeaning or vexatious that are known or ought reasonably to be known to be unwelcome and which may be intended or unintended. Types of harassment include harassment based on prohibited grounds of discrimination and personal harassment. Harassment may occur during a single incident or a series of single incidents. Whether or not a single incident constitutes harassment will depend on the nature and type of incident(s). Harassment, for example, does not include:

- a. Interpersonal conflict or disagreement, which is expressed in a respectful manner; or
- b. Performance management, attendance management or workplace discipline, which is expressed in a respectful and appropriate manner.

Legal Authorities - The legal entities, external to the workplace, who have the responsibility and jurisdiction to uphold and enforce the law

Non-Workplace Person - Includes but is not limited to volunteers, contractors, their employees and agents, vendors of goods and services and their employees and agents, and visitors to the University, who have an association with the University.

Prohibited Grounds of Discrimination - Race, Colour, Nationality, Ethnic Origin, Social Origin, Religious Creed, Religion, Age, Disability, Disfigurement, Sex (including pregnancy), Sexual Orientation, Gender Identity, Gender Expression, Marital Status, Family Status, Source of Income, Political Opinion.

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General Overview

Workplace harassment is another form of unlawful discrimination. Employers must not only grant women and men equal pay and opportunities, they must also remedy any sexual harassment situations that are known, or of which the employer should be aware. This includes each harassment of lower-tier staff by a manager or personnel of lower position, and harassment among coworkers. Harassment involves unwanted sexual advances, requests for sexual favors, and alternative verbal or physical conduct of a sexual nature.

It is banned for associate degree employer to form sexual conduct a condition or term of employment, to base employment decisions on such conduct, or to permit sexual conduct that unreasonably interferes with an employee's work performance or creates an encouraging, hostile or offensive work environment. Lewd comments, unwanted touching, displays of sexual objects or photographs, or offensive cartoons or drawings may constitute sexual harassment when they interfere with an individual's work performance.

A)Sexual Favors and Unwelcome Sexual Statements

Another side of sexism within the work revolves around demands for sexual favors. It's against the law for a leader or fellow worker to demand sexual favors from you reciprocally for a promotion, a good word, or some other benefit. In some cases, it doesn't have to be an express demand. Unwelcome comments and regular harassing statements of a sexual nature additionally fall under this class. But you need the maximum amount objective proof of the event as potential, since these claims can be difficult to prove.

B)Performance Standards and Sexual Discrimination

Having objective requirements that one sex can't necessarily meet as easily as the other doesn't necessarily equate to discrimination, as long as those requirements relate to the person's ability to do the job. If the quality is critical for the business to hold out its practices and maintain its quality level, it can maintain that standard even if it tends to promote hiring one sex over another. A business is active sexism if it states that solely ladies will function client service representatives. It isn't active sexism if it sets objective, relevant standards that additional ladies than men meet, for instance requiring a higher speaking voice, because higher voices are more easily understood over the phone. To prove sexism, you have got to indicate that you simply met those qualifications however were disregarded just because of your gender. Classic examples involve differential treatment within the work, demands for sexual favors, and unwelcome sexual statements. However, general standards don't, in and of themselves, represent sexism, although one sex is additional possible to satisfy those standards than the opposite.

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Possible Solutions:

1. Bring Men Into the Fight

Companies should educate male employees on gender barriers and encourage them to help their women colleagues combat these obstacles. Alexis Jones, the founder of Protect Her, succeeds in informing men about these barriers by making her message personal and addressing her audience as her allies.

These strategies help to get men interested and engaged in her message. When you engage men and give them the proper knowledge and tools, they too can become advocates for women.

2. Raising Awareness of Acts Considered as Sexual Harassment Among Employees

Yes, it is still important that your staff learn what is considered sexual harassment. Still, it's just as important that you teach your workers what behaviors are not considered sexual harassment.

Encourage male employees to ask female colleagues on a coffee run, or to join them for lunch, and assure them that this is not harassing behavior. Including women in social events helps to promote a greater sense of gender equality in the workplace.

3. Establish Networking Initiatives

Creating networking strategies that include all employees, aids in knocking down workplace-gender barriers.

Events such as corporate outings and programs like mentoring build employee connections. These relationships develop an employee's sense of belonging and help to erode gender barriers.

4. Emphasize Inclusion of the Opposite Sex

Excluding women is not the way to solve sexual harassment. Rather, as with number three on this list, employees need to learn to include female colleagues in their social circles. While this inclusion may be uncomfortable at first, it will ultimately bolster workplace gender equality, and improve your organization's overall performance.

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5. Educate Employees on how to Handle Workplace Romance Situations

Educate employees on how to steer, professionally, through sticky situations that can arise due to office romances. Guide employees through such things as how to properly obtain consent and how to turn down a co-worker.

6. Eliminate Secrecy Surrounding Workplace Romances

Employees will simply keep an office romance a secret if these relationships are discouraged. When a workplace romance is kept secret, your business can't eliminate favoritism that could result from these relationships.

The elimination of secrecy surrounding workplace romances also reduces the rumors that occur when these relationships are kept secret. Similarly, these rumors can hurt the chances of male colleagues including women in social events.

<https://theolsongroup.com/knock-down-gender-barriers/>

Timeline of Events

17 February 1998	On this date, the ECJ gave its decision in <i>Grant v South-West Trains Ltd</i> . The issue in this case was whether or not it was sexual orientation discrimination for the employer to limit travel concessions to “spouses and dependants”.
27 November 2000:	The EU Equal Treatment Framework Directive established a legal framework for equal treatment in employment and occupation.
1 December 2003:	The first UK legislation dealing specifically with sexual orientation discrimination in the workplace was finally introduced.
5 December 2005	The Civil Partnership Act 2004 was passed, a hugely significant event for LGBT rights in the UK.
30 April 2007:	Surprisingly, legislation covering discrimination in the provision of goods and services because of sexual orientation was not introduced until 2007.
On 30 April	the Equality Act (Sexual Orientation) Regulations 2007 finally came into

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2007,	force.
15 December 2009:	Many of the highest-profile employment cases involving sexual orientation discrimination have revolved around the clash between service providers' religious beliefs and the right of service users not to be discriminated against on the basis of their sexual orientation.
13 March 2014	The Marriage (Same-Sex Couples) Act 2013 was passed on this day. The Act extended marriage to same-sex partners in England and Wales.

Timeline of Events;

<https://www.personneltoday.com/hr/sexual-orientation-discrimination-work-timeline/>

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