

Boston College High School

Model UN Conference

XXXIII



## General Assembly: ILO Working Conditions



**International  
Labour  
Organization**

Chair: Scott Beuoy'26

Co-Chair: Elijah Cincotti'26

## **Table Of Contents**

Letter from the Chair 3

Letter from the Co-Chair 4

Introduction 5

History 6-7

Current Day Situation 8-9

Critical Questions 10-11

Positions 12-14

Bibliography 15

## Letter from the Chair

Greetings Delegates,

My name is Scott Beuoy'26 and I am absolutely overjoyed to be your chair for this committee during this BC High Model UN conference. It is a pleasure to be chairing aside Elijah Cincotti'26 and an honor to work with such esteemed delegates as yourselves on such an interesting topic as the International Labor Organization and working conditions.

I am a junior at BC High and have been doing Model UN for about five years now, with each one presenting a more profound sense of depth in these topics than the prior. At this point, I have done Model UN so much that it almost seems like a daily occurrence to me and yet when I reflect back upon my experiences, I realize just how much growth has come out of each conference and how these conferences have shaped me over the years into becoming the type of delegate and man I am today. Outside of school, I participate in a variety of activities and sports like baseball and mock trial. It is my honor to invite all of you to come enjoy this conference with us.

Best,

**Scott Beuoy '26**

Committee Chair

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## Letter from the Co-Chair

Dear Delegates,

Welcome to the 33rd BCHigh Model UN conference. My name is Elijah Cincotti, this is my third year doing Model UN and the first conference that I have been a part of. I am also a part of the BCHighs wrestling team, and political discussion club. My time at Model UN has expanded my perspective on international politics, and ability to speak with knowledge on current events. Although it is my first time participating in a conference I am absolutely jazzed and ready to work.

In this committee we will have the chance to talk about the international labor organization, an extremely worldly topic that affects everyone. I hope you are all as eager as I am to discuss this important topic.

Sincerely,

Elijah Cincotti '26

Committee Co-Chair

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## Introduction

The International Labor Organization (ILO) is a specialized UN agency dedicated to promoting social justice and advancing decent work for all. As a space for governments, employers, and workers, the ILO develops international labor standards and fosters dialogue to address global labor challenges. This committee will focus on improving working conditions, ensuring fair wages, enhancing workplace safety, and combating exploitation such as forced labor and child labor.



Delegates are tasked with analyzing key issues like labor rights in supply chains, the impacts of automation, and the role of trade unions while also proposing innovative and equitable solutions to foster sustainable economic growth and protect workers dignity worldwide.

## History



The International Labor Organization (ILO) was established in 1919 as a part of the Treaty of Versailles, making it one of the oldest specialized agencies of the United Nations. Its creation came from the thought that lasting peace could only be achieved through social justice and fair labor practices. ILO was founded on the principles of promoting humane working conditions, improving workers rights, and keeping economic and social stability across the world. With its unique tripartite structure, ILO brings together governments, employers, and workers to craft policies and standards that

balance the vast perspectives and foster cooperation between one another. In 1969, the ILO was awarded the Nobel Peace Prize for its contributions to global labor rights and peace building.

The ILO's primary mission is to develop international labor standards and provide technical assistance to all its member nations. Over the years it has addressed critical issues such as forced labor, child labor, workplace discrimination, and unemployment. The organization's conventions and recommendations serve as benchmarks for national labor laws and policies worldwide. Today, the ILO plays a vital role in tackling modern challenges such as the gig economy, automation, and the informal labor sector. By championing inclusive growth and sustainable development, the ILO remains a cornerstone of efforts to promote fairness, equity, and dignity in the global workforce.



## Current Day Situation

In today's labor landscape, the international Labor Organization (ILO) faces significant challenges and opportunities. The global workforce is increasingly shaped by technological advancements, like automation and artificial intelligence, which have disrupted traditional industries and refined work as a whole. While these innovations present opportunities for growth and efficiency they also raise concerns about job displacement, income inequality, and the future of worker protection. The rise of the gig economy further complicates the ILO's mission to ensure decent work. The gig economy is characterized by its flexible and freelance work arrangements, where independent workers are hired for short-term positions. Many gig workers lack access to essential benefits such as healthcare, social security, and paid leave, which leaves them vulnerable to exploitation.

Another pressing issue is the persistence of forced labor and child labor in supply chains, despite international efforts to banish such practices. According to recent ILO reports, over 50 million people worldwide remain trapped in modern slavery, including forced labor and forced marriages. Additionally, child labor impacts approximately 160 million children globally, specifically agriculture, mining, and domestic work. The Covid-19 pandemic exacerbated these challenges by driving many families into poverty. This forced children to work and weakened labor enforcement mechanisms. Addressing these issues requires stronger international cooperation, accountability, and implementation of labor standards.



Climate change has also emerged as a critical factor influencing global labor conditions. The transition to green economies creates new opportunities for sustainable jobs but threatens traditional industries reliant on fossil fuels. The ILO plays a key role in ensuring this shift from fossil fuels to green energy is just and inclusive by supporting workers in vulnerable sectors. This is possible through re-skill training and job creation programs. At the same time, the organization is focused on ensuring that new jobs in renewable energy and other green industries meet its standards for decent work.

As the ILO continues its mission in the 21st century, its role in addressing these interconnected challenges is more vital than ever, fostering a future of work that prioritizes equity, sustainability, and dignity for all.

## Questions to consider

1. How can the ILO effectively balance the opportunities and challenges posed by technological advancements, such as automation and the gig economy, to ensure fair and inclusive labor practices, and the the effects of automation and artificial intelligence ?
2. What strategies can be implemented to strengthen international cooperation and corporate accountability in eradicating forced labor and child labor from global supply chains?
3. In the transition to green economies, how can the ILO ensure that newly created jobs in sustainable industries meet decent work standards and provide opportunities for workers in sectors at risk of displacement?
4. In what ways can the ILO make sure that its supervisory mechanisms are effective in holding corporations and governments accountable for their actions?
5. What challenges do undocumented workers pose to the ILO and how can they work around those issues to mitigate poor working conditions?
6. How can the ILO work to ensure that the elimination of gender or racial discrimination in the workplace are seen as essential to productive and safe working conditions?

## Positions

### Industrialized Economies

United States, Canada, Germany, United Kingdom, France, Japan, South Korea,  
Australia, New Zealand

- Advocate for balanced labor policies addressing the gig economy and technological disruption
- Protect workers rights while fostering innovation
- Combat child labor in international supply chains
- Promote corporate social responsibility
- Support green job creation and reskilling programs in renewable energy industries

### Emerging Economies

China, India, Brazil, Mexico, South Africa, Indonesia, Turkey, Russia, Argentina

- Focus on development oriented labor reforms that address informal labor and modernization
- Prompt industrialization
- Manage job losses created by automation and green energy transition
- Gradual adherence to ILO standards due to socio-economic constraints

*Developing Nations*

Bangladesh, Pakistan, Kenya, Ethiopia, Vietnam, Philippines, Nigeria, Ghana, Cambodia, Uganda

- Prioritize the eradication of forced and child labor
- Improve basic working conditions
- Access to funding and technical support for implementing ILO standards
- Ensuring labor protections
- Maintaining global competitiveness in manufacturing and agriculture
- Advocating for fair trade policies to improve working conditions in supply chains

*Wealthy Nordic and European States*

Sweden, Norway, Denmark, Finland, Switzerland, Netherlands, Austria, Belgium, Ireland, Monaco

- Advocate for labor rights, sustainability, and social equity
- Develop green, equitable, and sustainable economies
- Advocate for stricter enforcement of labor standards globally
- Support programs that address gig economy challenges and provide social safety nets

*Gulf Cooperation Council (GCC) Nations*

Saudi Arabia, United Arab Emirates, Qatar, Bahrain, Oman, Kuwait

- Ensure flexibility in global labor standards for national development goals

- Addressing criticism of migrant worker conditions through gradual reforms
- Support green energy initiatives to diversify economies and reduce oil dependence
- Limited focus on labor rights domestically, willing to cooperate internationally

*Conflict-Afflicted and Low Developed Nations*

Yemen, Sudan, Myanmar, Afghanistan, Haiti, Chad, Mozambique, Malawi, Central African Republic

- Address rampant child labor, forced labor, and unsafe working conditions
- Advocate for financial support to rebuild infrastructure and ensure fair employment
- Limited ability to implement green transitions without external investment and assistance

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