

Boston College High School

Model UN Conference

XXXIII



General Assembly: ILO Working Conditions



**International
Labour
Organization**

Chair: Bruno Andrews Mundo/ Miguelangel Alamo-Gotera

Co-Chair: Talin Patel/ Gus Millon

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Letter from the Chair

Dear delegates,

My name is Bruno Andrews Mundo and I am beyond excited to be the chair of this Arrupe ILO committee. I will be working aside Talin Patel to bring an immersive and interactive committee for all you delegates. We both agree that getting to know more about the working conditions in different countries is very important.

This is my first time chairing in a BC High conference and I am very thankful to have this opportunity. Even though this is my first time being a chair, Model UN has been something I've been a part of since freshman year, and has brought unforgettable memories, amazing friendships, but most importantly helpful life lessons. I hope each and every delegate in this committee gets the same opportunities and memories from Model UN as I have throughout these years. Aside from Model UN, I am part of the Hispanic Latino Association here at BC High and I play the saxophone in the school's Jazz band. Outside of school I work with several nonprofit organizations that help with food and clothing insecurity for the most vulnerable in Massachusetts.

If you have any questions please don't hesitate to email me. I cannot wait to chair!

Best regards,

Bruno Andrews Mundo '27

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Letter from the Co-Chair

Hello Delegates,

My name is Talin Patel, and I am a sophomore at BC High. I will be serving as your co-chair for the Middle School ILO committee at this year's BC High Model UN conference. I have been involved in Model UN for the past year and a half and am excited for this year's conference. At BC High, I am an active member of both the Swim and Ultimate Frisbee teams. Other activities that I am a part of include Robotics, Model UN, Youth & Government, and the concert band. This committee will be discussing the topic of international labor from the perspective of the ILO. I highly encourage you to read through this background guide, as it provides useful information to help you build out your arguments. Even if you are not certain what to say on conference day, I still want to hear your perspective—don't hold back! That said, please be respectful to all ideas and opinions. Please feel free to email me with any questions or concerns. I am more than happy to help and look forward to meeting you in March!

Thank you,

Talin Patel '27

(ts.patel27@students.bchigh.edu)

Co-Chair Middle School ILO BCHMUNC XXXIII

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 of these 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.

Critical Questions

- **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?**
- **What are some ways in which the ILO can strengthen its ability to enforce compliance of its rules within its member states?**
- **How has the ILO contributed to these working conditions?**
- **How can the ILO see to it that their regulations are being upheld in areas ravaged by poverty, violence, or climate change?**
- **What challenges do undocumented workers pose to the ILO and how can they work around those issues to mitigate poor working conditions?**

Positions

Industrialized Economies

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

- 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, Indonesia, Russia

- 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

Pakistan, Ethiopia, Vietnam, Philippines, Nigeria

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

Norway, Denmark, Ireland

- 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, Qatar, United Arab Emirates

- 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

Sudan, Afghanistan, Haiti, DR Congo

- 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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