



## **International labor Organization**

**President:** Nora Valentina Castro Burgos  
**Moderador:** Horacio Ortiz Ortega  
**Conference officer:** Archie Cueto Mendoza



The Chair of the International Labor Organization (ILO) warmly welcomes you to this edition of MUNMX 2025.

Esteemed delegates, first, we would like to thank you for choosing this committee. We know how complex the choice of a committee can be. We are honored to be part of this experience with you and to have the opportunity to guide you through the complexities of a committee. It will be demanding, exhausting, and interesting, but it will be an enriching experience. The experiences we gather through high school are all we take when we graduate, so we hope you'll enjoy this committee and experience.

As your Chair we have high expectations of you, but since you chose an intermediate committee, we'll help you understand the rules of procedure, and we hope you'll deliver in time and form, but if any hardship arises we will be there to help.

To us, Models UN are much more than just an academic activity. Those activities have formed us as people, they have changed the way we think and they have changed the perception of our capacities towards global challenges.

As your president and from personal experience I can tell you that there's a place for everyone within our committee, and remember, the best delegate isn't that one who does everything and the one who raises the most motions, the best delegate is the one who manages to make this committee into one single team.

UN Model's are much more than the prizes that you may or may not earn from participating, so keep in mind that this is not a competition, it's a team effort. I along with the rest of the chair hope you'll enjoy this model.

Sincerely,

**Nora Castro**

**Archie Cueto**

**Horacio Ortiz**



## About the committee

The International Labor Organization (ILO) was created in 1919 as part of the Versailles Treaty to demonstrate that universal and lasting peace can be accomplished, devoted to social justice and internationally recognized human and labour rights, with the purpose of creating standardized norms around the world to promote decent work for men and women while working with governments, employers and workers from 187 member states.

The standards were set so that the international community saw labor not as an inanimate object that could be negotiated for the highest profit to the lowest cost, but as something that's part of everyone's daily life and can directly affect someone's dignity, well-being and development as well as to understand that economic growth must come with the creation of employment and working conditions allow people to work freely, with dignity and safety. All as established in the Declaration of Philadelphia 1944.

As the ILO works closely with the United Nations, they also take part in the 2030 agenda affiliating themselves to the four pillars of the Decent Work Agenda to achieve employment at a livable wage for every single person while also offering safety at the workplace and social protection for families. Employment creation, social protection, rights at work and social dialogue became the main focus of the 2030 agenda, which calls for the promotion of sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all.

Part of economic growth, as has been measured in recent years, comes with better social security. This provides individuals with benefits on the basis of risk of life, like unemployment or sickness, these programmes can be achieved through contribution of wages or general taxation. Since the last century, social programmes around the world have continued to grow steadily, stabilizing the economy and helping vulnerable groups.

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## **Topic A: Regulating gig economy platforms to ensure labor rights in the digital economy. Opportunity or problem?**

The gig economy has changed the way millions of people work during the past ten years. Platforms like Didi, Rappi and Uber link independent contractors with customers, creating new opportunities for flexible and on demand jobs. After the 2008 financial crisis, this trend accelerated, and grew even faster during the covid19 pandemic, when internet services were indispensable for freelance employment, food delivery and transportation.

Labor rights have always been linked to enduring employer-employee relationships. The majority of platform employees are categorized as independent contractors, which means they are often excluded from benefits like minimum wages, pensions, or sick paid leave. Economically, this model allows companies to grow quickly and lower costs, but it transfers risks, like unstable income or no insurance, on employees.

Gig employment offers parents, students, and others looking for extra cash flexibility. However, this independence may also present difficulties, such as unpredictable earnings, constant performance monitoring, and little negotiating leverage. Despite being labeled as essential during the pandemic, many platform workers had few legal protections.

In order to protect gig workers and improve their working circumstances, some countries have begun promulgating safeguard laws. For example, there are new rules in some regions of Europe, the US, Mexico and China that focus on issues like fair pay, social security, and fair compensation.

Over 435 million of people have their income through digital platforms, yet the majority do not have access to labor rights. The International Labour Organization (ILO) continues to debate global standards to ensure fair pay, social security and transparency.

This evolving situation raises questions about how societies should balance innovation, flexibility, and workers' rights in a rapidly changing digital economy.

### **Key Questions:**

- In the given case that the gig economy became bigger inside your country, would any workforce be affected? If so, how and how could that be solved?
- How important is the prevalence of the gig economy inside your country? Which communities rely on it the most?
- Are there any laws that regulate the gig economy and the salary to the workers, or is that something that the platform dictates?
- If the workers are mistreated, do they have somewhere to report the mistreatment or is it something they would have to endure?
- If the customers are being harmed, can they report this?

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## **Topic B: Development of effective policies to eradicate debt bondage in vulnerable sectors in Nepal**

Debt bondage also known to be debt slavery or forced labour is one form of modern slavery even though it is banned in international law. The people forced to take this choice are mostly implicated in a bigger debt, poverty, or are victims of discrimination, or to fulfill their basic needs, push them to take this path, by taking a loan in exchange for a job for them or their families.

Nepal is one of the countries who is the most affected by this worldwide problem, the forced labour expands from 94 to 95 percent of the country. Nepal has also been affected by the wage payments that had made the problem increase thanks to the wages being so low most of the time being half less than the minimum wage stated by Nepal's government. This affects the people making it even harder to pay the debts and needs where they have been forced to work. Adding as well the high rate of interest to the low wages it creates an endemic poverty for Nepal.

ILO in Nepal has worked alongside the government, employers and employees to upgrade the working conditions. An other present secondary effect of Debt bondage is the child labour which ILO has focused on making Nepal it child labour free having some upgrades but not eradicating the problem at its fullest. ILO has also placed attention to the health conditions in Nepal.

Key questions:

- Nowadays and outside developing countries, are there any other forms of debt slavery?
- How does debt slavery affect the wellbeing and the mental health of the workers?
- Are there any loopholes in your delegation's laws that would allow for people to be paid less than the federal minimum wage?
- What are the main reasons for which people become part of the gig economy workforce?

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Last day to deliver position paper: October 8