



International Labour Organization

President: Isaac Bazán Escudero

Moderator: Paula Otero de Montanaro

Conference officer: Camila Kipsira Barrios Jiménez



WELCOME LETTER TO DELEGATES.

The Chair of the International Labour Organization (ILO), warmly welcomes you to this United Nations Model; and looking forward to making great progress with all of you.

The goal of the MUN is to make students aware of international issues, critical thinking, negotiation, leadership and public speaking. Our objective is to make this model memorable throughout your life, remembering all the complete experience, since the things you'll learn, the memories you created through the committee, the friends that you make in this MUN, and the stories you will tell to your friends.

We are honored and grateful that you have chosen this committee, we promise the best experience possible, taking into consideration that this model isn't only demanding, but also interesting and one of the unique experiences you can have on your journey.

To us, your chair with plenty of experience in these models is much more than just another academic activity. These models have marked each one of our lives in a great way, creating the funniest memories, great friends, and our understanding of international issues addressing them and making solutions. But it also lets you see how capable you are of doing things you didn't expect.

We hope, a great performance from our exceptional delegates, expecting that you'll deliver your positions papers in time and form, but also if you need some help please contact us.

As your chair, don't hesitate to contact us if there's any doubt to clear, we offer you our support and we'll give our best to help you, and ensure you are comfortable.

Sincerely,

President: Isaac Bazán Escudero

Moderator: Paula Otero de Montanaro

Conference officer: Camila Kipsira Barrios Jiménez



ABOUT THE COMMITTEE.

The International Labour Organization (ILO) has played an important role in developing international labour policies by creating a system where governments, employers and workers participate in the discussion and establishment of labour standards. This structure distinguishes the ILO from other international organizations because decisions concerning the world of work involve the three groups directly affected by labour policies. Currently, the organization brings together representatives from 187 Member States, allowing labour issues to be discussed from different economic and social perspectives.

One of the main areas of the ILO's work is the protection of fundamental principles and rights at work. The Declaration on Fundamental Principles and Rights at Work, originally adopted in 1998 and amended in 2022, establishes five fundamental areas: freedom of association and collective bargaining, the elimination of forced labour, the abolition of child labour, the elimination of discrimination in employment and occupation, and the right to a safe and healthy working environment. These principles establish a minimum framework that countries and workplaces should respect regardless of their economic situation.

Occupational safety has also become an increasingly important part of international labour policy. In 2022, the ILO recognized a safe and healthy working environment as a fundamental principle and right at work. This decision strengthened the idea that workplace safety should not be considered an additional benefit, but a basic condition of decent employment. The ILO also identified Convention No. 155 on Occupational Safety and Health and Convention No. 187 on the Promotional Framework for Occupational Safety and Health as fundamental conventions.

Another important mechanism used by the ILO is social dialogue. This allows governments, employers and workers to participate in consultations and negotiations concerning labour policies and standards. Through this process, different interests can be considered before decisions are made, which can contribute to more balanced labour policies and stronger cooperation between the main actors in the economy. Social dialogue is therefore closely connected to the ILO's objective of achieving social justice and decent work.

The ILO's work is also connected to broader international development objectives. Its Decent Work Agenda focuses on four strategic objectives: promoting fundamental principles and rights at work, creating opportunities for decent employment and income, extending social protection and strengthening social dialogue and tripartism. These objectives connect labour conditions with economic and social development, recognizing that economic progress should also consider the rights, security and well-being of workers.



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Topic A: Combating heat stress in areas where resources are insufficient to meet workers' needs as global temperatures continue to rise due to global warming.

Heat stress is becoming an increasingly occupational health and safety concern as global temperature is increasing heat waves become more frequent and intense. This happens when the body is exposed to a prolonged time at high temperatures creating significant risk for workers.

According to the International Labour Organization (ILO), more than 2.4 billion workers in the world are exposed to excessive heat during their work. Farm and construction workers are the most vulnerable when it comes to working.

The extreme heat can cause dehydration, exhaustion, reduced concentration, and other health problems, while also increasing the risk of workplace accidents and reducing productivity.

The results of heat stress are particularly concerning in countries and regions where resources are insufficient to protect workers. Developing countries may have less access to cooling systems, proper workplace infrastructure, clean water, shaded areas and medical services. In addition, many vulnerable workers depend on daily wages and can not afford to stop working during extreme heat waves. Therefore, simply reducing working hours or suspending work may negatively affect their livelihoods. This creates a difficult challenge for governments, as they must protect workers from dangerous temperatures while also ensuring that workers can maintain their economic stability.

Why This Matters For ILO:

Combating heat stress is directly connected to the ILO'S goal of promoting safety and healthy and promoting worker's fundamental rights.

As climate change increases exposure to extreme heat, the organization has an important role in supporting governments, employers, and workers in developing policies that reduce occupational risks.

International cooperation is important because countries have different levels of economic resources and infrastructure, this means that solutions must be adaptable to every country.

Key Questions:

1. How can governments protect workers from extreme heat when financial and technological resources are all limited?



2. How can employers protect workers from heat stress without negatively affecting their economies and work opportunities?
3. Should working hours be modified or reduced during extreme heat?
4. How can international cooperation help developing countries implement affordable measures against heat stress?
5. How can governments, employers and workers cooperate to create safer workplaces in areas increasingly affected by extreme heat.

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Topic B: Implementation of Artificial Intelligence in the workplace without creating inequality between countries with AI access, while also preventing the reduction of employment opportunities for society.

Artificial Intelligence (AI), especially generative AI, is transforming labor markets by automating certain tasks and complementing workers' abilities in a surprisingly fast manner. However, its benefits and risks are not distributed equally among countries. A 2026 study by the ILO and the World Bank, which analyzed 135 countries, indicated that countries with lower levels of economic and technological development may experience disruptions caused by AI first and take longer to benefit from it due to differences in digital infrastructure, access to technology, and skills. In Latin America and the Caribbean, the ILO estimates that between 26% and 38% of jobs are exposed to generative AI, although only 2% to 5% could be fully automated.

Over the past few years, the use of AI in workplaces has grown rapidly, affecting an increasing number of occupations and industries. In 2025, the ILO estimated that nearly one in four jobs worldwide could be transformed by generative AI. However, as reported by the organization, job transformation is considered more probable than complete job replacement, since most occupations still include tasks that require human involvement. Administrative jobs remain among the most exposed to these changes, showing that AI is becoming an increasingly significant factor in the future of work, although its effects are likely to vary considerably across occupations, workers, and countries.

Why This Matters For ILO:

The implementation of AI in the workplace is closely linked to the ILO's Decent Work Agenda, particularly its goals of promoting employment, protecting workers' rights, and strengthening social dialogue. The ILO emphasizes the need for a fair transition that supports productivity while improving working conditions and ensuring that workers are included in decisions regarding AI implementation.

Key Questions:

1. Should governments prioritize AI-driven productivity or the protection of employment opportunities?
2. How should countries address inequalities in access to AI and digital infrastructure?
3. Would international cooperation help reduce inequalities in the adoption of AI?
4. How should governments and employers prepare workers for jobs affected by AI?
5. What role should the ILO play in promoting the responsible implementation of AI in the workplace?

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