



# International Labour Organization

President: Isabella Merino Acosta  
Moderator: Isabella Alessandra Wilde Ocaña  
Conference Officer: Camila Sánchez Sánchez



"Courage is the resistance to fear, the mastery of fear, not the absence of fear."  
– Mark Twain

Dear delegates,

It is an honor to welcome you to TOLMUN 2024, a particularly significant model as we celebrate its 30th anniversary, which for three decades has encouraged thousands of students to use their full potential for the well-being of the world in which we live. On behalf of the Tecnológico de Monterrey and the Organizing Committee, we extend our greetings and our gratitude for being part of this important history.

For 30 years, TOLMUN has been a place where bold and committed young people become the leaders of tomorrow to dialogue, debate, and above all, to transform the world. This model has witnessed countless ideas that have challenged the status quo, brave voices that have raised their hands in favor of justice, and the construction of a better future.

This year, more than ever, we find ourselves at a moment where you, the delegates, have the opportunity to continue the story. It is not just about representing different nations, but about expressing your way of thinking and coming together as one to solve problems.

The heart of this model is you, the delegates, who motivate us year after year with your enthusiasm, talent and commitment that allows you to continue writing the history of TOLMUN and without realizing it you are already doing something that many others do not do; raising your voice and facing the challenges of the world.

Never stop participating, debating, and above all, daring. You are already changing the world. Let's celebrate 30 years of doing it together!

On behalf of the entire organizing committee, thank you very much for your participation in TOLMUN 2024, good luck delegates, we wish you much success.

Sincerely:

Valeria Tapia Morales  
Secretaria General

Maria Fernanda Zenil Cruz  
Subsecretaria General



Dear delegates,

Hoping you are doing well, on behalf of the entire committee, we extend the warmest welcome to Tolmun 2024 model. We are thrilled and delighted that you have chosen to be part of the "International Labour Organization" committee.

We firmly believe that with effort, collaboration, and dedication, we will achieve incredible results. This model will be filled with challenges and learning experiences that will help you grow as individuals and become better each day. It will help you in enhancing your debating skills, practicing public speaking, diplomatically defending your stance, and addressing the global challenges we currently face.

We thank you all because we know how challenging this model can be, but with your courage and bravery little by little we will make a better world.

Your participation in the International Labour Organization Committee is instrumental in fostering meaningful dialogue and driving positive change. The issues we will address during our sessions are of paramount importance, and your insights, perspectives, and collaborative spirit will contribute to the success of our collective efforts.

This experience will also help you as delegates to engage in thoughtful discussions, share innovative ideas, and work towards resolutions that will have a lasting impact on people rights globally.

The International Labour Organization Committee is not just a space for negotiation; it is a forum for building bridges, fostering understanding, and making alliances that transcend borders, so we encourage you to engage with your fellow delegates, actively participate in debates, and explore the multifaceted dimensions of the topics.

We want you to have the most pleasant and nice experience, to facilitate your engagement, our dedicated team is ready to assist you with any logistical or substantive matters. Feel free to reach us. Once again, welcome to the International Labour Organization Committee. Let us empower change, inspire progress, and pave the way for a brighter future for all.

Best wishes,

President: Isabella Merino  
Acosta Moderator: Isabella Alessandra  
Wilde Ocaña Conference officer: Camila  
Sánchez Sánchez



## ABOUT THE COMMITTEE

The International Labour Organization (ILO) is a specialized agency of the United Nations dedicated to promoting social justice and fair labor practices worldwide. Established in 1919, the ILO was one of the first UN specialized agencies, created in response to the need for international cooperation in addressing labor issues that emerged after World War I.

The ILO's primary mission is to improve working conditions, protect labor rights, and ensure equitable employment practices globally. It achieves this through a unique tripartite structure that includes representatives from governments, employers, and workers, ensuring that all key stakeholders have a say in labor policy formation. This inclusive approach reflects the need for international cooperation to address labor issues that transcend national borders.

The establishment of the ILO was driven by the recognition that global efforts were essential to improving labor conditions and preventing social unrest. The aftermath of World War I underscored the need for an international organization to tackle issues such as working hours, wages, and workers' rights, leading to the formation of the ILO.

One of the ILO's core functions is the promotion of fundamental labor rights, including freedom of association, the right to organize, and the abolition of forced and child labor. By advocating for these rights, the ILO also aims to create a fair and just working environment globally.

The Decent Work Agenda is another cornerstone of the ILO's work. This initiative seeks to ensure that jobs are not only productive but also provide fair wages, job security, and adequate social protection. The Decent Work Agenda reflects the ILO's commitment to enhancing employment quality and ensuring that all workers benefit from decent working conditions.

The ILO also addresses the challenges and opportunities posed by globalization, including labor migration, trade, and economic policies. The organization works to ensure that the benefits of globalization are shared equitably and that workers are protected from the negative impacts of economic changes.

Gender equality is a significant focus for the ILO. The organization works to combat workplace discrimination, close wage gaps, and address work-life balance issues. Promoting gender equality is crucial for creating inclusive work environments where everyone has equal opportunities.

Furthermore, the ILO advocates for comprehensive social protection systems that provide support to workers in times of need, such as during illness, unemployment, or old age. This



emphasis on social protection underscores the ILO's commitment to ensuring that all workers have access to safety nets and support systems.

#### References:

- Página principal de la OIT. (2024). International Labour Organization. <https://www.ilo.org/es>
- Acerca de la OIT. (2024, January 28). International Labour Organization. <https://www.ilo.org/es/acerca-de-la-oit>
- Temas. (2024, January 29). International Labour Organization. <https://www.ilo.org/es/temas>



## TOPIC A:

### **TOLMUN Regularization of Digital Nomads: An Invitation to Define Contractual Responsibilities in the Virtual Space**

The rise of digital nomadism reflects significant shifts in the global workforce. With advances in technology, more individuals are able to work remotely from various locations around the world. This trend has implications for employment regulations, taxation, and worker protections. Discussing the regularization of digital nomads is essential to understanding and managing these new workforce dynamics and ensuring that workers' rights and obligations are well-defined in a global context.

As digital nomads operate across borders, they often face uncertainties regarding their legal and contractual obligations. Different countries have varying laws concerning employment, taxation, and social security. This discussion aims to address the need for standardized and clear contractual frameworks that can provide legal certainty for digital nomads and their employers. Defining these responsibilities is crucial for ensuring fair treatment and resolving disputes that may arise in the virtual workspace. The increasing number of digital nomads can impact local economies, particularly in popular destinations. These impacts include changes in demand for housing, local services, and infrastructure. By addressing the regularization of digital nomads, the discussion aims to balance economic benefits with local considerations, ensuring that both digital nomads and host communities can thrive without adverse effects.

Digital nomads often work in environments with limited access to traditional worker protections, such as health insurance and employment benefits. This topic emphasizes the importance of extending these protections to remote and virtual workers, ensuring that they receive adequate support and resources regardless of their location.

Costa Rica is an example of a country that is affected by the regularization of digital nomads, through new laws that captivate remote workers. There are many provisions set in the national newspaper “La Gaceta”. One of them establishes the concept of remote workers, as a foreign person who provides remunerated services remotely. Likewise, it is established that workers must receive a remuneration from abroad for a minimum amount of \$3,000 USD per month and in case of requesting the legal permanence for their dependents of \$4,000 USD per month.



## Key Questions:

1. What specific challenges do digital nomads face regarding contractual obligations and legal protections across different jurisdictions?
2. What are the existing international and national legal frameworks governing digital nomads and remote workers?
3. What are some successful models or best practices for regulating digital nomadism and ensuring fair contractual responsibilities?
4. What measures can be taken to ensure that digital nomads receive adequate worker protections and benefits, such as health insurance and retirement plans?
5. How do digital nomads impact local economies and communities, and what strategies can be employed to balance these impacts with regulatory measures?

## References:

- Engaging with the World: Digital Nomadism between Mobility, Work, a... (2024).
- Openedition.org. <http://journals.openedition.org/netcom/7325>
- Cook, D. (2023). What is a digital nomad? Definition and taxonomy in the era of mainstream remote work. *World Leisure Journal*, 65(2), 1–20.  
<https://doi.org/10.1080/16078055.2023.2190608>
- Consortiumadmn. (2023, 8 junio). Regulation of Law 10008: Law to Attract International

Remote Workers and Service Providers in Costa Rica. Consortium Legal ENGLISH.

<https://consortiumlegal.com/en/2022/07/11/regulation-of-law-10008-law-to-attract-i>

[nt](#)

[ernational-remote-workers-and-service-providers-in-costa-rica](#)



## TOPIC B:

### **TOLMUN Ensuring Living Wages in Fast Fashion and Addressing Exploitation in Global Supply Chains.**

Discussion on Ensuring Living Wages in Fast Fashion and Addressing Exploitation in Global Supply Chains represents a critical examination of pressing global labor issues, and is set to tackle fundamental concerns regarding labor rights, economic equity, and ethical consumption. The importance of this discussion cannot be overstated, as it addresses the systemic challenges faced by workers in the fast fashion industry and seeks to foster global reforms that promote fairness and transparency.

The fast fashion industry, known for its rapid production cycles and low-cost garments, has come under scrutiny for its impact on workers' rights. Workers in this sector, predominantly in developing countries, often endure poor working conditions and receive wages that fall short of living standards. This situation raises significant human rights concerns. Ensuring living wages is not merely an economic issue but a fundamental aspect of human dignity and rights. By addressing this topic, the UN Committee aims to advocate for fair wages that enable workers to meet their basic needs and lead dignified lives. Such a focus highlights the intrinsic link between labor standards and human rights, emphasizing the need for reforms that prioritize worker welfare.

The complexity of global supply chains in the fast fashion industry often obscures the harsh realities faced by workers. The industry's reliance on a fragmented network of suppliers can lead to exploitation, including child labor and unsafe working conditions. The UN Committee's discussion seeks to unravel these complexities by advocating for increased transparency and accountability within supply chains. By addressing these issues on a global scale, the committee aims to create a robust framework that holds companies accountable for ethical practices throughout their production processes. This approach is crucial for dismantling exploitative practices and ensuring that labor rights are upheld across all levels of the supply chain.





## Key Questions:

1. What are the current international standards and frameworks related to labor rights and wages in the fast fashion industry?
2. What are the specific challenges and gaps in the implementation of living wage standards in the fast fashion sector?
3. How does the structure of global supply chains contribute to exploitation and poor working conditions in the fast fashion industry?
4. What are the economic impacts of implementing living wages on fast fashion businesses and their supply chains?
5. What role can consumer awareness and ethical consumption play in driving reforms in the fast fashion industry?

## References:

- *LIVING WAGES IN GLOBAL SUPPLY CHAINS A new agenda for business Living Wages in Global Supply Chains: A New Agenda for Business* 3 2. (n.d.).  
[https://www.ethicaltrade.org/sites/default/files/shared\\_resources/living-wages-in-global-supply-chains.pdf](https://www.ethicaltrade.org/sites/default/files/shared_resources/living-wages-in-global-supply-chains.pdf)
- Ross, E. (2021). *Fast Fashion Getting Faster: A Look at the Unethical Labor Practices Sustaining a Growing Industry*. International Law and Policy Brief.  
<https://studentbriefs.law.gwu.edu/ilpb/2021/10/28/fast-fashion-getting-faster-a-look-at-the-unethical-labor-practices-sustaining-a-growing-industry/>



Contact of the president:

Isabella Merino Acosta

[a01771385@tec.mx](mailto:a01771385@tec.mx)



NOTE: Search in the following drive for the committee you belong to and upload your position sheet there. Deadline October 1st

<https://drive.google.com/drive/folders/1rAAW1-t9XMhqn5GwERTqPgmZCAIztI5S?usp=sha>

[ring](#)



