Working Paper: Green (Training)

FIRST ROUND EDITS (most up to date):
 WP Green (Training) Draft 1.docx

Committee: International Labour Organization
Subject: Addressing the Impacts of Automation on the Global Workforce
Sponsors: Australia, Canada, Egypt, Finland, French Republic, India, Ireland, Japan, Korea, Rwanda, Saudi Arabia, Tanzania, Tunisia, Turkey, United Kingdom,
Signatories: Austria, Argentina, Brazil, Czech Republic, Cuba, Indonesia, Netherlands, Portugal, Switzerland, Ecuador, Chile, Jordan

Fully believing that cooperation between Member States facilitates the integration of automation within the global workforce,

Recognizing the impacts of automation on the global workforce as an inevitable challenge that must be addressed in order to prevent a decline of developing Member States' otherwise growing economy,

Aware automation has many accompanying benefits that require heavy investment into education of the current and future workforce, reskilling and skilling current and future laborers within the ever-evolving labor market and increase human capital,

Emphasizing the success of re-training opportunities and education to offset the negative impacts of automation, such as the Human Resources and Skills Development Canada, The Mon Compte in France, The Digital Skills Bridge in Luxembourg and CanLearn,

Understanding the need for establishing a new international economic system to ensure developing Member States can transition into an automated world efficiently,

Recalling the need for greater collaboration and coherence in the renewable energy sector and the opportunities automation brings for the improvement of this sector,

Noting with deep concern that existing social safety nets such as unemployment insurance may currently be insufficient to protect workers from the negative effects of automation,

Realizing the potential of automation in assisting disadvantaged workers by providing additional access as needed,

Noting that automation can reduce risk and liability with in more physically demanding and dangerous job fields and environments,

Noting that many developing and underdeveloped Member States are highly reliant on the agricultural industry in which many workers would be subject to displacement by further automation,

Recognizing the importance of expansion and development of automation mechanisms within Member States to the global economy,

Creating a higher standard within the workforce ultimately becomes the new working class; organizations based on the inspirational aspect automation imposes, partner with the ideology that automation efforts will fill gaps within issues currently existing;

Ensuring the jobs created via training pipelines are accompanied with safe working conditions, fair pay, and reasonable working hours,

Having considered, that automation has the potential to impact various sectors and fields,

1. *Encourages* the creation of the International Green Retraining Protocol (IGRP), which would provide a global framework for the sustainable development of the renewable energy sector to offset the potential negative impacts of automation on the workforce and boost international cohesion on both automation and climate policies,
   a. Which would be modeled on the existing 20/20 Young Adaptation Professionals Program and housed within the Global Center for Adaptation,
   b. The IGRP would provide resources, technical expertise, and a space for coordinating approaches for the global community and those Member States wishing to increase transitions to the renewable energy sector,
   c. The resources and technical expertise would be provided for Member States who are attempting to implement training and educational programs with a focus on those already employed in the energy sector, specifically work regarding fossil fuel extraction, refining, and use,
   d. Additionally, in line with the goals of the Global Center for Adaptation, the IGRP would have a special emphasis on younger workers and those entering the workforce; and,
   e. In keeping with the Sustainable Development Goals (SDGs), and the relevance of the IGRP to the Goals, the Global Center for Adaptation will draw funding from discretionary monies made available by the United Nations' Addis Ababa Action Agenda (AAAA);

2. *Recommends* that existing mechanisms within the Global Commission on the Future of Work for identifying high-risk areas for automation be expanded and strengthened, with a focus on disparities across both geography and sectors,

3. *Strongly urges* Member States to evaluate existing social safety nets such as employment insurance and income support to identify shortcomings in current policy,

a. Should potential shortcomings be discovered, and if it is deemed by the Member State that assistance from the International Labor Organization (ILO) or other international bodies may be necessary to supplement these programs, then such resources will be made available to them as deemed appropriate by both the ILO and the Member State,

b. These resources may include the technical expertise or other assistance programs detailed in this resolution; and,

c. And encourages closer collaboration with existing financial institutions and programs as detailed in clauses 1 and 5;

4. *Urges* fellow Member States to take the steps necessary to develop a flexible and highly educated workforce by:

   a. Providing their citizens with many avenues of education and preparation to enter or reenter the existing workforce including:

      i. Reskilling those already educated with a new set of applicable skills,

      ii. Training those with little or no technological skills,

      iii. Upskilling those already equipped with digital literacy so that they may fill newly created positions and retain existing positions,

      iv. Creating curricula that is encompassing to all peoples and relevant across a plethora of fields in order to facilitate a comprehensive multilateral course of action by,

         1. Utilizing a plethora of avenues to retrain including gamification, virtual learning, teacher-led, and on the job training to best match the field and practice as well as outside impeding factors,

         2. Including the youth through local NGO partnerships to promote skills in robotics, artificial intelligence, and automation; and;

         3. Using these programs to educate and train into the secondary school age to develop the working class among the younger generations;

   b. Facilitating cooperation between Member States, private companies, and existing NGOs,

      i. Forming an annual summit to increase communication between Member States, private corporations, and NGOs which will convene yearly on September 24th in Seoul, South Korea

      ii. Establishing a line of communication with NGOs that specialize in skilling initiatives such as:

         1. Generation unlimited lead by The United Nations Children's Fund (UNICEF),

         2. The Skills Innovation Facility led by the ILO,

      iii. Aiding in the formation of Member State specific training and education organizations, and,

c. Providing frameworks that perpetuate investment in development and research within Member States by,
        i. Recommending Member States establish committees within their own government that aim to coordinate policy matters regarding research and development; and,
        ii. Helping Member States set investing goals and expectations;

5. Further suggests Member States to subsidize training programs to prevent worker displacement,

6. *Advises* the funding for this initiative to be done through the following channels;
    a. Working with the World Bank and International Monetary Fund (IMF), as creditors or otherwise; and,
    b. the use of the AAAA by invoking SDGs 1, 4, 8 and 9, those goals being no poverty, quality education, decent work and economic growth and innovation, industry, and infrastructure respectively;

7. *Suggests* the establishment of a global monetary system to provide aid to developing Member States in the transition to an automated economy;
    a. Suggests developing Member States enact a series of taxes on multinational corporations to acquire funds for social programs to support automated economies,
    b. Establishes the International Automation Relief Fund (IARF), the IARF is to provide funds to developing member states for automation social programs, It would be funded by member states, similarly to the World Bank,
    c. Suggests developed Member States to either donate to or provide lines of low or no interest credit to developing Member States to assist in their transition to automated economies; and,
    d. Proposes an idea for states to hold a global conference in Geneva on establishing a standardized set of taxes on multinational firms and other industries set to profit significantly from automation to provide Member States with funds for the transition to automation;

8. *Endorses* the automation of more dangerous working fields and environments such as automobile manufacturing, metal working, mining, and those jobs related to the extraction, distribution, and use of fossil fuels by developing Vocational Training including Heating, Ventilation, and Air Conditioning, plumbing and electricians, for the school age population in the transition from primary to secondary education,
    a. Educating those who are not aware of how vocational studies work, based on,
    b. examples like those in Sub Saharan African Member States, the Middle East and the Sahel, where a lack of understanding among eldery people could be a barrier to implementation;

9. *Proposes* expansions and development of automation globally by:
    a. Boosting output of automation equipments and bolstering manufacturing technologies globally by encouraging and assisting in establishing the means of production in Member States where these means do not already exist,
    b. Providing support to developing Member States in order to build automation infrastructure; and,
    c. Facilitating global automation to grow global economy in line with SDG 8;
10. *Further reminds* that various sectors and fields are at risk especially fields that house lower skill job positions, it is therefore suggested:
    a. Helping at risk sectors by setting them at the top of the list of education and retraining opportunities; and
    b. Providing safety nets specified for at risk sectors as a top priority;
11. *Strongly suggests* the usage of AI such as Aurora National Artificial Intelligence, to protect and equip the workforce,
    a. focused on understanding the workforce, warning them of potential job loss due to the changing workplace, in addition directing them to the work that best suits the person; and,
    b. Providing training opportunities for workers displaced by automation,
    c. Advocating for education opportunities for the youth population as this demographic works overwhelmingly in jobs susceptible to automation in developing Member States.