**FORUM:** Economic and Social Council

**QUESTION OF:** Addressing job displacement due to automation and artificial intelligence

**MAIN SUBMITTER:** Republic of Costa Rica

**CO-SUBMITTERS:** Canada**,** Czech Republic, Republic of Bolivia, The Kingdom of Belgium, Republic of Ecuador, Republic of France, The Kyrgyz Republic, The State of Kuwait, Federal Democratic Republic of Nepal, Kingdom of Norway

THE ECONOMIC AND SOCIAL COUNCIL,

*Acknowledging* the rapid advancement of automation and artificial intelligence (AI), which are projected to displace approximately 85 million jobs globally by 2025, according to the World Economic Forum's Future of Jobs Report,

*Taking into account* the unique vulnerabilities of low-skilled and monotonous job occupants in primary sectors such as manufacturing, transportation, and agriculture in the face of automation and artificial intelligence, which disproportionately affect workers in both developed and developing countries,

*Recalling* the principles of the United Nations Charter and the 2030 Agenda for Sustainable Development, particularly Goal 8 (“Promote sustained, inclusive, and sustainable economic growth, full and productive employment, and decent work for all”),

*Emphasizing* the urgent need for job transition training programs that involve upskilling and reskilling to equip workers with the new skills sets necessary to adapt to the fast-changing work landscape,

*Stressing* the importance of international cooperation in sharing best practices and experiences related to workforce development in the context of automation; such collaboration can enhance resilience against job displacement while promoting equitable economic growth across all nations,

1. Urges member states to build reskilling and upskilling programs to assist affected workers, particularly in low-income areas, to develop new skill sets, and on a corporate level, leverage such programs for workforce development through means such as but not limited to:
	1. providing affordable or free vocational training initiatives that are financed through a blend of government grants and subsidies, union support, corporate sponsorships, and private donation:
		1. teaching skills that are less likely to be affected by automation and AI, such as technical proficiency, critical thinking, and management, that will foster displaced workers’ resilience in the labor market
		2. providing internships, apprenticeships, mentorship networks, and shadowing opportunities to help guide low-income workers through their career transitions and offering practical advice
		3. monitoring progress through reviewing immediate training outputs, such as the number of participants who have completed the program and change in skillset as well as measuring the programs’ impact on business or HR-related outcomes and comparing the costs and benefits of alternative approaches to ascertain the Return On Investment (ROI) from upskilling and reskilling programs
	2. providing flexible and scalable learning opportunities for workers across various industries and skill levels with unique needs by means such as but not limited to:
		1. designing community-based workshops in collaboration with local organizations and governments
		2. leveraging online platforms to ensure workers in remote and underserved areas have access to such programs and training initiatives in the form of online courses
		3. equipping not only displaced adult workers but also students with the training and credentials they need to succeed in various industries through programs like “SkillsBuild” by the International Business Machines Corporation (IBM) which provides free resources to strengthen AI and cloud computing skills
	3. initiating partnerships with multinational corporations and local businesses that wish to invest in workforce development like the World Economic Forum (WEF)’s Reskilling Revolution by means such as but not limited to:
		1. identifying and forecasting emerging job market demands, ensuring reskilling and upskilling programs are aligned with the future needs of the labor market
		2. directing corporate sponsorships towards workforce development in developing economies, ensuring that no country is left behind in the global shift towards automation and AI;
2. Encourages companies and organizations to proactively highlight the benefits of upskilling and reskilling and accentuate the shared value derived from these endeavors when presenting upskilling and reskilling as a choice rather than an obligation by means such as but not limited to:
	1. incorporating on-the-job training or ‘place and train’ strategy that emphasizes learning and hands-on experience in actual work environments
	2. running pilots, tracking Key Performance Indicators (KPIs) relevant to such upskilling and reskilling programs, reviewing those KPIs quarterly on a corporate level to optimize interventions and to know if upskilling and reskilling investments have achieved their strategic objectives;
3. Urges the creation of a Global Reskilling Fund, financed through contributions from both public and private sectors, to support initiatives aimed at retraining workers affected by automation and AI through means such as but not limited to:
	1. ensuring transparent governance of the fund through the formation of a governing board composed of representatives from Member States, labor organizations, and private sector stakeholders to oversee fund allocation and project selection, ensuring accountability
	2. encourages the establishment of clear criteria for funding eligibility, focusing on programs that demonstrate measurable outcomes in terms of job placement rates, skill acquisition, and worker satisfaction:
		1. partnerships with educational institutions to develop tailored training programs that align with local labor market demands and emerging industries
		2. support for vulnerable populations, including women, youth, and low-skilled workers, ensuring equitable access to retraining opportunities
		3. incentives for businesses that participate in training programs, such as tax breaks or subsidies for hiring retrained workers;
4. Requests the international community to create stronger welfare programs and provide financial assistance to displaced workers as a short-term solution through means such as but not limited to:
	1. strengthening social safety nets for displaced workers, particularly in terms of unemployment benefits, healthcare access, and housing support by means such as but not limited to:
		1. expanding unemployment insurance schemes to cover workers in all sectors vulnerable to automation and AI-related job loss
		2. providing access to affordable healthcare for individuals impacted by automation and AI to ensure health and wellness during periods of transition
		3. developing housing support initiatives to ensure displaced workers and their families are not faced with housing insecurity
	2. allowing displaced workers time to retrain or find new employment without the burden of their immediate economic situation by means such as but not limited to:
		1. facilitating collaboration between the UN and governments to provide financial assistance in the form of scholarships and stipends to help workers cover costs during the retraining period
		2. creating low-interest or deferred loans for displaced workers to access vocational training initiatives, with repayment to begin only once the worker has secured stable employment
		3. providing career guidance to displaced workers during this time, facilitating job transition;
5. Encourages the international community to conduct detailed and time-relevant research on automation and AI’s impacts on employment for insights into controversial trends, aiming for focused and feasible solutions, such as but not limited to:
	1. encouraging the United Nations International Development Organization (UNIDO) to dive deeper into the factors contributing to job displacement, especially concerning different countries and demographics by means such as but not limited to:
		1. conducting comprehensive data collection and analysis to identify regional and demographic-specific trends in job displacement, focusing on factors such as age, gender, education level, and geographic location, in order to tailor policies to specific needs
		2. publishing monthly reports of such data collection and analysis on the United Nations website as an extension to the WEF’s annual The Future of Jobs Report
		3. organizing international forums and conferences together with the International Labor Organization (ILO) to bring together governments, international organizations, businesses, and civil society, to share challenges and strategies related to the social and economic impacts automation and AI on different communities, especially marginalized and vulnerable groups
	2. establishing industry-specific advisory boards to guide policy development and workforce planning that aligns with automation and AI trends by means such as but not limited to:
		1. facilitating regular consultations with affected workers, unions, and other stakeholders to ensure that their concerns are directly addressed by the advisory boards, fostering a bottom-up approach to policy
		2. providing annual, industry-specific reports on impact assessments identifying the consequences of new policies on different stakeholders to governments, helping them understand the projected impact of automation and AI on the job market
		3. ensuring that policies are forward thinking, identifying successful models of policy development and workforce planning in the past and recommending similar time-relevant practices to governments and companies;
6. Urges member states to share data and best practices related to job displacement due to automation and AI in the form of policies and initiatives while balancing between national privacy concerns and facilitation of necessary data sharing and transfers through means such as but not limited to:
	1. creating a dedicated online database that accompanies these forums, enabling Member States to share updates on their policies and initiatives year-round, and enabling real-time feedback by means such as but not limited to:
		1. designing the database with strict data security and privacy protocols to ensure that only authorized users can access can contribute sensitive data related to automation and AI’s impact on job displacement
		2. creating common definitions for key terms and unified approaches to data collection and analysis to main data integrity
		3. establishing a continuous feedback mechanism within the database that allows users to review, discuss, and provide insights on uploaded reports, documents, and case studies, creating an ongoing dialogue of best practices, emerging trends, and successful mitigation strategies
		4. utilizing UN as an international regulatory body to oversee the implementation of data sharing to ensure compliance with the commitments set forth through giving advice and mitigating potential conflicts between member states
	2. promoting bilateral and multilateral partnerships between Member States to pilot joint initiatives aimed at upskilling and reskilling workers displaced by automation and AI, encouraging cross-border collaboration on workforce development by means such as but not limited to:
		1. designing cross-border vocational training initiatives that align with the future needs of the labor market
		2. establishing mutual recognition of qualifications and certifications between countries involved in such partnerships to ensure that workers who undergo training in one country can access job opportunities in other participating nations
		3. creating a fund or financial mechanism under the UN or World Bank to support these joint initiatives by providing grants or low-interest loans for the development of training infrastructure and programs facing high automation and AI-induced job displacement;
7. Encourages governments to implement national strategies that support workers in adapting to the evolving job market, emphasizing job creation, social protection, and skills development:
	1. stimulate job creation in emerging industries such as renewable energy, advanced manufacturing, and healthcare technology, which have high growth potential such as but not limited to:
		1. provide targeted incentives like tax breaks or grants to businesses that invest in these fields
		2. foster collaboration between the public and private sectors through innovation hubs that encourage entrepreneurship and research
	2. public-private partnership models, including but not limited to:
		1. collaborative program design discussing industry-led curriculum development, work-based learning integration, shared resource allocation, joint funding mechanisms and outcome measurement systems
		2. Sector-Based Initiatives including but not limited to industry-specific training pathways, employer-driven skill standards, career progression mapping, certification development and quality assurance frameworks
		3. supports the expansion of sustainable infrastructure to integrate AI and technologies as a means of improving efficiency to increase economic growth, through means and aims including but not limited to implementation of data monitoring AI powered systems in sectors to increase efficiency and productivity, such as agricultural sector advancements, such as precision farming mechanisms;
8. Urges for the development of a global task force and overseeing body referred to as the ‘Global impact of Automation and Artificial Intelligence Committee’ (GAAICC) under the Commission of Science and Technology Development (CSTD) to address the job displacement challenges presented by automation and AI, with aims and regulations including:
	1. presenting balanced representation of MEDC governments, LEDC governments or CSO and NGO stakeholders to ensure equal input, authority and opportunities to voice concerns
	2. monitoring and ensuring funds and resources from MEDCs and the fund are directed towards approved educational, technological and quality of life initiatives through methods such as:
		1. utilizing digital fund tracking systems to monitor fund disbursement and project progress, flagging irregularities and swift investigation response
		2. include NGO’s and CSO's in the monitoring process to provide an additional layer of accountability and input
	3. conducting annual public surveys all member states in order to gather feedback on the following including job displacement rates in various major sectors, existing skill gaps within the workforce, training and upskilling participation and success rates to evaluate the programms effectiveness, and other relevant information
	4. hosting bi-annual meetings facilitating the exchange of information on successful policies and programs related to economic growth, fostering international cooperation, with further measures and actions including:
		1. evaluating data collected by surveys and discuss project and policy adjustments
		2. developing and promoting ethical guidelines for the responsible use of AI and automation in the workplaces
		3. publicizing the relevant information and reports of data from surveys and committee meetings digitally in order to promote transparency and accountability
		4. requirements for recipients to participate in regional upskilling and job transition programs
		5. develop technology hubs in LEDCs to provide access to the internet, particularly in rural areas, with measures including proper use of shared technologies and training local populations in the use of the technology.