

**FORUM:** Economic and Social Council

**QUESTION OF:** Addressing Job Displacement Due to Automation and Artificial Intelligence

**MAIN SUBMITTER:** The People's Republic of China

**CO-SUBMITTERS:** The Federal Democratic Republic of Ethiopia, the Russian Federation, the State of Qatar, the Republic of Indonesia, the Republic of Finland, Romania, the State of Israel, the United Kingdom, Federal Republic of Germany

THE ECONOMIC AND SOCIAL COUNCIL,

*Recognizing* that advancements in automation and artificial intelligence (AI) have contributed to significant productivity and economic growth globally,

*Acknowledging* the challenges posed by job displacement as a result of automation and artificial intelligence (AI), particularly for low-skilled and vulnerable workers, such as workers in manufacturing, transportation, and service industries,

*Understanding* the findings of the McKinsey Global Institute, which estimates that up to 800 million jobs could be displaced by automation by 2030, particularly affecting low-skilled workers and exacerbating income inequality,

*Emphasizing* the need for a balanced approach that addresses the immediate challenges of job displacement while also harnessing the potential of AI to create new job opportunities,

*Recalling* the United Nations' Sustainable Development Goals (SDGs), particularly Goal 8, which seeks to promote inclusive and sustainable economic growth, full and productive employment, and decent work for all,

*Reaffirming* that countries need to collaborate and prioritize transparency in the development and deployment of artificial intelligence (AI) to build more jobs, make development fair, and expedite the technological advancement process on a global basis for the benefit of all,

1. Calls for the establishment of targeted reskilling or job transition programs to support citizens affected by employment displacement to facilitate their employment in ways, such as but not limited to:
  - a) creating training centers in underserved areas to ensure easy access for workers in rural areas through ways, such as but not limited to:
    - i. partnering with local governments to secure funding and resources for establishing these centers
    - ii. utilizing existing community facilities to reduce overhead costs
    - iii. offering free or low-cost access to online certifications and training resources, targeting unemployed or underemployed individuals
  - b) implementing foundational skills training programs that address literacy, numeracy, and digital literacy combined with vocational training for workers needing essential qualifications through ways, such as but not limited to:
    - i. incorporating online and blended learning options to increase accessibility for those with varying schedules
    - ii. developing online platforms that offer courses in multiple languages
    - iii. partnering with international organizations like UNESCO to ensure foundational skills training programs are aligned with global standards and include emerging technologies
  - c) promoting the cooperation between businesses and governments to provide programs for workers in vulnerable sectors, such as but not limited to:
    - i. offering mentorship, internship, and apprenticeship programs led by trained professionals in reskilling for workers to provide guidance in approaching various career pathways
    - ii. initiating training programs focused on in-demand skills, particularly in technology, healthcare, and renewable energy sectors;
2. Encourages all nations to promote entrepreneurship and AI applications in national educational curriculums to prepare students for the adaptation to future AI-based economy through methods, such as but not limited to:
  - a) promoting entrepreneurship as an essential course in national school curriculums and providing opportunities for students to engage and develop key skills through ways, such as but not limited to:
    - i. integrating entrepreneurship with other core subjects for developing application skills in different areas of study

- ii. establishing further courses within the subject curriculum in integration to technology innovations and future transitions in markets and industries
  - b) ensuring that the school curriculum also includes courses for students to be flexible in technology usages, such as but not limited to:
    - i. educating on how AI can be utilized to enhance productivity and efficiency in diverse markets
    - ii. encouraging students to create possible ways of applying AI to an innovative business idea
    - iii. ensuring that students are learning about the latest developments in AI, automation, and its implications' good and bad impacts
    - iv. teaching students the responsible usage of AI in an academic and social context organizing external programs organized by the government and NGOs for students to engage in various activities in developing key skills related to entrepreneurship;
- 3. Requests the development of international frameworks to assist Member States with transparency and fairness in the application of automation and AI, such as but not limited to:
  - a) organizing an annual global summit under ECOSOC regarding the following topics:
    - i. discussing the ethical use of automation and artificial intelligence (AI) in labor-intensive industries
    - ii. sharing successful policy implementation related to retraining and workforce adaptation
    - iii. facilitating dialogue between governments, private sector leaders, and labor unions
  - b) encouraging active exchange of technological expertise and capacity-building in the form of diplomatic programs in the manner of:
    - i. sending experts from more technologically advanced countries to help with workforce adaptation
    - ii. conducting technology transfer agreements designed to improve automation usage with labor policies

- c) suggesting periodic impact assessments for global businesses in more economically developed countries implementing extensive AI or automation solutions to assess, such as but not limited to:
    - i. evaluating the effects of workforce reduction
    - ii. evaluating the economic contributions to local communities
    - iii. evaluating the long-term sustainability of automated operations
  - d) facilitating transparency in decisions affecting workers interest, such as but not limited to:
    - i. providing exact dates for notice periods before automation-induced workforce reduction
    - ii. offering detailed information on systems and roles of AI and automation in the workplace;
4. Urges member states to implement a Social Safety Net for individuals displaced by automation and artificial intelligence, such as but not limited to:
- a) offering financial and healthcare benefits for up to 3 months post-layoff to support the transition into new employment by:
    - i. supplying the amount needed for the individual to be able to maintain financial stability depending on the wealth of the country
    - ii. supporting individuals with mental health or health issues that require medication to cure
  - b) developing job placement services to assist in the process of pursuing employment following layoff:
    - i. understand the individual's skill and communicate their potential effectively
    - ii. act as a bridge between individuals and businesses by reconciling their needs and wants
    - iii. make finding a job again cheaper and more accessible
  - c) giving access to affordable training programs for people looking to transition into a new job sector where they need additional skills;
  - d) increasing flexibility for workers displaced by automation and AI and enabling smoother transitions into new roles and industries through temporary employment opportunities, part-time work, and job-sharing arrangements by means such as but not limited to:

- i. developing bridge programs that place displaced workers in temporary roles across sectors, allowing them to gain experience in new roles and industries while receiving targeted training for long term employment
  - ii. expanding access to part-time employment and short-term contracts in emerging industries created by automation and AI, providing displaced workers with opportunities to gain relevant experience without the need for immediate full time employment
5. Calls for member states to subsidize industries affected by AI and automation to increase citizen employment and related employment opportunities through ways, such as but not limited to:
  - a) recipients of subsidies will be industries related to engineering, education, and manual labor, such as but not limited to:
    - i. nursing
    - ii. service
    - iii. manufacturing
  - b) provide direct financial assistance to ownership of concerned industries in the forms, such as but not limited to:
    - i. cash grants
    - ii. tax credits
    - iii. reimbursements
  - c) funding the implementation of additional educational courses to foster engagement and skill development for individuals, such as but not limited to:
    - i. creating platforms for students to connect with industry professionals and potential employers through career fairs and networking events
    - ii. creation of courses regarding hospitality management, customer relationship management, digital marketing for services, event planning, and conflict resolutions;
6. Recommends the establishment of the Support of Artificial Intelligence Vocational Education Fund (SAIVE-F), supported by contributions from member states and private sector stakeholders, to finance educational initiatives, particularly targeting low-income and vulnerable populations, through ways such as but not limited to:
  - a) managing the fund with the assistance of advocates, researchers, not-for-profit organizations, communities, and other related entities collectively in the form of an elective board (SAIVE Board), such as but not limited to:

- i. actions funded will be conducted through collaboration with existing governmental and non-governmental organizations (NGOs), legislation, and programs given the circumstances of respective states and entities
  - ii. signing members may control a share of the decision-making process of funding relegation proportional to their monetary and economic contributions
- b) ensuring a voluntary but legally binding agreement compliance of member states and related entities to fund requirements and regulations, such as but not limited to:
  - i. legal enforcement and regulatory measures will be agreed upon by signing member states
  - ii. fund requirements and regulations will be decided upon by signing entities
  - iii. funding will be legally withheld from liable entities if the agreement is violated
- c) proposing criteria for defining low-income personnel as individuals whose income adjusted for family size, does not exceed:80 percent of the area median income for metropolitan areas
  - i. a fixed percentage (eg. 60%-70%) of the national median income, ensuring a consistent baseline across all regions
  - ii. an alternative threshold on a region-specific cost of living index, which accounts for variations in housing, food, transportation, and healthcare expenses
  - iii. eligibility for assistance is also based on additional factors, such as local unemployment rates, economic indicators, and access to essential services, ensuring a comprehensive assessment of financial vulnerability.

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