

COMMITTEE: Group of Twenty (G20)

TOPIC: On measures to mitigate the impact of automation on the global labor market

Main Submitter: Mexico

Co-Submitter: The Russian Federation, Federal Republic of Nigeria

Sponsors: The Argentine Republic, Republic of Indonesia, Italian Republic, Commonwealth of Australia, United Kingdom, the Republic of Türkiye, the Republic of South Africa, the Kingdom of Saudi Arabia, Japan, the French Republic

Group of Twenty,

Acknowledging the rapid transformation of the global labor market due to automation, presenting both opportunities and challenges,

Recognizing that up to 20 million manufacturing jobs could be lost to artificial intelligence by 2030, as reported by Oxford Economics,

Alarmed by the potential for social inequality and economic instability as a result of mass job displacement,

Emphasizing the importance of preparing workers for technological changes through education and skills development,

Taking into account the need for international collaboration to address the global impact of automation on employment,

1. Encourages member states to unite as the Global Automation Response Association (GARA) to encourage global communication in ways such as but not limited to:
 - a. hosting monthly and annual meetings for international discussions among representatives of member states,
 - b. constructing government-operated online platforms to encourage social interactions and communications across member states, existing examples including:
 - i. UN official website,
 - ii. UNESCO official website,
 - c. building effective communication platforms and networks between industries across member states in ways such as but not limited to:
 - i. constructing online informational and communicational centers to store and exchange statistics, progress, and information regarding AI-related careers and replacement of jobs in traditional industries,
 - ii. contributing to the hosting of international events and fairs to discuss future developments of AI and corresponding jobs created;
2. Urges all nations to develop fiscal policies and conduct research that support workforce transition in ways such as, but not limited to:
 - a. establishing government-led assistance programs that provide guidance for

retraining endowment, career counseling, and job matching services for displaced workers by:

- i. set a national database of displaced workers to organize them with suitable retraining programs and job opportunities,
 - ii. offer personalized careers to ensure workers identify transferable skills and relate with growing industries,
 - b. promoting private sector involvement in transition programs by urging companies that automate large portions of their workforce to participate in retraining funds or create alternative employment opportunities in ways such as, but not limited to:
 - i. authorizing that companies implement impact assessments to determine how automation affects workers and contribute to employee retraining funds,
 - ii. promoting corporate tax incentives for businesses that invest in redeployment strategies and automation resistant job creation,
 - c. encouraging industries that integrate technological collaboration instead of fully permitting automation, ensuring workers persist enough participation of the production and service processes in ways such as, but not limited to:
 - i. recommending grants for companies developing AI tools that enhance productivity of workers,
 - ii. encouraging in-depth research into automation technologies that enhance job quality, such as systems that advances human abilities rather than fully replacing them;
3. Suggests the implementation of skills development programs to prepare workers for the demands of the future such as but not limited to:
 - a. supports the active job training in the role that can control and exploit the machines or artificial intelligence, including:
 - i. training methods that are used in monitoring the machines,
 - ii. familiarizing with AI machine learning fundamentals,
 - iii. upskilling workers possessing relatively low skills to position themselves in monitoring how AI or machines for the productivity and development of their works,
 - iv. providing certifications in automation technologies training programs,
 - b. applying the skills gained by the training to create new jobs, contributing to the increase of job opportunities in ways such as but not limited to:
 - i. encouraging entrepreneurship and self-employment through providing financial support and micro-loans to individuals starting AI related businesses,
 - ii. creating new employment opportunities related to operating and managing machinery primarily regarding AI implementation,
 - c. making sure that the standards of living of the labors who are replaced by automation are guaranteed through transfer payments or monitoring,
 - d. providing subsidies or incentives to firms that actively participating in creating new human labor job sectors for labors who obtain skills of controlling new

- technology,
- e. supporting the creation of public-private partnerships in ways such as but not limited to:
 - i. internships and apprenticeships in automated industries,
 - ii. joint public-private training centers to teach new skills applicable in future automation-related career;
 - f. evaluating individuals vulnerable towards automation's potential in job replacement through employing data analytical methodologies in terms of their common features such as but not limited to:
 - i. education level,
 - ii. gender,
 - iii. race,
 - iv. ethnicity;
4. Requests the establishment of an open declaration among GARA member states to mitigate the short-term immediate impacts of large-scale automation in ways such as but not limited to:
- a. encouraging member states, especially LEDCs, to primarily invest in concentrated AI and automation-based industries in areas such as but not limited to:
 - i. provinces/states experiencing labor shortages,
 - ii. central Business Districts of rapidly growing urban areas that are in urgent need of high productivity and efficiency,
 - iii. districts with a population of predominantly high-skilled workers, engineers, designers, entrepreneurs, or other career types that experience low possibility of automation replacement but high needs of production,
 - iv. minor food-production regions with relatively low employment rate in agricultural industries,
 - b. suggesting temporary avoidance of large-scale automation and job replacement of citizens in LEDCs with the following occupations:
 - i. manufacturing, agriculture, and other traditional industries with low incomes, large employee number base, and occupation of over 10% of the nation's GDP,
 - ii. simple service jobs such as cashier or waitress which has low skill requirements and therefore high training costs and longer training periods;
5. Advocates for GARA funding programs that assist affordable job transition in member states, especially LEDCs, in ways such as but not limited to:
- a. constructing global funding organizations with the purpose of:
 - i. providing financial support for retraining and reskilling programs,
 - ii. supporting minor loaning programs that provides fund for business starters in a world with more automation, encouraging new ideas and self-employment,
 - iii. establishing international funding deposits to address the survival needs of displaced workers during the period of reskilling,

- b. creation of local employment centers aiming to:
 - i. assist unemployed workers in reemployment through specialized job recommendations and direct communication between business and workers,
 - ii. provide education to workers in technical skills and soft skills for new types of jobs, such as communication,
 - c. plan out career counseling services to aid unemployed workers to adapt to the developing society of automation, such as understanding the current trends and systems in the society and economy;
6. Calls upon interactive efforts to secure transparency and effective implementation of resolution programs in ways such as but not limited to:
- a. creating monthly and annual reports on:
 - i. financial records, including expenses, purpose, and analysis on effectiveness,
 - ii. detailing monthly and annual progress in member states and analyzing strength of various strategies,
 - b. acknowledging problems encountered during implementation of solutions and providing potential solutions,
 - c. encouraging GARA and G20 nations to dispatch representatives to:
 - i. monitor implementation of specialized approaches for local governments and citizens depending on current circumstances,
 - ii. supervise the avoidance of corruption and other forms of ineffective financial expenses,
 - d. assure that solutions are conducted properly, correctly, and efficiently, benefiting all member states and their citizens;
7. Further requests all UN and G20 nations to create mandatory AI education curriculums in ways such as, but not limited to:
- a. creating mandatory school curriculums with GARA in high school, such as but not limited to:
 - i. establishing subjects mainly teaching about AI ethics and appropriate usage of advanced technology,
 - ii. encouraging education alarming the dangers of the use of artificial intelligence and automation,
 - b. integrating the usage of artificial intelligence in primary and secondary education to promote recognition of the significance of automation to youth in ways such as, but not limited to:
 - i. introducing basic concepts of AI, machine learning, and robotics to students,
 - ii. utilizing interactive teaching methods, such as gamification and hands-on projects, to engage students develop critical thinking about AI-related content,
 - c. encourage academic interactions between GARA member states in ways such as but not limited to:
 - i. academic seminars,

ii. student exchanges.