SRMUN Charlotte 2022
Reconciling the Past and Restoring Multilateral Partnerships for the Future
March 24-26, 2022
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Dear Delegates,

Welcome to SRMUN Charlotte 2022 and the International Labour Organization (ILO). My name is Lucie Willis, and I am both incredibly honored and excited to be serving as your Director for the ILO. I started my Model United Nations journey as a high school delegate in 2007 and have served on SRMUN staff, off and on, since 2012. Most recently, I served as the Director for the World Food Programme Executive Board at SRMUN Charlotte 2021. As an undergraduate student, I received a Bachelor of Science in both History and Political Science and focused a lot on labor movements and organizing. My hope is with this background it will help make for Directing the ILO a memorable conference for us all.

Our committee's Assistant Directors will be Jakob Levin and Simone Spencer. Jakob is currently studying Political Science and Jewish Studies. This will be Jakob's first time serving on SRMUN staff, although he has participated in multiple SRMUN conferences as a delegate. Simone graduated with her Bachelor of Science in Psychology and a minor in African American Studies and will begin graduate school in the fall. This will be Simone's fourth SRMUN conference and second time serving on staff.

The ILO brings together Member States, workers, and employers to address the numerous issues that the workers of the world face. The ILO seeks to ensure that everyone has a seat at the table when issues that affect them arise and heralds its democratic process. From issues such as ensuring access to collective representation to setting labor and safety standards for workers, the ILO is dedicated to finding solutions that affect labor markets and understands that only through social justice can these solutions be successful.

By focusing on the mission of the ILO and the SRMUN Charlotte 2022 theme of *"Reconciling the Past and Restoring Multilateral Partnerships for the Future,"* we have developed the following topics for delegates to discuss at the conference:

   I.   Addressing the Impacts of Automation on the Global Workforce
   II.   Improving Inclusivity of Disabled Workers into the Future Labor Market

This background guide provides an introduction to the committee and the topics that will be debated at SRMUN Charlotte 2022. It should be utilized as a foundation for a delegate's independent research. However, while we have attempted to provide a holistic analysis of the issues, the background guide should not be used as the single mode of analysis for the topics. Delegates are expected to go beyond the background guide and engage in intellectual inquiry of their own. The Position Papers for the committee should reflect the complexity of these issues and their externalities. Delegations are expected to submit a Position Paper and be prepared for a vigorous discussion at the conference. Position Papers should be no longer than two pages in length (single spaced) between both topics and demonstrate your Member State's position, policies, and recommendations on each of the two topics. For more detailed information about formatting and how to write Position Papers, delegates can visit srmun.org. ***All Position Papers MUST be submitted no later than Friday, March 4, 2022, by 11:59pm EST via the SRMUN website.***

Jakob, Simone, and I are very excited to be serving as your dais for the ILO. We wish you all the best of luck in your research and look forward to seeing how this research comes to fruition at the conference. Please feel free to contact Director-General Chantel Hover, either of your Assistant Directors, or myself if you have any questions while preparing for the conference.

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History of the International Labour Organization

The International Labour Organization (ILO) was established in 1919 as part of the Treaty of Versailles, signaling the end of the international turmoil of World War I.[1] The ILO was founded on the idea "that universal and lasting peace can be accomplished only if it is based on social justice."[2] The ILO Constitution enshrined "equal remuneration for work of equal value and freedom of association" and emphasizes the necessity of technical guidance.[3] In 1920, the ILO established headquarters in Geneva, Switzerland, where it still stands today.[4] The ILO has been credited with continually developing labor standards and structures that evolve into international jurisprudence.[5]

The preamble of the ILO Constitution, adopted in 1919, outlined three key pillars towards protecting workers.[6] The first pillar, a theme consistent throughout the 100-year history of the organization, emphasized the ILO's deep commitment to peace through social justice.[7] The second pillar connected unjust working conditions to public unrest, which can threaten peace and security at both national and global levels.[8] The last pillar declared that any Member State who failed to "adopt humane conditions of labor" served as a barrier to other Member States working towards those goals.[9] In consequence of these pillars and the needs it outlined, the ILO adopted a tripartite structure of membership, composed of executive representatives of Member State governments, employers, and workers.[10] This structure has proven essential for peaceful and open dialogue between these three often competing entities. [11]

In 1944, the Declaration of Philadelphia was adopted as an annex to the ILO Constitution.[12] The Declaration of Philadelphia reflected the tone the ILO envisioned setting for the international community as Member States began to rebuild their economies and infrastructure after the devastation of World War II.[13] It detailed the ILO's goals for reconstruction and social democracy, and prioritized that "all human beings, irrespective of race, creed or sex, have the right to pursue both their material well-being and their spiritual development in conditions of freedom and dignity, of economic security and equal opportunity." [14] [15]

The ILO's main decision-making bodies are the International Labour Conference (ILC), the Governing Body, and the International Labour Office.[16] The ILC serves as "a forum for discussion of key issues and social questions" and has been cited as "an international parliament of labour."[17] When the ILC convenes annually, each of the 187 Member States sends a total of four delegates to attend.[18] Two delegates represent the Member State's government, one its workers, and one its employers.[19] Each of these delegates speak and vote independently of one another.[20] The

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[1] "History of the ILO," *International Labour Organization*, accessed July 25, 2021, https://www.ilo.org/global/about-the-ilo/history/lang--en/index.htm/.

[2] "History of the ILO," *International Labour Organization*.

[3] "History of the ILO," *International Labour Organization*.

[4] "History of the ILO," *International Labour Organization*.

[5] "History of the ILO," *International Labour Organization*.

[6] "History of the ILO," *International Labour Organization*.

[7] "History of the ILO," *International Labour Organization*.

[8] "History of the ILO," *International Labour Organization*.

[9] "History of the ILO," *International Labour Organization*.

[10] "How the ILO Works," *International Labour Organization,* accessed July 25, 2021, https://www.ilo.org/global/about-the-ilo/how-the-ilo-works/lang--en/index.htm.

[11] "About the ILO," *International Labour Organization*, accessed July 25, 2021, https://www.ilo.org/global/about-the-ilo/lang--en/index.htm/.

[12] Dufty, Norman F. "Organizational Growth and Goal Structure: The Case of the ILO," *International Organization* 26, no. 3 (1972): 481, accessed July 25, 2021, https://www.jstor.org/stable/2706128.

[13] "History of the ILO," *International Labour Organization*.

[14] Dufty, Norman F. "Organizational Growth and Goal Structure: The Case of the ILO."

[15] "History of the ILO," *International Labour Organization*,

[16] "How the ILO Works," *International Labour Organization,*

[17] "How the ILO Works," *International Labour Organization.*

[18] "Representations," *International Labour Organization*, accessed July 26, 2021, https://www.ilo.org/global/standards/applying-and-promoting-international-labour-standards/representations/lang--en/index.htm.

[19] "Representations," *International Labour Organization.*

[20] "Representations," *International Labour Organization.*

Governing Body acts as the executive council for the ILO, deciding ILO policy, setting the agenda for the ILC, electing the ILO's Director-General, and approving the Programme and Budget of the ILO for submission to the ILC. [21] The International Labour Office functions as the ILO's permanent secretariat.[22] The International Labour Office is "the focal point for the ILO's overall activities" and acts under the purview of the Governing Body as well as the leadership of the Director-General.[23] Under these main bodies are committees that focus on specific industries as well as regionally specific issues.[24] This division of duties between bodies ensures accountability throughout the organization.

To ensure efficiency, the ILO has a rigid structure for budgets and labor mandates. The ILO oversees and verifies the application of labor standards in all of its Member States, and provides recommendations for improvement.[25] When Member States struggle to meet the labor standards set by the organization, the ILO tries to help those Member States work to meet these standards "through social dialogue and technical assistance."[26] The ILO has two kinds of supervisory mechanisms to ensure that all ratified conventions and actions taken by the ILO are applied in all Member States.[27] The first mechanism is the Regular System of Supervision, which includes The Committee of Experts on Application of Conventions and Recommendations, a committee that examines reports submitted by Member States of their progress towards ILO goals every three years.[28] The second is the Special Procedures, a guideline set of documents detailing appropriate actions and procedures for representation, complaints, and special complaints connected to freedom of association.[29]

In June 2019, exactly 100 years after the creation of the ILO, the ILC was presented with an independent report by The Commission on the Future of Work, which explained "how to achieve a future of work that provides decent and sustainable work opportunities for all."[30] This centennial meeting revolved around four pillars; work and society, decent jobs for all, the organization of work and production, and the governance of work.[31] The Commission's role is to undertake an in-depth examination of the future of work that can provide the analytical basis for the delivery of social justice in the 21st century.[32] This is accomplished by producing reports on varying subjects that are then presented to the conference.[33] In light of the COVID-19 pandemic, the ILO has renewed interest in how different sectors of work are affected.[34] In June 2020, the ILO adopted its "Global Call to Action for a human-centered recovery from the COVID-19 Pandemic," setting parameters and detailing many of the issues Member States around the world are facing and will continue to face as the world recovers from COVID-19.[35]

[21] "About the Governing Body," *International Labour Organization*, accessed July 26, 2021, https://www.ilo.org/gb/about-governing-body/lang--en/index.html/.

[22] "About the Governing Body," *International Labour Organization.*

[23] "Departments and Offices," *International Labour Organization,* accessed July 26, 2021, https://www.ilo.org/global/about-the-ilo/how-the-ilo-works/departments-and-offices/lang--en/index.htm/.

[24] "How the ILO Works," *International Labour Organization.*

[25] "Applying and Promoting International Labour Standards", *International Labour Organization,* accessed July 26, 2021, https://www.ilo.org/global/standards/applying-and-promoting-international-labour-standards/lang--en/index.htm/.

[26] "Applying and Promoting International Labour Standards," *International Labour Organization.*

[27] "Applying and Promoting International Labour Standards," *International Labour Organization.*

[28] "Committee of Experts on the Application of Conventions and Recommendations," *International Labour Organization,* accessed July 26, 2021, https://www.ilo.org/global/standards/applying-and-promoting-international-labour-standards/committee-of-experts-on-the-application-of-conventions-and-recommendations/lang--en/index.htm/.

[29] "Applying and Promoting International Labour Standards," *International Labour Organization.*

[30] "Global Commission on the Future of Work," *International Labour Organization*, accessed July 27, 2021, https://www.ilo.org/global/topics/future-of-work/WCMS_569528/lang--en/index.htm/.

[31] "Global Commission on the Future of Work," *International Labour Organization.*

[32] "Global Commission on the Future of Work," *International Labour Organization.*

[33] "Global Commission on the Future of Work," *International Labour Organization.*

[34] "Resolution concerning a global call to action for a human-centered recovery from the COVID-19 crisis that is inclusive, sustainable and resilient," *International Labour Organization*, June 17, 2021, accessed July 27, 2021, https://www.ilo.org/ilc/ILCSessions/109/reports/texts-adopted/WCMS_806092/lang--en/index.html/.

[35] "Resolution concerning a global call to action for a human-centered recovery from the COVID-19 crisis that is inclusive, sustainable and resilient," *International Labour Organization.*

I. Addressing the Impacts of Automation on the Global Workforce

"Adapting the labor market to a world of increasingly automated workplaces will be one of the defining challenges of our era." — Guy Ryder, Director-General of the International Labour Organization.[36]

Introduction

The International Labour Organization's (ILO) tripartite structure recognizes the intrinsic connection between Member States, corporations and businesses, and employees.[37] On April 17, 2012, David Lamotte, director of the ILO Office for the Pacific Island Countries, stated that workers want valuable work, that businesses play a primary role in a socially just economy, and that "there is a broad understanding that businesses need to start and grow in order to create quality jobs and that building of human capital is an important contributing factor."[38] Elaborating on this relationship, Director Lamotte referred to human capital as an intangible form of capital that is a foundational element in labor economics, as it is the interpersonal skills and technical expertise that are "embodied in the ability to produce economic value."[39] From the 2015 World Economic Forum Annual Meeting in Davos, Switzerland, Guy Ryder, Director-General of the ILO, reaffirmed the previous sentiments adding that all Member States — developed or developing — must bolster vocational initiatives to ease the transition from knowledge to practice in labor markets.[40] Director-General Ryder recognized the economic anxieties related to automation displacing workers' jobs, noting that 200,000 robots for industrial use are entering into labor markets with a total of one and a half million projected by 2015, and concluding that it is vital for all stakeholders to address the "coming technological changes and provide the global workforce with the education and skills needed to participate in the modern labor market."[41]

In a December 2017 report published by McKinsey and Company's McKinsey Global Institute, titled *Jobs Lost, Jobs Gained: Workforce Transitions in a Time of Automation*, the authors' findings show that by the end of this decade, 400,000,000 workers may "potentially [be] displaced by adoption of automation," with double that amount under threat if automation occurs at the fastest projected pace.[42] Conducted by the ILO, a 2018 retroactive analysis of the impact of robots in emerging economies and automation on the global organization of production during 2005-2014 found a 24 percent increase in robotic economization which led to "a long-run decline" in human employment by just over one percent; in developed Member States the shortage of job openings for human capital is less acute, at half of a percentage point, while it nears 14 percent in developing Member States, indicating a sharp difference on the effects of automation between developed and developing Member States.[43]

History

During the 102nd session of the International Labour Conference (ILC) in 2013, the annual convention of the tripartite constituents to discuss questions of social and labor import, Director-General Ryder unveiled a report titled *Towards the ILO Centenary: Realities, Renewal and Tripartite Commitment*, outlining social and technological

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[36] Guy Ryder, "Labor in the Age of Robots," Project Syndicate, January 22, 2015, https://www.project-syndicate.org/commentary/labor-in-the-age-of-robots-by-guy-ryder-2015-01. (Accessed November 8, 2021).

[37] "About the ILO: How the ILO Works," *International Labour Organization*, https://www.ilo.org/global/about-the-ilo-works/lang--en/index.htm/. (Accessed November 8, 2021).

[38] David Lamotte, "Human Capital — A Driving Force for Business Growth," *International Labour Organization*, (April 17, 2012): 2-3, https://www.ilo.org/wcmsp5/groups/public/---asia/---ro-bangkok/---ilosuva/documents/publication/wcms_192340.pdf. (Accessed November 8, 2021).

[39] Lamotte, "Human Capital," 3-4...

[40] Ryder, "Labor in the Age of Robots."

[41] Ryder, "Labor in the Age of Robots."

[42] Michael Chui, et al., "Jobs Lost, Jobs Gained: Workforce Transitions in a Time of Automation," *McKinsey Global Institute*, (December 2017): 2, https://www.mckinsey.com/~/media/mckinsey/industries/public%20and%20social%20sector/our%20insights/what%20the%20future%20of%20work%20will%20mean%20for%20jobs%20skills%20and%20wages/mgi%20jobs%20lost-jobs%20gained_report_december%202017.pdf. (Accessed November 8, 2021).

[43] Francesco Carbonero, Ekkehard Ernst, and Enzo Weber, "Working Paper 36 — Robots Worldwide: The Impact of Automation on Employment and Trade," *International Labour Office,* (October 2018): 1-8, https://www.ilo.org/wcmsp5/groups/public/---dgreports/---inst/documents/publication/wcms_648063.pdf. (Accessed November 8, 2021).

shifts in the 21st Century, and the challenges faced by Member States and the ILO.[44] Looking towards the centenary celebration of the ILO's establishment in 2019, the report enunciates the imperative "to launch a number of key initiatives to equip the Organization to take up successfully the challenges of its mandate in the future."[45] All seven of the centenary initiatives enumerated are of equal significance to this body, but in relation to the impact of automation on the workforce, the Future of Work initiative constitutes the framework for which Member States can utilize in adapting to the coming labor challenges.[46]

The Future of Work, formally introduced in a letter to Member States authored by Director-General Ryder, is a multi-pronged process addressing the need to prepare adequately for a technological revolution while safeguarding the notion enshrined in the ILO mandate of guaranteeing valued and just work.[47] The first stage involved Member States engaging in national dialogues with all stakeholders —employers, employees, and other adjacent parties — to address these four core areas: "work and society; decent jobs for all; the organization of work and production; [and] the governance of work."[48] These thematic conversations are elaborated on in greater depth in *The Future of Work Centenary Initiative*, presented by Director-General Ryder at the 104th session of the ILC in 2015, where there is a recurring emphasis on the import of reexamining the ever-changing socio-political dynamics related to labor.[49] It also adds that these dialogues are not to be limited to the selected four themes, rather, to harness the greatest potential for cooperation and discovery, and should be compiled for publication at the end of the following year.[50]

The seminal product of the national dialogues, the *Synthesis Report of the National Dialogues on the Future of Work*, explains that Member States with higher levels of development were concerned more with "automation and technological disruption" than their counterparts with lower levels of development who were more focused on issues related to "survival," such as poverty, income inequality, and social strife ranging from full-fledged armed conflicts to state response to terrorism.[51] A collection of different Member States produced dialogues addressing varying aspects of automation in the workforce, all of which can provide useful questions for Member States to consider when adopting their own policies.[52] The *Synthesis* report emphasizes again the need for collaboration among "all relevant stakeholders," including those members of civil society adjacent to the traditional tripartite constituency; one Member State's comments on this topic encourage furthering this dialogue with the members of the "tripartite plus" to ensure an effective implementation of the Future of Work initiative.[53]

The report on the Future of Work delineated the ideal structure of the three-staged process, moving from the national dialogues and their conclusions to the "establishment of a high-level commission on the future of work" tasked with assessing the dialogues' findings and advance the understanding of such findings through open conversations intended "to fill such knowledge gaps or deficits as become apparent."[54] On December 4, 2017, the ILO published the *Inception Report for the Global Commission on the Future of Work*, which attempts to ground the committee

[44] "Report of the Director-General, Report 1(A), Towards the ILO centenary: Realities, renewal and tripartite commitment," *International Labour Conference*, 102nd Session, 2013: 1-28, accessed November 10, 2021, https://www.ilo.org/wcmsp5/groups/public/---ed_norm/---relconf/documents/meetingdocument/wcms_213836.pdf.

[45] "Report of the Director-General, Report 1(A), Towards the ILO centenary: Realities, renewal and tripartite commitment," *International Labour Conference*.

[46] "Report of the Director-General, Report 1(A), Towards the ILO centenary: Realities, renewal and tripartite commitment," *International Labour Conference*.

[47] Guy Ryder, "Correspondence from the Director-General, Future of Work Initiative," *International Labour Office*, (December 14, 2015): 1, accessed November 12, 2021, http://www.ilo.org.984352284.proxy.jingzhou.gov.cn/wcmsp5/groups/public/---dgreports/---dcomm/documents/correspondence/wcms_446487.pdf

[48] Guy Ryder, "Correspondence from the Director-General, Future of Work Initiative," *International Labour Office*.

[49] "Report of the Director-General, The Future of Work Centenary Initiative," *International Labour Conference*, 2015, accessed November 12, 2021, https://www.ilo.org/wcmsp5/groups/public/---ed_norm/---relconf/documents/meetingdocument/wcms_369026.pdf.

[50] "Report of the Director-General, The Future of Work Centenary Initiative," *International Labour Conference*.

[51] "Synthesis Report of the National Dialogues on the Future of Work," *International Labour Organization*, September 21, 2017, 7, accessed November 12, 2021, https://www.ilo.org/wcmsp5/groups/public/---dgreports/---cabinet/documents/publication/wcms_591505.pdf.

[52] "Synthesis Report of the National Dialogues on the Future of Work," *International Labour Organization*.

[53] "Synthesis Report of the National Dialogues on the Future of Work," *International Labour Organization*.

[54] "Report of the Director-General, The Future of Work Centenary Initiative," *International Labour Conference*.

with knowledge about: the larger trends that pose a challenge to labor; how individuals and societies value work; the impact of technological advancements on the creation of decent work; how to organize labor and its outputs; and, how to effectively govern labor.[55] This report also stresses the necessary conception of a "tripartite plus" social dialogue to address the future of work beyond the current era, and to actualize a socially just future for all.[56]

Offering a basis for the deliberations of the global commission, this report provides a critical tool for understanding the mandate of the Future of Work initiative. The Global Commission on the Future of Work then adopted the *ILO Centenary Declaration for the Future of* Work, which commences with "recognizing…the role of sustainable enterprises as generators of employment and promoters of innovation and decent work" and "reaffirming that labor is not a commodity."[57] Through the adoption of the declaration, the ILC denotes that the ILO's *Centenary* is occurring when there is "transformative change in the world of work, driven by technological innovations… as well as at a time of persistent inequalities, which have profound impacts on the nature and future of work, and on the place and dignity of people in it" and reemphasizes the exigency of tackling these transformations as to prepare "a fair, inclusive and secure future of work with full, productive and freely chosen employment and decent work for all."[58] In keeping with the spirit of the ILO's mandate, the direction provided by the *Centenary Declaration* centers human capital as the foremost factor in labor economics while considering the policies needed to address the coming technological revolution, calling upon Member States, while "taking into account national circumstances, to work individually and collectively, on the basis of tripartism and social dialogue, and with the support of the ILO, to further develop its human-centered approach to the future of work."[59]

Current Situation

Contemporary discourse on automation in the workplace tends to take a doom-and-gloom approach, like this CNN headline that frames the future of work as "The Robots are Coming for Your Job, too."[60] In a less fatalistic article, a contributor for *Forbes* asserts that while a 'hybridization of automation' wrought by the COVID-19 pandemic did not necessarily impact all professions equally, "workers in healthcare, retail, teaching, transport, and security" and a variety of other sectors must adapt "as technology opens up opportunities for new ways of working and continues to redefine the relationship between us [stakeholders] and our workplaces."[61] This contributor does provide a few examples, Artificial Intelligence (AI) for one, of shifts that present automation as a driving influence on the global workforce, but is too an example of comprehending the future labor environment as predetermined and necessitating reactionary solutions.[62] Member States should not view the task at hand as primordially solved, rather, it will be dictated on how versatile policy initiatives are and their success upon implementation. For that, this section of the guide serves to provide critical insight into how Member States around the international community are resiliently adapting to the inexorable transformation of the global workforce via automation.

The World Economic Forum (WEF) founder Klaus Schwab posited in an article titled "The Fourth Industrial Revolution: What it Means and How to Respond" that human civilization is "on the brink of a technological revolution that will fundamentally alter the way we live, work, and relate to one another."[63] Of concern to this committee's mandate is the way in which the industrial revolution may incentivize the stratification of a workforce that is "increasingly segregated into 'low-skill/low-pay' and 'high-skill/high-pay' segments, which in turn will lead

[55] "Inception Report for the Global Commission on the Future of Work*," International Labour Organization*, December 4, 2017, accessed November 12, 2021, https://www.ilo.org/wcmsp5/groups/public/---dgreports/---cabinet/documents/publication/wcms_591502.pdf.

[56] "Inception Report for the Global Commission on the Future of Work*," International Labour Organization*

[57] "ILO Centenary Declaration for the Future of Work," *International Labour Organization*, June 21, 2019, accessed November 12, 2021, https://www.ilo.org/wcmsp5/groups/public/@ed_norm/@relconf/documents/meetingdocument/wcms_711674.pdf

[58] "ILO Centenary Declaration for the Future of Work," *International Labour Organization.*

[59] "ILO Centenary Declaration for the Future of Work," *International Labour Organization.*

[60] Zachary Wolf, "The Robots are Coming for Your Job, too," *CNN*, September 3, 2019, accessed December 26, 2021, https://www.cnn.com/2019/08/24/politics/economy-us-workforce-automation/index.html.

[61] Bernard Marr, "Future of Work: The 5 Biggest Workplace Trends In 2022," *Forbes*, November 22, 2021, accessed December 26, 2021, https://www.forbes.com/sites/bernardmarr/2021/11/22/future-of-work-the-5-biggest-workplace-trends-in-2022/?sh=6a413d6f7d0f.

[62] Bernard Marr, "Future of Work: The 5 Biggest Workplace Trends In 2022," *Forbes.*

[63] Klaus Schwab, "The Fourth Industrial Revolution: What it Means and How to Respond," *Foreign Affairs,* December 12, 2015, accessed December 26, 2021, https://www.foreignaffairs.com/articles/2015-12-12/fourth-industrial-revolution.

to an increase in social tensions" and how all stakeholders relate to one another in light of technological innovations.[64] The WEF roundly views the "Fourth Industrial Revolution" as a "new chapter in human development, enabled by extraordinary technology advances commensurate with those of the first, second and third industrial revolutions" with the potential to usher in immense social changes beyond the commonly identifiable technological-labor ramifications.[65] This vision centers human relationships as the foundation for transformational change, with the goal to include stakeholders from a variety of sectors and socio-economic strata. The urgency of the transformational shift is acknowledged by the WEF to such an extent that there is an established "Centre for the Fourth Industrial Revolution" operating in 15 separate Member States that coordinates with stakeholders across the social, political, and labor landscapes "pioneering collaborations and governance models to ensure the benefits of technology are maximized, and the risks accounted for."[66] The WEF is one useful example of an institution identifying nascent challenges presented by an increased utilization of AI in the workforce and it is incumbent on institutions and Member States across the global community to confront the "Fourth Industrial Revolution" in a productive manner. Replicating the WEF's efforts may not be necessary across every single entity, although valuable insight into what works, and what does not, can be gained from these examples provided. If the WEF's *The Future of Jobs Report 2020*'s analysis holds true, by 2025 automation may make 85 million human-centered jobs obsolete while on the same token AI can produce 97 million new positions in the workforce, requiring all stakeholders to actively and ambitiously endeavor on this quest to build a resilient labor network together.[67]

Proactivity and resiliency are uniting themes echoed in how initiatives on the future of work should be designed to achieve success for a broad, tripartite contingent of stakeholders. "Inequality is likely to be exacerbated by the dual impact of technology and the pandemic recession," recognized the WEF in their *Future of Jobs Report* on the vitality of proactive and resilient efforts, as well as the necessity of building a stronger social support system to facilitate "reskilling and upskilling for at-risk or displaced workers" by AI.[68] It is comforting that jobs lost may be "offset by job growth" but that is only if stakeholders continue to emphasize the importance of human-centered relationships.[69] Human capital must remain at the forefront of dialogue and démarches on the future of work; it is the essence of the global labor network, and despite technological advancements, will continue to remain so. This committee's responsibility is to ensure a society imagined from a human-centered perspective and protect human capital from replacement by automation. Building resiliency in a global workforce, "the public and private sector will need to tackle the factors that lead to the misallocation and waste of human capabilities and potential."[70] In this fashion, two policy pillars for focus that the WEF identified in their report are (1) "moving from temporary public policy relief" to solutions that proactively address the future of work and (2) the need to pivot from "deploying human resources" to utilizing human capital and reshoring its capacity.[71] Again, the inherent mission of fostering tripartite collaboration is affirmed as the foremost objective in molding an equal and just global workforce that provides benefits to all stakeholders in light of a Fourth Industrial Revolution.

Conclusion

Despite a formal enunciation of "guidance and recommendations" in the *ILO Centenary Declaration for the Future of Work*, the initiative is not yet over. In fact, it is just at its advent. Member States and the ILO are beginning to implement policies that adhere to the spirit of the *Centenary Declaration*.[72] The Future of Work has been and will remain one of the most critical initiatives embarked upon by the ILO. The Future of Work can be daunting, particularly as the COVID-19 pandemic forced stakeholders to rethink what secure and decent work can be, and who benefits from social, political, and technological transitions that impact the labor economy.

[64] Klaus Schwab, "The Fourth Industrial Revolution: What it Means and How to Respond," *Foreign Affairs.*

[65] "Fourth Industrial Revolution," *World Economic Forum*, accessed December 27, 2021, https://www.weforum.org/focus/fourth-industrial-revolution.

[66] "Centre for the Fourth Industrial Revolution," *World Economic Forum*, accessed December 27, 2021, https://www.weforum.org/centre-for-the-fourth-industrial-revolution/about.

[67] Saadia Zahidi, et al., "The Future of Jobs Report 2020," *World Economic Forum*, October 20, 2020, 5, accessed December 27, 2021, https://www3.weforum.org/docs/WEF_Future_of_Jobs_2020.pdf.

[68] Saadia Zahidi, et al., "The Future of Jobs Report 2020," *World Economic Forum.*

[69] Saadia Zahidi, et al., "The Future of Jobs Report 2020," *World Economic Forum.*

[70] Saadia Zahidi, et al., "The Future of Jobs Report 2020," *World Economic Forum.*

[71] Saadia Zahidi, et al., "The Future of Jobs Report 2020," *World Economic Forum.*

[72] "Inception Report for the Global Commission on the Future of Work," *International Labour Organization.*

Committee Directive

With millions of individuals, whether employer or employee, concerned about the next front of the technological revolution, it is on Member States to embark on innovative programs that reimagine the socio-political relationships impacting the work force, and to implement creative policies that seek to secure jobs into the future and ward off displacement by automation. In the process of conducting their research for the conference, delegates should keep in mind the following guiding questions: How do the impacts of automation differ based on the development levels of Member States? What does the relationship between developed and developing Member States indicate for the future of work? Are current programs related to the future of work effective, or alternatively, what initiatives need to be bolstered to adequately address the future? What are the core issues presented by technological advancements in the future of work? What stakeholders need to be involved in addressing future technological transformations? Are Member States ensuring they maintain the considerations of a tripartite plus constituency?

II. Improving Inclusivity of Disabled Workers into the Future Labor Market

"Disability inclusion means understanding the relationship between the way people function and how they participate in society, and making sure everybody has the same opportunities to participate in every aspect of life to the best of their abilities and desires." – Centers for Disease Control and Prevention.[73]

Introduction

The International Labour Organization (ILO) cited "productive employment and decent work" as critical to the success of fulfilling the organization's mission towards creating a better, fairer labor market.[74] The ILO defines "decent work" as epitomizing "the aspirations of people in their working lives" through various human-centered methods and opportunities such as ensuring everyone has access to a fair income, providing equal opportunity for both men and women, allowing space for personal development in the workplace, and the freedom for workers to "express their concerns, organize and participate in the decisions that affect their lives." [75,76] The United Nations (UN) upholds these ideals in Goal 8 of the 2030 Agenda for Sustainable Development, recognizing that without decent work for all citizens of the global community, true sustainability cannot be reached.[77] Within the Sustainable Development Goals (SDGs), the fifth target of Goal 8 proclaims the need for decent work for all members of the international community, specifically highlighting the right of both young people and persons with disabilities to have access to productive employment.[78]

According to the United States (US) of America's Centers for Disease Control and Prevention (CDC), disabilities can range from severe injuries to progressive diseases such as multiple sclerosis, developmental conditions such as autism spectrum disorder, effects from a chronic condition that can impair various functions, and some conditions that exist from birth, such as Down Syndrome.[79] In 2001, the World Health Organization (WHO) published *The International Classification of Functioning, Disability, and Health* (ICF), which standardized the classification of different factors contributing to the barriers those with disabilities face, in an effort to promote better societal integration.[80] The ICF identified three dimensions of disability issues that act as barriers for people with disabilities to fully integrate into society: impairment, activity limitation of the individual, and participation restriction in society.[81] Impairment involves a hindrance or injury of a person's mental functioning, or in the skeletal or structural functioning of the body, such as memory loss, blindness, or loss of limb(s).[82] Activity limitation of the individual can be caused by "difficulty seeing, hearing, walking, or problem solving," and participation restrictions are the exclusion from routine social or economic activities, often leading to a real or perceived feeling of isolation from society.[83] The ICF notes that overlap frequently occurs between these three dimensions, and where a person's conditions and barriers to integration fall is largely dependent on an individual's specific disability.[84]

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[73] "Disability Inclusion," *Centers for Disease Control and Prevention*, last modified September 16, 2020, accessed August 30, 2021, https://www.cdc.gov/ncbddd/disabilityandhealth/disability-inclusion.html/.

[74] "Decent work," *International Labour Organization*, accessed September 1, 2021, https://www.ilo.org/global/topics/decent-work/lang--en/index.html/.

[75] "Decent work," *International Labour Organization.*

[76] "Decent work," *International Labour Organization.*

[77] "Goal 8," *United Nations Department of Economic and Social Affairs*, accessed September 1, 2021, https://sdgs.un.org/goals/goal8.

[78] "Goal 8," *United Nations Department of Economic and Social Affairs.*

[79] "Disability and Health Overview: Impairments, Activity Limitations, and Participation Restrictions," *Centers for Disease Control and Prevention*, last modified September 16, 2021, accessed October 1, 2021, https://www.cdc.gov/ncbddd/disabilityandhealth/disability.html/.

[80] "Disability and Health Overview: Impairments, Activity Limitations, and Participation Restrictions," *Centers for Disease Control and Prevention.*

[81] "Disability and Health Overview: Impairments, Activity Limitations, and Participation Restrictions," *Centers for Disease Control and Prevention.*

[82] "Disability and Health Overview: Impairments, Activity Limitations, and Participation Restrictions," *Centers for Disease Control and Prevention.*

[83] "Disability and Health Overview: Impairments, Activity Limitations, and Participation Restrictions," *Centers for Disease Control and Prevention.*

[84] "Disability and Health Overview: Impairments, Activity Limitations, and Participation Restrictions," *Centers for Disease Control and Prevention.*

The ILO estimates that 15 percent of the global population, around one billion people, have a disability; a majority of which are of working age.[85] The ILO determines working age as 15 years or older, according to the Minimum Age Convention established at the ILO General Conference in 1973.[86] The ILO recognizes that people with disabilities often experience many challenges to accessing productive employment, therefore preventing this large population from creating economic activity.[87] The rate of unemployment and poverty is higher for people with disabilities compared to able-bodied workers, and this is especially true for women.[88] Expanding upon the experience of people with disabilities in the workplace, the ILO explains that social attitudes towards disabilities hinders the ability of those affected to access equal opportunities for productive and fulfilling employment.[89] This can be in part due to physical limitations of the person with a disability, as well as a lack of accommodations in public spaces, such as wheelchair ramps and accessible work spaces.[90] Accessibility to assistive technology and spaces that are built to accommodate disabilities are external factors that can greatly affect integration.[91] Societal influence and community support are also a large factor – without the support of their families, their community, society as a whole, and organizations like the ILO – full integration into society and the labor market is exceedingly difficult.[92]

In a paper co-presented to the Group of 20 (G20) Employment Working Group, the ILO, and the Organization for Economic Co-operation and Development (OECD), it was highlighted that "persons with disabilities are a very heterogenous group."[93] The types of disabilities people experience can range in severity, age of onset, and even visibility.[94] Because the disabilities people experience are not universal, neither are the ways in which they can be included and accommodated in the labor market and the workplace. Therefore, the challenges people with disabilities face in seeking said inclusion are also not universal.[95]

Actions Taken by the United Nations

After World War I, attitudes towards disabilities began to change as many soldiers came home with permanent injuries, at a rate most Member States had never witnessed.[96] Housing and building plans began to develop to accommodate soldiers who had become impaired or disabled, and new treatments for the mental conditions brought about by the trauma of war were advanced.[97] While society began to adapt more towards inclusivity of people with disabilities, that inclusivity was primarily aimed at those who were disabled as a product of war.[98] For example, in its adaptation to the influx of disabled soldiers after World War I, the United Kingdom officially encouraged the employment of returning soldiers with disabilities and workhouses began to exist that specifically accommodated military veterans with disabilities, such as the British Legion's poppy factory.[99]

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[85] "Disability and work," *International Labour Organization*, accessed September 6, 2021,
    https://www.ilo.org/global/topics/disability-and-work/WCMS_475650/lang--en/index.htm/.
[86] "Convention 138: Minimum Age Convention," International Labour Organization, 1973, accessed September 6, 2021,
    https://www.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:12100:0::NO::P12100_ILO_CODE:C138.
[87] "Disability and work," *International Labour Organization*.
[88] "Disability and work," *International Labour Organization.*
[89] "Disability and work," *International Labour Organization.*
[90] "Disability and work," *International Labour Organization.*
[91] "Disability and Health Overview: Impairments, Activity Limitations, and Participation Restrictions," *Centers for Disease Control and Prevention*.
[92] "Disability Inclusion," *Centers for Disease Control and Prevention*.
[93] "Labour market inclusion of people with disabilities*," United Nations, International Labour Organization and the Organization for Economic Co-operation and Development*, February 20-22, 2018, accessed September 6, 2021,
    https://www.ilo.org/wcmsp5/groups/public/---dgreports/---inst/documents/publication/wcms_646041.pdf.
[94] "Labour market inclusion of people with disabilities*," United Nations, International Labour Organization and the Organization for Economic Co-operation and Development*.
[95] "Labour market inclusion of people with disabilities*," United Nations, International Labour Organization and the Organization for Economic Co-operation and Development*.
[96] "Disability in the Early 20th Century 1914-1945," *Historic England*, accessed September 16, 2021,
    https://historicengland.org.uk/research/inclusive-heritage/disability-history/1914-1945/.
[97] "Disability in the Early 20th Century 1914-1945," *Historic England.*
[98] "Disability in the Early 20th Century 1914-1945," *Historic England.*
[99] "Disability in the Early 20th Century 1914-1945," *Historic England.*

The ILO first began work on the inclusion of people with disabilities in 1955 in the passing of ILC/38/1955/99, "Vocational Rehabilitation (Disabled) Recommendation."[100] In this recommendation, the ILO declared that "all necessary and practicable measures should be taken to establish or develop specialized vocational guidance services for disabled persons requiring aid in choosing or changing their occupations."[101] It outlined the process of what vocational guidance should look like for people with disabilities.[102] ILC/38/1955/99 emphasized that people with disabilities should be given the same training that people without disabilities receive, but also gave guidelines for training when certain accommodations were needed due to the individual's specific disability.[103] The resolution also stressed the importance of education, and the need for educational programs and vocational training for children and young people with disabilities.[104] Notably, it proclaimed that Member States should take measures to ensure that people with disabilities are given equal opportunity for employment.[105]

In the 1970s, the UN adopted two different frameworks for protecting the rights of people with disabilities.[106] While the first was adopted in 1971 and declared that people with disabilities "had the same rights as everyone else," the UN General Assembly (GA) quickly updated and transformed this framework into the Declaration on Rights of Disabled Persons (DRDP) in 1975. [107, 108] The DRDP defined a disabled person as "any person unable to ensure by himself or herself, wholly or partly, the necessities of a normal individual and/or social life, as a result of deficiency, either congenital or not, in his or her physical or mental capacities."[109] This framework declared that people with disabilities have the same right to dignity and respect as any other human.[110] Furthermore, it outlined how Member States should enact policies that guarantee self-reliance, economic security, securement of employment, the right to be a part of trade unions, a decent quality of life, and protection against exploitation and discrimination for people with disabilities.[111] The framework made clear that the UN and its sub-organizations believe that the special needs of people with disabilities should be considered in all policy and planning at the economic and social level.[112]

The UN declared 1981 as The International Year of Disabled Persons in UNGA Resolution A/31/123.[113] The UN sought to devote that year to meeting objectives that were set to improve the lives of people with disabilities.[114] Their goals included a desire to help people with disabilities adjust to society by encouraging Member States to ensure that people with disabilities had access to training, the opportunity to work, assistance where it was needed,

[100] O'Reilly, Arthur, "The right to decent work of persons with disabilities," *International Labour Organization*, 2007, 31, accessed September 16, 2021, https://www.ilo.org/wcmsp5/groups/public/---europe/---ro-geneva/---sro-moscow/documents/publication/wcms_249156.pdf.
[101] "Vocational Rehabilitation (Disabled) Recommendation," *International Labour Organization*, Resolution 99, 1955, accessed September 16, 2021, https://www.ilo.org/dyn/normlex/en/f?p=1000:12100:::NO:12100:P12100_INSTRUMENT_ID:312437.
[102] "Vocational Rehabilitation (Disabled) Recommendation," *International Labour Organization*.
[103] "Vocational Rehabilitation (Disabled) Recommendation," *International Labour Organization*.
[104] "Vocational Rehabilitation (Disabled) Recommendation," *International Labour Organization*.
[105] "Vocational Rehabilitation (Disabled) Recommendation," *International Labour Organization*.
[106] "History of the United Nations and Persons with Disabilities – A human rights approach: the 1970s", *United Nations Department of Economic and Social Affairs*, accessed September 17, 2021, https://www.un.org/development/desa/disabilities/history-of-united-nations-and-persons-with-disabilities-a-human-rights-approach-the-1970s.html/.
[107] O'Reilly, Arthur, "The right to decent work of persons with disabilities," *International Labour Organization*.
[108] "History of the United Nations and Persons with Disabilities – A human rights approach: the 1970s", *United Nations Department of Economic and Social Affairs*, accessed September 17, 2021, https://www.un.org/development/desa/disabilities/history-of-united-nations-and-persons-with-disabilities-a-human-rights-approach-the-1970s.html/.
[109] "Declaration on the Rights of Disabled Persons Proclaimed by General Assembly resolution 3447 (XXX) of 9 December 1975," *United Nations Office of the High Commissioner on Human Rights*, accessed September 17, 2021, https://www.ohchr.org/en/professionalinterest/pages/rightsofdisabledpersons.aspx/.
[110] "Declaration on the Rights of Disabled Persons Proclaimed by General Assembly resolution 3447 (XXX) of 9 December 1975," *United Nations Office of the High Commissioner on Human Rights*.
[111] "Declaration on the Rights of Disabled Persons Proclaimed by General Assembly resolution 3447 (XXX) of 9 December 1975," *United Nations Office of the High Commissioner on Human Rights*.
[112] "Declaration on the Rights of Disabled Persons Proclaimed by General Assembly resolution 3447 (XXX) of 9 December 1975," *United Nations Office of the High Commissioner on Human Rights*.
[113] "A/RES/31/123, International Year of Disabled Persons," *United Nations*, December 16, 1976, accessed September 17, 2021, http://www.un-documents.net/a31r123.htm/.
[114] "A/RES/31/123, International Year of Disabled Persons," *United Nations*.

and it promoted research on better accessibility to buildings and transportation.[115] The UN Department of Economic and Social Affairs Division for Policy on Social Development stated that "a major lesson of the Year was that the image of persons with disabilities depends to an important extent on social attitudes," and that those social attitudes constituted a significant challenge to making the goals set forth by A/31/123 a reality.[116]

In 1983, the International Labour Conference reviewed ILC/38/1955/99 and adopted the "Vocational Rehabilitation and Employment (Disabled Persons) Convention."[117] The ILO recognized that the international community had gained a better understanding of the scope of rehabilitation needs for people with disabilities since 1955, and that new standards of inclusion and protection against discrimination were necessary.[118] The convention updated the ILO's definition of a disabled person as "an individual whose prospects of securing, retaining and advancing suitable employment are substantially reduced as a result of a duly recognized physical or mental impairment."[119] It also called upon Member States to encourage opportunities for people with disabilities to be able to participate in employment in the labor market and ensure that people with different types of disabilities had access to reasonable accommodations and rehabilitation.[120] The ILO went a step further by highlighting that these vocational training and services, and equal opportunity for employment, need to be accessible to people with disabilities in every community, including those in remote or rural areas.[121]

In March 1994, the UNGA adopted A/RES/48/96 entitled "Standard Rules on the Equalization of Opportunities for Persons with Disabilities."[122] The resolution called upon Member States to develop national programs for people with disabilities, and encouraged them to fully support, financially and socially, the implementation of the guidelines set forth in The Standard Rules.[123] Building off these standards, the General Assembly then adopted The Convention on the Rights of Persons with Disabilities and its Optional Protocol (CRPD) through the passing of A/RES/61/106 in 2006.[124] According to the UN Department of Economic and Social Affairs, the CRPD was historic.[125] Never before had a UN Convention had so many Member States sign on as signatories on the very first day, likely as the result of the convention having been a five-year-long cooperative effort between many different factions of the international community.[126] In 2001, the UNGA established an Ad Hoc Committee on the rights of people with disabilities.[127] Over eight sessions, the Ad Hoc Committee considered and drafted proposals working with Member States, various bodies of the UN, international organizations at the regional and intergovernmental level, and non-governmental organizations (NGOs) to create a comprehensive, cooperative document for a new international framework for inclusion and protection of people with disabilities.[128] The result of this Ad Hoc Committee was ultimately the adoption of the CRPD to be put into effect in May 2008.[129]

[115] "A/RES/31/123, International Year of Disabled Persons," *United Nations*.

[116] "The International Year of Disabled Persons," *United Nations Department of Economic and Social Affairs*, 2003-2004, accessed September 17, 2021, https://www.un.org/esa/socdev/enable/disiydp.htm#:~:text=In%201976%2C%20the%20General%20Assembly,rehabilitation%20and%20prevention%20of%20disabilities.

[117] "Recommendation 159, Vocational Rehabilitation and Employment (Disabled Persons) Convention," *International Labour Organization*, 1983, accessed September 17, 2021, https://www.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:12100:0::NO::P12100_INSTRUMENT_ID:312304.

[118] "Recommendation 159, Vocational Rehabilitation and Employment (Disabled Persons) Convention," *International Labour Organization.*

[119] "Recommendation 159, Vocational Rehabilitation and Employment (Disabled Persons) Convention," *International Labour Organization.*

[120] "Recommendation 159, Vocational Rehabilitation and Employment (Disabled Persons) Convention," *International Labour Organization.*

[121] "Recommendation 159, Vocational Rehabilitation and Employment (Disabled Persons) Convention," *International Labour Organization.*

[122] "A/RES/48/96, Standard Rules on the Equalization of Opportunities for Persons with Disabilities," *United Nations*, March 4, 1994, accessed September 17, 2021, https://www.un.org/disabilities/documents/gadocs/standardrules.pdf.

[123] "A/RES/48/96, Standard Rules on the Equalization of Opportunities for Persons with Disabilities," *United Nations.*

[124] "Convention on the Rights of Persons with Disabilities," *United Nations Department of Economic and Social Affairs*, accessed September 23, 2021, https://www.un.org/development/desa/disabilities/convention-on-the-rights-of-persons-with-disabilities.html.

[125] "Convention on the Rights of Persons with Disabilities," *United Nations Department of Economic and Social Affairs.*

[126] "Convention on the Rights of Persons with Disabilities," *United Nations Department of Economic and Social Affairs.*

[127] "Convention on the Rights of Persons with Disabilities," *United Nations Department of Economic and Social Affairs.*

[128] "Convention on the Rights of Persons with Disabilities," *United Nations Department of Economic and Social Affairs.*

[129] "Convention on the Rights of Persons with Disabilities," *United Nations Department of Economic and Social Affairs.*

The CRPD described disability as an "evolving concept," and went on to say that there is a lot of diversity amongst people with disabilities.[130] Ultimately it set forth that Member States should put measures in place that ensure human rights for people with disabilities, while noting that some of those people would require more support than others and they should nonetheless be granted the exact same human rights.[131] Respect for inherent dignity and difference, nondiscrimination, full inclusion into society, equality, and accessibility were the general principles upon which the CRPD was written.[132]

Current Situation

Despite these documents and frameworks, as of December 2020, almost two-thirds of people with disabilities of working age remain unemployed.[133] Unemployment rates for people with disabilities are highest in developed Member States.[134] One explanation for this might be due to the lack of any social security aid and benefits for people with disabilities that make it unaffordable to go without work.[135] More alarmingly, people with disabilities who are employed often find themselves unpaid for the work they do.[136]

A lack of formal education is often a barrier to employment, even for people without disabilities. This barrier becomes even larger for people with disabilities.[137] The ILO estimates that people with disabilities are twice as likely to not receive even a full primary education, and notes that this estimate continues through secondary education.[138] The earlier in life a person has a disability, including those from birth, the larger this barrier becomes.[139] The ILO says that this "has a significant impact on their subsequent labour market outcomes."[140] Women are most markedly affected, as the employment rate for women with disabilities is significantly lower than for men with disabilities.[141]

The CRPD highlighted Member States' commitment to making the complete immersion of people with disabilities into the labor market, which included reasonable accommodations within the workplace.[142] In 2013, the chairperson of the Committee for Rights of Persons with Disabilities, Ronald McCallum, explained why the international community often falls short of this commitment by stating that, "employers make assumptions regarding what people can do on the basis of medical diagnosis, or labels or medical advice – often presented as blanket exclusions...or common sense."[143] Examples of such exclusions would be that someone with a hearing disability

[130] "A/RES/61/06, Convention on the Rights of Persons with Disabilities," *United Nations*, January 24, 2007, accessed September 23, 2021, https://www.un.org/ga/search/view_doc.asp?symbol=A/RES/61/106.

[131] "A/RES/61/06, Convention on the Rights of Persons with Disabilities," *United Nations.*

[132] "A/RES/61/06, Convention on the Rights of Persons with Disabilities," *United Nations.*

[133] "International Day of Persons with Disabilities: How disability affects labour market outcomes," *International Labour Organization*, December 3, 2020, accessed September 23, 2021, https://ilostat.ilo.org/international-day-of-persons-with-disabilities-how-disability-affects-labour-market-outcomes/.

[134] "International Day of Persons with Disabilities: How disability affects labour market outcomes," *International Labour Organization.*

[135] "International Day of Persons with Disabilities: How disability affects labour market outcomes," *International Labour Organization.*

[136] "International Day of Persons with Disabilities: How disability affects labour market outcomes," *International Labour Organization*

[137] "International Day of Persons with Disabilities: How disability affects labour market outcomes," *International Labour Organization.*

[138] "International Day of Persons with Disabilities: How disability affects labour market outcomes," *International Labour Organization.*

[139] "International Day of Persons with Disabilities: How disability affects labour market outcomes," *International Labour Organization.*

[140] "International Day of Persons with Disabilities: How disability affects labour market outcomes," *International Labour Organization.*

[141] "International Day of Persons with Disabilities: How disability affects labour market outcomes," *International Labour Organization.*

[142] "Breaking barriers to equal access to work for persons with disabilities," *United Nations Office of the High Commissioner on Human Rights*, April 16, 2013, accessed September 23, 2021, https://www.ohchr.org/en/newsevents/pages/breakingbarrierstoequalaccessworkpersonswithdisabilities.aspx.

[143] "Breaking barriers to equal access to work for persons with disabilities," *United Nations Office of the High Commissioner on Human Rights*.

would be unable to communicate or someone diagnosed with a mental health disability would be unable to deal with the stress of a particular workforce.[144] However, these exclusions are just assumptions, and as McCallum points out, barring people with disabilities from the workforce due to these assumptions, and a refusal to make reasonable accommodations, is discrimination.[145]

A shift towards a digital labor market was already underway when COVID-19 devastated the international community, but the pandemic greatly accelerated the change towards remote work.[146] Despite this trend towards remote work, which eliminates some of the physical barriers for work, people with disabilities faced even more discrimination in hiring practices due to employers' fears of decreased productivity and inability to support them properly.[147] COVID-19 also revealed even more barriers to the workplace that people with disabilities face, such as limited options for healthcare, increased chances of contracting the virus and having long-term effects from being sick.[148] Social distancing and mobility restrictions made existing barriers to employment even larger for people with disabilities.[149]

Despite the new challenges created by the pandemic, the change to a more digital workforce will create many new job opportunities, particularly for people with disabilities. Although remote work lowers the barrier of physical accessibility, the number of new jobs being created in the transition to a digital labor market will create a larger supply of jobs, which can then more easily be filled by people with disabilities.[150] However, the lack of access to education and technology for people with disabilities will still be a barrier to this part of the labor market.[151]

Conclusion

The ILO and the UN have both upheld the rights of people with disabilities to fully participate and be included in society, and that does not stop in the workplace. People with disabilities have the right to productive employment. While technological advances have made it easier to provide reasonable accommodations, and the COVID-19 pandemic brought a drastic shift in perspectives on traditional work, the ILO still has a lot of work to do in creating a world that has more access and inclusion of people with disabilities in the labor market. Sustainable development for each global citizen includes people with disabilities, and the framework to further include people with disabilities into the labor market has already started to emerge. The ILO proclaims social justice and decent work for all, so it must find solutions to improving ways that people with disabilities can be included and participate in the open labor market. As the leading organization for labor, it is the responsibility of the ILO to find solutions to break down these societal and physical barriers, provide guidelines for proper accommodations where they are needed, and help create a labor market that is accepting and adaptable to the full inclusion of people with disabilities in the workplace.

Committee Directive

The ILO Global Business and Disability Network has identified five objectives that must be met in order to fully include people with disabilities into the workforce.[152] The inclusion of people with disabilities must be integrated with new forms of employment. This integration includes access to continued education and skills development, creation of infrastructure and products that are accessible and understandable for everyone, and affordable assistive technology. More inclusion of people with disabilities in developing economies will all be imperative to a labor

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[144] "Breaking barriers to equal access to work for persons with disabilities," *United Nations Office of the High Commissioner on Human Rights*.
[145] "Breaking barriers to equal access to work for persons with disabilities," *United Nations Office of the High Commissioner on Human Rights*.
[146] "An inclusive digital economy for people with disabilities," *ILO Global Business, Disability Network and Fundaciòn One*, February 10, 2021, 5, accessed September 23, 2021, https://www.ilo.org/wcmsp5/groups/public/---dgreports/---gender/documents/publication/wcms_769852.pdf.
[147] "An inclusive digital economy for people with disabilities," *ILO Global Business, Disability Network and Fundaciòn One*.
[148] "An inclusive digital economy for people with disabilities," *ILO Global Business, Disability Network and Fundaciòn One*.
[149] "An inclusive digital economy for people with disabilities," *ILO Global Business, Disability Network and Fundaciòn One*.
[150] "An inclusive digital economy for people with disabilities," *ILO Global Business, Disability Network and Fundaciòn One*.
[151] "An inclusive digital economy for people with disabilities," *ILO Global Business, Disability Network and Fundaciòn One*.
[152] "Persons with disabilities need new roadmap to join future work," *ILO Global Business and Disability Network*, November 21, 2019, accessed September 23, 2021, https://www.ilo.org/global/about-the-ilo/newsroom/news/WCMS_729443/lang--en/index.htm/.

market that is truly equal for everyone.[153] It will be up to the delegates in the ILO to find solutions to eliminate the barriers that people with disabilities face, including the new challenges presented by the transition to a digital workforce. This committee is tasked with finding ways to make the traditional workplace more inclusive for everyone, including those with disabilities, as well as how to create space for inclusion in digital platforms of work.

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[153] "Persons with disabilities need new roadmap to join future work," *ILO Global Business and Disability Network.*

Annotated Bibliography

I. Addressing the Impacts of Automation on the Global Workforce

Chang, Jae-Hee and Phu Huynh, "ASEAN in Transformation: The Future of Jobs at Risk of Automation*,"
International Labour Organization, accessed August 15, 2021,
https://www.ilo.org/wcmsp5/groups/public/---ed_dialogue/---
act_emp/documents/publication/wcms_579554.pdf.

This publication focuses on the Association of Southeast Asian Nations (ASEAN), particularly the
ASEAN-5, and how automation may be a threat to jobs in the region. While introducing the problem facing
ASEAN states, the authors list numerous key takeaways from the current situation of technological impacts
and introduce strategies for moving forward. Areas of impact and interest include job availability,
technological impact on future manufacturing and service jobs, and who will most likely be affected. While
region-specific, this publication highlights key areas for debate surrounding the topic of automation in the
future workforce.

De Stefano, Valerio, "Working Paper No. 246, Negotiating the Algorithm: Automation, Artificial Intelligence and
Labour Protection*," International Labour Office*, 2018, accessed August 15, 2021,
https://www.ilo.org/wcmsp5/groups/public/---ed_emp/---
emp_policy/documents/publication/wcms_634157.pdf.

Instead of focusing primarily on the debate over an automated workforce in which job loss is the primarily
focus, this working paper attempts to focus on the debate on job quality. In order, it focuses on the
dehumanization risk of automation, artificial intelligence issues with discrimination, the regulation of
certain employment, what rights are necessary to protect and how, and the rights for future work. Thus, the
authors focus more on the humanitarian concerns of developing more of an automated global work force
instead of strictly the debate on statistical potential job insecurity.

Dobrusin, Bruno, "Automation will Change the World of Work – but Probably for the Better," *World Economic
Forum*, January 15, 2019, Accessed August 15, 2021, https://www.weforum.org/agenda/2019/01/rewriting-
the-future-of-work.

This article challenges the assumption in the automation debate that the more technologically advanced the
world becomes, the more automation will displace workers. The authors argue that automation does not
necessarily mean that human work enters a state of endangerment. Instead, they contest that human work
could become more productive. They also challenge the assumption that automation will not incur benefits
for workers, but rather politicians and business leaders. The authors even go so far as to contend that
automation is not the most pressing issue faced by laborers.

Ernst, Ekkehard, Rossana Merola, and Daniel Samaan, "ILO Future of Work Research Paper Series, The Economics
of Artificial Intelligence: Implications for the Future of Work," *International Labour Organization*, 2018,
accessed August 15, 2021, https://www.ilo.org/wcmsp5/groups/public/---dgreports/---
cabinet/documents/publication/wcms_647306.pdf.

This paper, which is part of the larger *ILO Future of Work Research Paper Series,* narrowly focuses on the
specific implications that artificial intelligence has on workforces for the future. The authors weigh the
differences of new-age automation advances with artificial intelligence as opposed to other technological
advances made in the past. They show both positive and negative sides of the debate, arguing both that
productivity has the potential to vastly increase, especially in developing Member States, but also that more
inequalities could arise if measures are not taken to ensure that broad levels of technological benefits are
shared. The authors go on to warn that policymakers must be wary of all potential outcomes when dealing
with more artificial intelligence in new technologies.

"Frontier Issues: The Impact of the technological revolution on labour markets and income distribution," *United Nations,* July 31, 2017, accessed November 12, 2021, https://www.un.org/development/desa/dpad/wp-content/uploads/sites/45/publication/2017_Aug_Frontier-Issues-1.pdf.

Prepared by the United Nations (UN) Department of Economic and Social Affairs, this study helps further highlight the concerns that technological innovation will have on the global workforce including unemployment, suppressed wages and greater inequality. This study as well indicates as mentioned in the topic that the solution has not yet been found but potentially with "the right policy mix and institutional arrangements [we] can ensure that the benefits of innovation are shared broadly." This study is an evidence-based analysis that helps correlate recent technological progress, labour markets and inequality which will be a great tool for delegates in their research and preparation for the conference.

II. Improving Inclusivity of Disabled Workers into the Future Labor Market

Datta, Namita and Sunamika Singh. "Five Reasons Why Digital Work May Help Promote Inclusion of Youth with Disabilities." *World Bank Blogs,* May 18, 2021, accessed August 4, 2021, https://blogs.worldbank.org/jobs/five-reasons-why-digital-work-may-help-promote-inclusion-youth-disabilities.

The World Bank suggests how digital workplaces, which have increased around the world due to the COVID-19 pandemic, may be a positive force for workplace inclusion of persons with disabilities, primarily youthful persons. Some reasons for the potential inclusivity include more remote and flexible jobs, more assistive technologies, and entrepreneurship available amongst others. While the COVID-19 virus and its variants are still prevalent in our society at the time of writing, digital workplaces seem to be here to stay.

"Making the Future of Work Inclusive of People with Disabilities," *Fundación ONCE and the International Labour Organization Global Business and Disability Network*, accessed August 4, 2021, https://www.ilo.org/wcmsp5/groups/public/---ed_emp/---ifp_skills/documents/publication/wcms_729457.pdf.

This publication gives an extensive overview of the situation of labor market entrance for people with disabilities and the challenges facing better inclusivity. The authors highlight megatrends in the future of workplaces and examine how they relate to persons with disabilities. These megatrends include the current and evolving technological revolution, the workplace skills revolution, and cultural, demographic, and climate changes that have begun and will continue to affect the workplace. The authors then provide a roadmap for future inclusive practices and certain key objectives that should be met.

"Sustainable Development Goals (SDGs) and Disability," *United Nations*, accessed August 4, 2021, https://www.un.org/development/desa/disabilities/about-us/sustainable-development-goals-sdgs-and-disability.html.

The 17 Sustainable Development Goals (SDGs) listed by the UN conscientiously includes inclusive language that incorporates persons with disabilities into global goals. As this article shows, some sustainable needs to implement for disabled persons to succeed include: quality education (Goal 4), decent work and economic growth (Goal 8), reduced inequalities (Goal 10), sustainable cities and communities (Goal 11), and partnerships for the goals (Goal 17). It shows that the United Nations is committed to provide inclusivity measures in sustainable practices for the future and provides policy goals for Member States to strategize around meeting.

"The 2030 Agenda: The Inclusion of Persons with Disabilities," *International Disability and Development Consortium and the International Disability Alliance*, accessed August 4, 2021, https://www.iddcconsortium.net/blog/librairie/2030-agenda-toolkit/.

This toolkit, in presentation-viewing form from the International Disability and Development Consortium (IDDC) and the International Disability Alliance (IDA) gives a comprehensive guide to how persons with disabilities can be included in the 2030 (Sustainable Development) Agenda. It speaks to how the overarching principle of the 2030 Agenda is to "leave no one behind." Therefore, measures taken to fulfill the goals of the 2030 Agenda must be mindful of its effect on persons with disabilities. Hence, the IDDC and IDA outline how this can be avoided and what precautions should be taken.

"United Nations Disability Inclusion Strategy," *United Nations*, accessed October 31, 2021,
https://www.un.org/en/content/disabilitystrategy/assets/documentation/UN_Disability_Inclusion_Strategy_english.pdf.

The UN Disability Inclusion Strategy is a great source for delegates in their research at it helps provide "the foundation for sustainable and transformative progress on disability inclusion through all pillars of the work of the United Nations." This key document establishes at the highest level the commitment and vision for the UN on inclusion for the next decade and is imperative in the progression of disabled persons as it aims to "create an institutional framework for the implementation of the Convention on the Rights of Persons with Disabilities and the 2030 Agenda for Sustainable Development."