

**Committee:** International Labor Organization (ILO)

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The rapid advancement of technology, particularly in automation and artificial intelligence, has dramatically transformed the global labor market. Nigeria recognizes that these changes bring significant opportunities for economic growth and productivity, but they also pose serious challenges to worker well-being, especially in a country with over 283 million people by 2030 and a high proportion of youth. In a country where 40% of the population is under the age of 14, these shifts in the economy can either create opportunities or deepen inequalities.

Nigeria acknowledges that technological innovations, such as those in information technology and telecommunications, have the potential to improve workplace well-being by increasing efficiency and reducing the physical effort of repetitive tasks. However, these benefits are not equally distributed. In sectors like agriculture, manufacturing, and service industries, which employ millions of Nigerians, automation has already led to significant job losses. This is especially concerning in a country where these sectors are the backbone of the economy. Many displaced workers face difficulties transitioning into new roles due to limited access to education and reskilling opportunities, exacerbating unemployment and poverty.

The unemployment rate in Nigeria, which was around 33% in 2020, remains an important concern in 2030. This high rate of joblessness, compounded by the displacement caused by automation, is a source of social unrest and instability, particularly among the youth. The Nigerian government, in line with the African Union's Agenda 2063, aims to build a modern economy that can absorb the growing population by developing new sectors and enhancing job creation. Yet, without coordinated efforts to reskill the workforce, the transition to a technologically driven economy risks leaving millions behind, increasing poverty and social exclusion.

Nigeria believes that the International Labor Organization (ILO) has a crucial role to play in ensuring that the global shift toward advanced technologies is managed in a way that protects workers' rights and dignity. In accordance with the ILO's Centenary Declaration for the Future of Work (2019), Nigeria advocates for a human-centered approach to technological development. This involves creating policy frameworks that prioritize decent work, reskilling, and access to lifelong learning to ensure that workers can adapt to new industries. Nigeria's National Social Investment Program (NSIP) reflects our commitment to social protection and skill development, particularly for the most vulnerable populations. Expanding these programs will be essential as more jobs become automated.

In addition to reskilling, Nigeria emphasizes the need for mental health support for workers affected by job displacement. The psychological impact of losing traditional job roles and facing job insecurity can lead to stress, anxiety, and feelings of uselessness. These mental health challenges are often overlooked in discussions about technological disruption, but they are critical to addressing worker well-being. Nigeria calls on the ILO and other member states to incorporate mental health services into labor policies, as part of a broader commitment to decent work.

The impact of these technological disruptions is particularly stark in rural areas, where agriculture remains a primary source of employment. As automation reduces the need for labor in agriculture, rural communities face increased poverty and displacement. Nigeria's agrarian reform program, which includes expanding access to solar energy to aid irrigation and improve agricultural productivity, is one way the government is attempting to mitigate these effects. However, more comprehensive international support is needed to ensure that rural economies are not left behind in the technological transition.

In conclusion, Nigeria stresses that while technological advancement presents opportunities for improving workplace efficiency and economic growth, it must be managed carefully to avoid deepening social inequalities and job displacement. The focus must remain on policies that promote

decent work, protect vulnerable workers, and ensure that the benefits of technological progress are shared by all. The International Labor Organisation must lead global efforts to create a future where workers' rights, security, and mental well-being are safeguarded, and where every individual, regardless of their socioeconomic background, can thrive in the evolving world of work. Through a commitment to social justice, reskilling, and inclusive growth, Nigeria believes that the negative impacts of technological disruption can be mitigated, ensuring a more equitable and prosperous future for all.