

Committee: International Labour Organisation

Issue: Training and practicing the progressions of 2030

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In the year 2030, the African region has encountered a wide range of both challenges and opportunities shaped by economic development, regional conflicts, and environmental issues. This paper will examine the different scenarios, including the economic advancement of various countries, disputes among the Nile states, peace initiatives in the Democratic Republic of Congo (DRC), insecurity in the Sahel region, and the natural disasters in Mozambique. As well as this, it will discuss the increasing use and implementation of artificial intelligence in the workforce, the possible implementation of the UBI and, lastly, the possible discrimination against mental health issues that arise in workplaces. Examining these scenarios could lead to a better understanding of Africa's evolving geopolitical dynamics and the implications for governance, security, and socio-economic development.

The International Trade Union Confederation of Africa is aware of countries showing strong economic growth, particularly Kenya, Uganda and Ethiopia, as well as the implementation of regional trade agreements, thus necessitating effective governance as well as regional collaboration. Nonetheless, there remain tensions among Nile states, specifically between Ethiopia and Egypt, which, due to the shared issue with resource management and water scarcity, will require prioritisation of diplomatic engagement to resolve disputes over water rights but simultaneously of sustainable water management practices to be put into place, as well as the taking into account of ethical considerations regarding this, peaceful cooperation being a key factor for this to succeed.

Due to the newfound peace in the Democratic Republic of Congo and a peaceful North Kivu, opportunities will arise for rebuilding infrastructure and restoring governance, the success of this operation also having the possibility to act as a blueprint for future peacekeeping efforts. However, on the other hand, the instability in the Sahel region due to factors such as terrorism, conflict between herders and farmers, and a worsening food crisis must be resolved through governance and security, addressing governance failures and working to prevent terrorism, but also the application and call for humanitarian aid and development initiatives to confront the needs of the populations. An oil spill which occurred in Mozambique devastates the country's coastal ecosystems and impacts neighbouring regions such as Comoros and Mauritania. Environmental disasters too require regional cooperation and also environmental governance to employ disaster response strategies and prioritise environmental protections.

The ITUC Africa estimates that, in 2030, \$1.2 trillion of the \$15.7 trillion made of the contributions from AI and technology could have been generated in Africa, meaning a 5.6 percent increase in the continent's gross domestic product, meaning countries in Africa can have enough resources to increase and improve development, this being the reason for which we strongly encourage the continued use of artificial intelligence. However, whilst it is encouraged, regulations and ethical frameworks must nonetheless be initiated to ensure a controlled growth in its use.

To continue, the implementation of Universal Basic income, whilst it could reduce poverty and income inequality between people with differing wages, cannot occur without the correct funding, the continent taking action to seek international aid but also being forced to take measures such as raising tax. Furthermore, the ITUC Africa is aware that a rapid, large increase of GDP could lead to a spiraling

increase in inflation, resulting in an even worse economic and monetary status and leaving the population with even lower levels of income, thus making the continent even more reluctant to employ the UBI.

Lastly, due to stigma, cultural misconceptions and lack of awareness, there continues to be widespread discrimination against individuals living with mental health conditions, this affecting employees' various aspects of life such as access to healthcare, employment, education, and social inclusion. The ITUC Africa is mindful of the need to resolve these issues as they contribute to a negative workplace and one unsuitable or unsafe for workers, the discrimination stemming from moral judgements but also underfunded mental health services, making funding key to educate nations about mental health and make mental health services readily available.

In sum, Africa's path in 2030 is defined by economic growth, regional challenges, and social needs. Economic progress and peace initiatives bring opportunity, while resource disputes and insecurity demand stronger governance. Technological advances, environmental crises, and initiatives like Universal Basic Income highlight the need for ethical, inclusive frameworks. Africa's future success depends on balancing growth with responsible, cooperative governance.