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The CSI is conscious that rapid changes in artificial intelligence, automation, and digitalization bring opportunities and challenges to workers throughout the Americas. These changes require robust frameworks for lifelong learning in order to position workers for the jobs of the future. But this transition needs to be inclusive, with consideration for social inequalities, climate change, and mental health concerns, so such a future is just and equal to all workers and even the most marginalised groups of indigenous communities, women, and racial minorities.

The position of the future of work with a focus on human resources and development is at the heart of ILO Convention 142, which seeks continuing training in skills, and in the ILO Declaration on Fundamental Principles and Rights at Work, demanding equal opportunity in education and decent work. With the future of AI impacting work already becoming a reality, it is worth noting that vulnerable communities are being more highly impacted both by automation and climate crises. It affects indigenous peoples, for example, who are heavily dependent on agriculture and natural resources. The climate crisis, characterised by extreme weather conditions coupled with degradation to the natural environment, has destroyed livelihoods in countries such as Bolivia and Guatemala, whose labour forces have had a big component relying on subsistence farming, thus throwing them into abject poverty and further inequality. CSI advocates for the inclusion of climate justice in future job training policy for the just transition of workers in industries affected by climate change.

Moreover, gender and racial equality continues to be part of the barrier to full workforce equality. Women-particularly those from indigenous and Afro descendent communities-are underrepresented in growth sectors due to the gender pay gap and poor conditions for training in technology and STEM fields. CSI wholeheartedly supports initiatives such as the SDG 5 for Gender Equality, calling for policies that reduce barriers and increase participation in the digital economy by especially marginalised groups. Targeted policies can do more in the countries of Brazil and Mexico to promote better gender and racial equity in the emerging job sectors.

In the face of the increasingly automated industries, for example, CSI seems to believe that Universal Basic Income (UBI) can be a very strong instrument in restoring economic inequalities. It would give economic security to the workers who became victims of automation and disruption of climate so that they can seek retraining, entrepreneurial opportunities, or other avenues toward employment without immediately facing the prospect of income insecurity. UBI has made good progress, in countries like Canada, by reducing poverty and unemployment; hence, CSI supports its expanded use in the region to help social equality and economic security.

Another pressing matter is that of workplace mental health. Teleworking, along with strong pressures for an ever-more digital economy, has continued to increase stress, anxiety, and burnout among workers. The other major issue is that of mental health at work. Similarly, CSI calls for better protection in terms of mental health, comprising comprehensive policies at the workplace that focus on well-being and hence guarantee workers' ability to prosper in the job market of the future without losing a healthy private life.

In sum, the training for the jobs of 2030 in the context of the CSI calls for a holistic and intersectional response that meets at the crossroads of entwined matters of gender and racial inequality, climate

change, and mental health. Universal Basic Income (UBI), climate justice, and protection of mental health are some of the basic building blocks towards which a sustainable and equitable workforce should be directed. In so doing, these steps have the potential to enable us to make this shift in the global job market both technologically progressive and socially just, leaving no worker or community behind.