

**Committee:** International Labour Organization

**Issue:** Training and practicing the professions of 2030

**Author:** Mexico

In 2030, the United Mexican States considers the rise of Artificial Intelligence and automation not only beneficial but fundamentally essential. It enhances productivity, boosts economic growth and keeps Mexico a global competitor. As a country with an aging population, automation arises as a solution to counteract workforce issues and shortages. However, we recognize that the swift advancement of AI is transforming the job market, thereby impacting its workforce. Furthermore, despite concerns, automation does not majorly disrupt Mexico's workforce as our economy is not solely dependent on its industrial sector but rather services, particularly tourism.

Rather than seeing the age of technological advancements as a threat to employment, Mexico has adopted an optimistic standpoint as automation creates an opportunity to transition low-skill jobs into higher value positions. This will benefit the general population as wages will increase. We continue to urge industries to invest in technology and upskill workers to manage and complement automated systems. Mexico invests dearly into education to help its workforce adapt graduating over 13,000 engineering students in 2023. Innovation drives economic strength, and transforming its workforce is a necessity. Education is the foundation of change and growth, and in today's evolving global society, we must take active steps to promote it. The Mexican government has invested and continues to invest into programs such as the "Youth building the future" which aims to provide young people (ages 18-29) who aren't enrolled in school or are unemployed with work experience. The government partners up with companies to offer these work experiences and pays the participant a monthly stipend to minimize youth poverty and unemployment and train them for the job market in an effort to upskill the work force. We believe that such programs should be available on a global scale and propose to create a joint private education initiative aimed at bridging the skills gap and aligning educational outcomes with market needs, particularly in developing economies.

While Universal Base Income (UBI) has been discussed as a means of reducing poverty, implementing such a large-scale financial aid program, is challenging for a territory like Mexico's. With our relatively low tax collection rates, funding such a program is extremely difficult as it requires a thorough reallocation of our national budget. Increasing taxes can be politically sensitive as it is likely to receive resistance from political parties, business interests or even a part of the population who would view it as an expensive project. More than 50% of Mexico's workforce operates in the informal economy so implementing UBI program would extend to a large part of the population. As an alternative, Mexico prioritizes targeted economic and educational investments to lift workers out of poverty through opportunity rather than direct financial aid.

Addressing the informal economy is crucial for our nation's economic development, given that it comprises over half of the Mexican workforce. Recognizing that many informal workers lack access to social benefits, the government promotes programs that facilitate the transition from informal to formal employment through tax incentives and streamlined registration processes for small and micro-businesses. Additionally, we support affordable, voluntary social security options for informal workers, allowing them to access basic healthcare and retirement savings without high mandatory contributions. By gradually formalizing this sector, we aim to improve income stability, worker protection, and access to benefits while increasing our tax base to support sustainable economic growth.

Considering the ongoing wage gaps and gender inequality, Mexico is committed to addressing this issue by promoting women's economic empowerment through voluntary, business-led initiatives that offer fair wages and equal opportunities for advancements. We propose that businesses be incentivized through tax benefits to adopt family-friendly policies, flexible work options, and transparent pay structures, empowering any individual who feels discriminated to participate in high-demand fields and rise into leadership roles. Additionally, we will continue supporting career training and mentorship programs, particularly in STEM fields, so we can aim to close the gender gap in high-paying sectors.

The wellbeing of a workforce is at the core of any functioning economy. With the evolving job market and AI reshaping job demands, we believe companies should promote mental wellness programs within them. We encourage businesses to offer mental health support, including counseling services, stress management workshops, and flexible work hours. To improve access to mental health services in rural areas, we invest in telehealth and partner with private providers, ensuring that mental health resources are affordable and readily available. Our government emphasizes a collaborative approach that aligns workforce well-being with economic productivity, viewing both mental health as a critical factor for both individual and national resilience in an era of technological change. As far as automation goes, we believe it is beneficial to the workforce and its mental well-being. Automation can reduce human error and the need for humans to perform dangerous, repetitive or physically demanding tasks for a low wage in our industrial sector such as in the maquiladoras. It decreases workplace injuries in sectors such as manufacturing, mining and construction. It improves worker safety and reduces health related costs. It can also replace repetitive and physically demanding jobs for ones that require knowledge and understanding, freeing workers to take on more meaningful tasks and skills. This improves overall job satisfaction and quality of life for workers.

Mexico continues to face challenges alongside other Latin American countries posed by cartel violence and organized crime. The Mexican government acknowledges that these issues pose significant obstacles to economic stability, workforce well-being, and foreign investment. Cartel-related violence destabilizes communities, undermines lawful industries, and deters both domestic and international businesses from investing in high-potential regions. To counteract this, the government prioritizes a strong, security-focused approach combined with advanced technology. We propose automation be used in areas such as national security, border control and public services especially for countries dealing with severe cartel issues as Mexico faces. Recognizing that cartel influence is particularly damaging in regions where economic opportunities are limited, the government also promotes job creating programs and educational initiatives to provide young people with viable alternatives to cartel involvement.

In conclusion, Mexico is ready to engage in discussions alongside the ILO and other international partners about automation and its effects, focusing on economic growth, job creation, and maintaining nation sovereignty while ensuring a smooth transition to a more automated economy.