

QTMUN



International Labor Organization

DIRECTOR

Vidur Channa

MODERATOR

Kenzie Pilling

VICE-DIRECTOR

Carley Moore

Content Disclaimer

At its core, Model United Nations (MUN) is a simulatory exercise of diplomatically embodying, presenting, hearing, dissecting, and negotiating various perspectives in debate. Such an exercise offers opportunities for delegates to meaningfully explore possibilities for conflict resolution on various issues and their complex, even controversial dimensions—which, we recognize, may be emotionally and intellectually challenging to engage with.

As UTMUN seeks to provide an enriching educational experience that facilitates understanding of the real-world implications of issues, our committees' contents may necessarily involve sensitive or controversial subject matter strictly for academic purposes. We ask for delegates to be respectful, professional, tactful, and diplomatic when engaging with all committee content, representing their assigned country's or character's position, communicating with staff and other delegates, and responding to opposing viewpoints.

The below content warning is meant to warn you of potentially sensitive or triggering topics that are present in the formal content of this background guide, as well as content that may appear in other aspects of committee (e.g., debate, crisis updates, directives), so that you can either prepare yourself before reading this background guide or opt-out of reading it entirely

This background guide presents topics that might be potentially distressing to delegates, including sexism, racism, classism and the ongoing COVID-19 global pandemic.

If, because of this committee's content warning, you wish to request switching committees and you registered with UTMUN as

- a) part of a group delegation, please contact your faculty advisor and/or head delegate with your concerns and request.
- b) an individual delegate, please email our Director of Academics at academics@utmun.org with a brief explanation of your concerns based on this committee's content warning and your request to switch. You will be contacted shortly regarding your request.

UTMUN Policies

We ask for your cooperation in maintaining order, both inside and outside of committee session, so that we may provide a professional, safe, inclusive, and educational conference.

Throughout the conference, please note that delegates shall only:

1. Wear Western Business Attire (i.e., no costumes, no casual wear)
2. Embody their assigned country's/character's position, not their mannerisms (e.g., no accents, no props)
3. Opt for diplomatic, respectful, and tactful speech and phrasing of ideas, including notes (e.g., no foul language, suggestive remarks, or obscene body language)
4. Make decisions that contribute to a professional, safe, inclusive, and educational space for debate

The rest of our conference policies can be found on our website.

By attending all or part of a UTMUN conference, attendees agree to abide by all of our conference policies.

Furthermore, delegates' efforts to contribute to a culture of collaboration, inclusivity, and equity at our conference, both inside and outside of committee session, will be considered by the dais and Secretariat when determining conference scholarships and committee awards.

In cases of failing to adhere to any of UTMUN's policies, the Secretariat reserves the right to take any action it deems necessary, including rendering delegates ineligible for awards, taking disciplinary action, and prohibiting delegates from participating further in the conference.

Equity Concerns and Accessibility Needs

UTMUN 2021's Secretariat and Staff are committed to ensuring every attendee has an enjoyable, comfortable, and safe experience and is able to participate fully and positively at our conference.

If you have any equity concerns (e.g., concerns about barriers to participation) or accessibility needs now or during the conference, please do not hesitate to contact your committees' dais and/or our Director of Academics at academics@utmun.org.

Contents

Content Disclaimer	2
UTMUN Policies	3
Equity Concerns and Accessibility Needs	3
Topic A: Fourth Industrial Revolution	4
Introduction	4
New Technologies	4
Retraining and Upskilling	5
Comparisons to the Second and Third Industrial Revolutions	6
Case Study - Example of failed policy at adapting to new technology	6
Questions to Consider	7
Topic B: Wealth Inequality	8
Introduction	8
Background	8
Corporate Political Power Across Industries	8
The Fall of Trade Unions	9
Antitrust & Corruption	11
The Case of Neo-Colonialism	12
Current UN Involvement & Future Expectations	12
Questions to Consider	13
Topic C: Residual COVID-19 Impacts	14
Introduction	14
Essential and Non-Essential Workers	14
Racial Inequality Globally	15
Gender Inequality Globally	15
Age Inequality Globally	15

Long-term Implications	16
Case Study - Intervention in the Economy, and the New Deal	16
Case study - The Spanish Flu, and the Economy of the late 1910s	17
Questions to Consider	18
Advice for Research and Preparation	19
Topic A Key Resources	20
Topic B Key Resources	20
Topic C Key Resources	21
Bibliography	22
Topic A	22
Topic B	22
Topic C	24

Dear Delegates,

It is my pleasure to welcome you to the International Labor Organization at UTMUN 2021! My name is Vidur Channa and I am a second year majoring in Economics and Public Policy, with a focus in Data Analytics. As the director for this committee, I am eager to see how you will overcome some of the greatest challenges that we are facing as a society today. As a dais, we have been working hard to ensure that debate is engaging and that you walk away from this committee having learned something new!

Technology has been evolving at an ever increasing pace in the world, with many new threats arising from the rapid development of human substitutes in the workplace. Many jobs are at risk in the coming decades due to the rise of artificial intelligence and cyber physical systems, and many countries lack policy guidelines to stymie the outflow of this employment. Concurrently, the financial power of the world's elites has dramatically risen and coincided with the political power of the world, creating an unequal system that supports the wealthy and sees the poor fall further into poverty. The combined impact of these trends has led to a world order where those in poverty face systemic unemployment and are losing their future prospects of retaining a tenable standard of living, particularly given the challenges of the ongoing COVID-19 pandemic.

The International Labor Organization (ILO) aims to provide a series of sustainable frameworks for nations around the world to combat these issues and create a policy guide for how to prevent and deal with situations arising from these. The ILO further seeks to ensure access to fair and sustainable employment through accountable and effective institutions at all levels. The UN sustainable goals of reducing inequalities and promoting inclusive and sustainable development and employment for all are in line with the aim of this committee.

Through the tripartite nature of the ILO, the organization acts as a key policy maker in the field of workers' rights and sustainable employment. Providing political direction to the governments, workers' representatives and employers' representatives across the globe, the ILO sets standards for acceptable conditions and fair compensation for workers. These all aim at improving the fundamental principles of what can be considered 'decent' work for labourers across the globe.

The background guide will provide the key information about the debate topics for the committee, but it is expected that you build upon this guide with your own knowledge. Your position papers should be guided by best practices that nations have employed to combat the present issues of inequality and include insights from global leaders on dealing with the fourth industrial revolution alongside the residual impacts of the pandemic. Again, please do research beyond the contents of this guide and I wish you the best of luck in your preparations!

Vidur Channa,
Director, International Labor Organization
vidur.channa@mail.utoronto.ca

Topic A: Fourth Industrial Revolution

Introduction

The first industrial revolution occurred during the 18th and 19th centuries, and was characterized by the rise of the steam engine and the subsequent acceleration of manufacturing.¹ The second industrial revolution occurred during the end of 19th century, and the developed world witnessed the emergence of new power sources— chiefly electricity and gas, heightened demand for steel, and the invention of the automobile and airplane.² The third industrial revolution emerged in the later half of the 20th century with the invention of nuclear energy, but is also largely defined by the prominence of electronics, telecommunications and the digital era.³ We are now in the midst of the fourth industrial revolution (4IR), as coined by professor and economist, Klaus Schwab in 2015. The 4IR is defined by (1) the fusion of physical, digital, and biological identities; (2) the differentiation in speed from the first three industrial revolutions. The 4IR is recognized to be transformative to businesses, the economy, politics and society as a whole.⁴

New Technologies

Key innovations of the fourth industrial revolution are automation, artificial intelligence (AI), and cyber physical systems. AI can be defined as “self-learning” systems, and technologies that learn from experience and complete tasks efficiently.⁵ Digital technologies have become integrated into everyday life— continuously observing, gathering and banking information.⁶ The fourth industrialization has realized an interplay between humans and biotechnologies.

Moreover, it is argued that within international trade, AI will increase productivity and economic growth, leading to more trade opportunities. In particular, AI serves to advance manufacturing economies — particularly blue-collar work, which has resulted in an accelerated rate of unemployment.⁷ Moreover, it is anticipated that 47% of American jobs will be automated by the mid-2030s.⁸ In addition, 72% of those at-risk jobs— such as secretaries and or scheduling work— are held by women.⁹ It is hypothesized that those who remain in the manufacturing business will receive lower pay, which will exacerbate inequality on a global scale.¹⁰ Additionally, the growth rate of economic productivity has been lowered due to the transition period where these technologies

1 Pouspourika, Katerina. “The 4 Industrial Revolutions.” *Institute of Entrepreneurship Development*, June 30, 2019, sec Business. <https://ied.eu/project-updates/the-4-industrial-revolutions>.

2 Ibid.

3 Ibid.

4 Schwab, Klaus. “World Economic Forum Founder Klaus Schwab on the Fourth Industrial Revolution .” *Chicago Council on Global Affairs*, May 13, 2019, lecture. <https://www.youtube.com/watch?v=CVIy3rjuKGY>.

5 Meltzer, Joshua P. “The Impact of Artificial Intelligence on International Trade.” *Brookings*, December 13, 2018, report. <https://www.brookings.edu/research/the-impact-of-artificial-intelligence-on-international-trade/>.

6 Philbeck, Thomas, and Nicholas Davis. “The Fourth Industrial Revolution: Shaping a New Era.” *Journal of International Affairs*, vol. 72, no. 1, 2018, pp. 17–22. JSTOR, www.jstor.org/stable/26588339.

7 Ibid.

8 Press, Gil. “Is AI Going to be a Jobs Killer? New Reports about the Future of Work.” *Forbes*, July 15, 2019, <https://www.forbes.com/sites/gilpress/2019/07/15/is-ai-going-to-be-a-jobs-killer-new-reports-about-the-future-of-work/?sh=7c46b234afb2>.

9 Ibid.

10 “The Impact of Artificial Intelligence on Work: An Evidence Review Prepared for the Royal Society and the British Academy.” *Frontier Economics*, September 2018, pp. 6. <https://royalsociety.org/-/media/policy/projects/ai-and-work/frontier-review-the-impact-of-AI-on-work.pdf>.

are being implemented.¹¹ However, it is likely that jobs for highly educated individuals will be created to train, interpret, and monitor the AI systems.¹²

In order to protect workers and the progress of this field, we must aim to address these concerns, alongside various issues AI presents such as data privacy and surveillance. Current policy recommends implementation of incentivization and protections for whistleblowers which would help alleviate some of these concerns. Furthermore, integration of AI in decision making, verification of systems, and transparent negotiation surrounding AI systems have been suggested as a way to ensure meaningful and successful AI implementation.¹³

Retraining and Upskilling

Upskilling is “the process of learning new skills or of teaching workers new skills”¹⁴ and reskilling is defined as “the process of learning new skills so you can do a different job, or of training people to do a different job.”¹⁵ 800 million jobs are predicted to be automated by 2030, and a majority of executives believe that over 25% of their employees will need to be retrained by 2024.¹⁶ However, only 12% of companies are ready to embrace automation and AI in their everyday workplace.¹⁷

It is suggested that retraining will allow for a smooth transition within the labour force, despite the short-term job loss, will save the economy large sums of money, lead to more effective workers, and will assist in the reintegration of labour.¹⁸

In order to retrain and upskill, education must be made accessible through a variety of platforms— both formally and informally. Often, online quiz sites such as *Kahoot* are used to upskill worker’s knowledge and encourage competitive work environments. However, in the process of retraining and closing skill gaps, an average of 36 training days are required. This has led to the common practice of companies hiring outside talent to replace the workers that they let go, rather than training their existing employees.¹⁹

Organizations such as *Equal Times* argue that not enough infrastructure is being invested into upskilling

11 Meltzer, Joshua P. “The Impact of Artificial Intelligence on International Trade.” *Brookings*, December 13, 2018, report. <https://www.brookings.edu/research/the-impact-of-artificial-intelligence-on-international-trade/>.

12 “The Impact of Artificial Intelligence on Work: An Evidence Review Prepared for the Royal Society and the British Academy.” *Frontier Economics*, September 2018, pp. 46. <https://royalsociety.org/-/media/policy/projects/ai-and-work/frontier-review-the-impact-of-AI-on-work.pdf>.

13 Dafoe, Allan. “AI Governance: A Research Agenda,” last modified July, 2017, pp. 33. <https://www.fhi.ox.ac.uk/wp-content/uploads/GovAI-Agenda.pdf>.

14 “Upskilling Meaning in the Cambridge English Dictionary.” Accessed November 6, 2020. <https://dictionary.cambridge.org/dictionary/english/upskilling>.

15 “Reskilling Meaning in the Cambridge English Dictionary.” Accessed November 6, 2020. <https://dictionary.cambridge.org/dictionary/english/reskilling>

16 Maskey, Sameet. “Retraining and Reskilling Your Workforce in the Wake of AI.” *Forbes*, June 7, 2019. <https://www.forbes.com/sites/forbestechcouncil/2019/06/07/retraining-and-re-skilling-your-workforce-in-the-wake-of-ai/?sh=163cd505484a>.

17 Ibid.

18 Ibid.

19 Jennifer Liu, “120 Million Workers Will Need Retraining Due to AI-but They May Already Have the Skills Employers Want Most,” *CNBC* (CNBC, September 10, 2019), <https://www.cnbc.com/2019/09/10/120m-workers-need-retraining-but-many-already-have-skills-employers-want.html>.

and retraining to accommodate for the jobs lost to automation.²⁰ Automation often leaves workers with poorer working conditions and lower pay. This underfinancing has resulted in a shrinking middle class, and a notable increase in financial inequality and instability.²¹ At this time, there are no community-wide measures to address this shortcoming of the 4IR

Comparisons to the Second and Third Industrial Revolutions

As previously discussed, the second industrial revolution innovated new power sources to allow for mass production and a subsequent decrease in the cost of products and services. The third industrial revolution allowed for global digitalization and the introduction of the internet. Both revolutions are considered to be the product of three factors: (1) a new energy source; (2) a new communication system; (3) a new financial system.

As a result of increased productivity and cheap energy sources, the second industrial revolution saw a significant fall in the prices of goods, leading to a better quality of life for the average person. However, the displacement of people due to machinery resulted in sizable unemployment in commerce and industry. These labourers were displaced by machines that allowed for shipment and product making— as was seen in factories. Arguably, this allowed for new allocations of time, and new innovations, such as better public sanitation systems, which resulted in better health. Moreover, many workers who were previously labourers were upskilled to maintain and guide machinery. Overall, these mechanisms allowed for both skilled and unskilled labour to become more productive and profitable.

The third industrial revolution is chiefly recognized as the introduction of the internet during the mid 1990s. This allowed for global interaction and discussion, crowdfunding, and world-wide connectivity. Moreover, green energy started to take root in effort to move away from environmentally harmful energy sources such as fossil fuels.²² It is debated on whether this revolution created or ended more jobs— while many careers became obsolete with the introduction of 3D printing, these innovations also spawn new STEM industries and modes of production.

Overall, it appears that both the second industrial revolution and the third industrial revolution saw hits to the labour market with the rise of productivity and prominence of machinery. Eventually, new job forces were introduced to encourage maintenance and innovation. Still, it could be argued that each industrial revolution enabled increasing levels of inequality between the upper and lower class. However, will we observe these same patterns with the introduction of AI?

Case Study - Example of failed policy at adapting to new technology

During the COVID-19 pandemic, toll booth workers were replaced with FrasTrak tags which mounted to windshields of San Francisco drivers. These tags would be scanned and have bills sent to the address of the driver's license plate. This resulted in the loss of work for 185 toll booth collectors in Northern California. It is suggested that robots could replace 2 million more workers by 2025. However, the pandemic further incentivized the growth of the AI industry as it helps to mitigate transmission and avoids workplace infection. Moreover, AI is

20 Esther Ortiz, "Retraining and Upskilling: Solutions for the Future of (Human) Work?," Equal Times, July 29, 2019, <https://www.equaltimes.org/retraining-and-upskilling?lang=en>.

21 Ibid.

22 Goncalo de Vasconcelos, "The Third Industrial Revolution -- Internet, Energy And A New Financial System," Forbes (Forbes Magazine, March 5, 2015), <https://www.forbes.com/sites/goncalodevasconcelos/2015/03/04/the-third-industrial-revolution-internet-energy-and-a-new-financial-system/?sh=24e2601a271a>.

more reliable and does not need time off.²³

Toll workers, such as Larry Collins, a Black man who has worked for 23 years at the toll booth are now without work.²⁴ It is important to note that the pandemic and AI disproportionately impacts and disenfranchises the BIPOC population, and leaves many unemployed and reliant on government support and welfare.

Questions to Consider

1. What is my country's current level of AI integration?
2. What impacts did the second and third industrial revolution have on my country?
3. What capacity does my country have to implement AI into manufacturing and the general workforce? Would this be beneficial to my economy? To our politics? To our labourers?
4. Who will benefit most from the integration of AI into the labour force? Who will suffer the most?
5. How can my country collaborate with other countries to advance AI? Is there any room for exploitation of my country in this process?

²³ Alana Semuels, "Machines and AI Are Taking Over Jobs Lost to Coronavirus," Time (Time, August 6, 2020), <https://time.com/5876604/machines-jobs-coronavirus/>.

²⁴ Ibid.

Topic B: Wealth Inequality

Introduction

The growth of wealth inequality in the world has been rampant since the dawn of globalization, but the COVID-19 pandemic has forced this issue into the spotlight. Across the world, inequality has skyrocketed to a point where 1% of the world's population controls approximately 35% of its total wealth.²⁵ Corporate power in addition to various forms of discrimination, such as mysogyny, racism and xenophobia, have all exacerbated this gap, leading to poor workers' rights around the world. The ILO must tackle this wide spectrum of issues and identify the solutions for reducing increased levels of poverty and economically divided societies.

Background

Rising inequality has been a problem since the end of the Second World War, with it playing a larger role in the development of some nations more than others. There are several factors we must break this issue down into, alongside some key definitions. Wealth inequality is the uneven distribution of valuable assets in a population, while income inequality refers to the uneven distribution of income earned.²⁶ Wealth refers to the asset holding of a given population, including land, capital, and financial reserves. Income refers to the money earned by an individual by providing labor or exchanging goods and services in the market.²⁷ There are a plethora of key factors which can be used to discuss inequality in this fashion, but this topic will focus on the role of corporate power, political power, and class divisions.

Corporate Political Power Across Industries

Large corporations have held tremendous amounts of power throughout history, such as the influence of Standard Oil in the early 1900s or the current influence of Big Tech companies such as Alibaba, Alphabet, Apple and many more.²⁸ They typically have the ability to sway government policy decisions in their favor through financial power. This has been done in many nations around the world, where lobbying has pushed governments to act against the interests of their own citizens and instead focus on the multinational corporations investing money into them directly, through policies such as reduced corporate taxes or tax breaks.²⁹ Many of these companies argue that the money they put into regional economies far outweigh any cons of policy decisions they may influence, which is a contentious topic to be covered. Supporters of large multinational companies point to the positive impacts of the companies, including job creation, improved consumer choice and greater investment spending. Their detractors argue that these benefits are not actually in the interest of the

25 World Economic Forum. "Agenda in Focus: Fixing Inequality." Accessed November 10, 2020. <https://www.weforum.org/focus/fixing-inequality/>.

26 Kagan, Julia. "Income." Investopedia. Accessed November 11, 2020. <https://www.investopedia.com/terms/i/income.asp>.

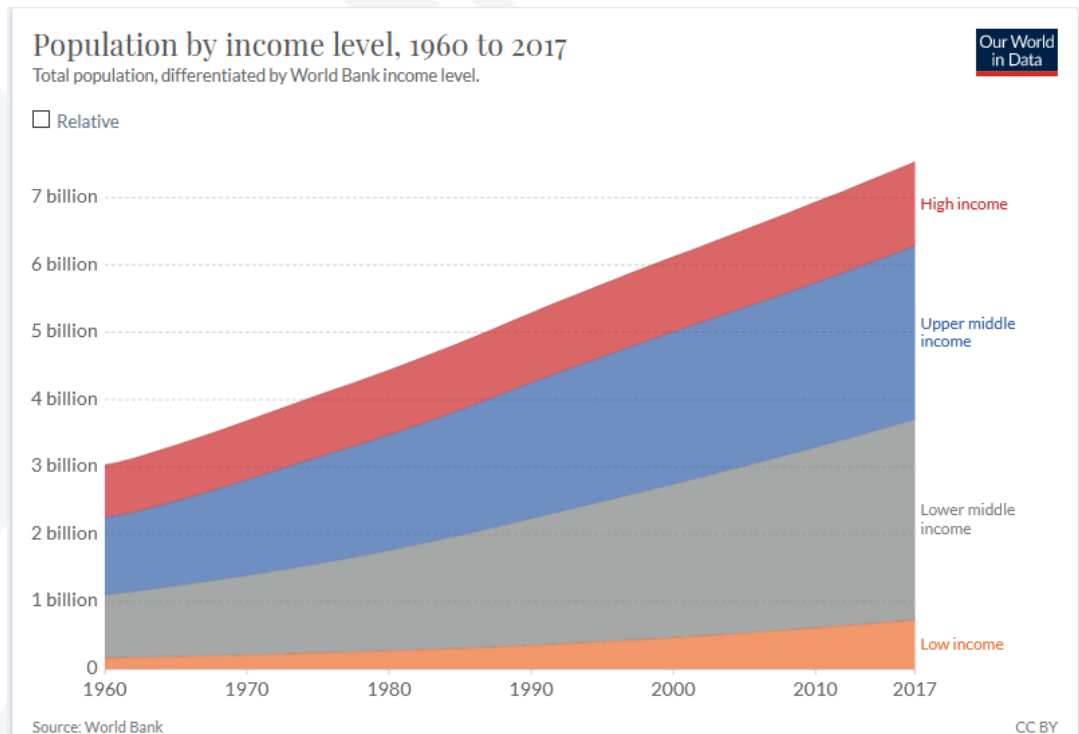
27 Ibid

28 Chakravorti, Bhaskar. "Lawmakers Keen to Break up 'big Tech' like Amazon and Google Need to Realize the World Has Changed a Lot since Microsoft and Standard Oil." The Conversation. <http://theconversation.com/lawmakers-keen-to-break-up-big-tech-like-amazon-and-google-need-to-realize-the-world-has-changed-a-lot-since-microsoft-and-standard-oil-143517>.

29 Rahman, K. Sabeel. "Corporate Power and the Unmaking of American Democracy." The American Prospect, May 16, 2018. <https://prospect.org/api/content/e0512ef3-d281-53da-afd0-7633a1e66772/>.

average worker, who receive meagre compensation at minimum wage, while profits are sent offshore to tax havens or hidden away as losses using accounting techniques.³⁰ To get a clearer picture of their net effects, the overall change in income levels over time can be analyzed at a global and national level.

Below is a graphical illustration demonstrating the change in population over time with respect to income groups, which highlights the growth of the 'Low Income' and 'Lower Middle Income' groups since the 1960s and the stagnant growth of the 'High Income' section.



Source: <https://ourworldindata.org/global-economic-inequality/>

From this, it can be seen that the benefits purported by the supporters of large corporations cannot be seen at the global level and may vary across nations. Although job creation may have occurred, the quality of work has decreased as fair pay and decent working conditions have not increased as dramatically as economic growth has.³¹

The Fall of Trade Unions

Trade unions were groups designated to protect the rights of workers within specific industries, led by members of the working class.³² Unionization levels have drastically fallen since the 1970's, leading to

30 Rahman, K. Sabeel. "Corporate Power and the Unmaking of American Democracy." The American Prospect, May 16, 2018. <https://prospect.org/api/content/e0512ef3-d281-53da-afd0-7633a1e66772/>.

31 Roser, Max. "Global Economic Inequality." Our World in Data, November 24, 2013. <https://ourworldindata.org/global-economic-inequality>.

32 tutor2u. "Trade Unions (Labour Markets)." Text/html. tutor2u. Economics | tutor2u, November 10, 2020. <https://www.tutor2u.net/>. <https://www.tutor2u.net/economics/reference/labour-market-trade-unions>.

the exploitation of many workers in the name of economic growth and development.³³ Basic rights such as healthcare coverage, equal pay and safe working conditions were left to the free market to decide and caused a sharp decline in the growth rate of minimum wages globally. Adjusting for inflation, many countries face vast purchasing power discrepancies between older and newer generations of workers, of whom many are straddled with large debts to pay off. Increasingly, we have also seen a large gap in the level of productivity and the level of associated pay. Technology has improved the productivity of the average worker, but their compensation for the rise in outputs has not been met proportionately.

Additionally, the differences in workers' rights in between small businesses and larger corporations have become more pronounced, as people have become easily replaceable by machinery and tend to work for lower wages to make up for it. The demand for labor has decreased leading to an excess of supply which the market has adjusted for by lowering wages to the absolute minimum where government regulations allow.³⁴ Another factor in this equation is the protections of part-time and contract workers, who are not guaranteed the same rights as full time employees. When crises such as the COVID-19 pandemic occur, these workers are the first to be fired and this is problematic, as they do not enjoy the benefits of being furloughed like full time employees do in some advanced nations.³⁵ The lack of unionization and collective bargaining has significantly reduced the power of individual workers in getting more rights, but there have been some benefits.

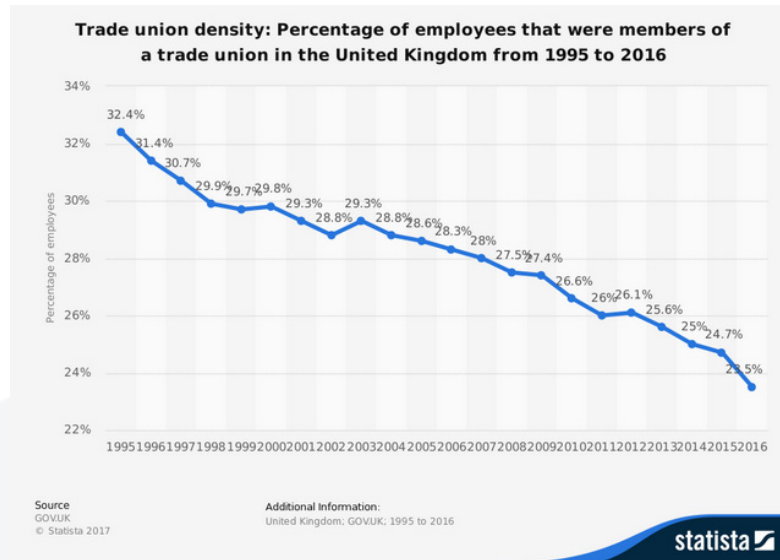
Reduced unionization has allowed companies to select the most productive employees and let go of those who actively reduced workplace productivity, as well as those who cause problems without extensive legal red tape. It also fosters a merit-based environment where workers do not feel that they are entitled to promotions based on length of tenure, instead focused on actual output and value created.³⁶ Due to this, companies have actively lobbied against unions and in countries such as the United Kingdom we have seen dramatic decreases in union membership, as seen in the graphic below.

33 Topping, Alexandra. "Trade Union Membership Has Plunged to All-Time Low, Says DBEIS." *The Guardian*, June 1, 2017, sec. Politics. <https://www.theguardian.com/politics/2017/jun/01/union-membership-has-plunged-to-an-all-time-low-says-ons>.

34 "ILO Highlights Global Challenge to Trade Unions." Press release, November 4, 1997. http://www.ilo.org/global/about-the-ilo/newsroom/news/WCMS_008032/lang-en/index.htm.

35 World Economic Forum. "Coronavirus: What Does 'furlough' Mean and How Will It Affect Workers Worldwide?" Accessed November 11, 2020. <https://www.weforum.org/agenda/2020/04/covid19-furlough-employers-workers-support-global/>.

36 Topping, Alexandra. "Trade Union Membership Has Plunged to All-Time Low, Says DBEIS." *The Guardian*, June 1, 2017, sec. Politics. <https://www.theguardian.com/politics/2017/jun/01/union-membership-has-plunged-to-an-all-time-low-says-ons>.



Source: <https://www.tutor2u.net/economics/reference/labour-market-trade-unions>

Antitrust & Corruption

Corporate monopolies and oligopolies have traditionally been reigned in by one type of policy which breaks up dominant firms in an industry, which is known as anti-trust regulation.³⁷ Looking at the break-up of Standard Oil in America at the turn of the 20th Century, we can see that monopolies have been problematic for governments for a long time, but have recently spiralled out of control with no limiting mechanisms to keep them in check. Defining monopolies is also particularly tricky, as many attempts by governments to break them up have been stalled by vague market definitions which allow them to legally proceed with tactics such as predatory pricing, installing high barriers to entry and locking products behind proprietary walls.³⁸ These end up hurting workers and increasing inequality as well, as an uncompetitive market causes inefficient production and the exploitation of the target audience, as can be seen in pharmaceuticals in the USA, Diamonds in South Africa, Vitamin C in China and LCD Glass in the global market.³⁹ These monopolies operate with top heavy structures where the C-Suite receives the benefits of the immense profits and shareholders derive the remaining derivatives, whilst workers receive minimum wage compensation.⁴⁰

Additionally, many nations act as offshore hubs for companies to register their taxes and pay rates relevant to completely different areas than where they operate. For these nations, this policy has been extremely beneficial and has led to the affluence of many wealthy micro-states, whereas the countries where these corporations operate face large tax revenue deficits. This form of tax evasion has been taken to court in the European Union, regarding the case of Apple and its tax payments to Ireland where it was met with fierce legal

37 Chen, James. "Understanding Antitrust Laws." Investopedia. Accessed November 11, 2020. <https://www.investopedia.com/ask/answers/09/antitrust-law.asp>.

38 Open Markets Institute. "Monopoly by the Numbers." Accessed November 11, 2020. <https://www.openmarketsinstitute.org/learn/monopoly-by-the-numbers>.

39 Ibid

40 Ibid

resistance, demonstrating the power of the corporation as it took a nation head-on.⁴¹

The Case of Neo-Colonialism

Some states have been accused of leveraging their financial power over others in a manner which is not conducive to the UN Sustainable Development Goals and actively harm the rights of workers. Projects such as the One Belt, One Road initiative by The People's Republic of China have received complaints of unfair conditions attached to aid leading to early foreclosures and the secession of some land or power to the nation.⁴² Five cases of this power dominance have already been reported, whereby Djibouti, Namibia, Pakistan, Greece and Sri Lanka have had to concede land for Chinese military installations, increasing their presence within the respective regions.⁴³ They also utilize soft power⁴⁴, which can be understood as "the ability to get what you want through attraction rather than coercion or payments"⁴⁵ which in conjunction with conditional aid allows China to exert greater power over these nations. Member nations of the UN have raised concerns about the conditions of the aid being given out by China, as many of the foreclosures have created job losses within the local economies, causing domestic workers to suffer.

However, there are other historical cases which have come under scrutiny as possible cases of neo-colonialism as well. The intervention undertaken by the United States in Latin America stands as a prudent example, as well as the Russian Federation's interventions in the Middle East and Asia.⁴⁶ Although there is no strong definition for neo-colonialism, the fears of unwanted political dominion over another sovereign state through financial power are a real threat that many developing nations are facing.

Current UN Involvement & Future Expectations

Currently, the ILO has put forward a set of policy proposals which pertain to solving inequality at its root. These policies call for the "promotion of job creation, fiscal redistribution through taxes, collective bargaining, minimum wages and special attention to disadvantaged groups of workers".⁴⁷ Furthermore, there have been case studies within India, South Africa, Mexico and Brazil where direct employment and cash transfers have aided the

41 "Apple Has €13bn Irish Tax Bill Overturned." BBC News, July 15, 2020, sec. Business. <https://www.bbc.com/news/business-53416206>.

42 "China: A Scary Glimpse into How China's OBOR Can Ruin Small Countries - The Economic Times." Accessed November 11, 2020. <https://economictimes.indiatimes.com/news/defence/a-scary-glimpse-into-how-chinas-obor-can-ruin-small-countries/articleshow/60173526.cms?from=mdr>.

43 Africa Center for Strategic Studies. "Implications for Africa from China's One Belt One Road Strategy." Accessed November 11, 2020. <https://africacenter.org/spotlight/implications-for-africa-china-one-belt-one-road-strategy/>.

44 "Foreign Students and China's Soft Power: The Case of Uganda." Accessed November 14, 2020. <https://thediplomat.com/2020/01/foreign-students-and-chinas-soft-power-the-case-of-uganda/>.

45 Barrech, Dost Muhammad. "Chinese Soft Power Winning Hearts and Minds." *Modern Diplomacy* (blog), June 4, 2020. <https://moderndiplomacy.eu/2020/06/04/chinese-soft-power-winning-hearts-and-minds/>.

46 Jamestown. "Moscow's Neo-Colonial Enterprise Running Into Difficulties in Central African Republic." Accessed November 11, 2020. <https://jamestown.org/program/moscows-neo-colonial-enterprise-running-into-difficulties-in-central-african-republic/>.

47 "6. Equality (Decent Work for Sustainable Development (DW4SD) Resource Platform)." Accessed November 11, 2020. <https://www.ilo.org/global/topics/dw4sd/themes/equality/lang-en/index.htm>.

lower income groups which can be used as strong references.⁴⁸ The ILO as a committee must now come up with a strong resolution which covers the following areas: promotion of corporate responsibility, supporting national structures of tackling inequality, prevention of corruption through financial power, and protecting workers' rights.

Questions to Consider

1. To what extent does the burden of fixing economic inequality fall upon large multinational corporations?
2. How can governments channel the power of large corporations to benefit citizens?
3. What resources will be needed to deal with corruption at a corporate level in politics?
4. How is inequality changing with the rise of a powerful 'Billionaire' class?
5. How can the UN Sustainable Development Goal of reduced poverty be acted upon through inequality preventing measures?
6. Are there ways to prevent wealth inequality from occurring in the first place?

48 Ibid

Topic C: Residual COVID-19 Impacts

Introduction

The COVID-19 Pandemic has radically changed the modern world in the past few months, with more than a million deaths, and nearly all national economies sliding into recession. The pandemic has brought existing socio-economic issues into the limelight and created economic conditions not seen for more than a century. Moving forward, humanity must continue to confront this threat, but how we move forward as an international community is to be decided. How will humanity deal with economic issues regarding marginalized groups, migrant workers, employment loss, failing small businesses, essential services, and more? How will you as delegates work to improve the lives of all of humanity during this crisis?

Essential and Non-Essential Workers

The pandemic has affected people of different classes, races and ethnicities in distinct ways. There is also a particular point of difference between the essential and frontline workers, and the non-essential workers.

For the purposes of the UTMUN's ILO, workers of the following industries are broadly considered "frontline workers": grocers, food, convenience stores, drug stores, transportation, postal service, delivery, builders, cleaners, healthcare workers, childcare, and social service workers.⁴⁹ This is the same criteria used by the Office of Comptroller of New York City.⁵⁰ Most societies can broadly be divided into those who work in frontline essential work, and those who do not.

Different problems have arisen due to the pandemic in each respective sector of global economies. Frontline workers have found themselves in especially dangerous situations, due to the necessity of high amounts of physical interaction with the general public. While these positions may bring employment, they also bring great risk to workers and their families. And the existing inequitable systems endured by essential workers have been laid bare in the past months. On the other side, workers in non-essential fields have been most affected in terms of unemployment and the inability to continue earning wages.⁵¹ While many wealthy countries have intervened to keep their non-essential workforce afloat, many countries are less able to maintain this support. And not all wealthy countries choose to support their citizens equally, or in a consistent fashion.

As the pandemic presses on, institutions must both protect essential frontline workers, and keep the masses of threatened non-essential workers from falling into an increasingly desperate situation. Even with the quick synthesis of a reliable vaccine, it is unlikely that non-essential workers will return to their pre-pandemic environments. In addition, the additional stresses being undertaken by essential workers during these trying times pose a long-term threat to the sustainability of current pandemic strategies.

49 Hayley Brown et al. "A Basic Demographic Profile of Workers in Frontline Industries," last modified April 7, 2020, <https://cepr.net/a-basic-demographic-profile-of-workers-in-frontline-industries/>.

50 Hayley Brown et al. "A Basic Demographic Profile of Workers in Frontline Industries," last modified April 7, 2020, <https://cepr.net/a-basic-demographic-profile-of-workers-in-frontline-industries/>.

51 "COVID-19 leads to massive labour income losses worldwide," International Labour Organization, September 23, 2020, https://www.ilo.org/global/about-the-ilo/newsroom/news/WCMS_755875/lang-en/index.htm.

Racial Inequality Globally

Since the early days of the pandemic, ethnic minorities across the planet have borne the brunt of the COVID-19 virus for three main reasons.⁵² First, marginalized groups such as ethnic minorities tend to make up a significant portion of essential services and front-line workers, increasing their risk of a COVID-19 transmission to them and their families.⁵³ Second, ethnic minorities disproportionately make up the non-essential workforce that has been laid off or that has lost income during this pandemic.⁵⁴ This is due to intersecting and long-existing socio-economic issues regarding education, prejudice, income inequality and more, creating an ensemble of general disadvantages that increase suffering. Third, ethnic minorities tend to have less access to quality healthcare across the globe than their counterparts in ethnic majorities. This can be due to several reasons including historical inequalities regarding resource allotment and less access to health insurance through higher quality employment. None of these inequalities were created during the pandemic, but they have become harder to ignore.

Gender Inequality Globally

Similar to current racial inequality, the ongoing crisis has disparagingly affected a woman's ability to maintain a job compared to her counterparts who are men.⁵⁵ Women are more likely than men to have been laid off in non-essential work, and in several essential frontline industries, women make up the majority of the most vulnerable workers due to several key sectors of the economy being currently dominated by women, such as the nursing profession in the medical industry.⁵⁶ In addition, due to the closing of many in-person schools and childcare programs, women are disproportionately staying home to take care of children, because of traditional gender roles and gender-based income inequality.⁵⁷ Overall, issues regarding socio-economic trends among women intersect with the modern issues facing our society, leaving many women in a particularly precarious position.⁵⁸ Similar to racial inequality in the pandemic, the contemporary issues facing women have long festered, and they have merely become more difficult to ignore.

Age Inequality Globally

Young people have also been made disproportionately unemployed by the COVID-19 pandemic. This is due to the fact that young people, people in their 20s, tend to be employed in more entry-level jobs, gig jobs, or lower-income work.⁵⁹ This includes positions such as internships, service work, menial entertainment work, cleaning jobs, etc.

52 Neeta Kantamneni, "The impact of the COVID-19 pandemic on marginalized populations in the United States: A research agenda," last modified May 8, 2020, <https://www.sciencedirect.com/science/article/pii/S0001879120300646>.

53 Neeta Kantamneni, "The impact of the COVID-19 pandemic on marginalized populations in the United States: A research agenda," last modified May 8, 2020, <https://www.sciencedirect.com/science/article/pii/S0001879120300646>.

54 Phyllis Moen et al. "Disparate Disruptions: Intersectional COVID-19 Employment Effects by Age, Gender, Education, and Race/Ethnicity," last modified September 12, 2020, <https://academic.oup.com/workar/article/6/4/207/5904758#208429184>.

55 Caitlyn Collins et al. "COVID-19 and the gender gap in work hours," last modified July 2, 2020, <https://onlinelibrary.wiley.com/doi/full/10.1111/gwao.12506>.

56 Hayley Brown et al. "A Basic Demographic Profile of Workers in Frontline Industries," last modified April 7, 2020, <https://cepr.net/a-basic-demographic-profile-of-workers-in-frontline-industries/>.

57 Caitlyn Collins et al. "COVID-19 and the gender gap in work hours," last modified July 2, 2020, <https://onlinelibrary.wiley.com/doi/full/10.1111/gwao.12506>.

58 Caitlyn Collins et al. "COVID-19 and the gender gap in work hours," last modified July 2, 2020, <https://onlinelibrary.wiley.com/doi/full/10.1111/gwao.12506>.

59 Phyllis Moen et al. "Disparate Disruptions: Intersectional COVID-19 Employment Effects by Age, Gender, Education, and Race/Ethnicity," last modified September 12, 2020, <https://academic.oup.com/workar/article/6/4/207/5904758#208429184>.

Long-term Implications

All industries have been impacted by the pandemic, but the impacts have not been felt equally across the board. Two main factors seem to determine how affected an industry is: how easily it can separate itself from frequent direct interaction with the general public, and how easily workers in such industries can receive help from governments and benevolent institutions. For example, industries which have been disproportionately impacted include the restaurant and tourism industries, which both rely heavily on direct human interaction, one through the consumption of food, and the other through international travel, which has been forced to halt in the past months.⁶⁰ Industries impacted due to difficulties in receiving aid include the somewhat unsavoury illegal industries, and migrant workers.⁶¹ Both of which frequently involve poor conditions for workers, and a relative inability to seek help from governments and institutions, be it due to legal reasons or lack of workers' and human rights enforcement in many countries.⁶²

Many non-essential industries have transitioned to work-from-home environments, with workers never actually coming into a shared workplace. However, this is a privilege not granted to many by virtue of the infrastructure required for such an arrangement. To work from home would require stable home access to the internet for many white collar professions. However, this is not a universal luxury, due to the high cost of internet and computers, unfavourable home dynamics, housing/rent inaccessibility exacerbated by wage instability, and many other factors. In addition, many blue collar professions are unable to transition to a home work environment. How does one repair a vehicle, serve customers, or transport goods from the safety of home? While working from home is a solution to those who are able, it is hardly a solution for everyone.

All long term impacts of the pandemic intersect with existing issues regarding race, gender, religion and other dynamics. It is vital that those most vulnerable to the impacts of COVID-19 are made able to flourish at the same rate as those with more privilege.

Case Study - Intervention in the Economy, and the New Deal

In past extreme economic crises, governments have undertaken new policies and initiatives which seek to revitalize economies. Often through the use of strategic Keynesian and interventionist economics, with a high degree of government investment and spending to increase productivity.⁶³ These include systems such as expanding social welfare, instituting work programs, changing tax policies to benefit the most vulnerable, and generally increasing government intervention in the economy.

A famous example of interventionist economic strategy was the New Deal undertaken by the United

60 "JRC analyses COVID-19 impact on economy and labour markets to help guide EU response," European Commission, August 3, 2020, <https://ec.europa.eu/jrc/en/news/jrc-analyses-covid-19-impact-economy-and-labour-markets-help-guide-eu-response>.

61 Ella Haley et al. "Migrant farmworkers face heightened vulnerabilities during COVID-19," last modified May 1, 2020, <https://foodsystemsjournal.org/index.php/fsj/article/view/810/793>.

62 Ella Haley et al. "Migrant farmworkers face heightened vulnerabilities during COVID-19," last modified May 1, 2020, <https://foodsystemsjournal.org/index.php/fsj/article/view/810/793>.

63 "Keynesian Economics," Encyclopaedia Britannica, accessed November 10, 2020, <https://www.britannica.com/topic/Keynesian-economics>.

States Government during the 1930s due to the Great Depression.⁶⁴ The New Deal saw the scope of the U.S. Federal Government expanded in an unprecedented fashion, as it aimed to bring the United States out of the Great Depression. It sought to increase social spending, therefore creating temporary employment opportunities, and increasing government spending to put the American workforce back on their feet.⁶⁵ This tactic largely worked, with the American economy slowly improving through the 1930s, and into the 1940s. It is important to note though, that the Second World War's positive impact on the American economy was a major contributor to America's recovery from the Great Depression.

Today, modern Keynesian economic principles to some extent are being followed in many wealthy countries, particularly among countries with a long history of government intervention in economics. However, this Keynesian method cannot and has not been undertaken by all countries, as it takes a high amount of both political and monetary capital to use this principle, and the longer a country's government partakes, the higher the future costs. Therefore, developing countries are usually less able to undertake such projects, just due to their existing economic instability. In addition, when such economic plans are undertaken, it is not uncommon for the most historically disadvantaged peoples to see the least gain, which could exasperate existing economic issues regarding race, religion, ethnicity, gender, sex, and national origin.

Case study - The Spanish Flu, and the Economy of the late 1910s

The most recent major worldwide pandemic before 2020 was the 1918 Spanish Flu. The virus had relatively similar characteristics to COVID-19 as both were transmitted by the air and respectively killed at least a million people, unlike more recent epidemics such as SARS or Ebola in West Africa. There is not a lot of detailed information regarding the global economics of the Spanish Flu. We do know that many major countries failed to flatten the curve, leading to a supersaturation of the medical industry and the death of many people. The death toll varies across sources, with some saying around 17 million people were killed, while others say 100 million.⁶⁶ Although the measures vary significantly, this can be attributed to the general lack of data collection and synthesis in the early 1900s. However, we do know that the short term impact of the pandemic in the United States was severe, with businesses unable to make ends meet, employers unable to find enough workers due to the pandemic alongside the First World War, and a general short economic depression.⁶⁷ In addition, enough people perished that in the United States, the price of labour went up following the pandemic. Due to a smaller workforce, individual labour became more valuable, benefiting workers in the short-term.⁶⁸ We also know that there was little in the way of government intervention to save lives early in the Spanish Flu, and by the point when intervention became more palpable it was too late for many.⁶⁹

64 "New Deal," Encyclopaedia Britannica, accessed November 10, 2020, <https://www.britannica.com/event/New-Deal>.

65 "New Deal," Encyclopaedia Britannica, accessed November 10, 2020, <https://www.britannica.com/event/New-Deal>.

66 Max Roser, "The Spanish flu (1918-20): The global impact of the largest influenza pandemic in history," last modified March 4, 2020, <https://ourworldindata.org/spanish-flu-largest-influenza-pandemic-in-history>.

67 Thomas Garrett, "Economic Effects of the 1918 Influenza Pandemic," modified November 7, 2007, https://www.stlouisfed.org/~media/files/pdfs/community-development/research-reports/pandemic_flu_report.pdf.

68 Thomas Garrett, "Economic Effects of the 1918 Influenza Pandemic," modified November 7, 2007, https://www.stlouisfed.org/~media/files/pdfs/community-development/research-reports/pandemic_flu_report.pdf.

69 Thomas Garrett, "Economic Effects of the 1918 Influenza Pandemic," modified November 7, 2007, https://www.stlouisfed.org/~media/files/pdfs/community-development/research-reports/pandemic_flu_report.pdf.

Questions to Consider

1. What initiatives have your country undertaken to mitigate human and general economic suffering during the pandemic?
2. What level of inequality exists regarding pandemic impact and marginalized groups in your country?
3. Does your country have a strategy for combating social inequalities in labour laid bare by the pandemic?
4. Is your country willing to accept/offer funding for Keynesian economic policies for developing countries?
5. What have the short-term impacts of COVID-19 been on your country?
6. What rights do essential frontline workers have in your country? Do you intend to expand them? Is your country open to unions or other organized labour?
7. How willing is your country's government to cooperate to make worker conditions better during the pandemic?
8. If a reliable vaccine is developed for COVID-19, who should be vaccinated first?

Advice for Research and Preparation

Writing a position paper can be a daunting task, so here are some guiding points for creating an impactful and well researched document.

Policy Position. The ILO is a tripartite organization which sets labor standards globally and creates policies to ensure workers around the world have access to fair and decent work. You can use generally adopted best practices to guide your outlook and recommendations of policy, as these fulfill the role of the ILO to a great degree. Using niche and specific cases can be useful for bringing in new and innovative policy solutions, however they must remain in line with your member state's own policies and adhere to the mandate of the ILO.

Country Position. What role does your country play in the context of the topics at hand? What responses would your political institutions undertake in response to new policies set out by the ILO? You must adhere to the foreign policy of your country and hold a position which would not be counter productive to your nation's interests. For some delegations, finding foreign policy information may be tougher but use your judgement based on your country's stance on similar issues.

Research. Writing a position paper is similar to writing an academic paper. It is important to find reliable sources of information to inform your position, as unsupported views tend to be biased and opinionated. You should provide a bibliography at the end to show your references and ensure your work isn't plagiarized.

Listed below are some useful general information sites for finding your country's position:

1. CIA World Factbook: <https://www.cia.gov/library/publications/the-world-factbook/>
2. Your country's ministry of foreign affairs
3. Speeches made at multinational organizations (eg. the UN): <http://www.un.org/depts/dhl/unms/andorra.shtml>
4. Your country's UN permanent mission: <http://www.un.org/en/member-states/>; <https://www.un.int/>
5. BBC country profile and timeline (with particular focus on the time period around the NAM summit year): http://news.bbc.co.uk/2/hi/country_profiles/default.stm
6. IMUNA Country Profiles: <http://www.imuna.org/resources/country-profiles>

For delegates facing unclear policy definitions or vague sources, there are a few alternative solutions to finding a strong position.

1. Find multilateral trade agreements that your nation is in and analyze the partners and language of the document. These can be found at <https://treaties.un.org/>
2. If your country is a part of other multilateral organizations see what decisions it has supported and ratified.
3. Analyze the voting record on UN Resolutions on issues similar to the committee topics:
 - a. <https://research.un.org/en/docs/ga/quick/regular/> - Shows UN Resolution topics by subject, year and body.
 - b. Apply a record from the above to: <http://www.un.org/en/ga/documents/voting.asp>

Topic A Key Resources

Schwab, Klaus. "World Economic Forum Founder Klaus Schwab on the Fourth Industrial Revolution ." *Chicago Council on Global Affairs*, May 13, 2019.

Professor Schwab introduced the concept of the 4IR in 2015. This is a lecture that discusses the topic from a primarily economic lens.

Philbeck, Thomas, and Nicholas Davis. "THE FOURTH INDUSTRIAL REVOLUTION: SHAPING A NEW ERA." *Journal of International Affairs* 72, no. 1 (2018).

A good comparative study that compares the 4IR to the third industrial revolution and future possibilities of AI on a global scale— with an emphasis on developed countries.

"The Impact of Artificial Intelligence on Work: An Evidence Review Prepared for the Royal Society and the British Academy." *Frontier Economics*, September 2018.

An in depth discussion of the impact of technology on international development and the impact of automation on employment and the economy. Section 3 and 4 are particularly helpful in gaining background information and understanding the trajectory of AI.

Dafoe, Allan. "AI Governance: A Research Agenda," last modified July, 2017.

A discussion of current AI policies and protocol and possible challenges that will arise with the integration of AI.

Topic B Key Resources

Oxfam International. "5 Shocking Facts about Extreme Global Inequality and How to Even It Up," January 20, 2020. <https://www.oxfam.org/en/5-shocking-facts-about-extreme-global-inequality-and-how-even-it>.

You can find some solid general facts about inequality globally and can use this as a starting point for your further research.

"6. Equality (Decent Work for Sustainable Development (DW4SD) Resource Platform)." <https://www.ilo.org/global/topics/dw4sd/themes/equality/lang--en/index.htm>.

Previous positions taken by the ILO on the agenda of equality and methods by which it can be achieved.

World Economic Forum. "Agenda in Focus: Fixing Inequality." <https://www.weforum.org/focus/fixing-inequality/>.

A great collection of articles and theories on how inequality can be challenged given the new age of work, includes information on gender and race inequality as well.

Africa Center for Strategic Studies. "Implications for Africa from China's One Belt One Road Strategy." <https://africacenter.org/spotlight/implications-for-africa-china-one-belt-one-road-strategy/>.

An in depth analysis of OBOR and the impacts it will have on sovereign nations, particularly in Africa. Serves as a base reading for neocolonialism and can be comparatively studied with other reports.

"ILO Highlights Global Challenge to Trade Unions." Press release, November 4, 1997. http://www.ilo.org/global/about-the-ilo/newsroom/news/WCMS_008032/lang--en/index.htm.

Analyses the issues trade unions are facing and outlines some of the reasons why they are doing so. Additionally, it talks about new strategies which unions struggle with and can be assisted with.

Topic C Key Resources

"Disparate Disruptions: Intersectional COVID-19 Employment Effects by Age, Gender, Education, and Race/Ethnicity." <https://academic.oup.com/workar/article/6/4/207/5904758#208429184>.

Pretty straightforward, it's exactly what the title is. It has good numerical information, and it is reasonably easy to read. Though this work is very much American-oriented, it still can provide a general rule of thumb for wealthy developed nation-states.

"COVID-19 Leads to massive labour income losses worldwide." https://www.ilo.org/global/about-the-ilo/newsroom/news/WCMS_755875/lang--en/index.htm

A brief look at the real life ILO's view on the effects of the COVID-19 Pandemic. Consider this a jumping off point to the rest of the ILO's resources, because in general looking at the resources that your real life counterparts are saying is a good idea for Model UN.

Joint Research Centre, the European Commission.

If you're looking for information regarding the European Union and their relationship with the Pandemic, the JRC is full of easy to read information about where European countries stand in dealing with the virus.

Our World in Data.

This is a great resource for finding specific numbers, charts, graphs, and other things to really amp up the credibility of both your position papers and your general discussions during UTMUN.

Bibliography

Topic A

- Dafoe, Allan. "AI Governance: A Research Agenda." Centre for the Governance of AI, 2017. fhi.ox.ac.uk/govaiagenda.
- Frontier Economics. "The Impact of Artificial Intelligence on Work: An Evidence Review Prepared for the Royal Society and the British Academy,," September 2018. <https://royalsociety.org/-/media/policy/projects/ai-and-work/frontier-review-the-impact-of-AI-on-work.pdf>.
- Liu, Jennifer. "120 Million Workers Will Need Retraining Due to AI-but They May Already Have the Skills Employers Want Most." CNBC. CNBC, September 10, 2019. <https://www.cnbc.com/2019/09/10/120m-workers-need-retraining-but-many-already-have-skills-employers-want.html>.
- Meltzer, Joshua P. "The Impact of Artificial Intelligence on International Trade." Brookings. Brookings, October 25, 2019. <https://www.brookings.edu/research/the-impact-of-artificial-intelligence-on-international-trade/>.
- Ortiz, Esther. "Retraining and Upskilling: Solutions for the Future of (Human) Work?" Equal Times, July 29, 2019. <https://www.equaltimes.org/retraining-and-upskilling?lang=en>.
- Press, Gil. "Is AI Going To Be A Jobs Killer? New Reports About The Future Of Work." Forbes. Forbes Magazine, July 17, 2019. <https://www.forbes.com/sites/gilpress/2019/07/15/is-ai-going-to-be-a-jobs-killer-new-reports-about-the-future-of-work/?sh=7c46b234afb2>.
- Philbeck, Thomas, and Nicholas Davis. "The Fourth Industrial Revolution: Shaping a New Era." *Journal of International Affairs* 72, no. 1 (2018): 17–22. www.jstor.org/stable/26588339.
- Pouspourika, Katerina. "The 4 Industrial Revolutions." Institute of Entrepreneurship Development, May 4, 2020. <https://ied.eu/project-updates/the-4-industrial-revolutions/>.
- "Retraining: Meaning in the Cambridge English Dictionary." Accessed November 6, 2020. <https://dictionary.cambridge.org/dictionary/english/upskilling>.
- Samuels, Alana. "Machines and AI Are Taking Over Jobs Lost to Coronavirus." Time. Time, August 6, 2020. <https://time.com/5876604/machines-jobs-coronavirus/>.
- "UPSKILLING: Meaning in the Cambridge English Dictionary." Accessed November 6, 2020. <https://dictionary.cambridge.org/dictionary/english/upskilling>.
- Vasconcelos, Goncalo de. "The Third Industrial Revolution -- Internet, Energy And A New Financial System." Forbes. Forbes Magazine, March 5, 2015. <https://www.forbes.com/sites/goncalodevasconcelos/2015/03/04/the-third-industrial-revolution-internet-energy-and-a-new-financial-system/?sh=24e2601a271a>.
- World Economic Forum Founder Klaus Schwab on the Fourth Industrial Revolution. Youtube. Chicago Council on Global Affairs, 2019. <https://www.youtube.com/watch?v=CVly3rjuKGY>.

Topic B

- Oxfam International. "5 Shocking Facts about Extreme Global Inequality and How to Even It Up," January 20, 2020. <https://www.oxfam.org/en/5-shocking-facts-about-extreme-global-inequality-and-how-even-it>.
- "6. Equality (Decent Work for Sustainable Development (DW4SD) Resource Platform)." Accessed November 11, 2020. <https://www.ilo.org/global/topics/dw4sd/themes/equality/lang-en/index.htm>.
- World Economic Forum. "Agenda in Focus: Fixing Inequality." Accessed November 10, 2020. <https://www.weforum.org/focus/fixing-inequality/>.
- "Apple Has €13bn Irish Tax Bill Overturned." BBC News, July 15, 2020, sec. Business. <https://www.bbc.com/>

- [news/business-53416206](#).
- Bhuyan, Ragini. "Decline of Trade Unions since the 1970s May Have Led to the Rise in Inequality." *mint*, May 18, 2018. <https://www.livemint.com/Opinion/Hq53G6g8rdjfEBYet7IGNI/Decline-of-trade-unions-since-the-1970s-may-have-led-to-the.html>.
- "China: A Scary Glimpse into How China's OBOR Can Ruin Small Countries - The Economic Times." Accessed November 11, 2020. <https://economictimes.indiatimes.com/news/defence/a-scary-glimpse-into-how-chinas-obor-can-ruin-small-countries/articleshow/60173526.cms?from=mdr>.
- Clifford, Catherine. "Global Wealth Inequality Is 'founded on Sexism,' Says Oxfam International." *CNBC*, January 20, 2020. <https://www.cnn.com/2020/01/17/global-wealth-inequality-is-founded-on-sexism-oxfam-international.html>.
- World Economic Forum. "Coronavirus: What Does 'furlough' Mean and How Will It Affect Workers Worldwide?" Accessed November 11, 2020. <https://www.weforum.org/agenda/2020/04/covid19-furlough-employers-workers-support-global/>.
- Inequality.org. "Gender Economic Inequality." Accessed November 9, 2020. <https://inequality.org/facts/gender-inequality/>.
- Jamestown. "Moscow's Neo-Colonial Enterprise Running Into Difficulties in Central African Republic." Accessed November 11, 2020. <https://jamestown.org/program/moscows-neo-colonial-enterprise-running-into-difficulties-in-central-african-republic/>.
- Governance, Hui Wang et al. "The Opportunities and Challenges of Migration in the Belt and Road Region." *DOC Research Institute* (blog). Accessed November 11, 2020. <https://doc-research.org/2017/07/opportunities-challenges-migration-belt-road/>.
- Federal Reserve Bank of San Francisco. "How Do You Calculate a Nation's Wealth and Why Might Different Methods Be Used to Estimate Wealth?" Accessed November 11, 2020. <https://www.frbsf.org/education/publications/doctor-econ/2000/october/national-wealth/>.
- "How Sustainable Wage Policies Can Address Inequality." Video, September 29, 2017. http://www.ilo.org/newdelhi/info/public/vid/WCMS_577673/lang-en/index.htm.
- Economic Policy Institute. "How Unions Help All Workers." Accessed November 11, 2020. https://www.epi.org/publication/briefingpapers_bp143/.
- "ILO Highlights Global Challenge to Trade Unions." Press release, November 4, 1997. http://www.ilo.org/global/about-the-ilo/newsroom/news/WCMS_008032/lang-en/index.htm.
- Africa Center for Strategic Studies. "Implications for Africa from China's One Belt One Road Strategy." Accessed November 11, 2020. <https://africacenter.org/spotlight/implications-for-africa-china-one-belt-one-road-strategy/>.
- Kagan, Julia. "Income." *Investopedia*. Accessed November 11, 2020. <https://www.investopedia.com/terms/i/income.asp>.
- Kopp, Carol M. "How Income Inequality Works." *Investopedia*. Accessed November 11, 2020. <https://www.investopedia.com/terms/i/income-inequality.asp>.
- "Mission and Impact of the ILO." Accessed November 10, 2020. <https://www.ilo.org/global/about-the-ilo/mission-and-objectives/lang-en/index.htm>.
- Open Markets Institute. "Monopoly by the Numbers." Accessed November 11, 2020. <https://www.openmarketsinstitute.org/learn/monopoly-by-the-numbers>.
- Ortiz-Ospina, Esteban, and Max Roser. "Economic Inequality by Gender." *Our World in Data*, March 21, 2018. <https://ourworldindata.org/economic-inequality-by-gender>.
- Phan, Sam. "Wealth Gap Widening for More than 70% of Global Population, Researchers Find." *The Guardian*, January 22, 2020, sec. Global development. <https://www.theguardian.com/>

- global-development/2020/jan/22/wealth-gap-widening-for-more-than-70-per-cent-of-global-population-researchers-find.
- Rahman, K. Sabeel. "Corporate Power and the Unmaking of American Democracy." *The American Prospect*, May 16, 2018. <https://prospect.org/api/content/e0512ef3-d281-53da-afd0-7633a1e66772/>.
- "Reducing Inequalities for Sustainable Development." Statement, December 19, 2019. http://www.ilo.org/global/about-the-ilo/how-the-ilo-works/ilo-director-general/statements-and-speeches/WCMS_732882/lang-en/index.htm.
- Roser, Max. "Global Economic Inequality." *Our World in Data*, November 24, 2013. <https://ourworldindata.org/global-economic-inequality>.
- "Income Inequality." Accessed November 11, 2020. <https://www.investopedia.com/terms/i/income.asp>.
- Sun, Yun. "Inserting Africa into China's One Belt, One Road Strategy: A New Opportunity for Jobs and Infrastructure?" *Brookings* (blog), November 30, 1AD. <https://www.brookings.edu/blog/africa-in-focus/2015/03/02/inserting-africa-into-chinas-one-belt-one-road-strategy-a-new-opportunity-for-jobs-and-infrastructure/>.
- "Tackling Income Inequality Is Key to Ensure Equitable and Prosperous Societies." Document, February 23, 2017. http://www.ilo.org/global/topics/future-of-work/trends/WCMS_545643/lang-en/index.htm.
- Equitable Growth. "The Implications of U.S. Gender and Racial Disparities in Income and Wealth Inequality at Each Stage of the Innovation Process," July 24, 2019. <http://www.equitablegrowth.org/the-implications-of-u-s-gender-and-racial-disparities-in-income-and-wealth-inequality-at-each-stage-of-the-innovation-process/>.
- "The Scourge of Neocolonialism in the Middle East | by Abe Collier | Medium." Accessed November 11, 2020. <https://medium.com/@abecollier/the-scourge-of-neocolonialism-in-the-middle-5e360803f9cb>.
- Topping, Alexandra. "Trade Union Membership Has Plunged to All-Time Low, Says DBEIS." *The Guardian*, June 1, 2017, sec. Politics. <https://www.theguardian.com/politics/2017/jun/01/union-membership-has-plunged-to-an-all-time-low-says-ons>.
- tutor2u. "Trade Unions (Labour Markets)." Text/html. tutor2u. Economics | tutor2u, November 10, 2020. <https://www.tutor2u.net/.https://www.tutor2u.net/economics/reference/labour-market-trade-unions>.
- World Bank. "Unrealized Potential: The High Cost of Gender Inequality in Earnings." Text/HTML. Accessed November 9, 2020. <https://www.worldbank.org/en/topic/gender/publication/unrealized-potential-the-high-cost-of-gender-inequality-in-earnings>.
- HowMuch. "Visualizing Top 20 Most Valuable Companies of All Time." Accessed November 9, 2020. <https://howmuch.net/articles/the-worlds-biggest-companies-in-history>.
- World Economic Forum. "Why Gender and Income Inequality Are Linked." Accessed November 9, 2020. <https://www.weforum.org/agenda/2015/10/why-gender-and-income-inequality-are-linked/>.

Topic C

- Brown, Hayley, Hye Jin Rho, and Shawn Fremstad. "A Basic Demographic Profile of Workers in Frontline Industries." Last modified April 7, 2020. <https://cepr.net/a-basic-demographic-profile-of-workers-in-frontline-industries/>.
- Collins, Caitlyn, Liana Christin Landivar, Leah Ruppanner, and William J. Scarborough. "COVID-19 and the gender gap in work hours." Last modified July 2, 2020. <https://onlinelibrary.wiley.com/doi/full/10.1111/gwao.12506>.
- "COVID-19 leads to massive labour income losses worldwide." International Labour Organization. September

- 23, 2020. https://www.ilo.org/global/about-the-ilo/newsroom/news/WCMS_755875/lang-en/index.htm.
- Garrett, Thomas. "Economic Effects of the 1918 Influenza Pandemic." Last modified November 7, 2007. https://www.stlouisfed.org/~media/files/pdfs/community-development/research-reports/pandemic_flu_report.pdf.
- Haley, Ella, Susana Caxaj, Glynis George, Jenna L. Hennebry, Eliseo Martell, and Janet McLaughlin. "Migrant farmworkers face heightened vulnerabilities during COVID-19." Last modified May 1, 2020. <https://foodsystemsjournal.org/index.php/fsj/article/view/810/793>.
- "JRC analyses COVID-19 impact on economy and labour markets to help guide EU response." European Commission. August 3, 2020. <https://ec.europa.eu/jrc/en/news/jrc-analyses-covid-19-impact-economy-and-labour-markets-help-guide-eu-response>.
- "Keynesian Economics." Encyclopaedia Britannica. Accessed November 10, 2020. <https://www.britannica.com/topic/Keynesian-economics>.
- Kantamneni, Neeta. "The impact of the COVID-19 pandemic on marginalized populations in the United States: A research agenda." Last modified May 8, 2020. <https://www.sciencedirect.com/science/article/pii/S0001879120300646>.
- Moen, Phyllis, Joseph H. Pedtke, and Sarah Flood. "Disparate Disruptions: Intersectional COVID-19 Employment Effects by Age, Gender, Education, and Race/Ethnicity." Last modified September 12, 2020. <https://academic.oup.com/workar/article/6/4/207/5904758#208429184>.
- "New Deal." Encyclopaedia Britannica. Accessed November 10, 2020. <https://www.britannica.com/event/New-Deal>.
- Roser, Max. "The Spanish flu (1918-20): The global impact of the largest influenza pandemic in history." Last modified March 4, 2020. <https://ourworldindata.org/spanish-flu-largest-influenza-pandemic-in-history>.