## RESOLUTION 2: Inclusive Growth through Technological Change

Workplaces are changing at an unprecedented pace. The combined forces of technological transformation, liberalised global trade and the COVID-19 economic shock have created a perfect storm of disruption that, while at times enhancing workplace productivity, has expedited the automation of many workplace functions, often leaving workers behind.

The coalescence of automation, globalisation and COVID-19 have created economies in which workers are experiencing record high levels of workplace insecurity and record low wages, while major firms are experiencing sustained periods of high profits. This status quo is not only unfair and unequitable – it risks exacerbating social and economic divisions.

Technological change brings changes to work, and growth sees jobs change, disappear and new jobs emerge. For it to be inclusive growth, workers in changing workplaces deserve the opportunity to take advantage of new job opportunities through industry skills training arrangements that support lifelong learning and equip existing employees and new entrants to the workforce with new skill sets that evolve with industries. New skill sets would support those in occupations with low levels of industry specific qualifications to engage with learning and to create new career pathways.

To ensure:
- ➢ training is reflective of industry needs,
- ➢ that training results in a recognised qualification that is portable for workers and
- ➢ that training is properly funded as part of an overall industry strategy, a cooperative tripartite training system of employer, worker and government representation must be developed in our individual countries.

To ensure the economic benefits of innovation are maximised and are distributed through inclusive growth, UNI APRO Commerce calls for:
- o the needs of industry for new skill sets to be mapped to identify skill shortages;
- o industry skills and training packages to be developed to address skill shortages;
- o the identification of skill sets and shortages to be carried out cooperatively with representatives of workers, employers and Governments;
- o industry skill training and retraining packages to be developed for existing workers and new workforce entrants to take advantage of identified industry needs for new skills;
- o Ensuring workers whose jobs are lost through automation are granted enough resources to reskill and deploy elsewhere in the labour market, including payments to cover the duration of a displaced workers' retraining.
- o Financial assistance to be given to workers transitioning within or between industries to address skill shortages; and
- o industry skill training/qualifications to be recognised across industries and be portable for workers.