17TH ANNUAL CONFERENCE

25TH -27TH OCTOBER 2019

G20

CONTENTS

MESSAGE FROM THE DIRECTORS

Dear Delegates,

Welcome to OxIMUN's G20! We are very excited to have you in our committee and look forward to working with you during the conference to tackle the issues laid out in this Study Guide.

Our names are Zoe, Emma and Thomas and we will serve as the Directors of the G20. Apart from leading the discussions and guiding your diplomatic process throughout the conference, we are also your go-to people for any questions, remarks or requests for help. Feel free to approach us at any time!

The G20 is a very special committee, as it brings together the world leaders from nineteen of our planet's most important economies, as well as the European Union. While its original mandate was to discuss issues related to financial stability, its agenda has expanded to include a more diverse range of topics within the economic, financial and sustainability areas, together with related issues pertaining to health and gender equality.

In choosing our topics, we have attempted to identify some of the greatest economic challenges of this century. The shifting nature of work and the labour force touches upon the daily lives of virtually all of mankind and is likely to touch upon key issues such as digitalisation, innovation, equal access to employment, competition in competencies and the necessity of adapting to new circumstances. If we want the financial sector to be able to face these challenges, we must also combat corruption within all its levels. After previous crises and declining trust in institutions that are tasked with safeguarding the livelihoods of many, it is imperative to call those in leading positions to account, force them to take decisive action and bring those responsible for undermining global financial safety and security to justice.

Both topics require solutions and action directives which will have international implications, mandating reforms to the status quo. This ties in well with the overarching themes of both OxIMUN ('Challenging and Reforming the International Trade Order') and the Intermediate Committees ('Challenging the Financial Trade System'), as both these orders are – in their current state – no longer equipped for the long-term future. Tackling financial corruption and adapting societies to a new form of labour are both ideally suited to aid in reforming the systems of international (financial) trade.

We highly recommend you to carefully read through the Study Guide and to send us a message if anything is unclear. You are encouraged to use this Guide as a springboard for your own research, as the success of your endeavours in the committee meetings depends in part on your pre-conference preparation. The more you know about your country's strengths and weaknesses, your close allies, your

national interests and your desired outcome on the topics under discussion, the higher your chances of getting a result your representing government can be proud of!

But most importantly, don't forget to have fun! Take your time to enjoy the social activities and everything else Oxford has to offer, as it is our experience that lifetime friendships and a global network are perhaps the most valuable souvenirs you can take home from any MUN conference. So ultimately, it all comes down to the following four words: **work hard, play hard!**

Best,

Zoe, Emma and Thomas

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BRIEF GUIDE TO INTERCONNECTVITY AT OXIMUN 2019

Dear Delegates,

Before jumping into the in depth research contained in this guide this introductory section is designed to help you understand the added dynamics that will be at play at OxIMUN 2019 this year. Oxford Model United Nations will be bringing *Interconnectivity* to the United Kingdom for the first time. First developed at WebMUN 2014 and then replicated by other conferences such as MUNAPEST, and most recently PiMUN; interconnectivity aims to provide a more realistic experience for delegates who wish to substantively simulate the world of international diplomacy. Just as delegates from the same country operate under a shared foreign policy in real life, delegates in the Intermediate and Advanced committees will be responsible not only for passing resolutions within committees, but for proposing policies, treaties and projects *across* them. Delegates will be working with the delegates representing the same country in other committees in order to advance their national, and global ambitions. Events, resolutions and decisions undertaken in one committee will impact others in real-time. However, **the structures of interconnectivity in the Intermediate and Advanced committees ARE SEPARATE** meaning that delegates in Intermediate committees will not be negotiating or working with delegates in Intermediate committees under any circumstance or scope, but will only be concerned with the problematics present at their level. Below you will find a table of all committees in your interconnectivity system which you are expected to liaise with.

All actions pursued by all delegates regardless of committee must be related to the themes at hand. For Intermediate Committees the general theme is *"Challenging Global Financial Interests."* Delegation Meetings and Multilateral Talks are not an opportunity to discuss country dynamics which are wholly unrelated to the themes being actively debated.

Intermediate Committees:
INTERCON 1.0
Challenging Global Financial Interests
AU

ASEAN
G20
ILO
ICC
ECOFIN
World Bank
UNCTAD
Press Corps 1.0

Below is a brief guide to how interconnectivity works and what it will mean for you. However, we highly advise delegates to read the full in depth description of what interconnectivity is and how it works please visit the OxIMUN 2019 Rules of Procedure.

Link: Rules of Procedure

You as a delegate:

While providing an effective and realistic context of political interdependence between parties, states, and committees delegates will be engaging not solely with the topics of their committee but are also expected to consider and contribute to other decisions its country makes. (*It must be stressed that delegates are still expected to debate within committee about the topics outlined in this guide as this is your foci of research*). Yet, delegates will no longer be rogue representatives but rather part of a working country delegation and as such will have to be aware of other dynamics occurring outside their committee and communicate effectively with the rest of their delegation.

Conference Wide Communication and Press: In order to operate within the dynamics of interconnectivity a Directorial Board composed of the OxIMUN 2019 Academics Team will be monitoring Conference Communication and dynamics to update all delegates on what is occurring. Press Committee 1.0 will also be able to report on new updates, resolutions and outside deals that are passed but look out for Official Directorial Board Statements to receive official, unbiased updates on what has occurred.

Additionally, all delegates will be provided a Slack Account prior to the Conference where they will be connected with all Intermediate Committees and Delegates. Each Delegate will have access to a Channel connecting them with their committee, their Country Delegation, their Committee Directors, the Directorial Board, and your Financial Body (the World Bank) as well as a General Conference Channel.

Delegate within Interconnectivity are expected to:

Take part in Delegation Meetings: At designated times during the conference, delegation Meetings will provide the opportunity for all Delegates representing the Same Country *(not the same University!)* to come together and discuss recent developments and advancements within their committees. This is the time in which delegates must strategise with their Delegation in order to best advance their shared aims and their country objectives. Prior to arriving at OxIMUN delegates should have already begun preliminary virtual discussions settling their shared strategy (via their provided Slack accounts).

At the end of each meeting each delegation will informally write down its new policy decisions and strategies in a Policy Paper it will send to the Directorial Board via Slack.

Engage in Multilateral Talks and Private Meetings: Multilateral Talks and Private meetings are the way delegates can talk to other countries or specific delegates they wish to organize a deal or plan with. Multilateral Talks allow delegates to negotiate issues that only concern limited number of states, are outside the scope of committee debate, or require immediate action. A delegate may send a Slack Message to the Committee Director requesting to meet with one or more Representatives of any Committee in a location of privacy.

Manage their Budget: Each Delegation, prior to the conference will be given a budget. This should include the delegation's total budget, their credit outlook, their Standard and Poor Rating, Interest Rate and Down Payment. This budget will then be used and shared by each Country Delegation (keeping in mind these always remain separate between Advanced and Intermediate committees). Delegations may use this budget to pursue committee goals, multilateral agendas or unilateral actions pertaining to their country specifically. Delegations must also keep in mind that their actions and decisions throughout the conference may impact their Credit Rating and thus negatively or positively impact their budget's size.

Delegates will turn to the World Bank, which will be the financial system for Intermediate committees in order to get advice and receive approval on projects. Please see details in the Rules of Procedure.

INTRODUCTION TO THE G20

As mentioned in its name, the G20 consists of twenty members, nineteen of which are the world's leading economic powers and the twentieth being the largest economic bloc, the European Union. Together, these countries make up for almost 90 % of the Gross World Product (GWP), over 75i % of global trade (including trade within the European Union) and almost 70 % of the world's population (1). While its primary focus is on governance of the global economy, the G20 – having replaced the G8/G7 in 2009 (3) – has expanded its scope to include environmental, health and equality issues (8). It has become one of the most important venues for global leaders to discuss topics that transcend the borders of states and continents.

This section serves to provide some small historical background on the origins of the G20 and to sketch its current make-up, as well as provide information about its functions and voting mechanisms, all of which will serve to help Delegates understand the role of the committee and better prepare their role. The following is not meant to be comprehensive, it just serves as a concise introduction. Delegates are encouraged, if they wish to learn more about the G20 itself, to consult academic literature and other relevant sources.

HISTORY OF THE COMMITTEE

Before the establishment of the G20, the G8 served as the primary intergovernmental economic forum for discussions on economic policy. This included Canada, France, Germany, Italy, Japan, the Russian Federation, the United Kingdom and the United States of America, with the European Union having a permanent non-member seat (1, 3).

In 1999, at the G8 Summit in Cologne, Germany, the G8 leaders decided to create a new forum where Ministers of Finance and central bank governors could come together to discuss global financial and economic policy. The communiqué from the first meeting in December 1999 in Berlin, Germany, provided that the G20 would serve as 'a new mechanism for informal dialogue in the framework of the Bretton Woods institutional system, to broaden the dialogue on key economic and financial policy issues among systemically significant economies and to promote cooperation to achieve stable and sustainable world growth that benefits all' (4).

The heads of state were not included until 2008, when in response to the emerging global financial crisis, the establishment of the G20 was initiated by then-US President George W. Bush (1). It was recognised that smaller states that still carried regional leadership status and global financial significance were not appropriately recognised in the G8, so the G20 included membership for especially non-Western states. As a result, Argentina, Australia, Brazil, India, Indonesia, Mexico, Saudi Arabia, South Africa, South Korea and Turkey were granted membership and the European Union was upgraded to member states. Spain became a permanent invitee state, while several important international organisations, such as the African Union, the Association of Southeast Asian Nations, the International Monetary Fund, the United Nations and the World Trade Organisation, are also in yearly attendance (1, 7, 8). One can see that several developing regions are now represented at the highest level, giving them access to and influence on decision-making, serving as a recognition of the changing world order. This was deemed necessary in the then-current crisis, which also impacted the interests of regions hitherto underrepresented in international economic forums.

STRUCTURE AND FUNCTIONS OF THE COMMITTEE

The 20 members of the G20 operate on a generally egalitarian basis, as the G20 is an intergovernmental rather than supranational organisation (5, 7). This means it has no power to dictate policy of its different members or enforce provisions from its reports, but relies mainly on states encouraging each other to abide by the directives laid down in the annual summits. These summits serve as a means of bringing the heads of state together to discuss broad action points in the economic area. The resulting reports are then adopted through universal consensus. Delegates thus have to keep in mind that unanimity is required for any substantial final product to pass: one vote 'Against' could mean the failure to pass a report.

The scheme below serves to show the general make-up of the G20 system. Although there is no room to explain all interrelationships – and some will prove more relevant than others for the OxIMUN simulation – it does give a good overview of the general workings (particularly preparatory bodies):
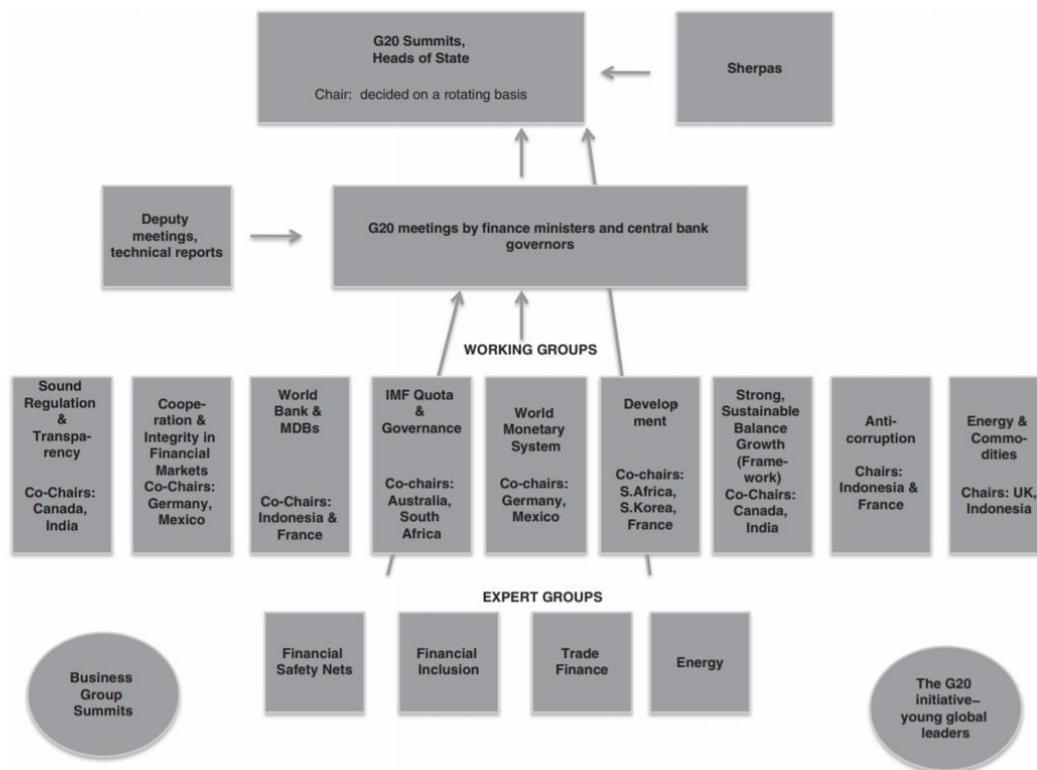
Figure 1: The institutional make-up of the G20 and its working groups. Retrieved from: https://www-cambridge-org.proxy.uba.uva.nl:2443/core/services/aop-cambridge-core/content/view/3B57EB9251ACE1CEE49B38F1E0132633/9781316343258c7_p193-216_CBO.pdf/g20_a_delegatory_institution.pdf

Due to this egalitarian structure and the requirement of unanimity, like many international organisations, the G20 has sometimes been accused of ineffectiveness (5). However, several outcomes, such as the Basel II banking regulations, have had their impact in the global economic area. Furthermore, the power to delegate tasks and mandates to other international institutions (such as the IMF and the WTO) has increased international cooperation and allowed for increased specialisation, freeing the G20 up to stick close to the area of expertise of the heads of state and the mandate laid down in the founding principles.

The presidency of the G20 rotates in five groups, each containing several countries. Some groups are formed through regional actors put together; others contain a mix of states from different regions. Every year, one of the five rotating groups – containing three or four countries – is left to decide who amongst them is allocated the responsibility the yearly summit (2).

The matrix with the five groups is shown below:

Figure 2: The five rotating presidency groups of the G20. Retrieved from:
https://www.boell.de/en/2016/11/30/rotating-g20-presidency-how-do-member-countries-take-turns

The simulation of the G20 at OxIMUN is centred around the 2019 Summit in Osaka, Japan (meaning 2019 was allocated to presidency group 5). Delegates are advised to visit the website of the 2019 Summit

(https://g20.org/en/) to get an impression of the agenda and the types of results a summit can generate.
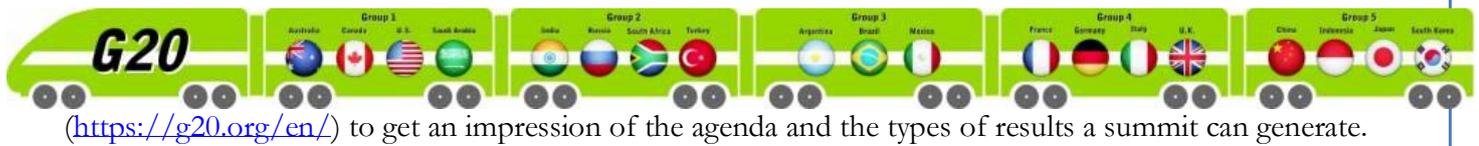
TOPIC A: DIGITALISATION AND INNOVATION – THE SHIFTING NATURE OF WORK AND THE LABOUR FORCE

BACKGROUND

For the vast majority of the world's population, work constitutes one of the most important – and time-consuming – endeavours of their lifetime. It provides people with the opportunity to stay in contact with other people and gives many a feeling of belonging and purpose which often forms the sole means for providing food, shelter and other basic needs.

As we are proceeding further into the 21st century, society sees many fundamental changes in the nature of work and the composition of the labour force. As digitalisation and innovation render many labour-intensive jobs obsolete, it creates opportunities for knowledge-intensive jobs for those who are educated in the digital technology sector. While a fixed-contract job used to be widely available, newer generations might have to get accustomed to relying on flexible jobs and decreased income security. Additionally, Less Economically Developed Countries (LEDCs) are fearful of a growing divide between themselves – as they are still very reliant on an economy driven by the primary and secondary sector (agriculture and industry) – and More Economically Developed Countries (MEDCs) – driven primarily by advanced technology and the tertiary sector (services). All these challenges – and these are just to name a few – will fundamentally change the labour market and thus call for collective, global action. The G20 is uniquely positioned to tackle this issue, given that work is at the heart of many economies and any change will have lasting implications in many other areas (international trade, welfare provisions, healthcare, development aid, etc.).

Identifying key players in this issue is difficult, as there are too many to name. Both national governments and international institutions, trade unions and employer unions, employers and employees, IT-specialists and factory workers-- all have a role to play in the shift towards a new labour market and a new distribution of the labour force.

Ultimately, it will be up to national governments to create conditions for this labour shift. Laws will have to be changed to accommodate the adaptation into new sectors, while providing aid to those who see their old, obsolete jobs disappear; creating favourable working conditions and in-house training and support will be up to employers' and employees' combined efforts, together with a renewed focus on demand and supply within educational institutions; and most importantly, society will have to get behind the proposed changes and be willing to adapt to a new world, using the best that advanced technology has to offer without becoming oblivious to its risks and implications in areas such as privacy and (online) security.

All of this also needs to happen in a world where the environment plays a major role in every decision, since our planet should also survive the shift without too much damage. Yet, this also creates opportunities for those who tap into the possibilities new technology has to offer, finding solutions that decrease society's reliance on environmentally harmful practices and inventing alternatives that are both compatible with the 21st century and more friendly to our natural surroundings.

As each country bears its own struggles and priorities with regard to tackling this issue, several international efforts have commenced to find an all-encompassing solution to this problem. In celebration of the 100th anniversary of the International Labour Organisation (ILO), a High-Level Meeting on the Future of Work was convened on April 10th, 2019, following a recommendation in a United Nations General Assembly Resolution of January 25, 2019. The World Bank also produced a report on the issue, which contains both background information and statistics on the current situation and recommendations for future action. The effectiveness of both the ILO Report and the World Bank Report cannot yet be sufficiently judged, given their very recent nature. These reports do, however, provide insight in potential solutions and may ask for further development. Additionally, many multinational companies, such as KPMG, McKinsey, Accenture and Deloitte, have published their own insights in how to adapt to a changing labour market and prepare society for a new outlook on work in a world where technology plays an evermore important role.

It is in this context that the G20 must address and resolve a number of key issues including, how to ensure a fair competitive landscape across MEDC and LEDC countries where technology and infrastructure are key enablers, how large a Gig Economy can become before it is unhealthy, how to manage the massive changes in the workplace that the advance of artificial intelligence will create, and

how to promote technological innovation whilst at the same time addressing the social upheavals that it will inevitably bring.

DISCUSSION OF THE PROBLEM

Introduction to the key issues

The last decade has seen rapid change in the way businesses in MEDCₑₑ countries operate and interact with their consumers. Most of this has been facilitated by the rapid advance of technology, the most obvious example of which being the internet and all that can be achieved within it. Underlying this progress have been significant investments in technological infrastructure and significant changes in the way businesses operate and consumers acquire their goods. Companies such as Amazon have transformed themselves from an online bookseller into a global marketplace from which almost any consumed item can be acquired, and new entrants such as Uber and Airbnb have brought disruptive innovation to a long-established status quo at a breath-taking pace. In the workplace the traditional employment profile of companies has given way to new work models which in turn has seen the rise of the Gig Economy and massive offshore outsourcing of commodity services. The rate of change continues to accelerate and whereas early technological advances replaced blue collar roles with manufacturing automation, the rapid rise of advanced analytics, robotics and artificial intelligence now threatens to challenge professions such as medicine, the legal profession and more. Beyond this, the promise of advanced technologies such as superconductors and quantum computing, suggest that automation will advance even further and that in the near future, a seat in the boardroom of every major corporation will be reserved for a computer.

In the financial sector, trading has been a digital affair for some time. This has presented both opportunities and challenges and the winners have been those with the best and fastest technology. Depending, as all this undoubtedly does, on the existence and availability of advanced technology and high-speed infrastructure, it also follows that the rise of automation has not been even. MEDC countries have for the most part been able to make the investments necessary in their infrastructure to remain competitive, whilst many LEDC countries have not. This presents a challenge and threat to both. Attempts to promote growth and progress in less developed countries and thus create future markets and trading partners will be severely hampered if they are excluded from participating fully and fairly in the electronic marketplace and in particular in FinTechᵢᵢᵢ. Furthermore, the emerging business trends of small start-ups, venture capital investments and the Gig Economy are unlikely to get off the ground in countries where the infrastructure is not sufficiently robust to support it.

Levelling the Playing Field:

In understanding the key issues of this topic, the first standout area of discussion is in relation to less economically developed countries and their inability to fully compete in the world economy. In an age where technology advances at an ever-increasing rate, touching every facet of society, the gap between MEDCs and LEDCs grows wider in relation to developed economies, with almost 45% of LEDC's experiencing an increase in their economic vulnerability scores[iv]. The infrastructure that has to be set in place for an economy to flourish becomes more complex and essential by the day driven mainly by new developments and an ever increasing need for speed in the financial sector (Fintech), and whilst more developed countries with stronger economies can keep up, poorer, less economically developed countries cannot. This thus creates an uneven playing field where LEDCs are unfortunately left behind due to their inability to deploy the necessary infrastructure to join and stay in the race, and this can create a vicious circle which leaves these economies ever further behind. The question at hand therefore is how to ensure a fair competitive landscape across both MEDC and LEDC countries in a world where technology and infrastructure are key enablers.

At first glance it might seem that there would be understandable reluctance for the more developed countries to allow other players into the game, however competition among these is also stiff. In order for developed economies to continue growing , there has to be growth in less developed countries, creating new markets in which to operate a larger world economy. The current status quo works against this and is ultimately a game of diminishing returns. Recent shifts of economic power towards Asia have brought the issue into sharper focus for Western economies. In fact, markets such as China have spent huge sums of money in recent years developing MEDC and LEDC markets with an eye to the future. Continuing to ensure that less developed markets cannot keep up will not only result in continued stagnation or decline but will also exacerbate the social issues which come with it. Mass migration and asylum seeking, social unrest, crime, corruption and political instability are all by-products of the current lack of economic balance. These issues impact the markets whose dominance is at the root cause of them. Levelling the playing field therefore is necessary not only for the creation of new markets and expansion of the global economy, but also in order to create a minimum of social justice and mitigate the harmful symptoms of an unbalanced world economy.

 As mentioned above, a good example of helping to level the playing field and a forward-looking strategy can be found in the People's Republic of China. At FOCAC[v] in Beijing earlier this year, China offered 60 billion dollars for development financing until 2021.[vi] Along with these unconditional soft loans and access to capital, the People's Republic of China offered quick delivery of services and cheap goods, and

the funding of peacekeepers, all of which is extremely appealing to developing African nations. By investing in African countries, China is not only giving these nations an opportunity to develop their economies so that they can become more competitive in the world market, but also creating new markets for its services and goods. The good relations created with these nations in so doing, will also be extremely beneficial in the future as they are likely to be preferred partners and suppliers to these nations as their economies grow, though it must be noted that although the People's Republic of China is a standout in aiding LEDC's, many may see these loans as a kind of debt-trap diplomacy. With billions being loaned to developing African nations every year, with more and more of these countries taking on massive Chinese loans with little to no prospect for repayment, China is taking advantage of this to obtain strategic assets and diplomatic sway, which could undermine foreign interests and foreign policy around the world.

Members of the G20 must come together to discuss not only the importance of giving less economically developed countries a chance to compete in world markets, but also to agree specific plans and actions to help them do so. Failure to act as a group will not only result in the gap between MEDCs and LEDCs growing wider than it already is, but will in the long term result in decline for the G20 countries who have not made these investments, and rapid dominance by the few that have. The risks of this are many and include global recession, stagnation of G20 economies and significant global social unrest.

The Gig Economy:
 At its most basic definition, the Gig Economy can be defined as an employment situation where the working arrangement is limited to a certain period of time based on the needs of the employing organisation, as opposed to a permanent job. In a publication by the Harvard Business Review, across Western Europe and North America, there are approximately 150 million workers that are involved in the Gig Economy.[viii] In the United States of America alone, the Borough of Labour Statistics reported that "55 million people in the U.S. are 'gig workers'". These 55 million account for more than 35% of the U.S. workforce, and this number is projected to jump to 43% by 2020.[ix]

It is evident that many individuals prefer the Gig Economy to regular permanent jobs. Women, for example, who have families and may not be able to work full time can gain advantage of the gig economy to work when and how they want, to accommodate the needs of work and family

commitments, which was previously an insurmountable challenge. The Gig Economy also neatly suits the millennial lifestyle of being your own boss, thus making it the ideal employment choice for individually-minded people who no longer see careers as either desirable or compatible with their lifestyle. At a first glance the Gig Economy may seem perfect, however when we dig a little deeper, questions and concerns arise.

For example, the Gig Economy is highly unregulated. No one really knows if a 'gigger' is declaring all the money he makes from a job to tax authorities; thus, the question of tax evasion arises, and governments are already concerned about the potential loss of revenue. In more traditional businesses the majority of employees work on a "pay as you earn" (PAYE) basis where it is deducted at source$_x$. But because a 'gigger' is self-employed and generally doing piece work rather than long duration contracts, it becomes harder to keep track of the money the individual has made and tax it. Add to this the fact that a lot of Gigs are cash based and it gets harder still. When 40+% of the economy is working on this basis, the potential loss for national tax collecting services can be more than significant and the effects on government revenues and investments equally serious. On top of the tax issue come a series of other potential problems. The sector is essentially unregulated. This raises issues in many areas which it would be normal to expect in traditional full-time employment, including things such as safety regulations, injury protection health insurance, pensions, etc. If not provided by the gigger him or herself (and evidence suggests most don't) then the government will eventually have to step in one way or another. What has happened therefore is that for 35-40% of the economy, protection and benefits that were once provided by the employers are now provided directly or indirectly by the government and when they are not, the situation of the Gigger can rapidly become desperate.

 This is possibly the most concerning of all the problems with the Gig Economy. Businesses increasingly prefer the Gig economy as an opportunity to avoid having to pay the social benefits that permanent employees would receive. If this becomes a trend, then thousands of blue-collar worker positions are at risk. This is not only an ethical problem from the point of employee benefits and protections and the survival of permanent employee jobs, it also deprives the government of the taxes needed to run essential services.

In this context it is vital that governments take the time to better understand this growing sector and create specific regulations throughout the Gig Economy to ensure that taxes are being paid, safety is up to business standards and that businesses are not taking advantage of the Gig Economy to reduce their employee social benefit costs. Businesses will argue that the flexibility of the Gig Economy is essential to their continued competitiveness, in fact, regulation should not be designed to hamper agility; however, it

cannot equally become a euphemism for cheap labour,. It is in the hands of the G20 to decide what these regulations must be.

The Rise of Artificial Intelligence:

It is not a question of "if", but "when?". There can be no question that Artificial Intelligence (AI) is a serious threat to the status quo. Whether or not AI serves as a benefit or a disaster will depend solely on how well countries are prepared for it, and the sooner countries open their eyes to what lies ahead, the better they can be prepared.

When we look at the rate of technological progress and consider the new breakthroughs that are now on the horizon, such as quantum computing and superconductors, there is no reason to believe that the current rate of technological progress is going to slow. It is estimated that every twelve to eighteen months, computers double their capabilities, and so do the information technologies that use them,[xi] a breakthrough in quantum computing however could see this rate rise exponentially. Put simply, it means that computers will be able to match the power of the human brain much sooner than we might have expected. When that happens, technology combined with progress in artificial intelligence and robotics is going to enable us to replace a large number of knowledge and industry-based professions. The question is, how can this be managed and how can society be prepared for this new status quo? Artificial intelligence expert Kai Fu Lee has said that he believes that in the near future, 40% of the world's jobs will be replaced by robots capable of automating tasks[xii]. It is important also to note that we are no longer only talking about automation of manual tasks in manufacturing or the delivery of goods. The new paradigm will encompass professions previously thought to be excluded such as teaching and the medical and legal professions. Indeed, all knowledge-based professions are at risk. So how does a society prepare for a mass loss of jobs once thought secure? What will the role of higher education become when we no longer need scientists, teachers, doctors and lawyers?   How will we adapt to a complete loss of job security?

It is the task of the G20 therefore to accept the inevitable and prepare for this new paradigm, ensuring that the world is ready for fast paced technological advancements and an increasing rate of change, and to develop scenarios where these advances are beneficial, and society can prosper and coexist with technology.

Previous International Actions

Although quite a new topic, there has been some past discussion and action upon the subject of digitalisation and innovation. In 2015, G20 leaders took note that we are living in a digital age and the effective use of digital technologies is an important driver for efficiency-enhancing and economic structural optimisation. In 2016, in Hangzhou, G20 countries agreed to the G20 Digital Economy Development and Cooperation Initiative which proposed some common understanding, principles and key areas of development and cooperation for the digital economy. In Düsseldorf, the G20 Task Force on the digital Economy furthered the G20 Blueprint on Innovative Growth, Ministers responsible for the digital economy welcomed and discussed this work plan for the G20 on digitalisation. Since 2017, G20 debate has focused on designing an ambitious and comprehensive G20 digital agenda. In 2018, the OECD supported the G20 debate around best practices for digital government, measuring the digital economy, and helping LEDC's take advantage of digitalisation. Most recently in Japan this year, G20 ministers agreed on guiding principles for using artificial intelligence. It is evident that although action has been taken by both the G20 and OECD in the past, the issue of digitalisation is yet to be completely discussed in its entirety.

POINTS A RESOLUTION SHOULD ADDRESS

Balancing Innovation and Social Change:

- What is your country's position on aiding LEDC's?
- Has your country helped less developed economies to become more competitive? If so who did you help and when?
- Is your country in a position to help develop weaker economies?
- Are weaker economies needed to balance the rate of development of the world economy?
- Is the Gig Economy prevalent in your country?
- What percentage of workers in your country belong to the Gig economy?
- Has your country implemented regulations on the Gig Economy? If so, what were the results?
- What is your country's concerns towards the Gig Economy?
- What is your country's stance on Artificial Intelligence?

- Does your country invest in and use Artificial Intelligence?

- Is Artificial Intelligence needed for an economy and society to thrive?

- Should there be a balance between innovation and social change? If so, what should the balance be?

FURTHER READING

Apart from doing research into their own countries' position on this issue, Delegates are advised to read the 2019 reports from the ILO High-Level Meeting and the World Bank to gain more insight in international approaches towards solving this issue. Delegates would also be advised to read these following sources in detail:

- OECD The Sharing and Gig Economy: Effective Taxation of Platform Sellers (http://www.oecd.org/ctp/the-sharing-and-gig-economy-effective-taxation-of-platform-sellers574b61f8-en.htm)

- OECD Towards a Framework for Measuring the Digital Economy (http://www.oecd.org/iaos2018/programme/IAOS-OECD2018_Ahmad-Ribarsky.pdf)

- OECD/G20 Programme of Work to Develop a Consensus Solution to the Tax Challenges Arising from the Digitalisation of the Economy (https://www.oecd.org/tax/beps/programme-of-work-to-develop-a-consensus-solution-to-the-tax-challenges-arising-from-the-digitalisation-of-the-economy.pdf

- OECD/G20 Addressing the Tax Challenges of the Digitalisation of the Economy – Policy Note (https://www.oecd.org/tax/beps/policy-note-beps-inclusive-framework-addressing-tax-challenges-digitalisation.pdf)

- OECD Recommendations of the Council on Artificial Intelligence (https://legalinstruments.oecd.org/en/instruments/OECD-LEGAL-0449)

- G20 Business and Policy Examples for Sustainable and Inclusive Growth through Trade and Investment (https://www.meti.go.jp/press/2019/06/20190619005/20190619005_01.pdf)

- G20 Compendium of Good Practices for Promoting Integrity and Transparency in Infrastructure Development (https://g20.org/pdf/documents/en/annex_06.pdf)

- G20 Ministerial Statement on Trade and Digital Economy (https://g20.org/pdf/documents/en/Ministerial_Statement_on_Trade_and_Digital_Economy.pdf)

- G20 AI Principles (https://g20.org/pdf/documents/en/annex_08.pdf)

ii "More Economically Developed Countries"
iii "Financial Technology"
iv "United Nations Committee for Development Policy"
v Forum on China-Africa Cooperation
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ix (Forbes.com, 2018)
x Internal Revenue Service

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TOPIC B: CHALLENGING AND COMBATING CORRUPTION IN THE FINANCIAL SECTOR

BACKGROUND

Corruption is a problem of all ages, but where the financial sector is concerned, it rose to prominence following the global financial crisis of 2008 and the subsequent financial difficulties many countries were facing. The European Union created several mechanisms to save its members from financial trouble and the global economy encountered a major setback. The international community came together to prevent future crises by implementing new regulations for banks, insurance companies, stock exchanges and other major players in the financial sector.

Corruption was one of the problems that came to the fore in the wake of the above. The Corruption Perceptions Index (CPI) by Transparency International shows that corruption in the financial sector continues to be a problem in most countries and poses a threat to democracy. The accompanying text also states that many countries seem to be less resistant to corruption than before and some are even sliding into worse conditions:

Additionally, several factors have been identified to worsen the problem. Countries with an ineffective, untrustworthy or absent rule of law, weak political and democratic institutions, weak property rights and bad policies relating to natural resources are at risk of falling victim to corrupt practices and an inability to counteract them successfully. Furthermore, continuing corruption in the financial sector decreases the effectiveness of development aid, undermines the public's trust in financial institutions (and in their political leaders if they continue to fall short of effectively combating malpractices), hinders economic growth and prosperity, bar the exercise of justice and violates basic human rights.

As a worldwide problem with global consequences, the G20 is ideally placed to represent the international community's efforts to tackling this issue. However, as becomes evident from many investigations, no true change can be achieved without the willingness of those in leading positions within financial institutions to combat corruption within their own ranks, even if it means confronting hard truths and making hard choices. Those with political influence should ensure thatwrongdoers are brought to justice, sanctions are enacted against rulebreakers and officials must bear responsibility for deliberately looking the other way.

The wealth of reports by international institutions underscore the gravity of this topic and the need for a global response. A combined effort by financial institutions, governments, the judiciary and bodies

charged with inspection, oversight and enforcement of guidelines is the only viable route towards a corruption-free world.

DISCUSSION OF THE PROBLEM

Figure 2.1: The 2018 Corruption Perceptions Index (CPI) by Transparency International. Yellow
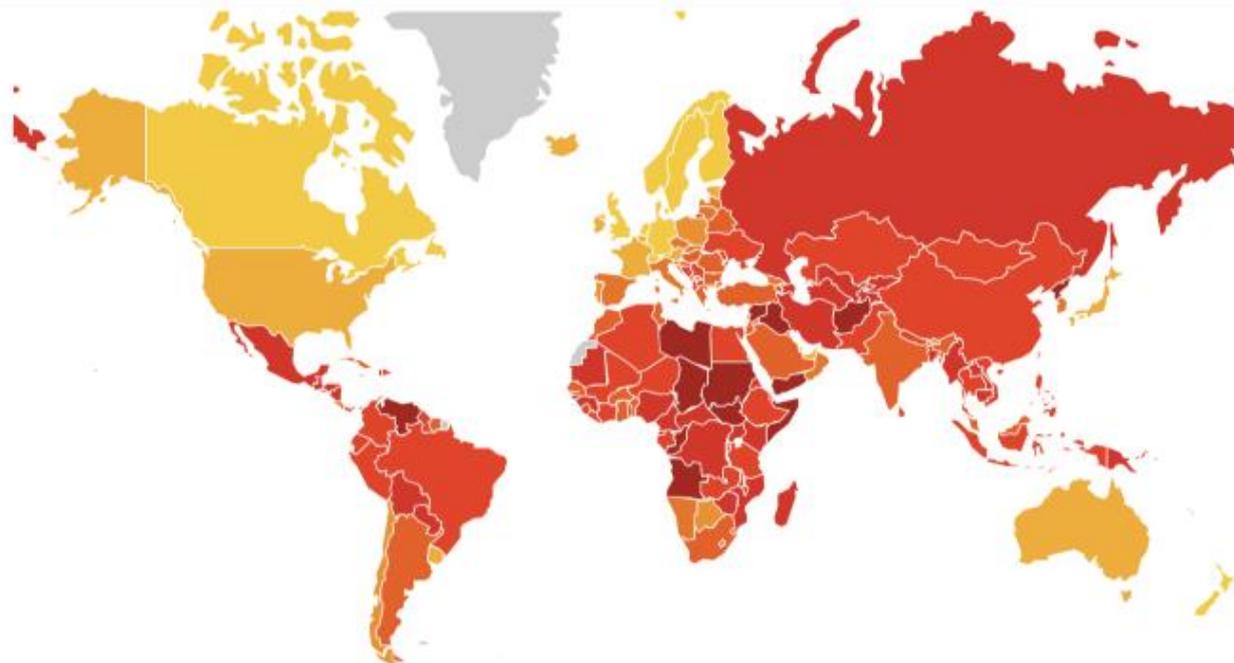
countries are least corrupt; dark red countries are most corrupt. The data are gathered from experts and businesspeople. https://www.transparency.org/cpi2018[13]

There are many areas that corruption has had a significant impact on, such as: economic growth, trade and development, as well as international security and safety.[14] As a constantly evolving problem, with new technologies and methods being put in place every year to facilitate greater levels of corruption, corruption is impossible to stop without international cooperation and anti-cooperation initiatives.[15] The lack of ability to coordinate this sort of initiative, is what has led to the cost of bribery rising to nearly $2 trillion annually. [16]

Due to the negative repercussions of corruption, the G20 has played a critical role in leading anti corruption efforts, both nationally and globally, in a bid to reduce the effect worldwide. One of the clear examples of this is the setting up of G20 Anti-Corruption Working Group's (ACWG at their Toronto June summit in 2010. This was created with a primary purpose to prepare "comprehensive

recommendations for consideration by leaders on how the G20 could continue to make practical and valuable contributions to international efforts to combat corruption"[18]. To support the work of the G20, the ACWG works closely together with the World Bank Group, the Organisation for Economic Co-operation Development (OECD)[19], the United Nations Office on Drugs and Crime (UNODC)[20], the International Monetary Fund (IMF)[21], the Financial Action Task Force on Money Laundering (FATF)[22], as well as with the Business 20 (B20)[23] and the Civil Society 20 (C20)[24].

Over the past few years, the G20 has been working on and involved in several Anti-Corruption Action Plans, which aims to foster international cooperation by enacting the High Level Principles on Mutual Legal Assistance in 2013[25], and has been working to tackle worldwide bribery by looking into the establishment of principles, enforcement and guidance. The G20 has also been deeply involved in a list of principles to prevent corruption in the private and public sector.

These principles are as follows:

1. "Businesses should have a clear and accessible policy on prohibiting corruption.
2. Senior management, as well as the board of directors as appropriate, should clearly express and commit to the business's internal controls and ethics and compliance program, good corporate governance, transparency and integrity, for the detection and prevention or corruption. The internal controls and ethics and compliance programs must be enforced at all levels within the business, and senior managers must set the proper tone at the top for employees to follow.
3. The board has a key role in setting the ethical tone of a business, not only by its own actions, but also in appointing and overseeing key executives and consequently the management in general.
4. Oversight of internal controls and the ethics and compliance program should be the duty of one or more senior corporate officers, endowed with an adequate level of autonomy, resources and independence from management.
5. In line with their duties, all individuals within the business should uphold the internal controls and ethics and compliance program, and take responsibility for ensuring the effectiveness of internal controls and the ethics and compliance program.
6. Businesses should consider, where appropriate, external communication of their commitment to effective internal controls and ethics and compliance programs.
7. The compliance program should be supported by auditing and monitoring of systems of internal accounting controls, which ensure the maintenance of fair and accurate records and detect and prevent corruption.

8. Depending on the business's individual circumstances, the internal controls and ethics and compliance program should include appropriately detailed policies and procedures for particular risk areas; such as payments to domestic and foreign public officials, payments to third parties, facilitation payments, gifts, hospitality, entertainment and expenses, travel, political contributions, charitable donations and sponsorships, as well as conflicts of interest, solicitation and extortion.

9. Businesses should conduct appropriate due diligence. Due diligence includes vetting new hires, agents, and business partners, and extends to the formation of joint ventures and mergers and acquisitions. Due diligence should be an ongoing process and be commensurate with the associated corruption-related risk factors.

10. In cases of mergers and acquisitions, businesses should, as appropriate, promptly incorporate the acquired business into its internal controls and ethics and compliance program.

11. Businesses should ensure that their subsidiaries, as well as affiliates over whom they have effective control, have internal controls and ethics and compliance measures commensurate with the risks they face.

12. Businesses should take steps to encourage or, according to risk and where appropriate, to ensure that their business partners have effective internal controls and ethics and compliance measures.

13. Periodic reviews of the internal controls and the ethics and compliance program should be undertaken to evaluate and improve their effectiveness and take into account evolving standards, business risks, and other circumstances as appropriate.

14. Businesses should ensure regular training on their internal controls and ethics and compliance programs.

15. Businesses should promote and incentivize observance of their internal controls, and ethics and compliance programs.

16. Appropriate corrective and disciplinary action should be taken for failure to comply with internal controls and the ethics and compliance program.

17. Effective and easily accessible reporting mechanisms and whistle-blower protection should be provided to employees and others who report, on good faith and reasonable grounds, breaches of the law, or violations of the business's policies and procedures. Businesses should undertake appropriate action in response to such reports."[26]

These principles can be summarised to the inclusion, commitment to and creation for businesses in regards to internal anti-bribery and corruption. As well as this, there is detail as to how this should be

maintained throughout the company and how corruption can be reported on from any company member.

One of the recent priorities of the G20 has been to strengthen the collaboration between business and the government as well as between Civil Society Organization and the government since only through a great cooperation transparency, accountability and integrity can be achieved. Especially since the Summit in 2017, the G20 puts greater focus on implementation than on finding new solutions for the fight against corruption.

As highlighted by the G20 Action Plan on the 2030 Agenda for Sustainable Development that was published after the China edition of the G20 in 2016, the G20 aims to reach Goal 16 of the United Nations 2030 Agenda for Sustainable Development which targets the substantial reduction of corruption and bribery in all their forms[27]. There has been a push for the G20 nations to not only focus on implementing already existing measures against corruption but also in finding new and relevant methods of combatting the global issue of corruption, which implementing legislation in their own nations to ensure that businesses and the public sector are following the aforementioned principles. [28]

Definitions and Key Concepts
- Corruption:
  - According to the United Nations, the definition of Corruption is the misuse of a position, be it public or private for direct or indirect gain.[29]
  - Transparency international has further broken down the types of corruption to Grand, Petty and Political, based on the sector it is found in and the amounts of money that are covered under each type of corruption. [30]

- Types of corruption
  - Grand Corruption: These are acts of corruption that are committed by high ranking members of government. This allows for policies or the function of the state itself to be manipulated for the profit of the political leaders, and at the expense of the public good.[31]
  - Petty Corruption: This contains manipulation by low to mid-level public officials and is the abuse of entrusted power on a much smaller scale. The main areas that are affected by such corruption are publicly provided services such as schools or hospitals when the public attempt to access the required goods and services.[32]

- ○ Political Corruption: This is the general manipulation of policies and the change in allocation of resource allocation by those in power politically.[33]

- Bribery
  - ○ Bribery normally takes place in the case of systemic corruption and refers to the use of an offer of either money or other benefits to ensure someone either does or refrains from doing something ensuring the "improper performance" of a position of trust[34]. In the cases of government, this occurs frequently when contracts are being drafted, due to their ability to influence the terms and the companies hired, playing into businesses' interest to receive funds from the government to carry out projects internationally. In this, money could be given to companies that are inefficient, ineffective and drain resources from other areas that might need them like health care and education.
  - ○ Some examples could be
    - ■ bribery in order to secure or keep a contract.
    - ■ bribery to secure an order.
    - ■ bribery to gain any advantage over a competitor.
    - ■ bribery of a local, national or foreign official to secure a contract.
    - ■ bribery to turn a blind eye to a health safety issue or poor performance or substitution of materials or false labour charges.
    - ■ bribery to falsify an inspection report or obtain a certificate.[35]

- Government Transparency:
  - ○ This allows for the ability to free access to the details of government actions, such as contracts, emails and actions, to prevent national and international corruption.
  - ○ Therefore, the public who are being served by governments can hold them accountable for their actions, allowing for better governance in the long term.

- Theft
  - ○ Another form of corruption can be theft when it is run by a member with significant power. This can mean money from the state being taken by officials and being charged with their stewardship. On a small level, this can refer to the taking of office supplies, vehicles or stationary. However, on a larger level, this can mean state assets being privatised for the good of an official.

In the case of Corruption, there are four major subtopics that must be focused on for the true understanding of the issue placed before you all. Since all the G20 countries should be involved in the decision- and solution making process, the following five aspects should be a guide for your research.

Links between Gender and Corruption

Women have been proven to be affected more detrimentally by corruption. One of the major measures of corruption is the Transparency International's Global Corruption Barometer[36], which asks members of the public how corruption affects both their businesses and lives. Responses to this showed that women would experience higher levels of corruption than men in general.[37]

One reason for this could be that there is a completely different understanding of political and economic impact between men and women. This is mainly due to the difference between the rates of engagement that women are allowed in politics. Therefore, they would not be able to talk about their concerns and experiences with corruption, leaving out key consequences of some forms of corruption, such as human trafficking and sexual extortion. Looking at corruption with the backdrop of its relationship to equality issues can provide a new dimension, especially in the realm of the gender dimensions of democratic governance. [38]
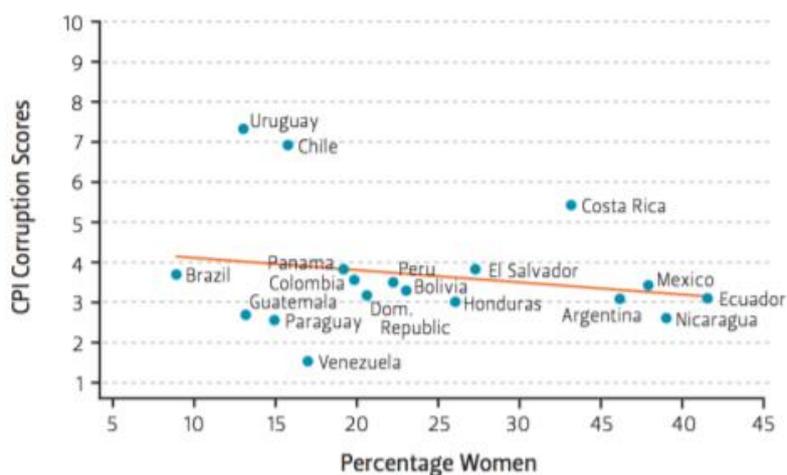

Figure 2.2: The : Relationship between corruption and women's legislative representation in Latin America (2015) *http://www.oecd.org/cleangovbiz/Integrity-Forum-2017-SciencesPo-gender-corruption.pdf*

One of the main challenges that can be found in this section, is the relation between the anti-corruption programmes that have been previously proposed, and whether they take into full consideration the impact on the different areas of corruption with its gendered basis. The United Nations Development Assistance Frameworks and MDG-based development strategies would be useful places to start and utilise for how corruption can be ended with consideration for gender issues.[39]

Promotion of Integrity and Transparency in the Public and Private Sectors

The main way that a government can find support on the fight against corruption is through the private sector, which requires a level of integrity and transparency on behalf of the government to achieve[40]. In order to achieve both integrity and transparency, it is crucial to discover and mitigate for the roots of corruption within these sectors.

One main reasons as to why there may be corruption in a nation could be because of previous and historical incidents. Nations which have just emerged from the case of a complete dictatorship often discover that there is structural political instability leading to a lack of development in anti-corruption areas. Corruption, lack of trust in governments, missing transparency are just a few consequences which in turn result in unsuccessful governing of a country. [41]

	IV-regression 1		OLS 1	IV-regression 2		OLS 2
	First stage	Second stage		First stage	Second stage	
Dependent variable	Democracy Polity	Corruption WB	Corruption WB	Democracy Polity	Corruption TI	Corruption TI
Democracy Polity		-0.459**	-0.156***		-0.452**	-0.156***
		(0.19)	(0.03)		(0.19)	(0.03)
ln GDP/capita	0.973***	-0.605***	-0.901***	0.970***	-0.715***	-1.003***
	(0.23)	(0.20)	(0.09)	(0.23)	(0.21)	(0.09)
Conflict	1.304	0.321	0.050	1.043	0.094	-0.092
	(1.01)	(0.50)	(0.37)	(1.02)	(0.50)	(0.38)
Democracy conflict	-1.937**			-1.937**		
	(0.75)			(0.75)		
Constant	-3.426	12.827***	13.877***	-3.134	14.809***	15.747***
	(2.09)	(1.07)	(0.67)	(2.08)	(1.04)	(0.67)
R-sq.	0.163	0.286	0.589	0.160	0.364	0.619
N	151	151	151	150	150	150

Figure 2.3: Main regression results using the Polity Democracy index as independent variable (2009)
https://www.cmi.no/publications/file/4315-does-democracy-reduce-corruption.pdf

Note: Standard errors in parentheses, *** indicates significance at the 1% level, ** at 5%, * at 10%. Corruption

WB is the World Bank control of corruption index rescaled from 0 to 10, with higher values representing more

corruption. Corruption TI is the Transparency International corruption perceptions index similarly rescaled.

Democracy Polity is the Polity IV democracy index. ln GDP/capita is the natural log of gross domestic product

per capita, in PPP adjusted 2005 USD. Conflict is a dummy variable indicating whether a country has been in

conflict with another country 1946-2009, and democracy conflict a dummy variable indicating whether a country has been in conflict with a democracy in this period.

Furthermore, as a result of the previous instability, there is a higher likelihood that the politicians and other officials working in the government may either be corrupt or have accepted it as a part of governance, which can result in either the loss of experience from the government or a loss of money at the cost of society. For businesses and enterprises, this means that it is highly important to develop a comprehensive legal code to ensure that they are not further exposed to corruption from the government's side. This means that there is a push for the development of more effective controls, strategies and policies. [42]

At this point, you might think about ways how the government of your country can promote greater private sector integrity. Think about possible (management) solutions such as creating internal or compliance programs to discover potential risk areas and to prevent further corruption coming from within a business. Also consider existing NGOs within your country for closer cooperation.

Opportunities and risks of new technologies to combat corruption

Technology can be used to combat corruption but also brings its risks and challenges with it. It can definitely be a great tool to improve integrity and therefore resolve corruption issues but also disclose private information of customers or ignore countries which have less access to technologies and hence less opportunities to compete. One technical innovation is the blockchain technology which can be taken into consideration for the elimination of corruption in three main areas, namely international trade, the public sector and the government, supply chain and logistics.[43]

Other examples can include Mamdawrinch in Morocco, which means "We will not bribe". This is an online portal that allows the citizens of Morocco to file anonymous complaints with corruption allegations which will be published on the site and social media.[44] Transparency International Lithuania has set up a monitoring site for their Parliament called manoSeimas (which translates as "my family")

which allows citizens to track the voting records of parliament on individual issues.[45] Korupedia.org in Indonesia is an online database of convicted officials containing the name of the corruptor, how much money they embezzled and the final verdict of the trial as well as details as to paused trials. All of these can be seen as ways that new technology can allow for the battle against corruption.[46]

Governments have also been utilising new technology in the fight against corruption. One method currently being employed is that of Big data, where management techniques are used to discover trends, patterns and relationships that can find the existence of tax havens and identify retailers that have not met the regulations required.[47] Data mining also uses similar techniques by including "intelligent mining" for administrative procedures and a large quantity of data sets.[48] Mobile apps and forensic tools also highlight the ways in which governments and the UN are driving against corruption within their own nations.[49]

Consolidate the capacity of law enforcement and legal regulatory frameworks

Studies show that in countries where the judicial system is better implemented and more effective, corruption levels are lower. Therefore, effective law enforcement and improved working legal regulatory frameworks are necessary in order to build trust and credibility in any kind of anti- corruption efforts. These are also needed when persecuting previously occurred cases of corruption. Impunity only supports the continuation of corruption, that is why investigative agencies or specialized anti- corruption courts need to be strengthened and supported to sanction crimes of corruption. [50] Anti-corruption courts were created due to the fear that standard courts could be corrupted in and of themselves, and so, while none are standardised, each have taken steps to ensure that they will not be the victim of what they are fighting against.[51]

Previous International Actions

In 2014, the G20 adopted the Beneficial Ownership Principles to reach more transparency within a business in order to foster integrity in both the private and public sector, which prompted states to strengthen their commitment to the principles and also to reaching transparency and integrity within their own nations. This was shortly followed by the G20 Anti-Corruption Plan of 2017-2018, which called on countries to restrict the public administration, so risk of corruption are easier to find and to minimize. Furthermore, the G20 made the public sector more transparent by being stricter in regards to consequences for public officials when not following conduct . Yet, much improvement is still needed. As one of the most recent contributions, the OECD Recommendation on Public Integrity provides an up-to- date guidance for building resilient public organizations and mitigating corruption risks.[52]

In 2015, Transparency International's analysis showed that 15 of the G20 countries had weak or average beneficial ownership legal frameworks. Especially the 2019- 2021 Anticorruption Action Plan which was launched in Buenos Aires, put the aspect of implementation as priority for the next three years. The G20 Anti-Corruption Working Group (ACWG) recognized the needed to accelerate implementation of past commitments.[53] During the G20 Summit in Germany, the leaders agreed on compiling all Anti-Corruption commitments on the G20 website in order to have more transparency and to strengthen the communication and work with the G20 ACWG. Also, the leaders endorsed the Principles on Preventing Corruption and Ensuring Integrity of State- Owned Enterprises and as well as those drafted on Preventing and Managing Conflict of Interests in the Public Sector to strengthen transparency and integrity in the public and private sector. The G20 strengthened the work of the ACWG, as well as the cooperation with partners such as the Open Government Partnership, the World Customs Organisation and the Global Forum on Transparency and Exchange of Information for Tax Purposes.

As an important body for decision-making processes, the G20 has produced many guides and principles which should be followed in order to fight corruption, although these Principles are not binding. By agreeing on the G20 Principles for promoting integrity in public procurement, governments will apply more transparency and integrity and adopt measures against conflict of interest and corruption. Procurement is also a strategic tool used by governments to deliver public services of the highest quality and best value for money. Since almost 60 percent of bribery cases are paid to get public procurement contracts, the G20 approved Compendium of Good Practices for Integrity in Public Procurement (OECD Compendium) developed by the OECD.

Conclusion

While there has been a great deal of previous consensus on potential actions to take, there have been issues with the implementation of such, and how to juggle anti-corruption measures alongside a need to maintain integrity and security within a nation. This often leads to NGO's having a significantly larger impact on the nation and their battle against corruption than they would have otherwise.

It is important for delegates to consider how they would address corruption both within their nation as well asinternationally, while bearing in mind the ever changing issues due to improvements in technology and how anti-corruption measures will affect each sector, public, private and charitable. Delegates should also consider the distribution of impact that also exits across the gender divide and how this issue fits into the wider theme of Challenging Global Financial Interests.

POINTS A RESOLUTION SHOULD ADDRESS

- What is your country's position to corruption and what exact problems does your country have with corruption?
- What are the root causes of corruption in your country and in general?
- Did your country already implement any policies to combat corruption, if yes, how can they be improved to be more effective?
- Does your country provide incentives for helping fight against corruption and bribery?
- How can your country contribute to access to technology in developing countries?
- Does your country have any laws to punish corruption? How does the form of punishment help to prevent further acts of corruption?
- If there are any NGOs in your country, which one is it supporting and cooperating with to fight corruption?
- Is corruption needed to hold a state together?
- Is corruption necessary to position a country worldwide and to gain reputation?
- To what extend do politics and corruption interconnect and how might that help or prevent political cooperation?
- Have appropriate systems been implemented to reduce corruption and if yes, how can they be improved?
- Are companies encouraged to put in place a strong framework for corporate governance?
- Do countries have a different view on the definition of corruption and its other forms?

FURTHER READING

Delegates are highly advised to examine the CPI 2018 closely and to read the reports from UNCTAD (2015 and 2018) as an orientation to possible solutions. Delegates would also be advised to read these following sources in detail:

- G20 Anti-Corruption Working Group Interim Report 2017 (2017) (https://www.bmjv.de/SharedDocs/Downloads/EN/G20/Interim_Accountability_Report_20 17.pdf?__blob=publicationFile&v=1)

- G20 Anti-Corruption Action Plan 2017- 2018: (https://www.mofa.go.jp/files/000185882.pdf)
- G20 Anti-Corruption Working Group | Stolen Asset Recovery Initiative (StAR): (https://star.worldbank.org/about-us/g20-anti-corruption-working-group)
- G20 High Level Principles on the Liability of Legal Persons for Corruption: (http://www.g20.utoronto.ca/2017/2017-g20-acwg-liberty-legal-persons.html)

For looking into the Principles that companies are expected to maintain, delegates would also be advised to look into the following links as well.

- OECD Good Practice Guidance on Internal Controls, Ethics and Compliance (2010) (http://www.oecd.org/daf/anti-bribery/44884389.pdf)
- OECD Guidelines for Multinational Enterprises (2011) and related Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas (http://www.oecd.org/corporate/mne/GuidanceEdition2.pdf)
- G20-OECD Principles of Corporate Governance (2015) (http://www.oecd.org/g20/meetings/antalya/Corporate-Governance-Principles-ENG.pdf)
- World Bank Group Integrity Compliance Guidelines (2010) (http://siteresources.worldbank.org/INTDOII/Resources/IntegrityComplianceGuidelines_2_1_11web.pdf)
- APEC General Elements of Effective Voluntary Corporate Compliance Programs (2014)* (http://mddb.apec.org/Documents/2014/SOM/CSOM/14_csom_041.pdf)
- Anti-Corruption Ethics and Compliance Handbook for Business prepared by UNODC, OECD and the World Bank (https://www.unodc.org/documents/corruption/Publications/2013/AntiCorruptionEthicsComplianceHandbook.pdf)
  UNODC An Anti-Corruption Ethics and Compliance Programme for Business: A Practical Guide (https://www.unodc.org/documents/corruption/Publications/2013/13-84498_Ebook.pdf)

13 (www.transparency.org, 2019)

14 (Oecd.org, 2018)
15 (Transparency.org, 2019)
16 (UN News, 2018)
18 (Star.worldbank.org, 2019)

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31 Ibid, 26
32 Ibid, 26
33 Ibid, 26
34 (Thebriberyact2010.co.uk, 2019)
35 Ibid, 31
36 (Transparency.org, 2019)
37 (Transparency.org, 2016)
38 Ibid, 34
39 Ibid, 34
40 (Treisman, 2000)
41 Ibid, 37
42 Ibid, 37
43 (www.transparency.org, 2018)
44 (www.transparency.org, 2013)
45 Ibid, 40
46 Ibid, 42
47 (World Economic Forum, 2016)
48 Ibid, 45
49 Ibid, 45
50 (Hanna et al., 2011)
51 (U4 Anti-Corruption Resource Centre, 2019)
52 (G20, 2017)

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TOPIC A: DIGITALISATION AND INNOVATION: THE SHIFTING NATURE OF WORK AND THE LABOUR FORCE

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