

**COMMITTEE :** Artificial Intelligence (ILO4)

**ISSUE :** How can we protect workers in the face of the rise of artificial intelligence, to ensure that jobs are preserved and their rights respected?

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## INTRODUCTION



Hello delegates! My name is Manon GRIVOTET and I am 15 years old. I am a student at the Lycée International de Ferney-Voltaire and part of the English section. I was born in Japan, lived in Hong Kong then moved to France a few years ago. Dancing, listening to music and spending time with my friends are some of my hobbies. I have just finished my first year being part of MUN and during FerMUN 2024, I had the opportunity to be a translator. Our issue focuses on an important subject which is artificial intelligence; a tool all the more present in today's society. Nowadays, artificial intelligence (AI) plays a large part in our daily lives, extending its influence to various sectors such as health, education, entertainment and even in the workplace. AI systems today are no longer limited to simple tools; they have progressed to become essential actors, capable of replacing several jobs and creating unemployment. Your job as delegates is to ensure job opportunities for all workers all the whilst being aware of the rise of AI in today's workplace. I'm looking forward to meeting you all during the conference and I hope you will find this report useful to understanding our issue!

## KEY WORDS

**Artificial Intelligence** : According to UNESCO, AI systems refer to information-processing technologies that perform tasks requiring human cognitive functions, such as perceiving, learning, reasoning, problem-solving, and decision-making.

**Algorithmic management** : Algorithmic management is the strategic tracking, evaluating, and managing of workers through algorithms.

**Fundamental rights** : Fundamental rights are a group of rights that have been recognized by the Supreme Court as requiring a high degree of protection from government encroachment. The Universal Declaration of Human Rights serves as the foundation for many international human rights laws and treaties, and it reflects the UN's commitment to the protection and promotion of fundamental human rights.

## OVERVIEW

### 1. Artificial intelligence market

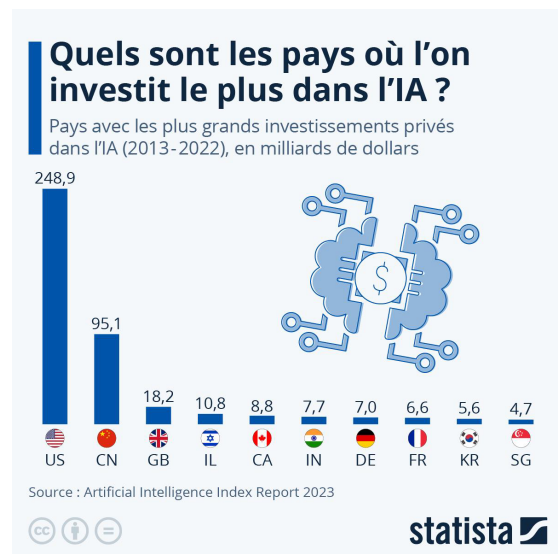
The generative Artificial Intelligence market is expected to rise significantly, from 11 billion U.S. dollars in 2020 to nearly 128 billion U.S. dollars in 2024 and more than 1.3 trillion U.S. dollars in 2032. This is due to an explosion of generative AI tools in recent years such as Bard by Google, ChatGPT by OpenAI etc.<sup>1</sup>

An estimate of the number of jobs created and eliminated by artificial intelligence (AI) worldwide, as of 2022 is forecasted that 2.3 million jobs will be created while 1.8 million will be eliminated by AI as of that time.<sup>2</sup>

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<sup>1</sup> [Global generative AI revenue 2024 | Statista](#)

<sup>2</sup> [AI's global impact on job creation and elimination 2022 | Statista](#)

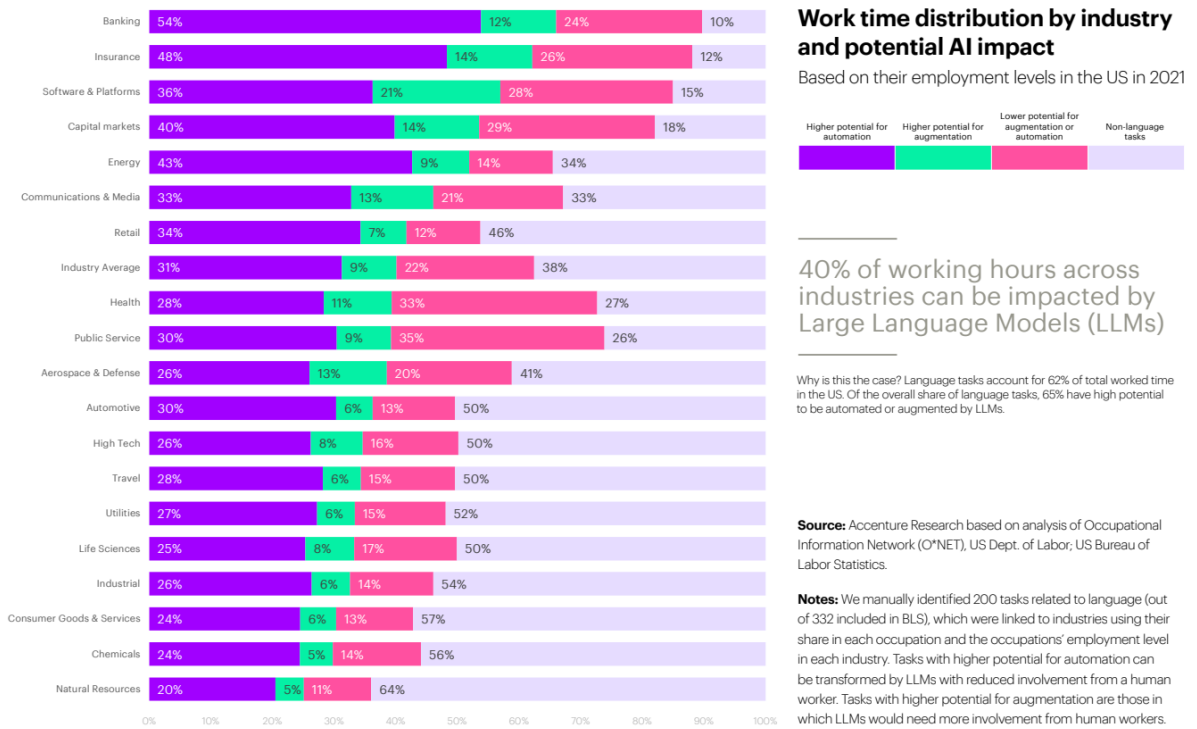


## 2. Algorithmic management

In the workplace, two distinct types of AI technologies are applied. The first is directed at automating tasks that workers perform; it is called task automation AI. It is able to perform repetitive tasks consistently and efficiently, reducing the need for human intervention. This includes activities such as data entry, processing transactions, sorting emails, and managing inventory. The second type of AI uses data and algorithms to help manage workers. It can track how well employees are doing, assign tasks, and even decide pay based on performance data. This helps businesses run more efficiently by making smarter management decisions automatically; it is commonly referred to as “**algorithmic management**” (see keywords).<sup>3</sup> This is why partial automation could lead to greater efficiency, allowing human beings to devote more time to other tasks, thus complementing the work they do. However, this process is inadequate in many cases, such as when the problem becomes too complex.

<sup>3</sup> [Artificial intelligence | International Labour Organization \(ilo.org\)](https://www.ilo.org/artificial-intelligence)

Figure 3: Generative AI will transform work across industries



Source: Accenture Research based on analysis of Occupational Information Network (O\*NET), US Dept. of Labor; US Bureau of Labor Statistics

This figure shows the work time distribution by industry and the potential impact AI could have across different industries. As it has been determined, algorithmic management can be seen as a positive technological and digital factor of economic activity, but it also comes with a range of challenges. While some may see it as a useful tool to control and monitor complex work processes, with the increasing capacity to collect, store and process digital information it also raises new issues and leads to questions about ensuring privacy and replacing human jobs in the workplace. The most publicized risk is the need for human workers at all.

Therefore, seeing as though artificial intelligence and algorithmic management is on the rise in the workplace, it is a necessity to implement policies that focus on job quality, ensure fair transitions, and focus on the integration of technology into work processes to retain humans to perform or oversee some of the tasks, despite automation’s potential.

### 3. How could AI threaten workers?

#### **Wages:**

If the productivity gains made possible by digital technologies are not shared with workers, income inequalities are likely to increase.

Digital work platforms and working from home is expanding the supply of labor beyond national borders, exacerbating competition between workers, which could lead to a drop in income for the majority of workers.<sup>4</sup>

#### **Working times:**

By creating the conditions for unlimited connection at work, digital technologies can lead to a culture of permanent availability and lead to longer working hours blurring the limits to a work-life balance. Forms of "digital scheduling" can limit workers' participation in this planning, leading to greater uncertainty for workers and less flexible working hours.

#### **Security and health at the workplace:**

Technological malfunctions can increase physical risks as workers may become more independent on advanced machinery, and therefore can lead to collapses or failures in the mechanisms and even electrocution hazards. Digital technologies used to achieve efficiency gains can lead to work intensification and create a stressful work environment. The "nudging" (gentle persuasion) techniques practiced on digital work platforms can encourage workers to continue working during their rest periods.

#### **Social environment:**

The use of digital technologies reduces opportunities for social interaction between colleagues, making the workplace less of an opportunity for collaboration and teamwork.

#### **Freedom of association and right to collective bargaining:**

If digital technologies break down jobs into micro-tasks that can be outsourced via platforms, workers may not have the right to organize unions because they do not meet the requirements by national labor legislation. Monitoring employees' social media activities on social media, their comings and goings or their communications can be used to prevent the hiring or retention of workers union activity. The continuous collection of data on workers performance can also lead to an invasion of privacy. This leads to weakened labor rights and makes it more difficult for workers to advocate for fair wages, benefits, and working conditions. Moreover, monitoring online communications can lead to the identification of workers who support unions or labor

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<sup>4</sup> [Challenges and opportunities associated with digitalization | International Labour Organization \(ilo.org\)](#)

movements. Employers may create unofficial blacklists, discriminating against these individuals by denying them future employment or promotions. Finally, collecting continuous data on workers' performance, monitoring their online presence, and tracking their movements can be a violation of the privacy of their personal and professional lives.

## **RELEVANT UN TREATIES AND EVENTS**

**10/12/1948**

**Universal Declaration of Human Rights (UDHR): Articles 23 and 24** cover the right to work, just and favorable conditions of work, rest and leisure. These articles insist on the protection of workers against unemployment and free choice of employment. This declaration has inspired more than seventy treaties.

[Universal Declaration of Human Rights](#)

**24/11/2021**

UNESCO, the United Nations Educational, Scientific and Cultural Organization, is a specialized agency of the United Nations. Established in 1945, UNESCO aims to promote international collaboration through educational, scientific, and cultural reforms to increase universal respect for justice, the rule of law, and human rights along with fundamental freedoms proclaimed in the United Nations Charter.

UNESCO's Recommendations on the Ethics of Artificial Intelligence, which was adopted in 2021, addresses the ethical dimensions of AI, including fairness, transparency, accountability, and the impact on work and employment.

[Recommendation on the Ethics of Artificial Intelligence - UNESCO Digital Library](#)

**18/09/2023**

UN General Assembly High-Level Meetings on the Future of Work. These meetings discuss the implications of technological advancements, including AI, on the future of work, labor markets, and worker rights. ([Future of Work - SDG Media Zone at the 78th Session of the UN General Assembly | UN Web TV](#)) How can we leverage data, technology and innovation to create more equitable, sustainable, and resilient economies in the future of work?

## POSSIBLE SOLUTIONS

- In the face of the rise of AI, an innovative approach is to use AI to better protect workers' rights such as using digital technologies to facilitate the performance of their tasks. In particular, labor inspection services use tools such as chatbots or conversational agents to inform workers of their rights or record complaints, but also data mining to better target their interventions. In Greece, and more recently in Albania, these techniques have been more effective than traditional inspection methods in combating undeclared work.<sup>5</sup> A specific example is the 'Ergani information system' in Greece implemented by the Greek Ministry of labor where employers are obligated to report their workers' activities in order for the algorithm to analyze the workers' working schedules and activities to monitor that their rights are being respected.
- In cases of displacement, ensure coverage of social protection such as unemployment benefits and access to retraining for affected workers in order to train workers for new jobs and provide financial aid.
- AI could have an impact on the current labor markets and gender-specific needs in the transition process. Therefore, companies could develop retraining programs specifically for women in fields where generative AI is likely to cause job displacement. For example, offering coding boot camps, AI literacy programs, or digital skills training tailored to women, especially in industries where women are currently underrepresented. Governments or private sectors could fund scholarships or subsidies to encourage women's participation in these programs. Public awareness campaigns could be encouraged to highlight the impact of AI on women's jobs and the importance of gender-inclusive policies. This could involve media outreach, educational programs, and partnerships with NGOs. National and local governments could fund and coordinate these campaigns, working with industry and civil society to reach a broad audience.

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<sup>5</sup> [wcms\\_909208.pdf \(ilo.org\)](#)

- Invest in sectors that are under-funded and which have the potential to be a source of good quality jobs, such as in the care or green economy. [The Green Jobs Programme of the ILO | International Labour Organization](#)
- Strive for transparency and clear rules. Prohibit worker monitoring and data collection outside of work or in contexts where it poses risks to human dignity or the exercise of fundamental rights.
- Consultation and negotiation between employers and workers are key to managing job changes due to technology. Instead of simply cutting jobs, these discussions encourage retraining and redeployment of workers. The International Labour Organization's (ILO) Employment Protection Convention (No. 158,1982)<sup>6</sup> sets guidelines for this process, especially when many workers are at risk of losing their jobs. Employers must talk with workers' representatives before making job cuts, they must notify the authorities and take steps to prevent or reduce job losses and finally, clear criteria should be set for deciding who might lose their jobs and who should be rehired first.  
These measures aim to reduce the negative impact of job cuts, make the process fairer, and ensure that the needs of workers, employers, and society are balanced. Social dialogue is also important for creating social protection programs and skills training that can help workers adapt to changes brought by automation.
- Implement extensive training programs to help workers acquire new skills that are in demand in the AI-driven economy. The European Union's **Digital Skills and Jobs Coalition**<sup>7</sup> offers resources and initiatives to enhance digital skills across Europe.
- Develop and enforce ethical guidelines and regulations for AI use in the workplace to ensure transparency and fairness. The European Commission's **Ethics Guidelines for Trustworthy AI**<sup>8</sup> provides initiatives to develop AI systems which respect fundamental rights.

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<sup>6</sup> [Convention C158 - Termination of Employment Convention, 1982 \(No. 158\) \(ilo.org\)](#)

<sup>7</sup> [Digital skills and jobs coalition | Shaping Europe's digital future \(europa.eu\)](#)

<sup>8</sup> [Ethics guidelines for trustworthy AI | Shaping Europe's digital future \(europa.eu\)](#)



Guiding questions:

1. What is your country's annual investment in the AI market?
2. What fraction of your population has access to AI systems?
3. Has your country already implemented policies to protect workers' rights in the face of the rise of AI?
4. Is your country implicated in regulating the ethics of AI systems?
5. What is your country's current state of unemployment?

## **BIBLIOGRAPHY.**

Reports:

- [Global generative AI revenue 2024 | Statista](#)
- [Generative AI and Jobs: Policies to Manage the Transition | International Labour Organization \(ilo.org\)](#)
- [Generative AI and Jobs: A global analysis of potential effects on job quantity and quality | International Labour Organization \(ilo.org\)](#)
- [Challenges and opportunities associated with digitalization | International Labour Organization \(ilo.org\)](#)
- [Recommendation on the Ethics of Artificial Intelligence - UNESCO Digital Library](#)
- [our-common-agenda-policy-brief-global-digi-compact-fr.pdf \(un.org\)](#)

Videos/webinars:

- [Future of Work - SDG Media Zone at the 78th Session of the UN General Assembly | UN Web TV](#)
- [ILO Live - Can we have pro-worker AI?](#)