

COMMITTEE : ILO Artificial Intelligence

ISSUE : Artificial intelligence in the employment sector : How can its development be guided to promote social justice?

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PRESENTATION BY THE CHAIR

Hello delegates!

My name is Clara Nguyen, I am 15 years old and I am currently attending the Lycée international of Ferney-Voltaire, in the English section. I have been part of the MUN programme for a year now: last year as a translator. I was brought up in France in a Franco-Vietnamese-American household. Outside of MUN, I enjoy discovering new cities and horizons, collecting photos from my travels, and singing while I play the piano or ukulele.



I'm honoured to be your Chair for the upcoming conference in this trilingual committee. This year, we'll be tackling an issue with technological, economic and social dimensions: artificial intelligence.

AI is already fundamentally transforming the world of work. A creator of opportunities, AI is establishing itself as a revolutionary tool, capable of automating complex tasks on a larger scale. Today's challenge is to make this technology available to all, to prevent it from increasing existing inequalities. Our mission will therefore be to work together to find solutions that are both responsible and beneficial to all, so that artificial intelligence becomes a driver of social progress rather than exclusion. This report gives you a first glimpse of the debates that await us in the coming months. Through it, you will discover the major impacts of this issue: the transformations in the world of work and education, the ethical challenges, and the economic and social implications. You will thus be better prepared to understand and contribute to the development of appropriate solutions.

Your mission during this FerMUN 2026 conference will be to debate and suggest fair and innovative solutions aiming to ensure the safe and inclusive use of these tools in the world of work. I look forward to meeting you this coming January and wish you all good luck with your research in preparation for a week of debates leading to change and progress towards a fairer future.

KEY WORDS

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

Social justice: According to the UN, generally considered to be a society that offers individuals and groups fair treatment and a fair share of the benefits of society.

Social inclusion: According to the UN, the process of ensuring that all people, regardless of their origin, race, language, gender, social status, etc., have equal opportunities to realise their full potential in life.

Digital divide: According to the OECD, the digital divide refers to unequal access to digital technologies, particularly in terms of internet connectivity and device availability, as well as disparities in infrastructure, skills and affordability.

Governance: According to the UN, a general concept covering all the means necessary for determining, managing and enforcing appropriate policies and measures.

Disinformation: According to the UN, the spreading of inaccurate information, mainly intended to mislead with the aim of causing serious damage.

Algorithmic bias: According to the UN, a term referring to the way in which certain AI systems can produce biased results, favouring or disadvantaging an individual or group, often unjustly.

Systemic bias: According to the National Institute of Standards and Technology (NIST), a form of prejudice that results from rules, procedures, or standards that favour certain social groups and disadvantage others.

INTRODUCTION

Artificial intelligence is undergoing an unprecedented development and is already profoundly transforming the world of work. [McKinsey](#) estimates that generative AI could contribute to growing the global economy by £2.6 to £4.4 trillion each year. [A joint study by Stanford and MIT](#) reveals that employee productivity could increase by an average of 14%, and up to 35% for young workers.

However, this technological revolution raises a fundamental question: How can we ensure that these benefits are of benefit to all and do not further accentuate existing inequalities? Faced with this challenge, it is becoming urgent to guide the development of AI so that it becomes a lever for social justice rather than a factor of exclusion.

OVERVIEW

I. The promise of AI against the risks of exclusion

Significant gains in productivity

The automation of repetitive and tedious tasks through AI offers major productivity gains in many sectors. This added efficiency can free workers from certain constraints and allow them to focus on higher value-added activities that can create meaning and innovation.

In both developed and developing countries, task automation can be beneficial on an international scale.

On the African continent, which lags behind in terms of these new technologies, artificial intelligence is already contributing to progress in certain professional sectors in Africa. In the agricultural sector, AI Plant Village, a platform that uses artificial intelligence to identify plant diseases and help farmers protect their crops, is now significantly strengthening the agricultural resilience of East Africa. In Kenya, for example, over 10,000 users have reported an average increase of 40% in their yields, partly thanks to AI Plant Village¹.

¹ [Kenyan farmers turn to WhatsApp & AI tools to combat crop diseases](#)

Also, Flood Hub, a platform developed by Google, uses artificial intelligence to predict river flooding up to seven days in advance. In 2024, in South Africa's Western Cape province, this platform was able to predict a sudden flooding, allowing more than 12,000 residents to evacuate and reducing human and material losses². This reflects the potential of AI for work in less developed regions.

Despite the challenges that the African continent still faces before it can fully embrace AI technologies, the benefits are already being felt.

A concerning digital divide

Paradoxically, while artificial intelligence skills are becoming essential in the labour market, many populations remain excluded. This inequality particularly affects rural areas, the elderly and disadvantaged communities who do not have access to appropriate digital education. Without ambitious digital inclusion policies, the future labour market risks leaving these groups behind, thereby worsening existing socio-economic disparities.

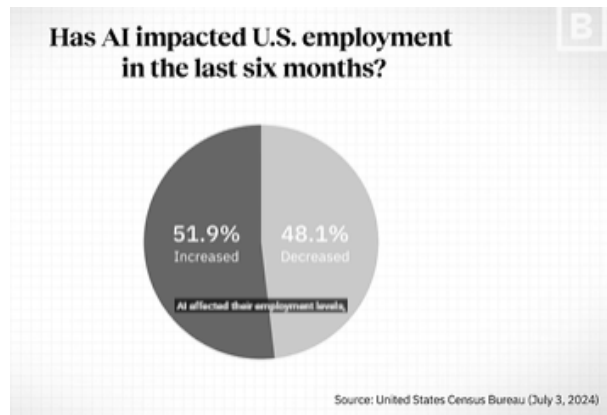
Communities deprived of access to these tools will face significantly fewer professional opportunities, which may lead to an increase in poverty among these populations. This exclusion even extends to essential services: medical treatments, although becoming more effective and personalised thanks to AI, will also be more expensive, making access to them unequal.

II. An ongoing transformation of the labor market

The urgency of skills adaptation

The numbers speak for themselves: according to a global survey, 67% of managers say they would not hire someone without AI skills, and 71% would rather recruit someone less experienced but

² [Google's Flood Hub: AI Saving Lives in African Flood Preparedness - iAfrica.com](#)



trained in AI than a more experienced candidate who is not proficient in these tools³. This reality demonstrates how highly valued AI already is and how many opportunities it offers.

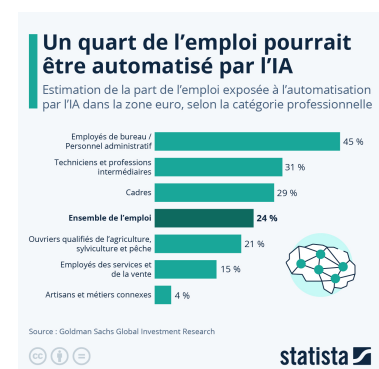
According to the IMF⁴, 60% of jobs in advanced economies have a high degree of exposure to AI. Of these, 27% are highly complementary to AI, while the remaining 33% are likely to be replaced.

Traditional professions in accounting, publishing,

marketing and programming are therefore threatened by automation.

AI is also becoming increasingly popular in international work. It's now recognised all over the world.

In Nordic countries, there's been a big investment in training and skills adaptation. All public employment services in this region of the world already use at least one AI solution, compared to only one in two in the OECD. This goes to show how far ahead they are in integrating AI into the world of work, reflecting their lead in integrating AI into the world of work.



Finland, for example, is actively investing in the integration of AI into the future world of work. This can be seen in their [Elements of AI](#) project, launched by the University of Helsinki. This free training course, aimed at educating future workers, is a clear example of an inclusive policy.

New emerging careers

This process of creative destruction simultaneously generates new opportunities: AI training, algorithm creation and supervision, ethical auditing of intelligent systems, and many other roles that have not yet been invented. At the same time, certain human skills are becoming increasingly

³ [Chart: 2 in 3 Leaders Would Not Hire Someone Without AI Skills | Statista](#)

⁴ [Intelligence artificielle, travail et emploi, le CESE a adopté son étude | Le Conseil économique social et environnemental](#)

valuable because they cannot be replaced by AI: critical thinking, creativity, interpersonal skills and emotional intelligence.

However, this AI revolution is not limited to transforming existing jobs: it is also creating new ones. That is why, in 2015, the city-state of Singapore launched Skills Future. This set of training courses on emerging technologies is offered to participants with the aim of making them more accessible to new jobs. This initiative demonstrates a desire not only to adapt AI skills, but above all to prepare workers for a rapidly evolving labour market.

III. Ethical and governance challenges to overcome

Systemic biases to eliminate

The ethical challenges are numerous and complex. Cognitive biases and discrimination are key issues: AI reinforces these biases when algorithms are trained on biased data. For example, if algorithm creation remains predominantly male, there is a high risk that these systems will serve men more effectively than women.

These algorithmic biases are particularly worrying in certain regions of the world. While places such as the Nordic countries are making rapid progress in this sector, other regions of the world are facing difficulties in integrating AI. This applies to the African continent. A report by Research ICT Africa highlights the need to combat algorithmic biases, misinformation and cybersecurity threats, which could slow down the continent's development.

Invasion of privacy

Intrusion into people's private lives is another crucial challenge. AI systems rely on huge amounts of data, which are not always used with the informed consent of the individuals concerned. The risk of sensitive data (health, finance) being misused remains high.

Manipulation of information

Generative AI can produce 'deep fakes' (false information, images, videos) that undermine public trust and the ability to distinguish between truth and falsity. This capacity for mass manipulation of information poses a threat to democracy and social cohesion.

A fragmented framework of regulations

The governance challenges are substantial. Advances in AI are evolving faster than any technological revolution in the past, but regulatory processes are struggling to keep pace with this rapid pace.

Global regulations remain highly fragmented: the European EU AI Act, US executive orders, and Chinese measures on generative AI create a fragmented legal framework that complicates the emergence of truly inclusive and economically just AI.

The question of liability also remains crucial when artificial intelligence makes a mistake. Who should be held responsible: the system developer, the user, or the system itself? Without a clear framework, trust in AI remains compromised.

ILO TREATIES AND MAJOR EVENTS

21/06/2019

The ILO Centenary Declaration for the Future of Work was adopted in 2019. It aims to respond to changes in the world of work due to technological, demographic and climate advances and globalisation, among other factors. It affirms the importance of decent work for all, universal social protection, lifelong learning and gender equality. It was one of the first to take into account the challenges associated with this specific technological development, marking a collective commitment to move towards a more equitable future.

22/01/2019

The report 'Work for a Brighter Future' by the Global Commission on the Future of Work has been published by the ILO. This official report provides us with a vision focused on technological disruptions, particularly those related to artificial intelligence. It highlights the need for a just and strong transition. The report also marks a step forward, as it addresses a subject that has yet to be explored in depth: the impact of new technologies, notably artificial intelligence, on the world of work.

03/02/2025

This high-level conference entitled '[ILO and EESC join forces to shape a fair and inclusive future in the age of AI](#)' represents one of the first international cooperation efforts on AI. During the event, over 300 ministers and experts gathered to evaluate the contribution of AI to decent work, social justice and gender equality.

POSSIBLE SOLUTIONS

Preparing the next generation

To prevent economic injustices, new technologies must be integrated into education. In schools and higher education, it is essential to familiarise future generations with AI: understanding its concept, learning how to use it effectively, and recognising the limits of its potential. Beyond this basic knowledge, critical thinking skills must be developed in response to generative AI. Initiatives such as [Elements of AI](#) (Finland) and [SkillsFuture](#) (Singapore) must be promoted and expanded internationally.

Re-skilling current workers

For AI to be used productively, workers' skills need to be adapted. Mandatory training must be implemented in companies wishing to invest heavily in AI, along with public retraining programmes specifically for jobs threatened by automation.

Establishing an ethical and regulatory framework

Strict ethical guidelines for the use of AI in the workplace should be developed and enforced to ensure transparency, equity and the protection of workers' rights.

To align the use of AI globally, an international agreement should be sought based on existing texts ([EU AI Act](#), China Generative AI Measures, Hiroshima G7). Establishing an international agreement on the fundamental principles of generative AI (safety, transparency, accountability) is becoming a priority.

Setting up certification and funding mechanisms

To guarantee the reliability of AI and handle biases, an international label or standard needs to be created to certify that a generative AI system complies with common ethical standards. This

label could require a number of conditions, such as algorithm transparency, compliance with a set of ethical criteria, and user data protection.

To reduce the digital divide, an international support fund, financed by economic powers, could be set up to fund digital infrastructure, training and access to AI technologies in countries with fewer resources.

Preventing discrimination and protecting data

Regular supervision of algorithms to correct discrimination would strengthen social justice. At the same time, a rigorous protection system for employee and company data would prevent abuses of power and preserve the trust necessary for the equitable development of AI.

QUESTIONS FOR GUIDANCE

1. What is your country's position regarding the social justice aspect of AI measures?
2. Have you already introduced strategies aiming to implement AI in your country?
3. Are you part of any international agreement or plan relating to AI development? If so, how can you strengthen these existing structures?
4. What measures could your country put in place to re-skill workers whose jobs are threatened by AI and automation?
5. How can you collaborate with other states, businesses and educational institutions to promote the inclusive and ethical use of AI on a global scale?
6. How can your country ensure that AI does not reinforce discrimination and effectively protects workers' data in an international context?

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