

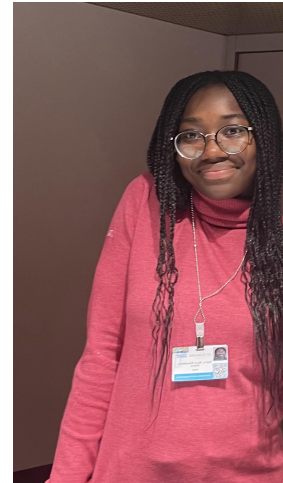
COMITTEE : ILO-Artificial Intelligence

ISSUE : How can we guarantee the protection of workers' rights in the face of automation and algorithmic surveillance on digital platforms?

CHAIRS: Nicky TAYLOR, Clara NGUYEN and Antonio HERRERA MURILLO

PRESENTATION OF THE CHAIR

Hello dear delegates! My name is Nicky Taylor and I am 17 years old. I am a student in the English section at the International school of Ferney Voltaire. I was born in Ghana and have been living in France for almost 10 years. I have been doing gymnastics and playing the piano since I was very young and I really enjoy listening to music. I joined MUN in November 2023 and during my first FerMUN I was a translator in Committee 3 on Environment. This year we will focus mainly on protecting workers' rights in the face of artificial intelligence surveillance.



Automation is a process that has transformed the world of work, particularly on digital platforms such as Amazon and Google. Although these platforms are efficient, they raise several issues. By entrusting tasks to machines and software, there is a risk that they will replace human jobs and that certain jobs will be eliminated altogether. This can highlight inequalities between workers who are skilled and those who are at risk of losing their jobs. On a social level, respect for workers' rights is being challenged. Many workers are constantly evaluated without the possibility of appeal. Continuous monitoring can cause stress and constant pressure on these workers.

The impact of artificial intelligence on employment, and in particular the risk of workers being replaced, is at the heart of current debates. In this committee, your main objective, as a delegate, is to seek ways to ensure workers' rights in the face of developments in technology. We look forward to seeing you all in January and hope that this report meets your expectations!

KEYWORDS

Artificial intelligence: According to the European Parliament, AI is defined as any tool used by a machine capable of ‘reproducing human-like behaviours, such as reasoning, planning and creativity’.

Automation: The total or partial execution of technical tasks by machines operating without human intervention.

Algorithmic surveillance (video surveillance): According to the ILO's official website, these are algorithmic systems that use tracking data and other information to organise, assign, monitor, supervise and evaluate work. Some systems incorporate artificial intelligence to learn and anticipate, while others rely on simple rules to guide managerial decisions.

Burnout: Set of reactions resulting from chronic work-related stress in which commitment is a predominant factor.

Digital platforms: According to the ILO's official website, these ‘include location-based platforms, where services are provided by individuals in a specific location, and online platforms, where workers provide their services remotely’. It is a space that allows for the storage, distribution and creation or selling of digital content. According to the IRERP's Dictionary of Social Law Research, it is ‘a tool that allows two categories of individuals to connect remotely using information technology’.

OVERVIEW

The digital platform economy — also known as the gig economy — is growing rapidly worldwide. Millions of people work through apps or websites to perform one-off tasks: deliveries, transport, on-demand services, online micro-work. In 2025, the European Union already had more than 43 million platform workers, and this figure is increasing in all regions of the world. These platforms rely on algorithmic systems that assign tasks, evaluate performance, set payments, and can even suspend or exclude workers. This automated management, which is often lacking in transparency, raises significant concerns regarding labour rights, privacy, and social justice.

I. Risks identified by the ILO

According to discussions at the 113th International Labour Conference (June 2025), platform workers face several critical issues:

- Misclassification of status: often considered self-employed, they are deprived of the protections associated with salaried employment.
- Low and unstable remuneration: dependent on algorithms and demand, with no minimum guarantee.
- Lack of social security: no access to leave, health insurance or pensions.
- Algorithmic surveillance: geolocation, rating, productivity monitoring, without transparency or appeal.
- Barriers to unionisation: digital isolation, lack of collective representation.

The ILO stresses that these practices can lead to violations of fundamental rights at work, including the right to decent work, non-discrimination, freedom of association and protection against abuse.

Automation and algorithmic surveillance have profound consequences for workers' fundamental rights.

Mental health:

Continuous monitoring of workers can cause chronic stress. This can lead to mental health issues. These algorithms analyse production rates and break times. This monitoring creates an atmosphere that feels intrusive in workers' lives.

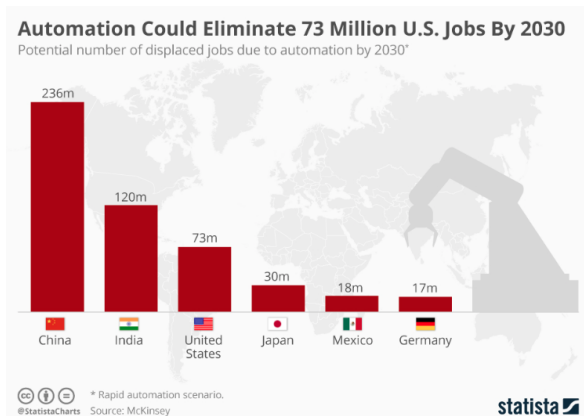
Furthermore, in sectors such as delivery and warehousing, algorithms determine schedules and routes, sometimes without clear explanation. This can consequently lead to burnout.

Personal life:

Workers are subject to devices that record personal information, often without their consent. This type of surveillance, which sometimes extends to personal devices, can be seen as an intrusion into the worker's private life. Some surveillance software runs continuously during working hours, even if the employee is viewing a page unrelated to their work.

Working conditions:

The replacement of manual jobs by machines is leading to the loss of many jobs, which increases job instability. Automation often imposes targets dictated by technical systems, without taking human limitations into account. This degrades the quality of life at work.



II. Geopolitical issues and regional dynamics: different responses depending on the region

- **Europe:** In 2024, the European Union adopted a [directive](#) aimed at improving working conditions for platform workers by increasing algorithmic transparency and introducing a legal presumption of employment. Some countries, such as Spain, have already reclassified delivery drivers as employees.
- **North America:** The United States and Canada have a more liberal approach. Tech giants dominate the market, and workers are often considered self-employed, with few protections. Local initiatives are attempting to regulate platforms, but the lack of a coherent federal framework limits their scope.
- **Latin America and Africa:** These regions are experiencing strong growth in platforms in contexts of precariousness and informality. Social protections are weak, and specific regulations on automation and surveillance are still rare.
- **Asia-Pacific:** India, Indonesia and the Philippines are seeing the emergence of online micro-work platforms, often without legal oversight. Conversely, countries such as Japan and South Korea are integrating AI into work with higher standards of protection.
- **Middle East:** Dependence on migrant workers and the intensive use of digital surveillance pose specific challenges in terms of human rights and social dialogue.

ILO TREATIES AND MAJOR EVENTS

20/05/2025

“One in four workers worldwide is employed in a profession that is more or less exposed to generative AI, but most jobs will be transformed rather than eliminated because human intervention remains essential.” [Generative AI and jobs ILO](#)

07/2025

Approximately 150 million people are employed in the digital economy and do not have long-term contracts, according to the International Labour Organisation. “The resolution, adopted with overwhelming support from the workers’ group and the majority of governments, sets the framework for negotiations at the 2026 ILC. It includes agreement on the form of instruments, definitions and coverage, as well as recognition of the right of workers and trade unions to access algorithmic management information.” [Win for the workers](#)

18/02/2025

ILO Director-General Gilbert F. Houngbo called for a human-centred approach to artificial intelligence (AI) that improves workplace productivity and worker well-being at the AI Summit held in Paris on 10 February, saying: “Even if jobs are lost, many more can be created. We believe that the balance between jobs lost and jobs created will be favourable to the latter.” He emphasised the need for massive investment in tailored skills development that would benefit the global workforce and prevent disparities in the rapid advances in AI that are shaping the future of work. [ILO director general at the Sommet on AI](#)

11/10/2023

“Implications for working conditions: If generative AI can improve productivity, its introduction may affect job quality and worker autonomy, requiring regulation and public oversight. These measures should also address the working conditions of workers affected by AI development and focus on the quality of jobs that will emerge as a result of the technological transition.” [Research brief ILO](#)

POSSIBLE SOLUTIONS

During its conference in 2025, the ILO was called to develop a **binding international convention** and a **non-binding recommendation** to regulate work on digital platforms. These instruments would aim to:

- Define global standards of protection
- Clarify the status of workers
- Regulate the use of algorithms
- Promote social dialogue and unionisation

The ILO asserts that technological progress must not come at the expense of human rights. The challenge now is to build global governance of digital labour based on fairness, transparency and dignity.

Furthermore, digital surveillance must be limited to what is necessary for the performance of work. This means prohibiting surveillance outside working hours and ensuring that personal data is anonymised and not used by machines. Platforms should be required to disclose the criteria used by their algorithms for task allocation, performance evaluation and deactivation decisions.

Platform workers are often considered to be self-employed and therefore not entitled to rights and protection. We need to go beyond simple laws dedicated to algorithmic monitoring. The European Union is working on a directive to establish a presumption of employment and guarantee social rights in October 2024. Several countries, such as France, Germany and Spain, have begun to recognise specific rights for platform workers.

In addition, it is possible to encourage the development of digital tools that assist workers rather than replace them. These include AI in training, safety and health services, and partial automation that leaves room for human decision-making.

In the face of increasing automation, it is essential to invest heavily in continuing education and retraining. Platforms could contribute to a mutual fund dedicated to training their workers. Developing workers' digital skills would enable them to better understand and master the tools that support their work.

Finally, the establishment of independent supervisory authorities with powers of investigation and sanction would guarantee respect for workers' rights. These bodies could conduct regular inspections of platforms. The establishment of accessible and effective appeal procedures, with reasonable processing times, would give workers the means to assert their rights.

GUIDED QUESTIONS:

1. What is your country's position on digital surveillance of employees?
2. Does your delegation consider automation to be an opportunity or a threat to workers?
3. Are you in favour of creating international norms on the use of algorithms in the workplace?
4. Does automation in your country affect low-skilled or highly skilled workers more?
5. What penalties are in place for the misuse of algorithmic surveillance tools?

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