

International Labour Organization (ILO)

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TOPIC:

Promoting Decent Work in the Age of
Artificial Intelligence: Balancing
Innovation, Employment, and Labor Rights



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Introduction to the Committee

The International Labour Organization (ILO) is the oldest specialized agency of the United Nations and the only one founded on a tripartite structure, bringing together representatives of governments, employers, and workers to develop international labour standards and promote social justice. Established in 1919 under the Treaty of Versailles and integrated into the United Nations system in 1946, the ILO is guided by the principle that lasting peace can only be achieved through decent work, social dialogue, and respect for fundamental labour rights (International Labour Organization [ILO], 2024).

Today, the ILO has 187 Member States and plays a central role in shaping international labour policy through the adoption of conventions and recommendations, technical assistance, research, and capacity-building initiatives. Its work is organized around four strategic objectives: promoting employment opportunities, guaranteeing rights at work, extending social protection, and strengthening social dialogue. These priorities are collectively known as the Decent Work Agenda, which serves as the Organization's principal framework for advancing inclusive and sustainable economic development (ILO, 2024).

The rapid expansion of artificial intelligence (AI) has introduced one of the most significant transformations to the global labour market since the Industrial Revolution. AI technologies are increasingly capable of performing not only routine physical tasks but also complex cognitive activities, fundamentally changing how businesses operate, how workers perform their jobs, and how labour markets evolve. While AI offers enormous opportunities to increase productivity, improve workplace safety, and create new forms of employment, it also raises important concerns regarding job displacement, algorithmic management, workplace surveillance, discrimination, skills mismatches, and growing inequalities between and within countries (ILO, 2023).

Recognizing these opportunities and challenges, the ILO has emphasized that technological innovation should be human-centred, ensuring that advances in artificial intelligence contribute to economic growth while respecting fundamental principles of decent work. This includes protecting workers' rights, promoting lifelong learning and reskilling, ensuring fair working conditions, supporting social protection systems, and encouraging dialogue among governments, employers, and workers during periods of technological transition (ILO, 2021).

This discussion also reflects broader international efforts to achieve the 2030 Agenda for Sustainable Development, particularly Sustainable Development Goal 8, which calls for sustained, inclusive, and sustainable economic growth, full and productive employment, and decent work for all (United Nations, 2015). More recently, the United Nations General Assembly Resolution on Artificial Intelligence (2024) and the Global Digital Compact, adopted as part of the *Pact for the Future* (2024), have reinforced the need for international cooperation to ensure that AI systems are safe, trustworthy, inclusive, and consistent with international human rights standards (United Nations, 2024).

Background to the Topic

Key Terminology

Term	Definition
Artificial Intelligence (AI)	The ability of computer systems to perform tasks that typically require human intelligence, including learning, reasoning, pattern recognition, language processing, and decision-making (OECD, 2019).
Decent Work	Productive work carried out in conditions of freedom, equity, security, and human dignity, ensuring fair income, social protection, and respect for fundamental rights at work (ILO, 1999).
Automation	The use of machines, robotics, or AI systems to perform tasks with limited or no direct human intervention, often improving productivity but potentially transforming employment patterns.
Algorithmic Management	The use of algorithms and AI systems to assign tasks, monitor worker performance, evaluate productivity, or make employment-related decisions with limited human oversight.
Digital Labour Platforms	Online platforms that connect workers and clients to perform services or tasks, including ride-sharing, food delivery, freelance work, and other forms of platform-based employment.
Reskilling	The process of training workers to acquire new competencies that enable them to transition into different occupations or adapt to technological change.
Upskilling	The continuous development of new knowledge and competencies that allow workers to perform more advanced tasks within their current occupations.
Social Protection	Public policies and social security systems designed to protect individuals from unemployment, workplace injuries, income loss, and other economic or social risks.
Ethical AI	The development and use of artificial intelligence in ways that are transparent, fair, accountable, non-discriminatory, and consistent with internationally recognized human rights.
Future of Work	A broad concept describing how technological innovation, demographic changes, globalization, climate change, and evolving labour markets are transforming employment and workplace relationships.

Historical Evolution of Technology and Labour

Technological innovation has transformed labour markets for centuries. During the Industrial Revolution, mechanization dramatically increased productivity but also displaced many traditional occupations, giving rise to new forms of employment while exposing workers to unsafe conditions, long working hours, and limited legal protections. These developments contributed to the emergence of labour movements and eventually inspired the creation of national labour legislation and international labour standards (ILO, 2019).

Throughout the twentieth century, successive waves of technological innovation—including electrification, mass production, automation, and computerization—continued to reshape the world of work. While many routine jobs disappeared, technological progress also generated entirely new industries and occupations, increasing demand for workers with specialized technical and professional skills. Governments and international organizations increasingly recognized that technological advancement must be accompanied by policies promoting education, social protection, and labour rights.

The rapid expansion of the internet and digital technologies during the late twentieth and early twenty-first centuries marked the beginning of the digital economy. Digital platforms transformed business models and created new forms of employment, including remote work, freelance services, and platform-based labour. At the same time, these changes challenged traditional labour regulations, particularly regarding employment classification, working conditions, and social protections.

The recent development of artificial intelligence, particularly advances in machine learning and generative AI, represents a new phase in this historical transformation. Unlike previous technologies that primarily automated physical or repetitive tasks, AI increasingly performs complex cognitive functions such as data analysis, language generation, decision support, and content creation. As a result, AI has the potential to affect a much broader range of occupations across both high-skilled and low-skilled sectors, creating new opportunities while also raising concerns about job displacement, inequality, workplace surveillance, and algorithmic bias (ILO, 2023).

Why the Issue Matters Today

Artificial intelligence is becoming one of the defining technologies of the twenty-first century. Governments, businesses, and international organizations increasingly recognize its potential to improve productivity, stimulate innovation, enhance occupational safety, and support economic growth. AI is already transforming sectors such as manufacturing, finance, healthcare, transportation, education, agriculture, and public administration.

At the same time, the rapid deployment of AI presents significant challenges for labour markets worldwide. Many routine tasks are becoming automated, while algorithmic management systems increasingly influence hiring decisions, work assignments, employee monitoring, and performance evaluations. Digital labour platforms have expanded employment opportunities for millions of workers but

have also generated debates regarding employment status, collective bargaining, working hours, and access to social protection.

The International Labour Organization estimates that AI is more likely to transform existing jobs than eliminate them entirely, emphasizing that the greatest challenge lies in ensuring that workers possess the skills needed to adapt to changing labour markets while maintaining adequate labour protections (ILO, 2023). This transition is expected to affect countries differently depending on their economic structures, technological capacity, education systems, and labour market institutions.

These developments have intensified international discussions regarding ethical AI governance, digital inclusion, lifelong learning, data privacy, algorithmic transparency, and the future of social protection systems. Rather than asking whether artificial intelligence should be adopted, policymakers are increasingly debating how its benefits can be shared equitably while minimizing risks to workers and reducing inequalities both within and among countries.

International Legal and Institutional Framework

Several international organizations have developed principles and policy frameworks to guide the responsible use of artificial intelligence in the workplace while protecting labour rights.

The International Labour Organization's Decent Work Agenda serves as the principal international framework for promoting productive employment, respect for fundamental rights at work, social protection, and social dialogue during technological transitions. The ILO also established the Global Commission on the Future of Work, whose 2019 report called for a human-centred approach to technological innovation that places workers' well-being at the center of economic development (ILO, 2019).

The 2030 Agenda for Sustainable Development, particularly Sustainable Development Goal 8, recognizes decent work and inclusive economic growth as essential components of sustainable development. The Agenda encourages Member States to promote productive employment, innovation, entrepreneurship, and technological progress while reducing inequalities and protecting vulnerable populations (United Nations, 2015).

The OECD Principles on Artificial Intelligence, adopted in 2019, provide internationally recognized recommendations for trustworthy AI based on human rights, transparency, accountability, robustness, and inclusive economic growth. These principles have influenced national AI strategies and regulatory initiatives in many countries (OECD, 2019).

More recently, the United Nations General Assembly adopted its first global resolution dedicated to artificial intelligence in 2024, encouraging Member States to promote AI systems that are safe, secure, trustworthy, and consistent with international law and human rights. In the same year, the Global Digital Compact, adopted as part of the *Pact for the Future*, reinforced the international community's

commitment to inclusive digital governance and responsible technological development (United Nations, 2024).

Together, these frameworks recognize that artificial intelligence should not be viewed solely as a technological issue but also as a social, economic, and human rights challenge requiring international cooperation. They provide the normative foundation upon which delegates may develop balanced, realistic, and forward-looking proposals throughout committee debate.

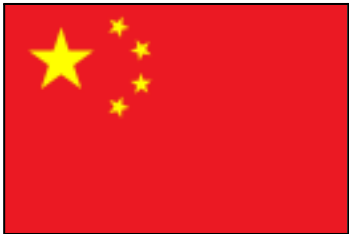
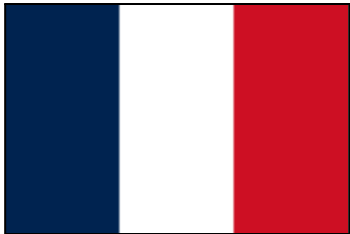


Key Stakeholders and Positions

Artificial intelligence is transforming labour markets in every region of the world, but countries approach this transition from different economic, technological, and social perspectives. While some Member States prioritize innovation and global competitiveness, others emphasize the protection of workers' rights, social inclusion, and equitable access to technological development. Within the International Labour Organization, these differing priorities shape negotiations on labour standards, workforce reskilling, digital governance, and the regulation of artificial intelligence in the workplace. Understanding the positions of major stakeholders will enable delegates to identify potential alliances and develop balanced, internationally acceptable solutions.

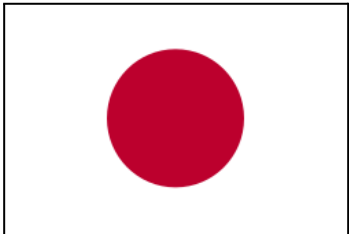
COUNTRY	POSITION
United States of America 	The United States views artificial intelligence as a key driver of economic growth, innovation, and global competitiveness. It generally supports a market-oriented approach that encourages private-sector innovation while promoting responsible AI development. In the labour sector, the United States emphasizes workforce reskilling, public-private partnerships, and measures to address algorithmic discrimination and the ethical use of AI in employment, while maintaining regulatory flexibility that supports innovation (Organisation for Economic Co-operation and Development [OECD], 2023; Executive Office of the President, 2023).
Russian Federation 	The Russian Federation considers artificial intelligence a strategic priority for strengthening economic development, scientific research, and national technological sovereignty. National policies promote AI adoption across industry, public administration, healthcare, and defense while supporting domestic technological capacity. In the labour sphere, Russia recognizes the importance of preparing workers for technological change through education and workforce development, although its policy framework generally places greater emphasis on economic modernization and productivity than on developing new international labour standards for AI. Within international discussions, the Russian Federation advocates respect for national sovereignty in AI governance and generally supports flexible international cooperation that allows states to develop regulatory approaches consistent with their domestic priorities (Government of the Russian Federation, 2024; OECD.AI, 2025).



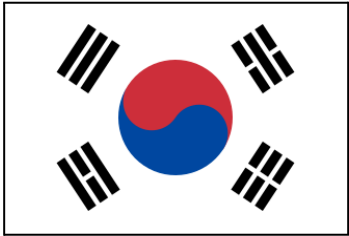
People's Republic of China 	China considers artificial intelligence a national strategic priority for economic modernization, industrial development, and technological leadership. Through extensive public investment and long-term national planning, it seeks to integrate AI across manufacturing, logistics, finance, healthcare, and public administration. While China recognizes the importance of workforce development and vocational training, its policies place greater emphasis on productivity, economic competitiveness, and social stability than on expanding labour regulations specifically related to AI. The government supports strengthening digital skills and adapting employment policies to technological transformation while maintaining significant state oversight over AI development and implementation (OECD.AI, n.d.; State Council of the People's Republic of China, 2017).
French Republic 	France considers artificial intelligence a strategic priority for strengthening economic competitiveness, scientific research, and public sector modernization. At the same time, it argues that technological progress must be accompanied by robust ethical safeguards and strong labour protections. France supports comprehensive regulation that promotes transparency, accountability, and respect for workers' rights, particularly regarding algorithmic management, workplace surveillance, and non-discrimination. The country has consistently advocated greater international cooperation on AI governance and played an active role in promoting European regulatory initiatives aimed at ensuring that artificial intelligence contributes to inclusive economic development and decent work (Government of France, 2024; European Commission, 2024).
United Kingdom of Great Britain and Northern Ireland 	The United Kingdom promotes a balanced approach that combines technological innovation with responsible governance. The government supports AI adoption as a means of increasing productivity and strengthening economic growth while recognizing the importance of protecting workers' rights during the digital transition. National policies emphasize trustworthy AI, regulatory flexibility, investment in research and innovation, and workforce reskilling. Within international discussions, the United Kingdom generally advocates risk-based AI regulation that encourages innovation while ensuring transparency, fairness, and accountability in workplace applications of artificial intelligence (Government of the United Kingdom, 2023; OECD, 2023).



Canada 	Canada supports the responsible development and deployment of artificial intelligence within a framework that prioritizes human rights, inclusion, and decent work. As one of the first countries to adopt a national AI strategy, Canada emphasizes innovation while advocating for transparency, accountability, and fairness in algorithmic decision-making. The government promotes social dialogue among employers, workers, and public institutions, while investing in digital skills, lifelong learning, and workforce adaptation. Canada generally supports international cooperation to develop ethical AI standards that protect workers without limiting technological innovation (Government of Canada, 2025; OECD.AI, 2025).
United Mexican States 	Mexico recognizes artificial intelligence as a strategic tool for promoting economic development, productivity, and digital transformation while emphasizing the need to reduce social inequalities and protect workers' rights. The government supports expanding digital infrastructure, strengthening education and workforce reskilling, and fostering innovation that benefits both businesses and society. Within the International Labour Organization, Mexico generally advocates balancing technological progress with social justice through inclusive labour policies, social dialogue, and adequate protections for workers affected by automation and digitalization. As a developing economy with a significant manufacturing sector, Mexico also emphasizes international cooperation and capacity-building to ensure that AI contributes to sustainable and inclusive growth (Government of Mexico, 2024; OECD, 2024).
Federative Republic of Brazil 	Brazil recognizes artificial intelligence as an important instrument for promoting economic development, innovation, and digital inclusion, while acknowledging the need to address persistent labour market inequalities. The country supports policies that encourage technological modernization alongside investments in education, workforce reskilling, and digital infrastructure. Brazil has emphasized that AI governance should balance innovation with social justice, protecting workers from discrimination, informal employment, and unequal access to technological opportunities. Within international forums, Brazil generally advocates inclusive global cooperation that enables developing countries to benefit from AI while ensuring that technological progress advances decent work and sustainable development (Government of Brazil, 2024; OECD.AI, 2025).

Federal Republic of Germany 	Germany views artificial intelligence as a key instrument for strengthening industrial competitiveness while preserving the country's social market economy. The government supports AI adoption across manufacturing and advanced industries but insists that technological innovation must remain consistent with strong labour protections, collective bargaining, and social partnership. Germany advocates a human-centered approach to AI, emphasizing worker participation, vocational education, continuous reskilling, and ethical standards that ensure AI enhances rather than undermines decent work. As a leading member of the European Union, Germany also strongly supports comprehensive regulatory frameworks governing trustworthy artificial intelligence (Federal Government of Germany, 2023; OECD, 2023).
State of Japan 	Japan considers artificial intelligence essential to addressing demographic challenges, labour shortages, and long-term economic growth. Faced with an aging population and declining workforce, the government promotes AI and robotics as tools to enhance productivity rather than replace human workers. National policies emphasize "Society 5.0," integrating digital technologies into all sectors while maintaining a human-centered approach to innovation. Japan supports international cooperation on AI governance, encourages workforce reskilling and lifelong learning, and advocates the responsible development of AI systems that improve working conditions while respecting human rights and labour standards (Government of Japan, 2024; OECD, 2023).
Switzerland 	Switzerland promotes a balanced approach to artificial intelligence that encourages innovation while protecting fundamental rights, economic stability, and social cohesion. As a global center for research, finance, and advanced technology, Switzerland supports flexible regulatory frameworks complemented by strong ethical principles and international cooperation. In the labour sector, the country emphasizes continuous education, workforce adaptability, and collaboration among government, employers, and workers to manage technological transitions. Switzerland also advocates international dialogue on trustworthy AI governance, highlighting transparency, accountability, and respect for human rights as essential conditions for sustainable digital transformation (Government of Switzerland, 2025; OECD.AI, 2025).

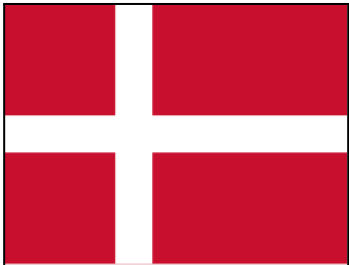


Singapore 	Singapore views artificial intelligence as an essential component of its long-term economic strategy and digital transformation agenda. The government promotes a human-centered approach in which AI complements rather than replaces workers, seeking to enhance productivity while maintaining high employment levels. Significant investment has been directed toward lifelong learning, workforce reskilling, and digital competency programs through initiatives such as <i>SkillsFuture</i>. Singapore also supports practical AI governance frameworks that promote innovation while ensuring transparency, ethical use, and public trust, making it an advocate for balanced regulation and international cooperation on AI governance (Government of Singapore, 2023; OECD.AI, n.d.).
Republic of Korea 	The Republic of Korea views artificial intelligence as a key driver of economic growth, technological innovation, and industrial competitiveness. As a global leader in advanced manufacturing and digital technologies, the country promotes the responsible integration of AI across industries while recognizing the importance of preparing workers for technological transformation. Government policies emphasize investment in digital skills, lifelong learning, and workforce reskilling to address labour market changes. Within international discussions, the Republic of Korea supports AI governance frameworks that encourage innovation while promoting transparency, ethical standards, and the protection of workers' rights in increasingly digital workplaces (Government of the Republic of Korea, 2024; OECD.AI, 2025).
Israel 	Israel is recognized as one of the world's leading innovation hubs, with a strong artificial intelligence ecosystem driven by research institutions, technology companies, and entrepreneurial investment. The country generally favors regulatory frameworks that encourage innovation while addressing emerging ethical concerns related to AI deployment. In the labour sector, Israel supports expanding digital skills, promoting high-value employment, and strengthening education to prepare workers for technological change. It also recognizes the importance of ensuring that AI systems remain transparent, accountable, and consistent with internationally recognized human rights principles while preserving an environment conducive to innovation (Government of Israel, 2023; OECD.AI, 2025).



Netherlands 	The Netherlands supports a human-centered approach to artificial intelligence that balances innovation with strong protections for workers and fundamental rights. National policy promotes responsible AI deployment through transparency, accountability, and public trust while encouraging businesses to adopt technologies that enhance productivity and competitiveness. The Dutch government emphasizes social dialogue, workforce participation, lifelong learning, and digital inclusion as essential components of technological transition. As a member of the European Union, the Netherlands strongly supports comprehensive regulatory frameworks that ensure AI contributes to sustainable economic growth while safeguarding decent work and preventing discrimination in employment (Government of the Netherlands, 2024; European Commission, 2024).
Sweden 	Sweden approaches artificial intelligence within the framework of its long-standing social model, emphasizing innovation alongside strong labour protections and social partnership. The government supports AI adoption to improve productivity and public services while maintaining extensive cooperation among employers, workers, and public institutions. Swedish policy prioritizes lifelong learning, digital competence, and continuous workforce adaptation to technological change. Sweden also advocates ethical AI governance based on transparency, accountability, and respect for fundamental rights, supporting international cooperation to ensure that technological innovation contributes to inclusive and sustainable labour markets (Government Offices of Sweden, 2024; OECD, 2023).
Finland 	Finland views artificial intelligence as an opportunity to enhance economic competitiveness while promoting social well-being and equality. The country has been an international leader in AI education and digital literacy initiatives, encouraging broad public participation in technological transformation. Finnish policy emphasizes human-centered AI, continuous workforce reskilling, and cooperation among government, employers, educational institutions, and workers. Finland supports international efforts to establish trustworthy AI governance based on transparency, accountability, non-discrimination, and respect for labour rights, believing that technological innovation should strengthen rather than weaken social cohesion and decent work (Government of Finland, 2024; OECD.AI, 2025).



Denmark 	Denmark promotes the responsible adoption of artificial intelligence within a flexible labour market supported by comprehensive social protections and active labour market policies. Consistent with its "flexicurity" model, Denmark views technological innovation as compatible with high employment levels when accompanied by effective reskilling, lifelong learning, and strong social dialogue. The government encourages businesses to adopt AI to improve productivity while ensuring that workers are actively involved in managing technological transitions. Denmark also supports international cooperation on ethical AI governance, emphasizing transparency, accountability, and the protection of workers' rights in increasingly digital workplaces (Government of Denmark, 2024; OECD, 2023).
Kingdom of Spain 	Spain supports a human-centered approach to artificial intelligence that promotes innovation while safeguarding workers' rights and social cohesion. As a member of the European Union, Spain aligns its national policies with the EU's regulatory framework for trustworthy AI, emphasizing transparency, accountability, and respect for fundamental rights. The government has prioritized digital transformation alongside workforce reskilling, vocational education, and lifelong learning to ensure that workers can adapt to technological change. Spain also advocates strengthening social dialogue among governments, employers, and trade unions to ensure that AI contributes to quality employment, inclusive economic growth, and decent work (Government of Spain, 2024; European Commission, 2024).
Italian Republic 	Italy recognizes artificial intelligence as an important driver of economic modernization while emphasizing that technological innovation must remain consistent with social inclusion and labour protections. National initiatives focus on supporting digital transformation, particularly among small and medium-sized enterprises, while investing in workforce reskilling and digital competencies. Italy supports regulatory frameworks that encourage innovation without compromising workers' rights, privacy, or non-discrimination. As an active participant in European AI policy, Italy advocates international cooperation to ensure that AI strengthens productivity and competitiveness while preserving decent work, social dialogue, and equitable labour market transitions (Government of Italy, 2024; European Commission, 2024).

Republic of Ireland 	Ireland views artificial intelligence as a key pillar of its knowledge-based economy and an opportunity to strengthen innovation, research, and high-value employment. Home to numerous multinational technology companies, Ireland supports policies that encourage AI development while promoting responsible governance and public trust. The government emphasizes digital skills, continuous education, and workforce adaptability as essential components of future economic growth. Ireland generally advocates proportionate, risk-based AI regulation that protects workers and fundamental rights while maintaining an environment that fosters investment, innovation, and international competitiveness (Government of Ireland, 2024; OECD.AI, 2025).
Kingdom of Belgium 	Belgium promotes the responsible use of artificial intelligence within a framework that combines technological innovation with strong labour protections and social partnership. The country emphasizes cooperation among governments, employers, trade unions, and academic institutions to ensure that AI contributes to sustainable economic development. Belgian policy prioritizes transparency, accountability, and ethical governance while encouraging investment in digital infrastructure, lifelong learning, and workforce reskilling. As both a member of the European Union and host to many European institutions, Belgium strongly supports coordinated international approaches to AI governance that reinforce decent work and fundamental labour rights (Government of Belgium, 2024; European Commission, 2024).
Republic of Austria 	Austria supports the responsible integration of artificial intelligence into the economy while maintaining its commitment to social dialogue and high labour standards. National policies encourage digital innovation alongside investments in education, vocational training, and workforce reskilling to prepare workers for technological transformation. Austria advocates a human-centered approach that promotes transparency, fairness, and accountability in AI applications affecting employment. Within international discussions, the country generally supports harmonized regulatory frameworks that facilitate innovation while ensuring that technological progress contributes to inclusive economic growth, social protection, and decent work (Government of Austria, 2024; OECD.AI, 2025).



Kingdom of Norway 	Norway approaches AI within the context of its developed welfare system and collaborative labour market model. The government supports AI adoption as a means of improving productivity, public services, and economic competitiveness while maintaining worker protections and social inclusion. Policies emphasize lifelong learning, digital literacy, and active labour market measures that enable workers to adapt to technological change. Norway also promotes ethical AI governance based on transparency, accountability, and human rights, advocating international cooperation to ensure that innovation contributes to sustainable development and decent work (Government of Norway, 2024; OECD, 2023).
Colombia 	Colombia views artificial intelligence as an important catalyst for economic modernization, productivity, and digital inclusion. Government initiatives focus on expanding technological infrastructure, improving digital skills, and encouraging innovation across both the public and private sectors. At the same time, Colombia recognizes that technological transformation must be accompanied by policies addressing labour informality, unequal access to education, and workforce reskilling. Within multilateral discussions, Colombia generally supports international cooperation to develop responsible AI governance frameworks that foster innovation while protecting workers' rights, promoting social inclusion, and reducing digital divides (Government of Colombia, 2024; OECD, 2024).
Chile 	Chile views artificial intelligence as an opportunity to diversify its economy, improve public services, and strengthen long-term competitiveness. Through its National Artificial Intelligence Policy, the country promotes responsible AI development based on human rights, transparency, and sustainable development. Chile recognizes that technological transformation requires significant investment in education, digital literacy, and workforce reskilling to reduce inequalities and prepare workers for future labour markets. In international discussions, Chile generally supports multilateral cooperation, ethical AI governance, and policies that promote innovation while safeguarding labour rights and ensuring that the benefits of AI are shared broadly across society (Government of Chile, 2021; OECD.AI, 2025).



Uruguay 	Uruguay has emerged as a regional leader in digital government and technological innovation, promoting artificial intelligence as a tool for sustainable development and social inclusion. The country emphasizes expanding digital access, strengthening public education, and developing workforce skills to ensure that technological progress benefits all sectors of society. Uruguay supports ethical AI governance grounded in transparency, accountability, and respect for human rights while recognizing the importance of protecting workers during labour market transitions. Within international forums, the country generally advocates greater international cooperation and technical assistance to help developing economies harness AI while promoting decent work and reducing inequalities (Government of Uruguay, 2024; OECD.AI, 2025).
Commonwealth of Australia 	Australia supports the responsible adoption of artificial intelligence as a means of increasing productivity, economic growth, and international competitiveness. National policies encourage innovation while recognizing the importance of maintaining public trust through safe, transparent, and accountable AI systems. The government has prioritized workforce adaptation by investing in digital skills, vocational education, and lifelong learning to help workers respond to technological change. Australia generally advocates proportionate, risk-based AI governance that protects workers and consumers without imposing unnecessary barriers to innovation, emphasizing international cooperation and the responsible use of emerging technologies in the workplace (Government of Australia, 2024; OECD, 2023).

Regional Organizations and International Stakeholders

The governance of artificial intelligence and its impact on employment extends beyond national governments. Regional organizations, international institutions, employers' organizations, workers' representatives, and development agencies all contribute to shaping policies that balance technological innovation with the protection of labour rights. Their recommendations, research, and policy frameworks frequently influence national legislation and provide valuable guidance for international negotiations within the International Labour Organization.

European Union (EU)

The European Union has emerged as one of the world's leading regulators of artificial intelligence, promoting a human-centered approach that seeks to balance innovation with the protection of fundamental rights. Through the Artificial Intelligence Act, the EU establishes a risk-based regulatory framework that classifies AI applications according to their potential impact on individuals and society. Employment-related AI systems—including those used for recruitment, worker evaluation, promotion, or dismissal—are classified as high-risk and must comply with strict requirements regarding transparency, human oversight, accountability, and non-discrimination. The European Union also supports large-scale investments in digital skills, lifelong learning, and workforce reskilling to ensure that technological transformation contributes to inclusive and sustainable economic growth (European Commission, 2024).

Association of Southeast Asian Nations (ASEAN)

ASEAN recognizes artificial intelligence as a key driver of regional economic development and digital transformation. Given the diverse levels of economic development among its Member States, ASEAN emphasizes capacity-building, regional cooperation, digital inclusion, and knowledge sharing rather than comprehensive regulatory harmonization. Through the ASEAN Guide on AI Governance and Ethics, the organization encourages responsible AI development based on transparency, accountability, human well-being, and public trust while allowing Member States flexibility in implementing national policies. ASEAN also promotes workforce development initiatives that prepare workers for increasingly digital economies (ASEAN, 2024).

African Union (AU)

The African Union views artificial intelligence as an opportunity to accelerate economic development, improve public services, and promote digital inclusion across the continent. At the same time, it recognizes significant challenges related to infrastructure, digital literacy, employment, and unequal access to emerging technologies. The AU advocates international cooperation, technology transfer, investment in education, and ethical AI governance that supports sustainable development while protecting vulnerable workers. Its policy initiatives emphasize ensuring that African countries can actively participate in the global digital economy without widening existing social and economic inequalities (African Union, 2024).

Organization of American States (OAS)

The Organization of American States supports regional cooperation to promote the responsible adoption of artificial intelligence throughout the Americas. Its initiatives encourage Member States to strengthen digital governance, expand access to technology, improve cybersecurity, and reduce digital divides. The OAS also promotes ethical AI principles based on transparency, accountability, inclusion, and respect for democratic values and human rights. Within the labour context, the organization emphasizes digital skills development, workforce adaptation, and international cooperation to ensure that technological innovation contributes to sustainable economic growth across the region (Organization of American States, 2024).

International Trade Union Confederation (ITUC)

The International Trade Union Confederation represents millions of workers through national trade union centers worldwide. The ITUC advocates ensuring that artificial intelligence strengthens rather than undermines decent work by promoting collective bargaining, algorithmic transparency, data privacy, workplace safety, and protections against discriminatory automated decision-making. The Confederation also emphasizes the importance of involving workers directly in the design and implementation of AI systems that affect employment conditions.

International Organisation of Employers (IOE)

The International Organisation of Employers represents employers' organizations from around the world and promotes policies that encourage innovation, entrepreneurship, and sustainable economic growth. While supporting responsible AI governance, the IOE emphasizes maintaining regulatory flexibility that allows businesses to innovate and remain competitive. The organization advocates public-private partnerships, investment in workforce development, and collaborative approaches that enable employers and workers to adapt successfully to technological change.

Organisation for Economic Co-operation and Development (OECD)

The OECD has become one of the leading international organizations studying the relationship between artificial intelligence, productivity, employment, and public policy. Its OECD Principles on Artificial Intelligence, adopted in 2019, represent the first internationally agreed standards promoting trustworthy AI based on transparency, accountability, robustness, human rights, and inclusive growth. The OECD also produces extensive research on labour market transformation, automation, workforce reskilling, and the economic implications of emerging technologies, providing evidence that frequently informs national AI strategies and international policy discussions.

United Nations Educational, Scientific and Cultural Organization (UNESCO)

UNESCO contributes to global AI governance by promoting ethical standards that safeguard human dignity, cultural diversity, education, and fundamental rights. Its Recommendation on the Ethics of Artificial Intelligence, adopted unanimously by Member States in 2021, encourages governments to ensure that AI systems remain transparent, explainable, non-discriminatory, and respectful of internationally recognized human rights. UNESCO also emphasizes the importance of digital education and lifelong learning to prepare societies for the future of work.

International Telecommunication Union (ITU)

The International Telecommunication Union supports the development of digital infrastructure and international technical cooperation necessary for expanding access to artificial intelligence technologies. Through initiatives such as AI for Good, the ITU facilitates dialogue among governments, researchers, businesses, and international organizations to promote AI applications that contribute to sustainable development. The organization also works to reduce digital divides by improving connectivity, particularly in developing countries, thereby supporting more inclusive participation in the digital economy.

United Nations Development Programme (UNDP)

The United Nations Development Programme assists countries in using digital technologies, including artificial intelligence, to advance sustainable development and reduce inequalities. UNDP emphasizes that AI should support inclusive economic growth, strengthen public institutions, and improve access to education, healthcare, and employment opportunities. It also advocates capacity-building and digital transformation strategies that allow developing countries to benefit from emerging technologies while minimizing social and economic disparities.

Previous United Nations Actions and Resolutions

The international community has long recognized that technological progress can generate significant economic and social benefits while also creating new challenges for workers and labour markets. Although no legally binding international treaty specifically regulates the use of artificial intelligence in employment, the United Nations system and the International Labour Organization have developed a growing body of conventions, declarations, policy frameworks, and recommendations that provide guidance for ensuring that technological innovation advances decent work, social justice, and sustainable development.

ILO Declaration on Fundamental Principles and Rights at Work (1998)

The ILO Declaration on Fundamental Principles and Rights at Work reaffirmed that all Member States, regardless of whether they have ratified specific ILO conventions, are committed to respecting and promoting four fundamental principles: freedom of association and collective bargaining, the elimination of forced labour, the abolition of child labour, and the elimination of discrimination in employment and occupation. These principles remain directly relevant as artificial intelligence increasingly influences recruitment, workplace monitoring, performance evaluation, and employment decisions, raising concerns about transparency, equality, and non-discrimination (ILO, 1998).

Decent Work Agenda (1999)

In 1999, the International Labour Organization introduced the Decent Work Agenda, establishing four strategic objectives that continue to guide the Organization's work: promoting productive employment, guaranteeing rights at work, extending social protection, and strengthening social dialogue. The Decent Work Agenda has become the principal international framework for evaluating how technological innovation—including artificial intelligence—should contribute to inclusive economic development while protecting workers' rights and promoting equitable labour market transitions (ILO, 1999).

Global Commission on the Future of Work (2019)

To commemorate its centenary, the ILO established the Global Commission on the Future of Work, which published the landmark report *Work for a Brighter Future* in 2019. The Commission concluded that technological transformation should follow a human-centered approach, placing people rather than technology at the center of economic development. Its recommendations emphasized lifelong learning, universal social protection, stronger labour institutions, and increased investment in decent and sustainable work. The report has become one of the principal reference documents guiding international discussions on artificial intelligence and employment (ILO, 2019).

Sustainable Development Goals (2015)

The adoption of the 2030 Agenda for Sustainable Development by the United Nations General Assembly reinforced the international commitment to promoting inclusive and sustainable economic growth. Sustainable Development Goal 8 specifically calls for full and productive employment and decent work for all while encouraging innovation, entrepreneurship, and technological progress. Other goals—including SDG 4 (Quality Education), SDG 9 (Industry, Innovation and Infrastructure), and SDG 10 (Reduced Inequalities)—also provide an important framework for addressing workforce reskilling, digital inclusion, and equitable access to emerging technologies (United Nations, 2015).

OECD Principles on Artificial Intelligence (2019)

Although adopted outside the United Nations system, the OECD Principles on Artificial Intelligence became the first internationally agreed standards promoting trustworthy AI. Endorsed by OECD members and numerous partner countries, the Principles encourage AI systems that are innovative, transparent, robust, accountable, and respectful of human rights and democratic values. They have significantly influenced national AI strategies and international discussions on responsible AI governance, including debates concerning employment, algorithmic decision-making, and workforce development (OECD, 2019).

UNESCO Recommendation on the Ethics of Artificial Intelligence (2021)

In 2021, UNESCO adopted the Recommendation on the Ethics of Artificial Intelligence, the first global normative instrument dedicated exclusively to AI ethics. The Recommendation encourages Member States to ensure that AI systems respect human rights, promote transparency and accountability, prevent discrimination, and contribute to sustainable development. It also highlights the importance of education, digital literacy, and protecting workers whose employment may be affected by technological transformation, making it highly relevant to the work of the International Labour Organization (UNESCO, 2021).

United Nations General Assembly Resolution on Artificial Intelligence (2024)

In March 2024, the United Nations General Assembly adopted by consensus its first resolution dedicated exclusively to artificial intelligence, Seizing the Opportunities of Safe, Secure and Trustworthy Artificial Intelligence Systems for Sustainable Development (A/RES/78/265). The resolution encourages Member States to develop AI systems that are safe, reliable, inclusive, and consistent with international law and human rights. While not legally binding, it represents an important milestone in global AI governance by recognizing the need for international cooperation and responsible technological development that benefits all countries (United Nations General Assembly, 2024).

Global Digital Compact (2024)

Adopted by world leaders as part of the Pact for the Future, the Global Digital Compact establishes a shared international vision for an open, inclusive, and secure digital future. The Compact calls for reducing digital inequalities, strengthening international cooperation on emerging technologies, expanding digital capacity-building, and ensuring that artificial intelligence contributes to sustainable development and human well-being. Although it addresses digital governance broadly, many of its commitments—including digital inclusion, workforce preparedness, and ethical AI—directly support the objectives of the International Labour Organization and the promotion of decent work in the digital age (United Nations, 2024).

Current Challenges and Debates

Artificial intelligence is transforming labour markets at an unprecedented pace, creating opportunities for economic growth, innovation, and productivity while simultaneously raising complex questions about employment, labour rights, and social protection. Although governments, international organizations, employers, and workers broadly recognize the potential benefits of AI, significant disagreements remain regarding how technological progress should be governed and how its benefits and risks should be distributed. The following challenges represent the principal issues that delegates will need to address during committee debate.

Regulating AI in a Rapidly Evolving Technological Environment

One of the greatest challenges facing policymakers is that artificial intelligence evolves far more rapidly than legal and regulatory systems. New AI applications are continuously being introduced into recruitment, employee monitoring, performance evaluation, scheduling, and decision-making processes, often before governments have established appropriate oversight mechanisms. As a result, existing labour legislation in many countries does not adequately address issues such as algorithmic management, automated decision-making, data privacy, or employer accountability. The absence of clear legal standards creates uncertainty for both employers and workers and complicates efforts to ensure that innovation remains consistent with internationally recognized labour rights (International Labour Organization [ILO], 2021).

Balancing Innovation with the Protection of Workers' Rights

Perhaps the central debate within the International Labour Organization concerns how to promote technological innovation without undermining decent work. Artificial intelligence has the potential to improve productivity, reduce workplace hazards, optimize production processes, and create entirely new industries. At the same time, AI can also increase workplace surveillance, facilitate discriminatory hiring practices, intensify work through algorithmic management, and reduce employment opportunities for workers performing routine or repetitive tasks. Delegates must therefore consider how governments can encourage innovation while ensuring that technological progress respects workers' rights, promotes fair working conditions, and strengthens rather than weakens social justice.

Employment Transformation, Automation, and Workforce Reskilling

Contrary to popular perception, most international organizations do not predict that artificial intelligence will eliminate employment altogether. Instead, AI is expected to transform existing occupations by changing the tasks workers perform and increasing demand for new digital competencies. This transition creates significant challenges for governments, educational institutions, and employers, particularly regarding workforce reskilling and lifelong learning. Countries with strong education systems

and active labour market policies may adapt more successfully, while others risk widening unemployment, skills shortages, and labour market inequalities if workers are unable to transition into emerging occupations (ILO, 2023).

Unequal Impacts Between Developed and Developing Countries

The effects of artificial intelligence are unlikely to be distributed equally across the global economy. Developed countries generally possess greater technological capacity, stronger educational systems, and more comprehensive social protection programs, allowing them to adapt more effectively to technological change. In contrast, many developing countries remain highly dependent on labour-intensive industries and informal employment, making them more vulnerable to automation while often lacking sufficient resources for large-scale workforce retraining. These disparities have intensified discussions regarding international cooperation, technology transfer, digital capacity-building, and financial assistance to ensure that AI contributes to inclusive global development rather than increasing existing inequalities (United Nations, 2024).

Algorithmic Bias, Privacy, and Workplace Surveillance

The increasing use of AI systems in recruitment, performance evaluation, employee monitoring, and workforce management has generated growing concerns regarding fairness and transparency. Algorithms trained on incomplete or biased datasets may unintentionally discriminate on the basis of gender, ethnicity, disability, age, or other protected characteristics. Furthermore, AI-powered workplace surveillance raises important questions regarding employees' privacy, informed consent, and the appropriate limits of employer monitoring. Ensuring that automated systems remain transparent, explainable, and subject to meaningful human oversight has therefore become a central objective of international discussions on responsible AI governance (United Nations Educational, Scientific and Cultural Organization [UNESCO], 2021).

Fragmented International Governance

Although numerous international organizations have developed principles and recommendations concerning artificial intelligence, there is currently no comprehensive, legally binding international framework governing the use of AI in employment. The ILO, the United Nations, the OECD, UNESCO, and regional organizations have each adopted complementary approaches, yet significant differences remain regarding regulation, ethical standards, and implementation. Divergent national priorities—including economic competitiveness, innovation, labour protections, and national sovereignty—continue to complicate efforts to establish globally harmonized standards. As artificial intelligence increasingly affects transnational labour markets, strengthening international cooperation while respecting national circumstances remains one of the principal challenges facing policymakers.

The Role of Governments, Employers, and Workers

Because the International Labour Organization operates through a tripartite structure, effective responses to artificial intelligence require cooperation among governments, employers, and workers. Governments are responsible for developing legal frameworks, investing in education, and strengthening social protection systems. Employers play a crucial role in adopting AI responsibly, investing in employee training, and ensuring ethical workplace practices. Workers and their representative organizations contribute by promoting social dialogue, protecting labour rights, and participating in decisions regarding technological change. Balancing these sometimes competing interests is essential for ensuring that AI contributes to productive employment while preserving fairness, inclusion, and decent work.

Looking Ahead

Artificial intelligence is expected to become one of the defining forces shaping the future of work during the coming decades. Rather than determining whether AI should be adopted, the international community increasingly recognizes that the central challenge lies in how it should be governed. Delegates must therefore consider policies that encourage innovation while protecting workers' rights, reducing inequalities, promoting lifelong learning, and strengthening international cooperation. The effectiveness of these policies will determine whether artificial intelligence becomes a driver of shared prosperity or a source of greater social and economic disparities.

Case Studies

The following case studies illustrate how governments, employers, workers, and international organizations have responded to the growing influence of artificial intelligence in the workplace. Together, they demonstrate both the opportunities created by AI and the challenges associated with protecting labour rights, promoting social dialogue, and ensuring that technological innovation contributes to decent work.

Amazon: Algorithmic Management and Workplace Surveillance

Amazon has become one of the most widely discussed examples of algorithmic management in the workplace. Across its logistics and fulfillment centers, artificial intelligence is used to optimize inventory management, assign tasks, monitor worker productivity, and evaluate performance in real time. While these technologies have significantly increased operational efficiency, they have also generated criticism regarding workplace surveillance, unrealistic productivity targets, limited human oversight, and the transparency of automated employment decisions (International Labour Organization [ILO], 2021).

Labour unions, researchers, and human rights organizations have argued that algorithmic management may increase workplace stress and reduce workers' ability to challenge disciplinary actions generated by automated systems. The case has become an important reference in international discussions regarding transparency, accountability, and the ethical use of AI in employment. Delegates should consider how governments and employers can harness AI to improve efficiency while ensuring meaningful human oversight, protecting workers' privacy, and safeguarding fundamental labour rights (ILO, 2021; OECD, 2024).

The 2023 Hollywood Writers' and Actors' Strikes

In 2023, the Writers Guild of America (WGA) and SAG-AFTRA organized large-scale strikes that brought significant portions of the American entertainment industry to a halt. Among their principal concerns was the rapid development of generative artificial intelligence capable of producing scripts, digital performances, voice replication, and synthetic media (SAG-AFTRA, 2023; Writers Guild of America [WGA], 2023).

The negotiations resulted in contractual protections limiting the use of AI to replace creative professionals without consent and establishing requirements for transparency and compensation when AI technologies are used. Although the dispute occurred within a specific industry, it became a landmark example of how collective bargaining can address emerging challenges posed by artificial intelligence while allowing technological innovation to continue. The case demonstrates that social dialogue and collective bargaining remain essential mechanisms for balancing innovation with the protection of workers' rights in rapidly evolving labour markets (SAG-AFTRA, 2023; WGA, 2023).

European Union Artificial Intelligence Act (2024)

The European Union adopted the Artificial Intelligence Act, the world's first comprehensive legal framework regulating artificial intelligence through a risk-based approach. Under the legislation, AI systems used in employment—including recruitment, hiring, promotion, employee evaluation, and dismissal—are classified as high-risk applications and must comply with strict requirements concerning transparency, documentation, human oversight, data quality, and non-discrimination (European Parliament & Council of the European Union, 2024).

The AI Act has become an influential model for governments around the world seeking to regulate artificial intelligence without discouraging innovation. Nevertheless, questions remain regarding implementation costs, regulatory complexity, and the capacity of smaller businesses to comply with its requirements. This case highlights the challenge of designing regulatory frameworks that provide legal certainty, protect workers from discriminatory or opaque AI systems, and still encourage technological development and economic competitiveness (European Commission, 2024).

Singapore's SkillsFuture Programme: Preparing Workers for AI

Rather than focusing solely on regulating artificial intelligence, Singapore has prioritized preparing its workforce for technological transformation through SkillsFuture, one of the world's most comprehensive lifelong learning initiatives. The program provides financial support, professional training, and continuous education opportunities that enable workers to acquire new digital and technical competencies throughout their careers (SkillsFuture Singapore, 2024).

As artificial intelligence continues to reshape labour markets, SkillsFuture has expanded to include training in AI, data analytics, cybersecurity, and other emerging technologies. The initiative is widely recognized as an example of proactive labour market policy that seeks to reduce the negative effects of automation by investing in workforce adaptability rather than responding only after jobs have been displaced. It demonstrates the importance of lifelong learning, government investment in human capital, and close cooperation between educational institutions, employers, and policymakers to ensure that workers remain competitive in an AI-driven economy (Organisation for Economic Co-operation and Development [OECD], 2023; SkillsFuture Singapore, 2024).

Possible Solutions and Future Perspectives

As artificial intelligence continues to reshape labour markets worldwide, the challenge is no longer whether AI should be adopted, but how it can be governed in ways that promote innovation while safeguarding workers' rights and advancing social justice. The International Labour Organization emphasizes that technological progress should contribute to **decent work for all**, ensuring that economic development remains inclusive, sustainable, and human-centered (International Labour Organization [ILO], 2019). The following approaches represent some of the principal policy directions currently being discussed within the international community.

Strengthening International Governance of Artificial Intelligence

One of the most frequently proposed solutions is the development of stronger international cooperation on AI governance. While countries maintain different regulatory approaches, greater coordination could help establish common principles regarding transparency, accountability, data protection, algorithmic fairness, and respect for internationally recognized labour rights. Rather than creating a single global regulatory authority, many experts advocate promoting interoperability between national frameworks through organizations such as the ILO, the United Nations, the Organisation for Economic Co-operation and Development (OECD), and regional organizations (OECD, 2019; United Nations, 2024).

Investing in Lifelong Learning and Workforce Reskilling

Since artificial intelligence is expected to transform occupations rather than simply eliminate them, investment in education has become one of the most widely supported policy responses. Governments, employers, and educational institutions are increasingly encouraged to expand lifelong learning opportunities, strengthen vocational education, and provide accessible reskilling and upskilling programs that prepare workers for emerging occupations. Particular attention should be given to workers employed in sectors facing higher risks of automation, ensuring that technological progress contributes to greater economic opportunity rather than structural unemployment (ILO, 2023; World Economic Forum [WEF], 2025).

Promoting Human-Centered Artificial Intelligence

The ILO consistently advocates a human-centered approach to technological development, emphasizing that artificial intelligence should support workers rather than replace human judgment in decisions that significantly affect employment. Many policymakers therefore propose requiring meaningful human oversight in AI systems used for recruitment, promotion, dismissal, performance evaluation, and workplace monitoring. Such measures can help increase transparency, reduce discriminatory outcomes, and

strengthen public trust in the responsible use of artificial intelligence (ILO, 2019; United Nations Educational, Scientific and Cultural Organization [UNESCO], 2021).

Strengthening Social Protection and Labour Standards

As labour markets continue to evolve, many governments are examining ways to modernize social protection systems while preserving fundamental labour rights. Proposed measures include improving unemployment benefits, expanding access to skills training, strengthening occupational health protections, and ensuring that workers in digital labour platforms and other non-traditional forms of employment receive adequate legal protections. Maintaining effective labour standards will remain essential as new forms of work emerge alongside technological innovation (ILO, 2021).

Encouraging Responsible Innovation Through Social Dialogue

The ILO's unique tripartite structure demonstrates that governments, employers, and workers all have essential roles in shaping the future of work. Many experts argue that policies concerning artificial intelligence should be developed through continuous social dialogue involving trade unions, employers' organizations, civil society, academic institutions, and technology developers. Collaborative policymaking can help balance economic competitiveness with workers' rights while ensuring that AI adoption reflects diverse national priorities and social needs (ILO, 2019).

Reducing the Global Digital Divide

Artificial intelligence offers significant opportunities for economic development, but these benefits may not be distributed equally among countries. Developing nations often face challenges related to digital infrastructure, access to technology, educational capacity, and financial resources. International cooperation—including technology transfer, technical assistance, capacity-building, and investment in digital infrastructure—can help reduce these disparities and ensure that all countries are able to participate in the emerging AI economy. Supporting inclusive digital development is therefore essential for achieving the Sustainable Development Goals and promoting equitable global growth (United Nations, 2015; United Nations, 2024).

Future Perspectives

Artificial intelligence is expected to become an increasingly important driver of economic transformation during the coming decades. Advances in generative AI, robotics, automation, and data analytics will likely continue to reshape industries, alter workforce demands, and create entirely new forms of employment. At the same time, these developments will require governments to continuously update labour legislation, education systems, and social protection policies to keep pace with technological change.

For the International Labour Organization, the central objective will remain ensuring that innovation serves people rather than the reverse. Future international cooperation will likely focus on strengthening ethical AI governance, expanding access to digital skills, protecting vulnerable workers, and fostering labour markets that are both competitive and socially inclusive. Delegates should therefore seek balanced, practical, and forward-looking solutions that recognize artificial intelligence not only as a technological challenge but also as an opportunity to promote decent work, sustainable economic growth, and greater international cooperation (ILO, 2019; United Nations, 2024).

Guiding Questions for Delegates

1. How can the International Labour Organization promote the responsible adoption of artificial intelligence while ensuring the protection of workers' rights and the principles of decent work?
2. What responsibilities should governments, employers, and workers assume in managing the transition toward AI-driven labour markets?
3. How can countries balance technological innovation and economic competitiveness with strong labour protections and social justice?
4. What international standards or regulatory frameworks should guide the use of artificial intelligence in recruitment, workplace monitoring, performance evaluation, and other employment-related decisions?
5. How can governments and international organizations reduce the risks of job displacement while preparing workers for new opportunities created by artificial intelligence?
6. What policies can expand access to lifelong learning, reskilling, and upskilling, particularly for workers in sectors most vulnerable to automation?
7. How can artificial intelligence be used to improve productivity and economic growth without increasing inequality, discrimination, or social exclusion?
8. What measures should be adopted to ensure that AI systems used in the workplace remain transparent, accountable, explainable, and free from bias?
9. How can developing countries strengthen their capacity to benefit from artificial intelligence while addressing challenges related to digital infrastructure, education, and workforce development?
10. In what ways can international cooperation among governments, employers, workers, international organizations, and the private sector contribute to building a human-centered future of work?

Suggested Readings and Resources

Official United Nations and International Organization Resources

International Labour Organization (ILO) - International Labour Standards

The official portal providing access to ILO conventions, recommendations, and international labour standards that guide the promotion of decent work and workers' rights worldwide.

<https://www.ilo.org/international-labour-standards>

International Labour Organization (ILO) - The ILO and the United Nations

Explains the relationship between the ILO and the United Nations system, the Organization's mandate, and its role in promoting social justice and decent work globally.

<https://www.ilo.org/about-ilo/ilo-and-multilateral-system/ilo-and-un>

International Labour Organization (ILO) - Future of Work

Provides reports, research, and policy recommendations on technological change, artificial intelligence, automation, and the future of employment.

<https://www.ilo.org/global/topics/future-of-work>

United Nations - Sustainable Development Goal 8: Decent Work and Economic Growth

Official United Nations portal explaining SDG 8, its targets, indicators, and global initiatives promoting productive employment and sustainable economic growth.

<https://sdgs.un.org/goals/goal8>

United Nations - Global Digital Compact

Provides the official text and supporting materials for the Global Digital Compact, adopted as part of the Pact for the Future, which promotes international cooperation on digital governance and artificial intelligence.

<https://www.un.org/techenvoy/global-digital-compact>

United Nations General Assembly - Resolution A/RES/78/265: Seizing the Opportunities of Safe, Secure and Trustworthy Artificial Intelligence Systems for Sustainable Development

The first General Assembly resolution dedicated exclusively to artificial intelligence, adopted by consensus in March 2024.

<https://documents.un.org/doc/undoc/gen/n24/090/38/pdf/n2409038.pdf>

International Policy Reports

Organisation for Economic Co-operation and Development (OECD) - OECD Employment Outlook 2023: Artificial Intelligence and the Labour Market

Examines how AI is transforming employment, workplace practices, labour market policies, and workforce development across OECD member countries.

https://www.oecd.org/en/publications/oecd-employment-outlook-2023_08785bba-en.html

OECD AI Policy Observatory

Provides policy analysis, country profiles, and resources related to trustworthy artificial intelligence and international AI governance.

<https://oecd.ai>

UNESCO - Recommendation on the Ethics of Artificial Intelligence

The first global normative framework establishing ethical principles for the development and governance of artificial intelligence.

<https://www.unesco.org/en/artificial-intelligence/recommendation-ethics>

World Economic Forum - Future of Jobs Report 2025

Analyzes global labour market trends, emerging occupations, future workforce skills, and the impact of artificial intelligence and automation on employment.

<https://www.weforum.org/publications/the-future-of-jobs-report-2025/>

Open-Access Academic Resources

International Labour Organization. (2023). Generative AI and Jobs: A Global Analysis of Potential Effects on Job Quantity and Quality

An evidence-based report examining the potential impact of generative AI on employment across sectors and regions.

<https://www.ilo.org/publications/generative-ai-and-jobs-global-analysis-potential-effects-job-quantity-and>

International Labour Organization. (2021). World Employment and Social Outlook 2021: The Role of Digital Labour Platforms in Transforming the World of Work.

Analyzes digital labour platforms, algorithmic management, and their implications for workers' rights, employment conditions, and labour regulation.

<https://www.ilo.org/publications/world-employment-and-social-outlook-2021-role-digital-labour-platforms>

Brookings Institution - Artificial Intelligence and the Future of Work

Provides accessible research and policy analysis on AI, employment, automation, and workforce transitions.

<https://www.brookings.edu/topics/artificial-intelligence/>

Our World in Data - Artificial Intelligence

Presents open-access data, visualizations, and research on artificial intelligence, technological development, and its global social and economic impacts.

<https://ourworldindata.org/artificial-intelligence>

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