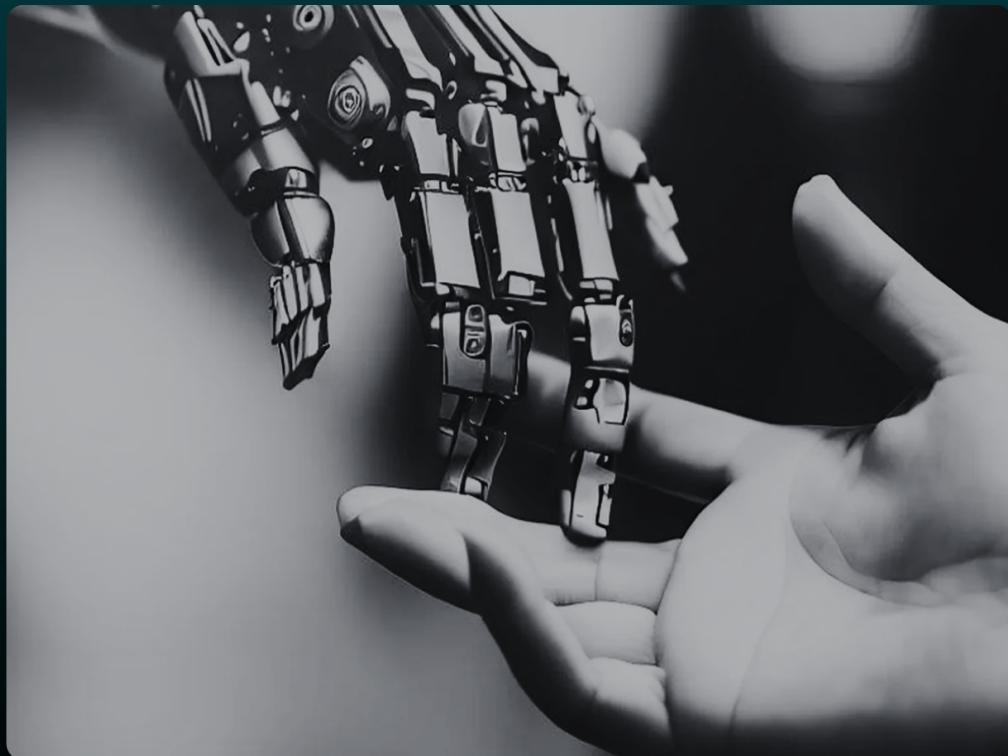




ILO

Agenda: The impact of automation and artificial intelligence on the future of job displacement



GLOBAL CONFLUENCE MODEL UNITED NATIONS

STUDY GUIDE

COMMITTEE: INTERNATIONAL LABOUR ORGANIZATION

AGENDA: IMPACT OF AUTOMATION AND ARTIFICIAL
INTELLIGENCE ON THE FUTURE OF JOB DISPLACEMENT

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LETTER FROM THE EXECUTIVE BOARD

Dear Delegates,

I'm glad you're here, THE INTERNATIONAL LABOUR ORGANIZATION! I hope you have fun in the committee, engage in thoughtful conversations, deepen your knowledge of this significant topic with a worldwide impact, and leave the committee as global people with a global outlook.

We are really looking forward to witnessing the original arguments, insightful discussion, and debate you will provide! We want your time at GCMUN to rank among your most treasured conferences.

Every country is required to safeguard global peace and security as well as guarantee everyone's respect and dignity. We must debate this matter in a respectful and sensitive manner. To create real solutions that consider the particular experiences of these groups and provide them the security they require and merit, we must collaborate. We anticipate that conference participants will work cooperatively to provide practical answers that successfully accomplish this goal.

Furthermore, we cannot emphasize enough how crucial collaboration and cooperation are to the UN's policy-making process. These principles serve as both the cornerstone of the UN system and the overarching premise of a Model UN meeting.

Overall, we believe that this problem is very endowed for global policy action and that it is one that is especially cognizable. We anticipate that each and every one of you will develop intellectually throughout the conference and meet new people. We are very thrilled to meet each of you!

ALL THE BEST!

Palak Surti

Chairperson

Paarth P. Veturkar

Vice Chairperson

ABOUT THE COMMITTEE

International Labour Organisation was created in 1919, as part of the Treaty of Versailles. The only tripartite U.N. agency, since 1919 the ILO brings together governments, employers and workers of 187 Member States, to set labor standards, develop policies and devise programmes promoting decent work for all women and men.

The unique tripartite structure of the ILO gives an equal voice to workers, employers and governments to ensure that the views of the social partners are closely reflected in labour standards and in shaping policies and programmes. The main aims of the ILO are to promote rights at work, encourage decent employment opportunities, enhance social protection and strengthen dialogue on work-related issues.

The Organization has played a role at key historical junctures – the Great Depression, decolonization, the creation of Solidarność in Poland, the victory over apartheid in South Africa – and today, is in the building of an ethical and productive framework for a fair globalization.

The Governing Body is the executive body of the International Labour Organization. It takes decisions on ILO policy, decides the agenda of the International Labour Conference etc.

ILO conventions are considered international labor standards regardless of ratification. When a convention comes into force, it creates a legal obligation for ratifying nations to apply its provisions.

Every year the International Labour Conference's Committee on the Application of Standards examines a number of alleged breaches of international labor standards. Governments are required to submit reports detailing their compliance with the obligations of the conventions they have ratified. Conventions that have not been ratified by member states have the same legal force as recommendations.

Please ensure you familiarize yourself with the mandate of ILO i.e., working methods of the organization under which it can function through the medium of its resolutions.

INTRODUCTION TO AGENDA

“There's never been a better time to be a worker with special skills or the right education because these people can use technology to create and capture value.”

The 21st century has ushered in a new era of automation and artificial intelligence (AI), sparking significant debates about their impact on job displacement. As technology continues to advance and AI capabilities grow, concerns are mounting about the potential loss of jobs across various industries.

Automation and AI technologies offer the potential to streamline processes, boost efficiency, and reduce operational costs for businesses. However, this very efficiency also raises the possibility of replacing human workers with machines and algorithms. Numerous studies have projected a significant portion of the workforce may lose their jobs or require significant career transitions due to automation. Yet, some projections are less alarming, and the history of technological adoption in workplaces, along with research on socio-technical systems, reveals complex implications for well-being. Occupations involving repetitive tasks, data analysis, and routine decision-making are particularly vulnerable to automation, potentially leading to job displacement for many individuals in these fields.

On the positive side, automation and AI can create new opportunities and roles in areas that require human creativity, problem-solving, and emotional intelligence. New jobs in AI development, data science, and robotics maintenance are examples of emerging roles that could help mitigate the negative impacts of job displacement. Workers possessing specialized skills or the right education find themselves in an advantageous position. They can leverage technology to create and capture value, making this era particularly favorable for those with unique expertise.

It is crucial to recognize that AI possesses the ability to enhance productivity, create new career opportunities, and improve living conditions. However, the flip side is that AI is expected to replace a considerable number of professions and tasks, given its capacity to undertake "non-routine" functions that were once exclusively reserved for humans.

POSITIVE IMPACT OF AI

Positive effects on future job displacement are also brought about by automation and artificial intelligence (AI). Businesses may be able to reduce procedures and redistribute human resources to more strategic and innovative jobs as a result of greater productivity and efficiency brought on by automation. Artificial intelligence (AI)-driven solutions may also improve decision-making by assisting staff in making decisions based on data and enhancing overall corporate performance. Workers may concentrate on higher-value jobs that call for critical thinking, problem-solving, and emotional intelligence when routine and repetitive tasks are mechanized, as they are human-inherent abilities that are less susceptible to automation. Furthermore, automation can spur the creation of entirely new job roles and industries, such as AI research, data analysis, and machine learning engineering, fostering job growth and economic development. By leveraging automation and AI to augment human capabilities, societies can pave the way for a future of work that emphasizes collaboration between humans and machines, enhancing productivity, and driving innovation across various sectors.

The potential for revolutionary policy-making and cross-border cooperation presented by the beneficial effects of automation and artificial intelligence on the future of employment displacement. The ILO may urge member nations to proactively embrace technology breakthroughs while preserving workers' rights by acknowledging the potential advantages of automation. The ILO's reskilling and upskilling initiatives can provide the workforce the abilities it needs to adapt to the evolving nature of the workforce and take advantage of the new possibilities that automation and AI have brought forth. Additionally, the ILO may promote the ethical and human rights-compliant development of AI technology, as well as their responsible usage. The ILO can assist eliminate potential biases and prejudice in automated decision-making processes by developing guidelines and standards for AI implementation, which will support equitable and inclusive employment practises. The organization's initiatives may result in the creation of a welcoming atmosphere for both employees and employers, encouraging a balanced strategy that takes use of automation's ability to enhance working conditions, increase productivity, and produce long-term, respectable employment possibilities globally.

NEGATIVE IMPACT OF AI

While Artificial Intelligence (AI) has numerous benefits, it also poses several negative impacts. One of the most significant concerns is the potential for widespread job displacement. As AI and automation technologies advance, they can replace human workers in various industries, leading to unemployment and economic instability. Additionally, AI algorithms can perpetuate biases and discrimination present in their training data, amplifying social inequalities. Privacy is another major concern, as the extensive collection and analysis of personal data by AI systems can lead to serious issues arising.

As AI technologies advance, they will be able to carry out activities that were previously only performed by humans, which will result in broad automation of many employment categories. Significant employment losses may arise from this, particularly in fields that depend largely on regular, repetitive work. Even while new jobs may be produced as a result of the process, the transition can be tough, leaving many individuals without a job or unable to locate acceptable replacement employment. In addition, the labor market's skill requirements are evolving quickly, making individuals with stale skill sets susceptible to being replaced. Increased stress and anxiety among people who fear job uncertainty. The possible undervaluation of human labor and the decline in work satisfaction are raised as issues. Employee work satisfaction and motivation may diminish if regular jobs are replaced by robots and employees are forced into more routine and repetitive positions. Additionally, the negative effects of job loss brought on by automation and AI might worsen already-existing social and economic inequality. The disparity between skilled and unskilled employees may expand if certain demographic groups or those with restricted access to education and training options are disproportionately impacted. Additionally, areas with a heavy reliance on automatable sectors may have greater unemployment rates and economic downturns. Communities may experience increasing strain on social safety nets and public resources as a result of employment loss, making it difficult for politicians and society at large to handle the associated socioeconomic difficulties. A comprehensive strategy is needed to reduce these negative effects, including investments in educational and reskilling initiatives, moral AI research, and careful legislative frameworks that prioritize inclusion and

CREDIBILITY OF SOURCES

These are a few sources of research that are highly recommended by the executive board

Do not, however, stop there. Feel free to critically evaluate and use any more knowledge that may be presented to you.

The following sources shall stand credible in this committee:

- 1. Any United Nations-owned or affiliated website**
- 2. Any INTERNATIONAL TREATY, CONVENTIONS shall stand legitimate as to validate (any point if backed with substantial points, correlation & prove factual inaccuracy)**
- 3. News Sources (provided more than three news sources provide the same information) preferably - Reuters , Al-Jazeera**
- 4. Well-reputed independent organizations**
- 5. Government-owned websites**

QUESTIONS A RESOLUTION MUST ANSWER

1. How can countries adapt their trade and economic policies to ensure fair competition and prevent job losses due to outsourcing or displacement caused by technological advancements?
2. How can nations work together to create standards and rules that safeguard data sovereignty and reduce the dangers of data breaches and misuse?
3. How can nations make sure that everyone, regardless of geopolitical position, can access and benefit from AI advancements?
4. What steps will be taken to promote entrepreneurship and encourage the development of jobs in new industries to counteract employment losses brought on by automation and AI?
5. What changes or advancements in education and training systems are required to give the next generation of workers the skills they will need to properly engage with AI technology and adjust to shifting labor market demands?
6. What comprehensive future-of-work policies may be shaped by the decision to embrace automation and AI as instruments for human development rather than as a threat to job security and to promote equitable economic growth?

KINDLY NOTE

AT NO POINT IN THE COMMITTEE SHALL THE BACKGROUND GUIDE BE USED AS A SOURCE.

THE BACKGROUND GUIDE SHALL ONLY STAND AS A GUIDE OF REFERENCES, AND NOT THE ULTIMATE RESEARCH.

DO NOT RESTRICT YOURSELF WITH CONTENT PROVIDED IN THE BACKGROUND GUIDE AND FURTHER ENHANCED, INDEPENDENT RESEARCH BY DELEGATES SHALL BE APPRECIATED.

ADDITIONAL REFERENCE LINKS

1. [THE IMPACT OF ARTIFICIAL INTELLIGENCE ON THE FUTURE OF WORKFORCES IN THE EUROPEAN UNION AND THE UNITED STATES OF AMERICA](#)
2. [Will robots and AI cause mass unemployment? Not necessarily, but they do bring other threats | United Nations](#)
3. [“Negotiating the algorithm”: Automation, artificial intelligence and labour protection](#)
4. [Automation and Labour in India: Policy Implications of Job Polarisation pre and post COVID-19 crisis](#)
5. [ROLE OF ARTIFICIAL INTELLIGENCE IN EMPLOYMENT FROM ILO PERSPECTIVE](#)
6. [The impact of AI on the workplace: Evidence from OECD case studies of AI implementation](#)
7. [A.I.’s Threat to Jobs Prompts Question of Who Protects Workers - The New York Times](#)