



Florida High Schools Model United Nations

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INTERNATIONAL LABOR ORGANIZATION (ILO)

**ADAPTING LABOR POLICIES TO ADDRESS THE
CHALLENGES OF AUTOMATION AND GLOBALIZATION**

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Introduction

Artificial Intelligence is no new concept. However, recent technological advances mean that its capabilities are growing at a pace no country is currently prepared for. According to a specialized report on the Association of Southeastern Nations (ASEAN) by the International Labor Organization in 2016, Oxford researchers Carl Frey and Michael Osborne concluded that automation, and particularly the threat of AI, will phase out the need for human workers. As argued in the report, “nearly every occupation can be computerized in the next couple of decades, with the exception of those that involve high amounts of [creative intelligence, social intelligence, and perception and manipulation].”¹ This report is one of many examples of how the rise of AI and automation threatens job markets worldwide, and without proper protections, millions will lose their jobs.

As the world keeps marching towards the 2030 deadline for the United Nations Sustainable Development Goals (SDGs), the likelihood of meeting them in time slows. This is more than just an artificial deadline put in place by the United Nations; rather, it is one that was created out of necessity. The longer we put off meeting those goals, the more the window closes to ever meet them. Labor is a key factor in sustainability. It allows people and countries to gain their own independence, stability, and security. It is of utmost importance that in this new era of automation and globalization that labor policies keep up in order to protect the groups most vulnerable to the inequalities that the Sustainable Development Goals are trying to eradicate.

Effects of AI and Automation on the Job Market

As artificial intelligence (AI) technology has become more prevalent and advanced, a growing number of jobs in the economy have been obsoleted. According to a study at the University of Delaware in 2017, 16 million Americans are working retail jobs, yet an estimated 6 to 7.5 million of these jobs are at risk of replacement by automation.² The increasing implementation of self-checkout lanes and mobile ordering systems in stores and restaurants is a prime example of the physical replacement of workers with automation. However, automation is not simply limited to retailers. Studies done by McKinsey Global Institute suggest automation will become even broader in scope. Their studies anticipate that by 2030, up to 30 percent of hours worked in the economy could be automated, leading to a need for 12 million people to transition jobs in the United States alone. While the studies suggest jobs in office support, customer service, and sales are most at risk, the true demand is for substantial shifts in the types of skills required in an evolving job market.³ In order to bring SDG 8 and the ILO’s goal of

¹Chang, Jae-Hee, and Phu Huynh. 2016. “ASEAN in Transformation: The Future of Jobs at Risk in Automation.” ISBN 9789221309659. International Labour Office.

https://www.ilo.org/sites/default/files/wcmsp5/groups/public/@ed_dialogue/@act_emp/documents/publication/wcms_579554.pdf

²“6 To 7.5 Million U.S. Retail Jobs at Risk Due to Automation | Weinberg Center for Corporate Governance.” 2017. Weinberg Center for Corporate Governance. May 18, 2017. <https://weinberg.udel.edu/6-to-7-5-million-u-s-retail-jobs-at-risk-due-to-automation/>.

³Hazan, Eric, Anu Madgavkar, Michael Chui, Sven Smit, Dana Maor, Gurmeet Singh Dandona, and Roland Huyghues-Despointes. 2024. “A New Future of Work: The Race to Deploy AI and Raise Skills in Europe and Beyond.” McKinsey & Company. May 21, 2024. <https://www.mckinsey.com/mgi/our-research/a-new-future-of-work-the-race-to-deploy-ai-and-raise-skills-in-europe-and-beyond#/>.

“decent work”⁴ to fruition, the necessity of large-scale transitions in labor skills can be emphasized in many nations.

Amidst the evolution, some companies have even begun using AI to evaluate job applicants and current employees. Thus, it is now possible to gain or lose employment based on evaluation via an artificial intelligence model. According to a 2024 survey conducted by IBM, 25% of IT professionals from around the globe reported that their companies are exploring or deploying AI for “AI Monitoring or Governance,” with another 19% interested in using it for “Human Resources and Talent Acquisition” (note that these subsets are not mutually exclusive).⁵ While this study clearly reflects a growing trend in the global economy, it is not necessarily desirable by the workforce itself. According to a survey of Americans by Pew Research, roughly two-thirds voiced that they would not want to apply for a job position evaluated by AI. Likewise, a staggering 81% of Americans believe that the use of AI monitoring of employees would make them feel “inappropriately watched.”⁶

To combat the reality of an algorithm solely responsible for hiring, monitoring, and firing employees, America is currently debating two policies: The Stop Spying Bosses Act and the No Robot Bosses Act. The Stop Spying Bosses Act would outlaw invasive workplace surveillance that hinders workers' organizing and mandate that employers collecting data at the workplace disclose it to their employees, while the No Robot Bosses Act focuses on preventing the use of AI in hiring or firing processes.⁷ A report from Harvard University's Center for Labor and a Just Economy emphasizes similar concerns about monitoring the workplace: “The [AI] technology is changing so rapidly that [nobody can] possibly legislate every conceivable use and potential abuse. So, what is necessary is a proactive model of worker participation that insists on transparency, joint decision-making, sector-wide oversight, and... access to an actual human being before a status-altering decision, such as firing, becomes final.”⁸ Policies like those suggested by Harvard or proponents of the pro-labor AI policies in America can serve as frameworks on the international level, where states can build out their own regulations while keeping worker privacy as a core foundation. An apparent need to protect the desires of the collective workforce has arisen, and conflict between the economy and the workforce must be addressed at a national or even international scale.

As AI technologies continue to advance in scope and ability, how the economy interacts with technology could change entirely. In a recent address to employees this past August, Amazon's CEO Matt Garmin even made the bold claim that software developers may no longer

⁴ International Labour Organization. n.d. “Decent Work.” <https://www.ilo.org/topics/decent-work>.

⁵ “Data Suggests Growth in Enterprise Adoption of AI Is Due to Widespread Deployment by Early Adopters.” 2024. IBM Newsroom. January 10, 2024. <https://newsroom.ibm.com/2024-01-10-Data-Suggests-Growth-in-Enterprise-Adoption-of-AI-is-Due-to-Widespread-Deployment-by-Early-Adopters>.

⁶ Nadeem, Reem. 2024. “AI In Hiring and Evaluating Workers: What Americans Think.” Pew Research Center. October 16, 2024. <https://www.pewresearch.org/internet/2023/04/20/ai-in-hiring-and-evaluating-workers-what-americans-think/>.

⁷ Shanee Simhoni. 2024. “Unions Give Workers a Voice over How AI Affects Their Jobs.” Center for American Progress. May 16, 2024. <https://www.americanprogress.org/article/unions-give-workers-a-voice-over-how-ai-affects-their-jobs/>.

⁸ Lee, Eric. 2024. “Center for Labor and a Just Economy at Harvard Law School Worker Power and Voice in the AI Response.” <https://clje.law.harvard.edu/app/uploads/2024/01/Worker-Power-and-the-Voice-in-the-AI-Response-Report.pdf>.

need to write code within the next few years.⁹ This transition would permanently alter how humans interact with technology in the workplace. If there is no longer a need to write code, then the average worker would then be able to utilize the apparent limitless capabilities of modern computers to become more efficient than ever before. Such growth in efficiency would likely also lead to layoffs and labor transitions. While AI advancements create the potential for many new jobs globally, an article from CNN reports that several companies, such as Dropbox and Duolingo, have attributed many recent layoffs to AI. Furthermore, economists from Goldman Sachs anticipate the loss of more than 300 million jobs globally, with white-collar workers being the primary victims.¹⁰

Case Study: US Dock Workers Protest

The recent dock workers' strike in October seemed to be primarily an issue of wages. The unions representing the workers were asking for a wage increase of 77% over 6 years in order to meet the current rise in inflation, as well as undo the damage from previous raises that failed to provide a living wage. The ports offered to raise the previous offer of 50% to 62%; however, that agreement was tentative, and the strike was suspended until January 15th so the unions and ports could reach an agreement without causing lasting supply-chain issues.¹¹

As the union and ports began reaching an understanding regarding wages, the conversation turned toward automation. Talks of increasing automation in ports have grown over the years. A 2022 study by the economic roundtable found that “automation eliminated 572 full-time roles across two terminals at the ports of Long Beach and Los Angeles,” in just two years.¹² As automation spreads, this statistic will only grow.

Dock workers are not the only groups of blue-collar workers threatened by the increase of AI in the workforce. Professor Vidya Mani from the University of Virginia’s Darden School of Business warns, “autoworkers at car plants, machinists at Boeing, and the threat of strikes from railroad workers, cargo movers and truckers,” are feeling the pressure of the tightening economic times.¹³ These foundational occupations are often the backbone of the countries they work in. Unless the job security of these workers can be satisfactorily assured, economic collapse could ensue in any country. Not all strikes are so easily fixed, and many workers may be unwilling to suspend a strike if their trust in their employer or government has been wholly eroded through past inaction.

⁹ Barrabi, Thomas. 2024. “Amazon Software Engineers May Be Forced to Learn Skills besides Coding Thanks to AI: Cloud Chief.” New York Post. New York Post. August 21, 2024. <https://nypost.com/2024/08/21/business/amazon-software-engineers-could-stop-coding-soon-due-to-ai/>.

¹⁰ Cooban, Anna. 2024. “AI Will Shrink Workforces within Five Years, Say Company Execs | CNN Business.” CNN. April 5, 2024. <https://www.cnn.com/2024/04/05/business/ai-job-losses/index.html>.

¹¹ Anderson, Mae. 2024. “7 Things to Know About the U.S. Dockworkers Strike and Its Effect on the Economy.” PBS News. October 3, 2024. <https://www.pbs.org/newshour/economy/7-things-to-know-about-the-u-s-dockworkers-strike-and-its-effect-on-the-economy>.

¹² Browne, Allyson. 2024. “How Ports Can Lead a Just Transition for Workers.” World Economic Forum. November 14, 2024. <https://www.weforum.org/stories/2024/11/how-ports-are-leading-a-just-transition-for-workers-in-a-automated-future/>.

¹³ Mitchell, Molly. 2024. “Q&A: How Soon Will You Feel the Impact of the Port Workers’ Strike?” Darden Report Online, October 3, 2024. <https://news.darden.virginia.edu/2024/10/03/qa-how-soon-will-you-feel-the-impact-of-the-port-workers-strike/>.

Automation and AI's Impact on Developing Nations

There are many practical applications for automation and AI in developing nations. Michael Gomez Selvaraj, a crop physiologist, published a 2019 study that revealed the ability of AI systems to detect diseases and pests in bananas. The model proved very reliable in detecting disease and pest outbreaks early. The technology could be developed into a mobile app that makes this function easily accessible to farmers around the globe.¹⁴

Bananas are a great example of an impact for developing nations because while many people in developed nations enjoy a couple in their smoothie, many populations in developing nations rely on it for up to 50% of their food.¹⁵ Bananas are the “fourth most important staple crop globally” and are vital to maintaining the food security of over 400 million people. It is also essential for the job security of the over 1 million people who work in the banana industry.¹⁶ This example alone contributes to reaching SDGs 2, 3, 8, and 9 and indirectly contributes to many more.

Due to a lack of resources in the Global South, many developing countries cannot reap the benefits of increased automation or improved technology until years or decades after they are widely available. Brazil, for example, uses a program named “Pix” to distribute its welfare resources to impoverished citizens. The catch twenty-two is that many of their citizens who need welfare cannot access the internet and, therefore, the program. “Approximately 36 million people,” particularly in rural areas, cannot receive government-subsidized help. The people who can access it are launching cyberattacks or attempting to defraud it, almost forcing the government to shut the program down. Many policies put in place to protect the system are only making it more complicated for the people who need it. Brazil is currently working to revise this policy to reach the people it should while preventing fraudsters from rendering it useless.¹⁷

A potential solution for inequity in AI development between the Global South and North would be implementing AI job fields and research centers. This would create job opportunities for those specific areas of need. However, many of these research centers require previous technical experience, an experience that many who did not grow up with internet access could not possibly have. If the Global South attempts an occupational shift towards AI research without increasing access to the internet and technical training, then these opportunities could be stolen by already wealthy countries in the Global North.¹⁸ It is crucial to ensure economic stability beyond AI before and during this shift while also increasing accessibility and protections against companies outsourcing their research to those with less need.

¹⁴ Selvaraj, Michael Gomez, Alejandro Vergara, Henry Ruiz, Nancy Safari, Sivalingam Elayabalan, Walter Ocimati, and Guy Blomme. 2019. “AI-Powered Banana Diseases and Pest Detection.” *Plant Methods* 15 (1). <https://doi.org/10.1186/s13007-019-0475-z>.

¹⁵ Ibid.

¹⁶ IISD. n.d. “Banana Coverage.” *State of Sustainability Initiatives*. <https://www.iisd.org/ssi/commodities/banana-coverage/>.

¹⁷ Bandura, Romina, Madeleine McLean, and Caroline Smutny. 2024. “Approaches to Digital Public Infrastructure in the Global South.” *Csis.org*. 2024. <https://www.csis.org/analysis/approaches-digital-public-infrastructure-global-south>.

¹⁸ Chan, Alan, Chinasa Okolo, Zachary Turner, and Angelina Wang. 2021. “The Limits of Global Inclusion in AI Development.” <https://arxiv.org/pdf/2102.01265>.

Current and Previously Proposed Solutions

To offset volatility in the job market, a swath of solutions to the problem of protecting labor rights and economic welfare have been proposed.

One proposed solution to provide guaranteed protection to laborers is Universal Basic Income (UBI). Such a policy would provide every worker with a baseline income supplemented by employment wages. The ILO reports on UBI briefly in a working paper on AI and Labor Protection. The report acknowledges that while UBI would appear at first to be a good solution, it fails to consider that UBI would likely replace other social welfare programs, such as Social Security in the USA.¹⁹ Therefore, those needing the most support will potentially receive less under a UBI policy. An additional counterpoint is that the introduction of UBI could lead to eliminating employment regulations due to the supplemented base income of workers. While it would at first seem these employment regulations would become unnecessary, their removal would inevitably limit and rationalize the “unilateral exercise of managerial prerogatives,” lowering the status of the common worker and increasing economic dependency on unchecked companies.²⁰

Among other types of social welfare programs, social security is the most prominent and diverse. The ILO defines nine different categories of social security: health protection, sickness benefits, unemployment benefits, old age pensions, employment injury benefits, family and child benefits, maternity benefits, disability benefits, and survivors’ benefits.²¹ Among these, unemployment benefits are the most applicable here. However, the presence of reactionary solutions such as unemployment benefits still does not address the aforementioned issue of lowering the status of the common worker. This is due to the fact that such policies do not empower workers within the workplace but rather respond to the needs resulting from lost jobs.

In 1866, the US National Labor Union was founded, the first group in the nation to push for an 8-hour workday.²² Since then, labor unions have become much broader in scope. Labor unions are especially prominent in protecting labor rights among blue-collar workers. A nuanced analysis of such labor unions in light of protecting workers who face unemployment due to automation and AI is necessary and will be handled later.

Labor Unions

To continue the ILO’s work towards protecting workers’ rights, the international community must collaborate to ensure the right to unionize. AI poses a unique threat to job security that workers around the globe have not seen before, and the inevitable rise of unions will spark tension between workers and employers. AI possesses the capability to automate jobs, alter working conditions, and place decision-making power solely within the hands of employers who

¹⁹ De Stefano, Valerio. 2018. “Negotiating the Algorithm”: Automation, Artificial Intelligence and Labour Protection.” ISSN 1999-2939. Geneva, Switzerland: International Labour Office Employment Policy Department. <https://www.ilo.org/media/416031/download>.

²⁰ Ibid.

²¹ International Labour Organization. n.d. “Social Protection.” <https://www.ilo.org/topics-and-sectors/social-protection>.

²² “Research Guides: This Month in Business History: Founding of the National Labor Union and the 1st National Call for a 8-Hour Work Day.” n.d. <https://guides.loc.gov/this-month-in-business-history/august/national-labor-union-8-hour-work-day>.

control these technologies. Without adequate protections, workers worldwide risk exclusion from discussions about the impact of AI on their employment, including decisions related to layoffs, productivity monitoring, and how fair AI usage is.²³ Unions provide workers with a collective platform to advocate for fair wages, job security, and greater transparency in the deployment of AI. Considering the rapid global transition toward AI-driven workplaces, protecting the right to unionize is essential for balancing power between labor and management and ensuring that technological advancements benefit society as a whole.

On an international scale, unionization is a crucial way to establish ethical standards and ensure accountability using AI technologies. For example, in countries like Germany, where worker councils collaborate closely with management, unions play a pivotal role in advocating for policies that uphold privacy, promote equitable retraining opportunities, and mitigate algorithmic bias.²⁴ Germany's worker council model has helped German laborers negotiate and reach contracts with employers that protect or compensate them if their jobs are fully automated. In a more recent example, casino workers in Las Vegas represented by the Culinary Workers Union achieved a new contract that included a severance package of \$2,000 for each year the employee worked if the employee's role was eliminated due to "technology or AI."²⁵ Compensatory severance packages and other negotiations are key to striking a balance between employers and employees adaptable to rapid change. Historically, unions have dealt with the ever-changing prospects of automation for decades, but the key has remained the same: reaching a tentative agreement, empowering workers, and focusing on proactive bargaining.²⁶

In developing nations, where workers may face even higher risks from rapid automation, unions are instrumental in demanding safeguards to protect livelihoods and foster equitable economic transitions. By enabling workers globally to influence how AI is integrated into the workplace collectively, unionization helps to ensure that technological progress does not exacerbate inequality but instead supports prosperity amongst workers.

DHL Case Study

Despite potentially dangerous consequences, including AI in globalized businesses has its benefits. DHL, a prominent German logistics and shipping company, announced a plan to completely revolutionize their shipping operations, where they envision Artificial Intelligence and humans working together harmoniously. They are employing the concept of "co-bots," partly mechanized processes overseen by humans. According to a report from the DHL, "In express logistics, AI-powered sorting robots are becoming a game-changer, increasing sorting capacity

²³ Shanee Simhoni. 2024. "Unions Give Workers a Voice over How AI Affects Their Jobs." Center for American Progress. May 16, 2024. <https://www.americanprogress.org/article/unions-give-workers-a-voice-over-how-ai-affects-their-jobs/>.

²⁴ Squire. n.d. "The 10 Most Important Facts for Employers about Works Councils and Their Rights in Germany a GUIDELINE for DEALING with WORKS COUNCILS." https://www.squirepattonboggs.com/-/media/files/insights/events/2011/10/works-councils-in-germany-confrontation-or-colla_/files/dealing-with-works-councils-tip-sheet/fileattachment/dealing_with_german_works_councils.pdf.

²⁵ Gennadiy Shevtsov. 2024. "AI in Hospitality: Robotic Baristas and AI Chefs | Medium." Medium. Medium. January 14, 2024. <https://medium.com/@g.shevtsov1989/ai-in-hospitality-robotic-baristas-and-ai-chefs-raise-concerns-among-casino-union-workers-at-ces-c4ebd75bf86a>.

²⁶ Shanee Simhoni. 2024. "Unions Give Workers a Voice over How AI Affects Their Jobs." Center for American Progress. May 16, 2024. <https://www.americanprogress.org/article/unions-give-workers-a-voice-over-how-ai-affects-their-jobs/>.

by some 40% or more. This technology comes at a critical time, given the consistent growth in shipment volume across [the world]. In 2020, DHL Express recorded a 17.3% year-on-year increase in volume during the peak months of November and December.”²⁷ Considering the growing need for efficient international shipping in today’s globalized economy, DHL proves that integrating automation and AI on the work floor can yield positive results without negatively affecting the job market and removing jobs. Other companies like Amazon have also started shifting towards AI-centered logistics, though their success is yet to be fully quantified.

AI in Rwanda’s Healthcare Industry

Developing countries looking to enrich their high-tech industries, education, and healthcare have begun to look at incorporating artificial intelligence (AI) in the workplace, particularly AI chatbots, which are easy to implement. One example is The National Artificial Intelligence Policy for the Republic of Rwanda, a UN-guided framework that outlines how Rwanda can rebuild its private sector to adapt to AI, improve its education, and teach AI literacy by 2050.²⁸ In Rwanda, where there is roughly one doctor for every 10,000 patients, healthcare professionals must prioritize those needing care. AI-powered chatbots can assist call center nurses by guiding them through structured questions for patients and triaging critical cases based on their responses.²⁹ This technology helps streamline decision-making and ensures that resources are directed to patients who need them most.

In 2020, the World Economic Forum, in collaboration with a global community led by Mitsubishi Chemical Holdings, developed a governance framework to support AI’s ethical and responsible use in healthcare. The Forum also partnered with Rwanda’s Ministry of Innovation to launch the Centre for the Fourth Industrial Revolution in Kigali. Rwanda’s Center for the 4th Industrial Revolution piloted the WEF framework, known as Chatbots RESET, during the launch of the country’s first AI-enabled triage service.³⁰ Rwanda’s forward-thinking Data Protection and Privacy legislation and its newly established AI Policy provide a strong foundation for scaling up these and other transformative AI applications. With tangible improvements in the healthcare industry, a responsible AI policy, and collaboration with the WEF, Rwanda’s domestic economy and workforce have a bright future ahead of it.

Airbnb Case Study

AI has proved its worth in business logistics and optimization, yet its implementation remains problematic. When companies or individuals train an AI algorithm on biased or inherently flawed data, the algorithm upholds pre-existing inequalities and creates more

²⁷ DHL. 2020. “AI in Logistics & Supply Chains.” DHL. 2020. <https://www.dhl.com/global-en/delivered/innovation/ai-in-logistics.html>.

²⁸ Writer, Guest. 2023. “Introducing the National Artificial Intelligence Policy for Rwanda.” ICTworks. December 20, 2023. <https://www.ictworks.org/national-artificial-intelligence-policy-rwanda/>.

²⁹ “How Rwanda’s Vision for Data Is Propelling Its Healthcare System.” 2024. World Economic Forum. 2024. <https://www.weforum.org/impact/data-access-to-healthcare-in-rwanda/>.

³⁰ Writer, Guest. 2023. “Introducing the National Artificial Intelligence Policy for Rwanda.” ICTworks. December 20, 2023. <https://www.ictworks.org/national-artificial-intelligence-policy-rwanda/>.

problems than it may solve. In 2015, Airbnb developed an AI program known as their “smart pricing algorithm.”³¹ This was put into practice to lessen the racial disparity between what Black and white hosts were making. It was not until 2021 that researcher Shunyuan Zhang et al., conducted a study out of the University of Toronto’s Rotman School of Management to determine the effectiveness of this algorithm. Before it was adopted, white hosts were making, on average, \$19.80 more a day than Black hosts. This is a 20% disparity rate. However, after the program was adopted, those who opted into the smart pricing algorithm saw the disparity drop to only \$3.46. On the surface, this looks like a successful program and a permanent addition to Airbnb’s software; however, a much deeper issue was at play. Black hosts were much less likely than white hosts to opt into the program, and 41% of Black hosts opted not to. When looking at the disparities between the two populations, including those that opted in and those that did not, the disparity reached a high of \$23.70. Overall, the algorithm worsened the disparity.³² When countries look to implement AI to streamline services, it is essential to ensure that external factors do not create unintended consequences like racial disparities in Airbnb’s system.

Conclusion

AI and automation can improve efficiency, but it is a double-edged sword. Allow it to swing too far in one direction, then millions of people could lose their jobs and economic stability. However, swinging it in the other direction could mean overlooking life-saving technologies and finding a solution to food insecurity. Finding a healthy balance between efficiency and exploitation is difficult, but it is also necessary for the ILO. Without action, who knows where the sword will fall and who will suffer the consequences. It is up to the countries in this committee to decide where the line should be drawn.

Furthermore, the UN's top priority is to make strides toward attaining the 2030 SDGs. To succeed, labor protections must be put in place in this new age of technology. The disproportionate impact that AI and automation have on developing countries must be addressed, as well as the impact on domestic economies. Much of this will depend on how quickly and thoroughly AI and automation can be implemented. We must look at the policies that have been put in place in the past and figure out what worked and, more importantly, what did not.

³¹ Field, Hayden. 2021. “How Airbnb Failed Its Own Anti-Discrimination Team—and Let Racial Disparities Slip through the Cracks.” *Emerging Tech Brew*. June 15, 2021.

<https://www.emergingtechbrew.com/stories/2021/06/15/airbnb-failed-antidiscrimination-teamand-let-racial-disparities-slip-cracks>.

³² Zhang, Shunyuan, Nitin Mehta, Param Vir Singh, and Kannan Srinivasan. 2021. “Can an AI Algorithm Mitigate Racial Economic Inequality? An Analysis in the Context of Airbnb.” *Papers.ssrn.com*. Rochester, NY. January 21, 2021. https://papers.ssrn.com/sol3/papers.cfm?abstract_id=3770371.

Guiding Questions for Research

1. What policies has your country passed to address the presence of artificial intelligence in its strongest domestic industry?
2. How has your country handled the rise of Multinational Corporations (MNCs)? Are there MNCs based in your country, or are they outsourcing labor to your country?
3. Will rapid automation and expansion benefit or harm the rights of domestic workers in your country?
4. How might AI and automation change the distribution of desired skills and types of jobs available in your country's economy?
5. In what ways have unions, worker collectives, or reform movements shaped the labor policies of your country in previous times of automation?

Guiding Questions for Debate

1. To what degree does your country advocate for increased automation, especially in traditionally blue-collar industries?
2. How should internationally outsourced labor be regulated? What frameworks could the ILO use to advocate for moderated globalization?
3. What role should Artificial Intelligence play in the workplace? In hiring and firing?
4. How could AI be regulated to prevent bias present in datasets? Should AI be relied on in volatile industries like healthcare?
5. What balance should be struck between the power of the employer and employee regarding implementing AI in the workplace?

A Message From The Authors

This background guide is designed to help delegates consider the possibilities for how AI and automation can help nations better themselves and how they can harm the economy. The case studies provided should give readers a better idea of the struggle between technological development and workers' rights, which can be debated more in committee. SDG #8 (Decent Work and Economic Growth) and SDG #9 (Industry, Innovation, and Infrastructure) are central to the conflict. With the growing pains of automation advancement comes a point where nations must draw lines on what mustn't be automated and what ought to be. "Current and Previously Proposed Solutions" should give readers a better idea of potential solutions to supporting workers displaced by automation. However, it is not for the authors to say whether these solutions are the best approach. Delegates should consider all perspectives of this debate, what their country stands to gain or lose, and approach research with the guiding questions provided.