International Labour Organization
(ILO)

STUDY GUIDE

Agenda

Regulating Artificial Intelligence and Automation to Protect Employment and Workers' Law

"Labour is not a commodity." — Declaration of Philadelphia, 1944

Table of Contents

1. Letter from the Executive Board

2. Introduction to the Committee

3. Introduction to the Agenda

4. Key Terms and Definitions

5. Historical Background

6. Understanding the Issue: How AI and Automation Affect Work

7. Existing International Legal and Policy Framework

8. Recent ILO Action and the Platform Economy Convention

9. Case Studies

10. Major Stakeholders and Bloc Positions

11. Key Points of Contention

12. Questions a Resolution Must Answer (QARMA)

13. Possible Solutions: A Policy Toolbox

14. Guidance for Delegates

15. Bibliography and Further Reading

1. Letter from the Executive Board

Honourable Delegates,

It is our privilege to welcome you to the International Labour Organization (ILO). Of all the bodies of the United Nations family, the ILO is the oldest and, in many ways, the most unusual. It was created in 1919, before the United Nations itself existed, on a simple but radical idea: that lasting peace is only possible if it is built on social justice. More than a century later, that idea is being tested by a force the founders of the ILO could never have imagined machines that can write, reason, see, schedule, evaluate and decide.

The agenda before this committee, **"Regulating Artificial Intelligence and Automation to Protect Employment and Workers' Law"**, sits at the centre of the most important economic debate of our generation. Artificial intelligence (AI) is no longer a laboratory curiosity. It screens job applications, sets the routes and pay of delivery riders, monitors the keystrokes of remote employees, writes code, answers customer calls and translates documents. For some workers it is a powerful assistant that removes drudgery and raises productivity. For others it is an invisible manager that can suspend their account without explanation, or a competitor that makes their skills obsolete.

The question you must answer is not whether AI will change the world of work it already has. The question is **who will shape that change, under what rules, and for whose benefit**. Will productivity gains be shared through better wages and shorter hours, or concentrated in a few firms and countries? Will labour laws written for factories and offices stretch to cover algorithms and platforms, or will millions of workers fall through the gaps? Can the Global South, with its young populations and large informal economies, turn AI into an opportunity rather than a new form of dependency?

This guide is designed to give you a strong foundation. It explains the ILO, defines the key terms, traces the history of technology and work, summarises the existing legal framework (including the brand-new ILO Convention No. 193 on the platform economy, adopted in June 2026), sets out the main debates and country positions, and suggests directions for solutions. It is a starting point, not a ceiling. The best delegates will go further: reading the primary sources listed at the end, studying their own country's laws and voting record, and arriving with creative, realistic and well-drafted proposals.

We expect diplomacy, evidence and courage. Disagree on substance, never on courtesy. Above all, remember that behind every statistic in this guide are real people a garment worker in a factory installing automated cutting machines, a call-centre agent competing with a chatbot, a ride-hailing driver rated by an algorithm, a young graduate wondering which skills will still matter in ten years. Your job is to represent your nation faithfully while keeping those people in view.

We look forward to an outstanding committee.

Warm regards,

The Executive Board
International Labour Organization (ILO)

1.1 How to Use This Guide

- **Read Sections 2–4 first.** They explain how the ILO works and give you the vocabulary you will need in debate.
- **Sections 5–8 are the substance.** They cover the history, the evidence on jobs, the legal framework and recent developments up to October 2026.
- **Sections 9–11 are for strategy.** Use the case studies, bloc positions and points of contention to plan your speeches and alliances.
- **Sections 12–14 are for drafting.** They contain the Questions a Resolution Must Answer (QARMA), a toolbox of possible solutions and resolution-writing guidance.
- **Section 15 is your reading list.** Primary sources from the ILO and the wider UN system are prioritised. Always cite official documents in your position paper.

> **A note on facts and dates**
>
> Figures in this guide are drawn from official ILO, UN, IMF and other institutional publications and are current as of October 2026. AI policy moves fast. Before committee, check whether anything has changed for example, new ratifications of ILO Convention No. 193, the outcome of the ILO Governing Body's November 2026 session, or changes to your country's national AI strategy.
>
> Exposure estimates (such as "one in four jobs is exposed to generative AI") describe **potential** impact on tasks. They are not predictions of job losses. Using this distinction correctly will make your arguments far more credible.

2. Introduction to the Committee

2.1 History and Mandate

The International Labour Organization was established in 1919 by the Treaty of Versailles, as part of the settlement that ended the First World War. Its founders believed that poor working conditions "injustice, hardship and privation", in the words of the ILO Constitution produced unrest so great that it threatened world peace. The ILO survived the collapse of the League of Nations and, in 1946, became the first specialized agency of the United Nations. In 1969, on its 50th anniversary, it was awarded the Nobel Peace Prize. Its headquarters are in Geneva, Switzerland, and it has 187 Member States.

The ILO's purpose was restated in the **Declaration of Philadelphia (1944)**, which is annexed to the Constitution. It contains principles that remain at the heart of today's debate on AI, including that "labour is not a commodity", that freedom of expression and of association are essential to sustained progress, and that "poverty anywhere constitutes a danger to prosperity everywhere".

Today the ILO's work is organised around the **Decent Work Agenda**, which has four strategic objectives: (1) setting and promoting standards and fundamental principles and rights at work; (2) creating greater opportunities for decent employment and income; (3) extending social protection; and (4) strengthening social dialogue and tripartism. Decent work is also embedded in **Sustainable Development Goal 8** ("Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all").

2.2 Tripartism: What Makes the ILO Unique

The ILO is the only UN agency in which non-governmental actors have voting rights. Every Member State is represented by a **tripartite delegation**: two government delegates, one employers' delegate and one workers' delegate, each of whom votes independently. This is why ILO standards are often described as the product of **social dialogue** they are negotiated among the people who must live with them.

In practice, the employers' group is coordinated by the **International Organisation of Employers (IOE)** and the workers' group by the **International Trade Union Confederation (ITUC)**. On AI and platform work, these two groups have often held sharply different views, and governments have frequently acted as brokers between them. Understanding this dynamic will help you predict which proposals can realistically win a vote.

> **Simulation note**
>
> In this committee, delegates represent Member States. However, a strong delegate will speak with awareness of how their country's **employers and trade unions** view the issue, because in the real ILO those voices vote alongside governments. Referring to your national social partners ("our tripartite consultations with employers' and workers' organisations have shown…") is both realistic and persuasive.

2.3 Structure of the ILO

Organ	Composition	Main functions
International Labour Conference (ILC)	All 187 Member States, tripartite delegations; meets every June in Geneva	Adopts Conventions, Recommendations and Protocols (two-thirds majority); adopts the budget; discusses global labour issues; the "world parliament of labour"
Governing Body (GB)	56 titular members (28 government, 14 employer, 14 worker); meets three times a year	Executive council; sets the ILC agenda; elects the Director-General; oversees the Office and supervisory follow-up
International Labour Office	Permanent secretariat headed by the Director-General (currently Gilbert F. Houngbo of Togo, in office since October 2022)	Research, statistics (ILOSTAT), technical assistance, policy advice, publications
Supervisory bodies	Committee of Experts on the Application of Conventions and Recommendations (CEACR); Conference Committee on the Application of Standards (CAS); Committee on Freedom of Association (CFA)	Monitor how countries apply ratified Conventions; examine complaints and representations under Articles 24 and 26 of the Constitution

2.4 Instruments and Powers

The ILO's main tools are **international labour standards**:

- **Conventions** are international treaties. They become legally binding only on Member States that **ratify** them. Once ratified, a country must report regularly to the ILO on how it applies the Convention, and its record is examined by the supervisory bodies.
- **Recommendations** are non-binding guidelines. They often accompany a Convention and explain in detail how it can be implemented.
- **Protocols** partially revise or add to an existing Convention.
- **Declarations and Resolutions** of the ILC express political commitments and set direction (for example, the 2019 Centenary Declaration).

Two points are essential for realistic resolution-writing. First, under **Article 19 of the ILO Constitution**, every Member State must bring a newly adopted Convention before its competent national authority (usually parliament) within 12 to 18 months, even if it does not intend to ratify. Second, under the **1998 Declaration on Fundamental Principles and Rights at Work**, all Member States must respect,

promote and realise the fundamental principles simply by virtue of membership — **whether or not they have ratified the relevant Conventions**. This is a powerful argument for applying basic rights (such as freedom of association and non-discrimination) to workers managed by algorithms.

What the ILO **cannot** do: it cannot impose sanctions in the way the Security Council can, it cannot write national laws, and it cannot force a country to ratify a Convention. Its strength lies in standard-setting, supervision, technical cooperation, research and peer pressure. Resolutions that ask the ILO to "ban AI" or "fine companies" exceed its mandate; resolutions that request the Office to develop guidance, recommend standard-setting, build capacity, collect data or support national social dialogue fall squarely within it.

3. Introduction to the Agenda

Automation is not new. Since the first power looms, technology has destroyed some jobs, transformed many and created entirely new ones. What makes the present moment different is the **range of tasks** that machines can now perform and the **speed** at which the technology is spreading.

Earlier waves of automation mainly affected routine manual work assembly lines, weaving, packing. Today's AI, and particularly **generative AI** (systems that produce text, images, code and audio), reaches into **cognitive and white-collar work**: drafting, summarising, translation, customer service, accounting, programming, design and data analysis. At the same time, AI is changing not only *what* work is done but *how* work is managed. Algorithms now allocate shifts, set targets, monitor performance, calculate pay and, in some cases, decide who is hired or dismissed. This practice, known as **algorithmic management**, raises questions that traditional labour law was never designed to answer.

The agenda therefore has two halves, and a strong resolution must address both:

- **Protecting employment**: managing job displacement and transformation; investing in skills and lifelong learning; strengthening social protection; ensuring that productivity gains translate into decent jobs; and preventing a widening gap between countries and between groups of workers (women, young people, older workers, informal workers).
- **Protecting workers' law and rights**: ensuring that fundamental rights at work, occupational safety and health, non-discrimination, privacy, fair pay and access to justice apply fully when work is organised by algorithms or performed through digital platforms; and ensuring that workers and their representatives have a voice in how AI is introduced at the workplace.

The ILO's own position, set out most recently by Director-General Gilbert F. Houngbo in his report to the 114th International Labour Conference, *A Moment of Choice: Harnessing Artificial Intelligence for Decent Work* (May 2026), is that the future of work will not be determined by technology alone, but by the policies, institutions and social dialogue that shape its impact. The report proposes a human-centred agenda built on four pillars: **rights, employment and skills, social protection, and social dialogue**. Delegates may find these four pillars a useful structure for their own resolutions.

> **Why this matters for the Global South**
>
> Most AI systems are developed in a handful of high-income economies, but their effects are global. Countries such as Pakistan, India, the Philippines, Bangladesh, Kenya and Nigeria have large business-process-outsourcing (BPO) sectors, fast-growing freelance workforces and very young populations. AI could help these economies leapfrog or it could erode the very service jobs that have driven their growth. Many also have limited fiscal space for social protection and large informal sectors where labour law barely reaches. Delegates from developing countries should push the committee to treat **capacity-building, technology transfer, data and digital infrastructure** as labour-market issues, not merely technology issues.

4. Key Terms and Definitions

Precise language wins debates. The following definitions draw on ILO, UN, OECD and EU usage. Where definitions differ between institutions, delegates should state which one they are relying on.

Term	Definition
Artificial Intelligence (AI)	A machine-based system that, for explicit or implicit objectives, infers from the input it receives how to generate outputs such as predictions, content, recommendations or decisions that can influence physical or virtual environments (OECD definition, updated 2023; closely mirrored in the EU AI Act).
Automation	The use of machines, software or control systems to perform tasks previously carried out by humans. Automation may be mechanical (robots), digital (software scripts) or cognitive (AI).
Generative AI (GenAI)	AI systems, usually based on large language models or similar architectures, that create new content text, images, audio, code or video in response to prompts.
Machine Learning	A branch of AI in which systems improve their performance by learning patterns from data rather than following explicitly programmed rules.
Algorithm	A set of step-by-step instructions or rules that a computer follows to solve a problem or reach a decision.
Algorithmic Management	The use of algorithms and data-driven systems to carry out management functions: allocating tasks, setting schedules, monitoring, evaluating, rewarding, disciplining or dismissing workers. Common on platforms but increasingly found in warehouses, retail, logistics, call centres and offices.
Automated Decision-Making (ADM)	A decision taken by technological means without meaningful human involvement. Many data-protection laws give individuals rights to explanation, human review or contestation of significant automated decisions.
Human-in-Command / Human-in-the-Loop	Principles requiring that humans retain meaningful oversight and final authority over decisions made or supported by AI. The ILO Global Commission on the Future of Work (2019) called for a "human-in-command" approach to AI.
Exposure (to AI)	The degree to which the tasks of an occupation could technically be performed or assisted by AI. High exposure does *not* mean a job will disappear; it may instead be augmented or transformed.

Term	Definition
Augmentation vs. Automation	Augmentation: AI complements a worker and raises productivity while the human remains essential. Automation: AI substitutes for the worker's tasks, potentially replacing the job.
Job Displacement	The loss of jobs or tasks when they are taken over by technology, trade or other structural change.
Technological Unemployment	Unemployment caused by technological change that eliminates jobs faster than new ones are created or workers can adapt.
Just Transition	A transition that is fair and inclusive, creates decent work opportunities and leaves no one behind. Originally developed for climate policy; increasingly applied to digital transitions.
Decent Work	Productive work that delivers a fair income, security in the workplace, social protection, prospects for personal development, freedom to express concerns, organise and participate in decisions, and equality of opportunity and treatment (ILO).
Digital Labour Platform	A digital service that organises or facilitates work performed by individuals for a fee. **Online (web-based)** platforms allocate work performed remotely (e.g. freelancing, micro-tasks); **location-based** platforms allocate work performed in a physical place (e.g. ride-hailing, delivery, domestic services).
Platform / Gig Worker	A person performing work through a digital labour platform, whether as an employee or self-employed. ILO Convention No. 193 (2026) uses the term "digital platform worker".
Misclassification	Treating a worker who is in reality in an employment relationship as self-employed (an "independent contractor"), thereby denying them labour and social security protections.
Employment Relationship	The legal link between an employer and an employee, usually determined by facts such as control, subordination and dependence, rather than by the label in a contract (see ILO Employment Relationship Recommendation, 2006 (No. 198)).
Presumption of Employment	A legal rule under which a worker is presumed to be an employee unless the business proves otherwise; used in the EU Platform Work Directive and Spain's "Riders' Law".
Informal Economy	Economic activities by workers and units that are, in law or in practice, not covered or insufficiently covered by formal arrangements. Close to 60 per cent of the world's workers are in informal employment, according to ILO estimates.

Term	Definition
Social Protection	Policies to reduce poverty and vulnerability across the life cycle: unemployment benefits, pensions, health care, disability and maternity benefits, etc. **Social protection floors** are nationally defined basic guarantees (ILO Recommendation No. 202).
Social Dialogue	All types of negotiation, consultation and information exchange between governments, employers and workers on issues of common interest. Includes collective bargaining.
Collective Bargaining	Negotiation between employers and workers' organisations to agree on wages, working conditions and other terms; a fundamental right under ILO Convention No. 98.
Reskilling / Upskilling	Reskilling: training workers in new skills for a different job. Upskilling: improving skills for the current job. Together part of **lifelong learning**.
Algorithmic Bias	Systematic and unfair outcomes produced by an AI system, often because it was trained on data that reflects historical discrimination (e.g. a hiring tool that downgrades women's CVs).
Explainability / Transparency	The ability to understand and communicate how an AI system reached an output. A precondition for contesting unfair decisions.
Workplace Surveillance ("Bossware")	Digital monitoring of workers' activity keystrokes, screen captures, location, voice, emotions often enabled by AI.
Deactivation	The suspension or termination of a worker's account on a digital platform, which effectively ends their ability to earn. Often automated and without explanation.
Data Labelling / "Ghost Work"	The often-invisible human work of tagging, annotating and moderating data used to train and maintain AI systems; frequently outsourced to low-wage workers in the Global South.
Robot Tax	A proposed tax on the use of automation, intended to slow displacement or fund social protection and retraining. Highly contested.
Universal Basic Income (UBI)	A periodic cash payment delivered to all individuals unconditionally. Sometimes proposed as a response to technological unemployment.
Digital Divide	Gaps in access to digital infrastructure, devices, skills and AI between and within countries.
Ratification	The formal act by which a State agrees to be legally bound by an international treaty such as an ILO Convention.

5. Historical Background

5.1 Technology and Work: Lessons from History

Every major technological wave has provoked fears of mass unemployment, and each has produced a more complicated reality. Understanding this history helps delegates avoid two errors: the alarmist claim that "AI will destroy all jobs", and the complacent claim that "technology always creates more jobs than it destroys, so no action is needed".

Period	Technology	Impact on work and the policy response
First Industrial Revolution (c. 1760–1840)	Steam power, mechanised textile production	Skilled hand-weavers were displaced; the Luddite protests (1811–1816) in England targeted machines. Long hours, child labour and unsafe factories led, over decades, to the first factory laws. Economic historians note that wages for many workers stagnated for a generation even as output grew.
Second Industrial Revolution (c. 1870–1914)	Electricity, assembly line, mass production	Rise of large industrial workforces and trade unions; demands for the eight-hour day. These pressures directly shaped the founding of the ILO in 1919 whose very first Convention (C001, 1919) limited hours of work in industry.
Post-war automation (1950s–1970s)	Numerically controlled machines, early computers	Widespread "automation anxiety" in industrialised countries. Governments responded with public employment services, vocational training and expanded welfare states. The ILO adopted the Employment Policy Convention (C122) in 1964.
Third Industrial Revolution / Digital (1980s–2000s)	Personal computers, internet, industrial robots, offshoring	Routine clerical and manufacturing jobs declined in high-income countries; "job polarisation" between high- and low-skill work. Global value chains moved manufacturing and services to developing economies, including large BPO sectors in South Asia and the Philippines.
Fourth Industrial Revolution (2010s)	Big data, cloud computing, smartphones, machine learning	Rise of the platform economy: ride-hailing, delivery and online freelancing. Disputes over whether platform workers are employees reached courts worldwide.
Generative AI era (2022–present)	Large language models, multimodal AI, AI agents	For the first time, high-skill cognitive and creative tasks are highly exposed. Debates shift from "robots in factories" to "AI in offices". International bodies move from principles to

Period	Technology	Impact on work and the policy response
		binding rules (EU AI Act 2024; ILO Convention No. 193, 2026).

The key lesson is that **outcomes depend on institutions**. Where training systems, social protection, collective bargaining and labour laws adapted, technological change eventually raised living standards broadly. Where they did not, transitions were long, painful and unequal. This is precisely the ILO's argument about AI today.

5.2 Timeline of Key International Milestones

Date	Milestone
1919	ILO founded under the Treaty of Versailles.
1944	**Declaration of Philadelphia**: "labour is not a commodity".
1948	**Universal Declaration of Human Rights** (Articles 23–24: right to work, just and favourable conditions, to form and join trade unions, to rest and leisure).
1966	**International Covenant on Economic, Social and Cultural Rights** (Articles 6–7: right to work and to just and favourable conditions of work).
1997	ILO Code of Practice on the **Protection of Workers' Personal Data**.
1998	ILO **Declaration on Fundamental Principles and Rights at Work** (amended 2022 to add a safe and healthy working environment).
2011	UN **Guiding Principles on Business and Human Rights** endorsed by the Human Rights Council.
2015	**2030 Agenda** and the Sustainable Development Goals (SDG 8 on decent work).
Jan 2019	ILO **Global Commission on the Future of Work** publishes *Work for a Brighter Future*, calling for a "human-in-command" approach to AI, a universal entitlement to lifelong learning and a Universal Labour Guarantee.
May 2019	**OECD AI Principles** adopted (updated May 2024) the first intergovernmental standard on AI.
Jun 2019	**ILO Centenary Declaration for the Future of Work** adopted by the 108th ILC; calls for harnessing technological progress for decent work. Same session adopts the **Violence and Harassment Convention (No. 190)**.
Nov 2021	**UNESCO Recommendation on the Ethics of AI** adopted by all 193 UNESCO Member States.

Date	Milestone
Aug 2023	ILO publishes its first global study of generative AI's potential effects on jobs, concluding that augmentation is more likely than automation for most occupations.
Mar 2024	UN General Assembly adopts resolution **78/265** on "seizing the opportunities of safe, secure and trustworthy AI systems for sustainable development" the first UNGA resolution on AI (adopted by consensus).
Jul 2024	UN General Assembly adopts resolution **78/311** on enhancing international cooperation on AI capacity-building.
Aug 2024	**EU AI Act** (Regulation (EU) 2024/1689) enters into force; AI used in employment and worker management is classified as "high-risk".
Sep 2024	**Pact for the Future** and the **Global Digital Compact** adopted at the UN Summit of the Future (A/RES/79/1). UN High-level Advisory Body on AI publishes *Governing AI for Humanity*. Council of Europe **Framework Convention on AI** opens for signature in Vilnius.
Oct–Nov 2024	**EU Platform Work Directive** (Directive (EU) 2024/2831) adopted; transposition deadline 2 December 2026.
May 2025	ILO–NASK study: **one in four jobs worldwide** is potentially exposed to generative AI.
Jun 2025	113th ILC holds the **first standard-setting discussion** on decent work in the platform economy.
Jul 2025	Pakistan's federal cabinet approves the **National Artificial Intelligence Policy 2025**.
Aug 2025	UNGA resolution **79/325** establishes the **Independent International Scientific Panel on AI** and the **Global Dialogue on AI Governance**.
May 2026	ILO Director-General's report *A Moment of Choice: Harnessing Artificial Intelligence for Decent Work* published for the 114th ILC.
12 Jun 2026	114th ILC adopts **Convention No. 193 on Decent Work in the Platform Economy** — the first ILO standard developed specifically to address the impact of digitalisation on work (406 votes in favour, 8 against, 36 abstentions).
Jul 2026	Scientific Panel on AI releases its Preliminary Report (1 July); first **Global Dialogue on AI Governance** held in Geneva (6–7 July). EU "Digital Omnibus" postpones AI Act high-risk obligations (including employment uses) to 2 December 2027.
Nov 2026	ILO Governing Body expected to consider follow-up towards a Recommendation to accompany Convention No. 193.

6. Understanding the Issue: How AI and Automation Affect Work

6.1 Jobs: Displacement, Transformation or Creation?

Three major institutional studies frame the global debate. Delegates should know all three and understand their differences.

Study	Key findings
ILO–NASK, __Generative AI and Jobs: A Refined Global Index of Occupational Exposure__ (ILO Working Paper 140, May 2025)	Combining nearly 30,000 occupational tasks with expert validation and AI-assisted scoring, the study finds that **one in four workers globally (25%)** is in an occupation with some exposure to GenAI, rising to **34% in high-income countries**. Only **3.3%** of global employment falls in the highest exposure category. **Clerical occupations** remain the most exposed. The authors stress that **transformation, not replacement**, is the most likely outcome, and that exposure is not the same as job loss.
IMF, __Gen-AI: Artificial Intelligence and the Future of Work__ (Staff Discussion Note SDN/2024/001, January 2024)	Almost **40% of global employment** is exposed to AI; about **60% in advanced economies**, **40% in emerging markets** and **26% in low-income countries**. Roughly half of exposed jobs may benefit from AI integration (complementarity), while the others face the risk of lower labour demand, lower wages and reduced hiring. Warns that AI could worsen inequality within and between countries and urges social safety nets and retraining.
World Economic Forum, Future of Jobs Report 2025 (January 2025)	Based on a survey of over 1,000 employers representing more than 14 million workers in 55 economies: **170 million jobs created** and **92 million displaced** by 2030 a net gain of **78 million**, with structural churn of 22% of jobs. Nearly **40% of core skills** are expected to change, and **41% of employers** plan to reduce their workforce where AI can automate tasks. Note: this is an employer survey, not an ILO/UN source.

Several common threads emerge. First, AI affects **tasks** before it affects **jobs**: most occupations will change in content rather than vanish. Second, unlike earlier automation, AI exposure is **highest among higher-skilled and more educated workers** in advanced economies. Third, the **net** global figure hides painful **local** and **individual** transitions: the worker who loses a job is often not the one who gets the new one, and new jobs may appear in different regions, sectors or countries.

> **Debate tip: exposure is not destiny**
>
> If another delegate claims that "40% of jobs will be destroyed", you can correct them: the IMF figure measures exposure, and about half of exposed jobs may be **complemented** by AI. Equally,

> if a delegate claims "there is nothing to worry about", point to the IMF's warning about inequality and the ILO finding that women's jobs face significantly higher exposure. Precision earns respect from the Chair.

6.2 The North–South Divide

Lower exposure in low-income countries is not entirely good news. It partly reflects the fact that these economies have fewer digitised jobs and less capacity to **benefit** from AI. The IMF warns that advanced economies are both more exposed and better positioned to capture AI's productivity gains, which could widen income gaps between countries. Key concerns for developing countries include:

- **Erosion of the services-led development model**: call centres, data entry, transcription, back-office and freelance writing major job creators in South Asia, the Philippines and parts of Africa are among the most exposed activities.
- **Re-shoring**: if AI can perform tasks cheaply in high-income countries, the cost advantage of offshoring may fall.
- **Infrastructure and skills gaps**: unreliable electricity and connectivity, limited computing capacity and low digital literacy limit adoption.
- **Data and value capture**: AI systems are trained and owned largely in a few countries; developing countries risk becoming suppliers of low-paid data work and consumers of foreign AI services.
- **Demographics**: the world's youngest populations, concentrated in South Asia and sub-Saharan Africa, need large numbers of new jobs in the coming decade.

6.3 The Gender Dimension

The ILO's 2025 index finds that women's exposure to generative AI is **significantly higher** than men's, because women are over-represented in clerical and administrative occupations. Globally, 4.7% of women are in the highest-exposure category, compared with 2.4% of men; in high-income countries the gap widens to 9.6% of female employment versus 3.5% of male employment. At the same time, women remain under-represented in AI development and in the technical jobs AI creates. Algorithmic hiring tools trained on biased historical data can also reproduce discrimination. A resolution that ignores gender will be incomplete and the 114th ILC in 2026 also endorsed a broader agenda to advance gender equality at work.

6.4 Algorithmic Management and Workplace Surveillance

For many workers, the most immediate effect of AI is not job loss but a **new kind of boss**. Algorithmic management systems can allocate tasks, set the pace of work, rate performance, adjust pay and trigger disciplinary action often without workers knowing what data is collected or how decisions are made. ILO research and the Director-General's 2026 report note that continuous digital monitoring can intensify work, increase stress and undermine autonomy. Specific risks include:

- **Opacity**: workers cannot see or understand the rules that govern their pay, ratings or access to work.

- **Work intensification**: algorithmically set targets can push the pace beyond what is safe.
- **Psychosocial risks**: constant monitoring is linked to stress, anxiety and burnout.
- **Unfair or automated dismissal**: accounts can be "deactivated" without human review or a chance to respond.
- **Chilling effect on organising**: surveillance can deter workers from discussing conditions or joining unions.
- **Emotion recognition and biometric monitoring**: the EU AI Act now prohibits AI systems that infer emotions in the workplace (except for medical or safety reasons).

6.5 Discrimination and Bias in Hiring and Employment Decisions

AI tools are widely used to screen CVs, rank candidates, analyse video interviews and predict performance. Because they learn from historical data, they can reproduce past discrimination based on sex, race, age, disability, religion or origin even when these characteristics are never explicitly entered. A widely reported example is a recruitment tool developed by a large technology company and abandoned around 2018 after it was found to penalise CVs that included the word "women's". The **Discrimination (Employment and Occupation) Convention, 1958 (No. 111)** a fundamental Convention requires States to eliminate discrimination in employment, and there is no exception for decisions taken by machines. Debates focus on bias audits, impact assessments, transparency to candidates and the right to human review.

6.6 The Platform Economy and Employment Status

Digital labour platforms have created income opportunities for millions including many young people, women, migrants and people with disabilities who value flexibility. But they have also produced serious **decent work deficits**: unpredictable earnings, long hours, lack of social security, exposure to road accidents, opaque algorithmic control and difficulty organising. At the heart of the conflict is **employment status**. Platforms usually classify workers as self-employed; courts in several countries have found that, in reality, many are subject to such control that they should be treated as workers or employees (for example, the UK Supreme Court in *Uber BV v Aslam*, 2021).

Approaches differ. Some countries create a **presumption of employment** (Spain, and the EU Platform Work Directive); others create a **third category** of worker with intermediate protections; others extend specific protections social security, accident insurance, algorithmic transparency to platform workers **regardless of status**. ILO Convention No. 193 (2026) deliberately does **not** impose a single classification, instead requiring States to ensure status is correctly determined based on the facts, and guaranteeing a floor of rights for all platform workers. (See Section 8.)

6.7 Occupational Safety and Health (OSH)

AI can make work safer: robots can take over dangerous tasks, sensors can detect hazards, and AI can help labour inspectorates target inspections. But AI also creates new risks physical risks from collaborative robots, ergonomic risks from algorithmically set work pace, and **psychosocial risks** from surveillance, isolation and loss of control. Since 2022, a **safe and healthy working environment** has been a fundamental principle and right at work, making the **Occupational Safety and Health**

Convention, 1981 (No. 155) and the **Promotional Framework for OSH Convention, 2006 (No. 187)** fundamental Conventions. Delegates can argue that algorithmic management is an OSH issue that must be covered by risk assessments.

6.8 Workers' Data and Privacy

AI at work runs on data: location, keystrokes, messages, voice, biometrics, productivity metrics. Who owns this data, how long it is kept, whether it can be sold or used to train AI models, and whether workers can access it are central questions. The ILO's 1997 **Code of Practice on the Protection of Workers' Personal Data** already set out principles that data should be collected lawfully and fairly, used only for reasons directly relevant to employment, and that workers should not be judged solely on the basis of automated processing. Convention No. 193 now includes provisions on data protection and privacy for platform workers. Many countries, however, still lack comprehensive data protection laws.

6.9 Skills, Education and Lifelong Learning

Almost every proposal on AI and work includes "reskilling". The challenge is to make it real. Training is often concentrated among already highly educated workers in large firms, while those most at risk older workers, low-wage workers, informal workers, women returning to work receive the least. Questions for debate include: Who pays for training (governments, employers, workers, AI developers)? Should there be individual learning accounts or training levies? How can informal workers be reached? How can school curricula build both digital skills and the human skills (judgement, care, creativity) that AI complements? The **Human Resources Development Convention, 1975 (No. 142)** and the 2019 call for a **universal entitlement to lifelong learning** provide a framework.

6.10 Social Protection and the Distribution of Gains

If AI raises productivity, who benefits? Workers whose jobs are displaced need income support while they retrain; workers in new forms of employment, such as platform work, often lack unemployment insurance, pensions or health coverage. Proposals include extending social security to all forms of work (as encouraged by **Recommendation No. 202** on social protection floors), making benefits portable between jobs and platforms, and financing systems in new ways. Some propose a **"robot tax"** or taxes on AI-driven profits; critics argue such taxes are hard to define and could slow beneficial innovation, and that general tax reform is more effective. Others propose **universal basic income**, while the ILO generally emphasises comprehensive social protection systems combined with active labour market policies. Questions of **working time** whether productivity gains should translate into shorter working weeks are also on the table.

6.11 Freedom of Association, Collective Bargaining and Social Dialogue

Freedom of association and the right to collective bargaining (Conventions No. 87 and No. 98) are "enabling rights": they allow workers to negotiate everything else, including how AI is introduced. Yet platform workers classified as self-employed may face legal barriers to bargaining (for example, competition law treating collective agreements among self-employed persons as price-fixing), and

dispersed online workers find it hard to organise. There is a growing body of collective agreements that regulate AI at the workplace for example, agreements in the creative industries following the 2023 strikes by screenwriters and actors in the United States, which set rules on the use of generative AI and digital replicas. The ILO's position is that **social dialogue at all levels** workplace, sector, national and international is the most effective way to ensure AI is introduced fairly.

6.12 The Hidden Workforce Behind AI

AI is often presented as "automatic", but it depends on large numbers of human workers who label images, transcribe audio, rate chatbot answers and moderate harmful content. This work is frequently outsourced through online platforms and business-process firms to workers in lower-income countries, sometimes at very low pay and with exposure to disturbing material. Their conditions raise questions of fair pay, mental health, transparency in global supply chains and the responsibility of the companies that commission the work an issue linking this agenda with the **UN Guiding Principles on Business and Human Rights**.

7. Existing International Legal and Policy Framework

There is no single global treaty on "AI and work". Instead, delegates must work with a layered framework: ILO standards that apply to all work regardless of technology; human rights treaties; UN-wide AI governance initiatives; and regional and national laws. A strong resolution builds on these rather than reinventing them.

7.1 ILO Foundational Documents

- **ILO Constitution (1919) and Declaration of Philadelphia (1944)** "labour is not a commodity"; social justice as the basis of peace.
- **Declaration on Fundamental Principles and Rights at Work (1998, amended 2022)** binds all Member States, by virtue of membership, to respect five categories of fundamental rights (see 7.2).
- **Declaration on Social Justice for a Fair Globalization (2008)** institutionalised the Decent Work Agenda.
- **Centenary Declaration for the Future of Work (2019)** calls on the ILO to direct its efforts to "harnessing the fullest potential of technological progress and productivity growth, including through social dialogue, to achieve decent work"; promotes lifelong learning, adequate social protection and a human-centred approach. Its companion resolution asked the ILO to consider how to address the challenges of digital platform work.

7.2 The Fundamental Conventions

These ten Conventions express the five categories of fundamental principles and rights at work. All of them apply in full whether a worker is managed by a human or by an algorithm.

Category	Convention(s)	Relevance to AI and automation
Freedom of association and collective bargaining	C087 (1948), C098 (1949)	Right of workers, including platform workers, to organise and negotiate over the introduction of AI, data use and algorithmic rules.
Elimination of forced labour	C029 (1930), Protocol of 2014, C105 (1957)	Debt bondage and coercion risks in opaque global digital supply chains, including data-labelling work.
Abolition of child labour	C138 (1973), C182 (1999)	Age verification on platforms; children performing online micro-tasks.
Elimination of discrimination	C100 (1951), C111 (1958)	Algorithmic bias in hiring, pay-setting, promotion and dismissal; gender pay gaps reproduced by AI.

Category	Convention(s)	Relevance to AI and automation
Safe and healthy working environment (added 2022)	C155 (1981), C187 (2006)	Physical and psychosocial risks of robotics, surveillance and algorithmically set work intensity.

7.3 Other Relevant ILO Instruments

Instrument	Why it matters for this agenda
Employment Policy Convention, 1964 (No. 122)	Requires an active policy to promote full, productive and freely chosen employment the basis for national strategies to manage AI-driven transitions.
Human Resources Development Convention, 1975 (No. 142) and **Recommendation No. 195 (2004)**	Vocational guidance, training and lifelong learning.
Termination of Employment Convention, 1982 (No. 158)	Requires a valid reason for dismissal and a chance to respond; consultation with workers' representatives before collective dismissals for technological reasons. Directly relevant to automated dismissal and "deactivation".
Private Employment Agencies Convention, 1997 (No. 181)	Protects jobseekers using intermediaries relevant to online recruitment and labour platforms; prohibits charging fees to workers.
Home Work Convention, 1996 (No. 177)	Equal treatment for people working from home relevant to remote online platform work.
Social Security (Minimum Standards) Convention, 1952 (No. 102) and **Social Protection Floors Recommendation, 2012 (No. 202)**	Framework for extending social protection to all workers, including in new forms of employment.
Employment Relationship Recommendation, 2006 (No. 198)	Guidance on determining the existence of an employment relationship based on facts; combating disguised employment.
Transition from the Informal to the Formal Economy Recommendation, 2015 (No. 204)	Relevant where platforms and AI could either formalise or further informalise work.
Violence and Harassment Convention, 2019 (No. 190)	Covers violence and harassment "through work-related communications, including those enabled by information and communication technologies" including online harassment and abusive customer ratings.

Instrument	Why it matters for this agenda
Code of Practice on Protection of Workers' Personal Data (1997)	Principles on lawful, fair and limited processing of workers' data and against decisions based solely on automated processing.
Decent Work in the Platform Economy Convention, 2026 (No. 193)	The first ILO standard addressing digitalisation of work directly, including algorithmic management. See Section 8.

7.4 International Human Rights Law

- **Universal Declaration of Human Rights (1948)**, Articles 12 (privacy), 23 (right to work, just conditions, equal pay, trade unions) and 24 (rest and leisure).
- **International Covenant on Economic, Social and Cultural Rights (1966)**, Articles 6 (right to work), 7 (just and favourable conditions), 8 (trade union rights) and 9 (social security).
- **International Covenant on Civil and Political Rights (1966)**, Articles 17 (privacy) and 22 (freedom of association).
- **UN Guiding Principles on Business and Human Rights (2011)** companies, including AI developers and platforms, have a responsibility to respect human rights and conduct human rights due diligence.

7.5 UN System Initiatives on AI Governance

Initiative	Content and relevance
UNESCO Recommendation on the Ethics of AI (2021)	First global standard on AI ethics, adopted by 193 States. Includes a policy area on economy and labour: assessing and addressing AI's impact on labour markets, supporting training and fair transitions.
UNGA Resolution 78/265 (March 2024)	First General Assembly resolution on AI, adopted by consensus. Promotes safe, secure and trustworthy AI for sustainable development and encourages attention to AI's effects on labour markets.
UNGA Resolution 78/311 (July 2024)	Calls for international cooperation on AI capacity-building, especially for developing countries.
Global Digital Compact (September 2024)	Annexed to the Pact for the Future (A/RES/79/1). Commits States to close digital divides, build digital skills and enhance international governance of AI for the benefit of humanity.
UN High-level Advisory Body on AI, __Governing AI for Humanity__ (September 2024)	Final report recommending, among other things, an international scientific panel, a policy dialogue, a capacity development network and a global fund for AI.

Initiative	Content and relevance
UNGA Resolution 79/325 (August 2025)	Establishes the **Independent International Scientific Panel on AI** (40 experts, three-year terms, annual reports) and the annual **Global Dialogue on AI Governance**. The Panel issued its Preliminary Report on 1 July 2026; the first Dialogue met in Geneva on 6–7 July 2026 and the second is scheduled for New York in May 2027.

> **Opportunity for this committee**
>
> The Global Dialogue on AI Governance is open to all Member States and stakeholders. A creative resolution could request the ILO to **contribute systematically** to the Dialogue and the Scientific Panel so that labour-market effects and workers' rights are part of every global AI governance discussion — ensuring that the "world of work" voice is not lost among technology and security debates.

7.6 Regional and Plurilateral Frameworks

Framework	Key provisions on work
EU Artificial Intelligence Act (Regulation (EU) 2024/1689)	Risk-based law. Prohibits certain practices, including emotion recognition in the workplace (since 2 February 2025). Classifies AI used for recruitment, selection, promotion, termination, task allocation and monitoring of workers as **high-risk** (Annex III), requiring risk management, data quality, human oversight and transparency; employers deploying such systems must inform workers' representatives and affected workers. Under the "Digital Omnibus" (Regulation (EU) 2026/1744, in force 27 July 2026), these high-risk obligations now apply from **2 December 2027** instead of August 2026.
EU Platform Work Directive (Directive (EU) 2024/2831)	Rebuttable **presumption of employment** where facts indicate direction and control; rules on algorithmic management, including transparency, human oversight and review of significant decisions; limits on processing certain personal data. Member States must transpose it by **2 December 2026**.
Council of Europe Framework Convention on AI and Human Rights, Democracy and the Rule of Law (CETS No. 225, 2024)	First legally binding international treaty on AI, open to non-European States. Signatories include the EU, UK, US, Canada and Japan. As of October 2026 it is **not yet in force**: it needs five ratifications including three Council of Europe members, and the EU is so far the only Party.

Framework	Key provisions on work
OECD AI Principles (2019, updated 2024)	Endorsed by OECD members and partners; include "human-centred values and fairness" and call on governments to prepare for labour-market transformation and support fair transitions.
G7 Hiroshima AI Process (2023)	International guiding principles and a code of conduct for organisations developing advanced AI systems.
African Union Continental AI Strategy (2024)	Development-oriented strategy emphasising skills, infrastructure, and protecting African workers and data.
ASEAN Guide on AI Governance and Ethics (2024)	Voluntary, business-friendly guidance for Southeast Asian states.

7.7 Gaps in the Current Framework

- Most AI governance frameworks focus on safety, security and consumer protection; **labour impacts are often a footnote**.
- Many ILO standards predate digitalisation and do not explicitly address algorithms, data or remote platform work.
- Convention No. 193 covers **platform** work, but algorithmic management is spreading to **conventional** workplaces (warehouses, retail, offices), which it does not cover.
- Cross-border platform and data-labelling work raises **jurisdictional** problems: which country's labour law applies?
- Binding regional laws exist mainly in Europe; much of the Global South lacks AI-specific labour regulation and enforcement capacity.
- There is **no agreed global mechanism** for sharing AI's productivity gains or financing transitions in developing countries.

8. Recent ILO Action and the Platform Economy Convention

8.1 Research and Knowledge

The ILO has become one of the leading producers of evidence on AI and work. Its **Observatory on AI and Work in the Digital Economy** brings together research, data and policy analysis. Its generative AI exposure index (2023, refined in 2025 with Poland's National Research Institute, NASK) is used by governments worldwide. The ILO also runs a **Digital Labour Platform Policy Tracker**, collecting national laws and policies on platform work, and has published case studies on algorithmic management in conventional workplaces and on social dialogue about AI.

8.2 The Director-General's 2026 Report: *A Moment of Choice*

For the 114th International Labour Conference (Geneva, June 2026), Director-General Gilbert F. Houngbo chose AI as the theme of his report. Its central message is a rejection of technological determinism: AI will not shape labour markets on its own; choices by governments, employers and workers will. The report proposes four pillars for a human-centred approach:

Pillar	What it means
Rights	Ensuring that fundamental principles and rights at work, OSH, non-discrimination and data protection apply when AI is used at work, including in algorithmic management.
Employment and skills	Integrating AI into national employment policies; investing in skills and lifelong learning; supporting enterprises, especially small firms, to adopt AI in ways that create quality jobs.
Social protection	Ensuring adequate and sustainable protection for workers in all forms of employment, including those displaced or in new forms of work.
Social dialogue	Involving employers' and workers' organisations at all levels, from the design to the deployment of AI; including world-of-work issues in national AI strategies.

The Director-General also stressed that productivity gains from AI must be **shared fairly** through better wages, stronger labour protections and inclusive growth.

8.3 Convention No. 193 on Decent Work in the Platform Economy (2026)

After a first discussion at the 113th ILC in 2025 and a second at the 114th ILC in 2026, the Conference adopted the **Decent Work in the Platform Economy Convention, 2026 (No. 193)** on 12 June 2026, by **406 votes in favour, 8 against and 36 abstentions**. The ILO describes it as the first international labour standard dedicated to the platform economy and the first developed specifically to address the impact of digitalisation on the world of work.

Scope

- Applies to digital labour platforms and **digital platform workers**, whether in an employment relationship or **self-employed**.
- Covers both **location-based** and **online** platform work, in the **formal and informal** economy.
- Applies to intermediaries operating in a State's territory and to platform workers working there, to prevent avoidance through cross-border structures.

Main areas addressed

- Fundamental principles and rights at work; occupational safety and health; violence and harassment.
- Correct determination of status in employment, based primarily on the facts **without imposing any particular classification**.
- Remuneration or payment, and social security.
- **Automated systems based on algorithms**, including automated decision-making: principles of transparent use and access to review mechanisms where such systems affect workers. The text does not mention "artificial intelligence" explicitly, but its provisions cover automated systems that may incorporate AI.
- Data protection and privacy; suspension, deactivation and termination; protection of migrants and refugees; access to justice; facilitating formalisation, including registration of self-employed workers.

What happens next

Like all Conventions, No. 193 binds only States that ratify it, though all Member States must submit it to their competent authorities under Article 19 of the Constitution. Because negotiations ran long, the Conference **did not adopt the accompanying Recommendation** that was meant to give detailed implementation guidance. Instead it adopted a resolution calling for follow-up, and the matter is expected to come before the Governing Body in **November 2026**. The vote also revealed divisions: reporting indicates that the government delegates of the **United States** and **New Zealand** voted against, while **India's** government delegate abstained even though Indian employer and worker delegates voted in favour.

> **What this means for your committee**
>
> - Convention No. 193 is now the **benchmark** for any discussion of algorithmic management. Refer to it by name.
> - Your resolution can **encourage ratification**, request **technical assistance** for implementation and support the **completion of the Recommendation**.
> - You can debate whether its principles on algorithmic transparency and human review should be **extended beyond platforms** to all workplaces using AI — a likely next frontier for ILO standard-setting.
> - Delegates from States that voted against or abstained should prepare to **explain and defend** their position.

9. Case Studies

Case studies give your speeches concrete evidence. Each of the following illustrates a different regulatory approach or problem.

Case Study 1 — Spain: The "Riders' Law" (2021)

Spain's Royal Decree-Law 9/2021 created a **presumption of employment** for delivery riders working through digital platforms and gave workers' representatives a right to be informed about the parameters, rules and instructions of the algorithms and AI systems that affect working conditions, hiring and dismissal. It was one of the first national laws to give unions a formal right to algorithmic information, and it influenced the EU Platform Work Directive. Critics argued some platforms responded by subcontracting riders rather than hiring them directly, showing the importance of rules on intermediaries an issue later addressed in both the EU Directive and Convention No. 193.

Case Study 2 — Italy: Discrimination by Algorithm (2020)

In late 2020, a labour court in Bologna ruled that a food-delivery platform's ranking algorithm was discriminatory because it penalised riders for cancelling booked shifts without distinguishing legitimate reasons such as illness, childcare or participation in a strike. The case showed that an algorithm's "neutral" rule can indirectly discriminate and can undermine the right to strike, and that existing anti-discrimination law can be applied to automated systems.

Case Study 3 — United Kingdom: *Uber BV v Aslam* (2021)

The UK Supreme Court held that ride-hailing drivers were "workers" entitled to minimum wage and paid holiday, emphasising that the platform controlled pricing, contract terms and performance through its app and rating system. The case is widely cited for the principle that **reality, not contract labels**, determines employment status the same principle found in ILO Recommendation No. 198 and Convention No. 193.

Case Study 4 — United States: Collective Bargaining over Generative AI (2023)

In 2023, screenwriters and actors in the American film and television industry went on strike, partly over the use of generative AI. The resulting collective agreements set rules on how AI-generated material may be used and required consent and compensation for "digital replicas" of performers. The case illustrates the ILO argument that **collective bargaining can regulate AI** quickly and flexibly, sector by sector, where legislation is slow.

Case Study 5 — New York City: Bias Audits for Hiring Tools (2023)

New York City's Local Law 144, enforced from July 2023, requires employers using automated employment decision tools to commission an independent **bias audit**, publish a summary of the results and notify candidates. Supporters see it as a practical model; critics note limited scope and weak enforcement. Delegates can use it to discuss whether audits should be mandatory, who should perform them and what they should test.

Case Study 6 — Pakistan and South Asia: Opportunity and Exposure

Pakistan has one of the world's youngest populations and a fast-growing community of online freelancers and IT-services exporters, alongside large labour-intensive sectors such as textiles and agriculture. In July 2025 the federal cabinet approved the **National Artificial Intelligence Policy 2025**, which aims to train **one million AI professionals by 2030**, offer **3,000 AI scholarships a year**, create an AI Innovation Fund and an AI Venture Fund, and establish an **AI Council** to oversee implementation. The policy stresses inclusion, including of women and persons with disabilities, and data protection. The challenge for Pakistan and its neighbours is twofold: to capture AI's productivity gains in sectors like textiles and agriculture while protecting workers whose routine tasks may be automated; and to ensure that freelancers and platform workers many of whom work for foreign clients through foreign platforms have access to social protection and fair treatment. This makes cross-border cooperation, the portability of social security and Convention No. 193's approach to cross-border platforms directly relevant to South Asian delegations.

10. Major Stakeholders and Bloc Positions

The positions below are **general tendencies**, not fixed rules. Every delegate must research their own country's laws, statements at the ILC and the Global Dialogue, national AI strategy and record on ILO ratifications.

Country / Group	Typical position and key arguments
European Union and its Member States	Rights-based, regulatory approach. Champions of the AI Act and the Platform Work Directive; generally supportive of Convention No. 193. Emphasise human oversight, transparency, data protection and social dialogue. Under pressure internally to simplify rules for competitiveness (hence the 2026 "Digital Omnibus").
United States	Innovation-first, generally deregulatory federal approach; the current administration revoked the previous AI executive order in January 2025 and released an AI Action Plan in July 2025 focused on leadership and infrastructure. Some state and city laws regulate AI in hiring. Government delegates voted against Convention No. 193. Likely to resist binding global rules and favour voluntary, flexible measures and workforce training.
China	State-led AI governance with detailed domestic rules (e.g. on algorithmic recommendation and generative AI services), including obligations for platforms that dispatch work to protect workers' remuneration and rest. Champion of AI capacity-building for developing countries (UNGA 78/311) and of a central UN role. Emphasises sovereignty and development over Western-style rights framing.
India	Major IT and BPO economy with a large platform workforce; its 2020 Code on Social Security recognises gig and platform workers. Government abstained on Convention No. 193, citing concerns about flexibility, while Indian employers' and workers' delegates voted in favour. Emphasises skills, digital public infrastructure and development.
Pakistan	Large youth population, growing freelance and IT-export sector, labour-intensive industries. National AI Policy 2025 focuses on skills, innovation and inclusion. Likely priorities: capacity-building, technology transfer, protecting freelancers and informal workers, cross-border social protection, avoiding rules that close off digital export opportunities.
African Group	AU Continental AI Strategy; focus on infrastructure, skills, data sovereignty, the informal economy and fair treatment of data-labelling and content-moderation workers on the continent. Strong supporters of capacity-building and financing mechanisms.

Country / Group	Typical position and key arguments
Latin America (e.g. Brazil, Chile, Mexico, Colombia)	Several countries have legislated on platform work in recent years. Generally supportive of extending social security to platform workers and of Convention No. 193; concerned with informality and inequality.
Gulf States (e.g. UAE, Saudi Arabia, Qatar, Oman)	Ambitious national AI strategies and heavy investment; large migrant workforces. Favour innovation and economic diversification; sensitive to migrant-worker issues.
Other high-income economies (UK, Japan, Republic of Korea, Canada, Australia)	Mixed approaches combining innovation strategies with targeted protections. Ageing societies (Japan, Korea) see automation partly as a response to labour shortages.
Employers' group (IOE)	Supports innovation, flexibility and the opportunities platforms provide; opposes rigid reclassification of the self-employed; prefers voluntary guidance and skills investment over new binding obligations.
Workers' group (ITUC and global union federations)	Seeks binding rights, presumption of employment, algorithmic transparency, the right to bargain over AI, limits on surveillance and a fair share of productivity gains.

11. Key Points of Contention

Debate	Arguments on one side	Arguments on the other side
Binding standards vs. voluntary guidance	Only binding rules create accountability; voluntary codes have failed to protect platform workers.	Technology changes too fast; rigid rules could freeze innovation and harm developing economies seeking investment.
Employment status of platform workers	Presumption of employment stops misclassification and extends full protection.	Many workers value flexibility; one-size-fits-all classification ignores diverse business models.
Slowing automation vs. managing it	Some displacement should be slowed (e.g. through consultation requirements, robot taxes) to protect communities.	Slowing productivity harms competitiveness and long-run living standards; focus on transition support instead.
Who pays for transition?	AI developers and firms capturing gains should finance retraining and social protection (levies, taxes).	General public finance and education systems are more efficient; new taxes deter investment.
Surveillance and data	Strict limits on workplace monitoring, bans on emotion recognition, worker data rights.	Some monitoring is needed for safety, security and productivity; limits should be proportionate.
Global vs. national rules	AI and platforms are global; only international standards prevent a "race to the bottom".	Labour law is a national competence; countries at different stages of development need policy space.
North–South equity	Developing countries need technology transfer, financing and capacity-building to benefit from AI.	Intellectual property and market incentives drive innovation; transfer should be voluntary.

12. Questions a Resolution Must Answer (QARMA)

A comprehensive resolution should address most of the following:

- How can the ILO help Member States **measure and anticipate** the effects of AI on employment, including in developing countries with limited data?
- What **principles** should govern the use of AI and algorithmic management in all workplaces not only on platforms? Should the ILO begin work on a new standard on algorithmic management in conventional employment?
- How should Member States be encouraged to **ratify and implement Convention No. 193**, and what should the pending **Recommendation** contain?
- What rights should workers have regarding **transparency, explanation, human review and contestation** of automated decisions affecting them?
- How can **discrimination and bias** in AI-driven hiring and employment decisions be prevented and remedied?
- What limits should apply to **workplace surveillance** and the use of workers' **personal and biometric data**?
- How can workers and their representatives be guaranteed a **voice through social dialogue and collective bargaining** when AI is introduced?
- How should **reskilling and lifelong learning** be financed and made accessible to the most vulnerable, including informal workers, women and older workers?
- How can **social protection** be extended to workers displaced by automation and to those in new forms of work, including across borders?
- How can the **productivity gains** from AI be shared fairly between capital and labour, and between countries?
- What support **capacity-building, technology transfer, financing, infrastructure** — do developing countries need?
- How should the rights of the **hidden AI workforce** (data labellers, content moderators) in global supply chains be protected?
- How should the ILO **coordinate** with the Global Dialogue on AI Governance, the Scientific Panel, UNESCO, ITU and other bodies?
- How will progress be **monitored**, and what follow-up will the ILO undertake?

13. Possible Solutions: A Policy Toolbox

These ideas are offered to stimulate thinking, not to be copied. The best resolutions combine several measures, respect the ILO's mandate, and are realistic for countries at different levels of development.

A. Standards and Rights

- Request the Governing Body to place on a future ILC agenda a **general discussion or standard-setting item on algorithmic management and AI in all workplaces**, building on Convention No. 193.
- Develop an ILO **Code of Practice on AI and Algorithmic Management**, updating the 1997 Code on workers' personal data.
- Promote principles of **human-in-command**, transparency, explainability and the right to human review of significant decisions (hiring, pay, discipline, dismissal, deactivation).
- Encourage **algorithmic impact assessments** and independent **bias audits** before deployment of AI in employment, with consultation of workers' representatives.
- Recognise **psychosocial risks** from algorithmic management within national OSH systems.

B. Employment and Skills

- Integrate AI into **national employment policies** (C122) and ensure world-of-work issues are part of **national AI strategies**.
- Establish **national skills foresight systems** and early-warning mechanisms for sectors at high risk.
- Promote **individual learning accounts**, training levies or public–private skills funds, with priority for vulnerable groups.
- Support **small and medium enterprises** to adopt AI in job-enhancing ways.
- Encourage AI adoption that **augments** rather than replaces workers, including through public procurement criteria.

C. Social Protection

- Extend social protection to all workers regardless of employment status, in line with Recommendation No. 202, including **portable benefits** for platform and freelance workers.
- Strengthen **unemployment insurance** combined with active labour market policies for displaced workers.
- Explore, through ILO research, **innovative financing** options (including contributions from platforms and AI-intensive firms) without prescribing a single model.
- Develop bilateral and multilateral **social security agreements** covering cross-border online work.

D. Social Dialogue

- Encourage **consultation and bargaining** with workers' representatives before AI systems are introduced at the workplace.

- Remove legal barriers that prevent self-employed platform workers from **bargaining collectively**.
- Build the capacity of employers' and workers' organisations to understand and negotiate over AI.

E. International Cooperation and Development

- Create an **ILO technical assistance programme** on AI and work for developing countries, coordinated with UNDP, ITU and UNESCO.
- Support **digital infrastructure, data capacity and labour-market information systems** in low-income countries.
- Promote fair conditions for **data-labelling and content-moderation workers** through supply-chain due diligence.
- Mandate the ILO to contribute regularly to the **Global Dialogue on AI Governance** and the **Independent International Scientific Panel on AI**.
- Establish an **ILO global observatory report** on AI and work every two years, with country-level data.

14. Guidance for Delegates

14.1 Research Checklist

- Has your country ratified the fundamental Conventions, and C102, C122, C158, C181, C190? Check **NORMLEX**.
- How did your government, employers and workers vote on **Convention No. 193** (June 2026)?
- Does your country have a **national AI strategy or policy**? Does it mention workers, skills or social protection?
- Does your country have laws on **data protection**, **platform work** or **AI in hiring**?
- What is your country's level of **AI exposure** (see the ILO's interactive tools) and the size of its **informal economy**?
- What did your country say at the **Global Dialogue on AI Governance** (July 2026) or in UNGA debates on AI?
- Who are your natural **allies**? Which blocs share your level of development, legal tradition or economic interests?

14.2 Position Paper Structure

Unless the Secretariat specifies otherwise, a position paper should be one to two pages and include:

- **Header**: Committee, Agenda, Country, Delegate name, School/Institution.
- **Paragraph 1 — Background**: the importance of the issue and the global picture, with one or two strong statistics from official sources.
- **Paragraph 2 — National position and policy**: your country's laws, AI strategy, ratifications, votes and experience.
- **Paragraph 3 — International action**: what the ILO and UN have done and what your country supports or opposes.
- **Paragraph 4 — Proposed solutions**: three to five concrete, realistic proposals within the ILO's mandate.
- **References**: official sources, properly cited.

14.3 Resolution Format

A resolution consists of a heading, **preambulatory clauses** (which explain the context and cite existing documents, ending in commas) and **operative clauses** (which set out actions, are numbered, and end in semicolons, with a full stop at the end). Operative clauses should be specific: who should act, what they should do, by when and how it will be financed or monitored.

Useful preambulatory phrases	Useful operative phrases
Recalling Reaffirming Guided by	Encourages Requests Calls upon

Useful preambulatory phrases	Useful operative phrases
Bearing in mind	Invites
Noting with concern	Urges
Deeply concerned	Recommends
Recognizing	Decides
Acknowledging	Supports
Welcoming	Endorses
Emphasizing	Emphasizes
Aware of	Further requests
Taking note of	Designates
Having considered	Invites the Director-General to
Convinced	Requests the Governing Body to

14.4 Sample Clauses (for illustration only)

Sample preambulatory clauses

Recalling the Declaration of Philadelphia (1944), which affirms that labour is not a commodity, and the ILO Centenary Declaration for the Future of Work (2019),

Reaffirming that the fundamental principles and rights at work apply to all workers, including those whose work is organised, monitored or evaluated by automated systems,

Welcoming the adoption of the Decent Work in the Platform Economy Convention, 2026 (No. 193), and noting that its accompanying Recommendation remains to be completed,

Noting with concern ILO findings that one in four jobs worldwide is potentially exposed to generative artificial intelligence, with significantly higher exposure among women,

Sample operative clauses

1. *Encourages* Member States to give early consideration to the ratification of Convention No. 193 and requests the Office to provide technical assistance for its implementation, with priority to developing countries;

2. *Requests* the Governing Body to consider placing on the agenda of a future session of the International Labour Conference an item on decent work and the use of artificial intelligence and algorithmic management in all workplaces;

3. *Calls upon* Member States to ensure that workers and their representatives are informed and consulted before the introduction of AI systems that significantly affect hiring, working conditions, pay, discipline or termination, and that such decisions are subject to meaningful human review;

> 4. *Invites* the Director-General to contribute the ILO's research and the views of its tripartite constituents to the Global Dialogue on AI Governance and the Independent International Scientific Panel on AI;

14.5 Tips for Committee Success

- **Lead with evidence**: cite the ILO, IMF and UN sources in this guide accurately and know the difference between "exposure" and "job loss".
- **Stay within mandate**: the ILO sets standards, gives advice and builds capacity; it does not legislate for States or impose sanctions.
- **Think tripartite**: proposals that both employers and workers can accept are the ones that pass in Geneva.
- **Bridge divides**: North–South and rights innovation divides will define the debate. Delegates who craft compromises will lead the room.
- **Be specific**: "promote reskilling" is weak; "establish national skills foresight bodies with tripartite participation, supported by ILO technical assistance" is strong.

15. Bibliography and Further Reading

Sources are grouped by type. **ILO and UN primary documents should be your first stop** and are the most authoritative sources to cite in position papers and debate. All links were checked for this guide; if a link has moved, search the document title on the publisher's website.

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