

## Topic #2: Addressing the effects of generative AI on the labor market worldwide

### I. Background information

The labor market refers to the supply and demand for workplaces in the society, which is crucial for the growth and stability of an economy. It influences key economic characteristics of a nation such as the country's GDP, inflation rates, population contentment or poverty rates. However, in recent years it has been significantly influenced by Artificial intelligence, which has recognised a notable evolution in effectiveness and learning capacity. Artificial intelligence can be understood as a programme mimicking human intelligence, allowing it to simulate human behavior. First AI model was invented already in the 20th century. In 1949 Alan Turing performed a test where he proved human incapability to differentiate a conversation between a person and a robot. Since then Artificial intelligence kept developing.

The most significant breakthroughs in AI growth are the capabilities of machine learning and deep learning. By this we understand the capability of a programme to provide information for itself by connecting relations and coming up with an assumption. By this humanlike characteristic AI has begun to be used by enterprises, as it started to be capable of resolving complex problems, until now resolvable by only humans. The trend of replacing human workers with artificial intelligence powered machines is mainly caused due to cheaper workforce, greater and faster production, increased reliability, faster information processing and response production, and minimization of personal conflicts in the workplace. Since the beginning of this trend, workplace accessibility has notably decreased, leading to a mass global unemployment. AI has even already taken over in some workplaces such as factory workers or call center workers.

The continuity of this phenomenon may result in the lack of workplaces and so an increase in unemployment, potentially also to population poverty and increased homelessness rates. However, in some fields AI could be more reliable than a human and could even save lives. The modern technology is now allowing doctors to perform more precise operations with the AI stabilisation assistance, it has taken over jobs in dangerous environments with high mortality, and in many cases the jobs affected haven't been lost, but significantly facilitated and complimented, leading to increased workers' contentment. It is therefore crucial to judge all the potential aspects and characteristics of AI before coming up with possible solutions.

## II. UN's involvement

The United Nations has established an agency ensuring a secure labor market management under the name International Labour Organisation (furtherly referred to as ILO). The ILO has set a special branch focusing on the problematic of artificial intelligence, allowing numerous researches to be realized. These researches provide key information for the UN and allow it to work with the data in order to produce more fair and precise resolutions. On 17th of December 2024 the ILO AI agency established an online conference, where experts on the problematic present, provide research-based information, and focus on the possible solutions for the problem.

The UN and ILO has also published numerous publications addressing the topic such as the “*Mind the AI Divide: Shaping a Global Perspective on the Future of Work*” report, published on the 24th July 2024. In September 2024, the ILO's director-general Gilbert F. Houng emphasized the need for active management of Artificial Intelligence in workplaces in order of an unproblematic transition towards automatization during his diplomatic visit to Kazakhstan.

## III. Questions to consider

- 1) What was the workplace demand and supply before the AI interference in your country?
- 2) How did AI influence the labor market in your country?
- 3) Did your country's population react to the labor market change (demonstrations, organisations, protests etc...)
- 4) Has your country implemented any restrictions concerning this topic?
- 5) Does your country's government take part in any organisations or has signed any treaties that concern this topic?
- 6) Is the number of workplaces taken by AI comparable to the numbers provided by AI operation workplaces?
- 7) How would your country ensure a stable work replacement for those with a qualification for a job replaced by AI?
- 8) Does this phenomenon provide any positive aspects from which society could benefit?
- 9) Is your country exposed to larger/smaller risk of workplace loss? Why?

## IV. Sources and useful links

- <https://live.ilo.org/events/expertise-artificial-intelligence-and-work-future-2024-12-17>
- <https://www.ilo.org/resource/article/how-might-generative-ai-impact-different-occupations>
- <https://www.ilo.org/artificial-intelligence>
- <https://www.sciencedirect.com/science/article/pii/S2590051X23000308#bib322>
- <https://www.ilo.org/publications/generative-ai-and-jobs-global-analysis-potential-effects-job-quantity-and>