



IGF PNAI Promoting multistakeholder dialogue on AI related labor issues

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Scope of the document

- Provide an overview of key concerns, challenges, and opportunities arising from the impact of AI on labor and the workforce
- Review laws, policy, and other global initiatives in relation to AI and labor
- Explore policy recommendations and strategies that can help mitigate some of the labor challenges and appropriately deploy the benefits of AI



AI issues related to labor

- Task automation → Job substitution or job complementarity
- AI promoting SDG → Inclusion of excluded population into the workforce
- New roles and positions created by AI
- AI oversight in managerial tasks (hiring, monitoring, supervising, and training of workers)



Opportunities of AI in the labor market

- AI's positive impact on worker productivity and competitiveness.
- AI-based new occupations and new fields of work.
- AI governance empowers workers and addresses current challenges and inequalities in the workplace.
- AI to empower education and reskilling of workers.
- AI supports more capacity in strained sectors such as healthcare, other critical public services and utilities.



Challenges of AI in the labor market

- Data workers' conditions.
- Job loss and decrease of income due to automation.
- Skills gap and upskilling requirements.
- Mental health and job insecurity.
- Wage polarization.
- Worker surveillance and privacy concerns.
- Rise in insecure and irregular work.



The role of unions in labor related issues

- Integrating the digital dimension into collective bargaining
- Advocating for regulatory reforms to protect workers' rights
- Promote retraining and upskilling of workers
- Promote the formation of strategic alliances with various stakeholders

Current regulation of AI in labor market

- US Department of Labor - AI principles for developers and employers
- EU AI Act - AI systems in the workplace
- China's Provisions on the management of algorithmic recommendations in Internet information services



Recommendations

- Establish frameworks that enable workers to actively engage in AI decision-making processes
- Ensure that AI serves as a tool for productivity enhancement
- Ethical Frameworks
- Establish Joint Committees
- Encourage Sectoral Open Dialogue
- Incorporate Worker Feedback in designing AI systems
- Develop both safeguard policy and AI systems
- Strengthen governance frameworks
- Support reskilling and upskilling
- Mainstream AI use in safeguarding the workers' rights
- Promote the development of global and uniform standards for monitoring AI's impact on the labor market
- Support cross-discipline research on labor issues related to AI



Thank you!

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