The Hague International Model United Nations

Forum: Special Conference on Artificial Intelligence 1 (SPC 1)

Issue: The question of loss of jobs due to Artificial Intelligence

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Introduction

Nowadays we live in a world where whether we like it or not technology and AI (artificial intelligence) plays a vital role in our lives. Technology has evolved in a way that was supposed to be beneficial for humans. It was supposed to make their lives easier, to help them with things that they do not want to do. Unfortunately this has backfired, and artificial intelligence has already started to slowly become more useful than an actual human. Keep in mind artificial intelligence is a computer, it is a technological device.

This automatically means that it learns quicker, it is more obedient and it is not emotionally invested in anything. Which brings me to my next question. Is artificial intelligence actually helping the human race or is it destroying it? With projections that AI could potentially replace around 800 million jobs worldwide by 2030 is an indication that it has become a threat towards humans. People tend to not realise the importance of this topic and think that because it is a computer then it should not be considered as a threat but that is an incorrect statement. Artificial intelligence has already started to take over jobs, and the majority of the people keep being in denial about it. In May 2023, 3,900 US job losses

were linked directly to AI[1].

One of the key aspects of this topic is Job Displacement. This is due to the loss of jobs which has resulted from automation and AI technologies that normally humans tend to perform. Reskilling and Upskilling are concepts that emphasize the importance for workers to have new skills or to get way better at the ones they already have in order to become better at the job market and actually have a decent job.

The term automation is used to describe the term that artificial intelligence has been able to do things without the help of humans that is supposed to be their job. This automatically leads to job losses, because artificial intelligence tends to learn faster and better than humans. Furthermore, Economic Inequality is of utmost importance since ,artificial intelligence can influence certain demographics specifically for those that are in positions that are considered as lower skilled[2]. Finally, Policy Development is about creating framework strategies which would be aimed to try and reduce the negative effects that artificial intelligence would have in the working environment.

Definition of Key Terms

Automation

In general usage, automation can be defined as a technology concerned with performing a process by means of programmed commands combined with automatic feedback control to ensure proper execution of the instructions. The resulting system is capable of operating without human intervention[3]

Job polarization

Concentration of labor demand towards jobs in the high and the low tails of skills requirements distribution.[4]

AI driven displacement

It involves the automation of repetitive and routine tasks, changing skill requirements, and job displacement. This can be beneficial for employees as it frees them up to focus on more complex

[1]SEO.AI's Content Team. “AI Replacing Jobs Statistics: The Impact on Employment in 2023.” Seo.ai, 24 Apr. 2024, seo.ai/blog/ai-replacing-jobs-statistics.
[2] Baratz, Ava. The Analysis and Impact of Artificial Intelligence on Job Loss the Analysis and Impact of Artificial Intelligence on Job Loss. 2023.
[3] Groover, Mikell. “Automation.” Encyclopædia Britannica, 22 Mar. 2019, www.britannica.com/technology/automation.
[4] “What Is Job Polarization | IGI Global.” Www.igi-Global.com, www.igi-global.com/dictionary/job-polarization/60383.

and creative work, but it can also create concerns about job displacement and changes in the demand for certain types of jobs.[5]

Reskilling and Upskilling

The difference between these two concepts lies in the objective of the training: whereas upskilling aims to teach employees new skills to optimise their performance; reskilling — also known as professional recycling — sets out to train employees to adapt to a different post within the company.[6]

Economic Inequality

Economic inequality is the unequal distribution of income and opportunity between different groups in society. It is a concern in almost all countries around the world and often people are trapped in poverty with little chance to climb up the social ladder.[7]

Policy Development

Companies develop policies generally to help them run efficiently in achieving their objectives. They also develop them to comply with the legal and social environment in which they operate as well as to build goodwill with both their employees and their customers. In this way, policies help shape the culture of an organization. They run the gamut from simple parking policies and dress codes to operational policies to complex policies involving benefits and legal rights. To help companies run efficiently, these policies must be appropriate, well written, and easily accessible. Furthermore, as management tools, they must be updated and maintained regularly to work effectively.[8]

Background Information

The question of job loss due to Artificial Intelligence (AI) has become a very vital issue, which concerns the people in the workforce. Artificial Intelligence's technologies develop into something that will reshape the world as we know it. Nothing will be the same anymore. This will lead to minimized job opportunities and will limit the places of work. Current statistics indicate that approximately 14% of

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[5] Guliyev, Hasraddin. "Artificial Intelligence and Unemployment in High-Tech Developed Countries: New Insights from Dynamic Panel Data Model." Research in Globalization, vol. 7, no. 100140, 1 Dec. 2023, p. 100140, www.sciencedirect.com/science/article/pii/S2590051X23000308, https://doi.org/10.1016/j.resglo.2023.100140.
[6] "Reskilling and Upskilling: Work Training in the Digital Transformation Era." Iberdrola, www.iberdrola.com/talent/reskilling-upskilling.
[7] IZA World of Labor. "What Is Economic Inequality?" IZA World of Labor, 2018, wol.iza.org/key-topics/economic-inequality.
[8] "The Public Policy Process: Problem Recognition, Policy Formation & Policy Implementation - Video & Lesson Transcript | Study.com." Study.com, 2019, study.com/academy/lesson/the-public-policy-process-problem-recognition-policy-formation-policy-implementation.html

workers have already experienced job displacement attributed to AI, with projections suggesting that up to 800 million jobs worldwide could be at risk by 2030[9]. This outcome indicates that it would have a very critical economic shift which would lead to major economic implications, with estimates placing AI's impact on the global economy at around $15.7 trillion[10].

The jobs that are at high risk meaning that would be on the verge of extinction would be for example, manufacturing, customer service, and administrative roles.These jobs are jobs that can easily be replaced by a computer, for the very simple fact that it is cheaper and easier for artificial intelligence to do the job.Very slowly this will be happening more frequently and therefore more noticeable that the issue at hand is very important. For instance, in May 2023, 3,900 job losses in the United States were directly linked to AI, representing about 5% of total job losses for that month[11]. Moreover, major companies like British Telecom have announced plans to reduce their workforce by 10,000 employees over seven years, primarily through the adoption of AI technologies[12].

However if we exclude the challenges artificial intelligence has also helped the human race.AI also contributes to the job market. Reports suggest that while 75 million jobs may be displaced globally by 2025, approximately 133 million new jobs could potentially appear as an outcome of the development of artificial intelligence. These jobs will probably contain specific traits that a technological device cannot offer. For example critical thinking , problem solving or even emotional maturity. As businesses tend to strive towards AI since it is much easier to handle, these jobs will be a very nice contribution to the job market in the AI economy. 81% of office workers think AI improves their job performance per SnapLogic's findings. People believe that artificial intelligence would positively influence their life both in their working environment and in their personal lives.

Historical Background

The topic of job loss through the interference of Artificial Intelligence comes from historical precedents regarding technological development and changes within the workforce. This could trace as far back as the Industrial Revolution, beginning in the late 18th century, marking one of the most important changes This was a period of massive job loss that culminated in social uprisings and economic turmoil, since most workers were not adapted to the new industrial scene. As a matter of fact, each wave of technology brought similar anxieties, just as fear of job loss to automation has persisted.

With the advent of computers and early automation technologies in the late 20th century, another wave of changes hit the workforce, especially those with manufacturing and clerical employment. Studies at

[9] ---. “AI Replacing Jobs Statistics: The Impact on Employment in 2023.” Seo.ai, 24 Apr. 2024, seo.ai/blog/ai-replacing-jobs-statistics.
[10] TeamStage. “Jobs Lost to Automation Statistics in 2022.” TeamStage, 29 May 2021, teamstage.io/jobs-lost-to-automation-statistics/.
[11] SEO.AI's Content Team. “AI Replacing Jobs Statistics: The Impact on Employment in 2023.” Seo.ai, 24 Apr. 2024, seo.ai/blog/ai-replacing-jobs-statistics.
[12] King, Julia. “BT’s Network Platform Strategy Is Rooted in AI.” Fierce Network, Oct. 2024, www.fierce-network.com/cloud/bts-network-platform-strategy-rooted-ai.

the time showed that for each robot installed in a plant, between 5 and 6 human workers are replaced with lower wages. It had already become a major concern by the 1980s and was especially highlighted by the blue-collar working groups that were to suffer because of automation and early uses of AI, which made their incomes decline by some 50-70%[13].

In the early 21st century, though, there was a revival of concerns about AI and job opportunities.

For instance, reports by organizations such as the World Economic Forum have estimated that, by 2025, about 85 million jobs may be displaced by AI, while at the same time creating about 97 million new jobs. This is not new and forms part of a historical trend where technological changes displace jobs but at the same time create new ones that require different skills[14].

AI has gained rapid momentum nowadays, and one sees gross visible change in industries involving manufacturing, logistics, and even customer service. The deployment of AI-powered solutions using chatbots, amongst other automatic mechanisms, has seen substantive job losses; for example, as of May 2023 alone, 3,900 losses in the US economy are said to have taken a straight linkage with AI technologies. However, proponents argue that just as previous technological revolutions created a new job category and opened up productivity, AI too would free human workers from tasks more mundane in nature and involve them in more complex and creative work.

Historical context for automation underlines that, though anxieties connected with job losses are justifiable and even partly rooted in past experiences, there was also a need for balance regarding placing such fears in the context of how AI may reshape work dynamics in positive ways.In this transition that society is finding itself embroiled in, history tries to draw out important lessons about how to reskill and adapt the workforce into an increasingly automated future.

With AI growing rapidly these days, manufacturing, logistics, and customer service are some of the fields where one can see a sea of change. The integration of AI-driven solutions, such as chatbots and automated systems, has already brought about considerable job losses; for instance, in May 2023 alone, 3,900 job losses in the U.S. were directly attributed to AI technologies[15]. But on the bright side, just like in earlier technological revolutions, whereby job categories were expanded along with increasing productivity, AI can perform less challenging tasks, freeing up the worker to concentrate on the higher tasks that require greater thoughtfulness.Therefore it is very understandable that humans have a deep rooted fear of artificial intelligence stealing their job opportunities. It has been rooted in history.

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[13] Urwin, Matthew. “AI Taking over Jobs: What to Know about the Future of Jobs.” Built In, 12 Sept. 2023, builtin.com/artificial-intelligence/ai-replacing-jobs-creating-jobs.

[14] ---. The Analysis and Impact of Artificial Intelligence on Job Loss the Analysis and Impact of Artificial Intelligence on Job Loss. 2023.

[15] Kletzer, Lori G. “The Question with AI Isn’t Whether We’ll Lose Our Jobs — It’s How Much We’ll Get Paid.” Harvard Business Review, 31 Jan. 2018, hbr.org/2018/01/the-question-with-ai-isnt-whether-well-lose-our-jobs-its-how-much-well-get-paid.

Education

One very important aspect to take into consideration is the way the educational system is built.Young students have stopped writing their own pieces.Instead they tend to use technology apps such as chatgpt, otherwise known as open ai to write their texts. This has as a result that the students lack critical thinking, and do not actually learn from their schoolwork. Students use those apps because it is easier to copy something off of a screen rather than thinking for themselves. Now what does this have to do with the loss of jobs? If students get used to not thinking for themselves and lack specific traits and even rely on artificial intelligence, it is only normal that artificial intelligence will have the upper hand when it comes to job opportunities and will take the jobs of hardworking people. Education is one of the most important things a person can have. Being educated while being given the gift of being able to use critical thinking as well as expressing your opinion and voice concerns and emotions is what makes you human. Emotional intelligence is something a computer will never be able to copy or achieve.

On the other hand artificial intelligence in regards to curriculum reform is not all negative. It is true that it minimizes the critical thinking of the students as well as their creativity but nevertheless it would be a lie to not say that it has also been helpful. These apps with artificial intelligence have been able to analyze data and adapt learning experiences.This has led to the creation of personalized learning environments. Platforms such as DreamBox and Smart Sparrow use AI algorithms so that they can adapt to the learning style that their students have. A style that helps them focus better, in their own ways, since every student has a different pace. This way allows for real-time adjustments based on student performance, while also helping students adjust to school life.[16] However this poses the ethical question on if the teachers should use it to help students.

As the world moves forward on the topic of artificial intelligence,reskilling initiatives have become of utmost importance for employees and organizations. These initiatives primarily focus on giving equipment to the workforce with essential skills in order to alter to those new technologies and jobs so that the job market does not go down and keeps being constant. The Importance of Reskilling is very vital. The need for reskilling comes from the fact that while Artificial intelligence may displace certain jobs, it also gives new opportunities that require different skill sets. According to a report by the World Economic Forum, over 600 million people are supposed to benefit from reskilling efforts by 2030,[17] illuminating the urgency of being prepared for the new job opportunities that this AI economy is going to offer. Organizations and companies that tend to prioritize reskilling don't just make the skills of the employees better, but they also make their companies' productivity higher.

Major Countries and Organizations Involved

[16] University of San Diego. "43 Examples of Artificial Intelligence in Education." University of San Diego, 2021, onlinedegrees.sandiego.edu/artificial-intelligence-education/.
[17] World Economic Forum. "Reskilling Revolution: Preparing 1 Billion People for Tomorrow's Economy." World Economic Forum, 17 Jan. 2024, www.weforum.org/impact/reskilling-revolution-reaching-600-million-people-by-2030/.

USA (United States of America): The United States of America have done a lot things in order to tackle this issue since it is one of the countries that has had one of the biggest issues with AI and their fear of losing their jobs to it.One of the ways that they did that is through the Blueprint for an AI Bill of Rights. Released by the White House in October 2022, this specific document outlines five principles aimed at protecting the public from AI-related harms. It emphasizes privacy, fairness, and user rights, serving as a roadmap for ethical AI deployment[18]. Furthermore, another measure that the states have taken me is the National Institute of Standards and Technology (NIST). NIST is an institute that has been tasked to develop standards for the responsible use of AI.[19]

China: China has also made an effort so as to regulate AI technology. In 2017, the Chinese government released an ambitious plan to make China a world leader in AI by 2030. The plan includes directives on ethical AI development and requires AI technologies to align with socialist values.Regulatory Frameworks: In the year 2021, China promulgated a regulation that made it necessary for companies to ensure AI systems did not promote harmful content or violate privacy rights. These regulations revolve around algorithmic transparency and accountability.This is important because it reflects the commitment of the Chinese government to leveraging AI for economic growth while keeping a tight leash on the potential risks that could be associated with misuse. It means that technological advancement contributes to positive development in society and adheres to national values.

Canada: Canada has, on the other hand, gained a reputation for becoming very proactive in the area of AI governance. The Government formed a national AI policy, in which the focuses are related to ethical AI development together with the importance of keeping a balance between innovation and public confidence. To this end, the Government of Canada has taken various measures through different initiatives such as the Directive on Automated Decision-Making[20], setting boundaries on the use of AI in public services, with a view to ensuring transparency, accountability, and fairness.

International Labour Organization (ILO)

The ILO Observatory on Artificial Intelligence and Work in the Digital Economy is the leading global knowledge center on the aspects of Artificial Intelligence and the digital economy that affect the workplace. It seeks to assist social partners and governments in comprehending and navigating the digital transformation of the workplace. It serves as a platform to increase the volume and types of evidence, analysis and dialogue in the afore-mentioned areas.

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[18] “Montréal Declaration on Responsible AI.” Déclaration de Montréal IA Responsable, montrealdeclaration-responsibleai.com/.
[19] NIST. “National Institute of Standards and Technology | NIST.” NIST, 2024, www.nist.gov/.
[20] Secretariat, Treasury Board of Canada. “Directive on Automated Decision-Making.” Www.tbs-Sct.canada.ca, 5 Feb. 2019, www.tbs-sct.canada.ca/pol/doc-eng.aspx?id=32592.

G7 (Group of seven)

The G7 otherwise known as the Group of seven. G7 members include Canada, France, Germany, Italy, Japan, the United Kingdom, and the United States.As one of the active intergovernmental organizations, the G7 has been incredibly active concerning the policy moves on international cooperation in the governance of AI and guides principles on the ethical usage of AI technologies. All their initiatives are aimed at ensuring that the development of AI aligns with democratic values and human rights.

World Economic Forum (WEF)

The WEF convenes leaders from business, government, and civil society to drive the global, regional, and industry agendas. It has initiated a number of programs, such as the Global AI Action Alliance, which is intended to expedite the responsible adoption of AI technologies with a concomitant approach toward addressing ethical concerns and driving multi-stakeholder collaboration.

- European Parliament Resolution on Artificial Intelligence and Automated Decision Making, (adopted on April 1, 2020).

This resolution focuses on consumer protection in regard to AI and ADM. It underlines the need for transparency and explainability of ADM systems, while also emphasizing human oversight. Besides that, this resolution calls upon a review of existing relevant EU legal frameworks to provide adequate protection of consumers and keep high standards of accountability.

“EP: Resolution on Artificial Intelligence and Automated Decision Making.” Eucrim.eu, 2020, eucrim.eu/news/ep-resolution-artificial-intelligence-and-automated-decision-making/.

- UN General Assembly Resolution on Artificial Intelligence (which was adopted on September 2024)

This resolution represents the first global agreement on AI governance, calling on countries to protect human rights, personal data, and monitor AI technologies for risks. It underlines international cooperation in pursuit of responsible development of AI to benefit society as a whole.

Li, Cathy. “UN and EU Both Agree New AI Rules, and Other Digital Technology Stories You Need to Know.” World Economic Forum, 8 Apr. 2024, www.weforum.org/stories/2024/04/artificial-intelligence-technology-news-april-2024/.

- EU Artificial Intelligence Act (adopted on March 13, 2024)

The AI Act establishes a wide-ranging regulatory framework for AI technology in the EU through categorizing AI systems into different levels of risk and laying down various obligations on providers and users. This shall ensure that AI technologies are safe, respect fundamental rights, foster innovation, and ban certain practices that are harmful[21]

"Legislative Train Schedule." European Parliament, www.europarl.europa.eu/legislative-train/theme-a-europe-fit-for-the-digital-age/file-regulation-on-artificial-intelligence.

Timeline of Events

Date	Description of event
18th century	Industrial revolution
20th century	Early automating technological devices
1980s	Technology replacing human jobs starts becoming a concern
2017	Declaration of Montreal
April 21, 2021	The European Commission proposed the AI Act to harmonize rules on artificial intelligence across member states
May 2023	Significant amount of job losses due to artificial intelligence
December 9, 2023	The EU Council and Parliament reached a provisional agreement on the AI Act after extensive negotiations
February 2, 2024	The EU Council of Ministers unanimously approved the draft law on the AI Act
February 13, 2024	Parliamentary committees voted to approve the result of negotiations with member states regarding the AI Act
March 13, 2024	The European Parliament officially approved the draft law for the AI Act

[21] "Legislative Train Schedule." European Parliament, www.europarl.europa.eu/legislative-train/theme-a-europe-fit-for-the-digital-age/file-regulation-on-artificial-intelligence.

May 21, 2024	The European Council gave its final approval to the AI Act
2030	Prediction that more than 60% of jobs will have been taken over by AI

Previous Attempts to solve the Issue

Montreal Declaration: The Montreal Declaration for Responsible AI Development was announced on November 3, 2017, at the end of the Forum on the Socially Responsible Development of AI held in Montreal. This declaration was meant to make a public debate happen and lay down a framework for the ethical development and deployment of AI technologies.Its main three objects are the Develop an Ethical Framework. The declaration is to create guidelines that ensure AI technologies are developed and put into use in a manner that respects human rights and promotes societal well-being.[22]

(IEEE) Ethical Standards for Intelligent Systems: This initiative has come up with a set of ethical guidelines with regard to human well-being, transparency, and fairness in algorithmic decision-making. It seeks to ensure that the relevant stakeholders involved in the design and development of AI systems shall bear in mind the consideration of ethics over the life of those technologies. This initiative has also led to the proposal and approval of more than fourteen standardization projects within the IEEE Standards Association. These projects are targeted at crafting frameworks that will ensure good ethics in designing and implementing AI systems to improve accountability and public safety. The initiative highlights that business leaders and the general public should be educated on the ethical implications of AI. It makes this possible, through workshops, seminars, and educational materials, a better understanding by the greater community of responsible uses of AI and their impacts on society.[23]

Possible Solutions

Comprehensive Reskilling and Upskilling Programs

In order for this solution to work there are some specific steps that need to be taken into consideration.First and foremost,Partnerships with Educational Institutions which would collaborate with universities and other forms of educational reforms, in order to develop more suitable training programs that would have to adapt to what the industry wants and needs.Another step would be Online Learning

[22] “Montréal Declaration on Responsible AI.” Déclaration de Montréal IA Responsable, montrealdeclaration-responsibleai.com/.
[23] IEEE Standards Association Statement of Intention Our Role in Addressing Ethical Considerations of Autonomous and Intelligent Systems (A/IS).

Platforms which would leverage digital platforms to give accessible training resources in order to allow employees to learn whenever they feel comfortable.Furthermore, continuous learning culture,they would foster an organizational culture which would encourage lifelong learning, where employees would feel motivated to continue developing their education and their skills.Robust reskilling and upskilling programs should be implemented to prepare the workforce for the evolving job landscape. These programs should focus on giving equipment to the employees with all sorts of skills.[24]

Policy Development and Government Support

A further solution to the issue would be policy development and governmental support. There is much of a supportive policy and government initiatives might do to make the impacts of AI on employment easier. This includes the design of frameworks that balance job security with the need for innovation. Incentives for Companies which would provide tax incentives or grants for businesses that invest in employee training programs focused on reskilling. Social Safety Nets would strengthen the unemployment benefit and support systems for displaced employees in order to make resources available during their transition into other jobs. Research and Development Funding.This would fund research into the future of work and AI can be provided to support policy development in making appropriate decisions on workforce strategy.[25]

Emphasis on Ethical AI Development

The development of ethical AI is important to help reduce adverse effects on employment. It should be developed in a manner that will make human capabilities stronger, not replace them.This will be achieved through several key actions. There is a need to have ethical directives guiding the development of AI to make sure that human wellbeing, and fairness achieve equity among all users are considered.Furthermore it is important to encourage human-AI collaboration models. That means designing the applications of AI in ways that enhance human tasks such as decision making insight tools, not autonomous decision-making tools-and creating an environment where humans and AI work together, using both human intuition and machine efficiency.[26]

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[25] "Subsidies and Government Support." OECD, 2024, www.oecd.org/en/topics/subsidies-and-government-support.html.
[26] SAP. "What Is AI Ethics? The Role of Ethics in AI." Sap.com, 2019, www.sap.com/resources/what-is-ai-ethics.

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