THE DEENS ACADEMY

DMUN

Deens Model United Nations 2022

International Labour Organisation

Background Guide

Table of Contents

Table of Contents

Letter from the Executive Board

Greetings Delegates!
It is with immense delight and honor that we serve as the Executive Board for the International Labour Organisation (ILO) at Deens Model United Nations 2022. The ILO calls the member nations to work together and formulate a resolution for the agenda at hand-

Assessing the role of Artificial Intelligence and Machines in Unemployment and Reducing Job Security with Special Reference to Multinational Corporations (MNCs).

This extensive background guide was exclusively written to assist delegates in beginning their country-specific research. Having said that, the EB expects all delegates to use this as a stepping stone for their research and to grasp the fundamentals of the agenda.

Please do not use the background guide as your only research tool during this conference rather; and use the information available to your advantage.

Regardless of how intimidating an MUN may be, we want you to enjoy yourself while also gaining an invaluable experience. We require you to be respectful not only to the agenda, but also to each and every delegate present in committee.

We certainly believe that this conference will provide you all with a platform to be vocal about the various political, social and economic ravages of the world, and find revolutionary and long-lasting solutions for the same.

Feel free to reach out to us if any queries regarding the agenda or anything else relevant to the conference arise. We wish you all the very best and happy researching!

Warm Regards,

Suzanne Deepu George (Co-Chairperson): 9449168940
Surabhi Kashyap (Co-Chairperson): 9740202606
Prakhar Garg (Moderator): 7483231609

Introduction to the Committee

The International Labour Organisation (ILO) is the only tripartite (consisting of 3 parts) institution of the United Nations, uniting 187 member states' governments, employers, and employees to set labour standards, create policies, and create programmes that support decent work for all people.

With nearly a century of experience responding to the demands of people worldwide for decent work, livelihoods, and dignity, the ILO offers unrivalled expertise and knowledge about the world of work in support of its objectives. It benefits its three constituents, as well as society at large, in a number of ways, including:

I. Creation of global policies and initiatives to advance fundamental human rights, boost living and working conditions, and increase job possibilities

II. Development of global labour norms, supported by a unique system to oversee their implementation

III. Assisting nations in effectively implementing these policies, a comprehensive international technical cooperation programme was developed and put into place in collaboration with stakeholders.

IV. Activities in training, education, and research to advance each of these efforts.

Mandate of the ILO

When the Conference decides to adopt proposals on an item on the agenda, it will be up to the Conference to decide whether these proposals should take the form of (a) an International Convention, or (b) a Recommendation to meet circumstances where the subject, or aspect of it, dealt with, is not deemed suitable or appropriate at the time for a Convention.

International labour standards are legal instruments developed by the ILO's stakeholders (governments, employers, and workers) that outline fundamental principles and workplace rights. Conventions (or Protocols) are legally binding international treaties that can be ratified by member nations, whereas Recommendations are non-binding advice. In many circumstances, a Convention lays out the essential principles that ratifying countries must follow, while a related Recommendation enhances the Convention by offering more precise guidance on how it can be applied. Recommendations may also be autonomous, that is, unrelated to a Convention.

The International labour Organisation has full legal personality (having full legal rights and responsibilities according to the law) including the ability to: (a) contract; (b) acquire and dispose of immovable and movable property; (c) institute legal procedures The ILO also has the rights and immunities required for the accomplishment of its objectives on the territory of each of its Members.

An Introduction To The Agenda

With technological advancement in unexpected areas, skilled and unskilled labourers alike are in danger of losing their livelihood while hundreds of thousands have already lost the same, giving rise to questions regarding the fastly growing use of AI and Machinery and its negative impact on job security.

Multinational Corporations (MNCs) are at the forefront of bringing in automation in every area to increase efficiency and reduce production costs, making them a huge contributor to the loss of employment.

However, on the other end, the increasing use of AI and Machinery makes the lives of the consumers easier, promotes competition in scientific advancement to help the planet and/or the human race, and creation of new job fields which require specialisation in AI. But is there a balance between job losses and new job opportunities?

With globalisation occurring at a rapid pace, MNCs of developed countries, some of which are seen to have budgets larger than the economic size of many developing and under-developed countries, are able to take advantage of under-developed and developing countries, by bending labour laws to protect themselves and not giving labourers their fair share of the boons provided by globalisation.

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With low literacy levels also pertinent in these underdeveloped or developing countries, the job market of AI will barely be of use. Should this huge role played by MNCs in the fate of millions of labourers be taken lightly? Or should the rapid scientific advancement of the human race be given higher significance as they give us the chance to eliminate many problems faced by (and caused by) mankind faster?

What is Artificial Intelligence?

Picture this. A machine that can organise your cupboard just how you like it, or serve every member of the house a customised cup of coffee. These are the products of Artificial Intelligence. The use of the word 'artificial' and 'intelligence' is to highlight the fact that these machines are artificially incorporated with human-like intelligence so as to perform tasks like we humans do, but with a much greater degree of accuracy.

This intelligence is built using complex algorithms and mathematical functions. AI, however, is not as simple as in the previous examples and there are several significant and complex aspects that it revolves around. Current global AI adoption and investment are soaring and the estimated net worth is said to top over US$97 billion by 2023, with the US and China leading the way in this highly lucrative field. Big data and artificial intelligence (hereafter abbreviated as AI) are being used in incredibly challenging ways, and they are finding new uses in a wide range of fields, including defence, the environment, research and education, healthcare, culture, and trade.

Artificial Intelligence, Machine Learning and Deep Learning are interconnected fields. These 3 fields are in tandem with each other as AI is the science of getting machines to mimic human behaviour, machine learning is a subset of AI that focuses on getting machines to make decisions by feeding them data and deep learning is a subset of machine learning that uses the concept of neural networks to solve complex problems.

In a report by the International Labour Organisation in 2018, (refer to bibliography (1)) on the impact of AI on jobs and inequality, the effects of technological progress regarding artificial intelligence on productivity and income trends, gross job dynamics, and inequality are examined.

It explores the effects of artificial intelligence's unique qualities on shifts in industries, sectoral dynamics, and overall productivity, as well as the advantages and difficulties that come with these changes. The study examines the possibilities of AI in the context of both advanced market economies and emerging low-income nations that struggle with governance and infrastructural issues. It specifically highlights the danger that AI could increase industrial consolidation, which would have negative consequences on income inequality and employment growth.

While AI is a remarkable tool for the responsible growth of our communities, it also raises significant ethical questions. The guiding principle of AI is not to become autonomous or replace human intelligence. It must be made sure that it is produced using a humanist strategy that is founded on moral principles and human rights. Thus, AI is humanity's new frontier, and if it is applied taking ethical, legal and social repercussions into account, it can do wonders for pushing the boundaries of advancement to unforeseen heights.

History and the Fourth Industrial Revolution

As we can infer, the word 'Revolution' refers to an abrupt and radical change, be it economic, social, political or in any other context. Revolutions throughout the course of history have shaped the socio-economic climate over the years, and as such, play a major part in determining the factors that have affected both artificial intelligence as we know it today, and its role in labour markets.

An 'Industrial Revolution' by definition refers to a rapid major change in an economy marked by an important shift in the prevailing types and methods of use of power-driven machines. The first major alternative in our way of living is marked by the transition of humanity from a hunter-gatherer society to an agro-based society around 10,000 years ago, which would eventually lead to urbanisation and industrialisation in a modern context

The First official Industrial Revolution, however, began only in the second half of the 18th century. This marked the transition from muscle power to mechanical power. Triggered by the construction of railroads and the invention of the steam engine, it ushered in an era of mechanical production

The Second Industrial Revolution, which started in the late 19th century and extended into the early 20th century, made mass production possible, promoted by the advent of electricity and the assembly line.

The Third Industrial Revolution began in the 1960s. It is usually called the computer or digital revolution because it was marked by the development of mainframe computing, personal computers (PCs) and the internet.

All this has led to what many now call the Fourth Industrial Revolution (4IR). Its broad scope involves advanced digital technologies, including the Internet of Things (IoT), Artificial Intelligence (AI), robots, drones, autonomous vehicles, 3D printing, nanotechnology, and much more. This so-called "Industrial Revolution 4.0" however, is not only about smart and connected machines and systems.

The impact of such a monumental shift in progress would also have a major effect on job security, labour laws, decent work, formality in employment, replacement of manual labour with machine-oriented processes, and economic and social costs.

This new technological revolution will cause significantly more upheaval than the previous industrial revolutions, due to a number of factors - speed, for one (as everything is happening at a much faster pace than ever before), breadth and depth (as so many radical changes are occurring simultaneously), and the complete transformation of entire systems (leading to new uncharted areas in the fields of technology which are yet unprecedented in their global impact).

Additionally, the greatest beneficiaries of the fourth industrial revolution are the providers of intellectual or physical capital, i.e, the innovators, the investors, and the shareholders, which explains the rising gap in wealth between those who depend on their labour and those who own capital.

Historically, we can always observe that technological innovation destroys some jobs, (In the US, for example, people working on the land consisted of 90% of the workforce at the beginning of the 19th century, but today, this accounts for less than 2%).

However, making sure that this transition is smooth and fairly unobtrusive to social order and the job ecosystem is what eventually prevents such crises like large-scale technological unemployment.

The Different Perspectives Taken on Automation's Impact on Labourers

Doomsayer's Point of View:

Technology advances to make human labour more efficient, but huge advances may have a negative impact on employment. Many people are concerned about technical unemployment as a result of labour substitution, which stimulates studies to foresee the impact of AI on jobs. One study (The Future Of Employment: How Susceptible Are Jobs To Computerisation? - 2013) examined recent advances in AI and determined that 47 percent of present US employment is at high danger of computerization, whilst another study (The Risk of Automation for Jobs in OECD Countries - 2016), using a different technique, concluded that less concerning 9 percent of employment is at risk.

By 2040, 34 percent of European jobs will be threatened by automation, and 12 million jobs would be lost throughout France, Germany, Italy, Spain, and the United Kingdom. Forecasts indicate terrible news for Africa in particular, owing to a concentration of low-skill professions that may be easily automated, expanding working-age populations, and far too few excellent employment to occupy the existing population. The proportion of workers at high risk of automation is 40% among those with a lower secondary education and more than 50% among those with primary or less education. There are, however, exceptions.

Ethiopia, with a large share of employment in manual occupations, is not polarising and neither are other countries rich in natural resources and who are commodity exporters. Additionally, according to a recent AI analysis from the MIT Technology Review, AI will have far-reaching implications across Asia. According to the paper, AI will affect one in every five jobs in Asia by 2024, eliminating one in every eight, with 12 percent of employment at high risk of being automated away in the next five years.

Optimist's Point of View:

Optimists argue that while technology will indeed play a role in replacing some occupations, the efficiency gains from technological advancement makes up for the costs involved by far, and that in many cases, technology promotes employment for people who are not directly competing with automated jobs. Furthermore, the skill requirements for each job title do not remain constant and are dynamic over time to meet changing labour needs.

Even if technology reduces employment in some sectors, it can also create new job opportunities through 'creative destruction' (i.e, dismantling pre-existing processes to make way for new and improved industrial advancements) For example, the substitution of equine travel (i.e, horseback riding) with automobiles increased demand for new roadside services like motels, gas stations, and fast food.

Effects of Artificial Intelligence on Job Security

Job Displacement and Creation

Whether AI creates jobs or destroys them has been subjected to intense debate. On one hand, there has been great concern that automation will result in widespread job losses as technology replaces human labour. It is feared that labour will no longer play a role in the assembly line.

The following statements presented are statistics to back the same. A two-year study from McKinsey Global Institute (refer to bibliography (2)) suggests that by 2030, intelligent agents and robots could replace as much as 30 percent of the world's current human labour. Additionally, in more wealthy nations like the US or Germany where up to one-third of the workforce would need to retrain for other roles, for other countries, it's one-fifth.

Data also showed that as many as 73 million jobs could be lost in the US due to automation. This figure fares better for certain countries like Germany, where only 17 million jobs will be lost. Contrastingly, China will be the worst hit, with the loss of 236 million jobs.

Despite these frightening numbers, research conducted in recent years has stated that there is a huge possibility that there will be more jobs created than lost due to AI.

Despite these frightening numbers, research conducted in recent years has stated that there is a huge possibility that there will be more jobs created than lost due to AI. One in four workers place productivity gains and improved problem-solving as their top priorities and think that AI, automation, and other technology will improve their jobs.

Three-quarters of respondents concur that AI technology is already helping workers make wiser decisions. Many AI tools will assist workers in automating processes and jobs rather than replacing them, similar to many other emerging technologies. However, there has always been a constant fluctuation between the two extremes of this spectrum.

Most Prone to Automation	
Probability	Occupation
0.99	Telemarketers
0.99	Tax prepares
0.98	Insurance Appraisers, Auto Damage
0.98	Umpires, Referees, and Other Sports Officials
0.98	Legal Secretaries
0.97	Real Estate Brokers
0.97	Farm Labour Contractors
0.96	Secretaries and Administrative Assistance, Except Legal, Medical, and Executive
0.94	Couriers and Messengers

Prone to Automation	
Probability	Occupation
0.0031	Mental Health and Substance Abuse Workers
0.0040	Choreographers
0.0042	Physicians and Surgeons
0.0043	Psychologists
0.0055	Human Resources Managers
0.0065	Computer Systems Analysts
0.0077	Anthropologists
0.0100	Marine Engineers and Naval Architects
0.0130	Sales Managers
0.0150	Chief Executives

Image 1.1 Occupations Most and Least Prone to Automation

Wealth Disparities

AI is a tool used by many at commercial and corporate levels alike. As it has the potential to act as a catalyst for capital income, it can therefore also act as a catalyst for economic inequalities– particularly wealth or income disparities. Whether by creating a population of unemployed labour, or by expanding the amount of low-paid work, AI technology may result in reduced incomes for labourers. When taken together with the increase in capital income, it threatens to worsen the gap between owners of capital and labourers.

The impact of AI on income inequality may be negative due to the differential impact it has on different jobs and different workers. For instance, studies have found that younger workers and those with mid-level education are more likely to be displaced by automation than those with intensive specialisations.

Additionally, the wealth inequalities from sector to sector also have marked differences in their effects. For example, clerical and routine manual roles may see negative net employment effects that start to come through over the next 5-10 years as technologies such as robot process automation become prominent.

By contrast, effects for manual workers such as truck or taxi drivers may only emerge over a much longer time period once autonomous vehicles have been introduced at a larger scale. The largest net employment gains over the next 20 years may be seen in the health and social care sector, as this could in fact be an area seeing rising skills shortages as many tasks in this cannot be completed by AI.

One positive impact may be that high-level reasoning-based assignments require very little computation, while low-level sensor-motor skills require enormous computational resources. It will thus be hardest for new technology to replace the tasks and jobs that workers in the lower-skill level occupations perform, such as security staff, cleaners, gardeners, receptionists, chefs, and so on.

A second positive impact of AI on income distribution may be that AI may reduce overall wage gaps due to 'high-skill automation', that is, automation of high-skilled labour would reduce high-skilled wages and raise the price of capital, (i.e, leading to an increase in the production costs of various goods and services) and hence reduce productivity gains (efficiency of workers in producing goods and services).

This would lead to a mediation in wage gaps between those in labour-based and capital-based sectors. In conclusion, given the nature of current AI technologies and their applications, it is not certain that increases in inequality due to AI automation will be significant.

Job Polarisation

When middle-class occupations that need a moderate level of skills, like those held by autoworkers, seem to be disappearing in favour of lower-paying professions that require fewer skills and higher-paying jobs that require more skill, this phenomenon is referred to as "job polarisation." Job polarisation is so strong and prevalent that it has significantly changed the structure of the labour market in a vast majority of advanced economies.

Technology and globalisation are the key forces behind job polarisation. Because of the recent decades' tremendous advancements in computer technology, companies now have access to ever-cheaper machines that can take the place of people in a variety of middle-skilled jobs (routine tasks) for example, bookkeeping and repetitive production chores.

Additionally, manufacturers have been encouraged to replace machinery and other capital equipment with human labour for completing mundane jobs as the cost of technology has continued to decline. Now coming to globalisation, a similar principle has been observed.

This kind of labour competition is especially prevalent in manufacturing and affects routine middle-skill occupations. Indeed, one of the main causes of the reduction in manufacturing jobs is the accessibility of cheap labour elsewhere.

This is leading to a growing wage gap that is pushing up salaries for individuals with high skill levels while pushing down salaries for those with low skills. This has resulted in an unequal economic environment.

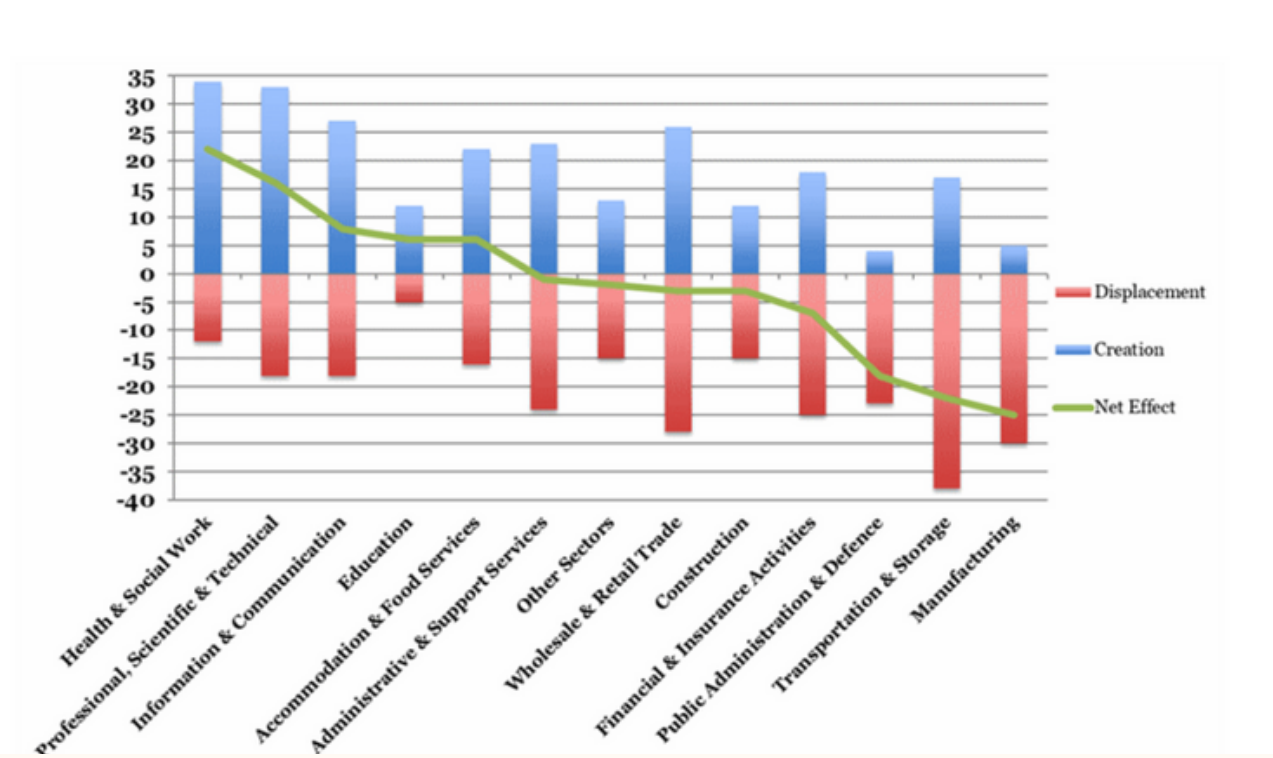


Image 1.2 Estimated Impact of AI on Jobs in Various Sectors by 2037

Multinational Corporations (MNCs)

Multinational Corporations (hereafter abbreviated as MNC) are business organisations whose activities are located in more than two countries, and is the organisational form that defines foreign direct investment. Some very prominent examples include Amazon, Apple and Microsoft. These businesses are frequently run from a central office with its headquarters in the nation of origin. A company is not considered a multinational corporation just because it exports products for sale elsewhere.The ideal criterion for categorising an MNC is when it generates 25% of its revenue from outside the country.

An MNC, in addition to having its main headquarters in its home country, makes a direct investment in a foreign country by establishing operations there. Some MNCs may have only one subsidiary in another country, whereas others have subsidiaries all over the world. Firms operate at a disadvantage in foreign markets and thus require an offsetting competitive advantage to compete internationally. These benefits for foreign investments are the same ones that allow a company to compete and grow in its home market. These have significant implications

The first is that direct investment is the firm's cross-border expansion, and thus the firm expands internationally on what it has learned at home. The second implication is that firms that expand overseas due to competitive resources are likely to be large and to operate in oligopolistic industries.

Characteristics of MNCs:

- A worldwide business presence
- Very high assets and turnover
- Direct investment in foreign countries
- Access to lower production costs: Outsourcing is an important concept with respect to this. These companies can keep consumer costs low by utilising labour in parts of the world where the low cost of living does not necessitate high wages for production. As a result, many industries stand to gain.
- Access to a large talent pool

Advantages of MNCs:

- Their size is beneficial to consumers: Taking advantage of economies of scale, it paves the way for average costs and prices for consumers.
- Cost-effective: (Please refer to the 3rd characteristic of MNCs)
- Creation of Job Opportunities
- Adherence to good quality standards: McDonald's, for example, remains McDonald's wherever it operates. This restaurant chain is expected to meet a certain standard. The same is true in the manufacturing sector, where standards are set and expected to be met. This fosters consumer trust and confidence, which is then translated into consumer loyalty.

However, this does not take into account the effects labour regulation can play to influence this process. At the moment, Labour Codes remain the principal labour legislation in the countries of a particular region. In particular, they specify the rights and duties of employers in individual and collective labour relationships. In addition to this, the binding treaties and sources that aim at achieving the objective of full employment such as the **ILO Employment Policy Convention, 1964 (No. 122)** are critical points of reference in this context.

The **ILO Termination of Employment Convention, 1982 (No. 158)** mentions explicitly that consultation procedures should be followed when considering technological redundancies (i.e, replacement of manual labour with automation) with the aim of finding measures to "avert or to minimise the terminations" and "to mitigate the adverse effects of any terminations on the workers concerned such as finding alternative employment".

The **ILO Termination of Employment Recommendation, 1982 (No. 166)**, which supplements this Convention, also gives examples of the measures that could be taken to mitigate the impact of redundancies, such as "restriction of hiring, spreading the workforce reduction over a certain period of time to permit natural reduction of the workforce, internal transfers, training and retraining, voluntary early retirement with appropriate income protection, restriction of overtime and reduction of normal hours of work."

Additionally, involvement of workers in the governance of mass redundancies is a widespread practice in many developed and developing nations. **The ILO Employment Protection Legislation Database**, for instance, indicates that more than 60 countries provide for procedural duties of information and consultation in the event of collective redundancies.

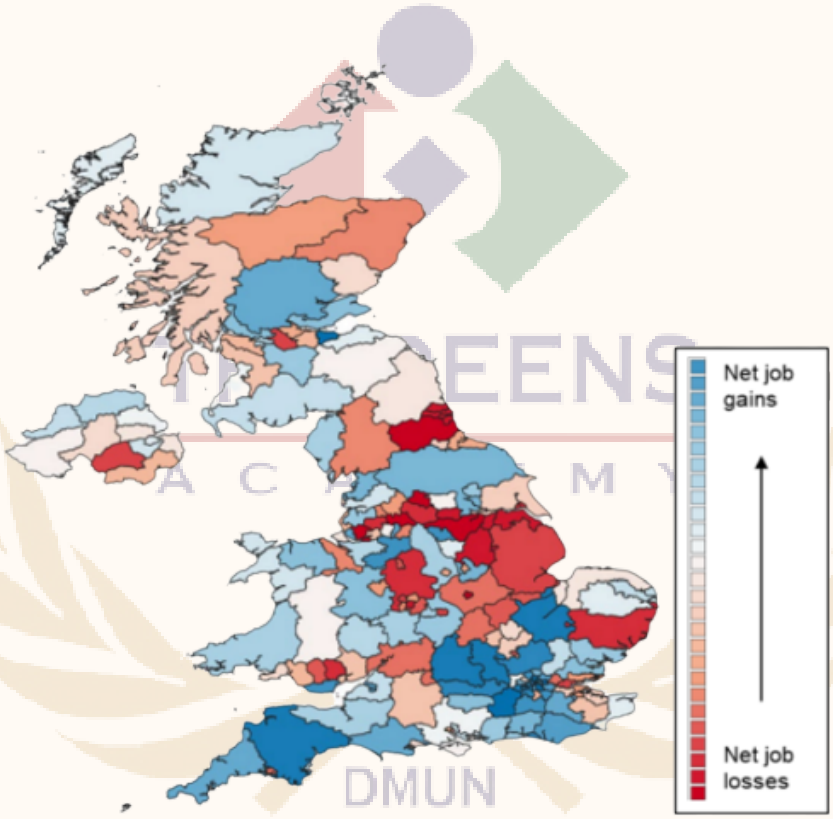
Case Studies

The United Kingdom- A Developed Nation

The UK, being a fairly developed country, stands to gain much from the proliferation of Artificial Intelligence. AI and associated technologies are said to have a major positive impact on productivity and real income levels, perhaps increasing UK GDP by up to 10% by 2030. An estimate is that approximately 7% of existing UK employment will face a high (over 70%) probability of automation over the next 5 years, rising to approximately 18% after 10 years and just under 30% after 20 years.

This is within the range of prior estimates and is based on opinions from an expert workshop on the automatability of occupations as well as a detailed review of OECD (Organisation for Economic Co-Operation and Welfare) and ONS (Office for National Statistics) data on how this relates to the task composition and skills necessary for various occupations.

While there are, of course, some concerns that these technologies could displace large numbers of human workers from their jobs over the coming decades in the UK, such concerns have been seen several times before in relation to previous major new technologies from mechanical weaving machines and tractors to digital computers. Despite this, they have proved unfounded in the long run as indicated, for example, by the fact that UK employment rates are currently at record highs since the 1860s according to ONS and Bank of England estimates.



1.3 Job Gains and Losses Across Different Parts of the UK

Philippines- A Developing Nation

Artificial intelligence (AI) is dramatically changing the global business landscape. And its looming growth in the Philippines is imposing a huge challenge both in the industry sector and the labour force. While allowing computer systems to perform tasks that normally require human intelligence is considered cost effective, some see AI as a threat that could leave a big number of Filipinos unemployed, especially those in the country's $25-billion business process outsourcing industry.

According to a report released by the International Labour Organisation in July last year, 49% of all employment in the Philippines faces a high risk of automation in the next couple of decades. The anticipated rise of AI also prompted Senator Paolo Benigno A. Aquino IV, who chairs the Senate Committee on Science and Technology, to file a resolution to conduct an inquiry on the government's preparedness to address the negative impacts of the technology on Filipino workers

Automation and artificial intelligence (AI) advancements over the next decade are set to wreak havoc on workers, particularly those involved in physical labour and low-skilled agricultural occupations. According to a detailed analysis conducted by Cisco and Oxford Economics, at least 1.1 million jobs in the Philippines would be lost by 2028 as rapid technological developments drive workers to adapt or go unemployed.

Jobs in manufacturing (380,000), wholesale/retail (880,000), and agriculture (1.2 million) are the three sectors with the most job displacement in the Philippines. Over 4.5 million workers, or more than 10% of the total, will be laid off overall. However on the other hand it was also noted that when governments and businesses update employee skill sets, new job opportunities will arise. New jobs in wholesale/retail (1.3 million), transportation (490,000) and construction (460,000) are predicted.

Questions a Resolution Must Answer (QARMA):

1. How can pre-existing legal frameworks protecting labour rights and job security be modified so as to be more efficient?
2. What steps can be taken to mitigate the rampant income and wealth disparities caused by technological advancement?
3. How can MNCs be regulated in such a way that they bring about equilibrium in terms of job security between developing and developed countries?
4. What measures can be taken so as to ensure that the transformation from a labour intensive to an AI-driven economy is gradual and sustainable in developing countries?
5. What courses of action can be implemented to make sure that the rate of job creation as a result of AI is greater than that of job displacement?

6. What steps can be undertaken to ensure financial stability for those job profiles that are more prone to automation in the future?

7. How can those employed in 'routine tasks' and low-skilled occupations be provided training to make them eligible for higher-skill lines of work?

Glossary

AI: Artificial Intelligence

Automation: The use of machines and computers to do work that was previously done by people.

Autonomous: Independent

Capital: Wealth in the form of money or assets.

Catalyst: Something that causes an activity/event/change.

Economies of Scale: Advantages that can be availed by increasing the size of a business. For example, buying a large number of products at once could negotiate a lower price per unit as compared to its competitors.

Foreign Direct Investment: Investment from a party in one country into a business in another country with the intention of establishing a lasting interest.

Globalisation: The process by which ideas, knowledge, information, goods and services spread around the world, i.e, integration of several economies worldwide.

ILO: International Labour Organisation

Mandate: The authority to do something, given to a government or an organisation.

Mass production: Manufacture of large quantities of standardised products, often using automation technology.

MNC: Multinational Corporation

OECD: Organisation for Economic Co-Operation and Development

Oligopolistic Industries: Markets dominated by a small number of suppliers, for example, the automobile industry.

ONS: Office for National Statistics Redundancy: No longer being in a state of employment.

Subsidiary: Company owned or controlled by another company.

Urban Migration: The process of people moving from rural to urban areas.

Wage Gap: Difference between the average pay of two different groups of people, for example, men and women.

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