Shaping the advancement of Artificial Intelligence through social dialogue

The rapid advancement of artificial intelligence systems (AI), including generative AI, is undoubtedly one of the most significant trends affecting the world of work and our societies more broadly. With it, the lives, working methods and habits of millions of workers and businesses are already changing.

If this change is for the better or for the worst is not pre-determined: it depends on the decisions taken by policymakers and their ability to adopt ambitious and effective policies as well as regulatory frameworks that favour social progress, inclusiveness, equality, economic prosperity, sustainable enterprises, business continuity and resilience, the creation of decent jobs, respect for democratic institutions and workers' rights.

In today's fast-changing technological climate, it is urgent that adequate and agile mechanisms and policies are put in place to ensure that humans remain in control of AI developments in the future, that education curricula include knowledge and awareness on technological change and that it benefits all without exacerbating inequalities, both between and within countries.

Social dialogue plays a key role in this regard. Workers and employers can jointly contribute to the most effective policies on the use and monitoring of AI to shape the future of work we want.

Recent surveys show that, when social partners are involved and the rights of workers respected, workplaces using AI and having worker representation can result in better working conditions and higher productivity. This demonstrates that this benefits both workers and employers and promotes cooperation.

Significant challenges and opportunities lie ahead of us. If adequate regulatory and policy measures are taken, the advancement of AI could yield important job, income and productivity opportunities, which should be fairly shared. AI can boost workplace efficiency as tasks can be effectively transformed and augmented through automation and streamlined processes.

AI, in synergy with other enabling technologies, can enhance productivity and economic resilience. Investing in AI and its applications ethically and inclusively could usher industries into the data economy, expand the labor market, and enhance progress in key sectors such as healthcare and life sciences. Building upon the G7 AI Hiroshima Process, we support the G7 in establishing human-centered principles and policies to monitor and guide its evolution, while fostering innovation and interoperability for the benefit of all.

It also raises risks related to data protection, cybersecurity, health and safety at work, privacy, freedom of association, liability, workers' autonomy when performing their job, and employers and workers' intellectual property and copyrights. Appropriate measures must be taken to make sure that AI does not undermine occupational safety and health, and that algorithmic management does not lead to extreme levels of monitoring or even illegal surveillance.

Algorithmic decision-making should not risk exacerbating and further systematising bias and discrimination in the labour market, such as gender-based discrimination. In addition, in the context of an already increasingly concentrated digital economy, regulatory frameworks and policies should be adopted to make sure AI systems enable all enterprises to strengthen their market position and contribute to the direction and nature of technological innovation, including through social dialogue. Micro, small and medium-sized enterprises should be supported to have better access to AI and digital technologies to expand their business.

In this regard, we, the Labour 7 and Business 7, as representatives of trade unions and employers' organizations in the G7, call upon G7 members to adopt regulatory frameworks and policies that:

- Promote the principle of humans in control of AI, keeping a strong focus on the need to protect civic space, democratic governance and human rights;
- Promote the role of social partners in the design, implementation and monitoring the use of AI systems in the world of work, including by establishing appropriate consultations and providing workers and their representatives with access to information and training on the implications that the introduction and use of AI systems can have on their work;
- Put in place tripartite mechanisms at national and local levels to foster social dialogue and ensure continuous monitoring of the advancement of AI and follow-up of any issues arising;
- Invest in education and training to ensure students (youth and adults) learn about AI, including how to develop AI technologies and understand its effectiveness and risks;
- Embed the respect, protection and promotion of all ILO fundamental principles and rights at work in AI policies, in particular freedom of association and the effective recognition of the right to collective bargaining; the elimination of discrimination in respect of employment and occupation; and the right to a safe and healthy working environment;
- Equip and enable all businesses, including SMEs, and workers to seize the opportunities of AI, including through ambitious and effective skilling and reskilling policies;
- Ensure that the benefits of AI, including in terms of productivity, are fairly redistributed amongst workers and across the value chain.

We call upon all countries to develop coordinated responses and foster a level-playing field guaranteeing respect for ILO standards, including fundamental principles and rights at work. In this regard, we welcome the adoption of the *G7 Action Plan for a human-centered development and use of safe, secure and trustworthy AI in the World of Work* by G7 Labour and Employment Ministers and its endorsement by G7 Leaders at the G7 Summit in Apulia.

This is the first international initiative of this nature having a strong focus on labour and employment. We call upon G7 members to take concrete action to implement this Action Plan and to set up appropriate follow up mechanism over the years.

In particular, we welcome that the ILO and the OECD be jointly mandated to report back on the implementation of the G7 Action Plan. We stand ready to contribute to this follow-up, including by:

- **Providing updates on agreements signed at company and sectoral levels regarding the use of AI in the workplace.**
- **Providing inputs and submitting policy recommendations on focused areas of work related to the use of artificial intelligence in the world of work.**
- **Taking part in regular tripartite follow-up discussions at the G7 level.**