ZENITH

MARMARAMUN'26

WEF

Agenda Item

Balancing Employment and Social Stability Through Artificial Intelligence Innovation in the Global Economy

Board Member
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Strive For Perfection

10th Anniversary

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Letter From Secretary General

Dear Participants,

On behalf of the Secretariat and Organization Team, it is my great pleasure to welcome you to MarmaraMUN'26 Zenith. Following last year's pursuit of perfection, we now gather at the Zenith, the highest point, symbolizing our collective ambition in the 10th year anniversary of MarmaraMUN Society. As the Secretary General of the MarmaraMUN'26 Zenith and the Club President of the MarmaraMUN Society I am very pleased to host you at our university'

Zenith means the highest point, it comes from astronomy, where it describes the highest point in an arc traveled by a star or a planet or another celestial body. The sun reaches its Zenith when it is as high in the sky as it is going to go on that day. MarmaraMUN always represent the highest point, now we are putting a milestone for the MUN Community. You will gain experience from the best of the business in our country, almost every single one of our board members have secretariat experiences and they contributed to the community for years. This statement also goes for our organization team and its members. You will debate, meet qualified people and of course, have fun. Our carefully selected committees and agendas promise an exceptional academic experience. I invite you to speak with courage, think openly, and engage with respect. Every single individual present in the conference is hand-picked from 1500+ applicants, so make it count and use the opportunity wisely. At the end of the day MarmaraMUN'26 Zenith is where ideas rise, friendships form, and legacies begin.

Welcome to MarmaraMUN'26 Zenith and be prepared to strive for perfection.

Sincerely,
Korcan Musa KARAŞAHİN
Secretary General of MarmaraMUN'26 Zenith

1. Introduction

1.1. WEF

Founded in 1971, the World Economic Forum (WEF) is an independent, non-profit organization that unites leaders in business, government, education, and civil society to tackle global issues. The Forum, which operates at the nexus of geopolitics, economics, and social development, promotes public-private cooperation by establishing forums for discussion, fostering trust, and promoting cooperation across geographies, industries, and generations. It has its headquarters in Geneva and is most well-known for its Annual Meeting in Davos, where world leaders gather to set agendas for the most important issues facing the planet.

Since its establishment, the Forum has been instrumental in promoting global health programs like the GAVI Vaccine Alliance and supporting South Africa's peaceful transition, among other key milestones. The WEF continues to put ideas into practice through programs centered on sustainability, labor reskilling, and digital inclusion. It is still a well-respected platform today that uses research, vision, and collaborations with several stakeholders to tackle issues like digital trust, climate resilience, and economic stability.

1.2. Agenda Item

The global economy is changing quickly due to artificial intelligence (AI), which presents both enormous development potential and difficult problems for societal stability and employment. By 2030, AI could boost the world economy by up to 14 to 15

percent, or roughly 15.7 trillion USD, according to PwC. According to the World Economic Forum, automation and technology advancements may result in the loss of almost 83 million jobs by 2027, despite the possibility of 69 million new employment being created. This illustrates the disparate effects of AI across industries and represents a net loss of 14 million jobs worldwide. Adoption of AI has also been associated with up to 40% increases in productivity in some areas, and people with AI-related abilities are paid 20–50% more than their counterparts. These numbers show how AI both promotes economic growth and causes systemic labor market disruption.

International cooperation and careful policy formulation are needed to balance these results. According to the International Labour Organization, some 25% of occupations globally could be affected by AI-related changes, with administrative and clerical positions being among the most vulnerable. Employment in data-related fields is expected to rise by more than 30% over the next ten years as the need for digital and technology-driven jobs continues to rise. These changes run the potential of increasing economic disparity in the absence of focused intervention, especially as approximately 40% of workers worldwide do not have access to sufficient training in digital skills. In order to stay up with technological advancements, governments and institutions are placing a greater emphasis on reskilling projects. Some national programs seek to retrain millions of workers within ten years.

AI's wider economic and social ramifications also affect long-term social cohesiveness, income distribution, and economic resilience in addition to employment. According to Goldman Sachs research, AI-driven automation may have various effects on up to 300 million full-time employment globally, with advanced nations being more vulnerable because of the way their labor markets are structured. Simultaneously, investment in AI technology has increased dramatically, reaching over 150 billion USD each year in recent years, indicating the quickening rate of adoption.In

order to guarantee that these advantages are shared fairly, organizations like the World Economic Forum stress the importance of coordinated international action. Key tactics for preserving stability include bolstering social safety nets, increasing access to digital infrastructure, and encouraging ethical AI governance. Managing a shift where social inclusiveness, economic expansion, and technical advancement all develop together rather than at the expense of one another is ultimately the task facing the international community.

2. Historical Background

2.1. Early Concepts and Foundations (1940s–1970s)

The concept that machines could carry out activities requiring human intelligence was first put forth by pioneers like Alan Turing in the 1940s and 1950s. Early research concentrated on fundamental neural networks and symbolic reasoning, but practical applications were limited by computational constraints. The earliest AI programs, including logic-based problem solvers from the 1950s, could only perform specific jobs, according to Our World in Data.

At this point, automation mostly affected manufacturing and basic mechanized processes, therefore the effects on the labor were negligible. When early industrial robots were first introduced in the late 1960s, they increased assembly line productivity and decreased the amount of labor needed for repetitive activities, but they did not significantly displace jobs. The groundwork for AI's ultimate integration into the cognitive and physical labor sectors was laid during this time.

2.2. AI Boom, Expert Systems, and the First Workforce Shifts (1970s–1990s)

Expert systems, which could mimic human decision-making in certain domains like financial management and medical diagnosis, were developed in the 1970s and 1980s. The first notable use of AI in knowledge-based sectors occurred during this time, according to ScienceDirect (2024). However, the Lighthill Report in 1973, which pointed out the restricted applicability of AI research, set off the AI winter due to excessively optimistic expectations. Reduced funding postponed widespread adoption and hampered progress.

Despite this, administrative and clerical jobs started to change due to automation. According to the European Commission's AI Watch timeline, routine cognitive labor in industrialized countries began to decline by roughly 5–10% as a result of office work automation, including accounting and record-keeping. A skills gap in digital literacy occurred as a result of the rise of new positions in IT and systems administration.

2.3. Digital Revolution and the Expansion of AI (1990s–2010s)

With the growth of machine learning, data analytics, and the internet starting in the 1990s, AI development quickened, allowing for wider application in sectors including healthcare, finance, and logistics. According to Tableau's AI timeline, the use of AI in service industries increased by more than 20% during this time, especially in supply chain optimization, predictive analytics, and automated customer care.

Impacts on the workforce become more quantifiable. According to the OECD, between 1990 and 2010, automation affected 15–20% of regular office employment, and automated sectors saw productivity improvements of up to 25%. Both job displacement in low-skill industries and the emergence of high-skill opportunities resulted from the change in employment toward technical, analytical, and managerial roles. Regional differences also emerged during this time, as nations with more advanced digital infrastructure and educational initiatives adjusted to AI-driven labor shifts more quickly.

2.4. Modern AI and Generative Technologies (2010s–Present)

Natural language processing, generative AI, and deep learning have defined the current era of AI. AI systems can now carry out sophisticated cognitive tasks including language production, predictive modeling, and decision support in real-time settings, according to Preprints.org (2025) and arXiv. Globally, adoption has quickened; by 2023, yearly investments in AI will surpass $150 billion, demonstrating the quick spread of technology.

According to the International Labour Organization, AI has the potential to generate 69 million new jobs worldwide by 2025, but it also has the potential to eliminate 83 million jobs, mostly in routine service, administrative, and clerical positions. This indicates a net loss of 14 million jobs, highlighting AI's dual function as a disruptor and a job generator. According to Goldman Sachs, productivity in AI-adopting businesses has grown by up to 40%, and workers with AI skills are paid 20–50% more than their counterparts.

Furthermore, according to the World Economic Forum (2023), 40% of workers worldwide do not yet possess the digital skills necessary to adjust to changes brought about by artificial intelligence. These differences highlight how crucial it is to implement inclusive AI policies, lifelong learning programs, and reskilling programs in order to stop inequality from growing.

2.5. Global Workforce and Policy Implications

The adoption of AI throughout history demonstrates the nonlinear nature of technological progress. While the current AI boom shows exponential increase in capabilities and labor implications, the Lighthill Report and later AI winters illustrate periods of standstill. The ILO claims that call center operators, administrative personnel, and low-skilled service workers are among the workforces most at risk from AI, while demand is rising for positions in data science, cybersecurity, AI development, and multidisciplinary sectors.

Policies to manage this transition include:

- Large-scale reskilling programs, targeting tens of millions of workers worldwide
- Expansion of digital infrastructure and access to reduce skill gaps
- Development of ethical AI frameworks to ensure fair deployment

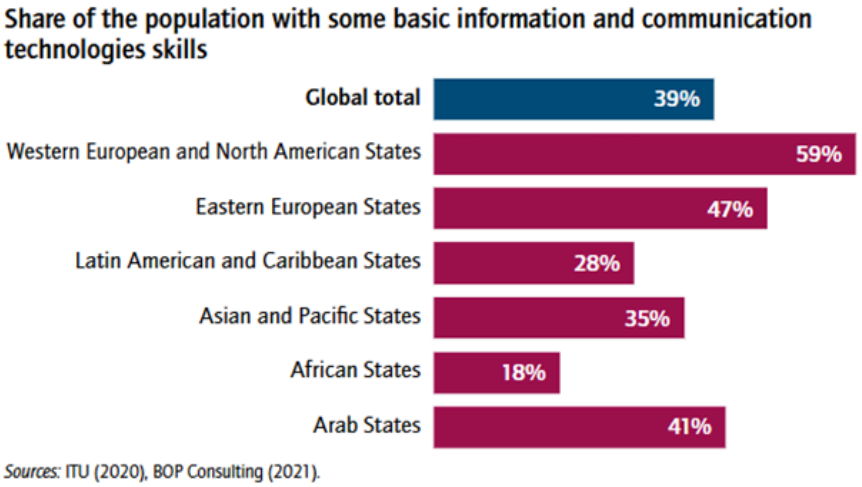
The historical view shows that AI's effects on the workforce are cumulative: digitalization changed labor patterns, early automation set the stage, and contemporary AI offers both previously unheard-of opportunities and difficulties for social and economic stability.

3. Current Status

What once seemed distant now shapes daily life, influencing how work unfolds across nations. Not confined to isolated industries, its reach extends into core economic functions everywhere. Close to two out of every five jobs worldwide face some level of transformation due to these systems. Where technology spreads fastest, impact grows sharper - over half of positions in developed regions already touched. This shift does not wait; it moves quietly through offices, factories, even remote tasks. Because tools evolve rapidly, so do expectations from workers performing routine duties. Though changes appear gradual, their weight accumulates beneath the surface. From manufacturing floors to administrative roles, few areas remain untouched by subtle recalibrations. Among these numbers lie close to 300 million positions, suggesting deep shifts across economies instead of scattered disappearances. Still, calling this mere upheaval misses part of the picture - entire sectors shift shape through artificial intelligence, bringing forth different kinds of work along the way.

According to the World Economic Forum's 2023 Future of Jobs Report, job losses could reach 83 million, whereas gains might amount to 69 million - this imbalance hints at temporary rises in unemployment amid a turbulent shift. New positions emerging from artificial intelligence bring about what is known as "skill mismatch," where displaced employees lack qualifications needed elsewhere. So it follows that expecting new jobs alone to offset those eliminated holds limited truth; such thinking overlooks deeper changes taking place. Instead of simple replacement, work itself undergoes redefinition - unemployment trends reflect structural change more than mere numbers suggest.

Moving into a more connected digital era, artificial intelligence contributes roughly $15.7 trillion to worldwide economic output while potentially lifting efficiency by as much as 40 percent. Such gains prompt various industries to center strategies around intelligent systems, supported by these figures. Following greater value creation, roles involving AI tend to pay better - salaries rising from one-fifth to nearly half. Yet this transformation, drawing widespread interest, involves not only shifts in thinking but also deeper expertise in complex technologies. Still, a divide grows - those skilled versus those not - as earnings drift apart. Because of this shift, schools adjust slowly, reshaping focus over time. Meanwhile, students now lean toward learning that ties into machines and code, pulled by quiet pressure rather than choice.



The rapid increase in AI-driven job opportunities is also driving greater investment in this field, accelerating both innovation and disruption. As mentioned earlier, global AI investment now exceeds $150 billion annually, significantly influencing industries and economies. At the same time, this rapid expansion creates concerns among low-skilled workers due to its potential for job displacement and increasing income inequality.

Overall, AI presents a dual challenge: while it drives economic growth, it also destabilizes labour markets. Its strong impact on global GDP encourages companies to shift toward more digital and AI-driven strategies. However, this transition also contributes to job losses and leaves many workers unemployed, particularly those who lack the skills required for AI-related roles. This highlights the growing gap between technological advancement and workforce readiness, reinforcing the need for effective policy responses and international cooperation.

4. Previous Actions

4.1. Global Frameworks & Agreements

The United Nations Educational, Scientific and Cultural Organization (UNESCO) established the Recommendation on the Ethics of Artificial Intelligence in 2021 and the Open Roadmap for the Implementation of the Convention in the Digital Environment in 2019, setting global standards for the foundation of human-centered AI governance. The AI Ethics Recommendation was adopted by more than 190 Member States and addresses key issues such as human rights, labour protection, transparency, and accountability in AI systems. These frameworks have played a crucial role in creating a shared international understanding of ethical AI and guiding countries in aligning their national policies with global standards.

Similarly, the International Labour Organization (ILO) has addressed the issue from a labour-focused perspective through its work on Decent Work in the Digital Economy. By focusing on job security, platform economies, automation, and social protection, the ILO has emphasized the importance of protecting workers during digital transformation. Its publications and policy recommendations have influenced national labour laws and encouraged governments to adopt more inclusive and worker-centered approaches to technological change.

4.2. Policy Guidelines & Government Actions

Outside of United Nations efforts, various global and local groups have crafted rules to handle how artificial intelligence affects jobs and economies. Backed by multiple nations, the OECD set out its AI standards in 2019, stressing openness, responsibility, because fairness matters. Countries took notice - those ideas shaped policies even within major economic forums like the G20. As a result, national plans on AI often reflect those early benchmarks. Though not binding, they quietly became reference points across continents.

From Europe, new rules on artificial intelligence are shaping how tech is managed across borders. A tiered system sorts AI by potential harm instead of treating all equally. Safety and fairness sit at the core, alongside worker protections and personal freedoms. Other regions now look closely, borrowing ideas when crafting their own versions. The push started here continues to ripple outward quietly.

On top of that, groups like the International Monetary Fund have stepped in, studying how AI shakes up economies and suggesting ways governments might respond. Think revamped tax setups, more money flowing into learning programs, better support nets for workers - all aimed at softening the blow when jobs shift under AI's pressure.

4.3. Public–Private & Corporate Initiatives

One step ahead of government plans, partnerships mixing companies and communities have started shaping how we handle changes brought by artificial intelligence. A push from the World Economic Forum sparked programs like the Reskilling Revolution - this effort trains large groups of employees in tech and machine learning abilities. From another angle, these actions show why teamwork among officials, industries, and everyday people matters when jobs begin shifting.

Big tech firms moved fast to close the widening talent gap. IBM, Microsoft, and Google rolled out worldwide learning efforts - pouring resources into teaching artificial intelligence. Workers gain tools for evolving roles, even as these moves help connect more people to digital opportunities everywhere.

Still, getting everyone onto even ground isn't happening fast enough - especially where resources run thin. What's already been laid down useful tracks, yet smarter teamwork across borders must now step forward if the reach of artificial intelligence is to be handled well worldwide.

5. Additional Topics Related to the Agenda Item

5.1. Workforce Reskilling and Upskilling

The necessity for widespread worker reskilling and upskilling is a major obstacle to the adoption of AI. Research indicates that by 2030, more than 450 million people globally will need training in AI-related skills, highlighting the urgent need to revamp professional training and

education systems to enable widespread engagement in the AI economy. Access to AI learning is increasing, especially for groups outside of official academic institutions, thanks to platforms like IBM SkillsBuild and other non-traditional learning pathways that blend digital competences with soft skills. According to research, AI-related skills are now mentioned in 78% of ICT job titles analyzed across G7 countries, demonstrating how thoroughly AI is incorporated into future workforce expectations. For workers to adapt successfully, it is crucial to prioritize both technical skills and complementing talents like problem-solving, ethics, and digital literacy.

5.2. AI and Wage Inequality

The effects of AI on the labor market are not consistent throughout the workforce. According to recent studies, pay differences within and between industries may be exacerbated by the use of AI. New models, for instance, link data-intensive industries to wage disparity, demonstrating that businesses that rely significantly on data—a fundamental component of AI systems—may outperform industries with lower data capabilities, hence increasing salary disparities. The demand for AI-complementary abilities versus AI-substituted duties, for example, affects these dynamics. Furthermore, organizations like the International Monetary Fund have warned that up to 40% of global jobs may be impacted by AI due to generative AI's wider automation potential, especially as automation increasingly targets roles outside of traditional low-skill areas. These patterns emphasize the significance of legislative initiatives to tackle wage disparity in conjunction with innovation.

5.3. Automation and Job Creation

Labor market estimates are complicated by AI's dual position as a driver of job growth and displacement. Two broad effects are identified by research on AI and labor dynamics: augmentation AI, which increases worker productivity and generates new roles, and automation AI, which replaces human tasks. While augmentation AI encourages the creation of new job kinds and can boost wages in high-skill fields, automation AI tends to decrease employment in lower-skill occupations. These results imply that the balance between augmentation and substitution within particular economies and industries has a significant impact on the overall impact of AI on employment.

5.4. Ethical AI and Social Governance

The key to reducing adverse social effects is the ethical application of AI. In order to avoid negative outcomes like discriminatory decision-making, privacy violations, and unfair labor practices, research on ethical AI emphasizes the necessity of open, accountable, and responsible AI systems. Fair labor transitions are also supported by ethical frameworks, which guarantee that the application of AI upholds worker rights and promotes social inclusion. A complete AI strategy must include ethical issues since weak ethical governance can worsen inequality and mistrust.

5.5. Global Labor Market Disparities

The unequal distribution of AI's economic benefits across populations and geographical areas contributes to enduring global inequality. According to a United Nations assessment, if proactive policy measures aren't taken, AI could exacerbate already-existing gaps, especially in nations with weak governance or inadequate digital infrastructure. Due to both structural labor market vulnerabilities and preexisting disparities in access to digital resources, vulnerable groups—such as

women, youth, and informal workers—are more likely to lose their jobs. These developments highlight the necessity of inclusive policies that increase opportunity and promote global digital readiness.

5.6. Digital Inclusion

Preventing AI-driven exclusion requires ensuring that people and communities have access to digital tools, connectivity, and skills. Economic opportunities are impacted by gaps in digital engagement; low-income people and rural regions, for example, have less access to AI technologies and training. Expanding inexpensive connectivity, early digital literacy instruction, and focused support programs are mentioned in policy talks as critical tactics to boost inclusion and lessen inequities. Digital gaps run the potential of becoming more widespread social and economic inequality if these steps are not taken.

5.7. AI and Economic Growth

Even if AI interferes with work, it also greatly boosts economic expansion. The productivity potential of AI can increase GDP, according to organizations like the International Monetary Fund, although the degree of this advantage depends on regulatory frameworks and worker preparedness. While unprepared parts might fall behind, workers with more recent skills often earn higher earnings, which could enhance overall consumption and economic activity. To maximize growth while limiting negative impacts, integrated policies that link the use of AI with inclusive economic strategies are crucial.

5.8. Social Protection and Safety Nets

Social protection programs, such as wage assistance, unemployment insurance, and transitional services, must change as AI transforms employment in order to safeguard displaced workers. Cross-national initiatives highlight the significance of social security workforce readiness, promoting increased safety nets to mitigate job losses and ongoing AI literacy development among public administrators. Adoption of AI in the public sector can free up administrative capacity for higher-value jobs, boosting better service delivery while requiring staff training, according to case studies in OECD nations. Societies can handle technological transformations without suffering excessive harm by fortifying social protection structures.

5.9. Public-Private Collaboration

Multi-stakeholder collaboration involving governments, businesses, academic institutions, and civil society is frequently necessary for effective solutions to AI's effects on the labor market. The goals of collaborative initiatives like skills consortiums, innovation challenges, and workforce preparedness programs are to fund reskilling projects, create policy frameworks that benefit workers, and match educational programs with industry need. As an illustration of how shared responsibility can provide inclusive results, international collaborations may pool resources for youth employment programs aimed at digital preparedness.

5.10. Sector-Specific Impacts

The impact of AI varies greatly among economic sectors. For example, automation and data analytics have significantly increased employment in the renewable energy sector; jobs in this sector have more than doubled over the last ten years, reflecting larger changes in how AI interacts with climate-driven industries. Research shows that women's jobs in some industries are up to 10% more susceptible to automation than men's, highlighting gendered aspects of AI risk and opportunity. Other domains, like services or outsourcing, show unequal implications for particular populations. To develop focused policy solutions that address both disruption and growth, it is essential to comprehend these sectoral differences.

6. Key Terminology

Artificial Intelligence: The replication of human intellect processes by machines, notably computer systems, such as learning, reasoning, and self-correction.

Generative AI: A type of Artificial Intelligence that gets better at responding to things by looking at patterns in the data it has.

Automation: Using technology to accomplish tasks with minimal to no human interaction.

Labour Market Disruption: The disruption when employment patterns change a lot because of technology and economic changes.

Job Displacement: The loss of jobs, due to technological improvements.

Job Transformation: The process by which AI causes changes in current jobs, necessitating new skills rather than complete job losses.

Reskilling: Teaching employees new skills in order to prepare them for a change in position.

Upskilling: Improving workers' current skills to meet the needs of changing jobs or technology.

Skill Mismatch: A circumstance in which the skills of employees do not align with the demands of the jobs that are open.

Platform Economy: A digital platform-based economic model, such as ride-sharing or freelance apps, that links consumers and laborers.

Gig Economy: A labor market where freelancing or short-term contracts are the norm, not long-term employment.

AI Governance: A labor market where freelancing or short-term contracts are the norm, not long-term employment.

Algorithmic Bias: Systematic and unjust discrimination in AI systems caused by biased data or design.

Total Factor Productivity: An indicator of economic output as productivity that takes into consideration technological advancements, such as AI.

Income Polarization: The growing divide between the rich and the poor.

Inclusive Growth: Economic progress that benefits all members of society equally.

7. Conclusion

Artificial intelligence is now a current situation that involves defining global labour markets and economic structures, while affecting people's lives in all perspectives. The outcomes of its advances are neither entirely beneficial nor harmful, therefore the requirement for careful and inclusive management through this technological transformation is crucial. Technological advancements enhancing productivity growth shows its results in topics such as the shifts in global GDP, however the disruptions it causes in employment patterns and skill gaps can be seen via the unemployment stats and shifts in related patterns.

As a platform that gathers all crucial parties involved in the economic processes, governments, private sectors and civil society, the World Economic Forum becomes a lead factor in resolving AI-related issues while enhancing its improvements on society and the sector. The approach it relies on focuses on balancing economic efficiency and social equity, which processes long-term focused solutions rather than short-term economic gains. As a result, policies and initiatives are designed to ensure that technological progress translates into inclusive growth and collective well-being.

Previous actions have set a foundation in this context which needs to be considered in the future progressions. UNESCO and the ILO have developed frameworks establishing principles for ethical AI governance and worker protection, focusing on shared prosperity. They have shown that coordinated global responses can work well in managing changes that are happening rapidly and guided the governments into a united perspective.

One of the big challenges that must be considered is managing how AI affects regions and societies in different ways. Developed countries that have better access to technology and infrastructure are experiencing major changes in their labour markets; shifting their focus into reskilling systems, regulatory frameworks and innovation management. On the other hand, developing and underdeveloped countries are facing another side of the AI-related problems, which include the insufficient digital infrastructure, limited access to education and lower institutional capacity. WEF must promote strategies that focus on the well-being of both these groups, reflecting the needs and capacity of each, ensuring a fair transition for humanity.

The future of AI and its relationship with the workforce will depend on actors working together responsibly. The challenge is not to stop progress. It is to guide it in a way that maximizes its benefits while minimizing its risks. The WEF must continue to foster cooperation, promote policies and support sustainable solutions; and enhance the technology in a way it can be appreciated by all.

8. Questions to be Asked/Addressed

8.1. Workforce and Employment

- How will AI-driven automation affect employment in different sectors (e.g., manufacturing, services, finance, healthcare) over the next 10–15 years?
- which occupations are most at risk of displacement, and which new roles are likely to emerge?
- What strategies can be implemented to reskill or upskill workers to meet the demands of an AI-driven economy?
- How can workforce policies ensure equitable access to AI-related opportunities for marginalized groups, including women, youth, and rural populations?

8.2. Economic Impacts and Growth

- What is the potential contribution of AI adoption to global and national GDP, and how can these benefits be distributed fairly?
- How can AI innovation boost productivity while avoiding excessive labor market polarization or income inequality?
- What role can public-private partnerships play in creating sustainable economic growth alongside AI implementation?

8.3. Social Stability and Inclusion

- How can governments and organizations maintain social cohesion in the face of potential job displacement caused by AI?
- What social safety nets, wage support systems, or unemployment policies are needed to protect workers affected by AI?
- How can digital inclusion initiatives ensure that all populations benefit from AI and prevent widening digital divides?

8.4. Ethical, Regulatory, and Governance Questions

- What ethical frameworks should guide AI adoption to ensure transparency, accountability, and fairness in the workplace?
- How can regulatory policies prevent discriminatory AI practices, bias in hiring, or inequitable labor outcomes?

- What international cooperation mechanisms are necessary to address cross-border AI adoption and its labor market effects?

8.5. Long-term Strategic Considerations

- How should governments balance investment in AI innovation with measures to protect employment and social stability?
- What metrics or indicators should be used to monitor AI's impact on labor markets, inequality, and economic productivity?
- How can education systems evolve to prepare future generations for AI-driven economies and interdisciplinary work?

9. Further Readings

9.1. General AI and the Future of Work

1. World Economic Forum – *The Future of Jobs Report 2023*
   Comprehensive analysis of job creation/displacement across industries and regions.
   https://www.weforum.org/reports/the-future-of-jobs-report-2023

2. International Labour Organization – *Work Transformed: The Promise and Peril of Artificial Intelligence*
   Explores how AI affects global employment, job quality, and policy responses.

   https://www.ilo.org/publications/work-transformed-promise-and-peril-artificial-intelligence

3. OECD – *AI and Work*
   Policy insights on how AI reshapes labour markets, skills demand, and worker outcomes.
   https://www.oecd.org/en/topics/ai-and-work.html

4. IMF – *Gen-AI and the Future of Work* (IMF Staff Discussion Note)
   Assesses AI's macroeconomic effects on jobs, inequality, and productivity.

   https://www.imf.org/en/Publications/Staff-Discussion-Notes/Issues/2024/01/14/gen-ai-artificial-intelligence-and-the-future-of-work-542379

9.2. Reskilling, Digital Skills & Workforce Development

5. World Bank – *World Development Report 2021: Data for Better Lives*
   Not AI-specific, but essential for understanding how data and digital skills intersect with labour markets.
   https://www.worldbank.org/en/publication/wdr2021
6. OECD – *Training Supply for the Green and AI Transitions*
   Focuses on workforce preparation for rapidly evolving labor markets.

https://www.oecd-ilibrary.org/content/dam/oecd/en/publications/reports/2024/12/training-supply-for-the-green-and-ai-transitions_e75ff953/7600d16d-en.pdf

9.3. Automation, Job Displacement, and Sectoral Impacts

7. Brookings Institution – *Automation and Artificial Intelligence: How Machines Affect People and Places*
   Offers empirical analysis on automation's local labour impacts.

   https://www.brookings.edu/research/automation-and-artificial-intelligence-how-machines-affect-people-and-places/

8. McKinsey Global Institute – *Jobs Lost, Jobs Gained: Workforce Transitions in a Time of Automation*
   Classic report on labour market transformations due to automation and AI.

   https://www.mckinsey.com/featured-insights/future-of-work/jobs-lost-jobs-gained-what-the-future-of-work-will-mean-for-jobs-skills-and-wages

9. OECD Employment Outlook 2023 – *Artificial Intelligence, Job Quality and Inclusiveness*
   Includes analytical data on job quality, wage effects, and inclusiveness.
   https://www.oecd.org/en/publications/oecd-employment-outlook-2023_08785bba-en/full-report/artificial-intelligence-job-quality-and-inclusiveness_a713d0ad.html

9.4. Ethics, Regulation & Social Policy

10. UNESCO – *Becoming Human: Artificial Intelligence and the Future of Work*
    Explores ethical and governance issues linked to AI adoption in labour markets.
    https://unesdoc.unesco.org/ark:/48223/pf0000380474

11. OECD – *OECD Principles on Artificial Intelligence*
    Sets guidelines for trustworthy, fair, and inclusive AI.
    https://www.oecd.org/going-digital/ai/principles/

12. European Commission – *White Paper on Artificial Intelligence*
    Policy framework for AI regulation centered on ethical AI and worker protections.
    https://commission.europa.eu/document/white-paper-artificial-intelligence

9.5. Academic & Research Papers

13. ArXiv – *Skill-Based Labor Market Polarization by AI Automation*
    Research on how AI affects labour demand, skills, and wage structures.
    https://arxiv.org/abs/2501.15809

14. ArXiv – *AI and Inequality in the Global Labour Market*
    Discusses how AI may contribute to inequality and uneven labour outcomes.
    https://arxiv.org/abs/2412.19754

15. Springer – *AI's Role in Economy and Society*
    Scholarly analysis of economic, social, and labour implications of AI systems.
    https://link.springer.com/article/10.1007/s00146-025-02428-1

9.6. Further Policy & Regional Perspectives

16. ILO Repository – *Generative AI and Jobs: A 2025 Outlook*
    Focuses on generative AI and future employment trends.

    https://researchrepository.ilo.org/esploro/outputs/encyclopediaEntry/Generative-AI-and-jobs-a-2025/995653517302676

17. European Commission – *AI Watch: AI History Timeline*
    Timeline showing technological milestones and labour impacts.
    https://ai-watch.ec.europa.eu/tools/ai-history-timeline_en

18. World Bank – *World Employment and Social Outlook*
    Global perspective on employment trends influenced by digital transformation.
    https://www.worldbank.org/en/publication/weso-report

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