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Advancing a rights-based, inclusive and sustainable future of work amid advances in artificial intelligence

Motion adopted by the Standing Committee on Sustainable Development

The IPU Standing Committee on Sustainable Development recognizes that artificial intelligence (AI) is changing the nature of work and the labour market by automating tasks across sectors, shifting the demand for skills, and raising questions about labour rights, social protection and economic inequality. At the same time, AI can augment human capabilities, transform jobs and create new opportunities across sectors.

AI has the potential to support innovation, entrepreneurship and sustainable economic development, while raising productivity, creating new forms of employment, improving public services and assisting workers in their everyday tasks. Without deliberate policy, however, these benefits may not be distributed equally both within and between countries, particularly where access to skills, finance, digital infrastructure and technology is limited.

The Committee notes that the evidence on the impact of AI on employment is still emerging and varies between countries and sectors. Available research does not yet point to large-scale job losses, although evidence from many regions and from the informal economy remains limited. Forecasts nonetheless suggest significant change in labour markets in the coming years, with both challenges and opportunities emerging for different groups and economies:

- Opportunities for young people entering the labour market may be changing in some of the roles most exposed to AI, while new opportunities may also emerge for those equipped with relevant digital and AI skills.
- Women may be disproportionately affected given their concentration in clerical and administrative work, underscoring the importance of gender-responsive policies and monitoring, and of ensuring women can participate fully in emerging AI-enabled opportunities.
- In developing economies, automation may affect established paths to growth, and many workers in informal employment lack access to social protection. Limited access to digital infrastructure, skills and finance may also make it harder for developing countries and small and medium-sized enterprises to benefit from AI and participate in new economic opportunities.

The Committee further notes that the impact of AI on work is not predetermined and will depend in part on public policy choices, and recognizes that parliaments, through their legislative, oversight, budgetary and representative functions, have a central role to play in ensuring that the transition is managed fairly and contributes to inclusive and sustainable development. This includes creating conditions in which AI complements human capabilities and improves productivity and job quality, while maintaining appropriate human judgement, oversight and accountability in the use of AI.

The Committee welcomes action already taken by parliaments – including legislation on the workforce impact of AI before deployment, measures to retrain affected workers, calls for human oversight of algorithmic management in the workplace, and inquiries into national readiness for the effect of AI on the labour market – while also recognizing the importance of social dialogue and consultation among governments, workers and employers in managing technological change. Policies should promote proactive upskilling, reskilling and AI literacy across the workforce, including for young people entering the labour market, so that workers and businesses are better placed to benefit from technological change.

Reflecting the need for timely parliamentary action to manage the impact of AI on the future of work, and building on existing IPU resolutions and documents on AI,ⁱ the Committee calls upon IPU Member Parliaments to:

1. Scrutinize national AI strategies and labour-market policies to ensure that they anticipate the impact of AI on work and that the introduction of AI in the workplace respects labour rights and supports inclusive and sustainable economic development;
2. Use oversight powers and budget scrutiny to support investment in education, lifelong learning and broad transferable skills, including pathways into work for young people, as well as appropriate social protection and support for workers undergoing labour-market transitions;
3. Call on governments to monitor the impact of AI on the labour market by occupation, age and sex, including in the informal economy, and use this evidence to inform parliamentary action and address inequalities in access to opportunities;
4. Promote measures to strengthen access to digital infrastructure, skills and technology, particularly in developing countries and underserved communities, and to enable small and medium-sized enterprises to benefit from AI;
5. Strengthen international cooperation on AI and the future of work by sharing parliamentary experience, through the IPU, with the International Labour Organization and the wider United Nations system to help ensure that the benefits of AI reach all countries, including those in the Global South, while encouraging the responsible use of AI to support sustainable development and resource efficiency.

ⁱ IPU resolutions and documents on AI:

- Resolution: [*Addressing the social and humanitarian impact of autonomous weapon systems and artificial intelligence*](#) (March 2024)
- Resolution: [*The impact of artificial intelligence on democracy, human rights and the rule of law*](#) (October 2024)
- [*Kuala Lumpur Declaration on Parliaments and responsible AI*](#) (November 2025)
- Motion adopted by the Standing Committee on Democracy and Human Rights: [*Advancing parliamentary action on artificial intelligence*](#) (April 2026)