



**MINISTÈRE  
DU TRAVAIL, DE LA SANTÉ,  
DES SOLIDARITÉS  
ET DES FAMILLES**

*Liberté  
Égalité  
Fraternité*



**SOMMET  
POUR L'ACTION  
SUR L'IA**

# CONFÉRENCE INTERNATIONALE L'IA & l'Avenir du travail

**Lundi 10 février 2025**

Ministère du Travail, de la Santé, des Solidarités et des Familles

Salle Laroque



MINISTÈRE  
DU TRAVAIL, DE LA SANTÉ,  
DES SOLIDARITÉS  
ET DES FAMILLES

*Liberté  
Égalité  
Fraternité*



**SOMMET**  
POUR *L'ACTION*  
SUR **L'IA**

## Ouverture *Opening*

---

**Philippe RAMBACH**, Vice-Président Senior, Directeur de l'IA, Schneider Electric  
*Senior Vice-President, Chief AI Officer, Schneider Electric*

**Nicolas KLEBERT**, Responsable de la transformation digitale, Laiterie Saint-Hubert, France  
*Head of Digital Transformation, Laiterie Saint-Hubert, France*



MINISTÈRE  
DU TRAVAIL, DE LA SANTÉ,  
DES SOLIDARITÉS  
ET DES FAMILLES

*Liberté  
Égalité  
Fraternité*



**SOMMET**  
POUR *L'ACTION*  
SUR **L'IA**

# Session 1 : Productivité, compétences et capital humain

*Productivity, skills and human capital*



MINISTÈRE  
DU TRAVAIL, DE LA SANTÉ,  
DES SOLIDARITÉS  
ET DES FAMILLES

*Liberté  
Égalité  
Fraternité*



**SOMMET**  
POUR *L'ACTION*  
SUR **L'IA**

Session 1 : Productivité, compétences et capital humain  
*Productivity, skills and human capital*

**Les Observatoires de l'IA dans le monde du travail (1/3) :**  
*AI Observatories in the World of Work :*

L'Observatoire allemand de l'IA dans le monde du travail et la société  
*The German Observatory for AI in Work and Society*

**Ana DUJIC**, Directrice générale de la direction "Digital, Travail, Société", Ministère fédéral du Travail et des Affaires sociales, Allemagne  
*Director General, Digital, Work, Society, Federal Ministry of Labour and Social Affairs, Germany*

# UNDERSTANDING AND SHAPING AI IN THE WORLD OF WORK

 German Observatory on Artificial Intelligence in Work and Society

Ana Dujić

Director-General, Digital, Work, Society,  
German Federal Ministry of Labour and  
Social Affairs

# AI Observatory: Applying Germany's AI Strategy in Work and Society

## German labour market

- Germany has one of the **largest (46 Mio.)** and an **aging workforce**
- Germany is an **industrial nation** and innovation-friendly
- Germany's economy is based on **social partnership** and **codetermination**

National AI strategy to **promote innovation** and **responsible AI** that serves public interest

## AI Strategy of the German Federal Government

- **2018: Adoption Federal Government's Artificial Intelligence Strategy**
- 2020: Update of Federal AI Strategy
- 2024: OECD Artificial Intelligence Review of Germany
- **Budget: 3,5 billion Euros**
- Joint responsibility by the three Ministries of Economy, Education, and Labour
- **Observatory on AI in Work and Society established at Ministry of Labour in 2020**

## Observatory on Artificial Intelligence in Work and Society

- **analyses** the **impact** of AI on the world of work
- **promotes a human-centred and responsible use** of AI
- in collaboration with **partners:**

**Business**

**Civil Society**

**Science**

**Social Partners**

# AI Observatory: Monitoring and Shaping AI's Impact in the World of Work Across Key Dimensions

## Productivity & Employment Opportunities

How can the productivity potential of AI be realized across the economy, including in SMEs?

## Inequality

How can the use of AI prevent the creation of new inequalities and help address existing inequalities?

## Decent Work

How can working conditions and quality of work be improved for all workers through the use of AI?

## Codetermination & Societal Dialogue

How can we ensure broad participation in the design of AI in workplaces and across society?

## Empowerment & AI Literacy

How can all groups be enabled to use and shape AI as active participants?

... addressed in more than 15 projects with more than 50 national and international partners.

# AI Studios Project: Empowering Workers and Representatives to Shape AI Adoption

## Project Activities

### Empowering Key Players

Supporting **workers** and **their representatives** across sectors, particularly in **SMEs**.

### Low-Barrier Access

**AI Buses** bring knowledge directly to companies across **Germany**, with **workshops** and interactive **demonstrators** making **AI's** opportunities and risks tangible.

### Broad Reach

**350 events** will reach workers from around **2,700 companies** by mid-2026.

Joint project with Fraunhofer IAO and IAT of University Stuttgart.

## Insight

Lack of knowledge is the most commonly cited reason why companies do not use AI (71%).

Federal Statistical Office (2024)



# OECD AI-WIPS Programme: International Insights into AI Technologies and Their Impact

## Project Activities

14.4 Mio. Euros funding (2020-2026) for building the evidence base on:

<b>WORK</b>	How is AI transforming the labour market?
<b>INNOVATION</b>	How can we make technological change human-centred?
<b>PRODUCTIVITY</b>	What are opportunities and inequality risks?
<b>SKILLS</b>	What role does training and empowerment play?

Evidence is used by OECD and its member states, EU Commission, G7, G20, UN organizations and standardization authorities.

## Example Insight

*New report on "Algorithmic management in the workplace" by OECD (2025):*

Algorithmic management tools are already widespread in Europe (79% of companies). [...] Instruction tools (69%) are the most commonly used.

**WORK**  
**INNOVATION**  
**PRODUCTIVITY**  
**SKILLS**

# What We've Learned About Artificial Intelligence in the German Labor Market

## Diffusion

- The diffusion of AI is speeding up: **20% of German businesses used AI** in 2024 compared to 12% in 2023.
- By **2030** there will be no job that doesn't involve AI.

## Productivity

- **Workers with access to generative AI can solve their tasks faster and better.**
- **High productivity potential** for vertical integration of AI in key industries: manufacturing, ICT, and business-related services.

## Inequality

- Half of large companies, but **only every fourth medium-sized and every sixth small company** uses AI.
- **Workers with high incomes and qualifications** use AI more frequently.

## Codetermination

- In companies **involving employees** in AI adoption, workers more frequently reported **positive effects on productivity and working conditions.**

# Promoting Human-Centred AI in the World of Work Which Serves the People, Not the Reverse

- 1 Broad Participation:** We need to ensure that everyone can influence AI development and use. Social partners need to be closely involved from the beginning.
- 2 Empowerment:** We need to foster a widespread, fundamental understanding of the technology across society to enable everyone to participate in and benefit from its opportunities.
- 3 Protection:** We need to safeguard trust, privacy and workers' rights through clearly defined rules and boundaries.
- 4 International cooperation:** We need to collaborate globally, sharing insights and best practices to ensure AI has a positive impact on the world of work.



MINISTÈRE  
DU TRAVAIL, DE LA SANTÉ,  
DES SOLIDARITÉS  
ET DES FAMILLES

*Liberté  
Égalité  
Fraternité*



**SOMMET**  
POUR *L'ACTION*  
SUR **L'IA**

Session 1 : Productivité, compétences et capital humain  
*Productivity, skills and human capital*

**Les Observatoires de l'IA dans le monde du travail (2/3) :**  
*AI Observatories in the World of Work :*

---

Enquête internationale sur les travailleurs – L'IA et le marché du travail  
*International survey of workers – AI and the Labour Market*

**Sarah DARRALL**, Responsable des politiques de l'IA et du marché du travail, Département de la Science, de l'Innovation et de la Technologie (DSIT), Royaume-Uni  
*AI and the Labour Market Policy Lead, Department for Science, Innovation and Technology (DSIT), United Kingdom*



Department for  
Science, Innovation  
& Technology

# Network of AI Observatories on Work

UK

# The AI Opportunities Action Plan



Department for  
Science, Innovation  
& Technology

## AI OPPORTUNITIES ACTION PLAN

Ramping up AI adoption  
across the UK  
to boost economic growth,  
provide jobs for the future and  
improve people's everyday lives

# International survey of workers – AI and the Labour Market

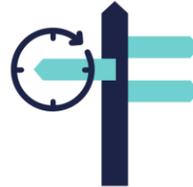


Department for  
Science, Innovation  
& Technology



## What?

- Employee and employer use of AI
- Key concerns and benefits
- Perceived role and impact of AI in the workplace



## When?

- Fieldwork took place December 2024 – January 2025



## Who?

- 1,000 employees in 12 countries: Brazil, Canada, France, Germany, India, Italy, Japan, Slovakia, South Africa, UAE, UK, USA
- 500 employees in Kenya

# WORKERS ARE OPTIMISTIC ABOUT THE IMPACT OF AI



*How likely or unlikely do you think it is that AI will improve your experience at work?*



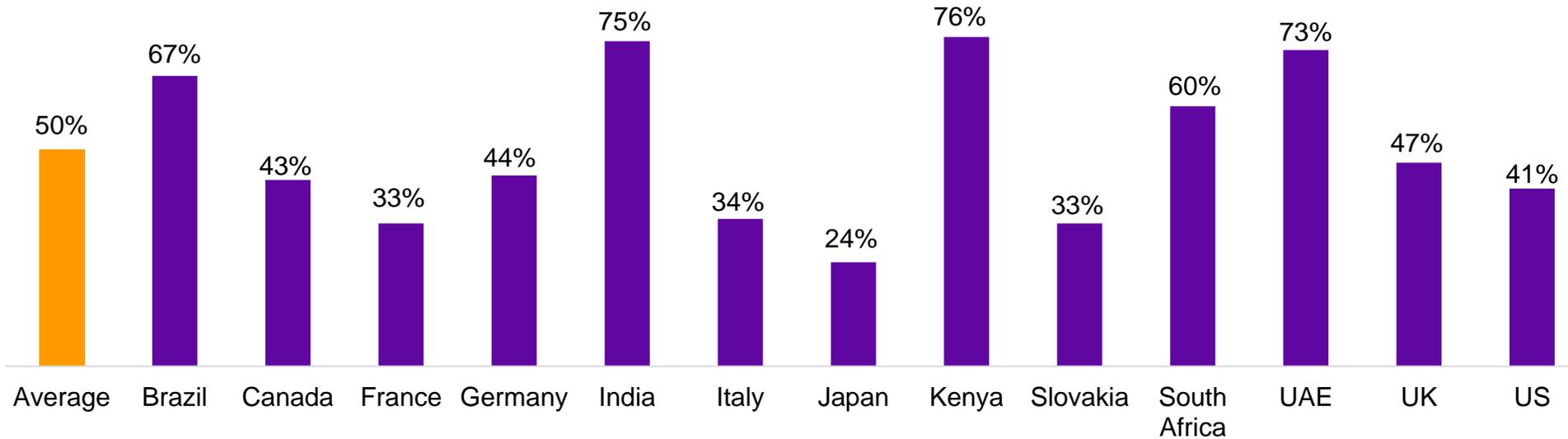
■ Likely    ■ Not likely    ■ Don't know

Source: Deltapoll · Fieldwork: 18th December 2024 to 6th January 2025  
Sample: >8,500 working adults who use AI to assist with their work, or are likely to use it in the next 12 months

# HALF OF WORKERS REPORT USING AI TO ASSIST WITH THEIR WORK...

*Do you currently use AI to assist with your work?*

% Currently use AI

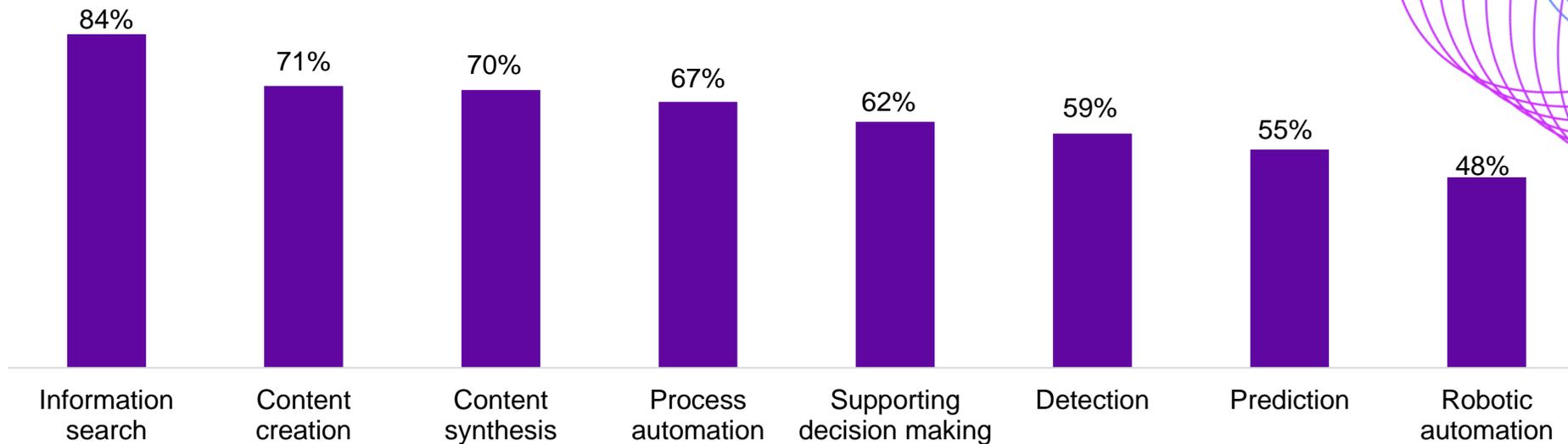


Department for  
Science, Innovation  
& Technology

Source: Deltapoll · Fieldwork: 18th December 2024 to 6th January 2025  
Sample: >1,000 working adults in each country (>500 in Kenya)

# MOST OFTEN, THEY REPORT USING AI FOR INFORMATION SEARCH

*In which of the following ways, if any, do you currently use AI to assist with your own work?*



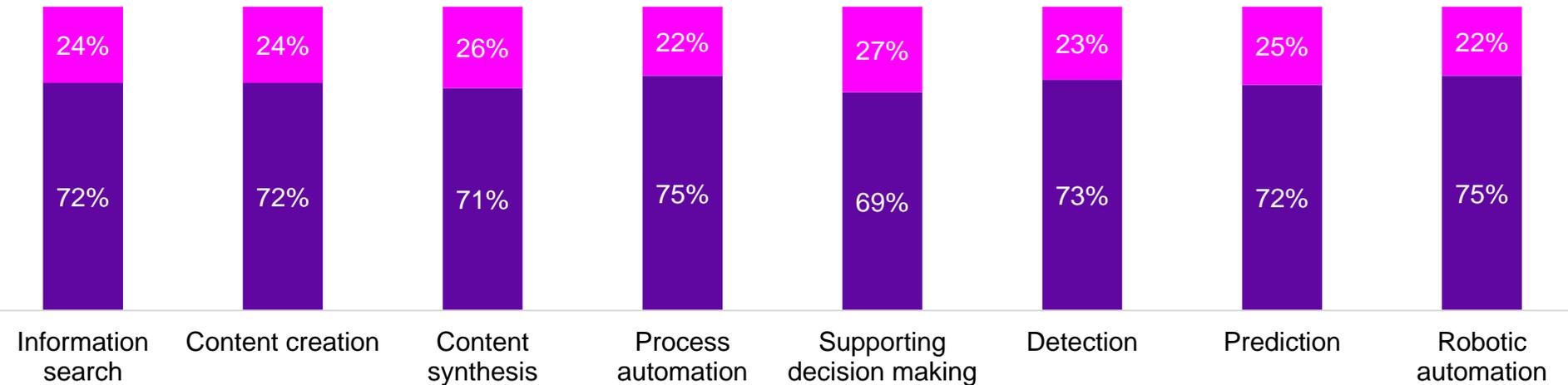
Source: Deltapoll · Fieldwork: 18th December 2024 to 6th January 2025  
Sample: >6000 working adults who use AI to assist with their work

# AI USE IS OFTEN ENCOURAGED OR REQUIRED BY EMPLOYERS

*In which of the following ways, if any, is your employer aware of the ways in which you use AI to assist with your work?*

■ Requires / encourages

■ Discourages / unaware



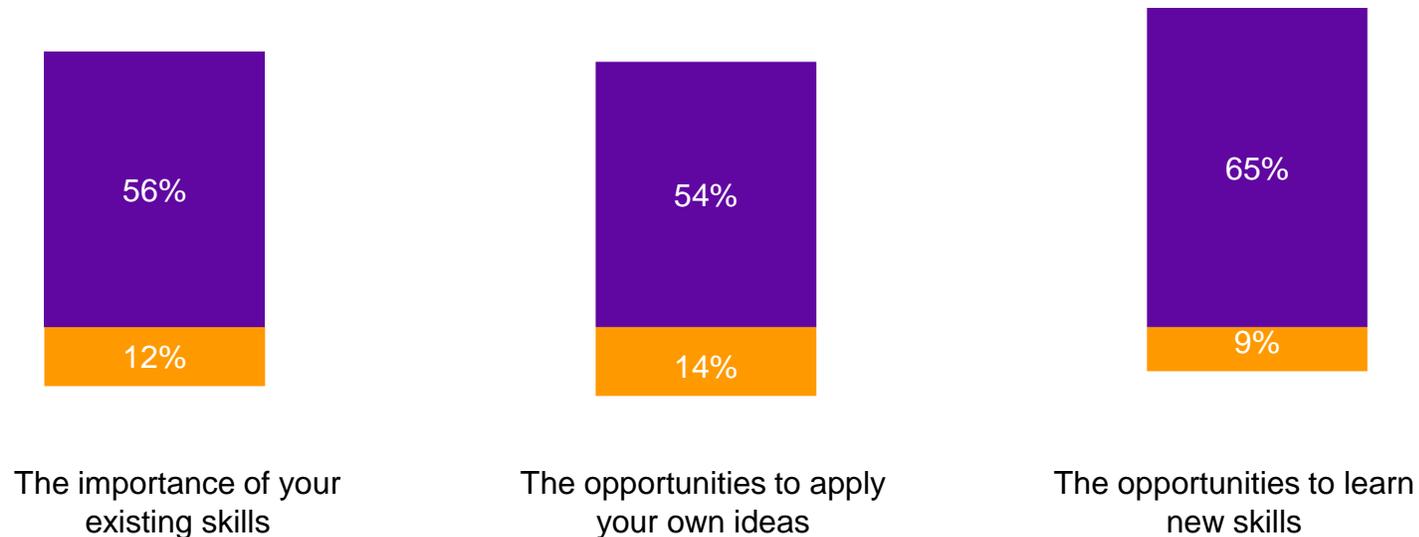
Department for  
Science, Innovation  
& Technology

Source: Deltapoll · Fieldwork: 18th December 2024 to 6th January 2025  
Sample: >3000 working adults who use AI in each way to assist with work

# USE OF AI INCREASES OPPORTUNITIES TO LEARN AND APPLY SKILLS...

*How, if at all, have the following changed due to the use of AI in your workplace?*

■ Increased ■ Decreased



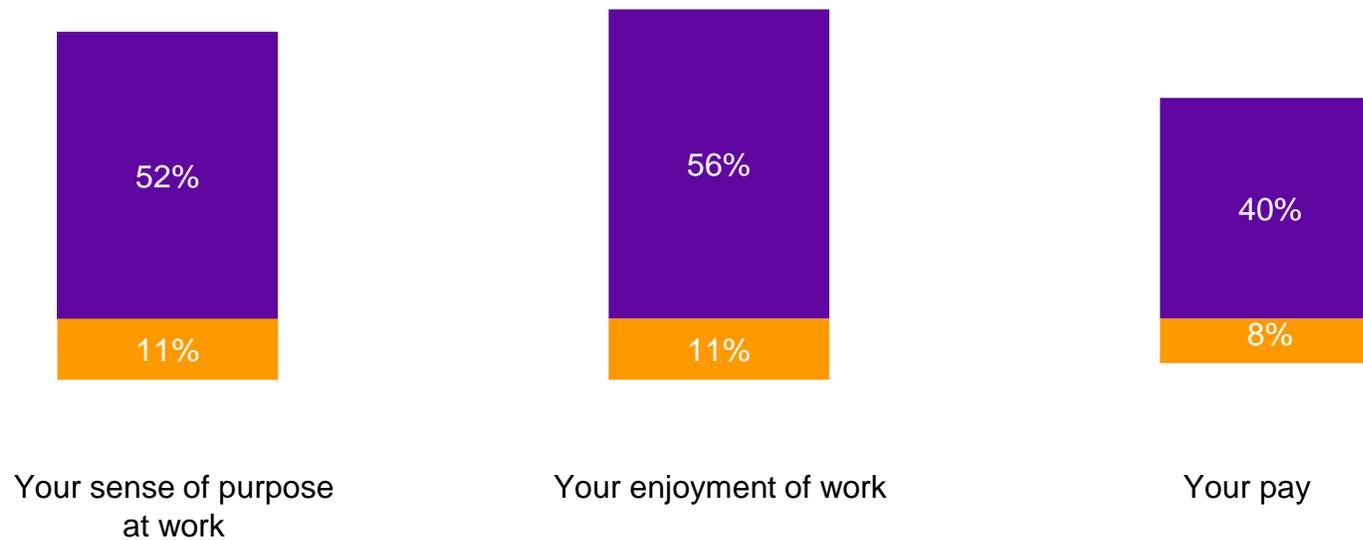
# USE OF AI ALSO IMPROVES SENSE OF PURPOSE, ENJOYMENT AND PAY



Department for  
Science, Innovation  
& Technology

How, if at all, have the following changed due to the use of AI in your workplace?

■ Increased ■ Decreased

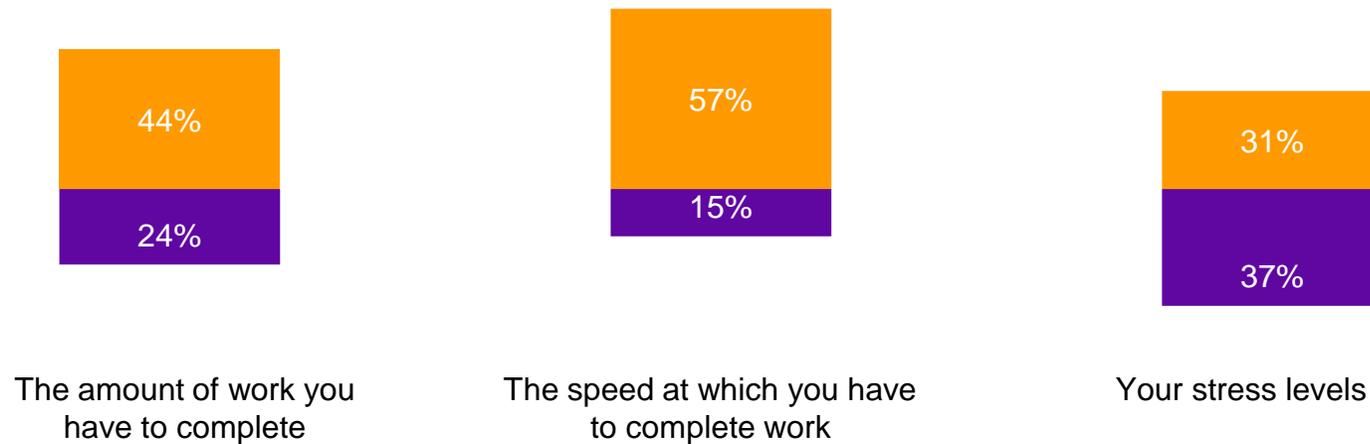


Source: Deltapoll · Fieldwork: 18th December 2024 to 6th January 2025  
Sample: >6,000 working adults who use AI to assist with work

# HOWEVER, WORKERS HAVE CONCERNS ABOUT WORK-LIFE BALANCE...

*How, if at all, have the following changed due to the use of AI in your workplace?*

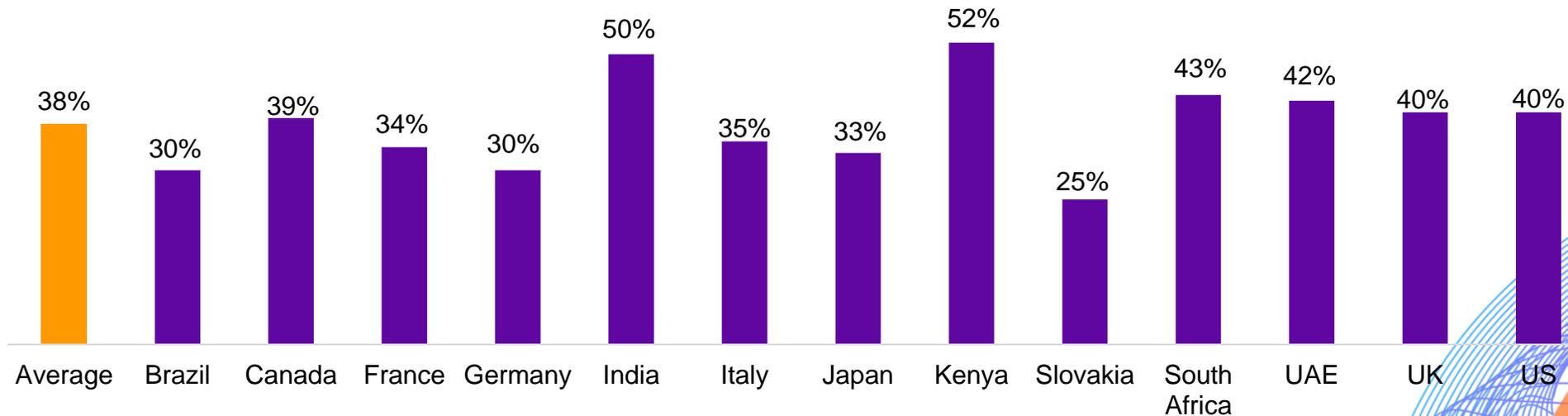
■ Increased ■ Decreased



# AND TWO IN FIVE WORKERS ARE WORRIED ABOUT LOSING THEIR JOBS TO AI

*How worried, if at all, are you about losing your job as a result of AI?*

% Worried



Source: Deltapoll · Fieldwork: 18th December 2024 to 6th January 2025  
Sample: >450 working adults who use AI or are likely to in next 12 months (350 in Japan)



# IMPLICATIONS FOR POLICY

- Social dialogue
- Skills development
- AI assurance and building industry confidence



Department for  
Science, Innovation  
& Technology



**THANK YOU!**

For more information, please contact [sarah.darrall@dsit.gov.uk](mailto:sarah.darrall@dsit.gov.uk)



Session 1 : Productivité, compétences et capital humain  
*Productivity, skills and human capital*

**Les Observatoires de l'IA dans le monde du travail (3/3) :**  
***AI Observatories in the World of Work :***

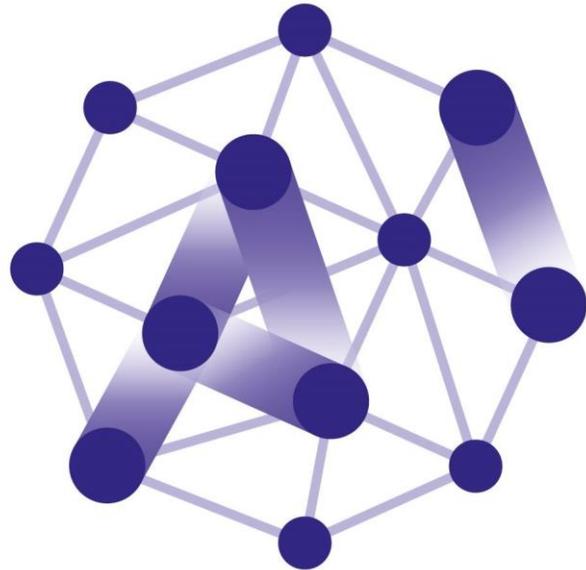
L'initiative LaborIA, laboratoire de recherche-action  
*The LaborIA initiative, a research-action laboratory*

**Rachel BECUWE**, Déléguée générale adjointe à l'Emploi et à la Formation professionnelle, Ministère du Travail, France

*Deputy General Delegate for Employment and Vocational Training, Ministry of Labour, France*

**Yann FERGUSON**, Sociologue, Directeur scientifique du LaborIA, expert au Partenariat Mondial pour l'Intelligence Artificielle, Institut national de recherche en sciences et technologies du numérique (INRIA), France

*Sociologist, Scientific Director of LaborIA, Expert at the Global Partnership on Artificial Intelligence, National Institute for Research in Digital Science and Technology (INRIA), France*



**AI ACTION  
SUMMIT**

**SOMMET  
POUR *L'ACTION*  
SUR **L'IA****

**La voie du Futur du Travail et l'IA  
Projet de l'IA au travail – Réseau d'Observatoires**

# Observer le déploiement de l'IA dans le monde du travail en France : LaborIA, laboratoire de recherche-action sur l'impact de l'IA au travail



*laboratoire de recherche  
et d'expérimentations  
sur l'impact de l'IA au travail*

## Qu'est ce que le LaborIA ?

**C'est un Laboratoire de recherche-action** né d'un partenariat de 5 ans (2021-2026) entre le Ministère du Travail et Inria.

## Pour quoi ?

**Pour étudier**, par une approche scientifique et des observations de terrains, les impacts de l'IA sur le travail, l'emploi et les compétences, afin d'éclairer les décideurs du public et du privé.

**Promouvoir** un débat public sur les enjeux liés à l'IA et construire une communauté sur ce domaine.

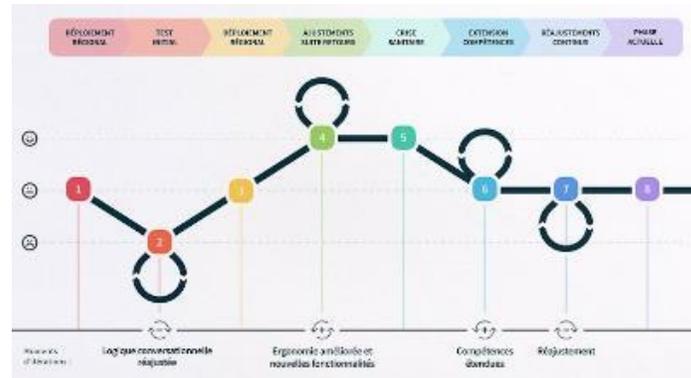
**Equiper** l'écosystème (travailleurs, managers, décideurs du public, partenaires sociaux) pour soutenir la diffusion de l'IA, sur le front des ressources humaines

# 1<sup>ère</sup> Phase – Des résultats sous forme d'outils

Guide de déploiement de l'IA à la destination des dirigeants des PME



## Roller Coaster



## Auto-Diagnostic



## LaborIA Model Canva



## EXPLORIA



# 2<sup>ème</sup> Phase - 2024-2026

## ■ AXE 1 : ETUDES SECTORIELLES

Production et Logistique 

Industries Culturelles  
et Créatives (ICC) 



Etudier l'intégration de l'IA dans les métiers de l'enquête et du contrôle

## ■ AXE 2 : ETUDES TRANSVERSES

Recrutement 

Inclusion sociale 



Intégrer l'IA dans le travail social : étude d'opportunité

## ■ AXE 3 : CENTRE DE RESSOURCES

Créer des ressources,

Animer un centre de ressources, telles que :



ou -





# Launching the AI@Work\_LabNetwork

## Multidisciplinary sciences and ground-based approach in an AI Observatory Network

- Contribute to the ILO & OECD-led workplan addressing 2024 G7/B7 recommendations
- Engage institutions studying AI's impact on work conditions, employment and support skill development
- Foster collaboration between existing initiatives focused on given geographic or professional areas
- "Test and learn" with pioneer labs to generate insights to build a high-value organization that generates impactful outcomes.

## Pioneering organizations supporting the design and the implementation of the network

-  Commonwealth Educational Media Centre For Asia, India
-  Binational French-chilean center for collaboration in AI, Chile
-  Fraunhofer IAO - Institute for the Future of Work, Germany
-  Institute for the Future of Work, United Kingdom
-  Labor IA, France
-  National Laboratory of Scientific Computation, Brazil
-  Obvia, Canada

**Invitation extended to other structures to support international cooperation**



MINISTÈRE  
DU TRAVAIL, DE LA SANTÉ,  
DES SOLIDARITÉS  
ET DES FAMILLES

*Liberté  
Égalité  
Fraternité*



**SOMMET**  
POUR *L'ACTION*  
SUR **L'IA**

Session 1 : Productivité, compétences et capital humain  
*Productivity, skills and human capital*

**Perspectives globales & Points de vue Europe - Etats-Unis**

---

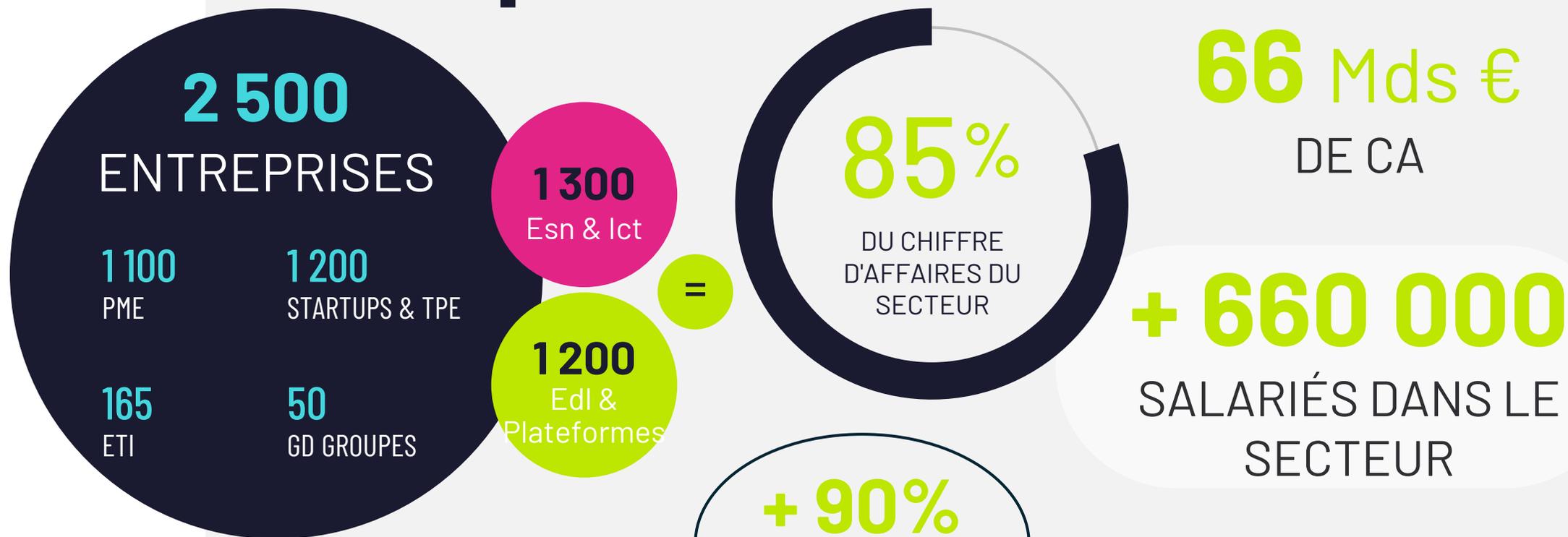
**Sylvain JULHES**, Délégué Emploi Formation - Numeum – Le Syndicat des Entreprises du Numérique en France

*Delegate for Employment and Professional Training - Numeum – The Trade Association of Digital Companies in France*

**Erik BRYNJOLFSSON**, Professeur, directeur du Stanford Digital Economy Lab et Senior Fellow à l'Institut pour l'IA centrée sur l'humain (HAI), Université Stanford

*Director of the Stanford Digital Economy Lab and Senior Fellow at the Institute for Human-Centered AI (HAI), Stanford University*

# 1<sup>ère</sup> organisation professionnelle du numérique en France



## Notre Organisation

12

DÉLÉGATIONS RÉGIONALES

1 000

BÉNÉVOLES

25

MEMBRES ASSOCIÉS



# Acteur au cœur de l'écosystème numérique français et européen



Listes non exhaustives

## « Intelligence Artificielle = Productivité, Compétences, Capital Humain »

### ❑ **55 % des salariés de notre secteur déclarent utiliser un outil d'IAG**

> contre 28 % pour l'ensemble des salariés français (Sondage Odoxa, janvier 2024).

Si nos Grands Groupes ont déjà mis en place un cadre et une stratégie, 90% de nos adhérents sont des TPE et PME qui ont besoin d'être accompagnées.

Profil type du salarié:

- 1. Son entreprise n'a pas pris de mesures spécifiques d'encadrement de l'IAG,**
- 2. Son supérieur ne constitue pas une aide potentielle ni un prescripteur,**
- 3. enfin, l'utilisateur d'IAG est autodidacte.**

La même étude indique que **63% des dirigeants interrogés considèrent que le manque de précisions et de fiabilité des résultats constitue un frein au déploiement.**

**Cette étude fait également ressortir que les « jeunes » déclarent être satisfaits, quand les « seniors » (plus réservés) y voient une baisse de la qualité, risque d'erreurs non détectées, production standardisée.**

## « Intelligence Artificielle = Productivité, Compétences, Capital Humain »

### Référentiel Compétences sur l'IA 2024 (étude NUMEUM)

Les résultats de l'enquête démontrent que les compétences transverses sont celles pour lesquelles les entreprises expriment le plus de besoins de montée en compétences.

Parmi celles-ci, **les 5 macro-compétences les plus mentionnées sont :**

- Connaître les enjeux de conformité et réglementaire de l'IA
- Piloter des projets data et IA
- Connaître les problématiques éthiques de l'IA
- Savoir expliquer les bénéfices d'un projet IA aux interlocuteurs métier
- Savoir mettre en place une approche sobre de l'IA

**Pour les compétences techniques, les entreprises indiquent leurs priorités :**

- Restituer aux interlocuteurs métiers les résultats des modèles est la compétence la plus demandée
- Programmer les indicateurs nécessaires au fonctionnement des algorithmes
- Concevoir et réaliser les infrastructures big data
- Augmenter les données
- Identifier et sélectionner des algorithmes de base à utiliser pour la modélisation pour 25%
- Maintenir les modèles et algorithmes en état de fonctionnement pour 25%

## « Intelligence Artificielle = Productivité, Compétences, Capital Humain »

Quelques idées :

- Soutenir la **formation des dirigeants de PME/ETI** pour qu'ils comprennent comment utiliser et cadrer l'IA dans leur entreprise.
- Création d'un "**chèque IA**" pour les PME afin de financer des outils et formations IA avec un complément possible pour la formation via France Compétences et ses Opérateurs (OPCO)
- Maintien ou plutôt **renforcement du Crédit d'Impôt Innovation (CII) et CIR** pour financer l'adoption de l'IA dans les entreprises et revoir la décision de supprimer l'aide à l'embauche des jeunes docteurs  
→Crucial pour toutes les entreprises qui cherchent à développer l'IA !

## « Intelligence Artificielle = Productivité, Compétences, Capital Humain »

### Les approches à privilégier

- L'utilité de **poser un cadre collectif de *test and learn*** pour expérimenter un panel de solutions disponibles (expérimentations éligibles aux aides financières pour les TPE et PME).
- **Démystifier le fonctionnement et comprendre les limites de l'IA Gén avant même de** permettre aux salariés de monter en compétences sur les techniques de prompting.

En France comme en Europe l'approche compétences sur l'IA se veut hybride, emprunt d'une intelligence augmentée plutôt que le remplacement pure et simple de l'humain

## « Intelligence Artificielle = Productivité, Compétences, Capital Humain »

### Les approches / solutions à privilégier

- ➔ Le défi des compétences cognitives est majeur (créativité, esprit critique, éthique, apprendre à apprendre..) qui suppose un système éducatif pluridisciplinaire et axé sur l'intégrité humaine
- ➔ Risque d'obsolescence rapide des cursus de formation du supérieur qui nécessite une mise à jour constante et suppose de privilégier l'approche barométrique (plus réactif et plus souple car actualisé tous les ans) plutôt qu'une approche prospective (trop lointaine et improbable)
- ➔ Renforcer l'adéquation Savoirs académique / savoirs opérationnels. la formation en France demeure trop cloisonnée entre savoirs théoriques et pratiques, alors que l'IA requiert une approche agile et interdisciplinaire.



MINISTÈRE  
DU TRAVAIL, DE LA SANTÉ,  
DES SOLIDARITÉS  
ET DES FAMILLES

*Liberté  
Égalité  
Fraternité*



**SOMMET**  
POUR *L'ACTION*  
SUR **L'IA**

Session 1 : Productivité, compétences et capital humain  
*Productivity, skills and human capital*

**Perspectives globales & Points de vue Europe - Etats-Unis**

---

**Sylvain JULHES**, Délégué Emploi Formation - Numeum – Le Syndicat des Entreprises du Numérique en France

*Delegate for Employment and Professional Training - Numeum – The Trade Association of Digital Companies in France*

**Erik BRYNJOLFSSON**, Professeur, directeur du Stanford Digital Economy Lab et Senior Fellow à l'Institut pour l'IA centrée sur l'humain (HAI), Université Stanford

*Director of the Stanford Digital Economy Lab and Senior Fellow at the Institute for Human-Centered AI (HAI), Stanford University*

# The Turing Trap: The Promise and Peril of Human-like AI

**Erik Brynjolfsson**  
STANFORD  
**DIGITAL ECONOMY LAB**

**AI Action Summit, Paris**  
**February 10, 2025**



Stanford University  
Human-Centered  
Artificial Intelligence



STANFORD  
**DIGITAL  
ECONOMY  
LAB**

## PSYCHOLOGY AND PHILOSOPHY

### I.—COMPUTING MACHINERY AND INTELLIGENCE

By A. M. TURING

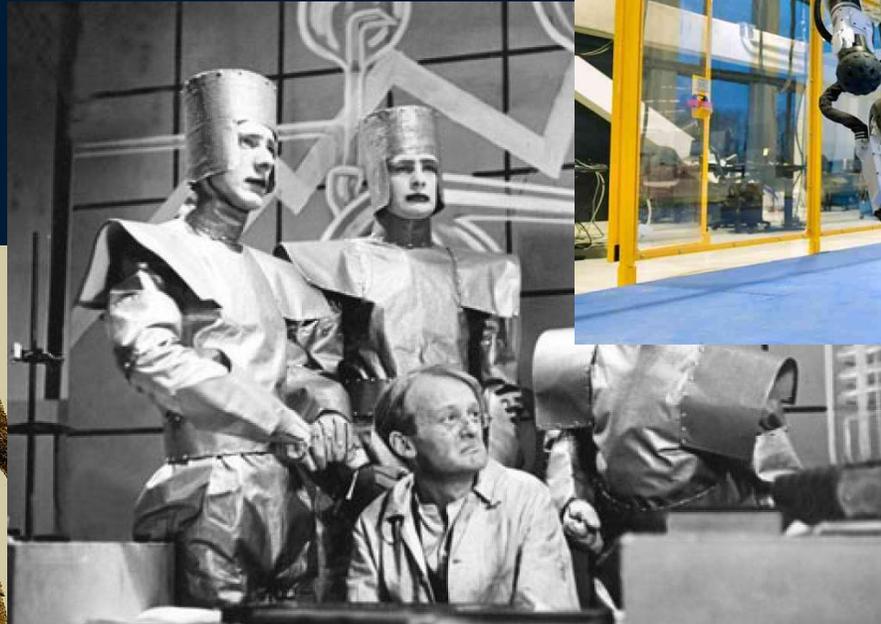
#### 1. *The Imitation Game.*

I PROPOSE to consider the question, 'Can machines think?' This should begin with definitions of the meaning of the terms 'machine' and 'think'. The definitions might be framed so as to reflect so far as possible the normal use of the words, but this attitude is dangerous. If the meaning of the words 'machine' and 'think' are to be found by examining how they are commonly used it is difficult to escape the conclusion that the meaning and the answer to the question, 'Can machines think?' is to be sought in a statistical survey such as a Gallup poll. But this is absurd. Instead of attempting such a definition I shall replace the question by another, which is closely related to it and is expressed in relatively unambiguous words.

The new form of the problem can be described in terms of a game which we call the 'imitation game'. It is played with three people, a man (A), a woman (B), and an interrogator (C) who may be of either sex. The interrogator stays in a room apart from the other two. The object of the game for the interrogator

I propose to consider the question, 'Can machines think?'

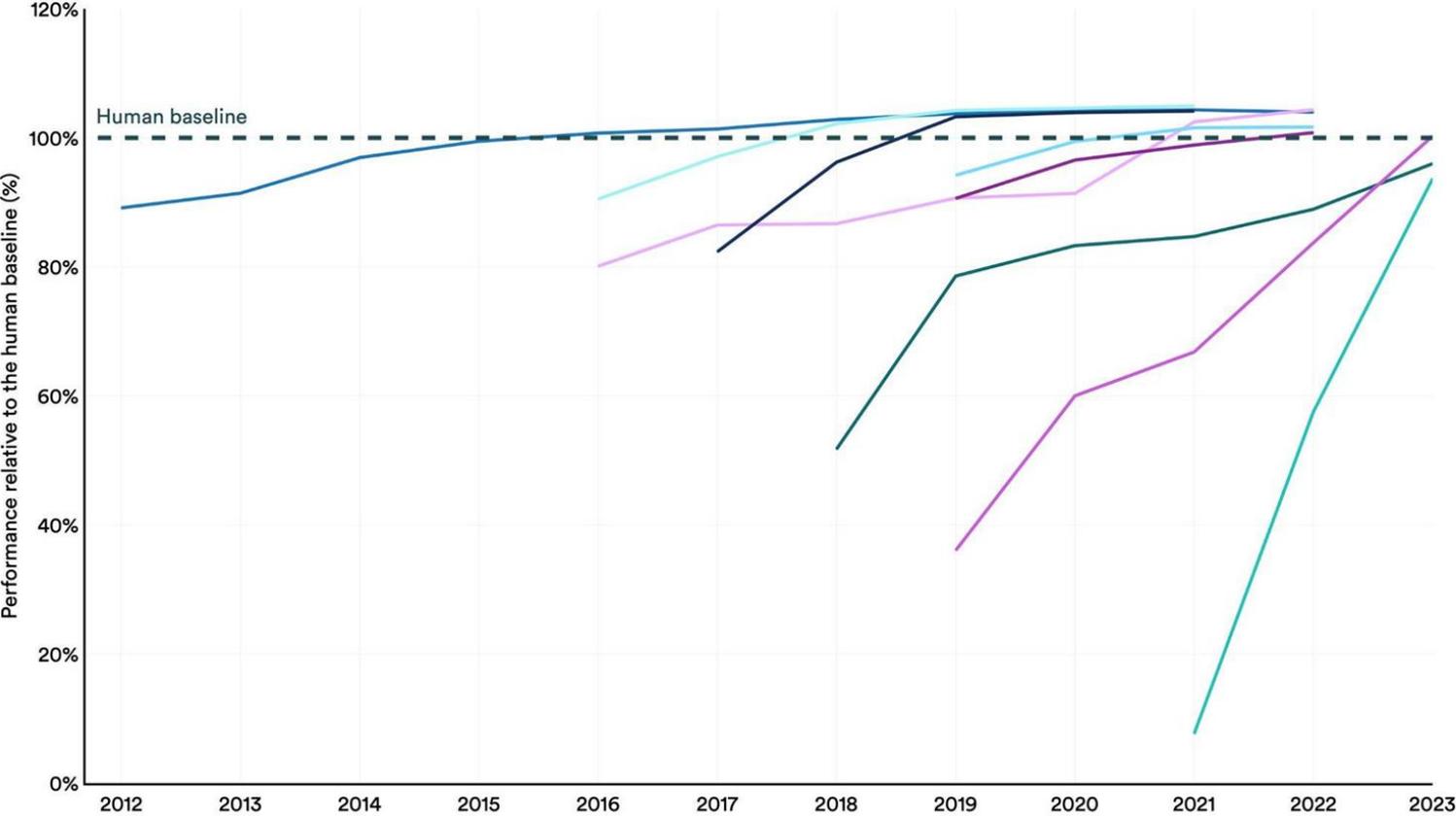
# The ~~Mythical~~ Quest for AI



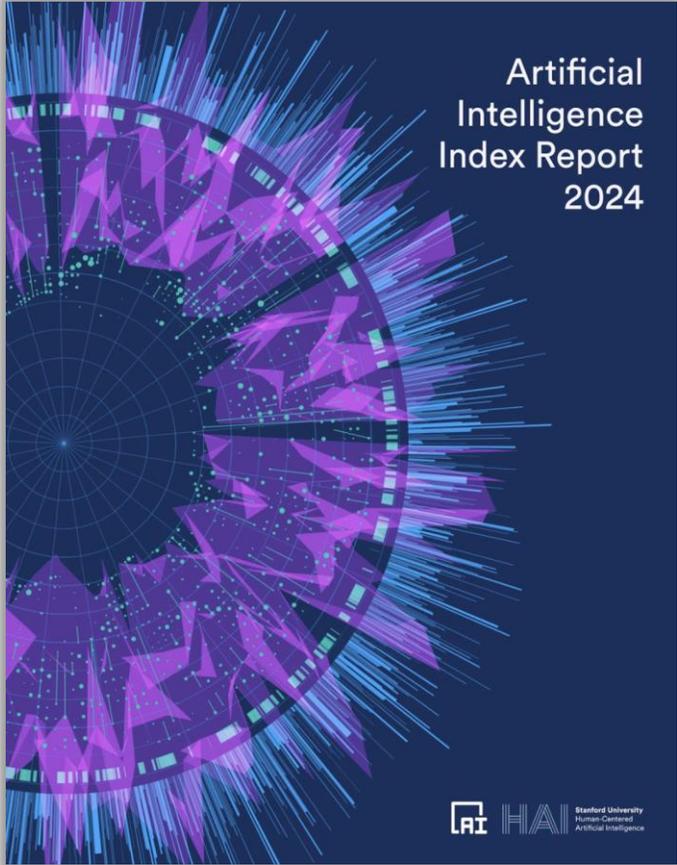
# AI Systems are Crossing a Key Threshold...

## Select AI Index technical performance benchmarks vs. human performance

Source: AI Index, 2024 | Chart: 2024 AI Index report



- Image classification (ImageNet Top-5)
- Visual commonsense reasoning (VCR)
- Natural language inference (aNLI)
- Medium-level reading comprehension (SQuAD 2.0)
- Multitask language understanding (MMLU)
- Visual reasoning (VQA)
- English language understanding (SuperGLUE)
- Basic-level reading comprehension (SQuAD 1.1)
- Competition-level mathematics (MATH)



Source: AI Index Report, 2024

<https://aiindex.stanford.edu/>

# The Technology of the (near) Future

When will the first general AI system be devised, tested, and publicly announced?

182

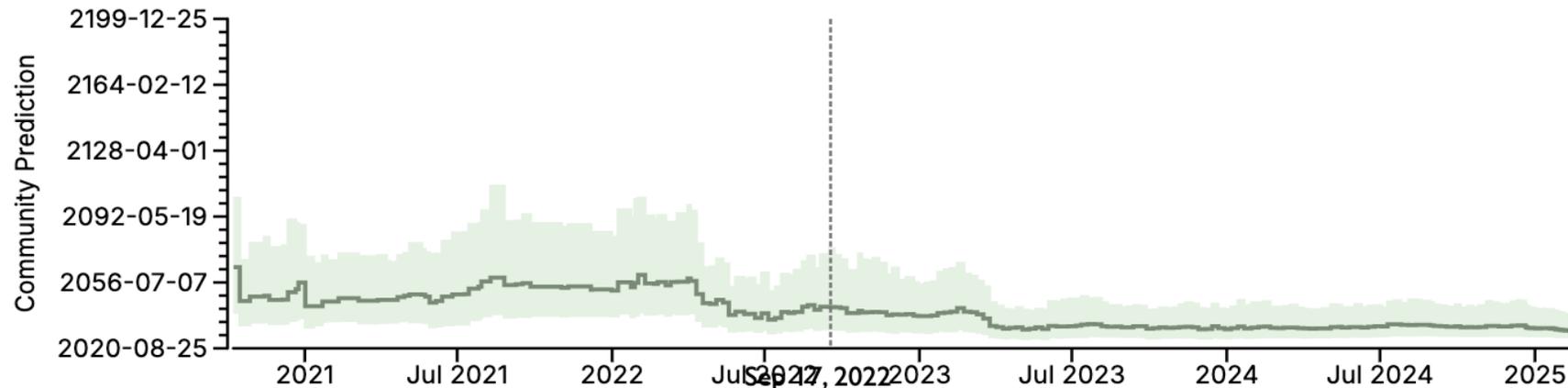


Closes Dec 24, 2199

2

Metaculus

1d 1w 2m all



Total Forecasters

1484

Community Prediction

2030-05-12 (2026-11-13 - 2038-07-26)

The expert forecast for when a “general AI” would be developed fell from 2057 (in February 2022) to 2030 (in February 2025)

# Ten Theses of The Turing Trap

**1. The benefits of human-like AI are enormous**

**2. But not all types of AI are human-like**

# Ten Theses of The Turing Trap

**3. The more human-like a machine is, the better substitute it is for human labor**

**4. Labor substitutes (*automation*) tend to drive down wages.**

# Ten Theses of The Turing Trap

**5. Substitution can reduce the economic and political power of those replaced.**

**6. Taking away power and agency creates a trap.**

***The Turing Trap***

# Ten Theses of The Turing Trap

**7. Alternatively, AI can complement (*augment*) labor.**

**8. Augmentation tends to increase wages.**

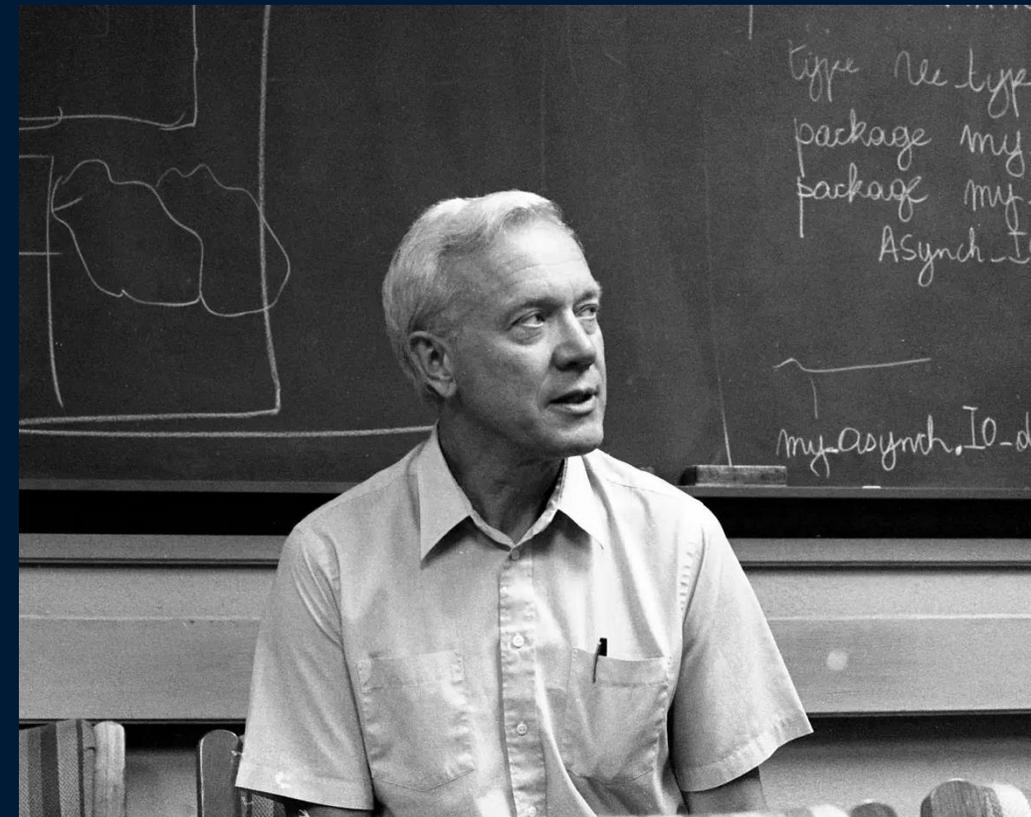
# Ten Theses of The Turing Trap

**9. Augmentation creates not just new capabilities, but also new goods and services**

**10. Today, there are excess incentives for automation vs. augmentation**

# Turing-like Test in Action

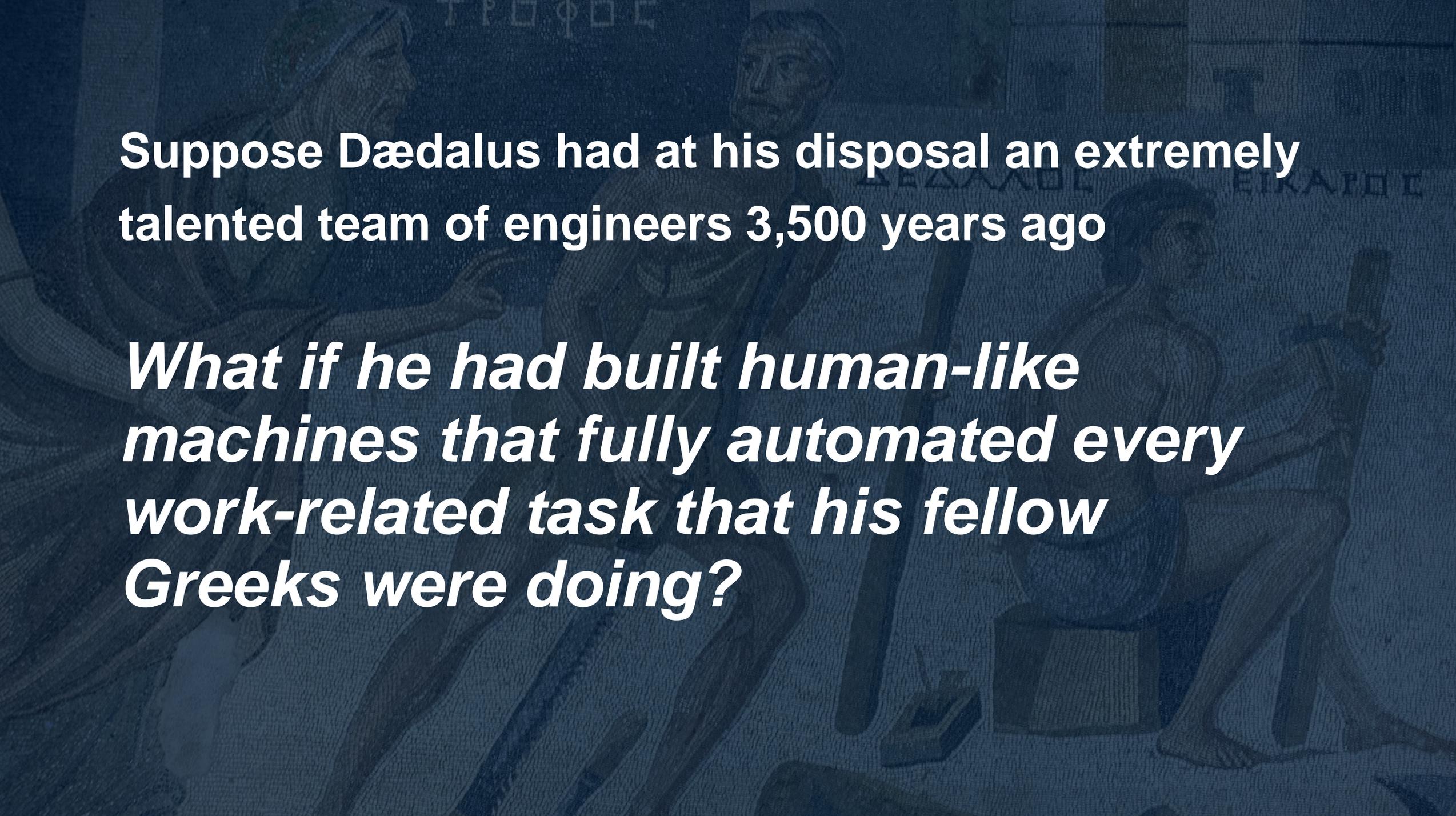
*Technologists today are rarely guided by the literal Turing Test.  
But they often implicitly work toward similar ends*



“Achieving real human-level artificial intelligence would necessarily imply that most of the tasks that humans perform for pay could be automated.

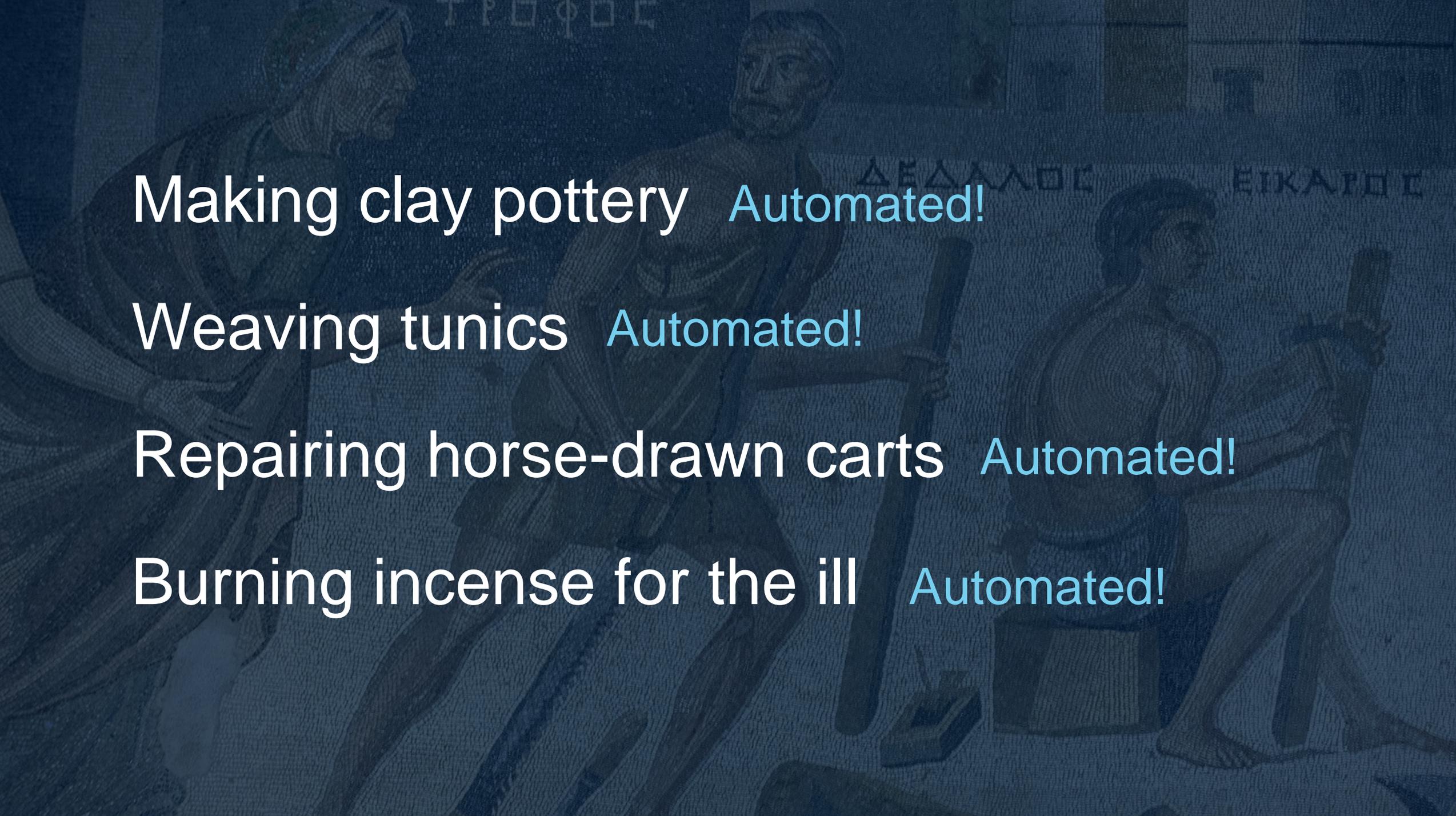
I argue for the development of systems that can ...perform any of the thousands of jobs that humans can perform.”

-- Nils Nilsson

The background features a dark blue, textured illustration of several ancient Greek figures. On the left, a man with a beard and long hair is shown in profile, looking towards the right. In the center, another man with a beard is depicted from the chest up, looking forward. On the right, a woman is shown from the waist up, holding a long staff or scepter. The background also contains faint, stylized Greek text, including the word 'ΔΕΔΑΛΟΣ' (Dædalos) and 'ΕΙΚΑΤΟ Ε' (Eikato E).

**Suppose Dædalus had at his disposal an extremely talented team of engineers 3,500 years ago**

***What if he had built human-like machines that fully automated every work-related task that his fellow Greeks were doing?***



Making clay pottery Automated!

Weaving tunics Automated!

Repairing horse-drawn carts Automated!

Burning incense for the ill Automated!

# The Turing Trap in One Equation

***Productivity = Output/Input***

Typically operationalized as = GDP/labor hours

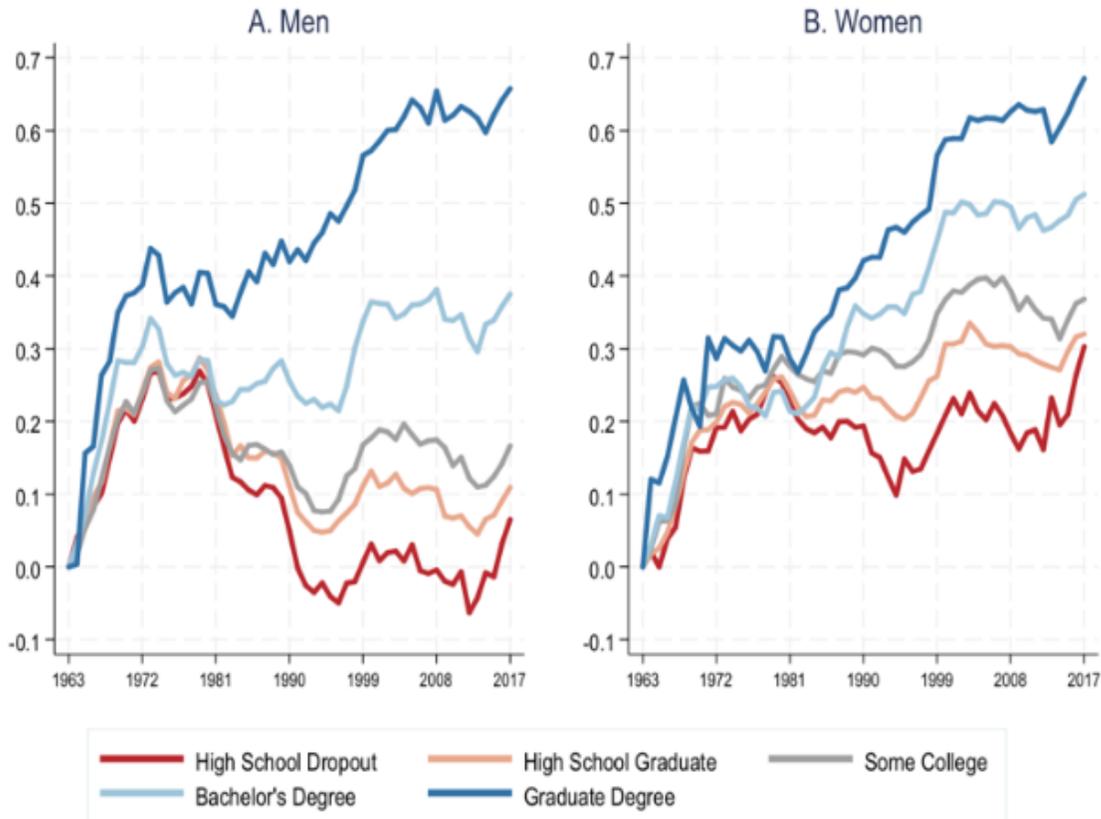
If labor hours go to zero, what happens to productivity?

If labor hours go to zero, what happens to labor income?

**=> Productivity isn't everything  
*even when it's infinite!***

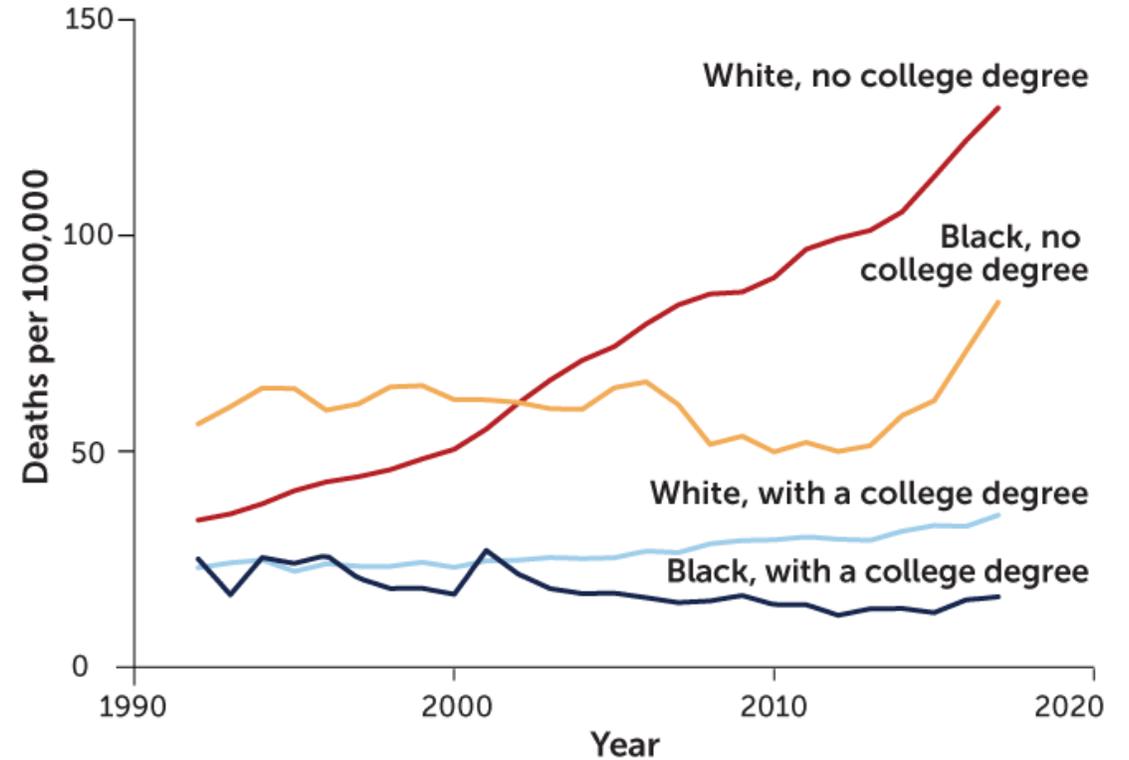
# Some Trends in the United States

Divergence of median wages by educational attainment



Source: David Autor, *Work of the Past, Work of the Future* 2019

Growing deaths of despair\* among middle-aged U.S. adults



\*alcohol, drug and suicide mortality

Source: Ann Case and Angus Deaton, *Deaths of Despair and the Future of Capitalism* 2020

# Three Principles of Knowledge, Wealth and power

**P1** Most “useful knowledge” is inherently decentralized across millions of human brains.

**P2** When knowledge is codified and digitized, it becomes alienable and potentially centralized.

**P3** Concentration of economic power begets concentration of political power.

**P1 + P2 + P3 => The Turing Trap**

Source: Brynjolfsson, Information Assets, Technology and Organization, *Management Science*, 1994

**Will the  
market set  
the right  
Incentives  
for AI?**

**Econ 101:**

**Markets => Pareto optimal allocation**

**This assumes two conditions**

- 1** Unchanging production possibilities frontier
- 2** No externalities

## What are current incentives for AI?

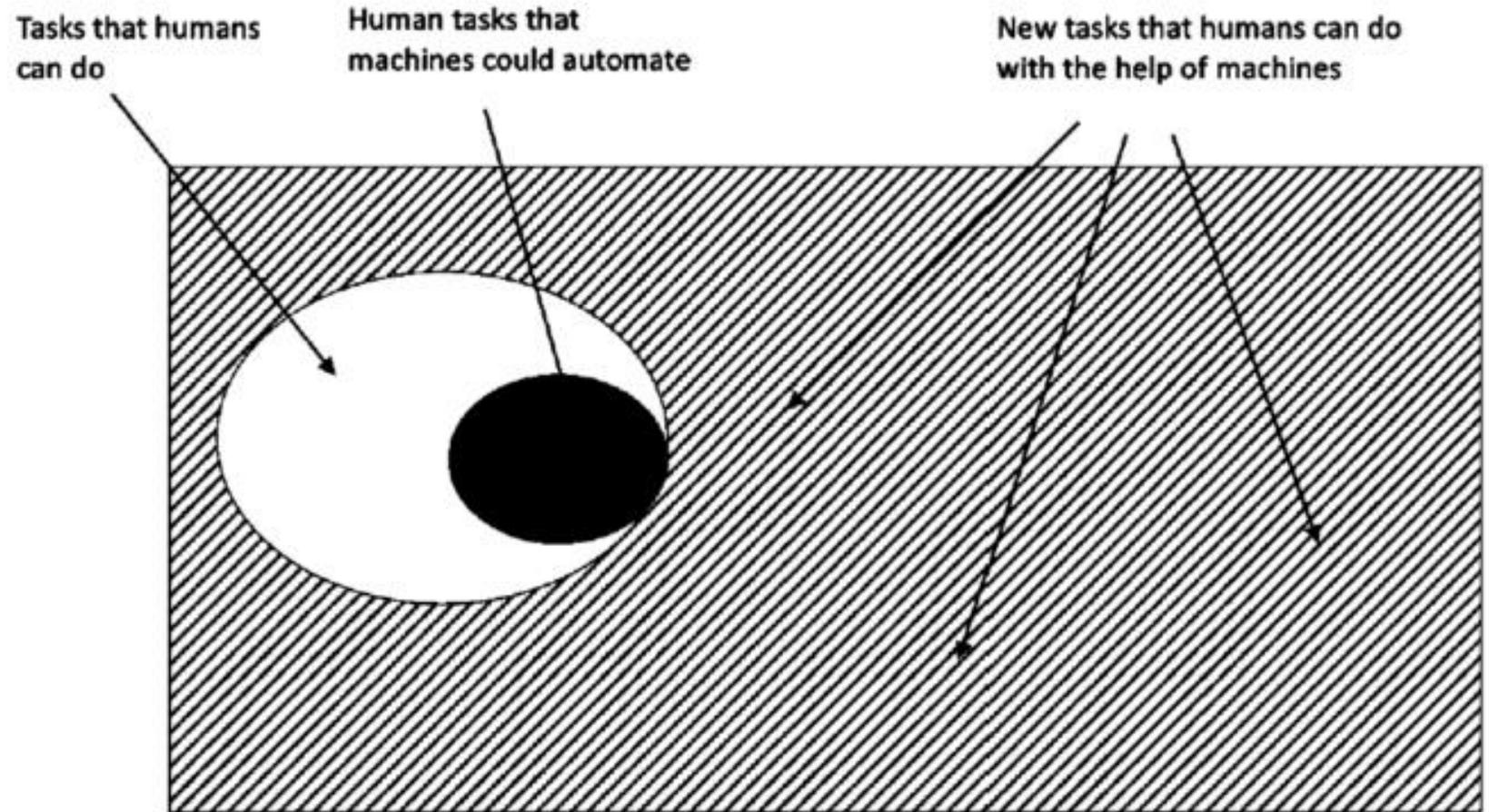
Three groups have *excess* incentives for automation rather than augmentation

1. Technologists
2. Business executives
3. Policymakers

# Technologists and the Turing Test

Assigning a graduate student or technician to work on replicating a human capability is the lazy way out for professors and CTOs.

**Automating tasks that humans do is not ambitious enough**

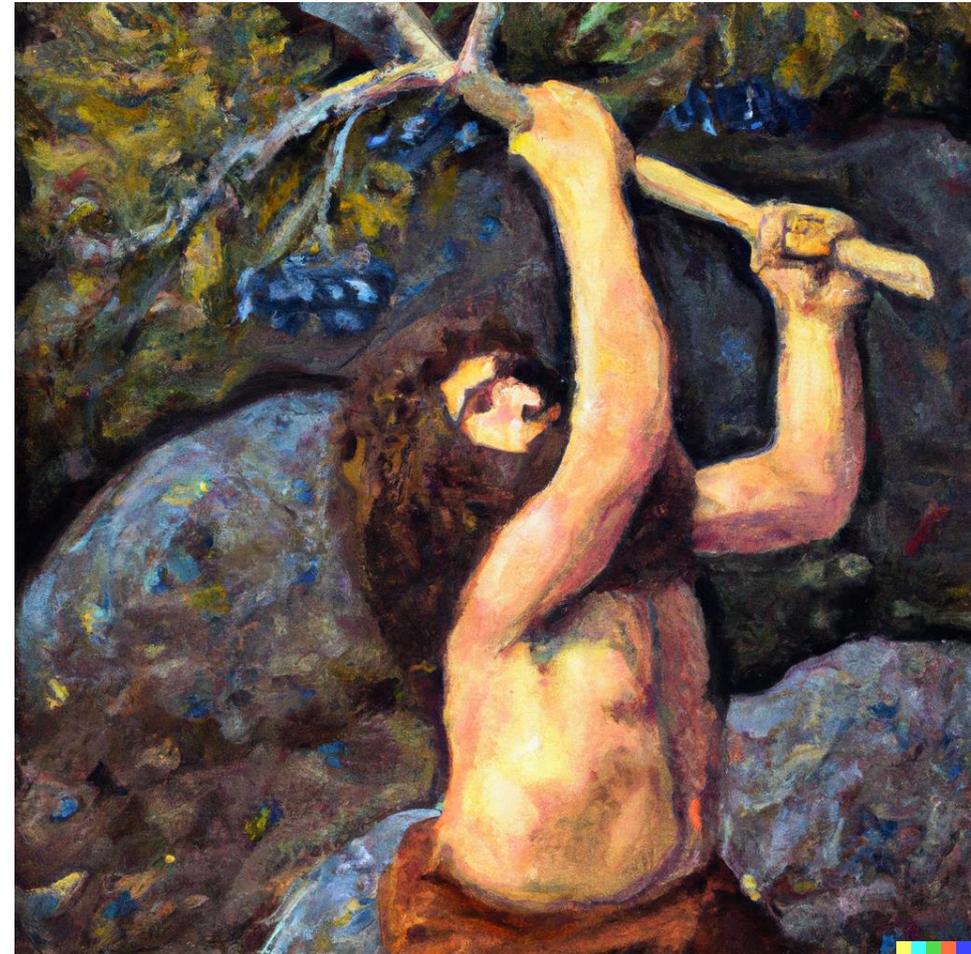


Automating  
tasks that  
humans do  
is too  
ambitious

## A paradox

It is harder to achieve **human-like performance** on tasks that people evolved to do regularly

Than to achieve **superhuman performance** on new tasks



# **Business Executives overemphasize automation**

They are victims of bad incentives and a lack of imagination

**Business  
executives  
are too  
focused on  
automation**

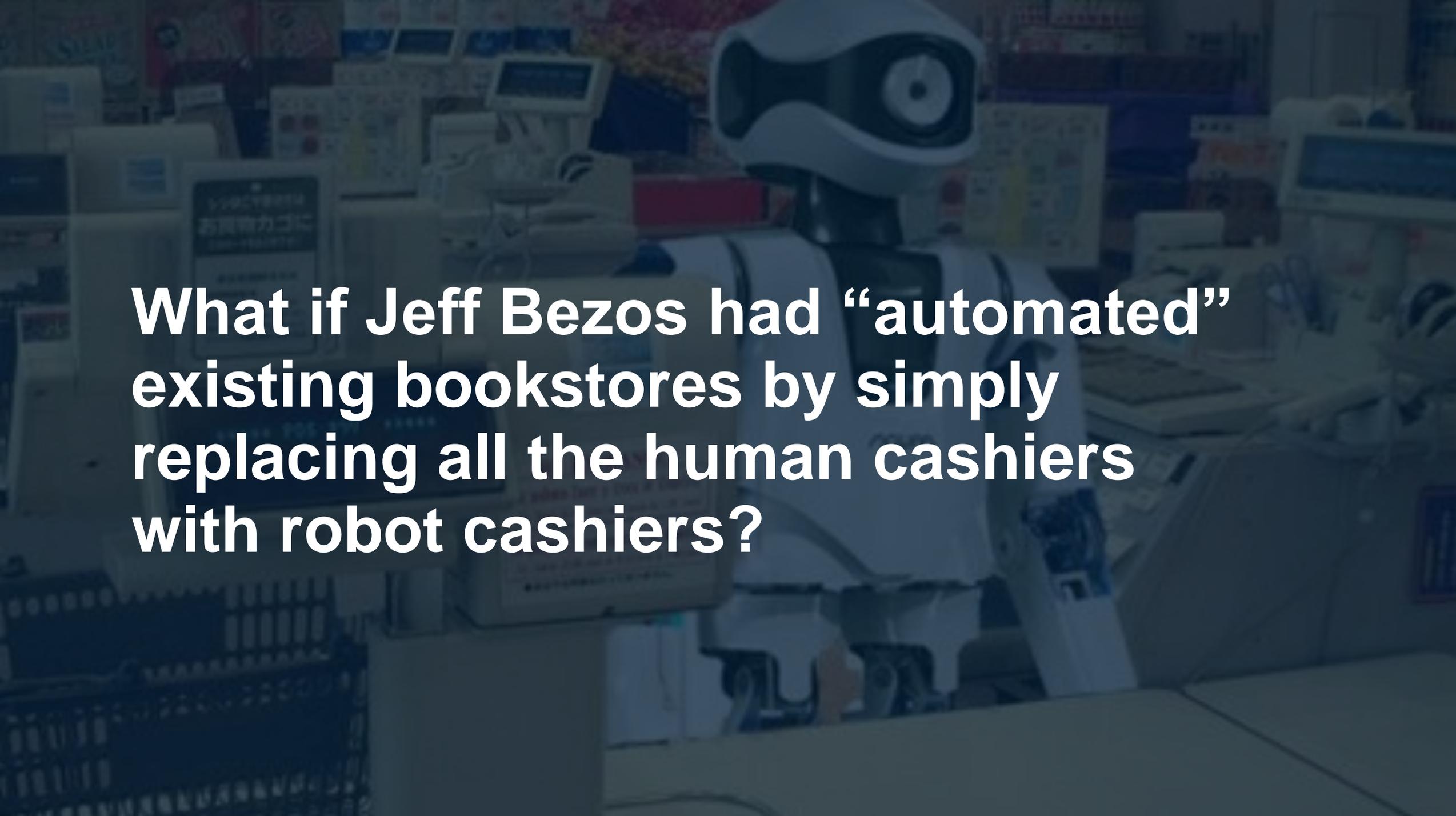
## **Automation labor generates profits in two ways**

**1** Makes the economic pie bigger by creating value

**2** Shifts rents from labor to the owner of the firm

**Ergo** Owners have *excess* incentives for automation

**We need to imagine both  
new products and new processes**

A white robot with a large, circular head and a red stripe on its chest stands in a bookstore. The background is filled with bookshelves and a shopping basket is visible in the foreground. The scene is dimly lit, with a blue tint.

**What if Jeff Bezos had “automated” existing bookstores by simply replacing all the human cashiers with robot cashiers?**

# **Policymakers overemphasize automation**

Our tax system is designed to favor capital over labor



**Two entrepreneurs,  
Alice and Bob,  
each have an idea  
that will generate  
\$1 billion of value.**



**Alice's idea will employ  
1000 human workers**



**Bob's idea will employ  
1000 machines**



## Which venture will pay the most taxes to the government?

- In most countries, capital tax rates are about half of labor tax rates
- First rule of taxation: you get less of whatever you tax.
- Sorry, Alice.



Three groups have excess incentives for automation rather than augmentation

- Technologists
- Executives
- Policymakers

# The future is not pre-ordained

Both automation and augmentation create value

- In an ideal world, we could let market decide how much of each
  - In practice, there is no reason to expect market to get this right
- As our the power of tools increases,
  - So does our ability to change the world
  - And so does the importance of our values.

# The Economics of Transformative AI



# The Economics of Transformative AI: A Research Agenda

Erik Brynjolfsson, Anton Korinek, and Ajay Agrawal

## EIGHT ECONOMIC QUESTIONS AND CHALLENGES

---

**1 / Economic Growth**

**2 / Invention and Discovery**

**3 / Distribution of Income  
and Wealth**

**4 / Concentration of Power**

**5 / Geopolitics**

**6 / Information, Communication and  
Knowledge**

**7 / AI Safety & Alignment**

**8 / Meaning & Well-being**

# Project Apollo: The Economics of Transformative AI

## INTENDED OUTPUTS

---

### Data

Define and measure progress on key economic indicators to assess the transformation of the economy, with a *Transformative AI Dashboard* and related collection of new and existing metrics.

### Simulations

Create new models and simulations using AI agents to allow us to better understand technological and economic progress and TAI adoption.

### Impact

Create a dialog with leaders in business, government, labor and other sectors to help shape policies that create shared prosperity.

### Theory

Develop new mechanisms and economic theories to address productivity growth, well-being, employment demand, wage disparity, wealth concentration, incentive alignment, and others.

### Community

Cultivate and convene a community of the top economists and AI researchers focused on TAI to shape and influence key sectors globally.

## To Learn More:

### **The Turing Trap:**

<https://digitaleconomy.stanford.edu/news/the-turing-trap-the-promise-peril-of-human-like-artificial-intelligence/>

### **Erik Brynjolfsson:**

<https://www.brynjolfsson.com/>

### **Stanford Digital Economy Lab:**

<https://digitaleconomy.stanford.edu/>





MINISTÈRE  
DU TRAVAIL, DE LA SANTÉ,  
DES SOLIDARITÉS  
ET DES FAMILLES

*Liberté  
Égalité  
Fraternité*



**SOMMET**  
POUR *L'ACTION*  
SUR **L'IA**

## Session 2 : Conditions de travail, santé & sécurité, qualité de l'emploi

*Working conditions, health & safety, job quality*



MINISTÈRE  
DU TRAVAIL, DE LA SANTÉ,  
DES SOLIDARITÉS  
ET DES FAMILLES

*Liberté  
Égalité  
Fraternité*



**SOMMET**  
POUR *L'ACTION*  
SUR **L'IA**

Session 2 : Conditions de travail, santé & sécurité, qualité de l'emploi  
*Working conditions, health & safety, job quality*

## Les implications du management par l'IA sur les conditions de travail *Implications for working conditions of AI-driven management*

---

**Janine BERG**, Cheffe de l'unité des institutions du travail efficaces, Observatoire de l'OIT sur l'IA et le travail dans l'économie numérique, OIT  
*Head of the Effective Labor Institutions Unit, ILO Observatory on AI and Work in the Digital Economy, ILO*

# AI and work

## Implications for working conditions of AI-driven management

Janine Berg, ILO

AI & the World of Work

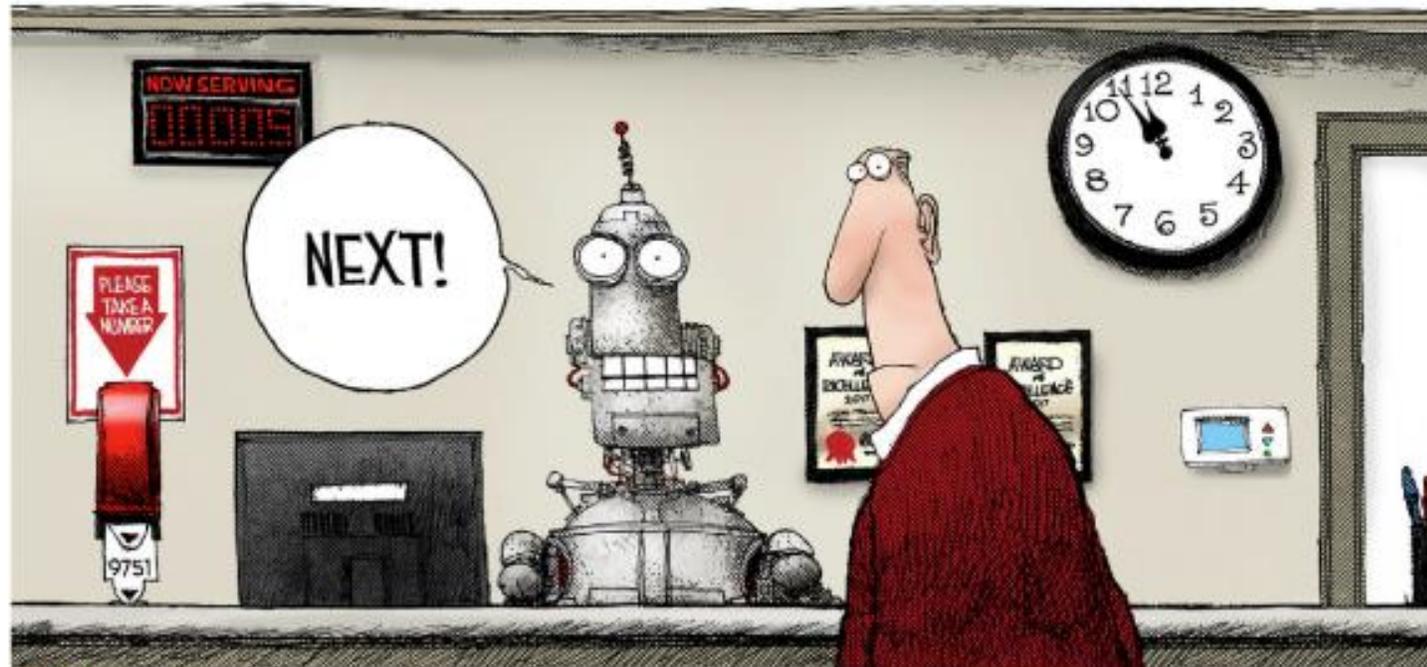
Conference on the occasion of the AI Action Summit

10 February, 2025, Paris

► Overwhelming focus on retrenchment...

RAMIREZ THE WEEKLY STANDARD  
2017 © CREATORS.COM

# UNEMPLOYMENT

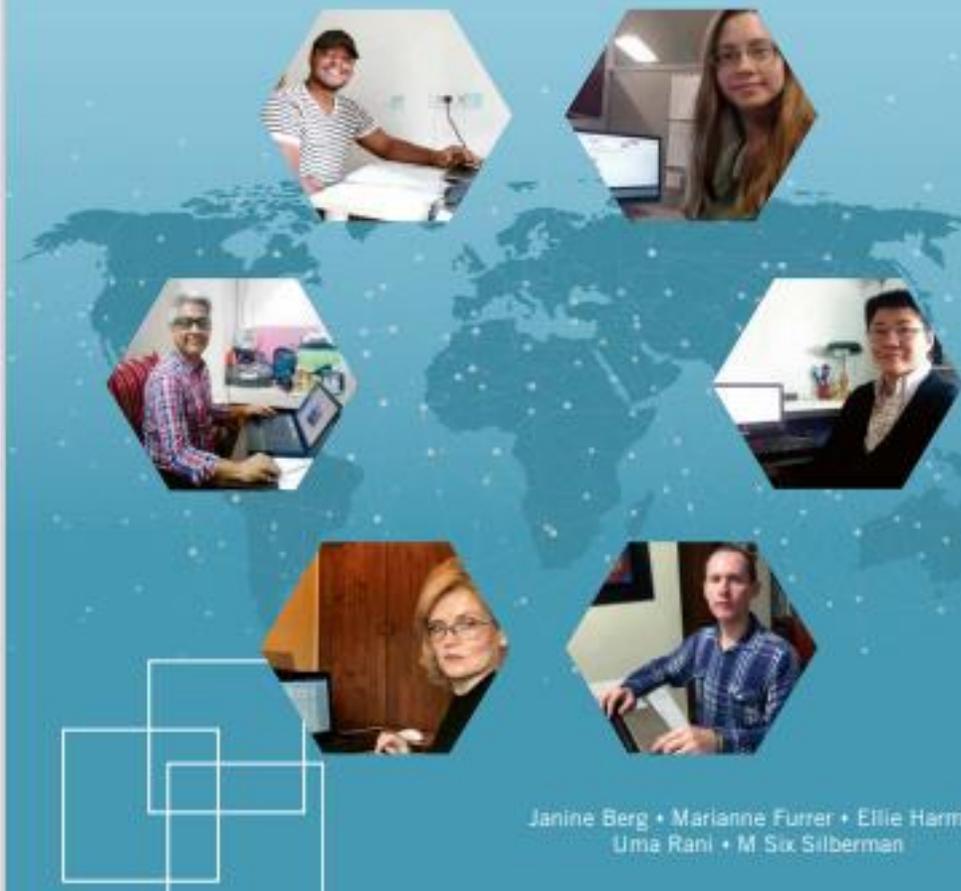


## Less focus on the working conditions of new jobs created

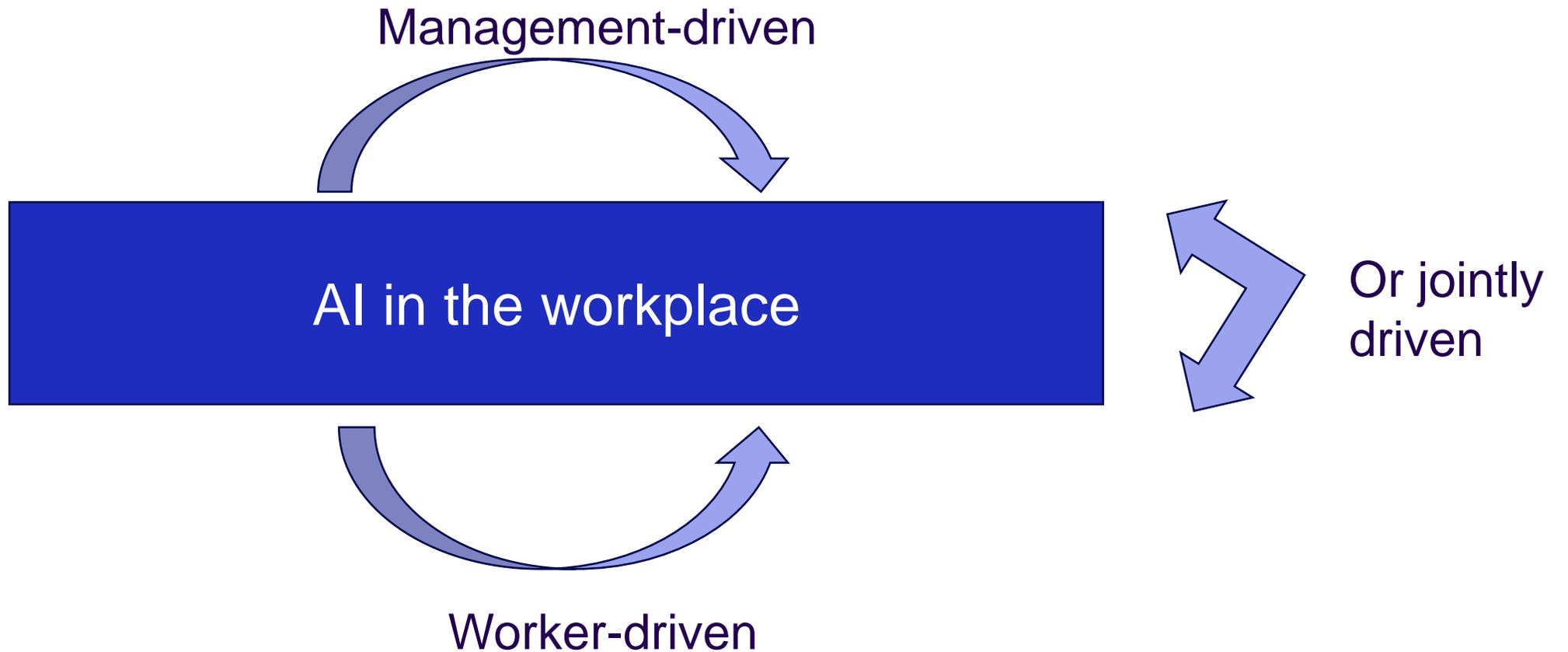


## Digital labour platforms and the future of work

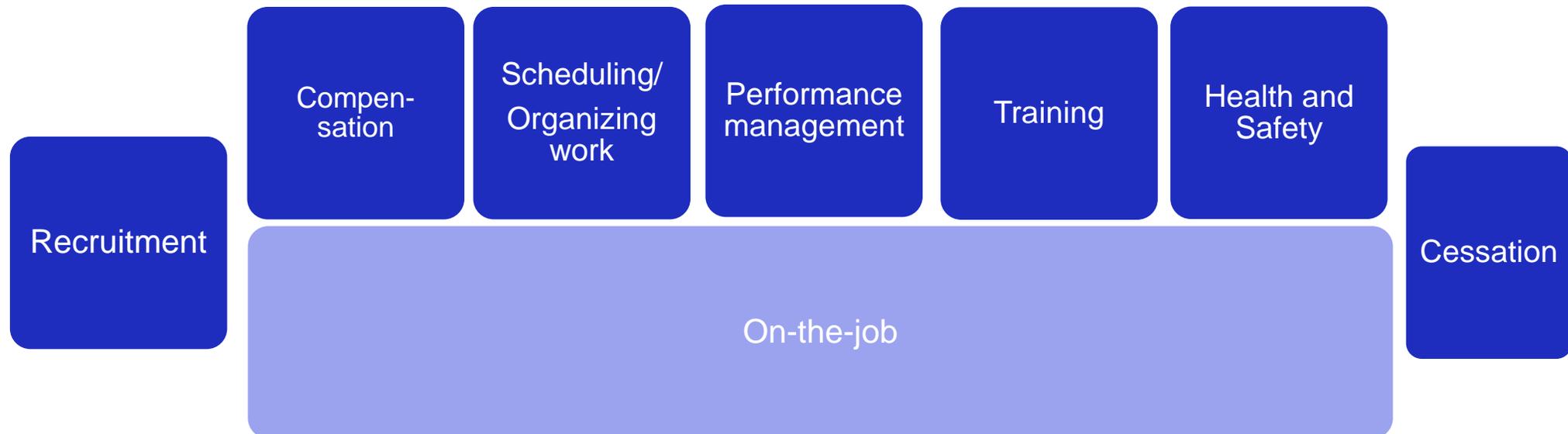
Towards decent work  
in the online world



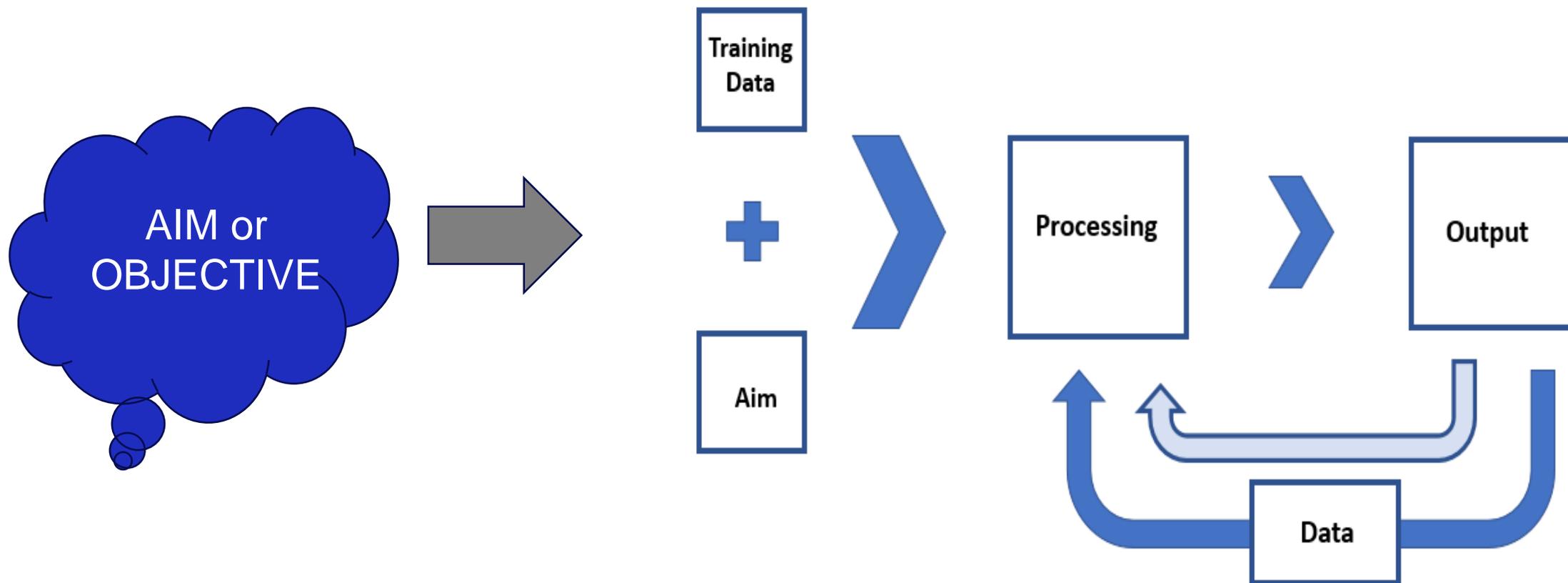
► Or on the working conditions of the many jobs that will be transformed...



## Use of AI increasingly embedded into broad range of managerial tasks

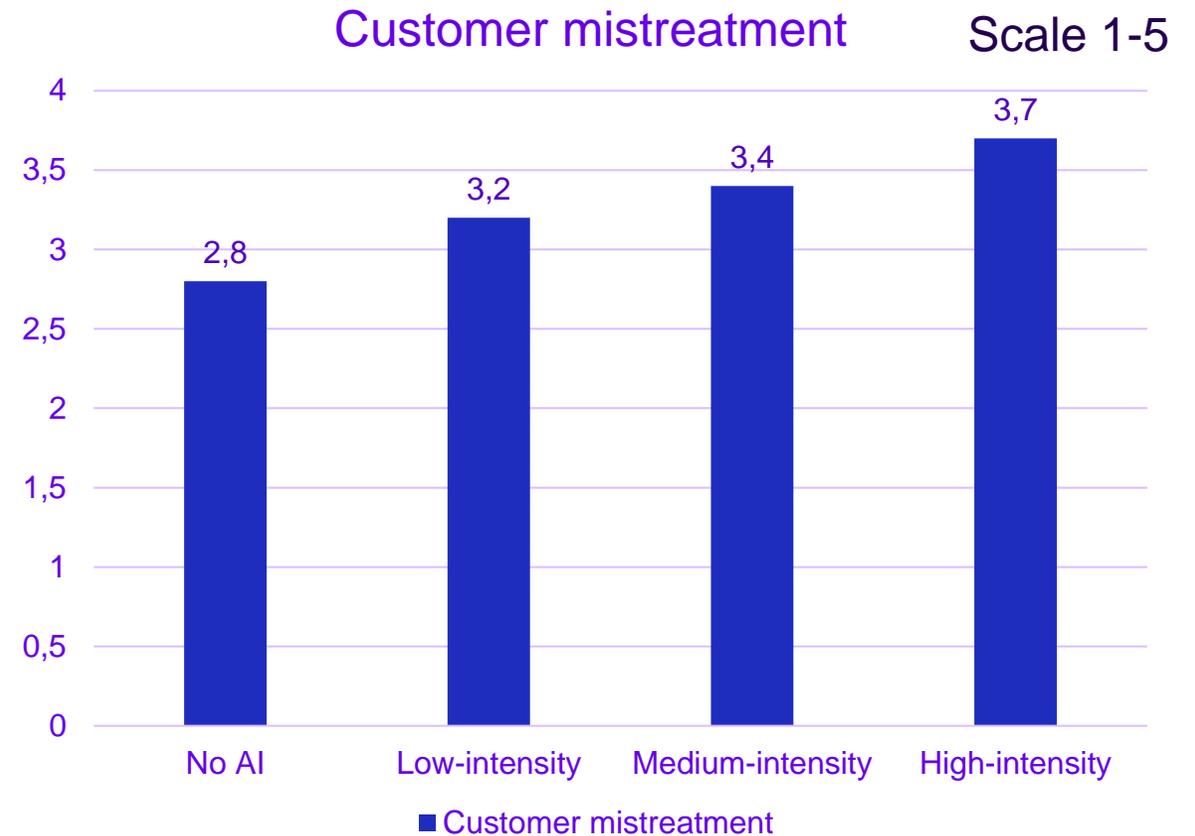


## The workings on AI systems: objective, data, programming



## Automating Tasks : Some job quality effects from contact center work

*«Every call has a wizard flow that they require you to follow....it's horribly set up – with incorrect and inefficient wizard flows....I have so many calls that I could fix the problem but they have removed my ability to modify equipment or processes.»*



# Designing for Wellbeing: Worker-Generated Ideas on Adapting Algorithmic Management in the Hospitality Industry



*Liza, GRA, Workshop: “[The software assigns a room but] I have another room I can do. And I do my own first. I don’t need to go far away or [to a] new [room]. So [that would] waste my time... We think we can control that. That’s only the software that controls that.”*

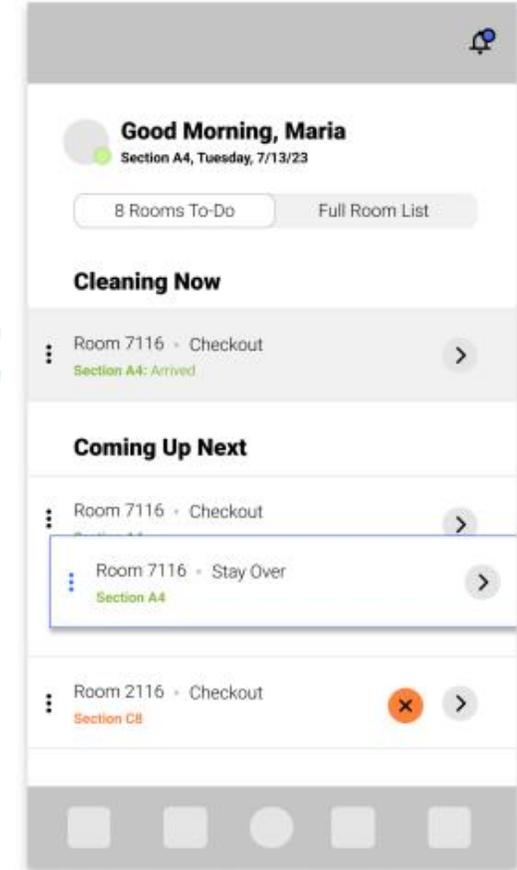


Figure 2: Prototype of a GRA view showing the user’s ability to order their room assignments.

▶ **Thank you!**

**[ilo.org/aiobservatory](https://ilo.org/aiobservatory)**



MINISTÈRE  
DU TRAVAIL, DE LA SANTÉ,  
DES SOLIDARITÉS  
ET DES FAMILLES

*Liberté  
Égalité  
Fraternité*



**SOMMET**  
POUR *L'ACTION*  
SUR **L'IA**

Session 2 : Conditions de travail, santé & sécurité, qualité de l'emploi  
*Working conditions, health & safety, job quality*

**Une illustration de l'utilisation de l'IA pour l'amélioration des conditions de travail :  
l'optimisation des alarmes sonores en milieu professionnel**  
*An illustration of the use of AI to improve working conditions:  
optimizing sound alarms in the workplace*

---

**Patrick CHEVRET**, Direction des Applications, Institut National de Recherche et de Sécurité (INRS)

*Direction of Applications, National Institute for Research and Safety (INRS)*

# Sommet pour l'action sur l'IA 2025

## 10-11 février 2025

### Utilisation de l'IA pour le dimensionnement des alarmes sonores

Patrick Chevret



■ Notre métier,  
■ rendre le vôtre plus sûr

# Situations de travail mettant en jeu des alarmes sonores



**Alarme peu audible**

**Alarme clairement audible**

**Alarme trop forte**



Risque de collision

Sursaut de la personne  
Risque d'accident  
Surexposition sonore

# Situations de travail mettant en jeu des alarmes sonores



Alarmes répétitives et régulières : rythme cardiaque  
Alarmes intempestives : saturation en oxygène  
Basées sur des mélodies

**Alarme peu audible**

**Alarme clairement audible**

**Alarme trop forte**

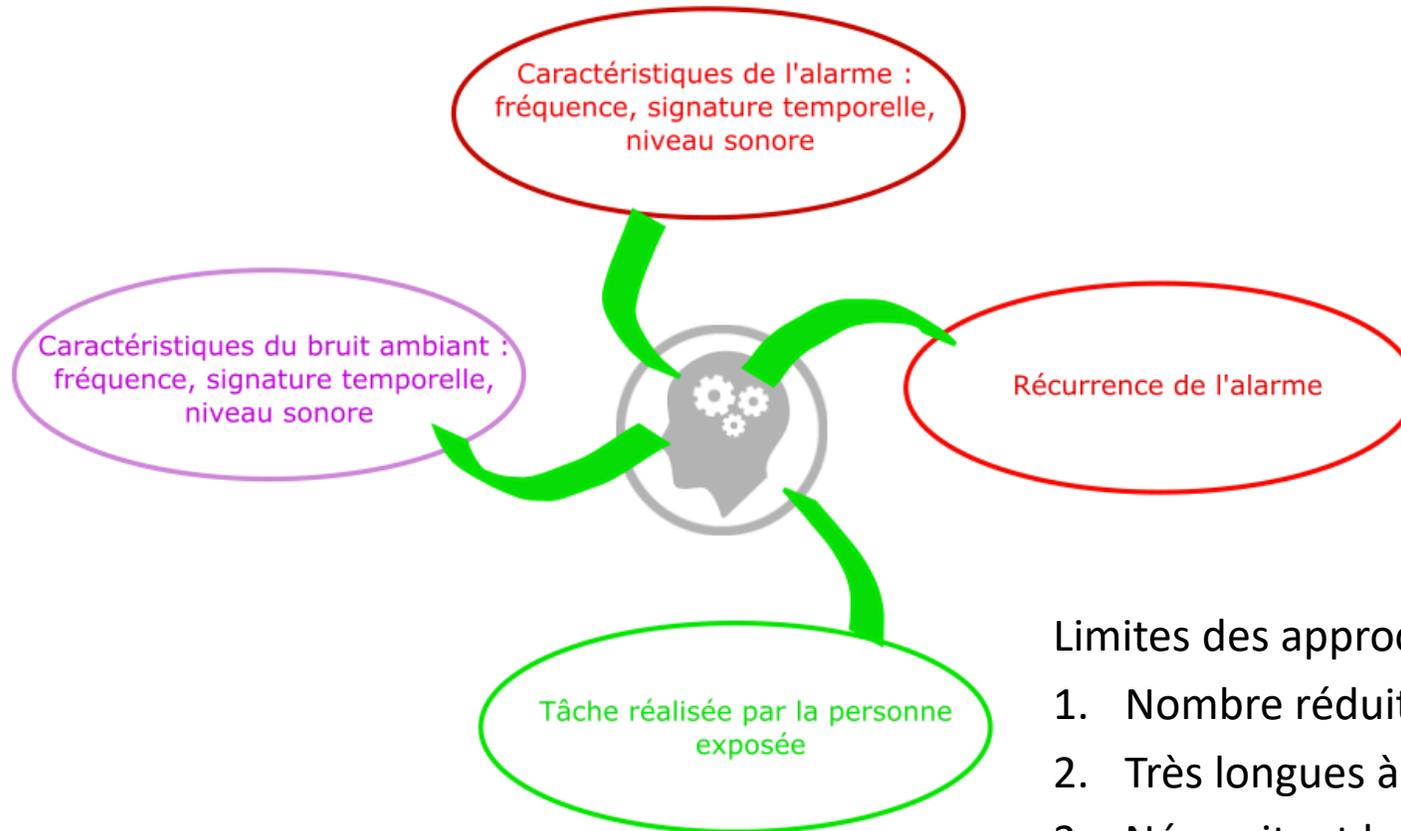


Risque pour le patient

Mauvais geste  
Fatigue cognitive pour le chirurgien  
et le personnel soignant

# Enjeux en prévention : dimensionnement

Pas de consensus sur les recommandations de dimensionnement



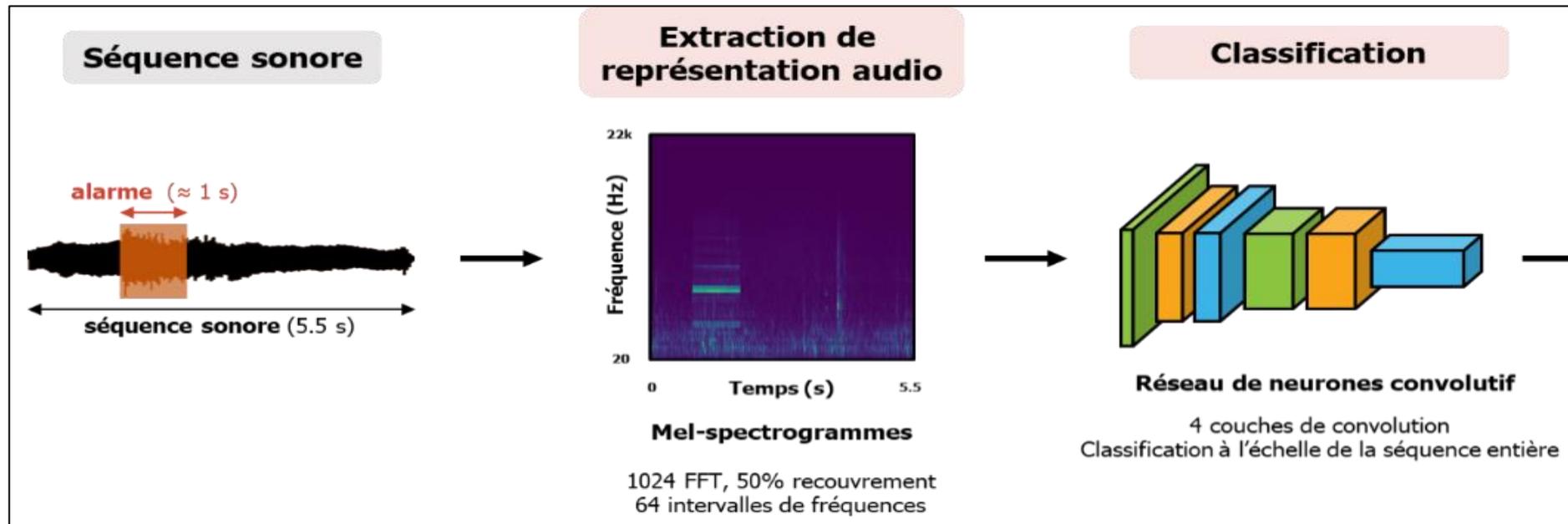
Limites des approches traditionnelles (tests en laboratoire) :

1. Nombre réduit de signaux
2. Très longues à déployer
3. Nécessitent beaucoup de sujets

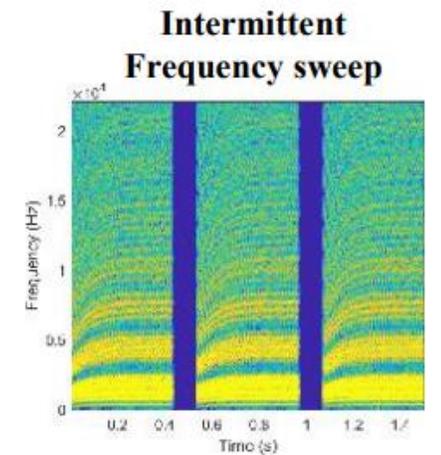
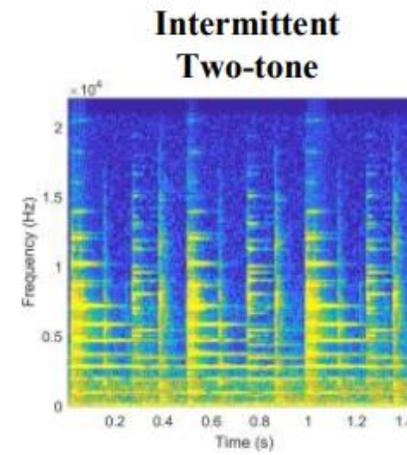
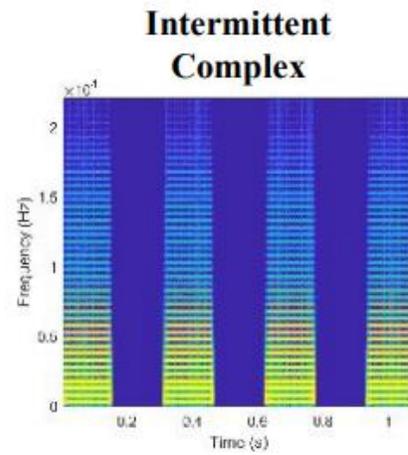
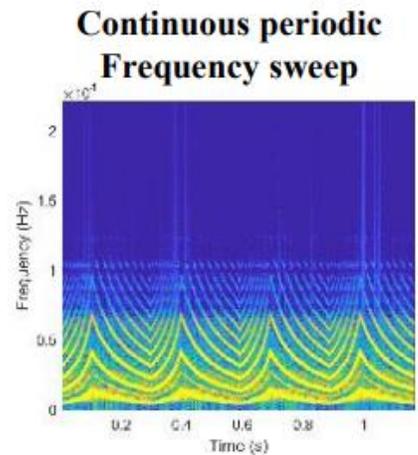
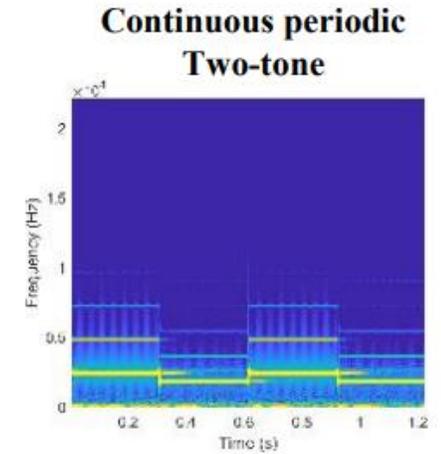
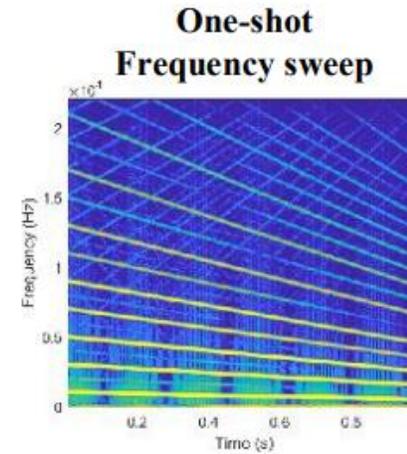
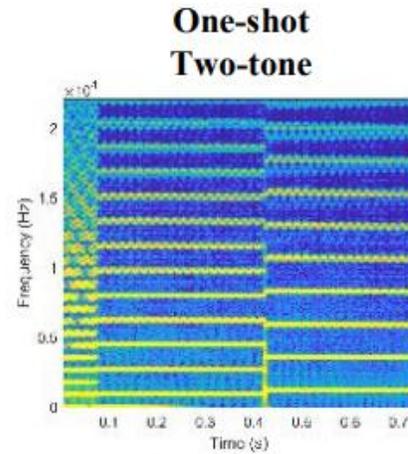
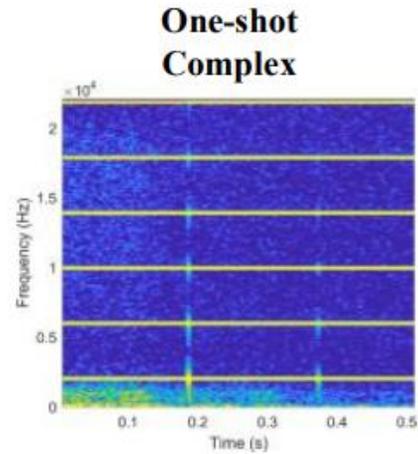
# Approche IA : deep learning

## Apprentissage

- Corpus très varié (70 alarmes, 52 bruits)
- 20000 annotations « clairement audible (oui/non) »

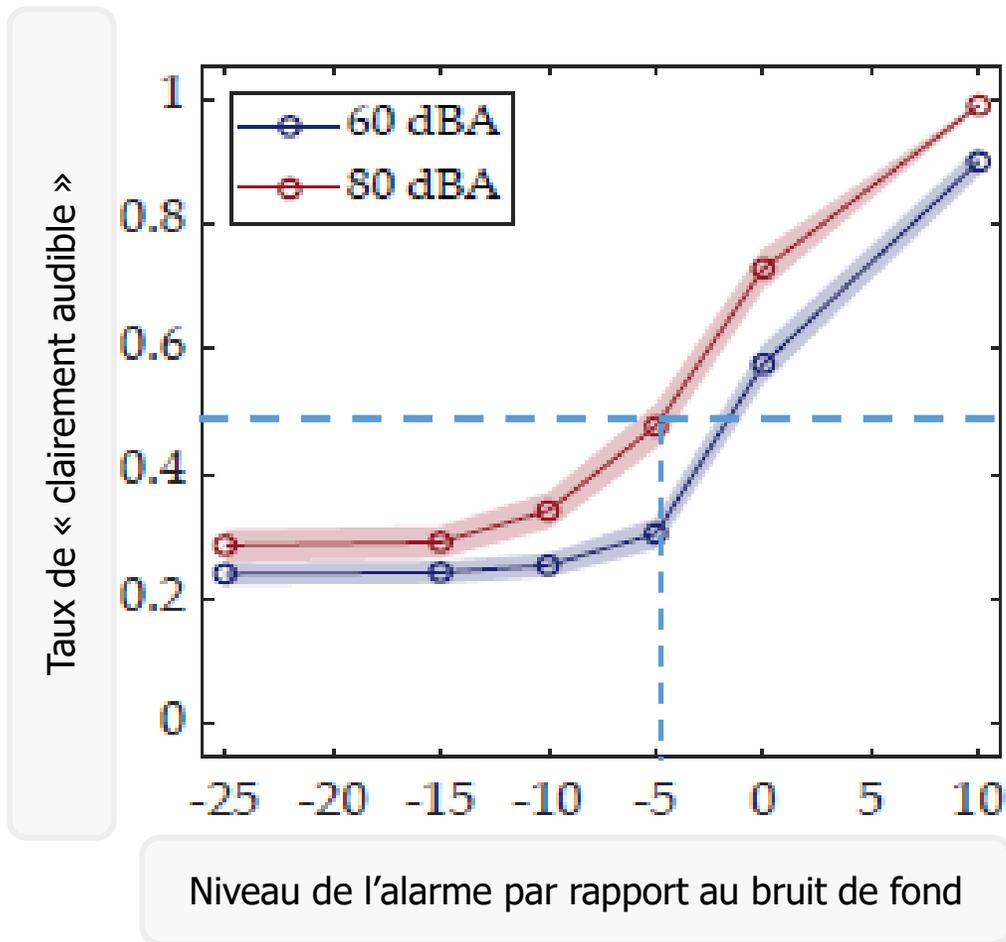


# Catégories d'alarmes présentées en apprentissage au RN



# Exemples de résultats

Probabilité de percevoir clairement l'alarme



## Evaluation

Corpus plus restreint (30 couples alarme-bruit)  
21600 annotations

➔ Bloc opératoire : fréquence cardiaque

# Perspectives

1. Alarmes existantes : recommandations générales sur le niveau sonore
2. Utilisation de l'IA pour le design de nouvelles alarmes
3. Prise en compte des protecteurs individuels contre le bruit et du port d'aides auditives

Effa, F. (2024). Perception des alarmes dans le bruit: développement de méthodes d'évaluation de l'audibilité ressentie (**Doctoral dissertation**, Université Claude Bernard Lyon 1).





# Notre métier, rendre le vôtre plus sûr

Merci de votre attention



[www.inrs.fr](http://www.inrs.fr)

YouTube





MINISTÈRE  
DU TRAVAIL, DE LA SANTÉ,  
DES SOLIDARITÉS  
ET DES FAMILLES

*Liberté  
Égalité  
Fraternité*



**SOMMET**  
POUR *L'ACTION*  
SUR **L'IA**

Session 2 : Conditions de travail, santé & sécurité, qualité de l'emploi  
*Working conditions, health & safety, job quality*

## **L'IA en milieu professionnel** *The use of AI to improve working conditions*

---

**Jakob KORT**, Responsable de la transformation numérique, du développement de l'entreprise et des affaires internationales, Caisse d'assurance des accidents du travail pour le secteur du bâtiment, Allemagne  
*Head of Digital Transformation, Corporate Development and International Affairs, Occupational Accident Insurance Fund for the Building Trade (BG BAU), Germany*



10.02.2025

# AI & THE WORLD OF WORK

Session 2: Working conditions,  
health & safety, job quality



# Content



01



BG BAU – At a Glance

02



Preventing Accidents with AI

03



AI is revolutionizing Inspectors Work

04



Key Success Factors

05



Global Network for AI in Social Protection

# The BG BAU is the statutory accident insurance provider for the construction industry in Germany



**3.000.000**  
Insured workers

**600.000**  
Companies

Prevention  
of fatal  
accidents

Significant  
reduction in the  
proportion of  
serious accidents

Significant and  
sustainable  
reduction in the  
incidence of work-  
related illnesses

Sustainable  
reduction of  
the 1000-  
person quota

**100.000**  
Notifiable accidents

**20.000**  
Reports on suspicion of  
a work-related illness

# 02



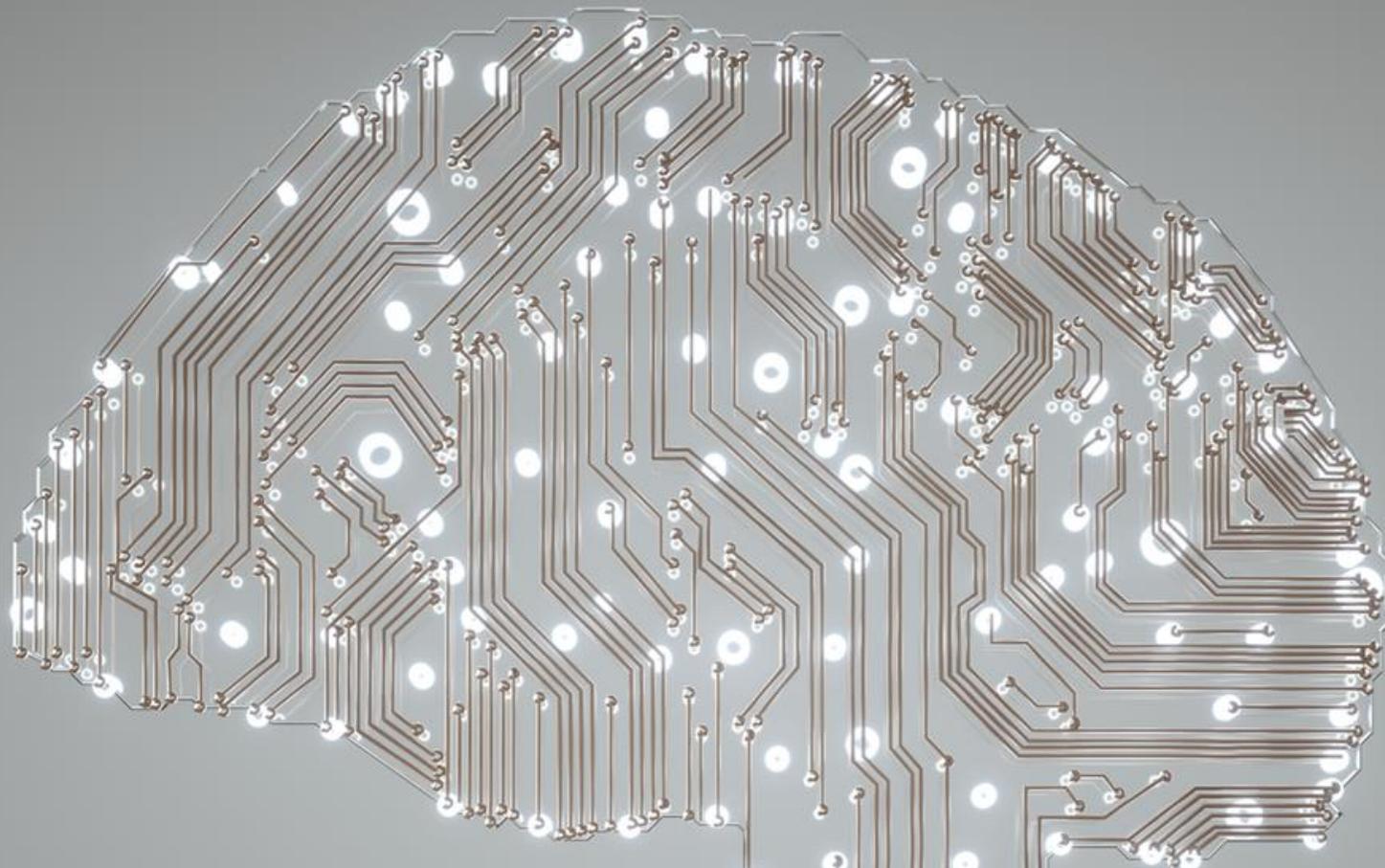
## Preventing Accidents with AI

With our AI-lighthouse solution - funded by BMAS – we identify risk companies to prevent accidents and save lives

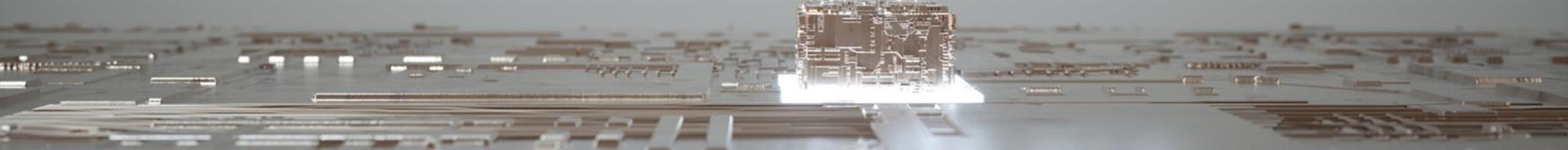




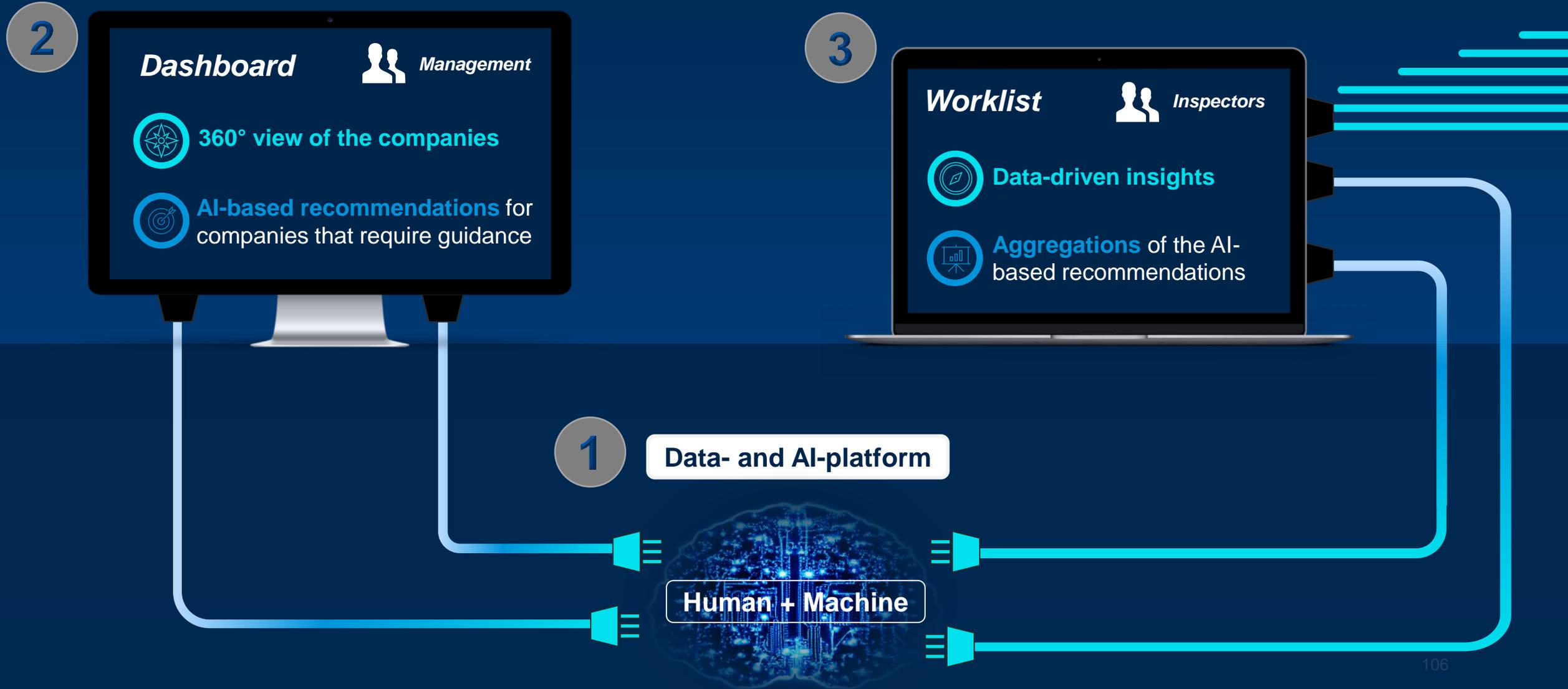
- 1** How can AI help to reach the goals of Vision Zero?
- 2** How can we maximise the impact of prevention services?



**We developed an AI-platform in 9 months, to tackle these & future challenges**



# Our AI-model is based on 3 technological layers...



... and is deeply integrated in our prevention processes



3

feedback-loop

2

risk indicators

1

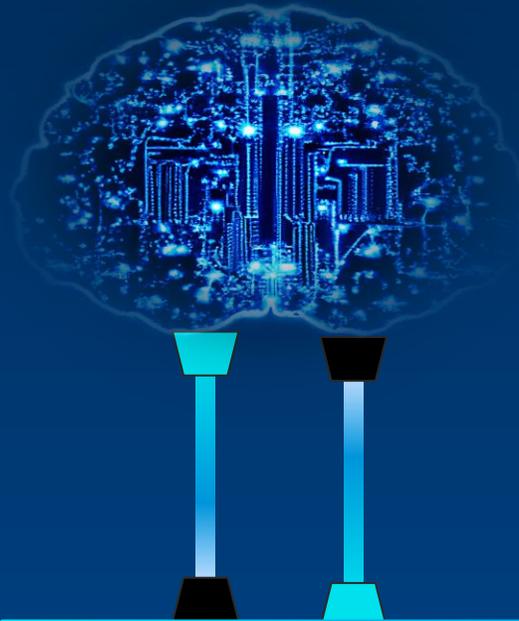
weekly updates

# The AI-platform saves lives & saves money – for further investments

**>600k**  
enterprises

**10%**  
enterprise visits

**500**  
labour inspectors



**>10M**  
analysed datapoints

**VISION ZERO∞**

**264M €**  
savings potential

# 03



## AI is revolutionizing inspectors work

Streamlining inspection documentation with AI to prioritise on prevention

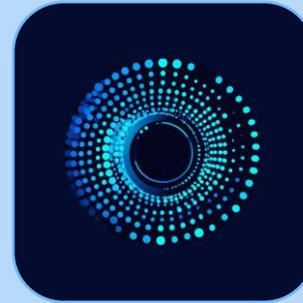


"The time-consuming follow-up of the inspections **costs valuable time**, which I would rather use for **prevention work**."

- Quote from an inspector

### Challenge

Inspection documentation has been time-intensive for inspectors, especially when searching for relevant legal texts on prevention violations, reducing time for actual prevention work and contractor interactions.



# 21 K

average number of inspection reports generated annually by our organisations

# 30 min

time spent on average per report

# 9,100 days

annually dedicated to report preparation (rough estimate for BG BAU + 6 other BG)

# The generative inspection assistant creates enormous reporting throughput by enabling the inspectors



Generative  
Inspection Assistant

## Added Value



### Efficiency Boost:

Documentation time for inspections and report creation is reduced **from 30 minutes to just 5 minutes**.



### Enhanced Quality:

Utilises **all 3,000 defect codes**, dramatically increasing documentation quality.



### Human-Centered Focus:

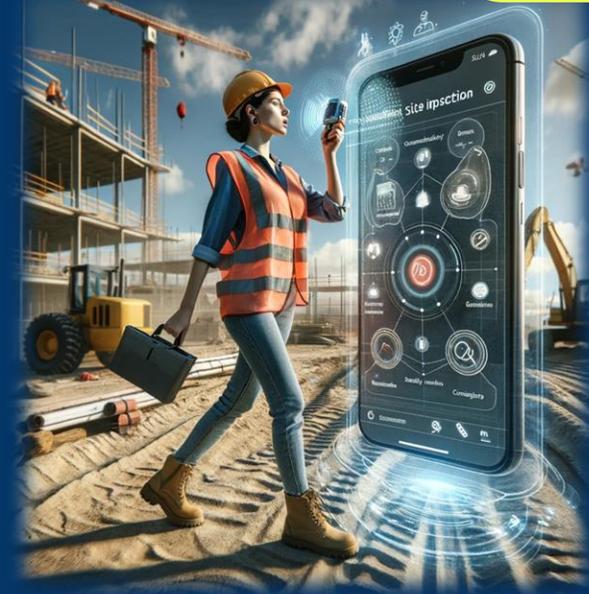
Reduces lengthy documentation, refocusing efforts on **human-to-human prevention**.



### Significant Savings:

We are able to allocate **>61K hours** for other inspection tasks annually

## Cooperation



**The collaboration of 7 partners leveraged synergies, enabling each partner to use the shared solution & saves investments**

# 04

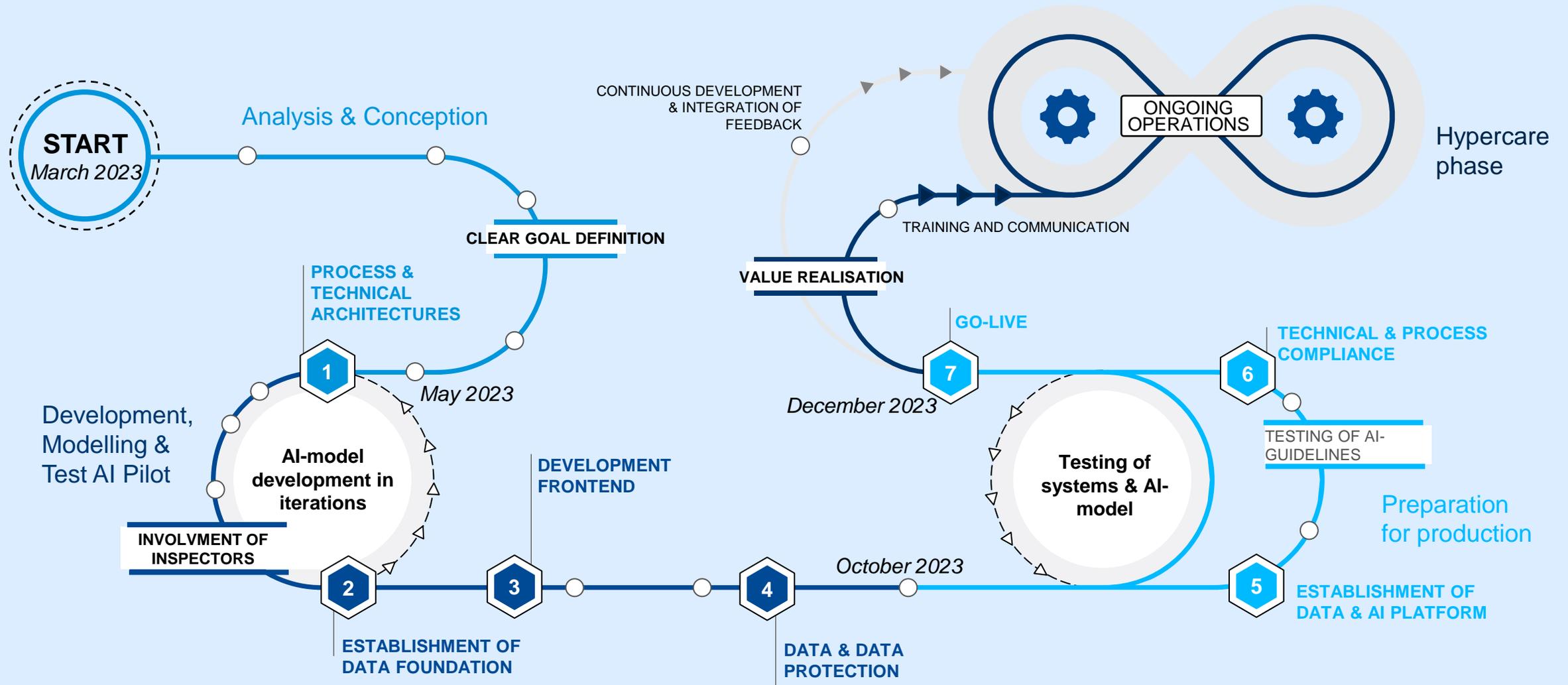


## Key Success Factors

Building the pillars of a successful AI-journey for  
Social Protection Services



# Developing an AI-platform in 9 months, we identified several key success factors



# Example 1: Bringing AI-ethics together with concrete AI-models for the sake of your core business model

01

*Human-centeredness  
& the common good*

02

*Fairness &  
Non-Discrimination*

03

*Safety &  
Robustness*

04

*Intervention &  
Responsibility*

05

*Explainability &  
Transparency*

06

*Privacy & Protection  
of Personality*

07

*Ecological Sustainability &  
Resource Conservation*



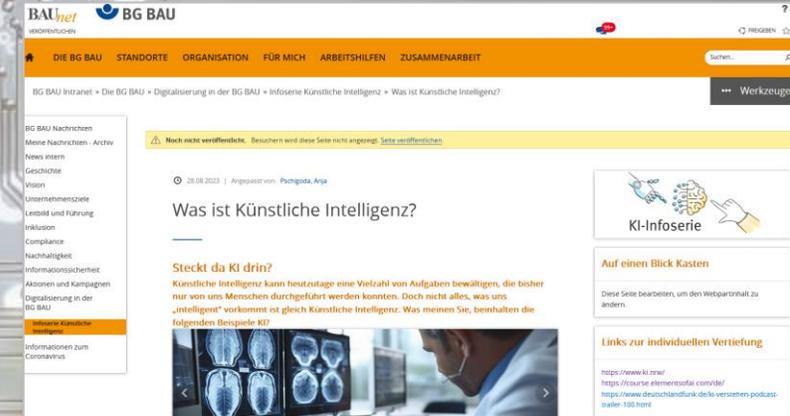
# Example 2: Demonstrate impact of your AI-model and bring the whole organization on board for a long-lasting AI-journey



1 Interactive to build trust

2 9 sequels – 9 months

3 Top-leadership backing



# 05

# Global Network for AI in Social Protection

International Cooperation is Key



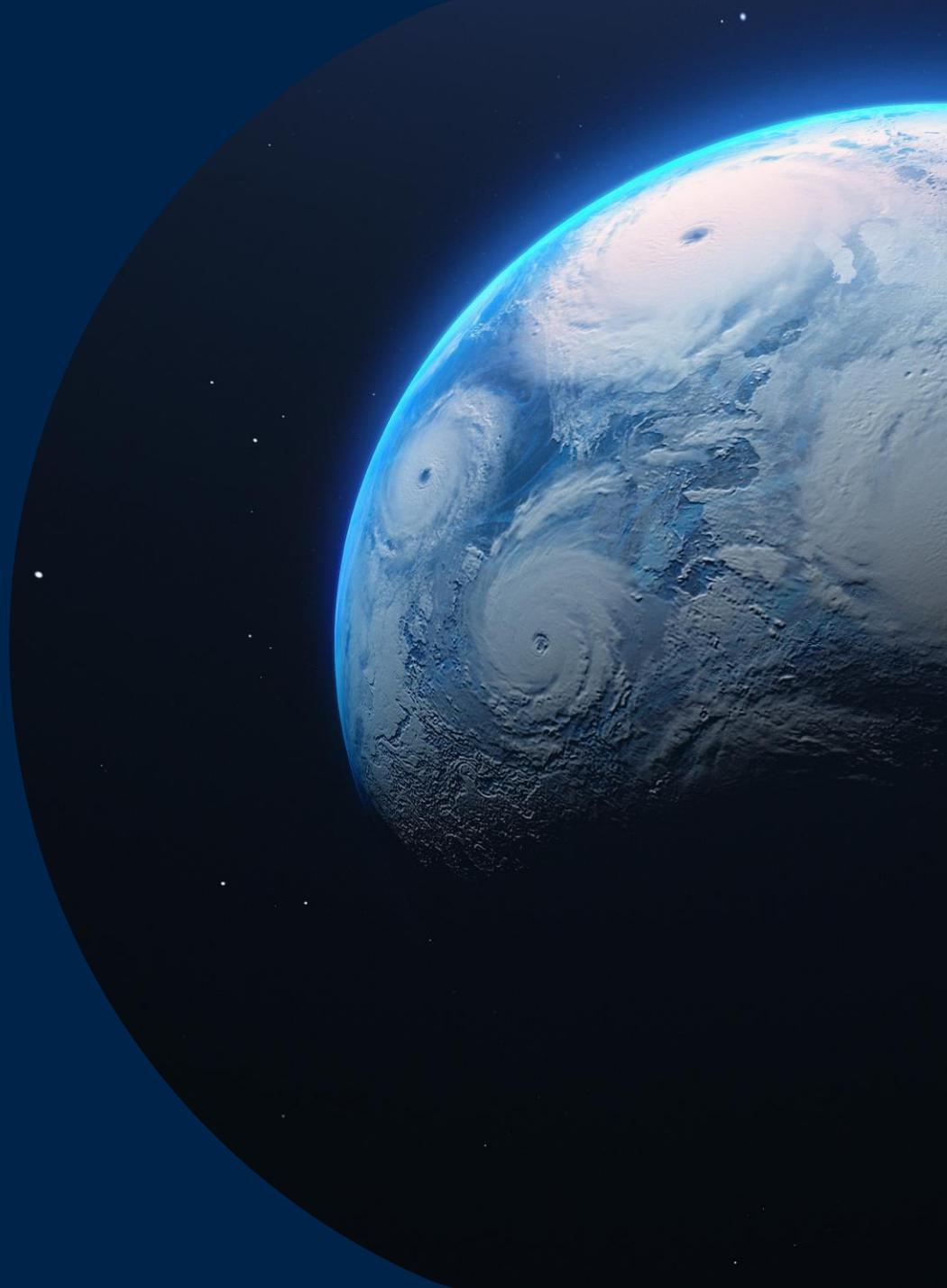
International  
Labour  
Organization



issa

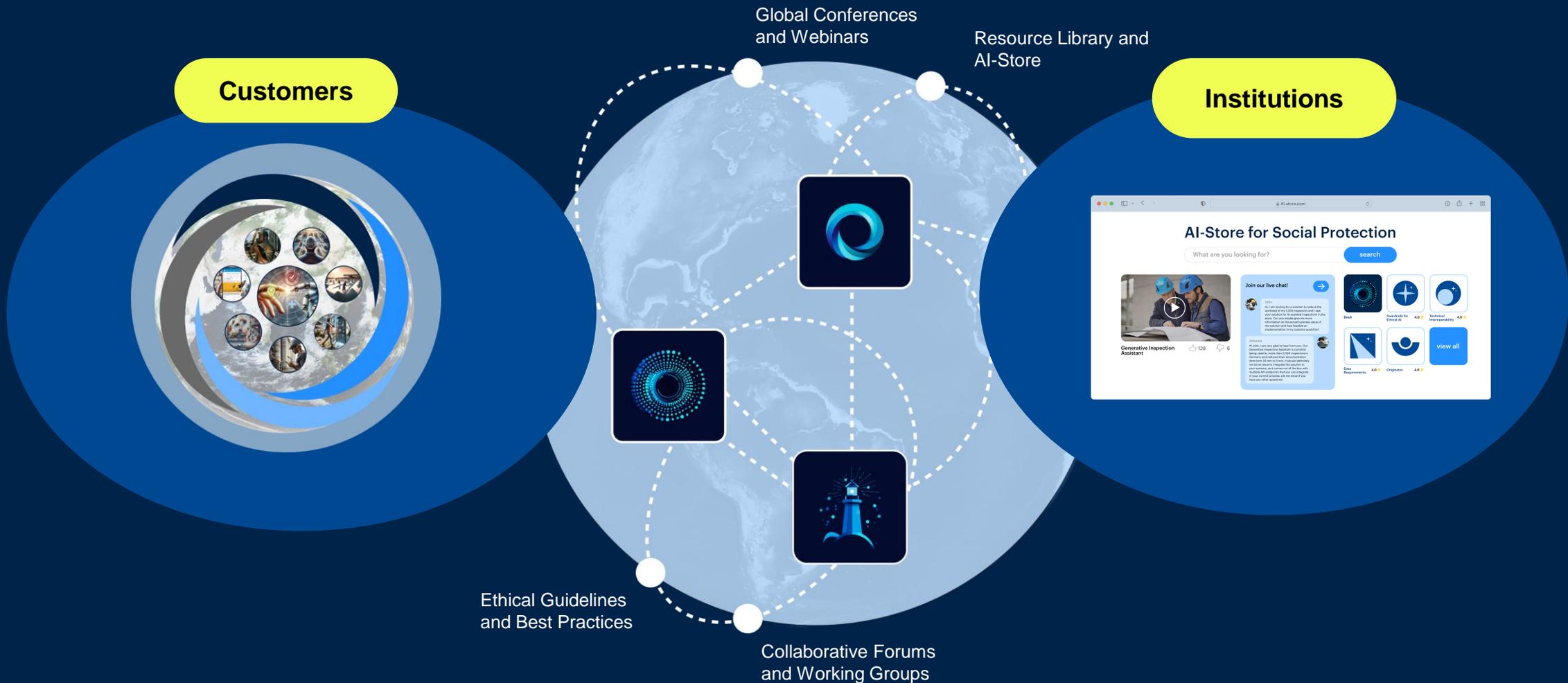


Deutsche Gesellschaft  
für Internationale  
Zusammenarbeit (GIZ) GmbH

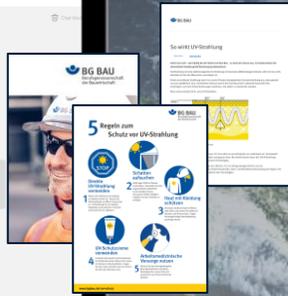
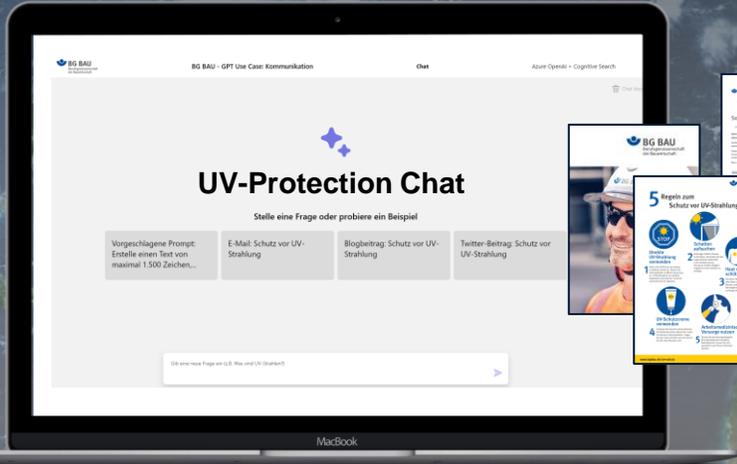


# To promote AI in Social Protection, we want to establish a global AI network

The Global Network for AI in Social Protection is an international community designed to connect organisations and institutions dedicated to leveraging AI for social protection. This network aims to foster global collaboration, knowledge exchange - and the development of the AI-based platforms to scale solutions on a global level



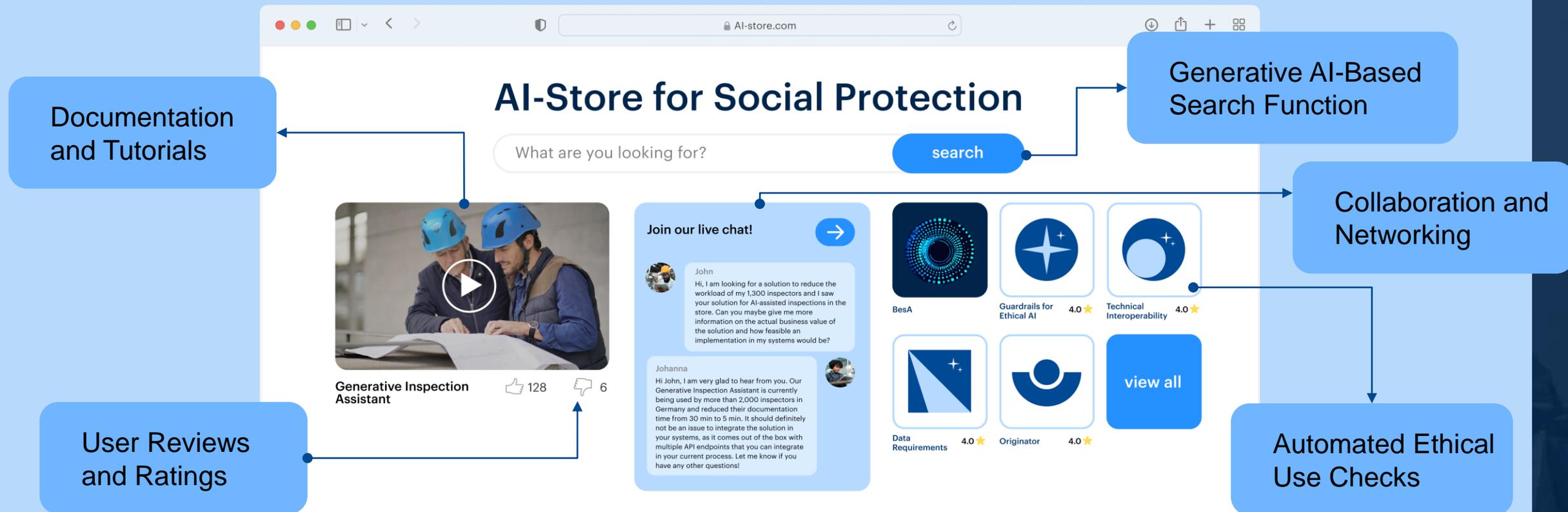
# Example: OSH-GPT against climate change impacts



# The AI-Store: An App-Store for AI solutions

The AI-Store for Social Protection is a collaborative online platform where institutions can upload, share and discover AI solutions specifically designed for social protection.

## Solution





# Thank you!

## **Jakob Kort – BG BAU**

Head of Digital Transformation  
& International Cooperations

### **LinkedIn**

<https://linkedin.com/in/jakob-kort>

### **E-Mail:**

Jakob.Kort@bgbau.de

### **Mobile:**

+49 152 54704410



MINISTÈRE  
DU TRAVAIL, DE LA SANTÉ,  
DES SOLIDARITÉS  
ET DES FAMILLES

*Liberté  
Égalité  
Fraternité*



**SOMMET**  
POUR *L'ACTION*  
SUR **L'IA**

Session 2 : Conditions de travail, santé & sécurité, qualité de l'emploi  
*Working conditions, health & safety, job quality*

**Les travailleurs invisibles dans les réseaux de production d'IA :  
conditions de travail, santé et sécurité, qualité de l'emploi**

*Invisible workers in AI production networks: working conditions, health & safety, job quality*

---

**Mark GRAHAM**, Professeur de Géographie de l'internet, Université d'Oxford, Royaume-Uni  
*Professor of Internet Geography at the Oxford Internet Institute (OII), University of Oxford, UK*

# Invisible workers in AI production networks: working conditions, health & safety, job quality.

**Mark Graham**

Professor, University of Oxford

Director, Fairwork



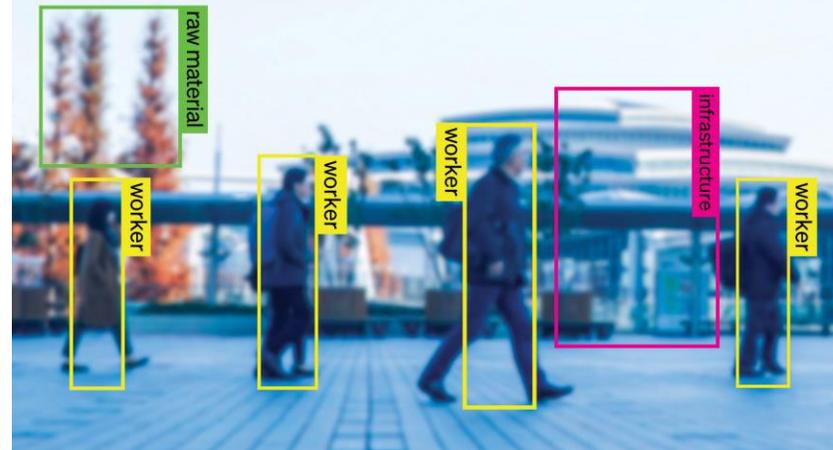
JAMES MULDOON, MARK GRAHAM AND CALLUM CANT

# FEEDING THE MACHINE

THE HIDDEN HUMAN  
LABOUR POWERING AI

'Extraordinary and essential' BRIAN ENO

'What an important book' STEPHEN FRY



# Harms to Workers | Risks to AI Companies' Reputation



TIME

## The Exploited Labor Behind Artificial Intelligence

Supporting transnational worker organizing should be at the center of the fight for "ethical AI"

BUSINESS • TECHNOLOGY

### Exclusive: OpenAI Used Kenyan Workers on Less Than \$2 Per Hour to Make ChatGPT Less Toxic

CAROLINE HASKINS BUSINESS MAY 22, 2024 9:00 AM

#### The Low-Paid Humans Behind AI's Smarts Ask Biden to Free Them From 'Modern Day Slavery'

African workers who label AI data and screen social posts for US tech giants are calling on President Biden to raise their plight with Kenya's president, William Ruto, who visits the US this week.

#### AI's Dirty Secret: Poor People in the Developing World Are Doing Most of the Work

Ouch.

The Washington Post  
Democracy Dies in Darkness

This article was published more than 1 year ago

World Asia War In Ukraine Africa Americas Europe Middle East

#### Behind the AI boom, an army of overseas workers in 'digital sweatshops'

August 28, 2023

THE WALL STREET JOURNAL.

SUBSCRIBE SIGN IN

### Cleaning Up ChatGPT Takes Heavy Toll on Human Workers

Contractors in Kenya say they were traumatized by effort to screen out descriptions of violence and sexual abuse during run-up to OpenAI's hit chatbot

WIRED

SECURITY POLITICS GEAR THE BIG STORY BUSINESS SCIENCE CULTURE IDEAS MERCH

SIGN IN

NIAMH ROWE BUSINESS NOV 15, 2023 6:00 AM

#### Underage Workers Are Training AI

Companies that provide Big Tech with AI data-labeling services are inadvertently hiring young teens to work on their platforms, often exposing them to traumatic content.

#### US lawmakers write to AI firms about 'gruelling' work conditions

Lawmakers have written to nine tech companies – including Amazon, Google and Microsoft – about the working conditions of those they employ to train and maintain their artificial intelligence systems, giving them until 11 October 2023 to respond

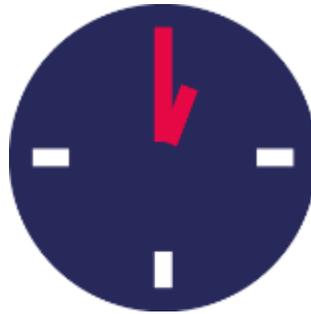
#### AI Is a Lot of Work

As the technology becomes ubiquitous, a vast tasker underclass is emerging – and not going anywhere.

# Fairwork Principles



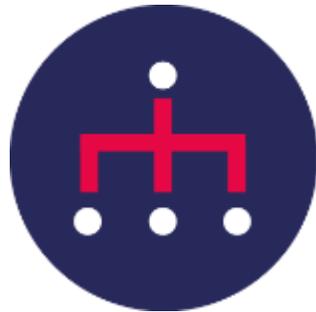
Fair Pay



Fair Conditions



Fair Contracts



Fair Management



Fair Representation

# Fairwork: Scoring



## Sama 2023

Principle	First point	Second point	Total
 <b>Principle 1: Fair Pay</b>	 Pays at least the local minimum wage (one point)	 Pays at least the local living wage (one additional point)	
 <b>Principle 2: Fair Conditions</b>	 Ensures safe working conditions (one point)	 Ensures paid leave, and a safety net (one additional point)	
 <b>Principle 3: Fair Contracts</b>	 Provides decent contracts (one point)	 Provides secure employment (one additional point)	
 <b>Principle 4: Fair Management</b>	 Treat workers fairly (one point)	 Creates clear and effective systems for data management, explanations, and appeals (one additional point)	
 <b>Principle 5: Fair Representation</b>	 Assures freedom of association and the expression of worker voice (one point)	 Supports democratic governance (one additional point)	

Total score



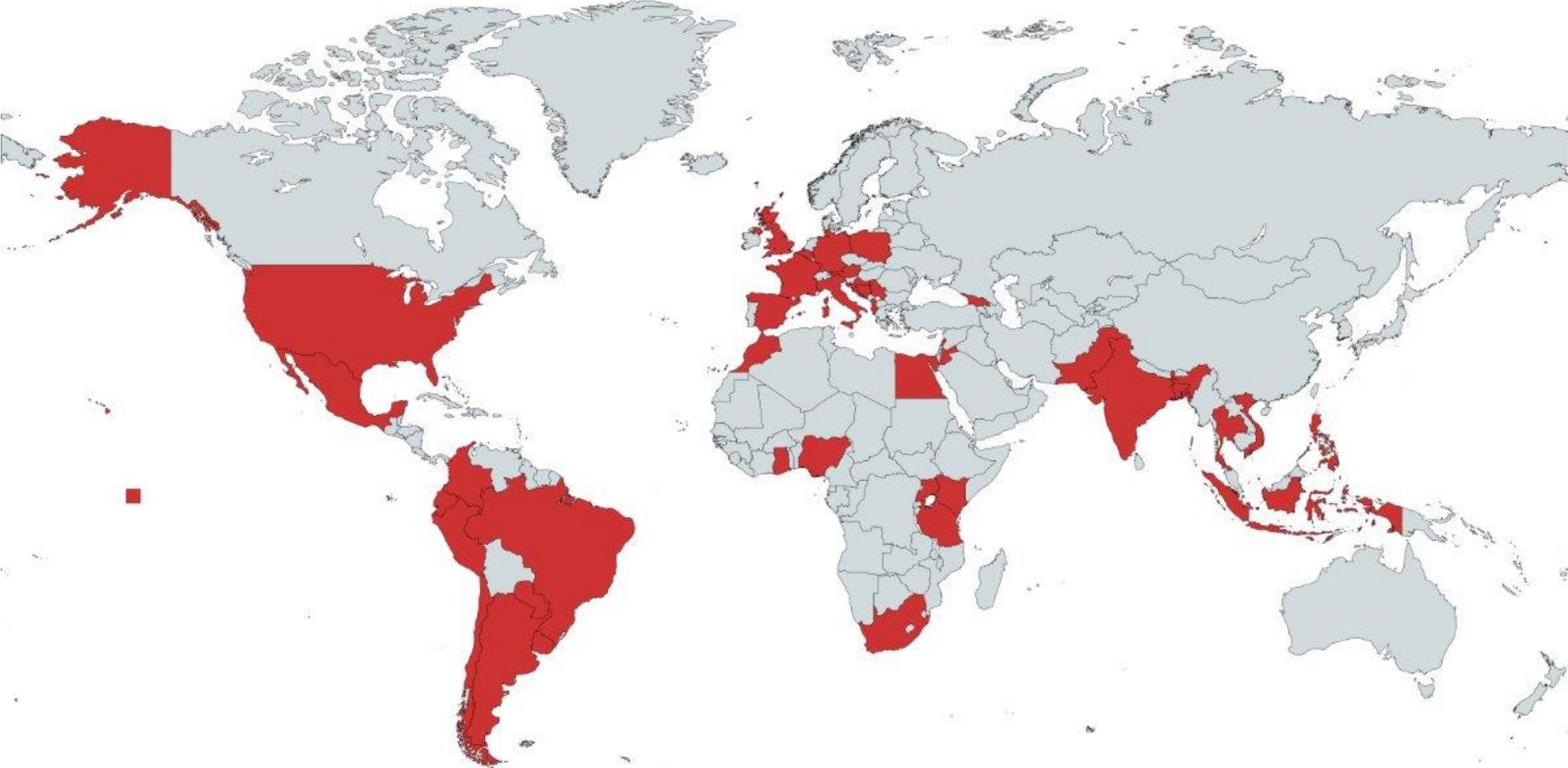
# Fairwork: League Tables



## Cloudwork 2023

Creative Words	10
Translated	8
ComeUp	5
Prolific	5
Terawork	5
TranscribeMe	4
Appen	3
SoyFreelancer	2
Upwork	2
Clickworker	1
Elharefa	1
Fiverr	1
Gengo	1
PeoplePerHour	1
Scale / Remotasks	1
Unbabel	1
Amazon Mechanical Turk	-

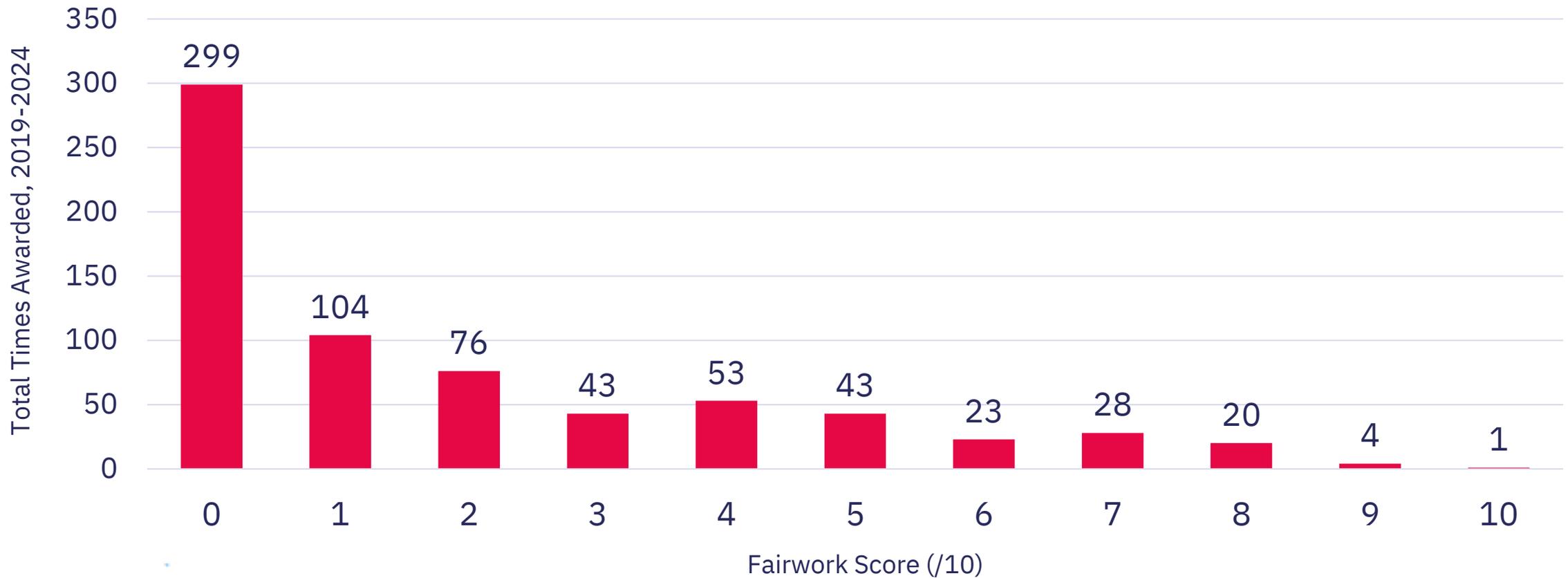
# Fairwork Countries



# Trends in Fairwork Scores

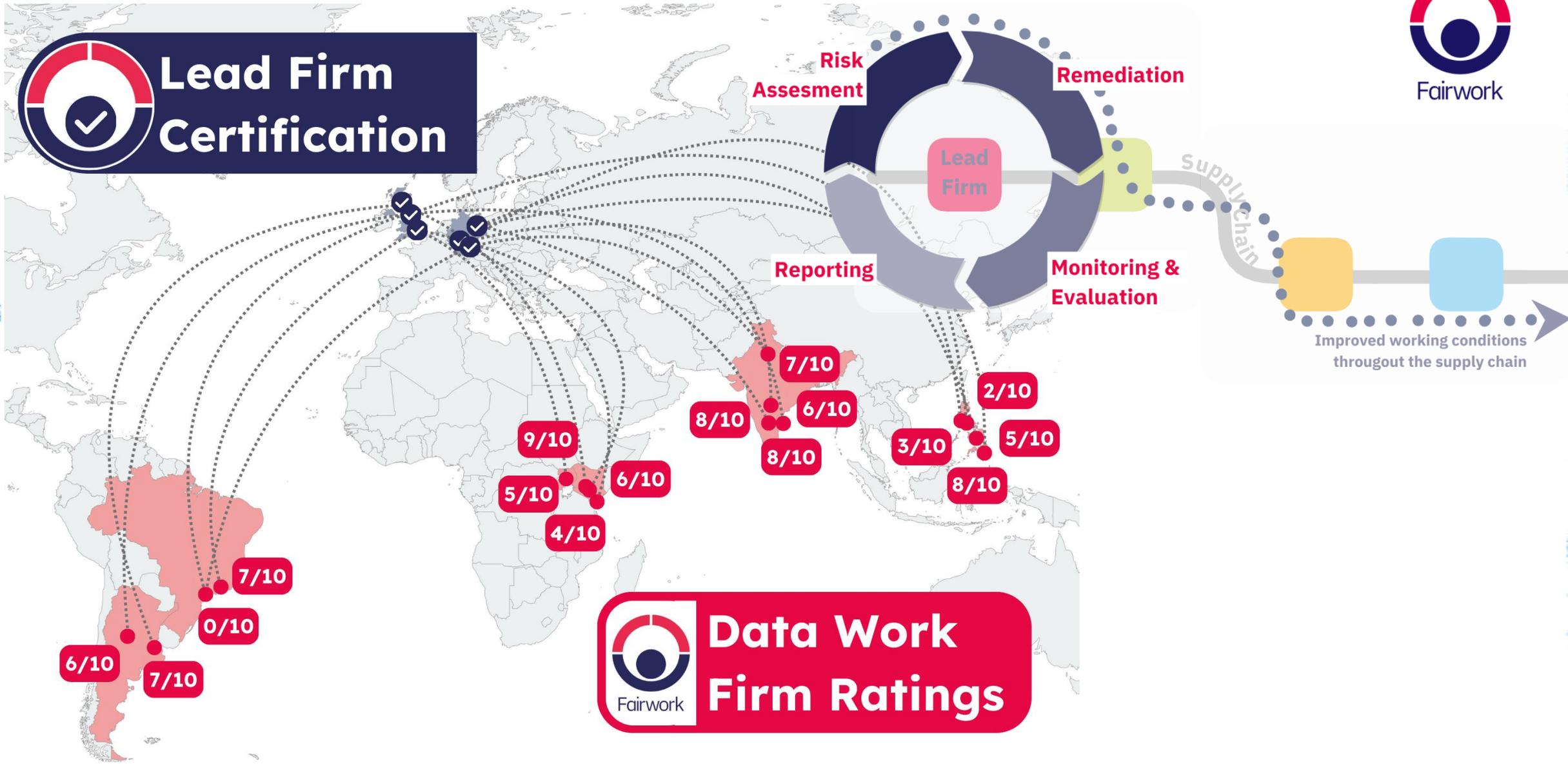


Spread of Fairwork Scores by Total Score





# Lead Firm Certification



6/10

7/10

0/10

7/10

5/10

4/10

9/10

6/10

8/10

8/10

7/10

6/10

3/10

8/10

2/10

5/10

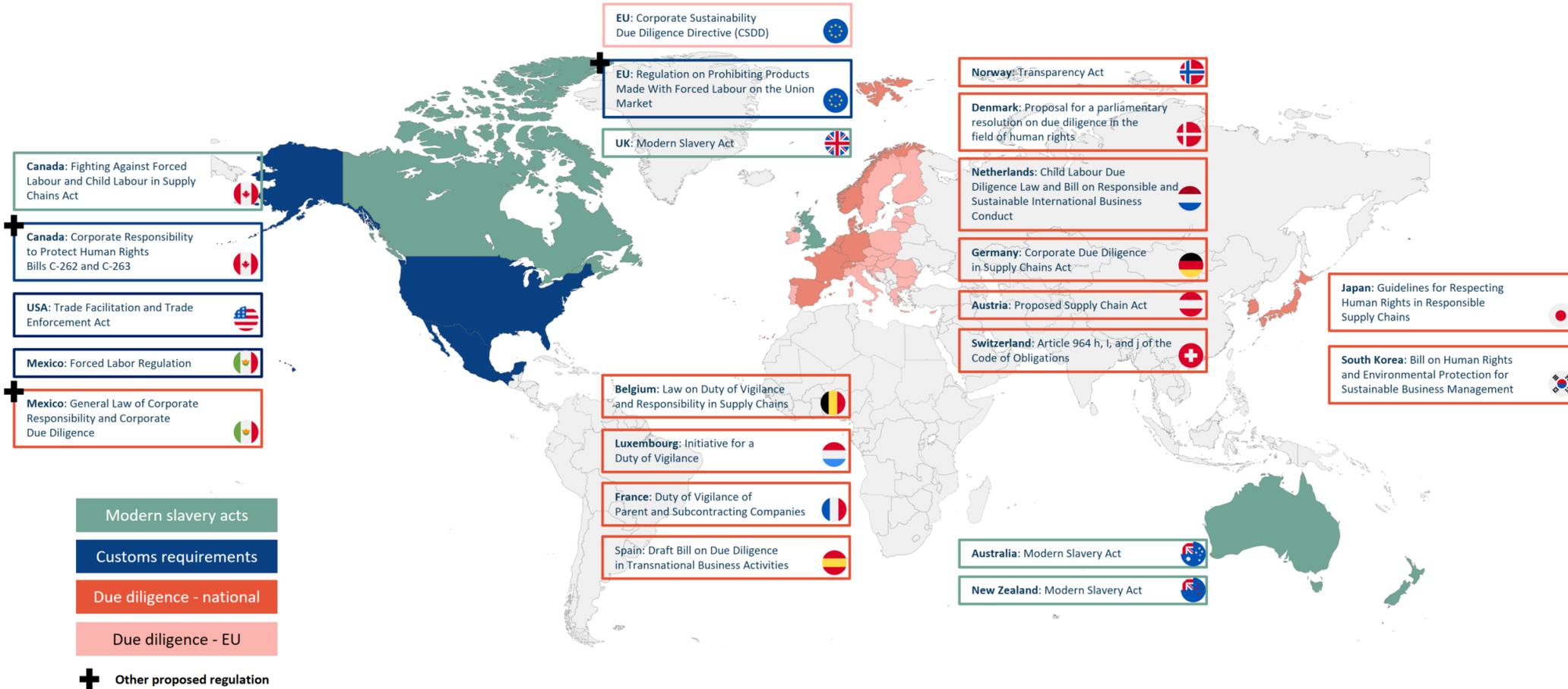


## Data Work Firm Ratings

# Regulations are being implemented



## Overview of human rights and environmental due diligence regulations around the world



# Pledge for a Trustworthy AI in the World of Work



- Address digital divides and ensure the benefits of AI are shared broadly to avoid deepening inequalities in the labour market, in association with all the stakeholders.
- Promote human rights with all business partners. Key actions include:
  - o **Labour standards in the AI value chain:** requirement that AI system providers respect global standards for all data supply chain workers, notably in data enrichment work, including living wages, healthy and safe workplaces, and fundamental labour rights.
  - o **Training and Development of digital skills needed for AI:** Support digital skills training and community development programs for underrepresented groups. Encourage AI companies to provide skill-building services alongside AI deployment.
  - o **Promoting fair labour practices and positive impacts of AI on the world of work globally,** including for companies and workers at all stages of the AI value chain and for the just transition to a green economy,
- Foster innovation in technology and R&D in AI to encourage economic growth and productivity.

# Thank you

**Prof Mark Graham**

mark.graham@oii.ox.ac.uk



fair.work



@towardsfairwork



@towards\_fairwork



MINISTÈRE  
DU TRAVAIL, DE LA SANTÉ,  
DES SOLIDARITÉS  
ET DES FAMILLES

*Liberté  
Égalité  
Fraternité*



**SOMMET**  
POUR *L'ACTION*  
SUR **L'IA**

## Session 3 : Management algorithmique et recrutement

*Algorithmic management and recruitment*



MINISTÈRE  
DU TRAVAIL, DE LA SANTÉ,  
DES SOLIDARITÉS  
ET DES FAMILLES

*Liberté  
Égalité  
Fraternité*



**SOMMET**  
POUR *L'ACTION*  
SUR **L'IA**

**Session 3 : Management algorithmique et recrutement**  
*Algorithmic management and recruitment*

**La gestion algorithmique sur le lieu de travail.**

**Nouvelles preuves issues d'une enquête de l'OCDE auprès des employeurs**

*Algorithmic Management in the Workplace. New Evidence from an OECD Employer Survey*

---

**Stefano SCARPETTA**, Directeur de l'Emploi, du Travail et des Affaires sociales, OCDE  
*Director for Employment, Labour and Social Affairs, OECD*



10 February 2025

# AI and the world of work: evidence from OECD surveys

**Stefano Scarpetta**

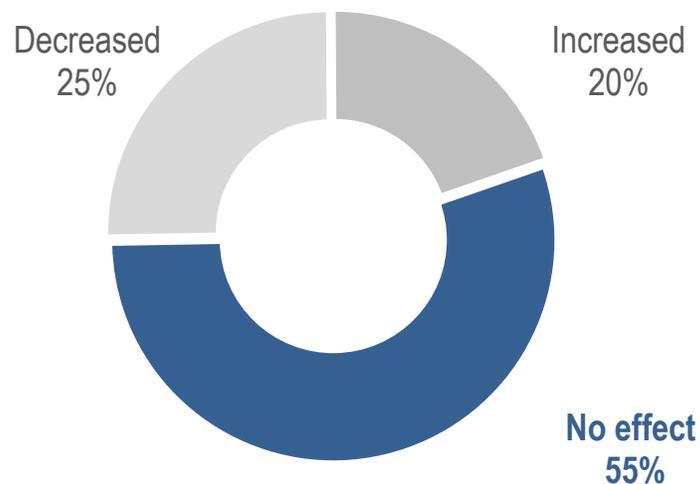
Director of Employment Labour and Social Affairs



# AI is transforming the labour market

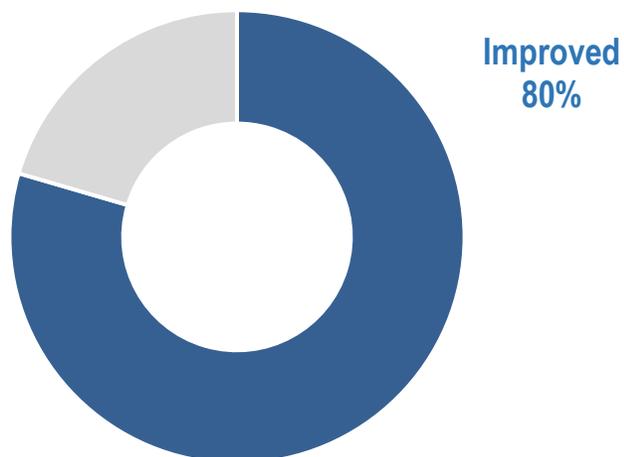
## Reported effect on number of jobs

Cross country average,  
% employers using AI



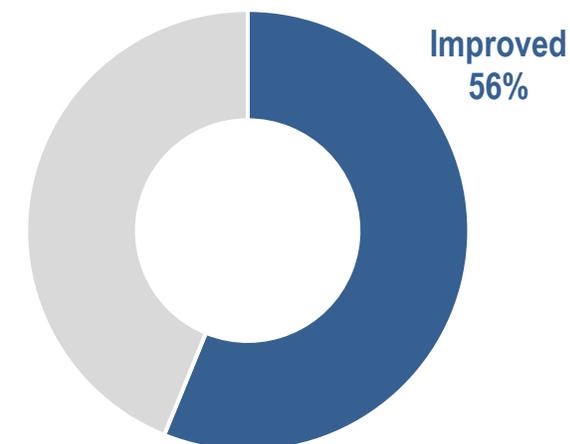
## Reported effect on performance

Cross country average,  
% workers using AI



## Reported effect on physical health and safety

Cross country average,  
% workers using AI





# What is algorithmic management (AM)?

Use of software to partially/fully automate tasks traditionally performed by human managers

## Main types of AM tools



Instruction



Monitoring



Evaluation

*Algorithmic management is not necessarily AI but there are close links*



# A novel employer survey of algorithmic management

## WHO?

6 000 mid-level managers

## WHERE ?

France                      United States

Germany

Italy

Japan

Spain

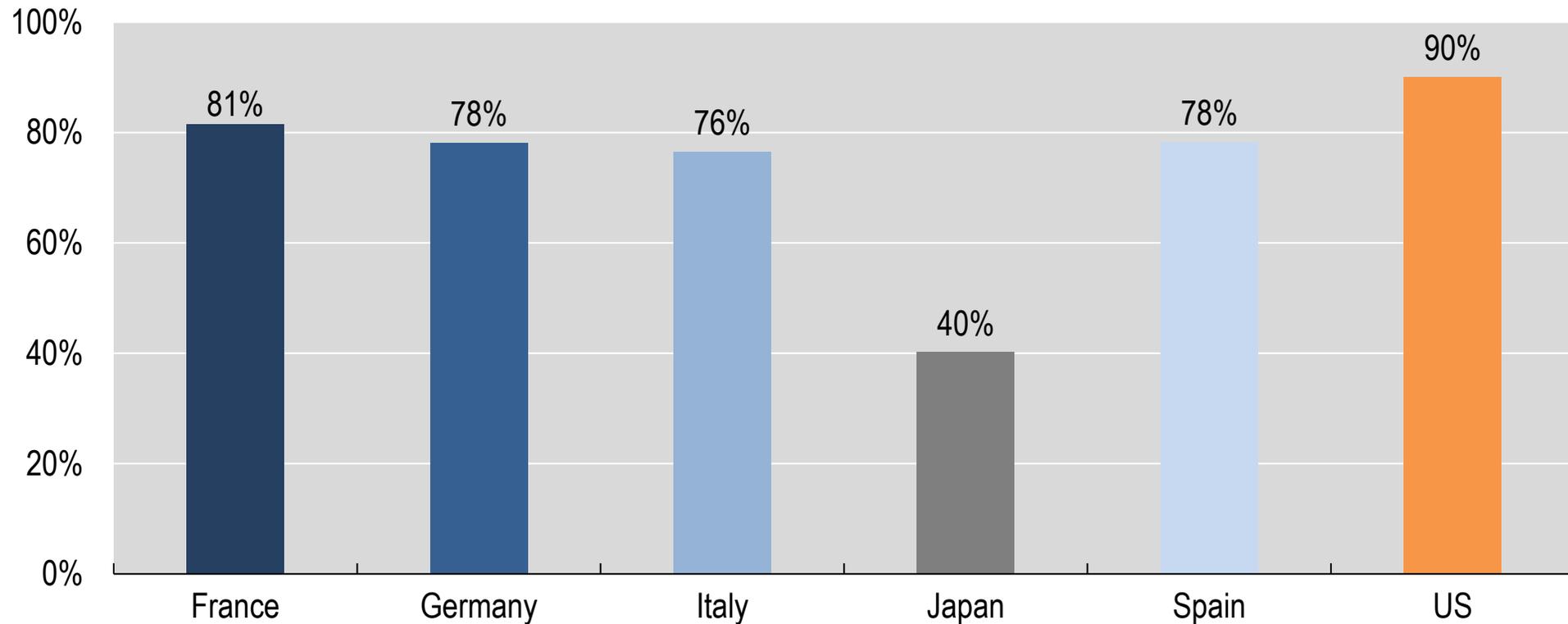
## WHAT ?

1. Prevalence of AM tools
2. Impact of AM tools on managers
3. Managers' perceptions of AM tools
4. Governance measures for AM tools



# Algorithmic management is widespread

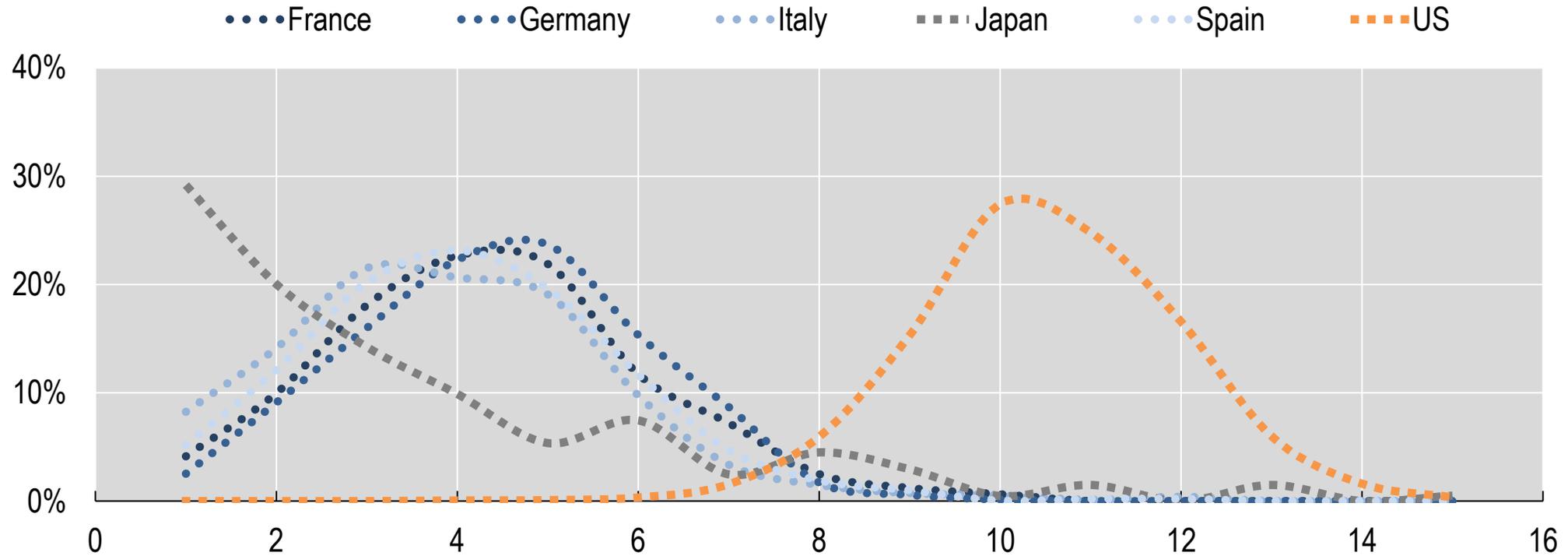
**% of managers whose firms provide at least one algorithmic management tool, by country**





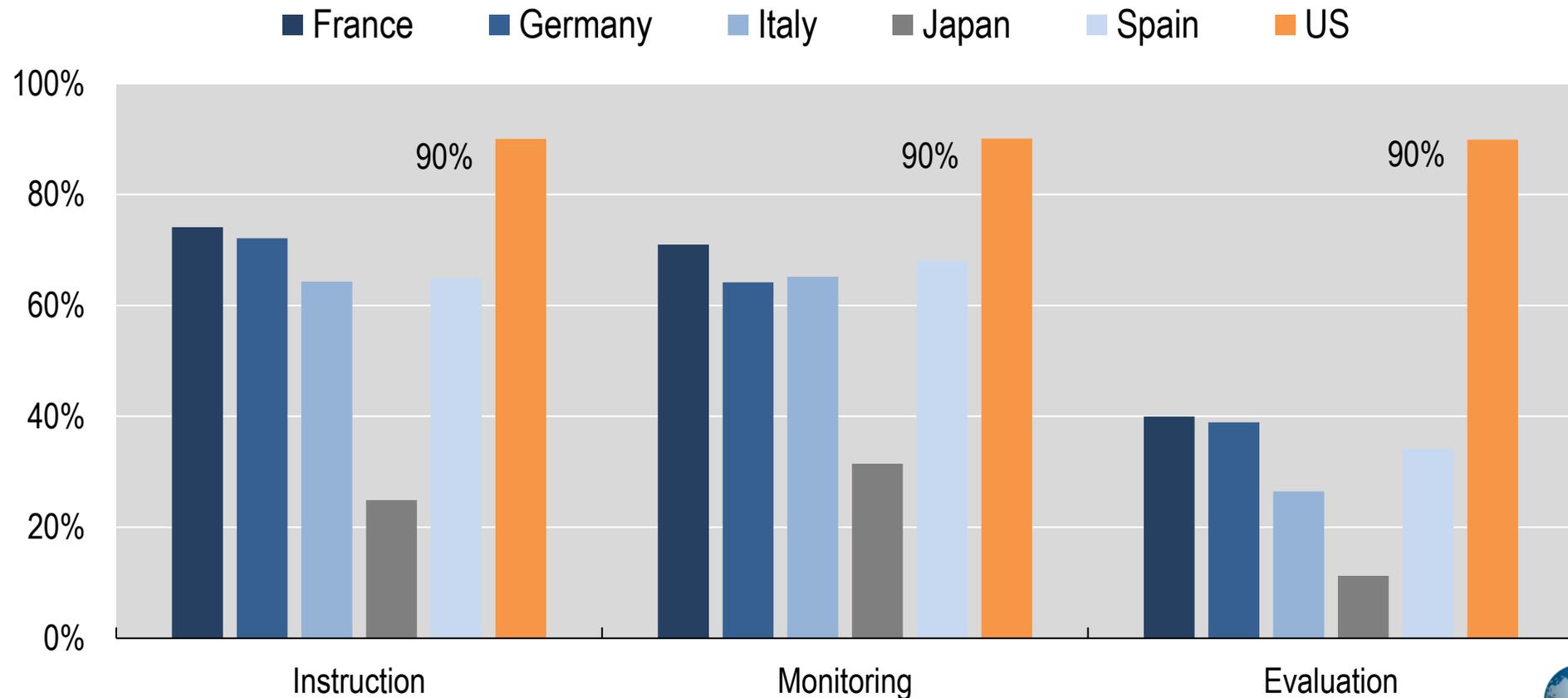
# Intense adoption of AM tools

**% of managers whose firms use algorithmic management tools, by number of tools used and by country**



# AM tools are used to instruct, monitor and evaluate workers

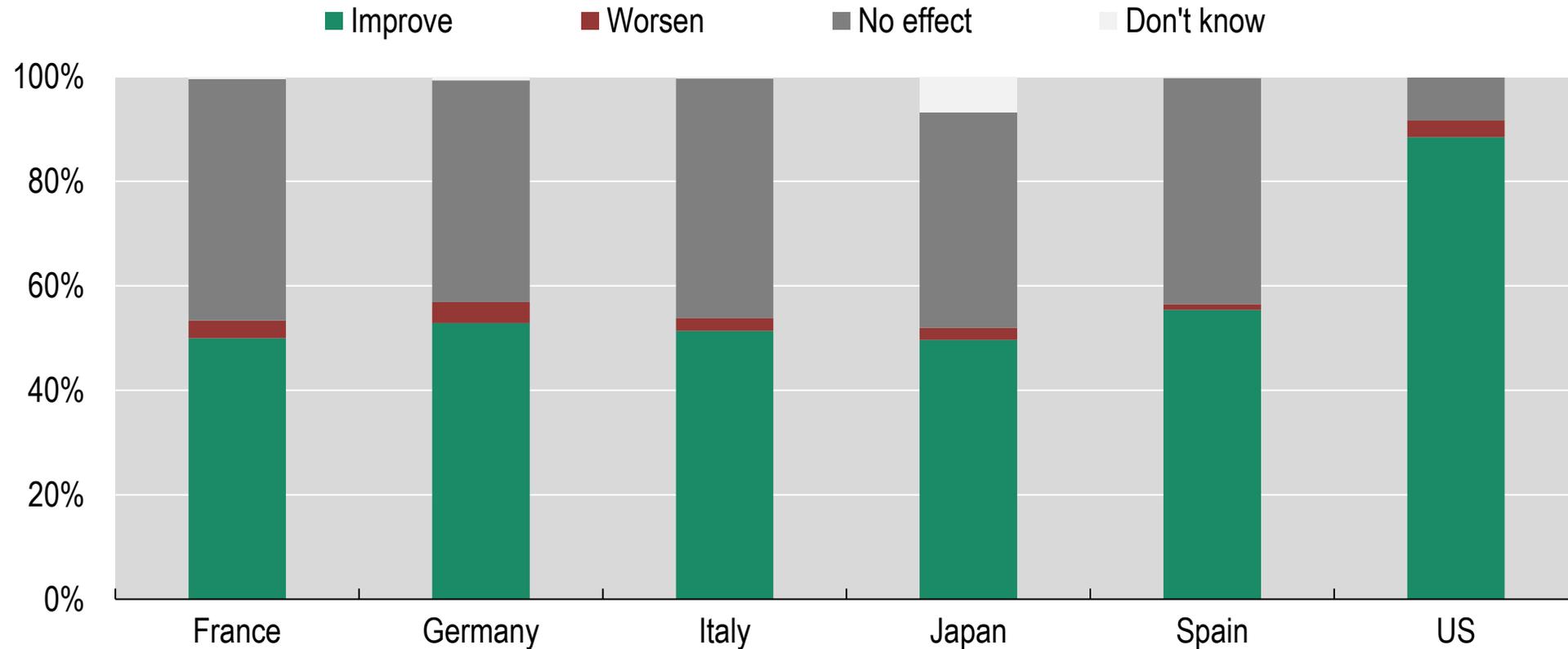
% of managers whose firms provide at least one AM tool, by tool category and by country





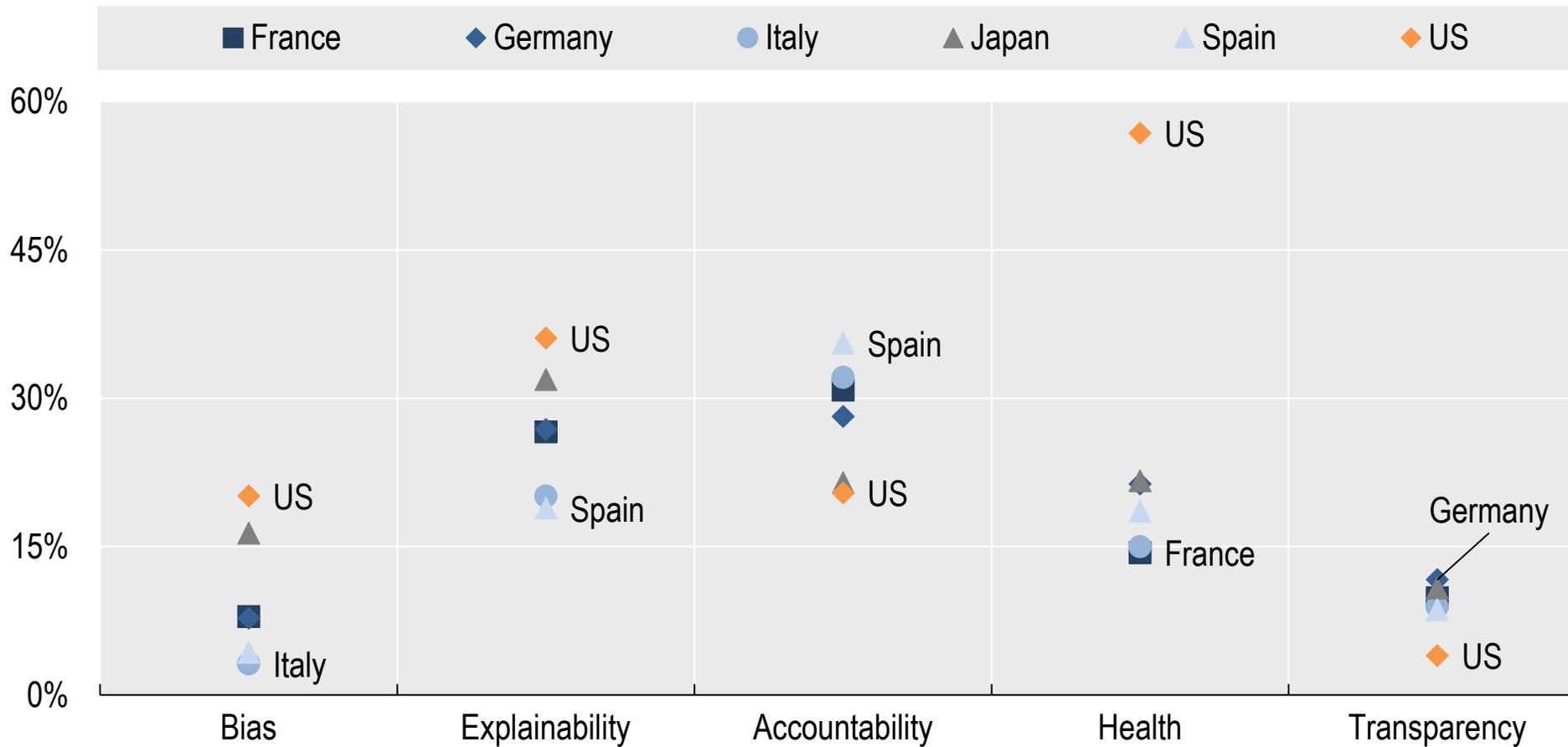
# Managers report that the use of AM tools improves decision quality

% of managers reporting changes in decision quality due to AM tools, by country



# However, 2 in 3 managers have concerns about the trustworthiness of AM tools

% of managers reporting lack of trust in algorithmic management tools, by concern





# Ensuring the trustworthy use of AM

The high prevalence of AM tools combined with managers' trustworthiness concerns call for urgent action

## Multi-faceted approach



Governance measures implemented by firms



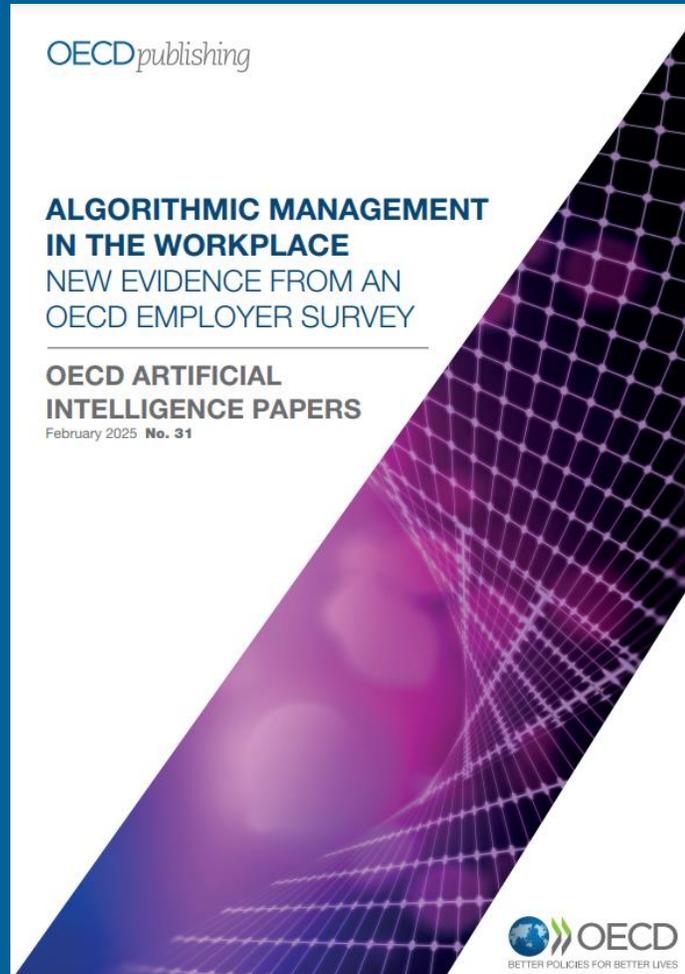
Examine current regulation and policy for gaps



Social dialogue to improve outcomes



# THANK YOU



Digital download:





MINISTÈRE  
DU TRAVAIL, DE LA SANTÉ,  
DES SOLIDARITÉS  
ET DES FAMILLES

*Liberté  
Égalité  
Fraternité*



**SOMMET**  
POUR *L'ACTION*  
SUR **L'IA**

**Session 3 : Management algorithmique et recrutement**  
*Algorithmic management and recruitment*

**L'utilisation de l'IA dans les processus de recrutement**  
*The use of AI in recruitment processes*

---

**Hélène JONQUOY**, Directrice du numérique, des données et de l'IA, Adecco  
*Chief Digital, Data & AI Officer, Adecco*

**Sylvain POIRIER**, Directeur associé du programme Data et Intelligence Artificielle, France Travail  
*Associate Director of the Data and Artificial Intelligence Program, France Travail*



MINISTÈRE  
DU TRAVAIL, DE LA SANTÉ,  
DES SOLIDARITÉS  
ET DES FAMILLES

*Liberté  
Égalité  
Fraternité*



**SOMMET**  
POUR *L'ACTION*  
SUR **L'IA**

**Session 4 : Table ronde de haut niveau**  
**Les défis de l'IA pour les politiques publiques et les acteurs privés**  
*High Level Panel*  
*AI challenges for public policies and private actors*



MINISTÈRE  
DU TRAVAIL, DE LA SANTÉ,  
DES SOLIDARITÉS  
ET DES FAMILLES

*Liberté  
Égalité  
Fraternité*



**SOMMET**  
POUR **L'ACTION**  
SUR **L'IA**

**Session 4 : Table ronde de haut niveau - Les défis de l'IA pour les politiques publiques et les acteurs privés**  
*High Level Panel - AI challenges for public policies and private actors*

**Astrid PANOSYAN-BOUVET**, Ministre chargée du Travail et de l'Emploi, France  
*Minister in charge of Labour and Employment, France*

**Luiz MARINHO**, Ministre du Travail et de l'Emploi, Brésil – (vidéo)  
*Minister for Labour and Employment, Brazil*

**Gilbert F. HOUNGBO**, Directeur Général, OIT  
*Director General, ILO*

**Roxana MÎNZATU**, Vice-présidente exécutive pour la Qualité de l'emploi et les Droits sociaux, les Compétences et la Préparation, Commission européenne – (vidéo)  
*Executive Vice-President for Quality Jobs and Social Rights, Skills and Preparedness, European Commission*

**Roberto SUAREZ SANTOS**, Secrétaire général, Organisation internationale des Employeurs  
*Secretary General, International Organisation of Employers*

**Eric Mwezi MANZI**, Secrétaire général adjoint, Conférence internationale des Syndicats (CSI)  
*Deputy Secretary General, International Trade Union Confederation (ITUC)*



MINISTÈRE  
DU TRAVAIL, DE LA SANTÉ,  
DES SOLIDARITÉS  
ET DES FAMILLES

*Liberté  
Égalité  
Fraternité*



**SOMMET**  
POUR *L'ACTION*  
SUR **L'IA**

Session 4 : Table ronde de haut niveau - Les défis de l'IA pour les politiques publiques et les acteurs privés  
*High Level Panel - AI challenges for public policies and private actors*



**Astrid PANOSYAN-BOUVET,**  
Ministre chargée du Travail et de l'Emploi, France  
*Minister in charge of Labour and Employment, France*



MINISTÈRE  
DU TRAVAIL, DE LA SANTÉ,  
DES SOLIDARITÉS  
ET DES FAMILLES

*Liberté  
Égalité  
Fraternité*



**SOMMET**  
POUR *L'ACTION*  
SUR **L'IA**

Session 4 : Table ronde de haut niveau - Les défis de l'IA pour les politiques publiques et les acteurs privés  
*High Level Panel - AI challenges for public policies and private actors*



**Luiz MARINHO**, Ministre du Travail et de l'Emploi, Brésil  
(vidéo)  
*Minister for Labour and Employment, Brazil*



MINISTÈRE  
DU TRAVAIL, DE LA SANTÉ,  
DES SOLIDARITÉS  
ET DES FAMILLES

*Liberté  
Égalité  
Fraternité*



**SOMMET**  
POUR *L'ACTION*  
SUR **L'IA**

Session 4 : Table ronde de haut niveau - Les défis de l'IA pour les politiques publiques et les acteurs privés  
*High Level Panel - AI challenges for public policies and private actors*



**Gilbert F. HOUNGBO**, Directeur Général, OIT  
*Director General, ILO*



MINISTÈRE  
DU TRAVAIL, DE LA SANTÉ,  
DES SOLIDARITÉS  
ET DES FAMILLES

*Liberté  
Égalité  
Fraternité*



**SOMMET**  
POUR L'ACTION  
SUR L'IA

Session 4 : Table ronde de haut niveau - Les défis de l'IA pour les politiques publiques et les acteurs privés  
*High Level Panel - AI challenges for public policies and private actors*



**Roxana MÎNZATU**, Vice-présidente exécutive pour la  
Qualité de l'emploi et les Droits sociaux, les  
Compétences et la Préparation, Commission  
européenne  
(vidéo)

*Executive Vice-President for Quality Jobs and Social Rights,  
Skills and Preparedness, European Commission*



MINISTÈRE  
DU TRAVAIL, DE LA SANTÉ,  
DES SOLIDARITÉS  
ET DES FAMILLES

*Liberté  
Égalité  
Fraternité*



**SOMMET**  
POUR *L'ACTION*  
SUR **L'IA**

Session 4 : Table ronde de haut niveau - Les défis de l'IA pour les politiques publiques et les acteurs privés  
*High Level Panel - AI challenges for public policies and private actors*



**Roberto SUAREZ SANTOS**, Secrétaire général,  
Organisation internationale des Employeurs  
*Secretary General, International Organisation of  
Employers*



MINISTÈRE  
DU TRAVAIL, DE LA SANTÉ,  
DES SOLIDARITÉS  
ET DES FAMILLES

*Liberté  
Égalité  
Fraternité*



**SOMMET**  
POUR *L'ACTION*  
SUR **L'IA**

Session 4 : Table ronde de haut niveau - Les défis de l'IA pour les politiques publiques et les acteurs privés  
*High Level Panel - AI challenges for public policies and private actors*



**Eric Mwezi MANZI**, Secrétaire général adjoint,  
Conférence internationale des Syndicats (CSI)  
*Deputy Secretary General, International Trade Union  
Confederation (ITUC)*



MINISTÈRE  
DU TRAVAIL, DE LA SANTÉ,  
DES SOLIDARITÉS  
ET DES FAMILLES

*Liberté  
Égalité  
Fraternité*



**SOMMET**  
POUR **L'ACTION**  
SUR **L'IA**

**Session 4 : Table ronde de haut niveau - Les défis de l'IA pour les politiques publiques et les acteurs privés**  
*High Level Panel - AI challenges for public policies and private actors*

**Astrid PANOSYAN-BOUVET**, Ministre chargée du Travail et de l'Emploi, France  
*Minister in charge of Labour and Employment, France*

**Gilbert F. HOUNGBO**, Directeur Général, OIT  
*Director General, ILO*

**Roberto SUAREZ SANTOS**, Secrétaire général, Organisation internationale des Employeurs  
*Secretary General, International Organisation of Employers*

**Eric Mwezi MANZI**, Secrétaire général adjoint, Conférence internationale des Syndicats (CSI)  
*Deputy Secretary General, International Trade Union Confederation (ITUC)*



MINISTÈRE  
DU TRAVAIL, DE LA SANTÉ,  
DES SOLIDARITÉS  
ET DES FAMILLES

*Liberté  
Égalité  
Fraternité*



**SOMMET**  
POUR *L'ACTION*  
SUR **L'IA**

**Interventions en soutien au Document d'engagement  
en faveur d'une IA digne de confiance dans le monde du travail**  
*Statements in support of the  
Pledge for a trustworthy AI in the world of work*

MINISTÈRE  
DU TRAVAIL, DE LA SANTÉ,  
DES SOLIDARITÉS  
ET DES FAMILLES  
*Liberté  
Égalité  
Fraternité*



**GLOBAL DEAL**  
TOGETHER FOR DECENT WORK  
AND INCLUSIVE GROWTH



IMPACT AI



**SOMMET  
POUR L'ACTION  
SUR L'IA**



**AIRBUS**

**CRÉDIT AGRICOLE**

**SNCF  
GROUPE**

your high-digital place  
**open**

**orange™**

**Schneider  
Electric**

**edf**

**L'ORÉAL**



**Groupe SOS**

**KPMG**



**CMA CGM**

**sopra  
steria**

**PUBLICIS  
GROUPE**

**dalkia  
GROUPE edf**

**IA-MEDICAL**



**Harmonie  
mutuelle  
GROUPE vyv**  
*AVANÇONS collectif*

**servitalent**  
GLOBAL NEEDS, LOCAL LEADS

**Doctolib**



**Crédit Mutuel**  
Alliance Fédérale

**bel  
for all  
good**

**crit.**

**ManpowerGroup™**

**axionable**

**data  
iku**



**actual**

**GROUPE  
FDJ**

**aret  
activa**  
DIRECTION GÉNÉRALE - INNOVATION - 100% ANCIEN

**CORRESPONSABLES**  
ObservARSE Fundación  
ObservARSE Fundación  
ObservARSE Fundación

**K  
KARDHAM**

**COLAS**  
DIGITAL SOLUTIONS

**zima  
consulting**

**EMERTONDATA**

**Groupe Adéquat**  
**tatum**  
Improving People & Sales

**Club de  
Marketing  
de Navarra**

**NetBees**  
Business center



**Desarrolla**

**estudio  
global  
.es**  
Asesoría  
Consultoría

**[koine-aequalitas]**

**LEXA GO**

**AIMPLAS**  
INSTITUTO TECNOLÓGICO  
DEL PLÁSTICO

**Butagaz**  
GAZ & ÉLECTRICITÉ

**seresco**

**Mediawan**

**andrh**  
Anticiper Partager Inspirer

**naaia**

**femxa**

**UAX**  
Universidad  
Alfonso X el Sabio



**Stema  
Partners**

**VO2  
GROUP**

**skema  
BUSINESS SCHOOL**

**IA  
I.A. INSTITUTE  
by EPITA & ISG**

**cercle  
interL**

**RAINER SCHOOL**

**Classe  
Digitale**

**G  
GRENOBLE  
ECOLE DE  
MANAGEMENT**  
BUSINESS LAB FOR SOCIETY

**aivancity**  
La Grande Ecole de l'IA & de la Data  
Paris Ile-de-France - Nice Côte d'Azur

**MISTRAL  
AI\_**

Interventions en soutien au Document d'engagement en faveur d'une IA digne de confiance dans le monde du travail  
*Statements in support of the Pledge for a trustworthy AI in the world of work*



**ImpactAI : Guy Mamou-Mani**, Membre du COMEX d'IMPACT AI, coprésident du Groupe Open, membre du Haut Conseil à l'égalité entre les femmes et les hommes (HCEfh), ancien Président du Syntec Numérique et ancien Vice-Président du Conseil National du Numérique



**Les entreprises s'engagent : Sylvain Reymond**, Directeur Général de la Communauté « LES »



**Global Deal : Jean-Christophe Sciberras**, Coordinateur du Global Deal France, et membre du Comité Directeur mondial, CEO Newbridges



**Positive AI : Philippe Streiff**, Délégué Général



**AEDIPE : Petro Ribes**, President de AEDIPE España (Réseau européen ANDRH : Asociación Española de Dirección y Desarrollo de Personas) (vidéo)



MINISTÈRE  
DU TRAVAIL, DE LA SANTÉ,  
DES SOLIDARITÉS  
ET DES FAMILLES

*Liberté  
Égalité  
Fraternité*



**SOMMET**  
POUR *L'ACTION*  
SUR **L'IA**

Interventions en soutien au Document d'engagement en faveur d'une IA digne de confiance dans le monde du travail  
*Statements in support of the Pledge for a trustworthy AI in the world of work*



**SNCF** : **Marlène Dolveck**, Directrice Générale de SNCF Gares et Connexions, et DG Adjointe du Groupe SNCF

**AIRBUS**

**AIRBUS** : **Catherine Delmotte**, DRH France et Directrice Relations sociales, Groupe Airbus

Adhérer au pledge : envoyer 1 message à : [Futurework-AI.Summit@sg.social.gouv.fr](mailto:Futurework-AI.Summit@sg.social.gouv.fr)

To join & being member of the pledge: send a message to : [Futurework-AI.Summit@sg.social.gouv.fr](mailto:Futurework-AI.Summit@sg.social.gouv.fr)

MINISTÈRE  
DU TRAVAIL, DE LA SANTÉ,  
DES SOLIDARITÉS  
ET DES FAMILLES  
*Liberté  
Égalité  
Fraternité*



**GLOBAL DEAL**  
TOGETHER FOR DECENT WORK  
AND INCLUSIVE GROWTH



IMPACT AI



**SOMMET  
POUR L'ACTION  
SUR L'IA**



**AIRBUS**

**CRÉDIT AGRICOLE**

**SNCF  
GROUPE**

your high-digital place  
**open**

**orange™**

**Schneider  
Electric**

**edf**

**L'ORÉAL**



**Groupe SOS**

**KPMG**



**CMA CGM**

**sopra  
steria**

**PUBLICIS  
GROUPE**

**dalkia  
GROUPE edf**

**IA-MEDICAL**



**Harmonie  
mutuelle  
GROUPE vyv**  
*AVANÇONS collectif*

**servitalent**  
GLOBAL NEEDS, LOCAL LEADS

**Doctolib**



**Crédit Mutuel**  
Alliance Fédérale

**bel  
for all  
good**

**crit.**

**ManpowerGroup™**

**axionable**

**data  
iku**



**actual**

**GROUPE  
FDJ**

**aret  
activa**  
DIRECTION DÉPARTEMENTALE DES SERVICES

**CORRESPONSABLES**  
ObservARSE  
Fondación  
ObservARSE  
Fondación

**K  
KARDHAM**

**COLAS**  
DIGITAL SOLUTIONS

**zima  
consulting**

**EMERTONDATA**

**Groupe Adéquat**  
**tatum**  
Improving People & Sales

**Club de  
Marketing  
de Navarra**

**NetBees**  
Business center



**Desarrolla**

**estudio  
global  
.es**  
Asesoría  
Consultoría

**[koine-aequalitas]**

**LEXA GO**

**AIMPLAS**  
INSTITUTO TECNOLÓGICO  
DEL PLÁSTICO

**Butagaz**  
GAZ & ÉLECTRICITÉ

**seresco**

**Mediawan**

**andrh**  
Anticiper Partager Inspirer

**naaia**

**femxa**

**UAX**  
Universidad  
Alfonso X el Sabio



**HERVÉ THERMIQUE**

**Stema  
Partners**

**VO2  
GROUP**

**skema  
BUSINESS SCHOOL**

**IA  
I.A. INSTITUTE  
by EPITA & ISG**

**cercle  
interL**

**RAINER SCHOOL**

**Classe  
Digitale**

**G  
GRENOBLE  
ECOLE DE  
MANAGEMENT**  
BUSINESS LAB FOR SOCIETY

**aivancity**  
La Grande Ecole de l'IA & de la Data  
Paris Ile-de-France - Nice Côte d'Azur

**MISTRAL  
AI\_**



MINISTÈRE  
DU TRAVAIL, DE LA SANTÉ,  
DES SOLIDARITÉS  
ET DES FAMILLES

*Liberté  
Égalité  
Fraternité*



**SOMMET**  
POUR *L'ACTION*  
SUR **L'IA**

**L'étude « *L'intelligence artificielle au service de l'inclusion et de la diversité* »**  
*Study "Artificial Intelligence for Inclusion and Diversity"*

---

**Sylvain REYMOND**, Directeur général de *Les Entreprises s'engagent*  
*Chief Executive Officer of Companies take action*



MINISTÈRE  
DU TRAVAIL, DE LA SANTÉ,  
DES SOLIDARITÉS  
ET DES FAMILLES

*Liberté  
Égalité  
Fraternité*



**SOMMET**  
POUR *L'ACTION*  
SUR **L'IA**

**Session 5 : Echanges croisés entre partenaires sociaux  
sur la place de l'IA dans le monde du travail**  
*Cross-dialogue between social partners  
on the role of AI in the world of work*



MINISTÈRE  
DU TRAVAIL, DE LA SANTÉ,  
DES SOLIDARITÉS  
ET DES FAMILLES

*Liberté  
Égalité  
Fraternité*



**SOMMET**  
POUR *L'ACTION*  
SUR **L'IA**

Session 5 : Echanges croisés entre partenaires sociaux sur la place de l'IA dans le monde du travail  
*Cross-dialogue between social partners on the role of AI in the world of work*

**Points de vue des partenaires sociaux européens**  
*Views of the European social partners*

---

**Isabelle SCHÖMANN**, Secrétaire générale adjointe, Confédération européenne des syndicats (CES)

*Deputy Secretary General, European Trade Union Confederation (ETUC)*

**Delphine RUDELLI**, directrice générale, CEEMET (Conseil Européen des Employeurs de la Tech et de l'Industrie)

*Director General, CEEMET (European Tech and Industry Employers)*



MINISTÈRE  
DU TRAVAIL, DE LA SANTÉ,  
DES SOLIDARITÉS  
ET DES FAMILLES

*Liberté  
Égalité  
Fraternité*



**SOMMET**  
POUR *L'ACTION*  
SUR **L'IA**

**Session 5 : Echanges croisés entre partenaires sociaux sur la place de l'IA dans le monde du travail**  
*Cross-dialogue between social partners on the role of AI in the world of work*

**Points de vue des partenaires sociaux français (1/3)**  
*Views of the French social partners*

---

**Luc MATHIEU**, Secrétaire national chargé du numérique, Confédération Française Démocratique du Travail (CFDT)  
*National Secretary, in charge of economic policies, wage policies, and purchasing power, as well as digital-related issues, French Democratic Confederation of Labour (CFDT)*

**Agathe LE BERDER**, Membre de la direction confédérale de la CGT  
*Member of the CGT Confederal Board*

**Branislav RUGANI**, Secrétaire confédéral chargé du secteur international et Europe, Confédération générale du Travail-Force Ouvrière (FO)  
*Confederal Secretary in charge of the International and Europe sector at the General Confederation of Labour - Force Ouvrière (FO)*



MINISTÈRE  
DU TRAVAIL, DE LA SANTÉ,  
DES SOLIDARITÉS  
ET DES FAMILLES

*Liberté  
Égalité  
Fraternité*



**SOMMET**  
POUR *L'ACTION*  
SUR **L'IA**

**Session 5 : Echanges croisés entre partenaires sociaux sur la place de l'IA dans le monde du travail**  
*Cross-dialogue between social partners on the role of AI in the world of work*

**Points de vue des partenaires sociaux français (2/3)**  
*Views of the French social partners*

---

**Nicolas BLANC**, Secrétaire national à la transition économique et Délégué national au numérique, Confédération Française de l'Encadrement - Confédération Générale des Cadres (CFE-CGC)  
*National Secretary for Economic Transition and National Delegate for Digital Affairs, French Confederation of Management - General Confederation of Executives (CFE-CGC)*

**Jean-Marc CICUTO**, Membre du Comité de la charte sociale des JO de Paris, Confédération Française des Travailleurs Chrétiens (CFTC)  
*Member of the Social Charter Committee for the Paris Olympic Games, French Confederation of Christian Workers (CFTC)*



MINISTÈRE  
DU TRAVAIL, DE LA SANTÉ,  
DES SOLIDARITÉS  
ET DES FAMILLES

*Liberté  
Égalité  
Fraternité*



**SOMMET**  
POUR **L'ACTION**  
SUR **L'IA**

**Session 5 : Echanges croisés entre partenaires sociaux sur la place de l'IA dans le monde du travail**  
*Cross-dialogue between social partners on the role of AI in the world of work*

**Points de vue des partenaires sociaux français (3/3)**  
*Views of the French social partners*

---

**Virginie FAUVEL**, Co-présidente de la commission Innovation et Numérique, Mouvement des Entreprises de France (MEDEF)

*Co-President of the Innovation and Digital Commission, Movement of French Enterprises (MEDEF)*

**Eric CHEVEE**, Vice-président de la Confédération des petites et moyennes entreprises (CPME), en charge des affaires sociales

*Vice-President of the Confederation of Small and Medium-Sized Enterprises (CPME), in charge of Social Affairs*

**Christophe SANS**, Vice-Président de l'Union des Entreprises de Proximité (U2P)

*Vice-President of the Union of Local Businesses (U2P)*

**Session 5 : Echanges croisés entre partenaires sociaux sur la place de l'IA dans le monde du travail**  
*Cross-dialogue between social partners on the role of AI in the world of work*

**Meilleures pratiques et initiatives**  
*Best practices and initiatives*

---

**Glenda QUINTINI**, Cheffe de l'unité de soutien au Global Deal, Direction de l'Emploi, du Travail et des Affaires sociales, OCDE  
*Head of the Support Unit for the Global Deal, Employment, Labour and Social Affairs Directorate, OECD*

**Christian LAMBERT**, Vice-Président en charge de la stratégie sociale et des relations sociales, Schneider Electric  
*Vice-President in charge of Social Strategy and Labor Relations, Schneider Electric*

**Vincent MANDINAUD**, Chargé de mission, Département Capitalisation et Développement des Connaissances, Agence Nationale pour l'Amélioration des Conditions de Travail (ANACT)  
*Project Manager, Knowledge Capitalization and Development Department, National Agency for the Improvement of Working Conditions (ANACT)*

**Odile CHAGNY**, Economiste, Institut de Recherches Economiques et Sociales (IRES)  
*Economist, Institute for Economic and Social Research (IRES)*



MINISTÈRE  
DU TRAVAIL, DE LA SANTÉ,  
DES SOLIDARITÉS  
ET DES FAMILLES

*Liberté  
Égalité  
Fraternité*



**SOMMET**  
POUR *L'ACTION*  
SUR **L'IA**

## Session 6 : Égalité professionnelle et IA

*Gender equality and AI*



MINISTÈRE  
DU TRAVAIL, DE LA SANTÉ,  
DES SOLIDARITÉS  
ET DES FAMILLES

*Liberté  
Égalité  
Fraternité*



**SOMMET**  
POUR *L'ACTION*  
SUR **L'IA**

Session 6 : Egalité professionnelle et IA  
*Gender equality and AI*

**Remise des Trophées**  
*Award Ceremony GEEIS AI*

---

par **Astrid PANOSYAN-BOUVET**, Ministre chargé du Travail et de l'Emploi,  
*by Astrid PANOSYAN-BOUVET, Minister in charge of Labour and Employment, France*

et **Delphine O**, Ambassadrice et Secrétaire générale du Forum Génération Égalité  
*and Delphine O, Ambassador and Secretary General of the Generation Equality Forum*



MINISTÈRE  
DU TRAVAIL, DE LA SANTÉ,  
DES SOLIDARITÉS  
ET DES FAMILLES

*Liberté  
Égalité  
Fraternité*



**SOMMET**  
POUR **L'ACTION**  
SUR **L'IA**

Session 6 : Egalité professionnelle et IA  
*Gender equality and AI*



à **Denis BEAU**, Premier sous-gouverneur, Banque de France  
*to Denis BEAU, First Deputy Governor, Banque de France*

& **Vincent LECERF**, Directeur Exécutif des Ressources Humaines et de la Transformation, groupe Orange  
*and Vincent LECERF, Executive Director of Human Resources and Transformation, Orange Group*





MINISTÈRE  
DU TRAVAIL, DE LA SANTÉ,  
DES SOLIDARITÉS  
ET DES FAMILLES

*Liberté  
Égalité  
Fraternité*



**SOMMET**  
POUR L'ACTION  
SUR L'IA

Session 6 : Egalité professionnelle et IA  
*Gender equality and AI*

**L'initiative des Trophées GEEIS-SDG**

*The Trophies Initiative GEEIS-SDG*

*(Gender Equality European & International Standard - Sustainable Development Goals)*

**Charte internationale pour une IA inclusive**

*International charter for an inclusive AI*



---

**Cristina LUNGHI**, association Arborus  
*Cristina LUNGHI, association Arborus*





MINISTÈRE  
DU TRAVAIL, DE LA SANTÉ,  
DES SOLIDARITÉS  
ET DES FAMILLES

*Liberté  
Égalité  
Fraternité*



**SOMMET**  
POUR **L'ACTION**  
SUR **L'IA**

## Interventions en soutien à la Charte Genre & IA: Charte pour une IA Inclusive

### SIGNATURE de la Charte pour une IA Inclusive :

**BATIGERE** , Michel Ciesla, Administrateur unique de Batigere Gie

**EPSIMO AI**, Thierry Teisseire

**INQUIZYT**, Georges Acar, Président

**LA FRENCH TECH GRAND PARIS**, Alexandra André, Directrice French Tech du Grand Paris

**SAUR**, Rony Bejjani, Vice-président en charge du digital

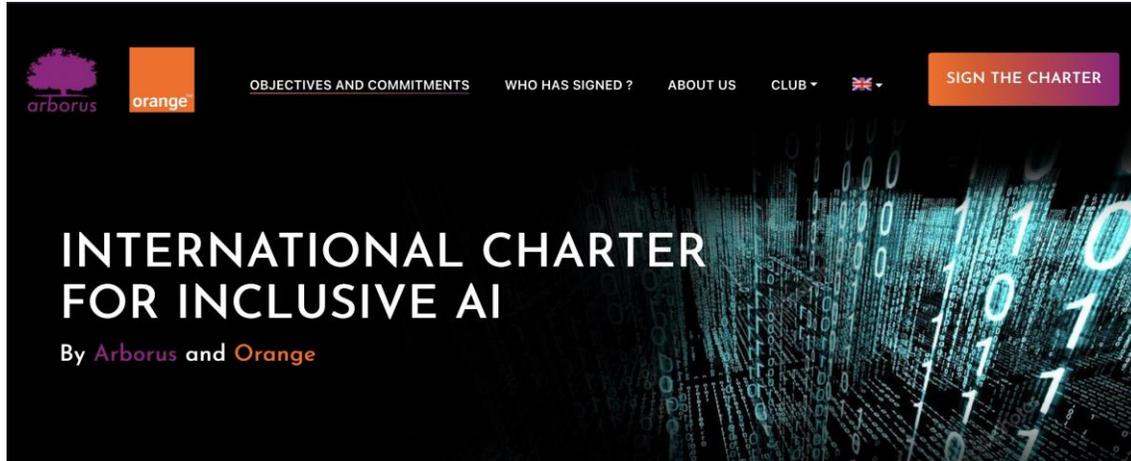
**TALAN**, Mehdi Houas, Président

**TUV Certification**, Samuel Moingeon, General Manager, et si possible Haidie Keddar Chef projet GEEIS Europe élargie

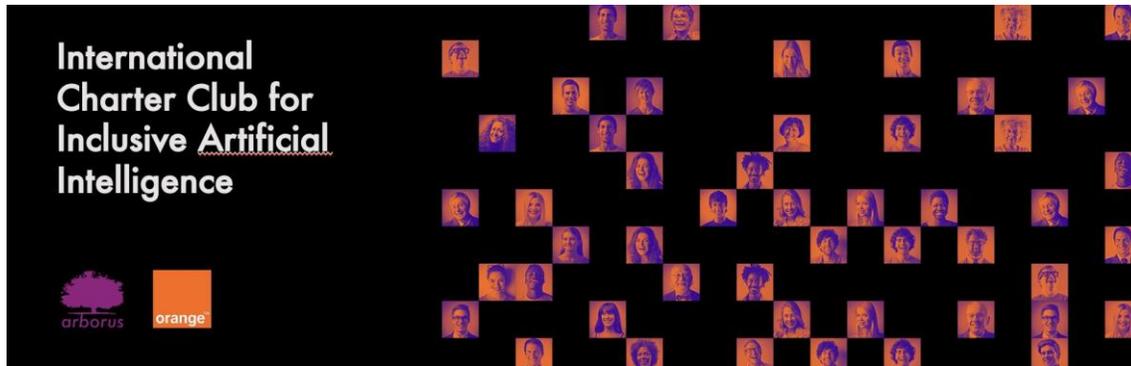
**HUMAN HALL**, D'LL'UNIVERSITA DEGLI STUDI DI MILANO, WOMEN IN TECH, **Silvia Angeloni**, Associate Professor of Business Administration, Department of Economics, Management and Quantitative Methods

**WOMEN IN TECH**, **Ayumi Moor**, Présidente fondatrice et si possible Angela Nasser Directrice France





<https://charteia.arborus.org/>



International Certification on Gender Equality, Inclusion and IA

## LES ENTREPRISES SIGNATAIRES DE CETTE CHARTE S'ENGAGENT À :

- 1** Promouvoir la mixité et la diversité dans les équipes qui travaillent sur des solutions à base d'IA.
- 2** S'organiser pour évaluer et réagir à toutes formes de discrimination qui pourraient résulter de données biaisées ou stéréotypées.
- 3** Veiller à la qualité des données utilisées pour garantir des systèmes les plus équitables possible : une donnée unifiée, cohérente, vérifiée, traçable et exploitable.
- 4** Former pour sensibiliser et responsabiliser les concepteurs, développeurs et tous les acteurs impliqués dans la fabrication de l'IA, aux stéréotypes, aux biais pouvant générer des discriminations.
- 5** Sensibiliser les prescripteurs des solutions à base d'IA (RH, finances, relations clients, marketing ...), aux risques de biais et stéréotypes pouvant générer des discriminations et intégrer dans les cahiers des charges des points de contrôle et d'évaluation itérative.
- 6** Veiller à bien choisir les fournisseurs et les évaluer de manière itérative afin de s'assurer que toute la chaîne de valeur de l'IA soit non discriminatoire.
- 7** Contrôler les solutions à base d'IA et adapter en continu les processus.





MINISTÈRE  
DU TRAVAIL, DE LA SANTÉ,  
DES SOLIDARITÉS  
ET DES FAMILLES

*Liberté  
Égalité  
Fraternité*



**SOMMET**  
POUR *L'ACTION*  
SUR **L'IA**

# CONFÉRENCE INTERNATIONALE L'IA & l'Avenir du travail

**Lundi 10 février 2025**

Ministère du Travail, de la Santé, des Solidarités et des Familles

Salle Laroque