



Pledge for a Trustworthy AI in the World of Work

Acknowledging the Artificial Intelligence Action Summit's Declaration adopted on 11 February 2025 in Paris: *"Fast progress of AI technologies represents a major paradigm shift for governments, industries, firms, economies and cultures, impacting our citizens, and societies in many ways. In line with the Paris Pact for People and the Planet, by reiterating country ownership of the different needs to pursue diverse transition paths, we have identified priorities and launched concrete actions to advance the public interest, to close all digital divides, to accelerate progress towards the Sustainable Development Goals (SDG) and to protect human rights, fundamental freedoms and the environment and to promote social justice by ensuring equitable access to the benefits of AI for all people",(...)* *"building on United Nations General Assembly Resolutions, the Global Digital Compact, and relying on the G7 and G20..."*.

Considering the forthcoming OECD Recommendation on Artificial Intelligence (AI) in the labour market scheduled for adoption at the 2025 OECD Ministerial Council Meeting and the G7 Action Plan for a human-centered and trustworthy development of AI in the world of work.

Acknowledging the Joint Statement of the G7 engagement groups Labour 7 (L7) and Business 7 (B7), which stresses the importance of ensuring that the benefits of AI, including productivity gains, are fairly redistributed among workers and across the value chain.

Recalling the International Labour Organisation High-level Conference on Social Justice in the Digital Era: AI's Impact on the Labour Market (3 February 2025), alongside the "Mind the AI Divide" report and mobilization by partner countries of the World Coalition for Social Justice.

Recognizing opinions from Economic and Social Councils and tripartite bodies worldwide, alongside frameworks and regulations proposed by the OECD and national entities for risk management in AI deployment.

Acknowledging the Coalition for Sustainable AI's assertion that AI deployment choices significantly influence environmental sustainability and should accelerate ecological and climate transitions.

While AI offers tremendous opportunities for sustainable economic growth, prosperity, and health, businesses play a pivotal role through their investments, job creation, and value chains. Identifying policies that enable employers, workers, and societies to leverage AI's potential while addressing its risks is a defining challenge of our time. Promoting human rights, worker health, safety, and inclusivity in business operations enhances security and stability, delivering long-term value to all stakeholders.

We pledge to foster inclusive AI as a critical driver of inclusive growth. Corporate action addressing AI's workplace impact must align governance, social dialogue, innovation, trust, fairness, and public interest. We commit to advancing the AI Paris Summit agenda, reducing inequalities, promoting diversity, tackling gender imbalances, increasing training and human capital investment.



- **Companies commit to the following objectives:**

1. Promoting Social Dialogue

- Promote social dialogue, with worker representatives, in decisions related to the adoption, deployment and assessment of AI systems, including through collective bargaining, to ensure a responsible and trustworthy use of AI at work.
- Support the enhancement of the expertise, skills, and engagement of unions and employer associations on digital and AI-related matters.

2. Investing in Human Capital

- Foster investments in human capital to empower workers to benefit from AI.
- Promote a fair transition by addressing skill mismatches and supporting upskilling and reskilling initiatives in collaboration with unions and employer organisations.

3. Ensuring Occupational Safety, Health, Autonomy, and Dignity

- Leverage AI to improve job quality and prevent work-related injuries.
- Address challenges related to occupational safety and health (OSH), including mental health, as well as workers' autonomy, agency, and dignity.
- Involve stakeholders in monitoring AI's impact, conducting audits, and ensuring compliance including through assessments, audits and certifications.
- Support awareness campaigns and tools to share best practices for a safe use of AI.

4. Ensuring Non-Discrimination in the Labour Market

- Ensure AI eliminates biases in recruitment and does not exclude underrepresented groups.
- Enforce regulatory frameworks and standards to promote equitable access to training, jobs and decision-making roles.

5. Protecting Worker Privacy

- Ensure that the increased use of AI, including the collection of worker and job applicant data, respects workers' rights to privacy, fundamental rights, freedom of association and collective bargaining.
- Protect workers from the risks of algorithmic management like the misuse of digital surveillance.
- Encourage the adoption of technical standards and best practices for risk assessments, safety by design, monitoring, and testing AI systems.

6. Promoting Productivity and Inclusiveness Across Companies and Value Chains



- 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.
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- In order to achieve these objectives, companies commit to monitor their progress against KPI's shaped by September 2025 by an international working group, including the ILO, the OECD and workers and employers' organizations, in charge of finalizing the implementation of measures. Initial results will be presented at the 2026 G7 Summit in France.
 - Collaboration between governments and businesses is essential to foster trustworthy AI. Public-private partnerships, such as the AI Foundation launched at the Paris AI Summit, will drive systemic change. We will work closely with policymakers to align public policies and corporate practices for inclusive growth.

List of first signatories

(here, logos of companies and organisations)