



Committee : International Labour Organisation

Issue : Does technology help or hinder working conditions ?

Author : Tanzania

Honorable Chair, dear delegates,

Above all, the Tanzanian delegation wishes to affirm its desire to participate in this modeling of the United Nations and to have rich discussions with the other delegations. For your information, Tanzania has already, with its means and the help of the ILO (donations of computers with central units, monitors, scanners and printers), started to develop digital access to employment since 2014. In the future, thanks to these investments, job seekers will be able to use the agency's services without having to leave their homes. Assisted by technology, unemployed and employers can register and interact remotely via the Internet. This is a first step towards improving working conditions.

First of all, new technologies have evolved considerably in recent years and have a real impact on the work of all employees, particularly on uses and habits. Indeed, these are a sure answer to improving working conditions. For example, it is very interesting in the context of family life to bring your laptop home in order to finish your work. This is now possible thanks to new technologies. Indeed, the physical infrastructure is the first advantage that the employee enjoys when working from home. In addition, the latter can chat with his colleagues remotely via instant messaging.

It is undeniable that new technologies have a considerable impact on working conditions. These are defined as all the techniques used in computing to produce, transform and store information. The advantages of new technologies are numerous: faster access to information, a reduction in costs for the company, an obvious improvement in working conditions and especially in performance. The means of communication are developing and it is becoming increasingly easy to converse with employees on the other side of the world. Even if they make certain tasks easier and lighten the workload, there are nevertheless disadvantages.

Indeed, it is up to companies to implement preventive measures to avoid abuses. It happens that some employees lose the notion of limits and feel strongly dependent on machines, and the consequences can be terrible. Also, the constant use of digital technology can also raise the question of mandatory rest periods when we know, in particular, that it is possible to connect anywhere, at any time. It is also possible to address the permanent exposure of the latter to the electromagnetic waves of digital devices that can have a dangerous impact on humans. Moreover, new technologies can also be a source of stress for some employees. Likewise, they can in some cases have harmful effects on human relations. And this can be very unpleasant for employees seeking social relations.

As a result, there are recommendations to be taken in the immediate future, but also in the years to come, and it should be noted that the employer plays a considerable role in this prevention. Indeed, for example, it is the responsibility of the human resources department to put in place measures to regulate the use of digital technology, with the sole aim of ensuring that it is not abused. But it is also their responsibility to communicate regularly and transparently on the use of new technologies, specifying that it is a tool to help them, and that at some point in time it is imperative to break away from it.

In short, the Tanzanian delegation strongly believes that prevention essentially involves communication because new technologies have the particularity of affecting the physical and mental health of employees. And if the employer does nothing, it is his responsibility.

During this conference, we hope to find agreements to vote on measures to strike a balance between the development of technologies at work and good working conditions.

