FORUM: Special Conference on Ethos vs Progress: Reassessing our values in a fragile world (SPECON)

QUESTION OF: Exploring the effects of AI advancements in Job Roles, Workforce, and Employment

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INTRODUCTION

Artificial intelligence is defined by John McCarthy, the "father" of AI, as the science of making intelligent machines, in particular intelligent computer programs.[1] Artificial intelligence was first invented by two computer scientists, Alan Turing and John McCarthy. Alan Turing designed in 1950 the Turing Test to assess if a machine can "think" like a human. Then, in 1956, John McCarthy introduced the term "artificial intelligence" during a summer research conference at Dartmouth College.

The use of Artificial Intelligence (AI) in everyday life has increased since the release of ChatGPT, which was created by OpenAI. ChatGPT currently has over 180 million users, based on July 2024 statistics.[2] Furthermore, according to Forbes, AI is expected to grow at an annual rate of 37.3% from 2023 to 2030.[3] That is because AI is competent to complete both simple daily tasks as well as more complex assignments related to the fields of business, law, medicine, economics, logistics and research. As a consequence, AI has gradually affected more than 50 percent of the various jobs that exist in advanced economies with this number being lower in Less Economically Developed Countries (LEDCs), which are expected to avoid the impacts of AI in the near future. [4]

The rapid development of Artificial Intelligence has created mixed feelings, causing both excitement and alarm. While the integration of AI-powered systems in the job

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[1] McCarthy, John. *What Is AI? / Basic Questions*. 2012, jmc.stanford.edu/artificial-intelligence/what-is-ai/index.html.

[2] Duarte, Fabio. "Number of ChatGPT Users (Aug 2024)." *Exploding Topics*, 27 July 2024, explodingtopics.com/blog/chatgpt-users#how-many.

[3] Haan, Katherine. "24 Top AI Statistics and Trends in 2024." *Forbes Advisor*, 15 June 2024, www.forbes.com/advisor/business/ai-statistics.

[4] "AI Will Transform the Global Economy. Let's Make Sure It Benefits Humanity." *IMF*, 14 Jan. 2024, www.imf.org/en/Blogs/Articles/2024/01/14/ai-will-transform-the-global-economy-lets-make-sure-it-benefits-humanity.

landscape can maximize productivity, efficiency, speed and higher-value work; it also raises ethical concerns and can have detrimental effects on job roles, workforce and employment.

Artificial Intelligence is a technological advancement driven by human beings, and as with most technological advancements, it is neither inherently harmful nor beneficial. The ethical implications of the use of AI in the workplace depend entirely on how it is used. The responsible use of Artificial Intelligence involves decision-making that prioritizes privacy, security, non-discrimination, and human responsibility. Only when used ethically is Artificial Intelligence able to transform our workplace for the better. This is how this topic of the SPECON agenda is connected to this year's theme, which is "Ethos vs Progress: Reassessing our values in a fragile world".

DEFINITION OF KEY TERMS

Algorithm

"A procedure for solving a mathematical problem in a finite number of steps that frequently involves repetition of an operation."[5]

Artificial Intelligence (AI)

"Artificial intelligence, or AI, is technology that enables computers and machines to simulate human intelligence and problem-solving capabilities."[6]

Bias

"The action of supporting or opposing a particular person or thing in an unfair way, because of allowing personal opinions to influence your judgment."[7]

Discrimination

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[5] "Algorithm." *Merriam-Webster Dictionary*, 17 July 2024, www.merriam-webster.com/dictionary/algorithm.

[6] *What Is Artificial Intelligence (AI)? | IBM*. www.ibm.com/topics/artificial-intelligence.

[7] *Bias*. 17 July 2024, dictionary.cambridge.org/dictionary/english/bias.

"Treating a person or particular group of people differently, especially in a worse way from the way in which you treat other people, because of their race, gender, sexuality, etc."[8]

Employment

"Paid work that someone does for a person or company."[9]

Ethic

"A system of accepted beliefs that control behavior, especially such a system based on morals."[10]

Generative AI

"Generative AI refers to deep-learning models that can generate high-quality text, images, and other content based on the data they were trained on."[11]

Job displacement

Job displacement refers to involuntary job loss.

Privacy

"The right that someone has to keep their personal life or personal information secret or known only to a small group of people."[12]

Skills gap

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[8] *Discrimination*. 17 July 2024, dictionary.cambridge.org/dictionary/english/discrimination.

[9] *Employment*. 17 July 2024, dictionary.cambridge.org/dictionary/learner-english/employment.

[10] "Ethic." *Cambridge Dictionary*, dictionary.cambridge.org/dictionary/english/ethic.

[11] Martineau, Kim. "What Is Generative AI?" *IBM Research*, 1 May 2024, research.ibm.com/blog/what-is-generative-AI.

[12] *Privacy*. 17 July 2024, dictionary.cambridge.org/dictionary/english/privacy.

"A skills gap is a gap between the skills an employee has and the skills he or she actually needs to perform a job well."[13]

Transparency

"A situation in which business and financial activities are done in an open way without secrets, so that people can trust that they are fair and honest."[14]

Workforce

"The group of people who work in a company, industry, country, etc."[15]

BACKGROUND INFORMATION

Positive Impacts of AI on Job Roles, Workforce and Employment

Artificial Intelligence advancements will have numerous positive impacts on existing job roles. Several tasks will be automated, thus, repetitive tasks and routine assignments will be conducted by machines without the need for human intervention. As a result, that will lead to improved accuracy and precision in many routine tasks, reducing human errors. All of the above will result in increased productivity and efficiency, deriving both from the AI tools used in the workplace and the employees.

As far as employees are concerned, they will be able to engage in other more complex activities that cannot be undertaken by machines, specifically activities that require emotional intelligence, critical thinking and generally interpersonal skills, and focus on creative aspects of their jobs. That will increase job satisfaction and reduce work-related stress, resulting in a healthier work-personal life balance and a better quality of life.

Another positive impact of AI in the workplace is related to Human Resources (HR) practices, as far as diversity and inclusion are concerned. When used ethically, AI can be a powerful tool for HR professionals who wish to promote a welcoming and inclusive workplace.

[13] Bika, Nikoletta. "How to Conduct a Skills Gap&Nbsp;Analysis." *Recruiting Resources: How to Recruit and Hire Better*, 26 Sept. 2023, resources.workable.com/tutorial/skills-gap-analysis.

[14] *Transparency*. 17 July 2024, dictionary.cambridge.org/dictionary/english/transparency.

[15] *Workforce*. 17 July 2024, dictionary.cambridge.org/dictionary/english/workforce.

Moreover, AI advancements will facilitate further the globalization of labor markets and will thus create a more diverse workforce. With the use of advanced algorithms, AI will make matching candidates with job requirements and conducting interviews easier, allowing employers to have access to a larger pool of applicants from around the world. Language barriers will no longer exist, again with the help of AI tools.

Lastly, new job roles will emerge. According to the World Economic Forum, Artificial Intelligence will create approximately 97 million new jobs.[16] The new job roles that will emerge will mainly be related to AI. Trainers, who will be designing and developing AI systems, explainers, who are needed to teach the general public the use of AI, and sustainers, who will ensure that AI tools are used in a way that benefits everyone are three job roles that will be occupied by a large number of the population.

Negative Impacts of AI on Job Roles, Workforce and Employment

Even though new job roles will emerge because of Artificial Intelligence advancements, it is expected that several current jobs will become obsolete. According to a report by the Goldman Sachs bank, 300 million full-time jobs could be fully automated, while two-thirds of occupations could be partially automated.[17] Therefore, a large proportion of the global population will be subject to job displacement, thus increasing the unemployment numbers around the world. In addition to that, not only will employees need to find new occupations, but they might also need to entirely change their professions. Employees may also find themselves at risk of a skills gap. Integrating machines in the workplace, operating and maintaining them will require employees to familiarize themselves with new procedures and acquire new skills. That may be difficult for some employees due to economic, personal or other factors. The introduction of AI may increase stress within the workplace, since employees may be constantly trying to outperform AI systems and machines, while it may also suppress the employees' autonomy and creativity.

Many workers will likely experience wage declines. Demand for advanced technological skills will grow rapidly with disadvantaged groups risking further job-quality

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[16] Haan, Katherine. "24 Top AI Statistics and Trends in 2024." *Forbes Advisor*, 15 June 2024, www.forbes.com/advisor/business/ai-statistics.

[17] "Generative AI Could Raise Global GDP by 7%." *Goldman Sachs*, 5 Apr. 2023, www.goldmansachs.com/intelligence/pages/generative-ai-could-raise-global-gdp-by-7-percent.html.

and wage polarization. As a result, income inequality will be intensified across socioeconomic groups fueling social and political repercussions.

Another important concern refers to overdependence on AI technologies, which can lead to damaging errors and malfunctions. This underlines the importance of the human factor constantly providing the necessary supervision and interpretation and having the ultimate decision-making responsibilities.

Implementing AI tools in the workplace also raises serious ethical concerns about privacy and employee-sensitive data protection. AI technologies may require access to employees' personal data to function. This data, which may include video and audio, biometric and location data, can be accessed and used by unauthorized individuals, leading to privacy violations or potential harm. In addition to that, personal data is often used by employers to examine employee behavior and performance, making employees feel intruded and exploited.

Bias and discrimination in decision-making are other ethical concerns raised by AI-driven processes, particularly in areas like hiring and promotions. AI automated decision-making is reported to project discriminatory behavior by excluding marginalized communities, such as disabled people and migrants, from hiring processes. The lack of human monitoring and ethical considerations, combined with biased AI systems, can expose already vulnerable groups to heightened psychosocial risks. Additionally, AI algorithms can be non-transparent, something that can make workers feel exploited and reinforce social biases in the work environment.

Job roles that are threatened by the advancements of AI

Examples of job roles that are threatened by the technological advancements of AI and its integration into the workplace are the following: customer service representatives since customer service interactions can be performed by AI, especially in case of repetitive queries and problems, receptionists who have already been replaced by robots by many companies worldwide, accountants - bookkeepers whose services can become more efficient and flexible when provided by AI-powered systems, salespeople who may gradually become obsolete with target-marketing and retail activities having shifted towards the web and social-media spaces; researchers and analysts - the more artificial intelligence improves, the less the need for humans to engage in data analysis and research; warehouse workers e.g. in

on-line sales where automated systems and implementation of AI are used to increase shipping capacities.

Job roles that are not threatened by the advancements of AI

Examples of jobs roles that are not threatened by AI are teachers, lawyers and judges, directors, managers and CEOs, HR managers, psychologists and psychiatrists, medical practitioners, computer system analysts, artists and writers. All the above professions require a set of cognitive and social skills that cannot be fed into a machine, they do not involve repetitive tasks, and above all, they need human presence to be performed successfully.

The different impacts of AI on More Economically Developed Countries (MEDCs) and Less Economically Developed Countries (LEDCs)

Artificial Intelligence advancements will affect More Economically Developed Countries and Less Economically Developed Countries at a different rate. More precisely, in advanced economies, 60 percent of jobs will be impacted by AI while in emerging and low-income economies 40 and 26 percent of occupations will be exposed, respectively.[18] That is because Less Economically Developed Countries are not equipped with the appropriate infrastructure for the integration and the use of AI in the workplace. In addition to that, in the economies of LEDCs, the workforce lacks the basic skills needed for the operation of AI. As a result, Less Economically Developed Countries will not face the impacts of AI advancements soon. Consequently, it is assumed that inequality in technology among developed and developing countries will increase.

MAJOR COUNTRIES AND ORGANIZATIONS INVOLVED

India

Priority sectors for India's effort in AI include healthcare and education, agriculture, mobility and transportation, smart cities and infrastructure.

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[18] "AI Will Transform the Global Economy. Let's Make Sure It Benefits Humanity." *IMF*, 14 Jan. 2024,www.imf.org/en/Blogs/Articles/2024/01/14/ai-will-transform-the-global-economy-lets-make-sure-it-benefits-humanity.

According to a study by Microsoft and LinkedIn, 9 out of 10 workers use artificial intelligence tools in the Indian workplace.[19] Until June 2024, the country did not have any AI-specific legislation to address the use of AI in the workplace. On 19 June 2024, the Indian government proposed the draft "AI Governance Act"[20], a framework for AI regulation. The Act identifies high-risk AI systems and aims to ensure they are designed and used responsibly. Along with the Digital Personal Data Protection (DPDP) Act[21], it ensures that sensitive personal data is respected, by setting penalties for personal data violations.

Additionally, India has launched the Information Technology (Reasonable Security Practices and Procedures and Sensitive Personal Data or Information) Rules 2011[22], which obligate businesses to ask workers for consent when managing their personal data, which can vary from biometrics to financial or medical information.

Lastly, another important legal framework is the Information Technology (IT) Act,[23] which addresses the access and usage of electronic records by AI systems, the most important being digital signatures.

People's Republic of China (PRC)

In China, AI introduction into the workplace has only brought about negative effects so far. With the integration of AI in the work environment, employees, especially those working in low-value-added sectors, are often subject to exploitation since their interests are ignored over business interests. More specifically, businesses use AI more aggressively to increase their profits, compete with other enterprises and fill a possible shortage of resources, often violating workers' labor rights.

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[19] Source, Microsoft. "92% of Indian Knowledge Workers Use AI in the Workplace, Finds Microsoft and LinkedIn 2024 Work Trend Index - Microsoft Stories India." *Microsoft Stories India*, 16 May 2024, news.microsoft.com/en-in/92-of-indian-knowledge-workers-use-ai-in-the-workplace-finds-microsoft-and-linkedin-2024-work-trend-index.

[20] Johnson, A. (2024, June 19). *India's Draft AI Governance Act: A New Era of Regulation*. Truyo. https://truyo.com/blog/indias-draft-ai-governance-act-a-new-era-of-regulation/

[21] THE DIGITAL PERSONAL DATA PROTECTION ACT, 2023. (2023). In *THE GAZETTE OF INDIA EXTRAORDINARY*. https://prsindia.org/files/bills_acts/bills_parliament/2023/Digital_Personal_Data_Protection_Act,_2023.pdf

[22] Information Technology (Reasonable security practices and procedures and sensitive personal data or information) Rules, 2011. (2011). In *The Gazette of India : Extraordinary*. https://www.dataguidance.com/sites/default/files/in098en.pdf

[23] "THE INFORMATION TECHNOLOGY ACT, 2000." *India Code*, www.indiacode.nic.in/bitstream/123456789/13116/1/it_act_2000_updated.pdf.

Additionally, even though AI can improve efficiency in the workplace, Chinese workers report worsened working conditions, as AI systems are designed for maximizing labor extraction. Chinese employees also report more pressure and stress, longer hours at work and more intense workloads to outperform machine operation. Workers' inability to adapt to the quick introduction of AI in the workplace puts them at risk of job displacement.

United Kingdom (UK)

The United Kingdom rapidly introduced AI technology into its workplaces and currently reaps the benefits of this. AI machines and tools are now being used in the United Kingdom to manage hiring, enhance productivity, and improve decision-making. However, the prevalence of AI machines in the workplace has raised discussions about legal and ethical issues regarding their use.

Firstly, even though AI is being used in the hiring process to quicken it and reduce discrimination that can be projected by human employers, there are concerns that AI tends to disadvantage marginalized individuals. To face that problem, the Trades Union Congress (TUC) composed and published the AI Regulation and Employment Rights Bill.[24] The AI Bill aims to protect people from the risks that AI possesses in the recruitment process and promote the responsible adoption of AI technologies.

Secondly, it is suggested that AI could violate employees' privacy rights under the UK General Data Protection Regulation (GDPR),[25] since it can monitor employee activities. Thirdly, AI "invasion" in the UK workplaces threatens many low-income workers with job displacement, highlighting the need for new labor legislation aiming to protect vulnerable employees.

Lastly, it is reported that AI algorithms are not transparent when used to hire or fire employees or evaluate workers' performance, suggesting that AI tools in the workplace are not utilized fairly and ethically.

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[24] *Artificial Intelligence (Regulation and Employment Rights) Bill.* www.tuc.org.uk/research-analysis/reports/artificial-intelligence-regulation-and-employment-rights-bill.

[25] *UK GDPR.* www.legislation.gov.uk/eur/2016/679.

United States of America (USA)

According to a Conference Board survey, more than half of US workers reported using generative AI at work. However, only 26 percent of companies have published AI regulations for the use of such technology.[26] That is why the White House Office of Science and Technology Policy in collaboration with experts, human rights organizations, the general population, and large technology companies, issued the Blueprint for an AI Bill of Rights[27], in October 2022. The AI Bill of Rights aims to promote a safer, more responsible, fair, and transparent use of AI and addresses the civil rights risks of AI.

Additionally, in May 2024, the US presidency established a set of principles called "Critical Steps to Protect Workers from Risks of Artificial Intelligence"[28] that includes ethical development of AI, human surveillance, assessment procedures, transparency, protection of employment rights, responsible use of workers' data, support for workers during the transition to AI and information of workers on the design, use and oversight of AI.

Before the issue of the AI Bill of Rights, in 2020, the US government had published the National AI Initiative Act[29], which prioritized the conduct of AI-related research. The act mandated the creation of the National AI Initiative Office which is responsible for monitoring and putting into effect the country's AI strategies.

Equal Employment Opportunity Commission (EEOC)

In 2021, the Equal Employment Opportunity Commission (EEOC) Chair introduced an initiative called the Artificial Intelligence and Algorithmic Fairness Initiative[30] to ensure that AI-powered decision-making in hiring practices is fair and complies with federal civil rights law. The commission's goal is to understand how the use of AI technologies changes how employment decision-making is made. In order to achieve that, the commission will provide

[26] Buchanan, Naomi. "Majority of US Employees Using AI at Work, Survey Finds." *Investopedia*, 13 Sept. 2023, www.investopedia.com/majority-of-american-workers-are-using-ai-at-work-survey-finds-7969131.

[27] The White House. "Blueprint for an AI Bill of Rights | OSTP | the White House." *The White House*, 22 Nov. 2023, www.whitehouse.gov/ostp/ai-bill-of-rights.

[28] "FACT SHEET: Biden-Harris Administration Unveils Critical Steps to Protect Workers From Risks of Artificial Intelligence." *The White House*, 15 May 2024, www.whitehouse.gov/briefing-room/statements-releases/2024/05/16/fact-sheet-biden-harris-administration-unveils-critical-steps-to-protect-workers-from-risks-of-artificial-intelligence.

[29] *H.R.6216 - 116th Congress (2019-2020): National Artificial Intelligence Initiative Act of 2020 | Congress.Gov | Library of Congress*, www.congress.gov/bill/116th-congress/house-bill/6216.

[30] *Artificial Intelligence and Algorithmic Fairness Initiative, US EEOC*, www.eeoc.gov/ai.

guidance on the use of AI in hiring decisions, identify promising practices and gather information about algorithmic tools and their outcomes. Lastly, outside of this initiative, the commission has launched a complaint mechanism against employers' use of AI in employment.

National Institute of Standards and Technology (NIST)

The National Institute of Standards and Technology (NIST) is a governmental institute at the US Department of Commerce. The NIST aims at promoting a trustworthy AI that is used to enhance safety and security and ameliorate life conditions. In order to achieve that, the institute conducts research, assesses AI systems and participates in the creation of AI standards and principles. In July 2024, after collaborating with experts from both the public and private sectors, the NIST installed the AI Risk Management Framework[31], which proposes to organizations and businesses actions for risk management that agree with each business's interests and goals.

TIMELINE OF EVENTS

Date	Description of Event
1950	Alan Turing introduced the Turing test.
1956	The term "Artificial Intelligence" was introduced by John McCarthy.
2011	India launched the Information Technology (Reasonable Security Practices and Procedures and Sensitive Personal Data or Information) Rules.[32]
22 December 2018	The United Nations adopted resolution 73/266 on "Advancing responsible State behavior in cyberspace in the context of international security". [33]
September 2019	The OECD AI Principles were published.[34]

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[31] *NIST*, 7 Aug. 2024, www.nist.gov/itl/ai-risk-management-framework.
[32] MINISTRY OF COMMUNICATIONS AND INFORMATION TECHNOLOGY (Department of Information Technology). www.dataguidance.com/sites/default/files/in098en.pdf.
[33] A/RES/73/266 Resolution adopted by the General Assembly on 22 December 2018. documents.un.org/doc/undoc/gen/n18/465/01/pdf/n1846501.pdf.
[34] AI Principles Overview - OECD.AI. (n.d.). https://oecd.ai/en/ai-principles

26 September 2019	The Human Rights Council (HRC) adopted resolution 42/15 on "The right to privacy in the digital age".
November 2019	Australia launched the 8 AI Ethics Principles.[35]
2020	The US government published the National AI Initiative Act
2021	The EEOC introduced the Artificial Intelligence and Algorithmic Fairness Initiative[36].
October 2022	The White House Office of Science and Technology Policy issued the Blueprint for an AI Bill of Rights. [37]
13 March 2024	The EU published the AI Act. [38]
21 March 2024	The UNGA adopted Resolution 78/265 on "Seizing the opportunities of safe, secure and trustworthy artificial intelligence systems for sustainable development". [39]
May 2024	The US presidency established a set of principles called "Critical Steps to Protect Workers from Risks of Artificial Intelligence"[40]
19 June 2024	India published the draft "AI Governance Act". [41]
July 2024	The NIST installed the AI Risk Management Framework. [42]

[35] Department of Industry Science and Resources. (2022). Australia's AI Ethics Principles. Australia's Artificial Intelligence Ethics Framework | Department of Industry Science and Resources. https://www.industry.gov.au/publications/australias-artificial-intelligence-ethics-framework/australias-ai-ethics-principles

[36] Artificial Intelligence and Algorithmic Fairness Initiative. (n.d.). US EEOC. https://www.eeoc.gov/ai

[37] The White House. (2023, November 22). Blueprint for an AI Bill of Rights | OSTP | The White House. https://www.whitehouse.gov/ostp/ai-bill-of-rights/

[38] EU AI Act: first regulation on artificial intelligence | Topics | European Parliament. (2023, August 6). Topics | European Parliament. https://www.europarl.europa.eu/topics/en/article/20230601STO93804/eu-ai-act-first-regulation-on-artificial-intelligence

[39] General Assembly Adopts Landmark Resolution on Steering Artificial Intelligence towards Global Good, Faster Realization of Sustainable Development | Meetings Coverage and Press Releases. (2024, March 21). https://press.un.org/en/2024/ga12588.doc.htm

[40] "FACT SHEET: Biden-Harris Administration Unveils Critical Steps to Protect Workers From Risks of Artificial Intelligence." *The White House*, 15 May 2024, www.whitehouse.gov/briefing-room/statements-releases/2024/05/16/fact-sheet-biden-harris-administration-unveils-critical-steps-to-protect-workers-from-risks-of-artificial-intelligence.

[41] Johnson, A. (2024, June 19). India's Draft AI Governance Act: A New Era of Regulation. Truyo. https://truyo.com/blog/indias-draft-ai-governance-act-a-new-era-of-regulation/

[42] AI Risk Management Framework | NIST. (2024, August 7). NIST. https://www.nist.gov/itl/ai-risk-management-framework

UN INVOLVEMENT: RELEVANT RESOLUTIONS, TREATIES AND EVENTS

The United Nations General Assembly's resolution 78/265, 21 March 2024, (A/RES/78/265)

On 21 March 2024, the United Nations General Assembly adopted the first-ever UN resolution on artificial intelligence, resolution 78/265 on "Seizing the opportunities of safe, secure and trustworthy artificial intelligence systems for sustainable development"[43]. This resolution states that "safe, secure, and trustworthy AI systems" can have an important role in achieving the UN's 17 SDG goals, while the lack of safety regulations for the use of AI poses risks to their implementation. This resolution aims at minimizing the inequalities in artificial intelligence between developed and developing countries, informing all Member States on the use of Artificial Intelligence for sustainable development, and ensuring that less economically developed countries have the basic infrastructure to integrate AI into their daily lives. This resolution urges member states to establish and apply ethical principles in the design, development, deployment, and use of AI to reduce the threats that it poses and protect human rights and freedoms. Lastly, it encourages member states to supervise AI tools so that data privacy is ensured.

The Human Rights Council's resolution 42/15, 26 September 2019, (HRC/RES/42/15)

On 26 September 2019, the Human Rights Council (HRC) adopted the resolution 42/15 on "The right to privacy in the digital age".[44] The resolution aims to ensure that the design and the use of AI tools, especially automated decision-making and machine-learning technologies, respect the right to privacy. Meanwhile, it requests that compensation is provided when the right to privacy or other human rights is violated. Additionally, the resolution requested the UN High Commissioner for Human Rights that hold an expert seminar to cover the issue of the violation of the right to privacy by AI. The seminar was held

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[43]   "A/RES/78/265." *United Nations General Assembly*, documents.un.org/doc/undoc/gen/n24/087/83/pdf/n2408783.pdf.

[44] *A/HRC/RES/42/15*. documents.un.org/doc/undoc/gen/g19/297/52/pdf/g1929752.pdf.

online in May 2020, in which safeguards were recommended for countries, businesses and organizations to implement to protect the right of privacy in the digital age.

The United Nations General Assembly's resolution 73/266, 22 December 2018, (A/RES/73/266)

On 22 December 2018, the United Nations adopted the resolution 73/266 on "Advancing responsible State behavior in cyberspace in the context of international security".[45] This resolution requested the establishment of a Group of Governmental Experts which would be responsible for achieving the resolution's goal. The Chair of the Group of Governmental Experts is asked to organize two two-day informal consultative meetings in which all Member States will be able to participate and share their opinions, which the Chair should forward to the Group for consideration. Member States are encouraged to implement all measures taken by the Group of Governmental Experts and address any risk posed in cyberspace.

PREVIOUS ATTEMPTS TO SOLVE THE ISSUE

European Union's AI Act

The European Union's (EU) AI Act[46] is the first-ever legal framework on AI globally. Adopted in March 2024, it addresses the risks that AI poses and clarifies requirements for the use of AI in the European Union. It aims to minimize administrative burden and financial costs for businesses when introducing AI technologies in the workplace. Together with other initiatives, namely the AI Innovation Package[47] and the Coordinated Plan on AI[48], the EU AI Act will safeguard human rights and protect business interests that are threatened when using AI. It also has a goal to promote innovation and investment in the field of artificial intelligence in the European Union, while making Europe trustworthy in that exact field. However, according to the European Civic Forum, this act is vague and contains gaps, thus suggesting that it might be ineffective in protecting fundamental human rights. Additionally,

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[45] "Resolution Adopted by the General Assembly on 22 December 2018." *UN DOCUMENTS*, documents.un.org/doc/undoc/gen/n18/465/01/pdf/n1846501.pdf.

[46] "The Act." *EU Artificial Intelligence Act*, artificialintelligenceact.eu/the-act.

[47] "Commission Launches AI Innovation Package to Support Artificial Intelligence Startups and SMEs." *European Commission*, ec.europa.eu/commission/presscorner/detail/en/ip_24_383.

[48] "Coordinated Plan on Artificial Intelligence 2021 Review." *Shaping Europe's Digital Future*, 21 Apr. 2021, digital-strategy.ec.europa.eu/en/library/coordinated-plan-artificial-intelligence-2021-review.

it does not prohibit the use of some AI tools that are deemed high-risk, such as biometric identification, biometric categorization and emotion recognition. Lastly, the act fails to protect marginalized groups, namely disabled people and migrants.

Australia's AI Ethics Principles

In November 2019, Australia launched a set of AI Ethics Principles[49] to minimize the risks that AI poses and ensure that the outcomes it produces are safe and fair for all civilians. It encourages businesses and other stakeholders to adopt ethical considerations when developing and operating AI tools. Namely, the 8 AI Ethics Principles are the following: "human, societal and environmental well-being, human-centered values, fairness, privacy protection and security, reliability and safety, transparency and explainability, contestability and accountability".

Organization for Economic Cooperation and Development's (OECD) AI Principles

In September 2019, the Organization for Economic Cooperation and Development published AI principles,[50] which were updated in 2024. The OECD AI Principles aim to protect basic human rights and freedoms. They consist of five principles that are very alike to the ones mentioned in the 8 AI Ethics Principles of Australia and include "inclusive growth, sustainable development and well-being, human rights and democratic values, including fairness and privacy, transparency and explainability, robustness, security and safety and accountability".[51]

POSSIBLE SOLUTIONS

Creation of an international legal framework to mitigate the risks posed by AI

Many nations lack legislation regarding the use of AI in the workplace. In order to maximize its security and minimize the risks it poses, an international legal framework must be established. In that case, the UN General Assembly can play an important role as it can

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[49] "Australia's AI Ethics Principles." *Australian Government - Department of Industry, Science and Resources*, www.industry.gov.au/publications/australias-artificial-intelligence-ethics-framework/australias-ai-ethics-principles.

[50] *AI Principles Overview - OECD.AI*. oecd.ai/en/ai-principles.

[51] Ibid

make recommendations for the development of an international law code. International law can help bring clarity, predictability and trust among states in this fast-developing technological environment.

This new legal framework could be drafted and published by AI specialists, ethics and law experts, social scientists and people familiar with philosophical sciences. The collaboration of all of these specialists is crucial to establish a holistic approach to the matter and cover every aspect of it.

Investing in AI development and safe use in the workplace

Governments, businesses and other stakeholders should invest in AI development to ensure that AI tools are safe to use in the workplace. These investments would allow for detailed testing to be performed. Before adopting AI tools, businesses should consider the risks that AI may pose to a workplace and workforce and decide if AI is suitable for use. If AI is used in a workplace, all employees must undergo training and learn how to safely operate such machines without risking exposure to their personal data. Employers should minimize the risks of unauthorized access to personal data by applying enhanced access control and utilizing audit tools. Additionally, employers should install a complaint mechanism within their company for employees to report any problems they may face when operating AI systems.

Issue of national guidelines regarding hiring processes

The integration of AI systems in employment decision-making can be unreliable and unfair since AI systems tend to exclude marginalized individuals and communities from hiring processes and promotions. That is why each country needs to issue guidelines to ensure fair and anti-discriminatory hiring practices. That could be achieved by a rational allocation of responsibilities between human recruiters and AI tools in the hiring process. AI systems analyze data, match candidates with the job requirements and screen resumes. On the other hand, HR professionals conduct interviews and assess candidates based on the personal interaction. HR professionals should be able to interpret effectively AI-driven suggestions. Employers should set up monitoring mechanisms to ensure that hiring processes are performed efficiently and fairly.

Establishment of an international AI organization

An international AI organization would be responsible for monitoring the compliance of each country with AI laws and the safe operation of AI in various businesses, especially multinational corporations. It could also collect data, such as breaches and complaints from national authorities. This organization could hold annual seminars for all countries to participate in, where governments and other relevant stakeholders could share their practices and strategies in the AI field.

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