

Committee: International Labour Organization (ILO)

Issue: Safeguarding employee interests in the rise of the Artificial Intelligence Augmented Workforce

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Position: Deputy President

PERSONAL INTRODUCTION

Dear Delegates,

My name is Marianna Argeiti and I am an A' Lyceum (10th grade) student at Pierce – ACG. It is my utmost honor and pleasure to be serving as a Deputy President of the International Labour Organization (ILO) in ACGMUN 2024.

In this study guide, you'll find important information about safeguarding employee interests in the rise of the Artificial Intelligence Augmented Workforce. Remember, this should be just the basis of your research and you should conduct further research in order to understand your country's policy and actively participate in a fruitful debate.

Having recently been a delegate myself, I know this process can feel intimidating, especially to those of you who are newcomers, and issues related to AI can be overwhelming and difficult to understand. So, if you have any questions about the topic or face any related issues, please do not hesitate to contact me at M.Argeiti@acg.edu.

Looking forward to meeting you all in April!

Kind regards,

Marianna

TOPIC INTRODUCTION

Nowadays artificial intelligence indeed has a rather widespread influence in our lives. While it may be a groundbreaking leap for science, potentially leading to personalized education, designing new drugs, or new approaches to combat climate change, it could also have detrimental effects on employees. In a survey on the effects of Artificial Intelligence found in the Economist, more than 48% of experts on the field

confessed there's a chance AI could be "extremely bad" for humanity¹. Since artificial intelligence emerged, a multitude of questions have been raised about how this technology could affect human employment. In the modern world, people who work have certain rights to ensure that their interests and well-being in their jobs are kept. Securing such interests may affect their survival, as they may not receive as much money. On another level, this could violate intellectual property, the ideas that originate from a specific person.

AI Augmented Workforce is what is used to call the use of Artificial Intelligence to complement work done by humans. An example could be a lawyer consulting AI for a precedent in a case so that they can defend their client. AI's generative technologies have been used to replace human employees in manufacturing, as well as in creative processes. Thus, workers fear that their coexistence with AI in the workforce could potentially lead to them being replaced.

Reactions from those affected and strikes, a recent example being the Screen Actors Guild – American Federation of Television and Radio (SAG-AFTRA) actors' union strike, prove how people are reluctant to trust AI as a colleague for the time being. In the arms race on who gets to be more innovative, seeing as companies like Google and Bing have attempted to incorporate AI in their operations, it can be inferred that incentives for companies to gain profit by the inclusion of AI can be proven greater than those to safeguard employee interests and human rights.

Given that this technology is new and still emerging, there are a lot of ethical considerations and logistical measures to be taken. Factors such as corporate irresponsibility, lack of regulation in who gets to use the AI, and what limits there are to this technology can have devastating effects on human workers.

Attempts by individual countries and UN committees to regulate the spread of AI are on the rise. Methods such as feedback from humans to reduce bias, aiming for reinforcement learning, and research on the development of AI's cognitive abilities by governments could help understand AI better.

The case of the AI Augmented Workforce is the one we will mostly be discussing in this conference. At a time in which we try to protect workers' rights to the greatest extent, a lot of people are skeptical about whether the inclusion of AI in the workforce does more harm than good.

¹ "How to Worry Wisely About Artificial Intelligence." The Economist, 20 Apr. 2023, www.economist.com/leaders/2023/04/20/how-to-worry-wisely-about-artificial-intelligence.

DEFINITION OF KEY TERMS

Augmented Workforce

“Augmented workforce refers to a new approach to work that leverages advanced technologies, such as AI, machine learning and automation to enhance of the capabilities of human workers.”²

Artificial Intelligence

“A multi-disciplinary subject, involving methodologies and techniques from various fundamental disciplines such as mathematics, engineering, natural science, computer, science, and linguistics, to name a few. Over the last few decades, AI has evolved into a number of technological areas of learning, natural language, processing speed, processing machine learning, vision recognition, neural networks, and robotics among others.”³

Neural Networks

“A method in artificial intelligence that teaches computers to process data in a way that is inspired by the human brain”⁴

Automation

“The use of technology to automate the process or procedure to be performed with minimum human assistance. They can refer to the physical means, (for example, hydraulics, mechanical or pneumatic) or digital processes, using electrical devices and computers. Typically, complicated systems use a combination of these techniques.”⁵

² "The AI Workforce Revolution: The Augmented Future." *Dr Mark Van Rijmenam, CSP | Strategic Futurist Speaker*, 7 Apr. 2023, www.thedigitalspeaker.com/ai-workforce-revolution-augmented-future/amp.

³ *The Information and Communications Technology Council - ICTC*, www.ictc-ctic.ca/wp-content/uploads/2020/02/canadas-ai-workforce-FINAL-ENG-2.24.20.pdf.

⁴ "What is a Neural Network?" *Amazon Web Services, Inc*, www.aws.amazon.com/what-is/neural-network/#:~:text=A%20neural%20network%20is%20a,inspired%20by%20the%20human%20brain

⁵ *The Information and Communications Technology Council - ICTC*, www.ictc-ctic.ca/wp-content/uploads/2020/02/canadas-ai-workforce-FINAL-ENG-2.24.20.pdf.

Biased Algorithm

“The systemic and repeatable errors in a computer system that creates unfair outcomes”⁶. Can be caused by intentionally “unfair algorithms, limited input data or exclusionary practices during AI development”. This can lead to racial discrimination, discrimination based on sexual preferences, etc.

Large Language Models (LLM)

“An artificial intelligence tool which uses large data sets to process and generate new content”⁷ An example of LLM is ChatGPT.

Employee Interests⁸

This term can refer to a lot of things employees pursue, but it mostly relates to fair treatment by employers, equality, fair pay, reasonable distribution of demands in the workplace, having days of leave to devote time to their families and getting accredited with work they have done.

Ethics

“A set of moral principles”⁹. A lot of sciences have ethical concerns and implement guidelines to conform to them, such as biology (bioethics). Ethics is also a concern in the question of workers’ rights and AI regulation and should be taken into account in all debates about possible solutions.

BACKGROUND INFORMATION

Introduction to AI

Artificial Intelligence as a concept, refers to tasks that are performed by technology, such as interpreting speech and playing games, although they are associated with the human brain. Since its introduction to the world in 1935 by the

⁶ *Learn Data Science and AI Online | DataCamp*, www.datacamp.com/blog/what-is-algorithmic-bias.

⁷ "How to Worry Wisely About Artificial Intelligence." *The Economist*, 20 Apr. 2023, www.economist.com/leaders/2023/04/20/how-to-worry-wisely-about-artificial-intelligence.

⁸ "What is Employee Interests | IGI Global." *IGI Global: International Academic Publisher*, www.igi-global.com/dictionary/employee-interests/35222.

⁹ "Definition of ETHIC." *Merriam-Webster: America's Most Trusted Dictionary*, 26 Sept. 2023, www.merriam-webster.com/dictionary/ethic.

British mathematician Alan Turing, AI has been used to help humanity, by cracking the opposite side's military codes, thus avoiding mass deaths in attacks. Later on, in 1972, AI-specific programming languages, like the logic programming language PROLOG were created. AI is an ever-growing field, whose progress is still being made to this day. Neural Networks, the core of AI technologies, are used to resemble the human brain, meaning the algorithms developing their cognition and their results are often unpredictable. AI is trained and developed through processing big amounts of data and searching for patterns to help it understand what a notion is, and thus develop cognition. For example, AI could "decide" if a cat is shown in a picture because it resembles other pictures it has seen beforehand.

Forms of AI

There are three types of AI: Reactive machines, limited memory, and potential self-awareness. Reactive machines usually only have a specific set of duties and are only capable of making decisions in real time, without taking into account their past knowledge. Limited memory AI can weigh in its past knowledge when making a decision. Examples of limited knowledge AI, in the form of Large Language Models, are generative technologies such as ChatGPT, which have been spread to the public and used in many disciplines. Finally, scientists hope to reach the establishment of self-awareness AI, a kind that develops emotional intelligence and is conscious of its existence in the world. An effort at self-aware AI was the creation of Sophia, the first "robot citizen" in 2016. She was capable of verbal communication, facial recognition, and expression.

From a purely technological view, AI is a significant breakthrough that could revolutionize the modern world. It could cover our needs for safer banking, better medicine, and better quality entertainment. Just like any discipline, AI could hold dangers for workers involved with it, as will be elaborated on further in this study guide.

Global Competition

As it can be seen with other endeavors, such as reaching the moon, there is a lot of global competition. For example, countries including the US, China, and the UK introduce AI-related products to the market, but all set different legislations and draw different lines on the extent it affects workers. It is believed that the AI software industry will reach \$37 billion by 2025, giving them a monetary incentive to engage in

related research.¹⁰ As countries aim to gain more ground in development, they often prioritize technological progress over its social implications and effects on humanity. As AI enters the market and businesses themselves, this competition is magnified and miscommunication between countries is even more evident.

The rise of integration of AI in the workforce

Worker's rights and interests

In the late 1800s, after the Industrial Revolution, there was constant inequality and ignorance of workers' human side. Workers of a lower income were given minimum wage and worked countless hours. After several protests, labor rights were set, securing their right to minimum wage, setting a maximum of working hours, and their right to go on strike. It is clear that each worker needs to secure different interests, as they come from diverse backgrounds, however, they all agree that they should be treated fairly when working.

Effects on workers' lives

According to the Center for American Progress, AI's effects "could include replacing workers, complementing workers, freeing workers up to do more productive tasks or creating new jobs"¹¹. AI will most likely start being used on a larger scale by large firms and then proceed to smaller posts and jobs. A study by McKinsey Global Institute proves that 29.5% of all working hours will be automated by 2030.¹² This means that manufacturing jobs will be aided by AI, allowing workers to focus on intellectual and creative processes. It also means that those menial jobs will no longer be available to those who need them to survive.

A lot of workers could potentially get fired, leading to an increase in unemployment. In a report by Goldman Sachs, it can be noticed that AI could replace as many as 300 million full-time jobs, causing concern about the fate

¹⁰ Marr, Bernard. "The Problem With Biased AIs (and How To Make AI Better)." *Forbes*, 5 Oct. 2023, <https://www.forbes.com/sites/bernardmarr/2022/09/30/the-problem-with-biased-ais-and-how-to-make-ai-better/>

¹¹"Will AI Benefit or Harm Workers?" *Center for American Progress*, 24 Aug. 2023, <https://www.americanprogress.org/article/will-ai-benefit-or-harm-workers/>

¹² "Generative AI and the Future of Work in America." *McKinsey & Company*, 26 July 2023, <https://www.mckinsey.com/mgi/our-research/generative-ai-and-the-future-of-work-in-america>.

of the workers.¹³ This could disproportionately affect minorities, as people belonging to the majorities may be prioritized over them in getting one of the spots in a job. For example, a racist employer would already hire more people belonging to a majority under the status quo, and minorities would already be oppressed. If there were even fewer job positions, even fewer people from minorities would be hired by such an employer. AI, though, creates lots of new jobs related to the field of programming, for task-specific programs to start getting developed.

Reactions of the workers affected

In the past few years, there has been heated discourse on the role of AI in the automation of jobs. In the countries producing the most AI products, the US and China, workers, particularly those concerned by the fate of their intellectual property, have gone on strike to protest the overtaking of their jobs by AI. Overall, workers have responded in anxiety towards this new change. For example, according to a study by the American Psychological Association (APA), 51% of orders who worry about AI state that their anxiety severely impacts their everyday lives.¹⁴ Others (29%) are reassured that the value of the human mind means they will always be helpful and needed by their employers. Some have embraced the new technologies offered to the public and already use programs such as ChatGPT to find sources and generate content.

Positive changes in the workforce

First of all, it has been predicted that new AI programming jobs will emerge from the widespread use of such technologies. It also seems that AI could easily handle repetitive tasks, that are boring to humans and complementary to their jobs, in a much faster way. Thus, the workers could focus on finding creative solutions in their field. Since AI has the ability to combine many sources to reach a conclusion, it could set the ground for alleviating some of humanity's biggest concerns. It may become the norm to see AI designing new drugs or finding innovative means of tackling the effects of climate change. Another positive impact it could have is on education, in

¹³ Cox, Josie. "The Anxiety of Being Replaced by AI." *BBC Breaking News, World News, U.S. News, Sports, Business, Innovation, Climate, Culture, Travel, Video & Audio*, 18 Apr. 2023, <https://www.bbc.com/worklife/article/20230418-ai-anxiety-artificial-intelligence-replace-jobs>

¹⁴ "Worried About AI in the Workplace? You're Not Alone." *Https://www.apa.org*, 7 Sept. 2023, <https://www.apa.org/topics/healthy-workplaces/artificial-intelligence-workplace-worry>

schools and universities, which could become personalized and differentiated to the intellectual level and interests of each individual student.

Potential threats

Bias

The programmers behind AI networks are human, so they carry their own sets of beliefs. When these beliefs are transected into an algorithm, it is at risk of acting in a biased way. This means that consciously or unconsciously, the content they offer to the machinery could lead to automation and perpetuation of these biases. According to a study by the US Department of Commerce, AI often misidentifies people of color because of implicit programmed biases¹⁵. If such technologies were to be used in law enforcement as a part of the Augmented Workforce, this could cause a lot of wrongful arrests. Another problem would be the integration of such technologies in hiring committees, which could expose minorities to a lot of discrimination when applying for a job.

Misinformation

Generative AI technologies, as their neural networks develop similarly to those of a human, can develop some sort of their own cognition. This means that if a user were to ask AI about a general fact, it would offer an answer, but as questions become more complex, it could use its data and accidentally offer misinformation. People with malicious intents could potentially use AI to create more persuasive pieces¹⁶ of misinformation, or even program the technology to offer wrong information, for both ideological and political reasons, but also with the incentive of profit. This is a very interesting and potentially harmful consequence of AI, as the Augmented Workforce may also refer to services being provided to large audiences. All misinformation, by accident or on purpose, could happen on a very big scale.

Preach of Privacy

¹⁵ Marr, Bernard. "The Problem With Biased AIs (and How To Make AI Better)." *Forbes*, 5 Oct. 2023, <https://www.forbes.com/sites/bernardmarr/2022/09/30/the-problem-with-biased-ais-and-how-to-make-ai-better/>.

¹⁶ 10 July 2023, <https://www.axios.com/2023/07/10/ai-misinformation-response-measures>

In order to achieve the personalization of an algorithm to a user, they must disclose particular private data to it. Although this may not fall under the category of threats to the Augmented Workforce, it still should be taken into account if AI were to become more widespread through it. Users may often consent to a lot of their data becoming publicized, as they are unaware of what they consent to or as they have no other option if they want to use AI. Their privacy is minimised and this could cause users stress and make them afraid of interactions with AI.

In the particular context of the Augmented Workforce, the more widespread these technologies are to become, the more workers will be forced to work using them. Such systems require the input of their personal data, which some will have to agree to, in order to keep their jobs, despite their personal beliefs.

Corporate Irresponsibility

AI, being a form of technology, develops no understanding as to what is right and wrong and often performs tasks faster than humans. On a criminal level, this could help bio-terrorists engage in criminal acts with no conscience of the effects of their actions. Through the augmented workforce, people with malicious intent could use AI to take advantage of sensitive data given to corporations. On a corporate level, this could mean employers seeking profit can replace human workers with faster technologies, thus causing a lot of job losses.

Implications of inadequate regulations on intellectual property

Under the status quo, there is little unified international framework and regulations of AI. This means that the justice system cannot use precedent or particular laws to prosecute individuals who lay off their employees to replace them with AI. It also means that elements such as an actor's voice can be repeated and copied by AI without their permission. A prominent example is this of an algorithm

offered to the public through an app that replicates Demi Lovato’s voice¹⁷. Thus, one’s intellectual property is undermined.

TIMELINE OF EVENTS

Late 1800s	The labor movement happened, a result of which was the conception of workers’ rights
1950	Alan Turing conceived of AI, a machine used to crack military codes
8 June-17 August 1956	Dartmouth holds an AI conference that sparks modern research
1972	Alain Colmerauer and Robert Kowalski come up with PROLOG, a logic programming language, an alternative to the status quo in the AI industry
4 October 2011	Apple releases its first virtual assistant, Siri in the iPhone 4S
6 November 2014	Amazon releases Alexa, a virtual home smart device
25 October 2016	The first “robot citizen”, Sophia, is declared an official Saudi citizen
30 November 2022	Release of ChatGPT making artificial intelligence open and greatly known to the public
5 December 2022	An expert panel in the White House passes the AI Bill of Rights, aiming to regulate the harms of AI

¹⁷"YouTube Tests AI Tool That Clones Pop Stars' Voices." *BBC Breaking News, World News, U.S. News, Sports, Business, Innovation, Climate, Culture, Travel, Video & Audio*, 16 Nov. 2023, <https://www.bbc.com/news/articles/c4n9erzrg93o>.

16 June 2023	The European Union passed the first regulation on Artificial Intelligence, the "AI Act"
1-2 November 2023	An AI Safety Summit was hosted by the UK, setting diplomatic ground for further AI legislation

MAJOR COUNTRIES AND ORGANISATIONS INVOLVED

United Kingdom (UK)

The United Kingdom has been involved with AI, as is proven by its \$21 billion¹⁸ industry which keeps on growing, making it the third-largest AI market worldwide. A lot of businesses, including banking have been digitised. However, efforts led by the UK such as the AI Safety Summit, show that its citizens and workers may be skeptical about the integration of AI in the workforce. The UK in particular is the leading country in matters of managing the risks of AI and creating safe technologies.

United States of America (USA)

With large investments by companies in the field, the USA has the lead in the global arms race on products related to artificial intelligence. Even though it lacks a unified approach in the implementation of AI in its workforce and its legislation, AI is gaining more and more ground. The government has created 50 independent regulatory bodies¹⁹ to address workers' issues stemming from AI. Workers, though, seem dissatisfied by regulations, judging by the recent SAG-AFTRA strikes concerning AI and its liberties. The AI Bill of Rights was passed in the White House in 2022, aiming to regulate the harms of AI.

People's Republic of China (PRC)

China has made groundbreaking progress in the integration of AI in the workforce. It has invested heavily in such technologies and is aiming to become the

¹⁸ "United Kingdom Artificial Intelligence Market 2023." *International Trade Administration | Trade.gov*, www.trade.gov/market-intelligence/united-kingdom-artificial-intelligence-market-2023.

¹⁹ "AI Regulation is Coming- What is the Likely Outcome?" *CSIS | Center for Strategic and International Studies*, www.csis.org/blogs/strategic-technologies-blog/ai-regulation-coming-what-likely-outcome.

biggest supplier of AI worldwide. It is required for companies to disclose information on their AI algorithms, setting the ground for a future comprehensive national AI law in China²⁰. This may affect its trade in related products with other countries and weaken its spot in competition with other countries, such as the US. In China, there have also been initiatives, such as boycotts by artists against AI.²¹

Zambia²²

Zambia, as research shows, is the country most affected by the AI Augmented Workforce. Automation of jobs has been a serious issue and workers' interests are at "high risk", facing the implementation of technologies. Workers in manufacturing and administrative service activities are the ones most affected. AI also enhances social inequality, as there is a larger disparity between people of lower income who cannot afford such technologies and upper or middle-class groups. There is little to no action done to limit the threats of AI, though.

Pakistan

AI in Pakistan was experimentally integrated in hospitals, as a part of the augmented workforce, which led to faster and more accurate diagnoses²³. The government has formed a national task force to adopt AI and is aiming to include it in the workforce. In schools, AI could lead to more student engagement. AI is growing fast, as the government aims to collaborate with industry stakeholders to enable AI development and integration. It is considered, though, one of the countries at higher risk of having jobs overtaken by Artificial Intelligence.

AI4ALL

This organisation aims for a "more diverse and inclusive workforce"²⁴, so that all humans can coexist with AI in their work. They also focus on improving the ethics of AI technologies and applying AI to solve social problems. It offers all students,

²⁰ Sheehan, Matt. "China's AI Regulations and How They Get Made." *Carnegie Endowment for International Peace*, 10 July 2023, carnegieendowment.org/2023/07/10/china-s-ai-regulations-and-how-they-get-made-pub-90117.

²¹ Yeung, Berry W. "Chinese Artists Boycott Big Social Media Platform over AI-generated Images | CNN Business." *CNN*, 28 Sept. 2023, edition.cnn.com/2023/09/28/tech/chinese-artists-boycott-ai-generator-intl-hnk/index.html.

²² "Countries Most Affected by AI Taking Over Jobs 2023." *Biz Report*, 5 June 2023, www.bizreport.com/business/countries-most-affected-by-ai-replace-jobs.

²³ "The Impact of AI in Pakistan: Opportunities and Challenges." *LinkedIn*, 20 Oct. 2023, www.linkedin.com/pulse/impact-ai-pakistan-opportunities-challenges-fayaz-hussain-g0krf.

²⁴ "Our Vision for AI." *AI4ALL*, 7 Nov. 2023, ai-4-all.org/our-vision-for-ai/.

especially those coming from minorities research opportunities and internships, for them to become responsible professionals in the field of AI. There is gravity given to the matter of ethics in AI.

Technology Ethics Center

The Technology Ethics Center, based in Notre Dame aims to “advance research and education on the impact of technology”²⁵. Students there do research across disciplines to create inclusive AI technologies, as well as raise awareness of potential dangers of AI. They collaborate closely with leading companies in the field of AI, as well as academics and researchers.

Future of Life Institute

The Future of Life Institute affects government policies on AI, informs people on the impacts AI could have in the workforce and in our everyday lives, and finally gives grants to researchers of AI who take into account its ethical threats.²⁶ This institute was a prominent advisor of the EU when passing the EU AI Act. It also offers grants to those who research AI and its threats, after evaluating their need.

RELEVANT UN RESOLUTIONS, TREATIES AND EVENTS

ILO Working Paper 96/August 2023²⁷

This working paper analyses the role of generative AI on jobs. Through a global approach, the UN examines potential effects on employment, as well as weighs the benefits of automation against those of augmentation of the workforce, when it comes to AI. It acknowledges an infrastructure gap, meaning employees in LEDCs may be worse off because of the rise of AI.

²⁵Marketing Communications: Web | University of Notre Dame. *Technology Ethics Center*, techethics.nd.edu.

²⁶ "Grantmaking Work." *Future of Life Institute*, 12 Sept. 2023, futureoflife.org/our-work/grantmaking-work/.

²⁷ *International Labour Organization*, www.ilo.org/wcmsp5/groups/public/---dgreports/---inst/documents/publication/wcms_890761.pdf.

Report of the High-level Committee on Programmes on its virtual consultation on the ethics of artificial intelligence (CEB/2020/6/Add.1)²⁸

This report highlights the disadvantage of minority groups in the use of AI, as well as emphasizes the inequality of AI in LEDC. It suggests a “coherent system-wide approach” toward the inclusion of AI in the workforce and its introduction by governments.

Developing an Artificial Intelligence Strategy: National Guide (E/ESCWA/CL4.SIT/2020/TP.8)²⁹

In this guide, the ECOSOC considers prerequisites for the positive growth of AI. For example, it emphasizes the importance of open and secure Internet, as well as data policies and regulations for AI to be introduced. It addresses the role of the government in AI strategies, as well as the ethical implications it may carry. Finally, this guide informs us of the need to raise awareness on topics related to AI, through incentivizing research.

PREVIOUS ATTEMPTS TO SOLVE THE ISSUE

AI Safety Summit

The AI Safety Summit was hosted in the UK by the Prime Minister Rishi Sunak and was attended by 28 governments, along with AI companies’ representatives and other leaders. This was “a major diplomatic breakthrough”³⁰ as it paved the way for further global discussions on the regulation of AI. Among its tangible results was a commitment of companies to implement safety tests before releasing their new technologies. This Safety Summit may have been a step toward global communication, although it was criticised because of the hidden agendas of each country and their competition.

Experimental Integration of AI in Education and Engineering in Canada

An experiment conducted in the Canadian workforce proves that the most augmentable jobs are those that are related to “administrative or simple information

²⁸ <https://digitallibrary.un.org/record/3895564?ln=en>

²⁹ <https://digitallibrary.un.org/record/3952386?ln=en>

³⁰ Cuéllar, Mariano-Florentino (. "The UK AI Safety Summit Opened a New Chapter in AI Diplomacy." *Carnegie Endowment for International Peace*, 9 Nov. 2023, carnegieendowment.org/2023/11/09/uk-ai-safety-summit-opened-new-chapter-in-ai-diplomacy-pub-90968.

processing”³¹, with examples being accounting technicians and bookkeepers, but also health information management occupations. The integration of AI into the latter, proved a significant reduction of wages, thus causing ethical concerns on workers’ rights. This made the researchers propose limitations on the use of AI in jobs in which strong ethical judgement and critical thinking is involved. This was an effective solution, as legislators could gain constructive insight into what problems AI could create and find more focused solutions. This is only limited in Canada, which is an MEDC, though, so it would be helpful to find solutions in a more global scale.

EU First Comprehensive AI Law ³²

This initiative by the EU aided in setting minimal transparency requirements in the use of AI. This means that the company needs to inform the user that content is AI-generated and that it may contain false or offensive information. An assessment of its negative effects in “high-risk” fields, such as law enforcement will be made before its integration. This solution is helpful and could eliminate many of the aforementioned risks of a faulty algorithm.

POSSIBLE SOLUTIONS

Creation of an international framework for AI regulations

Given that in the modern world, AI companies across the globe are in competition with each other as to which gets more innovative products. Consequently, ethical implications may not be a priority for leaders, and workers’ rights are considered less important. If unified international legislation were to be created, ethics would still be taken into account, as the standards would be mandatory for a product to be offered in the market. This framework should take the

intellectual property of workers into account, as this is one of the main elements that drives their dissatisfaction and anxiety with AI. This could practically happen through large non-state actors with legislative power, or through a specialized conference for these agreements to be made.

³¹ *The Information and Communications Technology Council - ICTC*, www.ictc-ctic.ca/wp-content/uploads/2020/02/canadas-ai-workforce-FINAL-ENG-2.24.20.pdf.

³² "EU AI Act: First Regulation on Artificial Intelligence | News | European Parliament." 6 Jan. 2022, www.europarl.europa.eu/news/en/headlines/society/20230601STO93804/eu-ai-act-first-regulation-on-artificial-intelligence.

Introduction of quotas of AI in the Augmented Workforce

Just as it has been proposed in areas of inequality, such as quotas for women in parliament, or indigenous people in Australia, workers' positions in the workforce need to be secured. Through a quota, the government could ensure workers' positions are not overtaken by technologies. Practically, it could be asked for this quote to be written in each corporation's legal documents and monitor the number of human workers in the company yearly.

Creation of a specialized union to discuss matters related to AI

Through strikes across the world, for example in the US and China, it can be seen that unions have protested against the integration of AI in the workforce and for limitations of its power. If a specialized workers' union on AI were to be created, its effects on the workforce would be minimized, as workers would use it as a direct forum for addressing the inequality they face related to AI. This could either be created by the government of each country, similar to other already existing unions, or even work as a sub-division of the International Labour Organisation (ILO) itself.

Testing of fair practices related to AI by a specialized UN body

A lot of countries don't consider workers' rights important but are integrating more and more AI products into their workforces. A specialized body by the UN, one that would check the transparency of hiring committees, test the number of human workers in the workforce, and hold companies accountable through penalties in the case of wrongdoing could be the way to go. This could work as a sub-division of the ILO.

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