



Guiding Principles Establish Framework for AI Development Safeguarding Workers' Rights

A newly released article highlights President Biden's administration's efforts to harness the potential of artificial intelligence (AI) while safeguarding workers' rights. The Department of Labor has been directed to establish Principles for Developers and Employers to guide AI use in the workplace. These principles aim to ensure that workers benefit from AI advancements while being protected from potential harms. While AI can enhance work efficiency and create new job opportunities, it also poses risks such as loss of autonomy and job displacement. The Department of Labor collaborated with various stakeholders to develop these principles, emphasizing transparency, human oversight, and worker well-being.

The Department's AI Principles for Developers and Employers include:

[North Star] Centering Worker Empowerment: Workers and their representatives, especially those from underserved communities, should be informed of and have genuine input in the design, development, testing, training, use, and oversight of AI systems for use in the workplace.

Ethically Developing AI: AI systems should be designed, developed, and trained in a way that protects workers.

Establishing AI Governance and Human Oversight: Organizations should have clear governance systems, procedures, human oversight, and evaluation processes for AI systems for use in the workplace.

Ensuring Transparency in AI Use: Employers should be transparent with workers and job seekers about the AI systems that are being used in the workplace.

Protecting Labor and Employment Rights: AI systems should not violate or undermine workers' right to organize, health and safety rights, wage and hour rights, and anti-discrimination and anti-retaliation protections.

Using AI to Enable Workers: AI systems should assist, complement, and enable workers, and improve job quality.

Supporting Workers Impacted by AI: Employers should support or upskill workers during job transitions related to AI.

Ensuring Responsible Use of Worker Data: Workers' data collected, used, or created by AI systems should be limited in scope and location, used only to support legitimate business aims, and protected and handled responsibly.

The full article can be found here: [Artificial Intelligence and Worker Well-being: Principles and Best Practices for Developers and Employers | U.S. Department of Labor \(dol.gov\)](#)

The Executive Order can be found here: [Executive Order on the Safe, Secure, and Trustworthy Development and Use of Artificial Intelligence | The White House](#)