

**“To make AI a positive force in the future world of work, there needs to be transparency and accountability.”**

**Janine Berg**

Senior Economist at the International Labour Organisation

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We need transparency on how the data is being used, regulatory certification systems and some sort of liability and responsibility of the developers of AI tools, highlights Janine Berg.

#### Key takeaways

👉 AI in the world of work is right now the wild west. Potential efforts to mitigate some unintended consequences include: Standardization of data sets to understand how they were created, how data is intended to be used, and potential ethical and legal concerns; and regulatory agencies that certify the AI systems being used.

👉 Regarding the use of AI in recruitment, unintended consequences of the implementation of AI tools may derive from cultural differences or non-alignment between trained data sets and the types of workers that are to be hired; these are #risk factors that should be mitigated against.

👉 The benefits of implementing AI tools into talent management depend on how effective a manager is and how he/she intends to use the tools. Safeguards are needed to ensure that workers' privacy is respected and that there is transparency at the workplace on how the data being collected is being used.

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