ARTIFICIAL INTELLIGENCE WILL IT MAKE BIAS AGAINST WOMEN WORSE?

ARTIFICIAL INTELLIGENCE MUST NOT BECOME THE NEW AGENT OF SEXISM IN THE WORKPLACE

ETUC is concerned that Artificial Intelligence will reinforce gender inequality and stereotypes by building existing biases and prejudices into the algorithms and programmes of artificial intelligence, and believes that every effort needs to be made to ensure women are treated equally and with respect.

Examples of gender bias in AI include

THE PROBLEM

"It can be life-changing when bad data and algorithms are used to decide who gets a job interview or a loan, how resources are deployed after natural disasters, or who should get paroled? "

Gwen Moran
https://fortune.com/2019/10/26/fixing-artificial-intelligence-bias-problem/

"Because of the way machine-learning works, when you feed it biased data, it gets better and better - at being biased. We could be literally writing code that makes healthcare for women worse."

Caroline Criado Perez
https://www.evoke.org/articles/july-2019/data-driven/deep_dives/the-dangers-of-gender-bias-in-design?linkId=70880874

"More than simply reshaping individual jobs or positions, AI will lead to a new and vastly different work organisation and new management models. It will create a state of 'hyper-connectedness', with workers dealing with bigger amounts of data coming from different channels, processes run at high speeds and algorithms that can take decisions."

Aida Ponce del Castillo, ETUI
https://www.etui.org/Publications2/Foresight-briefs/Artificial-intelligence-a-game-changer-for-the-world-of-work/

According to the World Economic Forum's Global Gender Gap Report, only 22% of AI professionals globally are female.

"Amazon was forced to ditch a hiring algorithm that was found to be gender biased; Apple was rocked by claims that the algorithm behind its credit card offers much lower credit limits to women than men of the same financial means... Google was left red-faced after the autocomplete algorithm for its search bar was found to produce racial and sexual slurs."

Will Knight
https://www.wired.com/story/researchers-guardrails-prevent-bias-ai/

"My research uncovered large gender and racial bias in AI systems sold by tech giants like IBM, Microsoft, and Amazon. Given the task of guessing the gender of a face, all companies performed substantially better on male faces than female faces. The companies I evaluated had error rates of no more than 1% for lighter-skinned men. For darker-skinned women, the errors soared to 35%."

Joy Buolamwini, computer scientist and founder of the Algorithmic Justice League
https://time.com/5520558/artificial-intelligence-racial-gender-bias/

"UNESCO released a ... report ...arguing that voice assistants are inflaming gender stereotypes and teaching sexism by creating a model of "docile and eager-to-please helpers," programmed to be submissive and accept verbal abuse.

Alyssa Giacobbe
https://tinyurl.com/sq2yrfb

CONFEDERATION **SYNDICAT EUROPEÆN TRADE UNION**

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THE SOLUTION
ETUC DEMANDS

Artificial Intelligence should not be introduced in the workplace without involving trade unions.

Workers and their unions should be informed, consulted and participate in the whole process of implementing AI systems at work.

Workers and their unions must have the guarantee of a 'right of explanation' when AI systems are used in human-resource procedures, such as recruitment, promotion or dismissal, with a procedure to appeal to a human about decisions made about them by AI.

Facial recognition, as well as emotional management tools, pose particular risks to workers - and women workers in particular - and should only be used in connection with adequate safeguards guaranteed in collective agreements.

Workers should have the right to access, manage and control the personal data AI generates about them. Tech companies should recruit more women, and education systems should encourage more women into science, technology & maths.

Guarantee human oversight and control: Humans-in-command must be established as a fundamental legal and ethical principle for all initiatives regulating robotics and artificial intelligence including in the world of work.

Companies can gain a competitive advantage by developing and using AI that is trustworthy, ethically and socially responsible and respectful of European values, equality and labour rights.