

ARTIFICIAL INTELLIGENCE WILL IT MAKE BIAS AGAINST WOMEN WORSE?

AI

"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/>

THE PROBLEM

Examples of gender bias in AI include

"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://www.architecturaldigest.com/story/the-gender-bias-behind-voice-assistants/>

"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>

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

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THE SOLUTION

AI must be designed to get rid of gender bias and stereotypes. Trade unions must ensure this happens from the making of the algorithm to its use by companies.

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

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.

Workers 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.

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

Workers need to become 'AI literate' to understand its role and its impact on 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.

