

Artificial Intelligence And Job Sector- Need For Laws

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ABSTRACT

Artificial Intelligence technology has been growing at an unparalleled rate along with the roles of jobs in present times. Artificial Intelligence (AI) and automation are transforming how one works and it has begun to produce positive influences over several industries. The present investigation attempts to discuss the detrimental impacts of bias and unfairness of AI on equal rights in job sectors. The self-determination right and autonomy protection are the primary focus of this study. The intervention of AI technology in the fundamental human rights of individuals leads to several concerns in job sectors such as discrimination in jobs, job displacements, lack of privacy and freedom and reduced job satisfaction. To resolve these questions, the governing bodies are required to create frameworks and amendments in existing laws for trustworthy, sensible and ethical Artificial intelligence constructed from the perception of human rights. AI technology produces various benefits to human society and the Job sector yet, it produces few adverse impacts on human rights. Hence, this inquiry lays the foundation for the modification of existing laws to prevent the violation of human rights caused by AI technology in the job sector. This paper explores the various aspects of human rights that can get affected by the indiscriminate use of AI, the strengths and weaknesses of the same and the need for regulation in the particular arena which is totally unregulated.

1.1 Artificial Intelligence - An Introduction

AI is all over the place and its enhancement, placement and application are advancing rapidly across the globe (Boden, 2016). This in turn subsidises the world economy. Despite its increasing existence in several aspects of our daily lives, there is no extensively embraced definition of AI. In its place, it is an umbrella term which involves several computational processes and related procedures devoted to enhancing the capability of machines to perform things that require intelligence like language processing, pattern recognition and computer vision. Considering the quick enhancement of technology and unfastened conceptualization, there is no amazement that what is regarded as AI evolves and alters over time.

AI is one of the futuristic kinds of technology which gained the attention of investigators. The term "AI" was coined by John McCarthy in the year of 1956 at the time of a conference conducted related to this topic. It denotes the machines which go beyond one's explicit programming using generating choices in manners which reflect human reasoning. It is also defined as the technology which systematizes decisions an individual used to produce. Conversely, the machine's possibilities are capable of simulating human behaviour and actually, it was initiated earlier by Alan Turing who improvised the Turing test to discriminate humans from machines (Mintz & Brodie, 2019). Ever since computational power has risen to the topic of instant calculations and the capability to assess new data following formerly assessed data in real-time.

Presently, AI is incorporated into our day-to-day lives in several ways like computer gaming, automated mass transportation, personal assistants and aviation. In present times, this modern technology started to be incorporated into the medicinal sector to enhance patient care by accelerating procedures and attaining improved accuracy, opening the path to deliver better healthcare generally. Artificial Intelligence is accelerating the job market, producing various kinds of jobs in the meantime of automating responsibilities.

Around twenty to fifty million new jobs are anticipated around 2030 by AI technology as it enhances and produces jobs in various sectors.

Some companies and sectors undergo substantial job displacement, the economy is anticipated to gain from increased output and productivity. For instance, AI ensures progress, and apprehending its influence on employment and the economy is vital. AI is quickly transmuting the workforce with prominent changes formerly transparent in the employment and job market landscape. Hence, employees and businesses are required to adapt to stay effective and competitive. AI has several benefits such as follows (Yeung, 2020),

- Safety
- Improvement in lifestyle
- Enhancements in creativity
- Aiding in resolving problems
- Providing numerous services

Meanwhile, the main concerns regarding the implementation of AI in businesses are as follows,

- Contrary impacts on human privacy
- Adverse impacts on basic human rights and freedom
- Opposing impacts on human autonomy

Industries Referencing AI in Job Postings

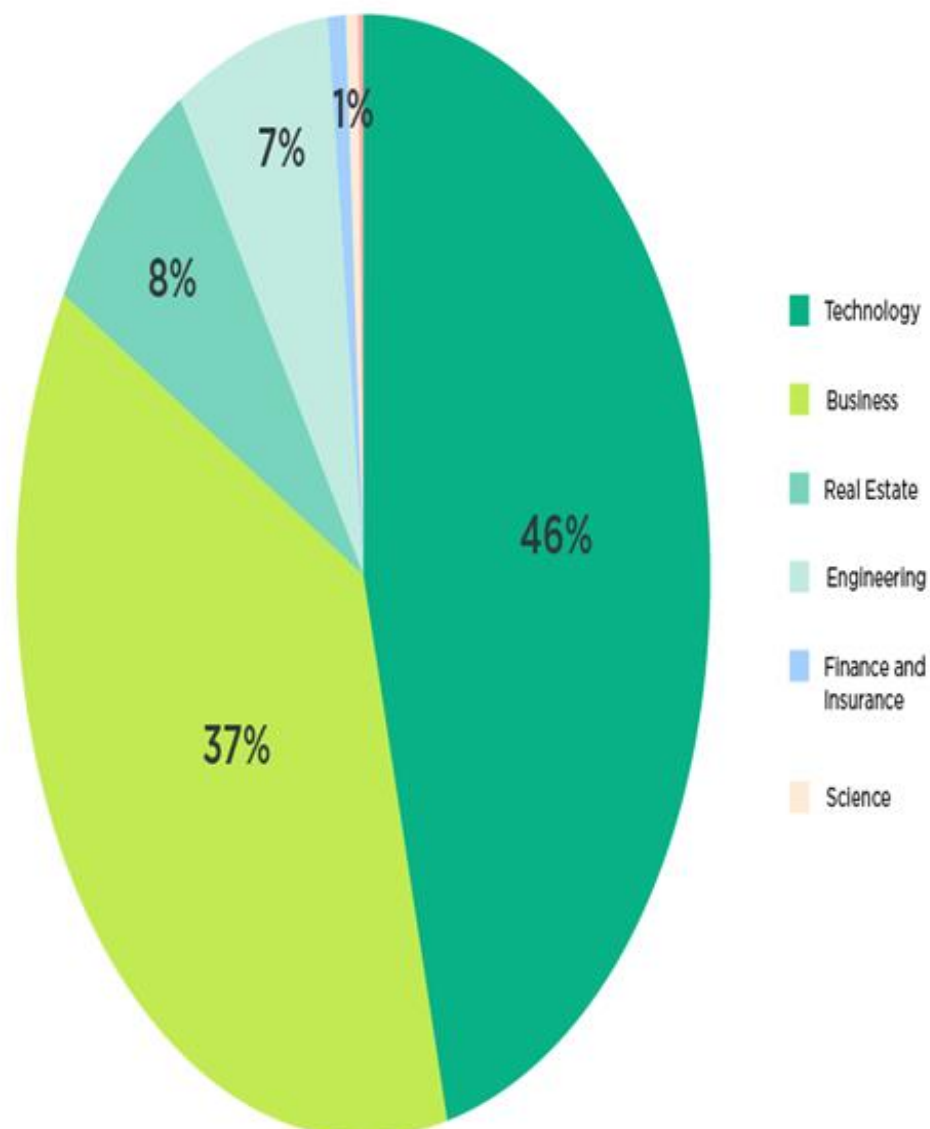


Figure 1.1. Sectors referencing AI in job placements (Marino, 2018)

Figure 1.1 depicts the sectors engaging in Artificial intelligence for job postings. Since, customers rely on services and products which employ machine learning and AI, occupations needing these talents are surging at an exponential rate. From the year 2016, the Zip Recruiter job postings which reference machine learning skills and AI are being increased by more than two thousand per cent. This in turn proves that the jobs in future are not just available for programmers and data scientists. Since, AI is one of the pervasive forces in today's world, the contenders for jobs exterior of Tech Companies are estimated to be accustomed to this concept of technology. These are the popular non-tech works which need knowledge of machine learning and AI (Marino, 2018). According to Figure 1.1,

- In the Technology sector, around forty-six per cent of companies are referencing AI for job placements
- In the business sector, around thirty-seven per cent of companies are referencing AI for job placements
- In the real estate sector, around eight per cent of companies are referencing AI for job placements
- In the engineering sector, around seven per cent of companies are referencing AI for job placements
- In the insurance and finance sector, about one per cent of industries are referencing AI for job placements
- Science sector, around one per cent of companies are referencing AI for job postings.

Regardless of the issues faced by organizations, AI incorporation in job roles can accelerate innovation, augment efficiency and enhance the quality of life. Through accelerating the capability of Artificial Intelligence, various new job prospects are created, economic development is being increased and several positive impacts are being created. The AI's influence on job positions is far-reaching and significant. It is vital to embrace this conversion proactively by assuming that AI gains are poised with the requirements of both employers and society. Through exploiting this, a future is produced where human workforces and AI can act together to attain collective responsibility and goals. This, in turn, thrives us to future progress and development (farrell).

1.2 Human Rights – An introduction

The standards which identify and safeguard human being's dignity are called human rights. How a person survives in society is governed by human rights and one's association with the State and responsibilities that a State comprises towards oneself relies on it. The law of Human rights aids governments in executing a few things and inhibits others from doing it. As every individual composes of one's human rights those individuals are asked to respect the rights of society. No individual, group or government has the power to perform something which disrupts other people's rights. Duty-bearers and States are required to obey the legal standards and norms cherished in human rights implements. The distressed right-holders when someone violates their rights can approach the court as per guidelines delivered by law (unicef).

The federations assume the binding responsibility beneath international law to safeguard human rights. This involves the responsibility to oblige human rights in one's conduct and to overcome juridical and natural persons about one's jurisdiction that involves organizations from doing human rights abuses. These compulsions are continued after privatizing the service delivery which affects human rights. Particularly, after the closure of the Cold War, the responsibilities of industries come under international law to safeguard human rights.

The scope and nature of these duties have been discussed authoritatively in the United Nations Guiding Principles on Business and Human Rights. Particularly, the duty to preserve human rights needs organizations to prevent creating or subsidizing harmful influences on human rights through one's deeds and decrease the negative impacts when an organization is associated with it through the business association. Yet, it needs organizations to be involved in such activities that violate the human rights of employees and decrease the risks associated with human rights. Up to a level, detrimental human rights influences exist where industries must deliver remediation for those influences using legitimate schemes. Even though, it is the responsibility of the state to afford efficient resolutions employing judicial and various mechanisms to those who have encountered business-associated human rights abuses (Raso, Hilligoss, Krishnamurthy, Bavitz, & Kim, 2018).

Internationally identifies Human rights and Instances of How businesses influence them
(Source: (Framework, 2017))

I. Right to life

- Right not to be disadvantaged in life unlawfully or arbitrarily.
- Right to safeguard one's life from safety hazards or physical attacks.

Instances of how businesses may affect this right

- Disclosure of toxic elements
- Possessing safety risks to surroundings or employees
- Production and sale of products with lethal faults

II. Right not be exposed to forced labour or servitude, slavery :

- The provision of salary does not give the right to slavery
- Compulsory or forced labour is described by the International Labour Organization as work extracted by an individual without willingness
- Therefore, the right to freedom from servitude and slavery is absolute.

- Debt bondage and workers' trafficking come under servitude which is prohibited using this law
- Any individual does not own another individual in the name of work

Instances of how businesses may affect this Right

- Few Companies are involved in human trafficking and slavery for one's benefit case in point agricultural plantations
- Immigrant employers are identified as the vulnerable group since those people are most probably subjected to servitude
- Sometimes the company withholds the certificates or salaries of employees

III. Rights to security and liberty of the individual:

- A person's security involves safeguarding from physical assaults, threats of various attacks or various other harassment forms regarding whether an individual is detained or not.
- These rights include the prevention of arbitrary or unlawful detention

Instances of how businesses may effect on this Right:

- An organization whose contractor permits the sexual abuse of female employees
- Harassment and threatening of employees
- Imposing Physical torture and punishment on some minority staff

IV. Right of self-determination:

- Right to people instead of individuals
- Rights to facilitate cultural, economic and social improvement
- Specific right of native individuals to self-determination
- To provide political stance and position for individuals in international communal

Instances of how businesses may effect on this Right:

- Involving in commercial activities on land has prominent connotations for the individuals who dwell in a region where the land was attained by the government in the absence of prior consultation with the local populace.
- Any movement which will influence upon ethnic individual's lands where activities of operation, acquisition or construction might affect the right to self-determination

V. Right of captive persons to humane treatment

- This right needs detention experts to create special measures for safeguarding captives like segregating juveniles from remaining captives

Instances of how businesses may effect on this Right:

- Organizations engaged in the operation, construction and maintenance of detention amenities like immigration detention facilities or prison facilities in which captives are victimized.

VI. Right of foreigners to due process while facing exclusion

- Immigrants who legally exist in a nation are indorsed to enjoy fairer legal approaches in advance before being forced to leave.

Instances of how businesses may effect on this Right:

- When organizations depend on migrant workers in a direct manner or through a third-party agency, there will be the risk of one's operations being associated with this effect.

VII. Rights to participate in cultural life, to profit from scientific progress, and to secure the material and moral rights of writers and inventors

- Particularly, disadvantaged communities majorly benefitted from this right
- This right provides the freedom to participate in societal and cultural life
- This protection prolongs conservation and safeguards cultural expressions and well-established knowledge systems

Instances of how businesses may effect on this Right:

- Accomplishments concerning new construction like installing infrastructure networks or pipeline laying will influence this right by segregating communities from regions of cultural knowledge and significance or by ruining their cultural inheritance.

VIII. Right to a fair trial

- This right is involved in both criminal and civil proceedings and it involves the right to the public hearing before the independent tribunal.

Instances of how businesses may effect on this Right:

- Companies may fraudulent the judicial procedures by running the associated evidence producing false statements or bribing the officials

IX. Right to education

- Equal access and enjoyment of educational facilities is provided by this right
- Primary education is free and compulsory for children

Instances of how businesses may effect on this Right:

- Child labour employed by businesses

X. Right not to be imperilled to suffering, cruel, inhuman and/ or humiliating treatment or reprimand:

- A significant right that is implemented in every situation

Instances of how businesses may effect on this Right:

- Fiasco to facilitate a work environment which is absent from various kinds of harassment which creates severe mental stress

XI. Right to health

- Right to take care of one's health and free from interruption

Instances of how businesses may effect on this Right:

- Let down in executing proper safety and health standards that results in long-term negative consequences on the health conditions of employees.

XII. Right to acknowledgement as an individual in front of the law

- Every individual is authorized to legal persona

Instances of how businesses may effect on this Right:

- Industries are linked to those influences for instance, the State-led acquisition process provides compensation only to male heads

XIII. Right to freedom of movement

- Individuals residing in a nation under proper law terms have the right to choose where to live and to exit

Instances of how businesses may effect on this Right:

- The company relocated the communities without proper intimation

XIV. Right not to be subjected to imprisonment for inability to fulfil a contract

- This right is implemented where an individual is incompetent in accomplishing the private predetermined obligation. This right prohibits the punishment imposed by the state.

Instances of how businesses may effect on this Right:

- When a minor local supplier is sincerely incapable of finishing one's contractual responsibilities, the industry can take action against that person.

XV. Right to an adequate standard of living

- This right ensures the individuals various adequate housing amenities including the right to water, sanitation and so on.

Instances of how businesses may effect on this Right:

- Companies failed to provide basic sanitary amenities to one's employees in the workplace

XVI. Right to be at liberty from retrospective criminal law

- The state is restricted from commanding criminal penalties for an action which is not considered illegal at the time when it is committed

Instances of how businesses may effect on this Right:

- Political revolutionists protest regarding a few aspects of the industry's operation where the state acts against those people

XVII. Rights to freedom of belief and countenance

- Individuals have speak to one's minds without hurting others' sentiments

Instances of how businesses may effect on this Right:

- Involving in a suit against any worker by a company

XVIII. Right to privacy

- People have the freedom right to safeguard themselves from unlawful unreasonable and arbitrary interference with one's privacy

Instances of how businesses may effect on this Right:

- Producing technology or equipment which is utilized to monitor or target the concerned individual's communication

XIX. Right to a family life

- This right delivers protection to families, particularly children

Instances of how businesses may effect on this Right:

- Companies restrict individuals from enjoying a healthy work-life balance

XX. Rights to freedom of thought, morality and religious conviction

- It includes the right to choose one's worship practice and belief

Instances of how businesses may effect on this Right:

- A company does not permit its workforce to enjoy one's religious outings

XXI. Right to freedom of association

- It safeguards the right to create or involve in any kind of non-governmental, trade union, political, or recreational association. Also, the State is permitted to impose restrictions on those associations concerning international human rights standards.

Instances of how businesses may effect on this Right:

- A company may weaken the local political body that opposes its activities

XXII. Rights to freedom from battle propaganda, and freedom from provocation to ethnic, spiritual or nationwide hatred

- This right restricts specific speech which is not safeguarded through the right to freedom of expression.

Instances of how businesses may effect on this Right:

- Industries deliver the technology or platform for persons to prompt hatred against the specific religious community

XXIII. Right to partake in public life

- Residents possess the right to participate and contribute to public affairs including the voting right

Instances of how businesses may effect on this Right:

- Companies obstruct fair and impartial elections

XXIV. Right to freedom of assemblage

- People have the right to be involved in a peaceful public discussion

Instances of how businesses may effect on this Right:

- Companies prevent peaceful demonstration

XXV. Rights of protection for the child

- This right protects the child from economic and sexual exploitation

Instances of how businesses may effect on this Right:

- Companies are engaging children to perform dangerous work and activities

XXVI. Rights of the safety of the family and the right to get married

- It provides the right for an individual to marry and begin a family

Instances of how businesses may effect on this Right:

- Policies in industries ill-treat women because of their marital prominence

XXVII. Right to fairness before the law, equal security of the law, and rights of nondiscrimination

- People have the right not to be discriminated against directly or indirectly on several grounds including health status or sexual orientation.

Instances of how businesses may effect on this Right:

- An organization provides compensation to people if its products cause harmful effects on them

XXVIII. Rights of minorities

- Members of linguistic or religious minorities are permitted to enjoy one's culture, language and religion.

Instances of how businesses may effect on this Right:

- Failed to produce reasonable modifications for employees who wear one's religious headgear

XXIX. Right to communal security, together with social insurance

- This right assists the state in managing the social security system which delivers numerous benefits over issues like unemployment and injury

Instances of how businesses may effect on this Right:

- Disagreeing employers without providing their grievance benefits

XXX. Right to work

- Individuals are provided with the right to choose one's work

Instances of how businesses may effect on this Right:

- Companies dismiss employees in an unfair manner

XXXI. Right to form and join trade unions and the right to strike

- People are provided with the right to create or merge trade unions of one's choice

Instances of how businesses may effect on this Right:

- Producing barriers to trade union formation among contract workers or employees

XXXII. Right to enjoy just and favourable conditions of work

- People possess the right to equal and fair remuneration for work of equivalent worth.

Instances of how businesses may effect on this Right:

- Organizations failed to encounter the accident pattern that indicates the workplace without safety measures

1.3 AI governance and Human rights

The impacts of Human rights and Artificial Intelligence are generally synergistic and bidirectional. This web of associations is illustrated in below figure 1.2. This in turn infers that AI influences human rights and human rights influences AI. This figure displays Human rights as the main element and AI is the advancing reality of Human rights. Depending on the dimensions and characteristics of the formation, manufacture, commercialization and employment of Artificial Intelligence, the influence on Human rights will vary. But, the main thing to be noticed is that it attains retro feedback.

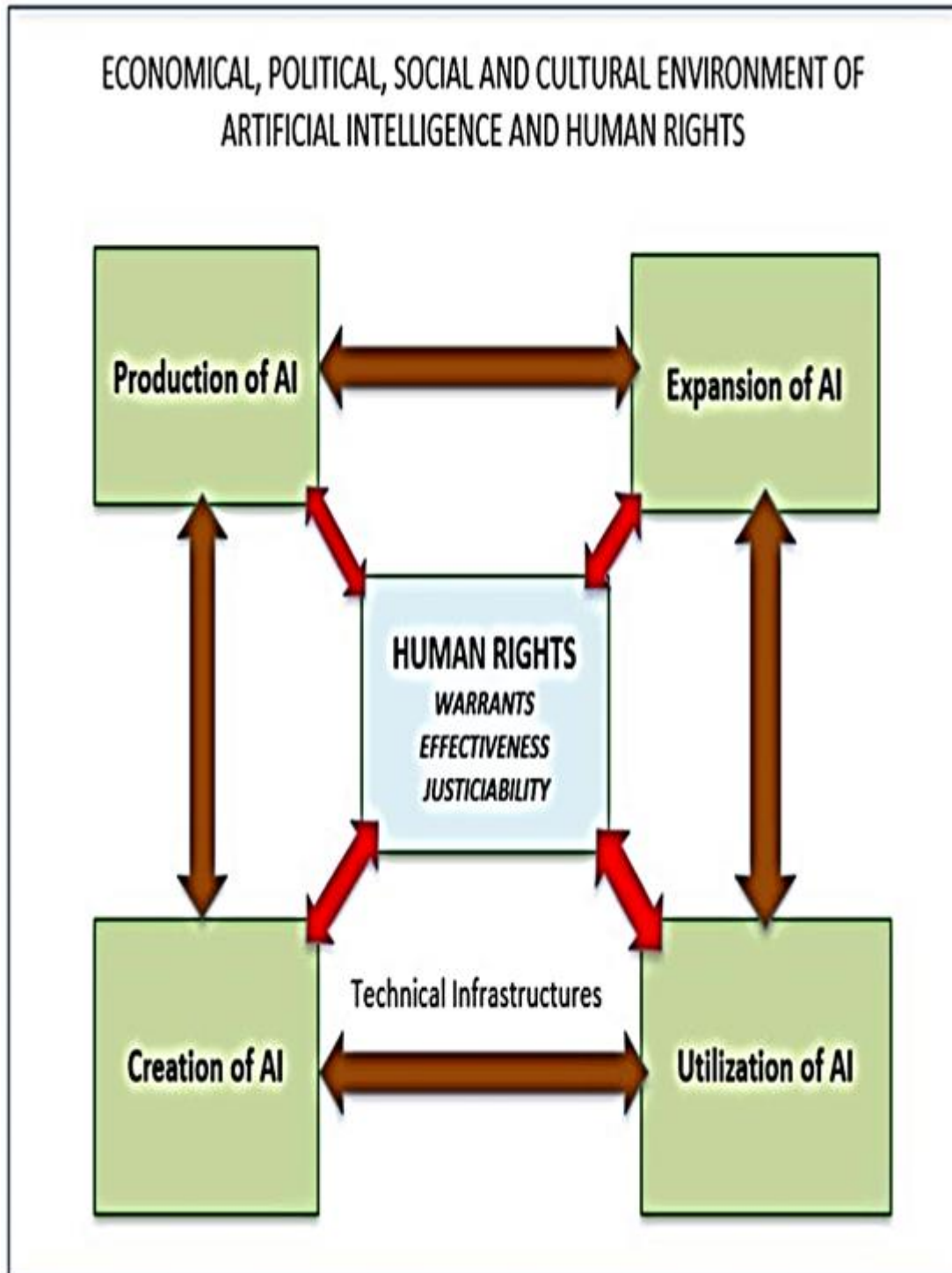


Figure 1.2. Linkage between Human rights and Artificial Intelligence (source : (Mpinga, Bukonda, Qailouli, & Chastonay, 2022))

The AI profits come along with an expense. Following the investigations, AI accelerates job loss. Even though several sources vary the number of jobs at risk, indeed it is estimated that there will be numerous jobs will be at stake within ten or twenty years. Concerning this fact, AI is also regarded as a disruptive technology (Manyika et al., 2013). Specialists and experts also recommend that the various new jobs will be materialized due to AI. On one side, AI results in job losses meanwhile, on the other hand, it will create new job prospects. The human rights to equality, privacy, non-discrimination and data protection are the main pillars of AI governance. Since, the human rights protection of cultural, economic and social rights and autonomy must ensure that artificial intelligence will aid every individual. The human rights law executes not only responsibilities on organizations and industries but also for the needs for reimbursement of harms and legal resolutions. Civil society, governments, investors and industries must take the initiative to embrace human rights as the base for the construction of Artificial intelligence Governance. This also involves inclusive

discussion, improving procedures and standards for the execution of laws for human rights and resolutions if any violation occurs (Jones, 2023).

Civil communities, industries and governments are remoulding the human rights territory with an advanced propagation of Artificial intelligence ethics compliance evaluation techniques and principles. As a consequence, the businesses emerging or procuring Artificial intelligence do not know the exact standards it should meet and identifying it is a complex process due to cost factors. For the time being, the general public and employees are not aware of the principles and standards that one needs to expect from Artificial intelligence. Even though the AI implementation affects them, the individuals are not concerned about raising a complaint since they are ignorant. Accordingly, several individuals distrust Artificial Intelligence and suspect it is unfair or biased technology. So, there is a need for a balance between AI and human rights.

1.3.1 Impacts of AI on human rights (Strengths and Limits)

The association between human rights and artificial intelligence is convoluted. Since, organizations are at the front step towards the integration of AI applications, initially its main application is illustrated below in Figure 1.3. Since an individual application of AI will impact human rights in both a positive and negative manner.

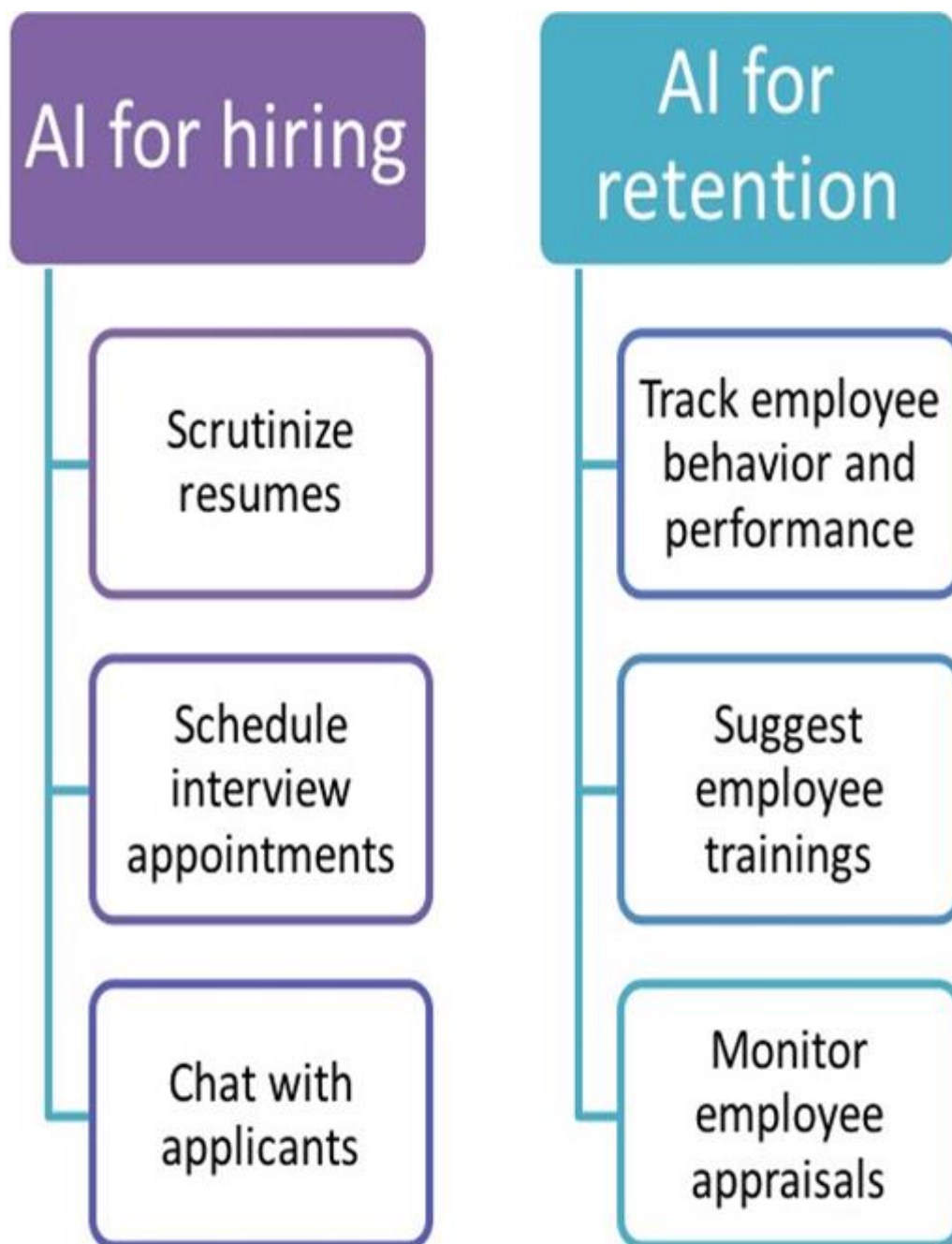


Figure 1.3. Employment of Artificial Intelligence in Hiring and Recruiting Process (source: (Joshi, 2018))

Employing a suitable candidate remains a major challenge for both managers and recruiters. Another issue encountered by Human resource officials occurs during the maintenance of prevailing workforces. As a consequence, recruiters are accelerating technology to augment one's productivity and task automation. The ongoing discourse concerning AI ethics must augment to involve these technologies for the implication of Human rights. A universally embraced framework for involving, assessing and eventually remedying the effects caused by AI on society and individuals is provided by the International Human Rights Law. Additionally, the United Nations Guiding Principles on Human Rights and Business are particularly outstanding in assuring that artificial intelligence is organized in a rights-respecting way.

Strengths

- **Creating new jobs:** Even though, the capability of AI technology to automate jobs has gained attention across the globe and is a significant accelerator of the creation of new jobs. This is termed the double-sided influence of work innovation which is the race between augmentation and automation. Policymakers are required to understand the competition among the augmentation and automation of employer tasks to obtain various gains associated with the progress of technology. These advanced technologies can be directed to less automation and greater automation within the scarcely defined jobs (Autor, 2022).
- **Freedom of expression:** Specifically, human rights concerning the topic of Artificial Intelligence is the likelihood that entire groups will become quietened because of the utilization of artificial intelligence. Social media platforms employ algorithms which choose perspectives that attain adhesion online. In one of the experiments conducted through Facebook, investigators were able to find out that the messages received by users caused them to view the world in that particular manner (Hartwig, 2020).
- **Job hunt:** During the preparation for the job hunt, applicants applying for the job through colleges in a direct manner or from any kind of industry to look for the changes in their profession can employ various Artificial intelligence based tools for enhancing one's skills and talents to outdo in the interview conducted by the concerned organization where they are demanding for the job employment. Also, these AI tools will help in designing the resumes and improving the talents of those applicants to get shortlisted by several organizations paying higher salaries.

Limits

- **Discrimination against Job-Seekers:** Artificial Intelligence will lead to biased outcomes when AI algorithms are employed for the firing and hiring process. The hiring procedures will disrupt the state or federal discrimination laws particularly if the training data is constructed upon a standardized group. When an organization collects data and information based on public records, then the industries must circumvent assuming information regarding the skills or personalities of potential candidates that are based merely on this evidence. Hence, it is inferred that assessments made by humans along with the outcomes derived from artificial Intelligence can precisely decide whether an applicant's counterparts have the vision of an organization.
- **Discrimination against consumers:** Businesses can face disastrous events if they rely upon AI. For instance, various artificial Intelligence programs which employ facial recognition for protection from theft will victimize in contradiction of purchasers of particular ethnicities or races. Even though the General Data Protection Regulation data needs the users of this technology to describe how its algorithm executes and influences the concluding decision, the data privacy law does not presently need an additional protection layer for customers. Therefore, to shield oneself from the potential claims of discrimination created through the entire dependency on this technology, organizations are required to hire humans to confirm any outcomes before taking any act (Hartwig, 2020).
- **Losses of Job:** The major downside of Artificial Intelligence is that it will result in a surged unemployment rate since machines started to interchange human workforces in several organizations. The main goal of AI lies in automation instead of expanding the tasks of employers since employers need special skills to do those chores.
- **Security threats:** One more downfall of this technology is that is capable of producing several security threats as malevolent actors initiate to utilize this technology for harmful intentions.
- **Ethical concerns:** This innovative technology also gives rise to ethical concerns since this AI influences human lives in a manner that some people are not comfortable with since it impacts every life aspect of human beings.

1.5 Research objectives

The main objectives of this investigation are,

- To appraise the involvement and prominence of Artificial Intelligence(AI) in various Job sectors
- To discuss the imperative human rights laws that need to be provided by business organizations to one's workforce
- To elaborate on the legal and human rights issues caused due to the execution of Artificial Intelligence in Businesses

- To recommend and suggest futuristic suggestions to the government for amendments and enhancement of existing human rights laws to prevent the violation of those laws by AI technologies

1.6 Significance

Technology is being progressed in modern times even in the job sector. Specifically, various job designations are on the verge of being computerized, few others are growing to involve AI usage. The requirements of businesses and employees should be balanced along with the integration of AI. Currently, dynamic changes are occurring in the job environment and businesses are required to adapt to those changes. Since this modern age needs various skills. Moreover, it is significant to encounter the potential job loss because of automation. Considering society, it is the responsibility of businesses to create strategies which encourage employers who are the danger of dislocation and assure that one needs to have access to education and training to furnish skills to get familiarized with new job roles. Artificial Intelligence systems have a prominent influence on human rights that involve state obligations concerning these rights (Završnik, 2020). Hence, human rights compliance is no longer considered a separate topic from the usage of AI technologies in every sector particularly the job sector.

- **Inequality:** In several developing economies, there is a high level of economic disparity and this is worsened by the AI implementation by wealthy people in those nations.

1.7 Legal and human rights issues of AI: Gaps, challenges and vulnerabilities

Human rights are largely ignorant in the AI governance. This is a mistake and it needs crucial correction. The governance of AI must be grounded in human rights. The manifestation of ethical principles into meanings, implications and norms is done by International human rights law that has been well-established for seventy years. These norms deliver high international accord and are probably precise and can be improved for handling critical situations. It delivers the well-established procedure of harmonizing the rights of a human being contrary to interests and rights utilizing proportionality and necessity examinations. Human rights deliver the procedures of governance for governments and businesses and an ecology for the endowment of resolution for estrangements. Human rights omission has developed recently since human rights specialists are not probably encompassed in Artificial Intelligence governance both in governments and industries.

1.7.1 Gaps

A few of the AI gaps found are as follows,

- **Transparency gaps:** AI provides various applications but, it is restricted in terms of transparency. For instance, when the decisions made by machine learning approaches can be described, the outcome obtained from it will not agree with the decision subjects. Few solutions suggested by AI are advanced and beneficial but, it is not completely assessed for its success. This is a work-in-progress area where investigators are required to evaluate the reason behind the working principle of artificial Intelligence (Ananny & Crawford, 2018).
- **Job gaps:** There is no clear definition of how AI is being applied to workers and the workplace. This is an area where only limited facts and information are available. The existing social responses, policies and institutions are not adequate in resolving the concerns of employers due to the adoption of AI in businesses. Even though there is an extensive deployment of AI in organizations, the regulations and policies to encounter the concerns caused in the work environment are not satisfactory (Economics, 2018).

1.7.2 Challenges

The major challenges caused due to AI are,

- **Legal concerns:** Personal data analysis can be utilized to enhance the services, advance investigation and battle discrimination. However, these analyses can also produce legal concerns regarding the differential behaviour of individuals or harmful influences on susceptible communities. These issues will be increased while automated decision-making utilizes sensitive data like familial status, gender or race which in turn affects the person's worthiness for attaining employment, housing or various core amenities. It is very significant to escalate the context of communications among governments, industries and individuals to recognize the issues caused by these automated decision-making algorithms and to find an amicable solution for those issues.
- **Bias:** The most excellent method to examine whether an algorithm is prejudiced and biased needs certain associated attributes regarding the people who utilize this AI system for their uses. The restrictions imposed by the General Data Protection Regulation law on the utilization of sensitive information are relatively higher and the consequences are also very severe.
- **Unfairness:** Initially, there are various types of unfairness hence, this bias can result in several dimensions. It leads to various adverse outcomes like inequality in outcome, inequality in fair opportunity

and inequality in fair treatment. Subsequently, there will be interchange among various types of inequity with few discordant results in real-world solicitations. The fairness and accuracy will be reduced while using this AI algorithm. Usually, an algorithm is formulated to be optimally correct but when an additional aspect is included then, it will lead to inaccurate outcomes. As a final point, it is the responsibility of computer scientists and geometricians to encounter several tradeoff circumstances in an optimal manner (Berk, 2019).

1.7.3 Vulnerabilities

The existence of vulnerabilities in AI technology and advanced technologies poses greater threats to humankind (Comiter, 2019) by violating their human rights. The below table 1.1 depicts the AI vulnerabilities associated with legal issues.

Table 1.1 Mapping the legal subjects to vulnerability (Source : (Rodrigues, 2020))

Legal subject	Reasons which enable or determine vulnerability	Instances of most vulnerable Group
Cyber security vulnerabilities	Reliance on AI, poorly premeditated technology and absence of resources	Children and teens and Small & Medium enterprises, individuals using AI-driven technology
Adversative effects on workers	The intransigent education system, lack of skills and training	Fresh and budding workers
Lack of algorithmic transparency	Ineffectual regulation and poor designs	Individuals denied jobs loans or any other gains
Discrimination, bias and Unfairness,	Absence of ethical considerations and output validation	Racially or ethnically grouped communities, poor low-income people and children who were denied education
Deficiency of accountability for harms	Non-accountability culture	AI system users
Absence of contestability	Information shortage required to exercise rights	Data informants who lack the information
Liability concerns	Over-dependent on AI	AI system users
Legal subjecthood personhood and moral agency	Ill-regarded policy and personhood attribution	Individuals whose rights are affected
Data protection and privacy issues	Reliance on AI technology	Adult people, disabled people and children
Intellectual property rights	Absence of clarity	Creators and inventors of AI

1.8 Conclusion

Despite the several gains acquired by Artificial Intelligence, various legal issues are raised due to the implementation of AI which needs more attention. While organizations and industries are performing recruiting processes using AI technology, it sometimes leads to biased outcomes in the selection of candidates hence, there is a strong requirement for advanced framework, regulation and data protection laws to overcome these biased results caused due to it. Also, companies pursuing to integrate AI into their occupation decision-making process must guard themselves from error-prone and biased results. Machine learning or AI algorithms should not prefer employees merely only from specific races genders or communities for an organization. This algorithmic bias is the major problem caused due to AI employment in the job sector (Houser, 2019).

Bias is not completely a new concern instead it is a very old concern that occurs during human civilization. However, these newly developed AI systems magnify these biases and result in several serious concerns. These continually amplified concerns will result in the AI-driven systems reconsideration to increase the fairness and accuracy of its decisions. Another major problem encountered due to the implementation of AI in businesses is the security and privacy issues since, companies utilize and maintain a large amount of data (Manheim & Kaplan, 2019). Therefore, the laws and acts should be made severe so, that the individuals do not face any privacy issues and also not denied any education or job opportunities (King & Mrkonich, 2015). At present there are no laws concerning AI and the job sector. If there are losses in the jobs as it is expected (which can be direct and indirect both) there is no alternative arrangement for the natural person. India is at the cusp of AI development where tech giants like Microsoft are pairing up with India to provide the necessary skills and training for AI advancement, however the job sector is totally unregulated, it is estimated that 30 percent of the professional workforce fears that they will lose their jobs. There is an impinging necessity that all the governments around the world are ignoring.

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