RESOLUTION BOOKLET FOR THE COMMITTEE ABOUT ARTIFICIAL INTELLIGENCE AND JOBS

House of Representatives, Parliament of Malta, Valletta

23rd February 2024

The Wired Youth Science Committee on Artificial Intelligence and Jobs submits the following resolution to the Maltese House of Representatives:

The Resolution on the question of:

The increasing prevalence of Artificial Intelligence (AI) in the workforce raises questions about its impact on employment. While AI has the potential to enhance productivity and create new job opportunities, concerns about job displacement also arise. Striking a balance between the benefits of automation and addressing potential workforce challenges becomes crucial. Proactive measures, such as upskilling and reskilling programs, are essential to prepare the workforce for the evolving job landscape, ensuring that the integration of AI positively contributes to economic growth and social well-being.

The Wired Youth Science Forum Committee on Artificial Intelligence and Jobs cites the following sources: The Junior Achievement USA Survey (2023) and the Nexford University Article (2024).

In which Issues are being highlighted as follows:

A. Alarmed by the threat AI imposes on the lack of work opportunities for young people and those with little work experience needing jobs are frightened by the prospect of remaining jobless.

B. Assuming that AI excels to the levels beyond our current knowledge, jobs and other professions are being taken over by AI.

C. Believing that human workers can be substituted with AI leads to a further gap between the lower and upper social classes, thus imposing a more alarming situation.

D. Aware of the possibility that it would be unclear whom would be liable if AI and other AI controlled products provide faulty work and or a dissatisfying product.

E. Considering that implementing AI in the work environment at a rapid rate drastically changes the work ethic and creativity employees have in the workplace.

F. Emphasising that the implementation of AI impacts the psychological wellbeing of workers.

To this effect, we the committee on Artificial Intelligence and Jobs, recommend this Chamber the following actions:

1. To combat the lack of opportunities for young people and or those with little work experience, government facilities such as schools and official government workplaces should be urged to provide courses so that young people and those with little work experience can have prior knowledge on Artificial Intelligence. Whilst adding that policies should be implemented to promote equal opportunities for individuals with differing backgrounds, having a bigger focus on those with limited experience.

2. On the premise that AI takes over jobs and professions, it could be considered necessary to implement proactive labour policy such as reskilling and upskilling programmes to prepare workers for evolving roles, fostering collaboration and educational institutions to identify and merge the required skills.

3. We should also draw attention to the possibility of the incentives and policies to make AI and other related technologies more accessible to small businesses, this helps people of the lower class to gain a footing in the industry they're trying to make themselves known in which leads to economic growth while minimising the ongoing gap of the upper and lower social classes.

4. In the event that AI were to provide dissatisfying results in the workplace, It should be demanded that if a place of business were to use AI as a service, that service should be given regular maintenance checks and quality control measures.   Whilst in the event that AI were to provide dissatisfying results in the workplace, a solution to this problem is implementing human involvement. What does this mean? It means having a person overlook and upkeep the service.

5. In the event that the implementation of AI in the environment changes the work ethic amongst workers, it should be mandatory that when making any decision involving AI being implemented in the workplace seeks input on how and where AI tools can be integrated into the workflow to enhance productivity rather than disrupt the creativity and work ethic it should be encouraged embracing flexible work arrangements that accommodate different work styles and preferences, providing support between structured and rigid tasks that are suitable for AI, leaving creative endeavours that require a more flexible and collaborative environment.

6. Considering that implementing AI impacts the psychological wellbeing of workers, policymakers and businesses alike are encouraged to create supportive environments by providing programs, counselling and implementing AI responsibly.

Instructs the Speaker of the Maltese Houses of Parliament to forward the resolution to the Members of this Chamber.

OPENING SPEECH LEON

Honourable Mr. Speaker, Members of Parliament, Distinguished Guests, my name is Leon Muscat. I form part on this Committee about Artificial Intelligence and Jobs, here we discussed the rising use of Artificial Intelligence in the work force. We as a species have made huge technological advancements. The advanced world is at the intersection of a bigger leap in the advancement of technology. This evolution of AI has lead to economic growth but it has sparked significant and arguably urgent concerns that we will be addressing and providing recommendations to combat and ease the anxieties of these concerns in the Impact of AI and employment.

We have provided recommendations to ease these issues in the future are taking account the psychological effect of AI in the work force, for employers to take into account their employees input and how to implement AI without the sacrifice of creativity and good work ethics and pushing for AI to be provided to those with less opportunities. The goal is not only to understand the current scenario but also to envision a future where the integration of AI into our workforce is inclusive, equitable, and beneficial for society at large.

As the Wired Youth Forum Committee for Artificial Intelligence and Jobs we hope that we not only understand each other's point of view but that through this, we learn more on what Artificial Intelligence can provide.

BODY: SARAH

Good Morning to all, I would like to take this opportunity to elaborate on what my teammate Leon said. AI has many impacts on jobs, some might argue that AI only has a negative impact on jobs while other argue that AI is only making the job-life easier. I believe that it depends on how the person makes use of AI. I strongly believe that there's 2 sides to the story and a person has to be open-minded to see why.

Firstly I would like to say that although AI displaces some jobs, its also creating several other new jobs including Data analyst, software engineer, robotics engineer and much more. Many people focus on how AI is displacing jobs but they don't consider that not all jobs are vulnerable such as therapists, health care professions, research professions and several more. This is why its crucial to see both sides.

A research made by 'Link in' found that although it is true that by 2025 AI will displace around 85 million jobs, AI will also create 97 million new roles likes the ones I mentioned before. This net gain in employment due to AI will contribute to economic growth and diversity of job opportunities. This is why its important for a person to be up to date with technology so that we have an upper hand and will have a diverse range of job opportunities with a higher chance of getting the job.

Dear opponents, don't you want to be aware of all the new updates regarding AI as I'm sure you'll find it beneficial knowing that we're living in a modern world where technology is constantly evolving and improving. Personally, I want to be aware of anything regarding AI as its not only going to affect me now, but it will also affect future generations and so in order not to feel vulnerable and unsure, its important to know the impacts of AI in the job industry so that I don't put myself or my future at risk, and I'm sure you do as well as who wants to work a job feelings unsure about weather or not AI will be taking their job from them, nobody wants to become jobless. AI is also making jobs better, its reducing the need for manual data entry and repetitive tasks. It's also enhancing decision making through data analysis and risk assessment. Also, jobs that involve complex problem solving and strategic planning will become more prominent.

The rate at which jobs are being displaced by AI is increasing and this is why reskilling and up-skilling is important and why a person should re-skill themselves. Reskilling the process of learning new skills so you can do a different job, or of training people to do a different job and upskilling is a workplace trend that provides training programs and development opportunities to expand an employee's abilities and minimise skill gaps. Re-skilling and upskilling is of high importance for a person to be better adapted to this modern and technological society. Re-skilling is also important because it also minimises the stress a person has and as you know society already has enough things to stress about.

There's a higher chance of employers not hiring young people or people with little to no work experience. These courses that my teammate Leon suggested will serve as an experience and so these young people will be able to build their CV when applying for jobs leading to a

greater chance of getting the job as these courses wont only serve as training but it will also male these young people familiar with AI and the work environment.

At the end of the day, the company's main aim is financial growth. An exaggerated amount of work ethic will be holding the company back from enhancing and improving as taking each and every employee's emotions into consideration would create a sense of empathy, for instance having someone that doesn't meet the standards the company has as they're not well informed on modern technology and instead of hiring someone who does meet the standards, you keep them just because you feel bad for them.

This will hold back the company as the employer would still have to pay the employee and it also holds the company back as it would have people who aren't well suited for the job working for them. Would you want to keep paying each person even though they're not as good as other potential workers? If every company had this mindset, they would go out of business and this is why being aware of AI and modern technology is important not only to get and keep a job, but also for the company itself.

Reskilling and up-skilling is a highly important thing to do in order for an individual to be up to date with AI and all of the changes occurring. This is important so that everyone can increase their chance to keep a job as employers would prefer having someone who is knowledgeable and tech-savvy than having someone who remains stagnant and have little to no knowledge. If an employee doesn't meet these requirements, they will be fired and replaced by someone who meets their standards.

I believe that young people deserve the chance to have a job and as many young graduates believe that they'll get a job after college and they should have a job that they worked hard for and not just have AI do the job for them, this is why reskilling and up-skilling is important. To my opponents, how would you feel knowing that you wasted the first 20 years of your life studying for nothing just because you didn't re-skill yourself?

If many people take advantage of AI, poverty will decrease and the distance between the rich and the poor will decrease and so will the digital divide. Thank you for listening to me and I hope that I showed you an alternative perspective of AI in jobs.

CONCLUSION: LINA

Fellow honourable members of the parliament, first I want to thank you for this opportunity. My name is Veselina Marcheva and I'll be concluding today's debate on the Impact of AI and Employment.

To summarise, as previously indicated In today's discourse on AI and jobs, opinions often fall into two camps: those who see AI solely as a threat to employment and those who view it as a gateway to a more convenient work life.

However, the reality is far more nuanced, and I believe it hinges on how we choose to harness AI's capabilities. Yes, AI does displace certain jobs, but concurrently, it gives rise to a plethora of new opportunities, ranging from data analysis to robotic engineering.

It's crucial to recognize that not all professions are equally vulnerable; fields like healthcare and research remain relatively insulated from AI's disruptive effects. Studies indicate that despite job displacement, there will be a significant net gain in employment by 2025, thanks to the emergence of new roles fueled by AI technology.

Remaining abreast of technological advancements is paramount in securing a diverse range of job opportunities and ensuring career longevity. Are we not intrigued by the prospects AI offers in our rapidly evolving world? Personally, I find it imperative to understand AI's ramifications not just for my present career but also for future generations.

Moreover, AI isn't merely a force of displacement; it enhances job efficiency by streamlining manual tasks and facilitating data-driven decision-making processes. Yet, the pace at which AI disrupts traditional job roles is accelerating, emphasising the urgency of reskilling and upskilling initiatives. These practices not only future-proof individuals but also alleviate the stress associated with adapting to a rapidly evolving job market. Young graduates, in particular, deserve the opportunity to secure meaningful employment based on their hard-earned skills, rather than being overshadowed by AI automation.

My final remark would be, that, by embracing AI's transformative potential, we can work towards bridging socioeconomic disparities, fostering economic growth, and narrowing the digital divide. Let us seize this moment to shape a future where AI serves as a catalyst for positive change in the job industry.

The Wired Youth Science Committee on The impact of AI and employment submits the following resolution to the Maltese House of Representatives.

ATTACKING SPEECH ON AI & EDUCATION- LINA

Honourable Mr. Speaker, Honourable members of the Maltese parliament, my name is Veselina Marcheva and i'll be expressing counter points to the opposing Committee for AI and Education recommendations.

In Recommendation 1, while fostering a deeper connection between teachers and students is commendable for various reasons, yet it may not be the silver bullet in preventing the use of AI-generated content. Students using AI tools for essay writing often exploit technology to produce seemingly personalised work, making it challenging for traditional methods of understanding students' abilities to uncover these instances, even so understanding students better doesn't inherently prevent the use of AI programs for copying essays.

A more comprehensive approach might involve implementing plagiarism detection tools or educating students about the ethical implications of using such technologies. Moreover, the collaborative effort between educators, technology experts, and curriculum designers can lead to the development of comprehensive guidelines and policies that promote fair and ethical technology use in academic settings.

Thus, while strengthening the teacher-student relationship is valuable, combating the use of AI-generated content requires a multi-faceted approach. This involves advanced plagiarism detection tools, educational initiatives on digital ethics, and collaborative efforts to establish guidelines that ensure the responsible use of technology in education.

In Recomendation2, while suggesting a balance in technology use and encouraging active engagement is beneficial, it may not fully counter the argument that AI is shortening students' attention spans. The challenge lies in the pervasive influence of AI technologies, and a more nuanced solution might involve incorporating interactive and dynamic teaching methods, such as Role-Playing and Simulations: Creating scenarios where students can role-play or simulate real-world situations. This hands-on approach can deepen understanding and engagement. Whilst the use of Multimedia: Incorporating videos, animations, and interactive presentations can make lessons more engaging and cater to diverse learning styles that actively stimulate students' interest and critical thinking, alongside addressing the impact of AI on attention spans. Additionally, advocating for the development of critical thinking skills and media literacy can empower students to navigate the digital landscape responsibly, fostering a deeper understanding of the information they encounter.

Overall, A comprehensive approach would involve educators adapting teaching methods to capture attention, promoting intrinsic motivation, and integrating technology responsibly within the educational framework.

In Recommendation 6, the issue of digital divide is not taken into consideration, rather it highlights the importance of balancing AI with human skills. To truly address the digital divide, it is essential to acknowledge the systemic disparities in infrastructure and resources between affluent European countries and economically disadvantaged developing countries . While educational programs can be part of the solution, they might be insufficient in overcoming the substantial challenges these regions face. International collaboration and financial assistance should be integral components of any strategy.

Governments and organisations can play a pivotal role in providing financial support for the establishment of technological infrastructure in less privileged areas. This includes initiatives to build and maintain computer labs, ensure reliable internet connectivity, and supply necessary hardware. Making AI tools accessible in public spaces, like libraries, is a step towards democratising access.

In summary, overcoming the digital divide requires a well-rounded approach, combining educational awareness with international collaboration, financial support, and region-specific solutions. This way, we can work towards ensuring that the benefits of AI are available to everyone, regardless of their location or economic status.

Thank you for your attention.