

# **AGI in the Workforce: A Humanist Perspective**

Em + Ed

# Artificial General Intelligence (AGI)

“a highly autonomous system that outperforms humans at most economically valuable work”

**- OpenAI**

# AGI's Purpose

“Our mission is to ensure that artificial general intelligence — AI systems that are generally smarter than humans — benefits all of humanity.”

**- OpenAI**

# The Narrative

AGI is the future, it's inevitable and we can only adapt.

AGI will free humans from useless labor

AGI will increase efficiency in various parts of life/the economy

Will OpenAI's conception of AGI lead to a better future? What do we lose when transitioning to an AGI-supplemented workforce?

1. Digital Humanism
2. Diversity of Thought
3. Human systems

# Structure

# 1. Digital Humanism

# Humanism

Humanism: a philosophy rooted in the value of human authorship which pertains to agency, freedom, and responsibility.

“Freedom is then the possibility to follow just the reasons that are found to be better in such a deliberation process; thus, if I am free, it is my reasons determined by deliberation that guide me to judge and act this way or that.”

- **Nida-Rümelin & Staudacher (2024)**



# Digital Humanism

Digital Humanism extends the ideals of humanism to modern digital systems:

“Digital humanism aims to put humans at the center of the digital world, arguing that technology is for people and not the other way around.”

- **Sharp (2024)**

Digital humanism refutes the “**Silicon Valley Ideology**”:

“The key concept here is that of artificial intelligence, a self-improving, hyper-rational, **increasingly ensouled** system whose creator, however, is not God but software engineers who see themselves as part of an industry movement realizing a digital paradise on earth”

- **Nida-Rümelin & Staudacher (2024)**

## 2. Diversity of Thought

# What are the human social costs?

“AI caused Indian participants to write more like Americans, thereby **homogenizing** writing toward Western styles and diminishing nuances that differentiate cultural expression.”  
- **Agarwal et al. (2025)**

This is also known as latent persuasion

Subversion of agency and responsibility → Against principles of humanism and **human** authorship

# AI Colonialism

“Everyday products and services offered by big tech companies based in the West capitalize on and profit from the data extracted from people in non-Western settings to enrich the wealthy and powerful.”

- **Agarwal et al. (2025)**

# AGI's actual impact

Latent persuasion is pernicious to minority groups and their propensity for nuanced expression.

This is a systemic problem, rooting from the Western development of these tools by a small minority.

Direct contradiction of AGI's purpose to benefit "all of humanity"

The economic value gained is exclusive to the Western world.

# 3. Human Systems

# How is Technology Produced?

## Digital Creationism

Technology is created top-down, fit to a set of specifications and then executed upon.

## Coevolutionary

E.g. Software is created by developers, but shaped by tools, collaborative processes, and *feedback from the software itself*.

This is a valuable property of human systems that OpenAI's conception of organizations ignores.



# Value of communities

In software, communities of developers:

- Disseminate information
- Share knowledge & solutions
- Form around shared practices and methodologies
- Do all of the above *informally, on the fly*

“Findings [by Lopez et al.] showed that decisions that have an impact on security within code were not always made by developers and their teams but instead reflect the attitudes and priorities of companies and their clients.”

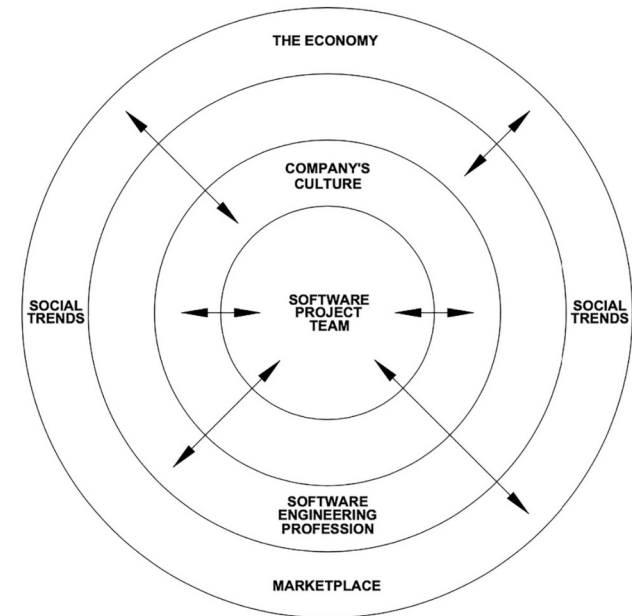


Fig. 1 Communities and cultures affecting software development (© Tim Clarke)

## AGI integration ignores this view of systems:

AI agents don't share knowledge or practices, and they act outside organizational culture. They're siloed agents meant to take in a set of parameters and generate output fit to those parameters.

These qualities mean that integrating AI through an organization will shift its direction in subtle but important ways (production as co-evolution).

While perhaps more *efficient*, AI-integrated organizations become much less *resilient* (able to adapt to new circumstances) as well

# Takeaways

- OpenAI's economic value is confined to the western world, which contradicts their claim of "benefiting all humanity"
- AI usage subverts our capacity for nuanced expression
- OpenAI's conception of labor is very mechanical, and neglects material realities of how humans communicate and collaborate.
- Can AGI truly "outperform" humans at all economically valuable labor, if its scope ignores most of how humans participate in production?
- By integrating AGI, we inevitably lose agency in our organizations—digital humanism rejects this.

The Age of AI and  
Our Human  
Future -  
Kissinger,  
Schmidt and  
Huttenlocher

Alone Together - Turkle

AI Suggestions Homogenize  
Writing Toward Western  
Styles and Diminish Cultural  
Nuances - Agarwal et al.

Introduction  
to Digital  
Humanism -  
Werthner et  
al.

# References

“We are shaped by  
the tools we use.”  
- **Turkle (2011)**

**Thank you**