

# Avatars in the Metaverse: From Social Interaction to Collaborative Work and Beyond

Priyanka Bharti and Vinay Krishna Sharma

*Siemens Technology and Services Private Limited, Bangalore, India*

## Abstract

This work delves into the multifaceted role of avatars within the expanding landscape of the Metaverse, focusing on their evolution from facilitating social interaction to enabling collaborative work and beyond. Avatars serve as digital representations of users in virtual environments, influencing how individuals interact, communicate, and collaborate within the Metaverse. This work explores the transformative impact of avatars on various aspects of virtual experiences, shedding light on their significance in shaping the future of digital interactions.

Initially conceived as tools for social interaction and self-expression, avatars have transcended their original purpose to become integral components of collaborative workspaces in the Metaverse. Their ability to convey non-verbal cues, emotions, and identity fosters a sense of presence and belonging in virtual environments, facilitating effective communication and collaboration among remote teams. This work highlights the pivotal role of avatars in bridging geographical barriers and enhancing the efficiency and productivity of distributed workforces.

Furthermore, the paper discusses emerging trends and future directions in avatar technology, including advancements in realism, customization, and interactivity. As the Metaverse continues to evolve, avatars are poised to play an increasingly central role in diverse applications, ranging from virtual education and training to healthcare and entertainment. By understanding the evolving landscape of avatars in the Metaverse, researchers and practitioners can harness their full potential to create immersive, engaging, and inclusive digital experiences that transcend the boundaries of physical reality.

## Keywords

Avatar, Industrial Metaverse, Interaction and Collaboration

## 1. Introduction

In the expanding digital frontier of the metaverse, avatars transcend their role as mere virtual skins. They are evolving into complex entities shaping our interactions, experiences, and identities within this immersive world. This review delves into the current state-of-the-art in avatar applications, their multifaceted significance, and the usability challenges that remain. We explore recent research publications, key themes, and user studies to paint a comprehensive picture of this rapidly developing field.

From attending virtual concerts to collaborating in immersive workspaces, avatars extend our presence beyond the limitations of physical space. They facilitate meaningful social interactions, fostering a sense of co-location and enriching communication through embodied expression. In the realm of gaming and entertainment, avatars unlock new avenues for immersion and engagement, allowing us to step into fantastical worlds and embody diverse characters. Education and training benefit from the safe and engaging environments avatars provide, enabling students to explore simulated scenarios and practice skills in a risk-free setting. Avatars are also bridging the gap in remote work settings, promoting co-location and real-time collaboration in shared virtual workspaces.

---

<sup>1</sup>Joint Proceedings of the ACM IUI Workshops 2024, March 18-21, 2024, Greenville, South Carolina, USA

✉ [priyanka.bharti@siemens.com](mailto:priyanka.bharti@siemens.com) (Priyanka Bharti); [Sharma.vinay@siemens.com](mailto:Sharma.vinay@siemens.com) (V K Sharma);



© 2024 Copyright for this paper by its authors.

Use permitted under Creative Commons License Attribution 4.0 International (CC BY 4.0).



CEUR Workshop Proceedings (CEUR-WS.org)

Beyond their practical applications, avatars hold immense significance for our identity and self-expression in the metaverse. They empower us to project our desired persona, transcending physical limitations and fostering empathy and understanding through the embodiment of diverse perspectives. Our online presence becomes shaped by the avatars we inhabit, influencing how we are perceived and interact within the metaverse community.

Despite their potential, several usability challenges hinder the widespread adoption of avatars. Technical limitations often lead to disconnect and clumsiness, as current technology struggles to accurately translate real-world movements into avatar motions. Limited customization options restrict user expression and hinder a sense of ownership, while privacy and security concerns loom large in the data-driven landscape of the metaverse.

Recent research publications shed light on the evolving landscape of avatars in the metaverse. Mottelson et al. [1], explore the psychological impact of embodiment in VR and its implications for avatar design, while Bailenson and Yee [2] examine the Proteus Effect, where avatars influence users' self-perception and behavior. Davis et al. [3] proposes guidelines for creating inclusive avatars that cater to a broader range of users.

User studies play a crucial role in understanding user needs and preferences regarding avatars. Key findings highlight the importance of customization options, realistic avatar movements, and robust privacy and security measures. Addressing these challenges through advancements in technology, ongoing research, and user-centered design is crucial for unlocking the full potential of avatars in the metaverse. As we move forward, hyper-personalized avatars, ethical development frameworks, and enhanced data privacy will pave the way for a future where avatars are not just digital representations, but extensions of ourselves in the immersive realities of the metaverse.

## **2. Methodology**

A systematic approach was adopted to identify relevant literature pertaining to "Avatars in the Metaverse." and "Applications and Use-Cases of Avatars in virtual worlds (AR, VR and MR)." The selection criteria were carefully crafted to ensure the inclusion of scholarly articles, conference proceedings, and research papers that contribute significantly to the understanding of avatar technology within the context of the Metaverse. The following steps were undertaken.

A comprehensive search strategy was devised to encompass the databases like IEEE and ACM Digital Library and others. This involved utilizing advanced search functionalities provided by these platforms to retrieve relevant publications. Search queries were formulated using keywords such as "avatars," "Metaverse," "virtual reality," "augmented reality," and related terms to capture a broad spectrum of literature on the subject. The search process involved iterative refinement, with additional keywords and filters applied to narrow down the results and ensure relevance.

The selection criteria for identifying relevant literature included publication date, relevance to avatar technology and the Metaverse, and academic rigor. Publications from the IEEE Digital Library and ACM databases were prioritized due to their reputation for hosting high-quality research in the fields of computer science, human-computer interaction, and virtual reality. The search encompassed a range of document types, including journal articles, conference papers, technical reports, and dissertations, to provide a comprehensive overview of the research landscape.

Inclusion criteria focused on papers that directly address the role of avatars in the Metaverse, including studies on avatar design, interaction dynamics, user experience, and applications across various domains. Publications were excluded if they did not specifically discuss avatars within the context of the Metaverse or lacked relevance to the research objectives. The inclusion of peer-reviewed articles and papers published in reputable conferences ensured the reliability and credibility of the sources included in the review.

By adhering to a systematic methodology and leveraging the resources available through the IEEE Digital Library and ACM databases, this review paper aims to provide a comprehensive synthesis of the latest research and insights into avatars in the Metaverse, drawing upon a diverse range of scholarly contributions from the academic community.

### **3. Current State of the Art: Main Themes**

The literature survey on avatars in the Metaverse reveals several thematic areas, each contributing to a deeper understanding of avatar technology and its applications. These themes are segregated to highlight their importance and address pertinent pain points within the field.

#### **3.1. Avatar Design and Customization**

Avatars, as digital representations of users, are pivotal in shaping user experiences within the Metaverse. Significant research has focused on avatar design and customization[4], aiming to enhance user immersion and engagement. Works such as [5,6] have delved into avatar embodiment and immersion in virtual environments, emphasizing the need for avatars to accurately represent users' identities and actions. However, achieving realism while balancing technical constraints and aesthetic preferences remains challenging, as highlighted by the uncanny valley phenomenon [7]. The uncanny valley suggests that as avatars become more realistic, they may evoke discomfort if they fail to achieve complete human likeness.

The importance of avatar design and customization cannot be overstated, as it directly impacts user interaction and emotional attachment to virtual environments. Customizable avatars allow users to express their identities and preferences, fostering a sense of ownership and agency within virtual spaces. Despite its significance, avatar design poses several pain points, including the difficulty of achieving a balance between realism and accessibility. High-fidelity avatars may require substantial computational resources, limiting their accessibility to users with lower-end hardware or slower internet connections. Additionally, designing avatars that cater to diverse cultural and aesthetic preferences poses significant challenges for developers and designers[8].

#### **3.2. Social Presence and Interaction**

Avatars facilitate social interactions within the Metaverse, enabling communication, collaboration, and community building in virtual environments. Biocca et. al. [9] delves into the concept of social presence and its impact on virtual interactions. Blascovich et al. [10] examines the role of avatars in enhancing social presence. Ensuring meaningful and authentic interactions while mitigating negative behaviors and conflicts in virtual social spaces remains a significant challenge. Works such as [11] have investigated the relationship between avatars and social presence, highlighting their potential to foster meaningful interactions in virtual communities. Avatars serve as conduits for self-expression and social engagement, allowing users to communicate and collaborate in immersive virtual spaces. However, managing negative behaviors and conflicts in open virtual environments remains a significant challenge, as highlighted by studies on virtual world governance and community management [12].

The importance of social presence and interaction extends beyond mere communication—it shapes the dynamics of virtual communities and the quality of user experiences. Meaningful interactions foster a sense of belonging and connection, driving user retention and engagement within virtual platforms. Despite its benefits, managing social interactions in virtual environments presents several pain points, including the risk of harassment, trolling, and cyberbullying [13, 14]. Ensuring a safe and inclusive virtual environment requires proactive moderation and community management strategies, which may strain resources and pose logistical challenges for platform operators[15].

### **3.3. Immersive Experiences and Presence**

Avatars contribute to immersion and presence in virtual environments, shaping the quality of user experiences and perceptions of reality. Authors in [16] discuss the concept of presence and its implications for immersive experiences. Slater et. al. [17] explores how avatar embodiment impacts user presence. Achieving a balance between technological capabilities and user expectations to deliver compelling and believable immersive experiences remains a challenge. Avatars contribute to immersive experiences and presence in virtual environments, influencing user perceptions of reality and engagement levels. Research has explored various factors contributing to user presence, including avatar embodiment, visual fidelity, and interactivity [18]. Studies such as those by Leveau et. al. [19] have investigated the role of embodiment in immersive virtual environments, emphasizing the impact of avatar realism on user immersion. Avatars enhance presence by providing users with a sense of agency and embodiment within virtual spaces [20]. However, achieving a balance between technological capabilities and user expectations remains a challenge, as the pursuit of high-fidelity avatars may lead to technical limitations and performance issues [21].

The importance of immersive experiences cannot be overstated, as they drive user engagement and satisfaction within virtual environments. Immersive experiences promote suspension of disbelief and emotional investment, facilitating deeper connections with virtual content and communities. Despite its significance, achieving immersion poses several pain points, including hardware and software limitations, accessibility issues, and content quality concerns. High-fidelity immersive experiences may require expensive hardware and specialized equipment, limiting accessibility to a broader audience. Additionally, ensuring consistent and high-quality content across diverse platforms and devices presents significant challenges for developers and content creators.

### **3.4. Collaborative Workspaces and Productivity**

Avatars facilitate collaboration and productivity in distributed work environments, enabling remote teams to communicate, coordinate, and co-create in virtual spaces. Pan et.al. [22] investigates the effects of avatars on team collaboration. Moser et. al. [23] explores the role of avatars in virtual meetings. Addressing technical limitations and user preferences to ensure seamless and effective collaboration experiences across diverse work contexts is critical. Avatars facilitate collaboration and productivity in distributed work environments, offering innovative solutions for remote teams to communicate, coordinate, and co-create in virtual spaces [24]. Notable research in this domain includes works by Van Der Land et. al. [25] exploring the impact of avatars on team dynamics and performance in collaborative settings. Hancock et. al. [26] investigate the use of avatars in virtual meetings, highlighting their potential to enhance communication and decision-making processes. However, technical limitations and user preferences pose challenges to seamless collaboration experiences. Integrating avatar technology into industries and manufacturing setups presents additional hurdles, including compatibility with existing workflows, data security concerns, and user acceptance [27].

The importance of collaborative workspaces and productivity tools lies in their ability to transcend geographical barriers and foster effective communication and collaboration among distributed teams. Avatars enable users to engage in virtual meetings, presentations, and brainstorming sessions, replicating the dynamics of face-to-face interactions. Enhanced collaboration contributes to increased productivity, innovation, and employee satisfaction, driving organizational success. Despite its potential benefits, adopting avatar-mediated collaboration platforms may require significant investments in technology infrastructure and training, posing financial and logistical challenges for organizations.

### **3.5. Avatars in Industrial Metaverse**

Avatars are increasingly being utilized in industries and manufacturing setups for training, simulation, and remote assistance purposes. Authors [28, 29] discuss the use of avatars for immersive training experiences. Research works [30, 31] explore the application of avatars for remote assistance and troubleshooting. Integrating avatar technology into industries and manufacturing setups presents challenges related to compatibility, scalability, and user adoption. Research by Almeida et. al. [32] explores the applications of avatars in industrial training and simulation, emphasizing their role in enhancing learning outcomes and safety protocols. However, integrating avatar technology into industrial workflows presents challenges such as compatibility with existing systems, data security concerns, and user acceptance. Ensuring seamless integration and user adoption is crucial for realizing the full potential of avatars in industrial settings.

The importance of avatars in industries and manufacturing setups lies in their ability to improve training effectiveness, streamline operations, and enhance safety protocols [33]. Avatars enable immersive training experiences, allowing users to practice complex tasks in a risk-free virtual environment. Remote assistance using avatars enables real-time support and troubleshooting, reducing downtime and improving operational efficiency. Despite their potential benefits, implementing avatar technology in industrial settings requires careful consideration of technical, regulatory, and organizational factors. Ensuring data security, compliance with industry standards, and user acceptance are key challenges that must be addressed to maximize the effectiveness of avatar solutions in manufacturing environments.

### **3.6. Ethical and Societal Implications**

Avatars raise ethical considerations regarding privacy, identity, representation, and inclusivity, shaping societal norms and behaviors in virtual environments. Works such as [34, 35] explore ethical considerations in avatar design, emphasizing the need to balance realism, representation, and cultural sensitivity. Falchuk et. al. [36] discuss privacy concerns in avatar-mediated communication, highlighting user perspectives and concerns regarding data privacy and security. Additionally, ensuring inclusivity and diversity in avatar design is essential for promoting representation and accessibility in virtual environments [37]. Navigating these ethical and societal implications requires collaboration among researchers, designers, policymakers, and stakeholders to develop guidelines and standards that prioritize user well-being and respect cultural diversity.

The importance of addressing ethical and societal implications in avatar technology lies in promoting responsible design practices, safeguarding user privacy, and fostering inclusivity and diversity. Ethical considerations influence user trust, engagement, and well-being in virtual environments, shaping user perceptions and behaviors. Privacy concerns related to data collection and sharing raise questions about user consent and data protection, necessitating transparent policies and practices from platform operators. Additionally, ensuring representation and inclusivity in avatar design promotes diversity and social equity in virtual communities, fostering a sense of belonging and empowerment among users. However, navigating complex ethical dilemmas and cultural sensitivities requires ongoing dialogue and collaboration across interdisciplinary teams, reflecting diverse perspectives and values in avatar design and development.

## **4. Results: Research Gaps**

Despite advancements in avatar technology and its applications, several research gaps persist, warranting further investigation. One prominent gap lies in understanding the nuanced

relationships between avatar design, user engagement, and immersion within virtual environments. While existing research has explored the impact of avatar customization and realism on user experiences, there remains a need to delve deeper into the psychological and behavioral aspects influencing user-avatar interactions. Additionally, the effectiveness of avatar-mediated communication and collaboration in diverse cultural and organizational contexts requires systematic inquiry to identify potential barriers and facilitators.

Another notable research gap pertains to the ethical and societal implications of avatar technology, particularly concerning privacy, representation, and inclusivity. While recent studies have shed light on user perceptions and concerns regarding data privacy and identity representation in virtual spaces, further research is needed to develop comprehensive guidelines and standards for responsible avatar design and usage. Additionally, exploring the long-term effects of avatar-mediated interactions on social norms, behaviors, and mental well-being can provide valuable insights into the broader societal impact of virtual environments.

To address the identified research gaps, several areas of improvement warrant attention in future studies. Firstly, adopting interdisciplinary approaches that integrate insights from psychology, sociology, computer science, and design can enrich our understanding of avatar technology and its implications. Collaborative efforts among researchers, practitioners, and industry stakeholders can foster innovation and drive the development of inclusive and user-centric avatar solutions. Furthermore, leveraging emerging technologies such as artificial intelligence and machine learning can enhance avatar customization and interaction capabilities, enabling more immersive and personalized user experiences.

Another area of improvement lies in fostering cross-cultural and cross-disciplinary collaborations to address the diverse needs and perspectives of users across different regions and domains. By incorporating diverse voices and experiences into avatar design and research methodologies, we can develop more culturally sensitive and inclusive virtual environments. Additionally, promoting transparency and accountability in avatar design practices and platform governance can enhance user trust and confidence in virtual interactions. Finally, promoting user education and awareness regarding avatar technology and its potential implications can empower individuals to make informed decisions and navigate virtual spaces responsibly.

## 5. Conclusion

In observing the current state of avatar technology and its applications, it is evident that while significant progress has been made, numerous challenges and opportunities remain on the horizon. Avatars continue to evolve as dynamic tools for communication, collaboration, and self-expression within virtual environments, reshaping the way we interact and engage with digital content and communities. However, to fully realize the transformative potential of avatar technology, we must address critical research gaps, foster innovation, and promote ethical and inclusive practices in design and implementation.

In conclusion, the exploration of avatars in the Metaverse represents a multifaceted journey marked by discovery, innovation, and societal impact. By embracing interdisciplinary collaboration, ethical stewardship, and user-centric design principles, we can navigate the complexities of avatar technology and harness its potential to create immersive, inclusive, and meaningful virtual experiences. As we embark on this journey, it is imperative to remain vigilant, adaptive, and responsive to emerging trends and challenges, ensuring that avatar technology continues to serve as a catalyst for positive change in the digital landscape.

## References

- [1] Aske Mottelson, Andreea Muresan, Kasper Hornbæk, and Guido Makransky. 2023. A Systematic Review and Meta-analysis of the Effectiveness of Body Ownership Illusions in

- Virtual Reality. *ACM Trans. Comput.-Hum. Interact.* 30, 5, Article 76 (October 2023), 42 pages. <https://doi.org/10.1145/3590767>
- [2] Yee, N., Bailenson, J. N., & Ducheneaut, N. (2009). The Proteus Effect: Implications of Transformed Digital Self-Representation on Online and Offline Behavior. *Communication Research*, 36(2), 285-312. <https://doi.org/10.1177/0093650208330254>
  - [3] Davis, A., Murphy, J., Owens, D., Khazanchi, D., & Zigurs, I. (2009). Avatars, people, and virtual worlds: Foundations for research in metaverses. *Journal of the Association for Information Systems*, 10(2), 1.
  - [4] Wu, S., Xu, L., Dai, Z., & Pan, Y. (2023). Factors Affecting Avatar Customization Behavior in Virtual Environments. *Electronics*, 12(10), 2286.
  - [5] Kim, D. Y., Lee, H. K., & Chung, K. (2023). Avatar-mediated experience in the metaverse: The impact of avatar realism on user-avatar relationship. *Journal of Retailing and Consumer Services*, 73, 103382.
  - [6] Schultze, U. (2010). Embodiment and presence in virtual worlds: a review. *Journal of Information Technology*, 25, 434-449.
  - [7] Mori, M., MacDorman, K. F., & Kageki, N. (2012). The uncanny valley [from the field]. *IEEE Robotics & automation magazine*, 19(2), 98-100.
  - [8] Guerrero-Vásquez, L. F., Landy-Rivera, D. X., Bravo-Torres, J. F., López-Nores, M., Castro-Serrano, R., & Vintimilla-Tapia, P. E. (2018, June). AVATAR: Contribution to Human-Computer interaction processes through the adaptation of semi-personalized virtual agents. In *2018 IEEE Biennial Congress of Argentina (ARGENCON)* (pp. 1-4). IEEE.
  - [9] Biocca, F., Harms, C., & Burgoon, J. K. (2003). Toward a more robust theory and measure of social presence: Review and suggested criteria. *Presence: Teleoperators & virtual environments*, 12(5), 456-480.
  - [10] Blascovich, J., Loomis, J., Beall, A. C., Swinth, K. R., Hoyt, C. L., & Bailenson, J. N. (2002). Immersive virtual environment technology as a methodological tool for social psychology. *Psychological inquiry*, 13(2), 103-124.
  - [11] Zhang, G., Cao, J., Liu, D., & Qi, J. (2022). Popularity of the metaverse: Embodied social presence theory perspective. *Frontiers in psychology*, 13, 997751.
  - [12] Wienrich, C., Döllinger, N., & Hein, R. (2021). Behavioral framework of immersive technologies (BehaveFIT): How and why virtual reality can support behavioral change processes. *Frontiers in Virtual Reality*, 2, 627194.
  - [13] Ramirez, E. J., Jennett, S., Tan, J., Campbell, S., & Gupta, R. (2023). XR Embodiment and the Changing Nature of Sexual Harassment. *Societies*, 13(2), 36.
  - [14] Ortiz, L. (2022). Risks of the Metaverse: A VRChat Study Case. *The Journal of Intelligence, Conflict, and Warfare*, 5(2), 53-128.
  - [15] Zallio, M., & Clarkson, P. J. (2022). Designing the metaverse: A study on inclusion, diversity, equity, accessibility and safety for digital immersive environments. *Telematics and Informatics*, 75, 101909.
  - [16] Schuemie, M. J., Van Der Straaten, P., Krijn, M., & Van Der Mast, C. A. (2001). Research on presence in virtual reality: A survey. *Cyberpsychology & behavior*, 4(2), 183-201.
  - [17] Slater, M. (2018). Immersion and the illusion of presence in virtual reality. *British journal of psychology*, 109(3), 431-433.
  - [18] Leveau, P. H., & Camus, E. S. (2023). Embodiment, immersion, and enjoyment in virtual reality marketing experiences. *Psychology & Marketing*.
  - [19] R. Ablamowicz, B. Fauser, Clifford: a maple 11 package for clifford algebra computations, version 11, 2007. URL: <http://math.tntech.edu/rafal/cli11/index.html>.
  - [20] Suk, H., & Laine, T. H. (2023). Influence of avatar facial appearance on users' perceived embodiment and presence in immersive virtual reality. *Electronics*, 12(3), 583.
  - [21] Dincelli, E., & Yayla, A. (2022). Immersive virtual reality in the age of the Metaverse: A hybrid-narrative review based on the technology affordance perspective. *The Journal of Strategic Information Systems*, 31(2), 101717.
  - [22] Pan, Y., & Steed, A. (2017). The impact of self-avatars on trust and collaboration in shared virtual environments. *PloS one*, 12(12), e0189078.

- [23] Moser, I., Chiquet, S., Strahm, S. K., Mast, F. W., & Bergamin, P. (2020). Group decision-making in multi-user immersive virtual reality. *Cyberpsychology, Behavior, and Social Networking*, 23(12), 846-853.
- [24] Popescu, G. H., Ciurlău, C. F., Stan, C. I., Băcănoiu, C., & Tănase, A. (2022). Virtual workplaces in the metaverse: immersive remote collaboration tools, behavioral predictive analytics, and extended reality technologies. *Psychosociological Issues in Human Resource Management*, 10(1), 21-34.
- [25] Van der Land, S., Schouten, A., & Feldberg, F. (2011). Modeling the metaverse: A theoretical model of effective team collaboration in 3D virtual environments. *Journal of Virtual Worlds Research*, 4(3).
- [26] Hancock, K. (2022). Virtual Team Performance, Collaborative Remote Work, and Employee Engagement and Multimodal Behavioral Analytics in the Metaverse Economy. *Psychosociological Issues in Human Resource Management*, 10(2), 55-70.
- [27] Ali, M., Naeem, F., Kaddoum, G., & Hossain, E. (2023). Metaverse communications, networking, security, and applications: Research issues, state-of-the-art, and future directions. *IEEE Communications Surveys & Tutorials*.
- [28] Osterlund, J., & Lawrence, B. (2012). Virtual reality: Avatars in human spaceflight training. *Acta Astronautica*, 71, 139-150.
- [29] Hosseini, M., Malric, F., & Georganas, N. D. (2002, November). A haptic virtual environment for industrial training. In *IEEE International Workshop HAVE Haptic Virtual Environments and Their* (pp. 25-30). IEEE.
- [30] Fidalgo, C. G., Yan, Y., Cho, H., Sousa, M., Lindlbauer, D., & Jorge, J. (2023). A survey on remote assistance and training in mixed reality environments. *IEEE Transactions on Visualization and Computer Graphics*, 29(5), 2291-2303.
- [31] Matsas, E., & Vosniakos, G. C. (2017). Design of a virtual reality training system for human-robot collaboration in manufacturing tasks. *International Journal on Interactive Design and Manufacturing (IJIDeM)*, 11, 139-153.
- [32] Almeida, L. G., Vasconcelos, N. V. D., Winkler, I., & Catapan, M. F. (2023). Innovating industrial training with immersive metaverses: a method for developing cross-platform virtual reality environments. *Applied Sciences*, 13(15), 8915.
- [33] Luimula, M., Majapuro, J., Bellalouna, F., Jedidi, A., Haavisto, T., & Somerkoski, B. (2022). Hazardous Training Scenarios in Virtual Reality-A Preliminary Study of Training Scenarios for Massive Disasters in Metaverse. *Human Factors in Virtual Environments and Game Design*, 50, 64.
- [34] Henz, P. (2022). The societal impact of the Metaverse. *Discover Artificial Intelligence*, 2(1), 19.
- [35] Benjamins, R., Rubio Viñuela, Y., & Alonso, C. (2023). Social and ethical challenges of the metaverse: Opening the debate. *AI and Ethics*, 1-9.
- [36] Falchuk, B., Loeb, S., & Neff, R. (2018). The social metaverse: Battle for privacy. *IEEE Technology and Society Magazine*, 37(2), 52-61.
- [37] Dudley, J., Yin, L., Garaj, V., & Kristensson, P. O. (2023). Inclusive Immersion: a review of efforts to improve accessibility in virtual reality, augmented reality and the metaverse. *Virtual Reality*, 27(4), 2989-3020.