

Brookings Institution - “Generative AI, the American Worker, and the Future of Work” (2024)

- Key Insights:
 - Over 30% of U.S. workers could have 50% or more of their tasks affected by AI, particularly in white-collar and administrative roles
 - Raises concerns about unequal impacts across racial, geographic, and educational lines - AI may benefit some while displacing others
 - Finds low-income and less-educated workers are most vulnerable to job disruption and least likely to benefit from current AI tools
 - Suggests government and employers are underprepared to deal with AI’s disruption
- Policy Contribution:
 - Calls for national-level policy: Government must lead in ensuring AI benefits are equitably distributed
 - Recommends proactive policy actions like:
 - Worker training/upskilling initiatives.
 - Supporting union participation in AI governance.
 - Protecting displaced workers with safety nets and job transitions.
 - Supports broad AI policy frameworks to minimize harm and maximize benefit to workers.
- <https://www.brookings.edu/articles/generative-ai-the-american-worker-and-the-future-of-work/>

U.S. Department of Labor - “Principles for Responsible AI in the Workplace” (2024)

- Key Insights:
 - Provides eight core principles for responsible AI use:
 - Center worker empowerment
 - Ethically develop and deploy AI
 - Establish governance and oversight.
 - Ensure transparency and explainability.
 - Protect labor and civil rights.
 - Use AI to enable, not displace, workers.
 - Support workers impacted by AI.
 - Use worker data responsibly.
- Policy Contribution:
 - Sets a strong precedent for workplace-level AI policies.

- Encourages employers to involve workers in AI decisions (e.g. via training or feedback loops).
- Highlights the need for ongoing human oversight and not letting AI operate unchecked.
- Offers government-backed legitimacy for organizations trying to implement policy.
- <https://www.dol.gov/newsroom/releases/osec/osec20241016>

World Economic Forum - “3 Ways Companies Can Mitigate AI Risk” (2024)

- Key Insights:
 - Surveyed 15,000 people across 16 countries; found:
 - 84% of employees using AI had exposed confidential data by mistake.
 - Many workers use AI even when company policy bans it.
 - Fear of AI-induced job loss is widespread.
 - Identifies a trust gap between employers and employees on AI use.
- Policy Contribution:
 - Advocates for clear and internal AI usage policies to:
 - Prevent data breaches
 - Provide transparency and build trust
 - Reassure workers their jobs aren't being secretly evaluated for replacement
 - Pushes for “human in the loop” processes and employee education
- <https://www.weforum.org/agenda/2024/01/ai-workplace-risk-mitigation-strategies>

Harvard Kennedy School - “The Rapid Adoption of Generative AI” (2024)

- Key Insights:
 - 28% of employed U.S. adults already use AI at work (as of mid-2024).
 - Rapid adoption is outpacing organizational policy, especially in small-to-medium-sized companies.
 - Even blue-collar and non-tech jobs are starting to integrate AI into workflows.
 - Identifies gaps in understanding of how AI tools are used or misused.
- Policy Contribution:
 - Stresses need for policies that guide responsible usage, especially in companies without formal IT or compliance departments.
 - Encourages enterprise-level AI governance to ensure fair and secure practices.
 - Reinforces the need for consistent and industry-wide standards, not just internal policies.
- <https://www.hks.harvard.edu/publications/rapid-adoption-generative-ai>

Little Mendelson (Law Firm) - “AI Policy Guidance for Employers” (2025)

- Key Insights:

- AI Introduces legal risks in:
 - Bias/discrimination in hiring, evaluation.
 - Data privacy and intellectual property.
 - Liability and compliance if AI makes harmful decisions.
- Notes that many companies still lack formal AI policies even as use grows.
- Policy Contribution:
 - Provides legal best practices for building workplace AI policies:
 - Define which tasks AI can/can't do.
 - Require human review and accountability for critical decisions.
 - Ensure compliance with civil rights, data, and employment law.
 - Advocates for employee training on responsible AI use and limiting third-party AI tools unless vetted.
- <https://www.littler.com/publication-press/publication/considerations-artificial-intelligence-policies-workplace>

World Economic Forum – "Building a Responsible AI-Ready Workforce for the Future"

- Key Insights:
 - Highlights the role of AI in driving the need for upskilling and reskilling across various job types.
 - Suggests that AI can facilitate personalized learning experiences, aiding in workforce development.
- Policy Contribution:
 - Encourages the development of policies that leverage AI for educational purposes, ensuring workers are equipped with the skills needed in an AI-integrated workplace.
- <https://www.weforum.org/stories/2025/01/unlocking-human-potential-building-a-responsible-ai-ready-workforce-for-the-future/>