

**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/agencies/eta/ai>

### **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/centers/mrcbg/programs/project-on-workforce/research/generative-ai>

### **Littler 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>