CWU AI AWARENESS
The communications union
Making AI work for workers

AI AND INEQUALITY AT WORK

TECHNOLOGY IS CHANGING HOW WE WORK, BUT NOT ALWAYS FOR THE BETTER. IT CAN TREAT SOME PEOPLE UNFAIRLY BECAUSE OF WHO THEY ARE.

AI SYSTEMS OFTEN REPRODUCE EXISTING BIASES DUE TO THE DATA THEY ARE TRAINED ON AND THE PEOPLE WHO DESIGN THEM.

WHO'S AT RISK?

BLACK, ASIAN AND MINORITY ETHNIC WORKERS – Biased training data can result in hiring tools that unfairly filter out candidates from these communities.

DISABLED WORKERS – Automated assessments may overlook non-visible disabilities or apply unfair assumptions about what people can or can't do

OLDER WORKERS – May be unfairly flagged as 'slow' by AI screening systems.
YOUNGER WORKERS – May be filtered out by narrow definitions of "experience."

WOMEN – Algorithms often value male traits, and women may be penalised for tone or communication style, while a male colleague isn't.

LGBTQ+ – Predictive behaviour tools might misinterpret LGBTQ+ identity expressions as non-standard or risky.
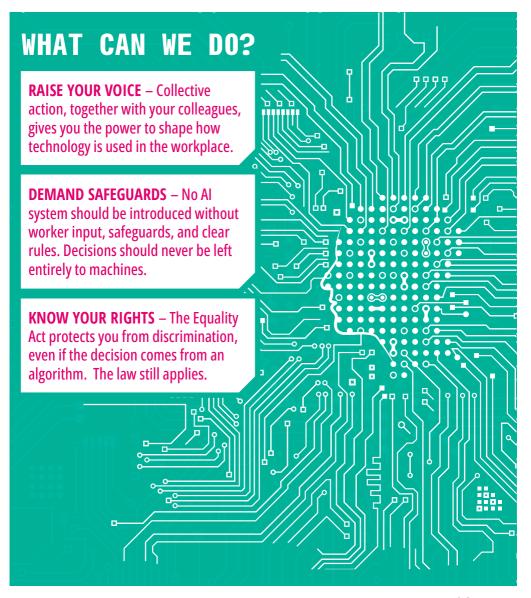
RELIGION OR BELIEF – Workplace monitoring tools can ignore religious needs, such as prayer breaks.

NEURODIVERGENT WORKERS – Systems that expect fast, uniform responses might flag someone unfairly for pausing too long on a call

WHAT CAN WE DO?

RAISE YOUR VOICE – Collective action, together with your colleagues, gives you the power to shape how technology is used in the workplace.

DEMAND SAFEGUARDS – No AI system should be introduced without worker input, safeguards, and clear rules. Decisions should never be left entirely to machines.

KNOW YOUR RIGHTS – The Equality Act protects you from discrimination, even if the decision comes from an algorithm. The law still applies.

FIND OUT MORE BY VISITING
CWU.ORG/AI-AWARENESS

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