

The 26th International Research Conference of AIIAS was quite optimistic and cautious about the challenges that AI poses for organizations and individuals, given the news about the reduction of 20% staff at the Russian largest bank, Sberbank (because of using AI), and testing early signs of AI consciousness by the largest IT company in Russia, Yandex, together with neuroscientists from the Russian Academy of Sciences. The only report that came close to the topic of the threat posed by AI (I mean, the threat of unemployment or occupation change), despite being aligned with the general policy of the conference, was "AI and the Future of Work: Understanding Which Skills Remain Irreplaceable" by Dr. Natasha Nangoy and Dr. David Lumowa. When discussing the disadvantages of AI, it's essential to recognize that it has a "distinct quality". Just like software has different functions, complexity, and error tolerance (e.g., a game on Windows vs. Boeing 747 software), AI is different and will be different. And access to AI technology will also be different. Besides, we are at the beginning of the AI improvement journey.



If we assume that the market is efficient, regardless of the type of organization (profit-making, non-profit, faith-based, etc.), some specialists will lose their jobs, some organizations will fail to compete, and unfortunately, skills are not a cure-all. When we discuss skills that AI cannot replace, we need to consider how much of our work time is devoted to these skills and activities (for example, spirituality, empathy, etc.). If more than half of your workday is spent on tasks that can be replaced, you are at risk of being optimized. And it makes no difference to you whether you are replaced by another specialist with advanced AI skills or merely cut. And it should be noted that some industries/markets are at the saturation stage, and some companies are struggling to maintain their positions rather than expanding. These are the ones who are likely to be most affected by efficiency gains (staff reductions and reorganizations), due to increased productivity from AI.

Access to data, personal responsibility (administrative, criminal), and a high level of competence in AI management (expert judgment) will remain indispensable. However, most people do not want to take responsibility or, say, a great responsibility, and are not willing to improve their skills. They want to continue living as they have been doing, using AI for fun, basic needs, or enjoying increased productivity as a gift. This is not going to work. Let's be honest - already at that point, we use AI instead of

paying a tutor for English lessons, instead of hiring a programmer for coding, instead of consulting a lawyer for visa issues, etc. New markets and products partly compensate for unemployment, but it is still a way out of our comfort zone (changing occupations). Thus, we are at the threshold of a time when we must take risks and make great efforts, in most cases, not to gain additional benefits, but simply to survive. [#aiias26thIRC](#)