The artificial intelligence (AI) and automation have become the phenomena of the modern labor market, and it is necessary to have a necessary argument about whether these technologies are more dangerous or beneficial to the employment and social equalities. Although automation is undoubtedly introducing unquestionable efficiencies and openness to new innovation, the accelerating, uneven introduction of AI into the world economies threatens to exacerbate labor precarity and wage inequality, as well as structural inequity. An incisive analysis of the new developments indicates that AI and automation will be more harmful than helpful regarding jobs and social equality, mainly due to the fact that the benefits will be concentrated in technologically superior and highly skilled workforces, and the workforce at risk will disproportionately be shut out and their bargaining power will cannibalize. Among them is the fact that AI-driven automation will change the nature of employment that serves to undermine the traditional labor protection and cause job insecurity. De Stefano (2019) claims that the emergence of algorithmic management systems negatively affects established labor protection by providing unprecedented supervision power, which can significantly alter work relations in a disadvantaged way to the employees. This shift endangers job security since technologies tend to displace routine and low-skill labor, and concentrate jobs in the possession of those with the digital and technical skills. Even though there are people who insist that automation leads to the emergence of new classes of jobs, they are usually specialized and are likely to displace workers since they might lack such skills. Consequently, the labor market is polarized as technology-driven industries thus leave high-skilled employees with more wages and autonomy, whereas low-skilled employees confronted with the decline of job opportunities and the growth of precarity. This relationship shows that the ill effects of AI implementation go beyond loss of jobs

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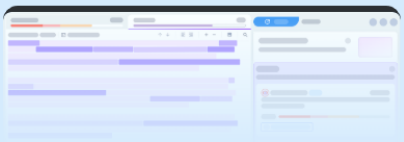

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low-skilled employees confronted with the decline of job opportunities and the growth of precarity. This relationship shows that the ill effects of AI implementation go beyond loss of jobs to structural inequities of power and protection at work. Furthermore, the introduction of AI does not lessen the existing tendencies of inequality within the world and the country, but strengthens the existing differences between socioeconomic classes. Lainjo (2020) emphasizes that AI systems are largely created in technologically developed economies, and this fact gives the richer countries and businesses the opportunity to reap the rewards of innovation. As a result, low- and middle-income areas tend to become users instead of the co-creators of AI technologies and further inequality in economic access and political power in the world. The allocation of the gains generated by automation, even within countries, also inclines towards the people who already have capital and digital skills. Studies have proved that the advantages of automation are unevenly distributed and are more concentrated among people with higher earnings, which has led to wage stagnation and decreased mobility in middle- and low-income groups (Smarandescu, 2024). In case technological advantages are distributed unevenly, society loses its cohesion and the weak populations have less to adjust to the technological advancement and the disparity between the economic winners and losers becomes even greater. The dangers of AI in the context of social equality are also extremely significant since it does not only affect the opportunities of the economy but also impacts social organization and the system of governance. Judijanto and colleagues (2025) underscore the fact that the use of algorithms in decision-making replicates the present biases, which result in discriminative decisions in hiring, lending, and social service. Once automated systems are based on data that incorporates historical disparities, the minorities will be overrepresented in errors, omissions,

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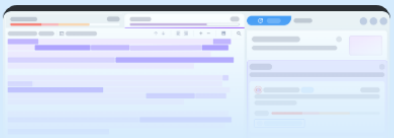

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incorporates historical disparities, the minorities will be overrepresented in errors, omissions, and surveillance. This cycle of technological reproduction of inequity is such that the vulnerable populations become victims of not only economic disadvantage but also systemic discrimination, exacerbating the risk that automation has on the social equality. Though AI can lead to an increase in service availability, and efficiency, the lack of established ethical governance models presents an opportunity to continue pernicious biases, and this proves that the risk is not limited to the employment aspect, but the general issue of social justice. Furthermore, the ethical issues associated with the long-term effects of AI have eclipsed the short-term economic gains of the technology. According to Khogali and Mekid (2023), AI and automation have an unpredictable future that poses a considerable degree of uncertainty to human autonomy, social values, and ethics. Although automation has the potential to improve productivity, the speed of change is threatening to surpass the measures the society can put in place to control the change and adapt to it. This issue comes out clearly in the patterns of income inequality, according to Zeghdi (2025), the trend of automation increases returns to capital more than labor, thus increasing economic stratification. When technology increases the fiscal strength of companies and makes human labor less significant, the society faces a threat to go into a stage where democratic engagement and social mobility is extremely restricted. The ethical consequences hence point out that the adverse effects of automation will extend well beyond the workplace, which puts under the scrutiny of the integrity and principles of equity, which form the foundation of social stability. Although it is also necessary to agree that AI can create new opportunities, especially in the area of innovation, in healthcare and education, the scale of its dangers to the job market and social equality is too high to be limited to active

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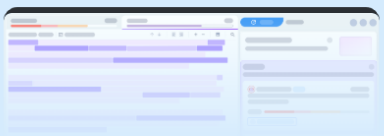

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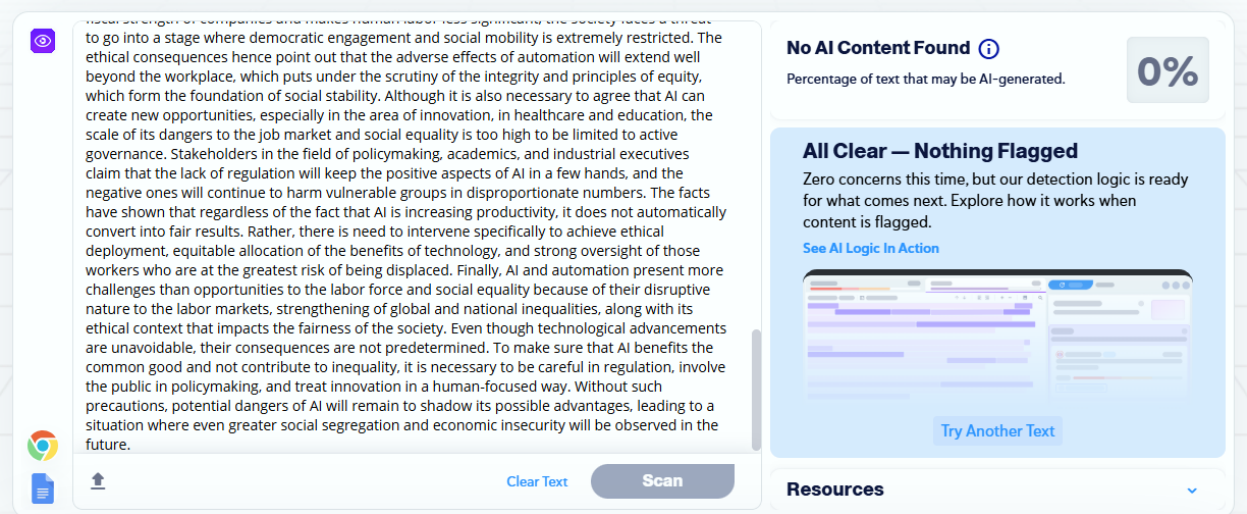
to go into a stage where democratic engagement and social mobility is extremely restricted. The ethical consequences hence point out that the adverse effects of automation will extend well beyond the workplace, which puts under the scrutiny of the integrity and principles of equity, which form the foundation of social stability. Although it is also necessary to agree that AI can create new opportunities, especially in the area of innovation, in healthcare and education, the scale of its dangers to the job market and social equality is too high to be limited to active governance. Stakeholders in the field of policymaking, academics, and industrial executives claim that the lack of regulation will keep the positive aspects of AI in a few hands, and the negative ones will continue to harm vulnerable groups in disproportionate numbers. The facts have shown that regardless of the fact that AI is increasing productivity, it does not automatically convert into fair results. Rather, there is need to intervene specifically to achieve ethical deployment, equitable allocation of the benefits of technology, and strong oversight of those workers who are at the greatest risk of being displaced. Finally, AI and automation present more challenges than opportunities to the labor force and social equality because of their disruptive nature to the labor markets, strengthening of global and national inequalities, along with its ethical context that impacts the fairness of the society. Even though technological advancements are unavoidable, their consequences are not predetermined. To make sure that AI benefits the common good and not contribute to inequality, it is necessary to be careful in regulation, involve the public in policymaking, and treat innovation in a human-focused way. Without such precautions, potential dangers of AI will remain to shadow its possible advantages, leading to a situation where even greater social segregation and economic insecurity will be observed in the future.
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