# Businesses brace for transformative changes in tech regulations and AI accountability



As businesses prepare for the coming year, the technology landscape is set to undergo significant transformations influenced by advancements in artificial intelligence (AI) automation. JD Supra reports that employers must anticipate changes that will not only shape operational practices but also introduce new regulatory demands.

One of the most notable developments will be the requirement for AI accountability, which becomes a legal necessity in 2025. A series of new state laws will obligate employers to ensure transparency in artificial intelligence hiring tools. This regulatory landscape will mandate that organisations demonstrate their algorithms are unbiased and compliant with equal employment opportunity standards. As a result, tech companies could face increased litigation and regulatory scrutiny if they utilise AI systems linked to discriminatory hiring practices. Experts recommend that firms initiate comprehensive AI audits to identify potential risks and make necessary corrections ahead of the forthcoming regulatory shifts.

Further complicating the employment landscape, the tech sector is expected to experience a surge in unionisation efforts. High-profile organising campaigns at major tech firms are anticipated to invigorate workers across various roles, from software engineers to gig workers, to advocate for collective bargaining rights. In light of these trends, employers may need to reassess their vulnerabilities, update employment strategies, and remain compliant with evolving labour laws.

Independent contracting is poised to rise, supported by the administration's policy direction aiming to facilitate the classification of workers as independent contractors rather than employees. This trend is particularly pertinent within the tech sector, where flexibility in workforce management remains essential for many businesses.

In terms of regulatory attitudes, JD Supra forecasts a shift in antitrust enforcement under the new Federal Trade Commission (FTC), which is likely to adopt a less aggressive stance on policing mergers within the tech industry. This change could promote a more fluid environment for transactions, allowing for greater collaboration and innovation among companies.

However, the tech sector may also face substantial challenges relating to foreign workforces due to an impending immigration crackdown led by new federal policies. Visa programs, such as the H-1B, could encounter increased restrictions, heightened costs, and stricter eligibility criteria, which are likely to impact the availability of skilled workers. Organisations may need to invest in legal support or career development opportunities for current visa holders while diversifying their talent acquisition strategies through domestic upskilling initiatives or by seeking roles in regions with more favourable immigration policies.

Additionally, advocates for autonomous vehicle (AV) technology can expect a more favourable regulatory environment in the coming years. The federal government aims to create incentives and relax regulations for businesses focusing on the development of fully autonomous vehicles, potentially leading to a significant increase in their presence on public roads by the end of 2025.

Overall, as businesses navigate the evolving landscape of AI and workforce dynamics, a proactive approach to compliance and strategy will be essential in adapting to the significant changes anticipated in the technology sector.

Source: [Noah Wire Services](https://www.noahwire.com)

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