



AI and Global Development: Strategic Directions for Developing Countries and the World Bank

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AI phobia

Focus of challenge	Locus of challenge	
	Human to AI	AI to human
Human capacity	<p>AI-literacy</p> <p>“I don’t know about how AI works and how to use it.”</p> <ul style="list-style-type: none"> • AI-divide: AI-literate vs. AI-illiterate • AI-fabrication: AI-literate individuals’ biased design of AI algorithm that favors certain interests 	<p>AI-substitutability</p> <p>“I am afraid that AI will make me obsolete and replace me.”</p> <ul style="list-style-type: none"> • Human employment loss: AI’s replacement of human employees • Human capacity loss: “Hollow intelligence”
AI applicability	<p>AI-implementability</p> <p>“I have to adopt AI just because I have to do so.”</p> <ul style="list-style-type: none"> • AI-fever: Psychological, cultural, managerial, political, or social pressure to adopt AI without proper preparation • Accountability (dis)equilibrium: (Im)balance among AI-related accountabilities 	<p>AI-accountability</p> <p>“When something goes right or wrong, who or what is responsible: me or AI?”</p> <ul style="list-style-type: none"> • False attribution to AI: Attributing human credit/fallacy to AI • False attribution to human: Attributing AI credit/fallacy to humans

Source: Lee & Park (2023)

AI-assisted National Development **FOR/AGAINST** Human Resource Development

	Description	Prescription: <i>“Human-AI collaborative mentorship”</i>
FOR	<p><i>Dual developments</i></p> <p>Positive impacts of reliance on AI:</p> <ul style="list-style-type: none"> • Synergy between national development and human resource development • Enhancing SHORT-TERM competitiveness thanks to AI agents’ augmented capacity 	<p><i>Working UP AI</i></p> <p>Encouraging and promoting reliance on AI:</p> <ul style="list-style-type: none"> • Fostering the mentee’s capacity DEPENDENT on the mentor and AI • Having the mentees ask AI OPEN and EXPLORATORY questions EARLIER
AGAINST	<p><i>Human capacity loss: “Hollow intelligence”</i></p> <p>Negative impacts of reliance on AI:</p> <ul style="list-style-type: none"> • Skipping (ignoring) human’s independent capacity building • Eclipsing LONG-TERM competitiveness due to human principals’ declining capacity for critical thinking and AI use 	<p><i>Working DOWN AI</i></p> <p>Discouraging and lessening reliance on AI:</p> <ul style="list-style-type: none"> • Fostering the mentee’s capacity INDEPENDENT of the mentor and AI • Having the mentees ask AI CLOSED and CONFIRMATORY questions LATER

The more independently competent the human principal is, the more effectively they can utilize AI agents, and the more sustainable their national development becomes.