

AI and the world of work:

Some considerations about job quantity, job quality and managing the transition

L'IA et le monde du travail :

quelques réflexions sur le volume de l'emploi, la qualité de l'emploi et la gestion de la transition

Janine Berg, ILO / *OIL*

Inter-Parliamentary Union / *Union interparlementaire*

8 October, 2026 / *8 octobre 2026*

AI will hit the labor market like a 'tsunami,' IMF chief warns. 'We have very little time to get people ready for it'

AI 'apocalypse' could take away almost 8m jobs in UK, says report



³
**L'IA frappera le marché du travail
comme un "tsunami".
"Nous avons très peu de temps
pour préparer les travailleurs."**

Kristalina Georgieva, Directrice générale du FMI

D'après un rapport, l'"apocalypse"
de l'IA pourrait détruire près de 8
millions d'emplois au Royaume-Uni



► For the most part, process is gradual:
Some occupations disappear, new occupations emerge

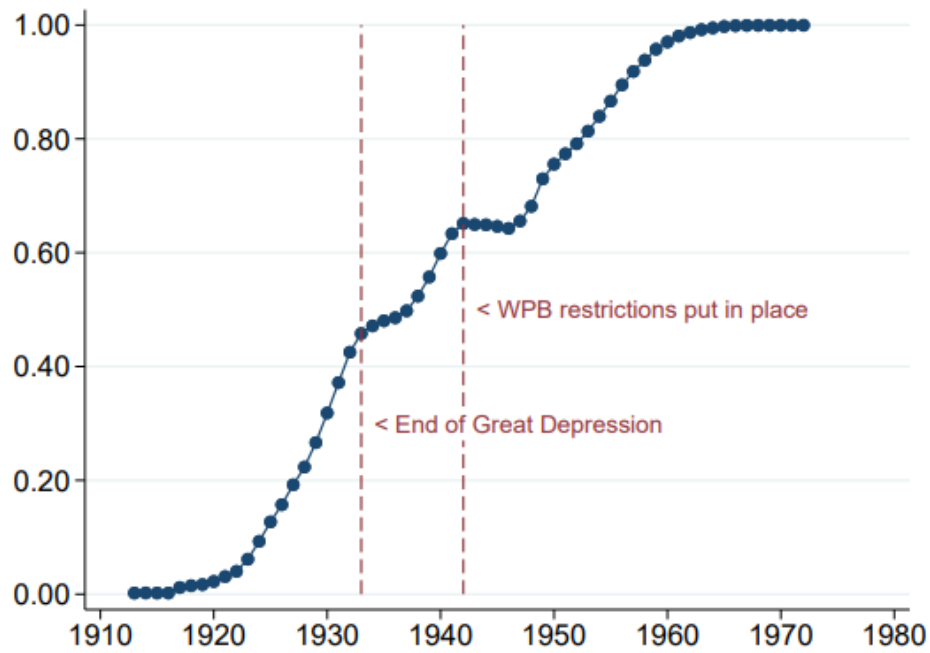


Le plus souvent, l'évolution se fait progressivement : certains métiers disparaissent et de nouveaux apparaissent



Switchboard operators

Figure I: Percent of Bell system on dial, 1913-1972

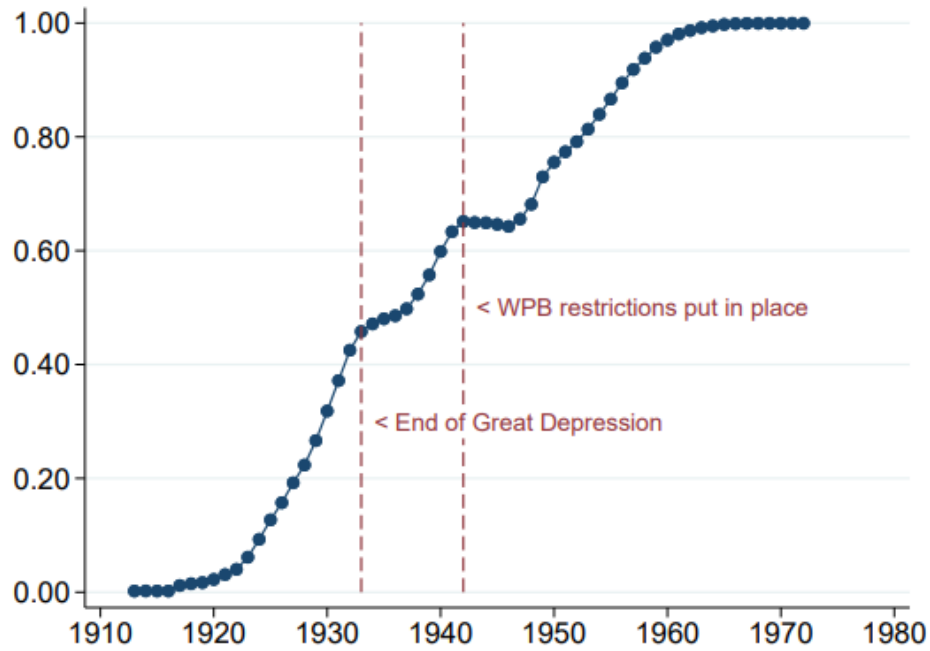


- Incumbents fared worse (unemployment or lower wages)
- Similar workers did fine as there was market expansion in other clerical occupations



Standardistes des centraux téléphoniques

Figure I: Percent of Bell system on dial, 1913-1972

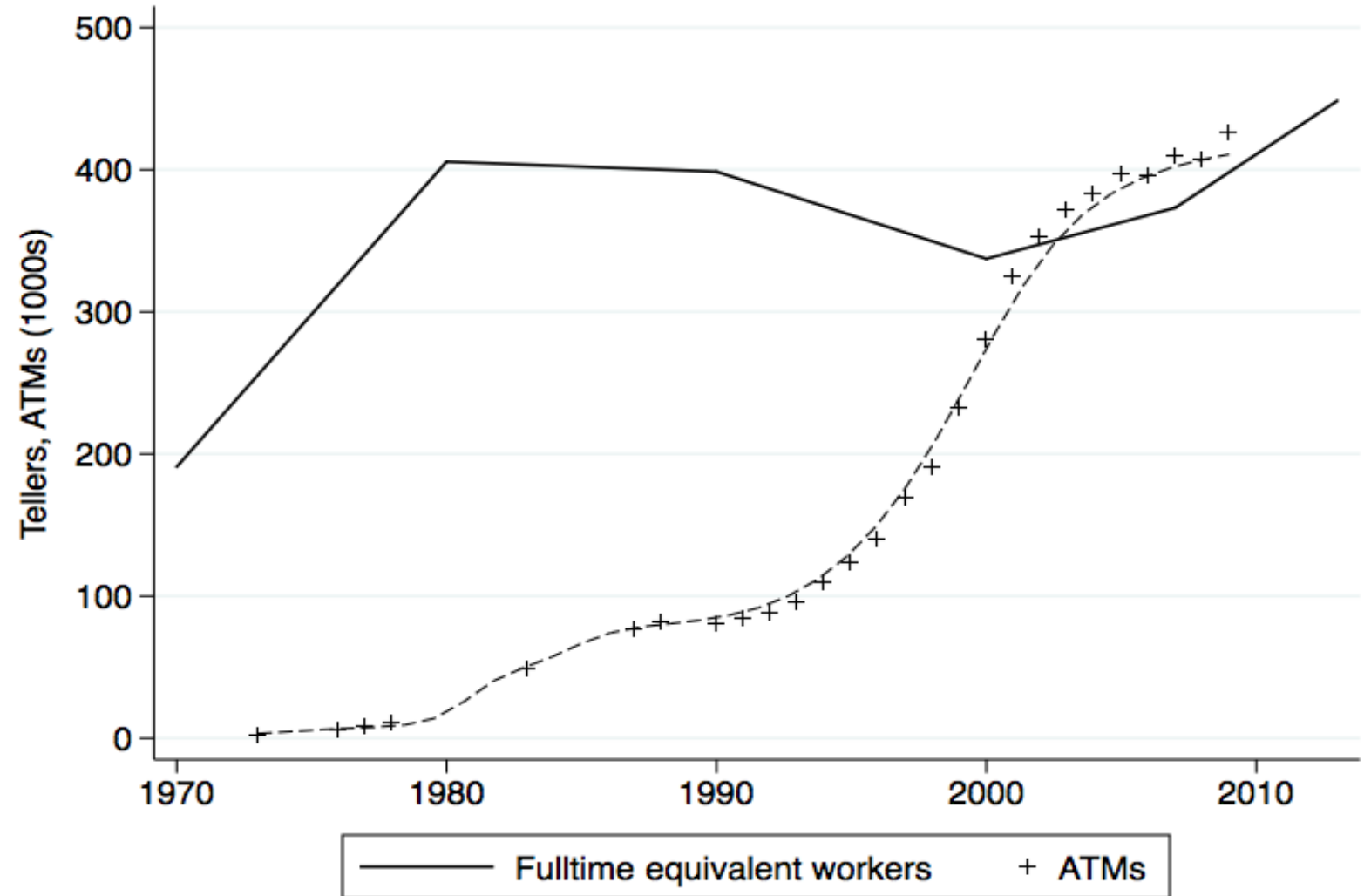


- Les personnes déjà en poste ont été davantage pénalisées (chômage ou baisse des salaires)
- Les travailleurs aux profils similaires s'en sont bien sortis, grâce à l'apparition d'autres métiers administratifs



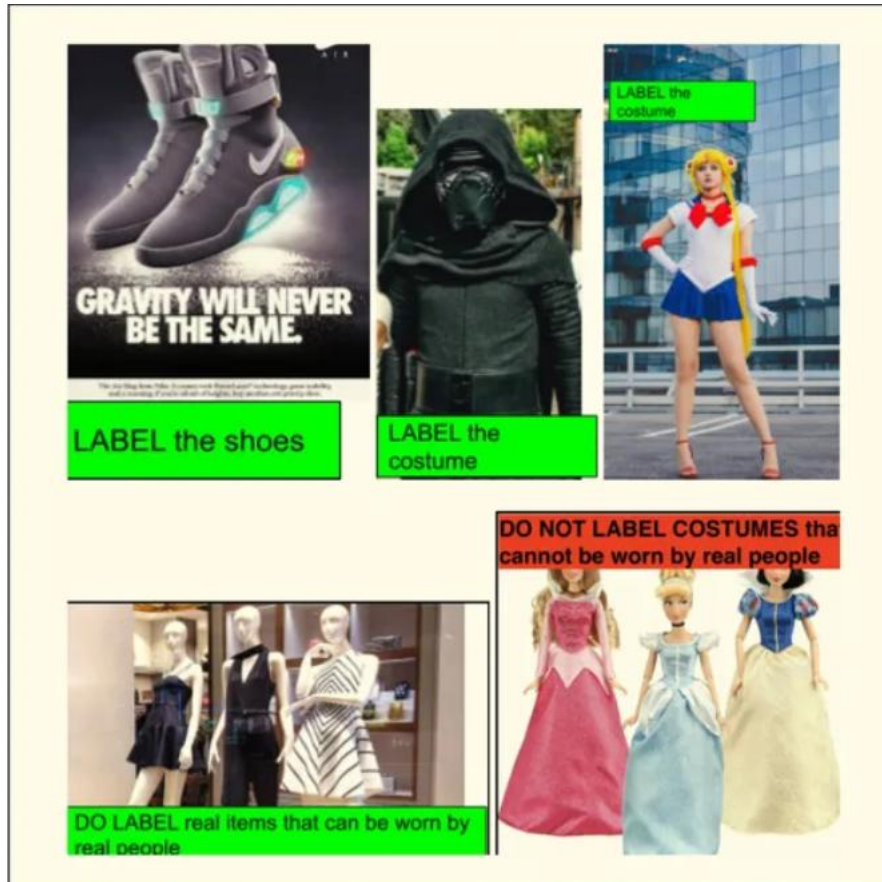
ATMs and bank tellers

Distributeurs automatiques de billets et guichetiers de banque



Source : Bessen, 2015.

Question: What will be the working conditions of new jobs created?



Digital labour platforms and the future of work

Towards decent work
in the online world



Janine Berg • Marianne Furrer • Ellie Harmon
Uma Rani • M Six Silberman

Question : quelles seront les conditions de travail des nouveaux emplois créés ?



Les plateformes de travail numérique et l'avenir du travail

Pour un travail décent dans le monde en ligne



Janine Berg • Marianne Furrer • Ellie Harmon
Uma Rani • M Six Silberman

ILO global numbers on potential “exposure” to Generative AI

***Chiffres mondiaux de l'OIT
sur l'"exposition" potentielle
à l'IA générative***

More jobs
«transformed»
than made
redundant.

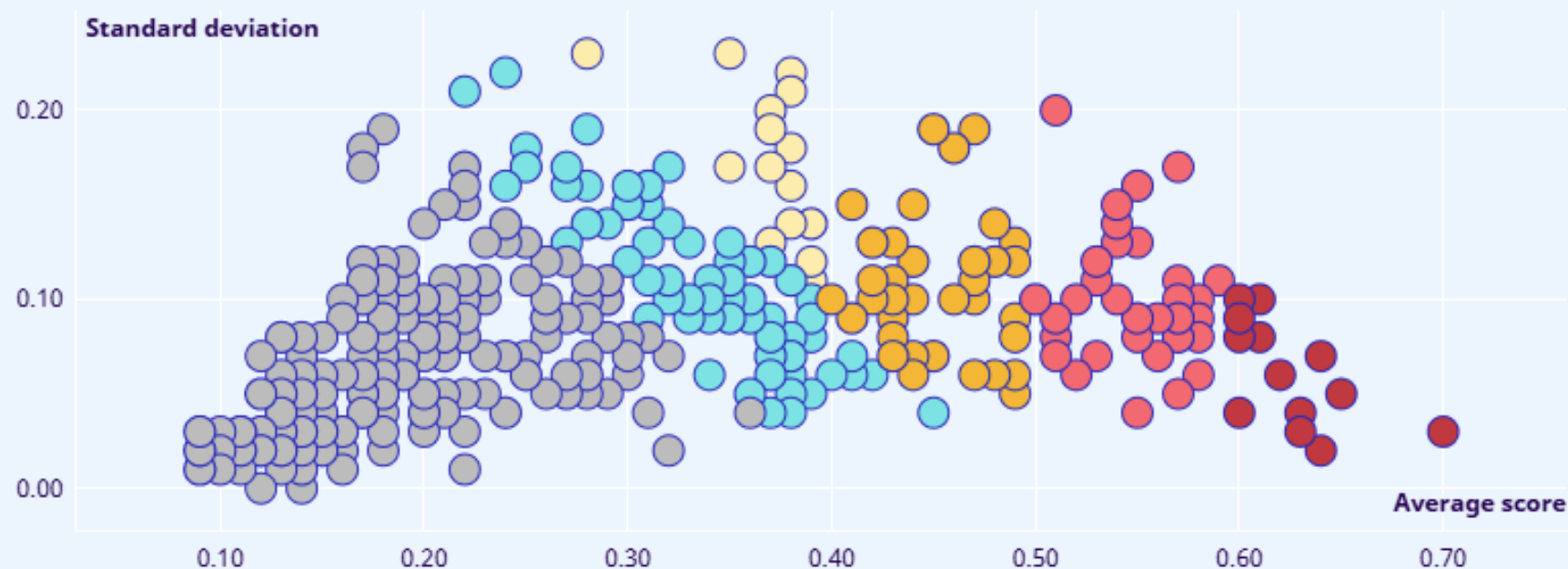
Whether that is
positive or
negative depends
on how that
process is
managed.

► Jobs' level of exposure to artificial intelligence

Select an occupational group to filter the results.

[Agriculture, forestry and fisheries](#)
[Clerks](#)
[Craft workers](#)
[Elementary occupations](#)
[Managers](#)
[Plant and machine operators](#)
[Professionals](#)
[Services and sales](#)
[Technicians](#)

- Highest exposure, low task variability (gradient 4)
- Significant exposure, high task variability (gradient 3)
- Moderate exposure, mixed task variability (gradient 2)
- Low exposure, high task variability (gradient 1)
- Minimal Exposure
- Not Exposed



Standard deviation represents the dispersion of task-level automation scores within an occupation. **Average score** represents the mean automation score for all tasks within an occupation.

Source: [ILO Working paper 140](#) • [Get the data](#) • [Embed](#) • [Download image](#)

Davantage
d'emplois seront
"transformés"
plutôt que
supprimés.

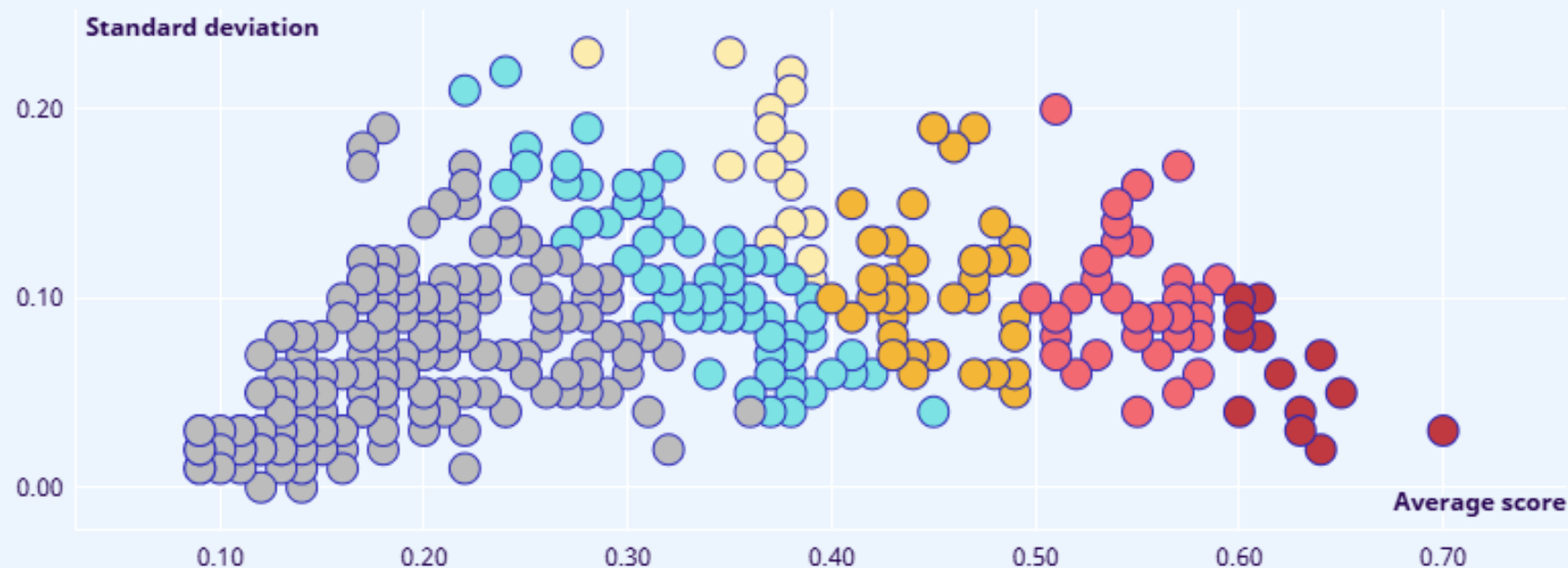
Le caractère positif
ou négatif de cette
évolution dépendra
de la manière dont
elle sera gérée.

► Jobs' level of exposure to artificial intelligence

Select an occupational group to filter the results.

Agriculture, forestry and fisheries Clerks Craft workers Elementary occupations Managers Plant and
machine operators Professionals Services and sales Technicians

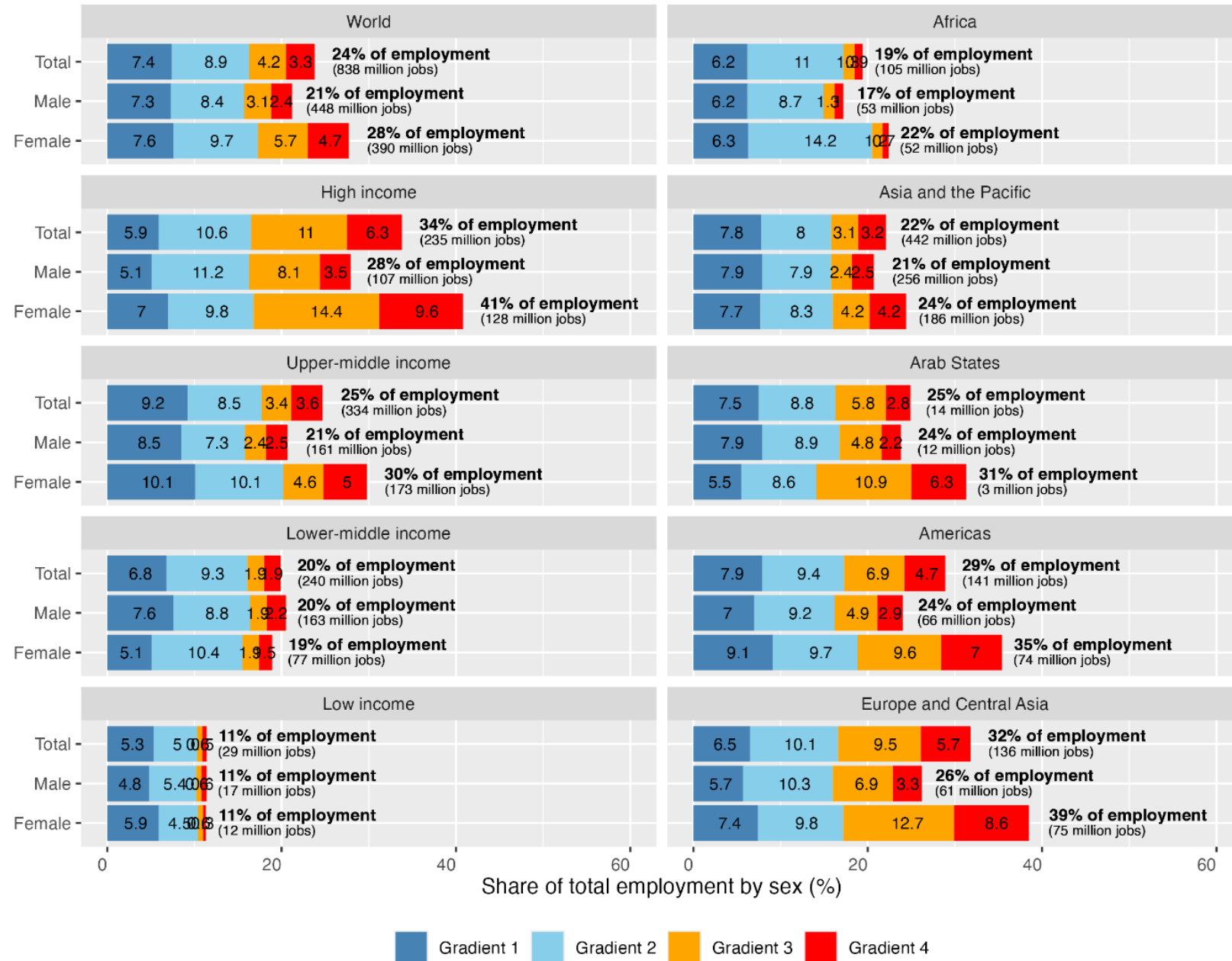
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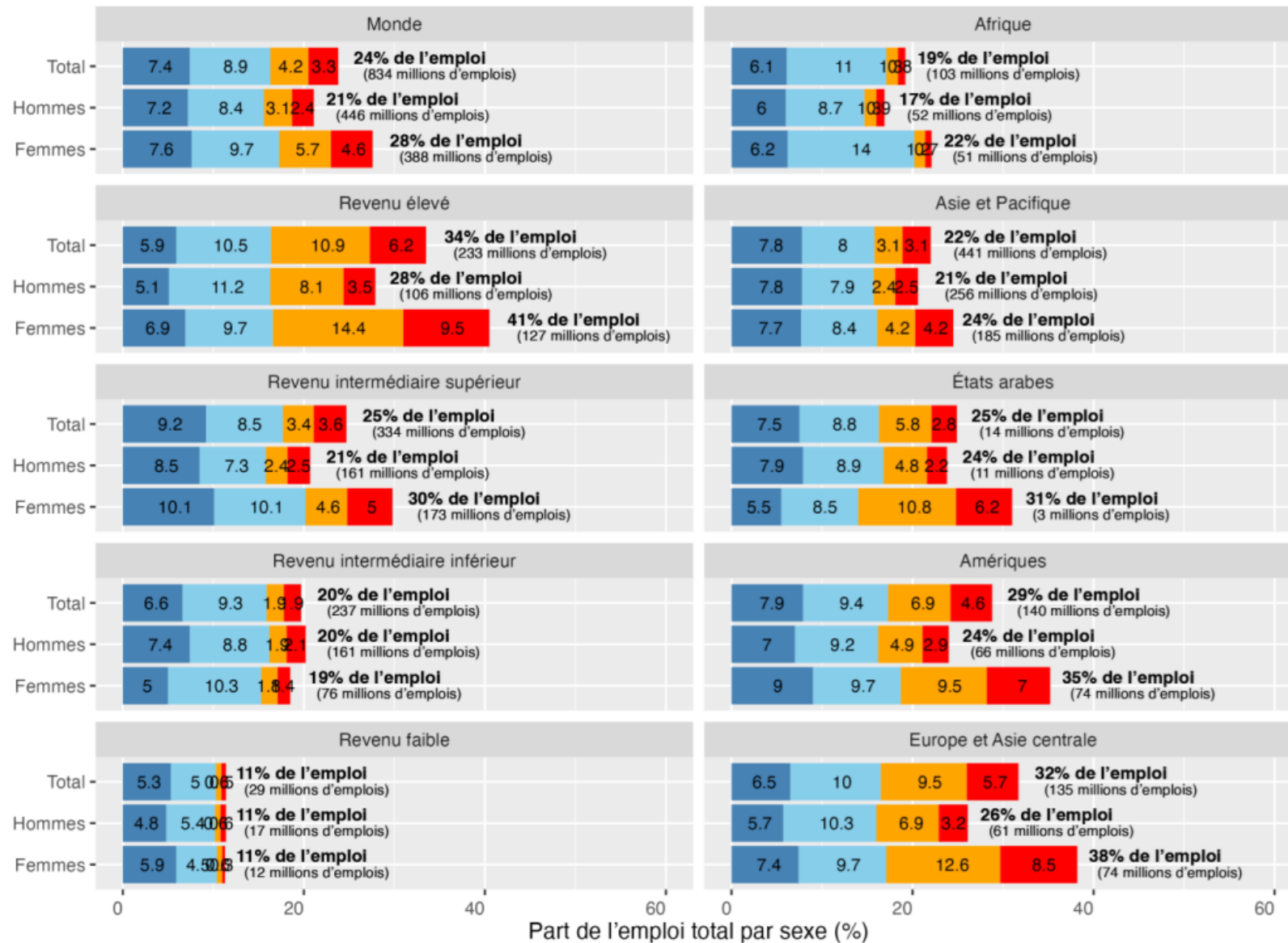
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Source: [ILO Working paper 140](#) • [Get the data](#) • [Embed](#) • [Download image](#)

Global estimates of occupations potentially exposed (% employment), 2025

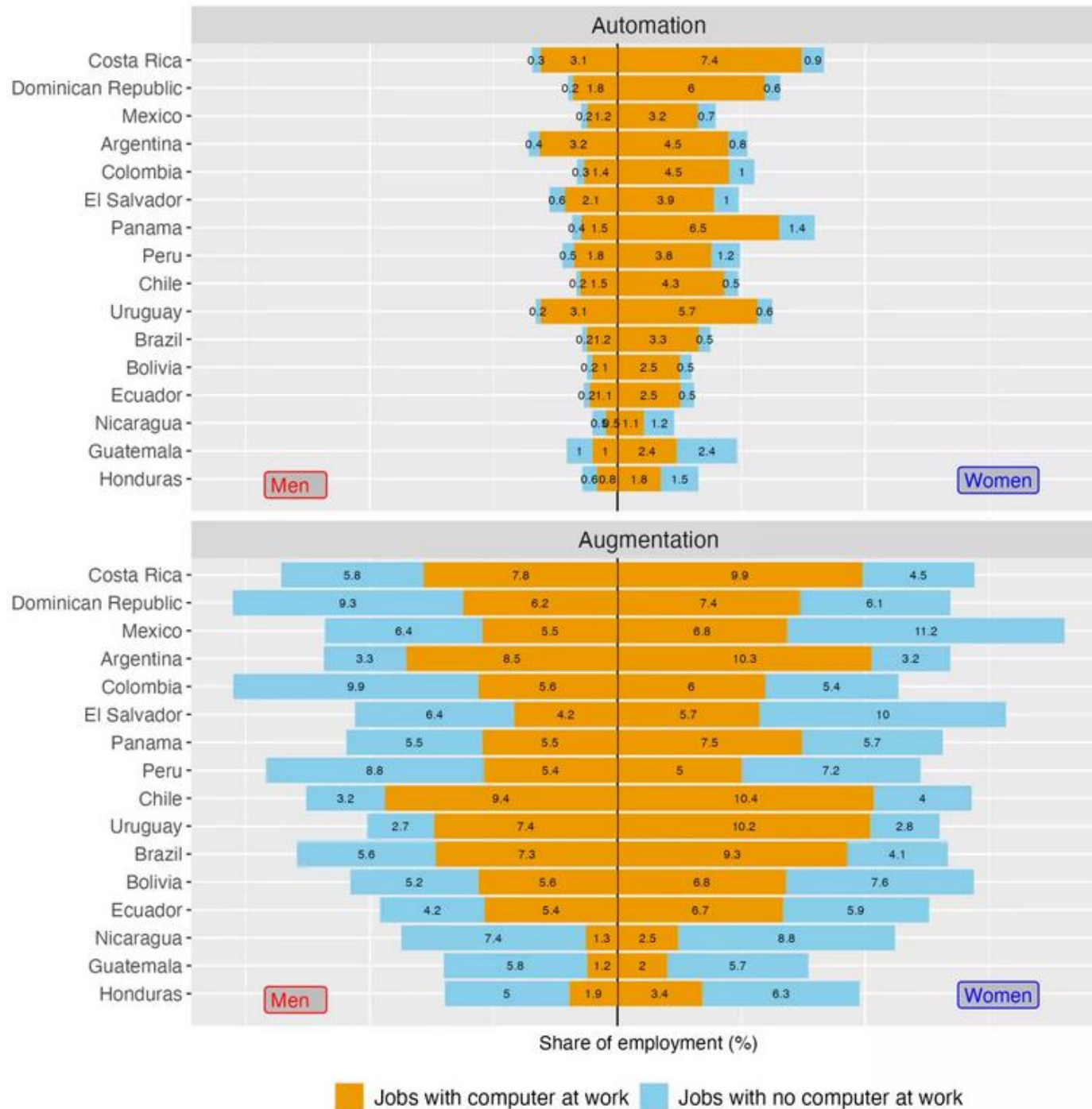


Estimations mondiales des professions potentiellement exposées (% de l'emploi), 2025



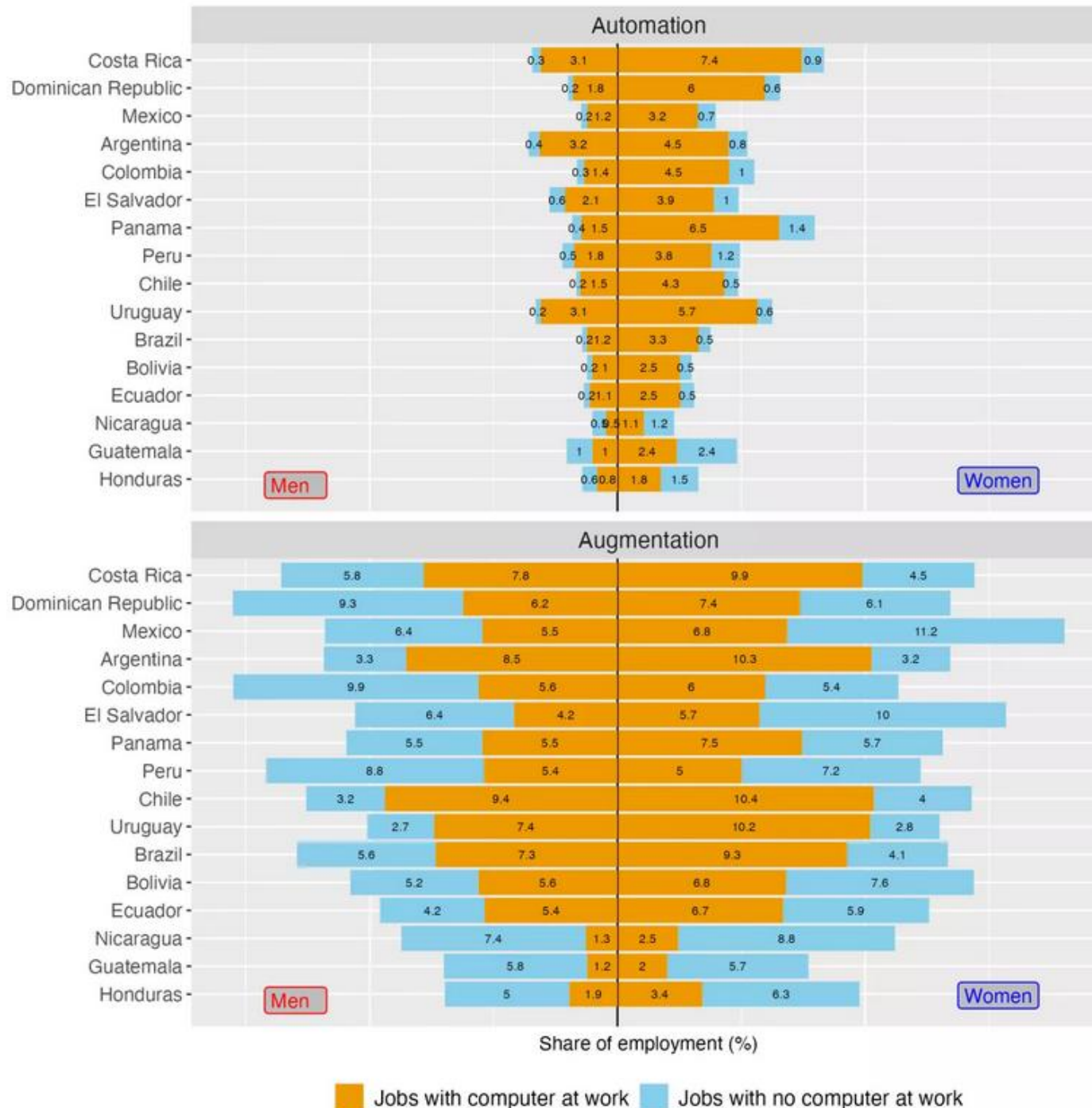
Bottlenecks to possible «augmentation» without buffer against «automation»

Evidence from Latin America



Obstacles aux "gains de productivité" potentiels, sans protection contre l'automatisation

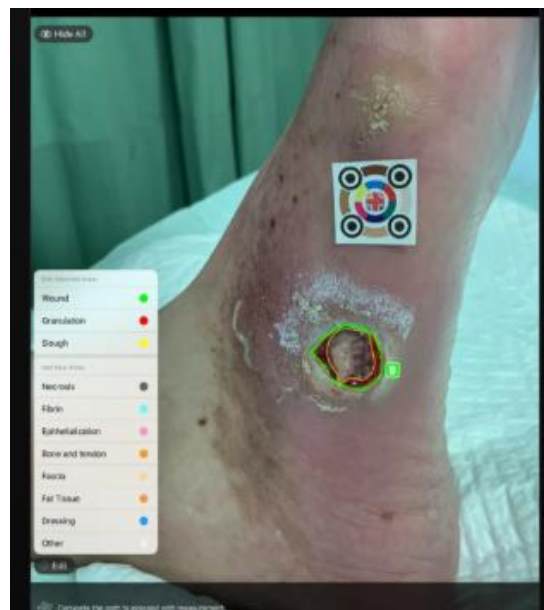
Données concernant l'Amérique latine



How AI is introduced into the workplace is critical



Magic carts: time-saving



Wound assessment: Not accurate, couldn't photograph well under dim light, nurses didn't trust it and stopped using it

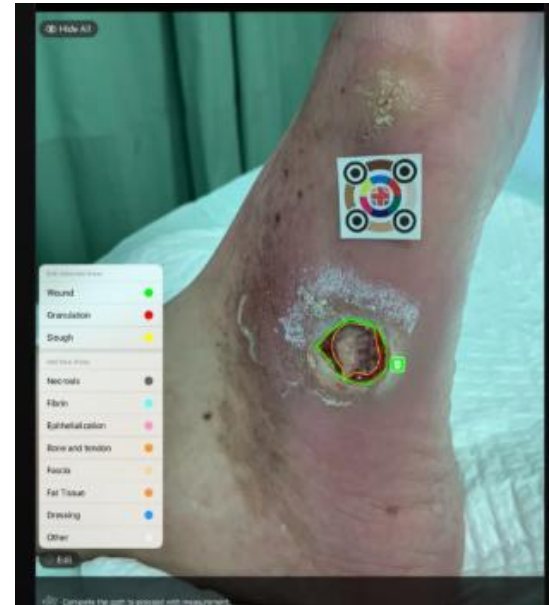


Nurses' requests ignored

La manière dont l'IA est introduite sur le lieu de travail est déterminante



**Chariots intelligents :
gain de temps**



**Évaluation des plaies : manque de
précision, difficulté à obtenir de
bonnes photos par faible
luminosité, manque de confiance
du personnel infirmier et abandon
de l'outil**



**Demandes du personnel
infirmier ignorées**

«*Workers in the loop*»

Organizations that involve workers in the integration, design and governance of AI in the workplace achieve the best results

Importance of workers' participation in the design process with scope for feedback and re-design (best practice in the Nordic countries).

Job security is fundamental.

So is trust.



"Les travailleurs au cœur du processus"

Les organisations qui associent les travailleurs à l'intégration, à la conception et à la gouvernance de l'IA sur le lieu de travail obtiennent de meilleurs résultats

Importance de la participation des travailleurs au processus de conception, avec possibilité de retour d'expérience et de révision de la conception (bonne pratique dans les pays nordiques).

La sécurité de l'emploi est fondamentale.

La confiance l'est tout autant.



ilo.org/aiobservatory



International
Labour
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► ILO Working Paper 140

May / 2025

► Generative AI and Jobs

A Refined Global Index of Occupational Exposure

Authors / Paweł Gmyrek, Janine Berg, Karol Kamiński, Filip Konopczyński, Agnieszka Ładna, Balint Nafradi, Konrad Rosłaniec, Marek Troszyński



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► Research Brief

May 2025

Generative AI and jobs: A 2025 update

Paweł Gmyrek (ILO¹), Janine Berg (ILO²), Karol Kamiński (NASK-PIB), Filip Konopczyński (NASK-PIB³), Agnieszka Ładna (NASK-PIB), Balint Nafradi (ILO), Konrad Rosłaniec (NASK-PIB), Marek Troszyński (NASK-PIB, Civitas University)

Key points

- Updates ILO's 2023 estimates of potential occupational exposure to generative AI (GenAI) technology and the employment shares of affected occupations.
- Growing abilities of GenAI models in such areas as voice, image and video generation have increased automation scores for a range of tasks in media- and web-related occupations.
- Incorporates a more refined methodology that draws on both human and AI insight, and which is assessed at the 6-digit occupational level covering nearly 30,000 tasks.
- One in four workers across the world are in an occupation with some degree of GenAI exposure, but because of the continued need for human input, most jobs will be transformed rather than made redundant.
- Defines four progressively increasing gradients of GenAI exposure depending on the mean exposure score and the degree of task variability for each ISCO-08 occupation.
- There is a need to ensure that the transition is managed through social dialogue, to enhance both working conditions and productivity.
- Overall, the automation scores are slightly lower than in 2023 (a mean automation score of 0.29 in 2025 versus 0.30 in 2023), though the variability of scores is considerably lower (standard deviation 0.14 in 2025 v. 0.30 in 2023).

