



## El futuro del trabajo y los derechos laborales: Desafíos y oportunidades de la inteligencia artificial

Parte de una serie de diálogos organizados por la Bancada Digital de ParlAmericas



## The Future of Work and Labour Rights: Challenges and Opportunities of Artificial Intelligence

Part of a dialogue series organized by the ParlAmericas Digital Caucus



## O futuro do trabalho e os direitos trabalhistas: Desafios e oportunidades da inteligência artificial

Parte de uma série de diálogos organizados pela Bancada Digital do ParlAmericas



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## Generative AI and Jobs: A Global Analysis of the Potential Effects on the Quantity and Quality of Work



- Analyzes the probabilities of augmenting and destroying jobs, and also discusses the quality of jobs affected by generative AI.
- Provides indications on the direction of change.
- Assumes that the technology is available to and used by everyone.
- Does not consider the creation of new occupations.
- Understanding the direction of change is necessary for proactively designing policies that support orderly, fair and consultative transitions, rather than dealing with change reactively.





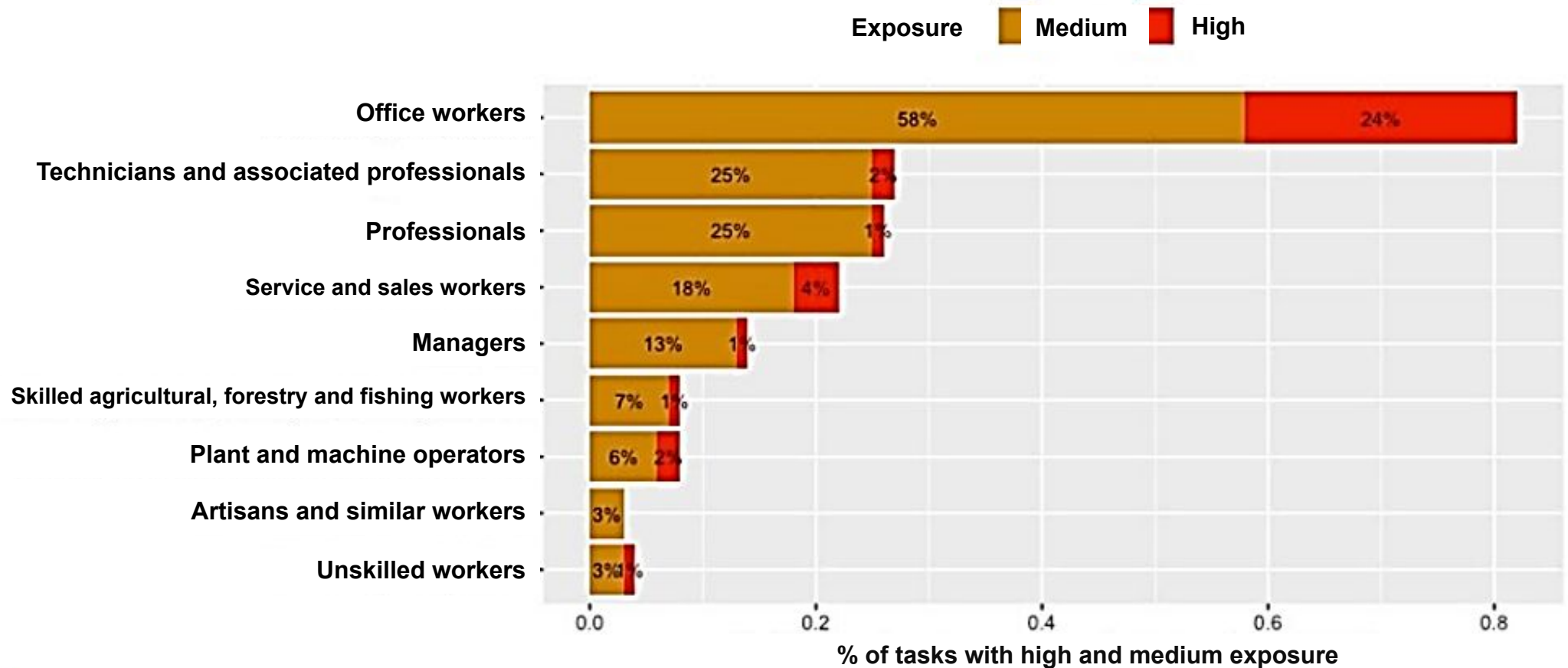
## Generative AI and Jobs: A Global Analysis of the Potential Effects on the Quantity and Quality of Work

Methodology and data:

- Uses the 4-digit occupational classifications and their corresponding tasks in the ISCO-08 standard.
- GPT-4 generates a GPT technology exposure score at occupational and task levels.
- Links the score to official ILO statistics to derive global employment estimates for 189 countries.



## Tasks with Medium and High Exposure, By Occupational Category

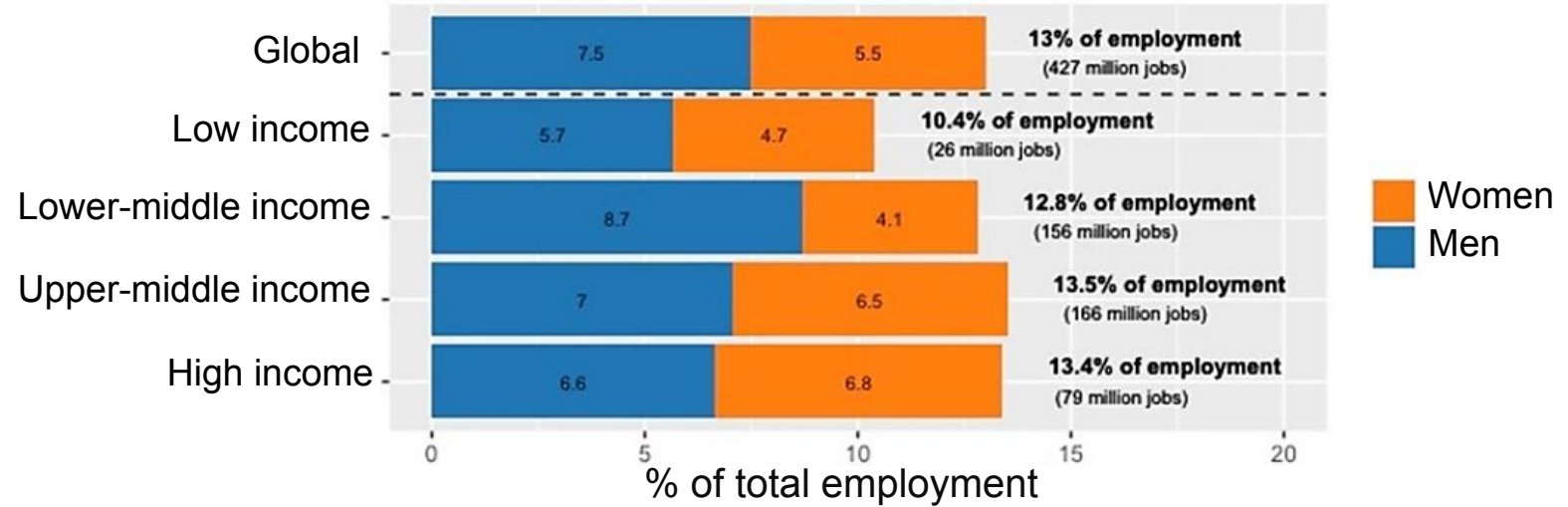




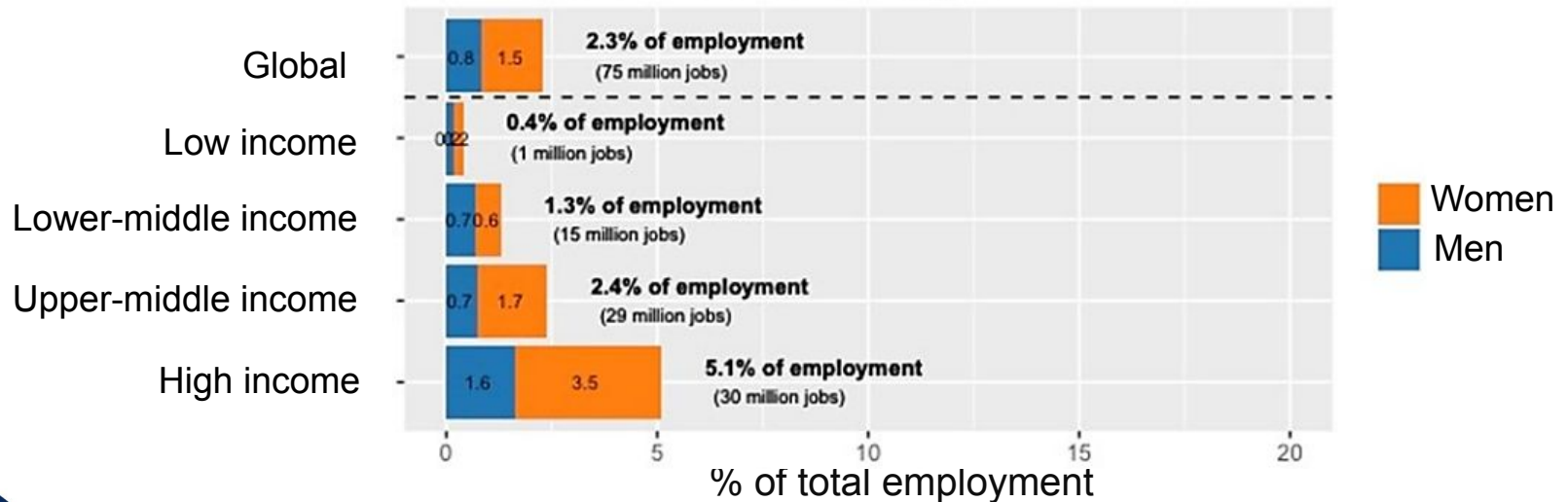
More opportunities for complementarity than job destruction!

Lower-income countries are less exposed to the potential of automation

## Potential for augmenting (complementarity)



## Automation potential





## Challenges Associated with Labour Transition, Jobs and their Quality

- Prioritizing relocation and training in accordance with the Employment Protection Convention (No. 158) through social dialogue
- Ensuring the quality of jobs created resulting from complementarity with generative AI
- The need for consultation and regulation to support the creation of quality jobs and manage transitions in the labour market
- Attention to public policy is also key for countries facing deficiencies in physical infrastructure and skills needed to harness the benefits of new technology (e.g. care economy and green jobs)
- New occupations must ensure decent work (e.g. crowdwork and work on digital platforms)
- Attention must be paid to the gender-differentiated effects. Job losses concentrated in occupations predominantly held by women pose a threat to the advances made in recent decades in terms of women's participation in the labour market.



## Challenges for Public Policy

- Technological advances often have an immediate impact on the workplace. Promote workplace consultation strategies for the adoption of new technologies through dialogue (e.g. Nordic countries, Germany, Denmark).
- The need for laws that prohibit the monitoring and collection of workers' data outside of working hours (temporally or geographically) or in contexts where it poses risks to human dignity or the exercise of fundamental rights
- The need for laws that create mechanisms for conflict resolution and the review of dismissal decisions
- Investment in access to technology to reduce digital segregation and mitigate possible impacts on productivity. Developing regions may be less exposed to job destruction in the short term, but wider adoption of generative AI products could exacerbate differences in productivity levels between high- and low-income countries.
- The drafting and implementatino of new laws and regulations are more effective through tripartite systems, in which representatives of workers, employers and governments participate with an equal voice. Dynamic ex-post evaluation mechanisms and tripartite governance need to be incorporated into regulations.





**¡Muchas gracias por su participación!**

**Thank you for your participation!**

**Agradecemos pela sua participação!**

