Generative AI and jobs: Possible implications on job quality and job quality

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Workshop on "Artificial intelligence, digital platforms and labor rights in the Americas"

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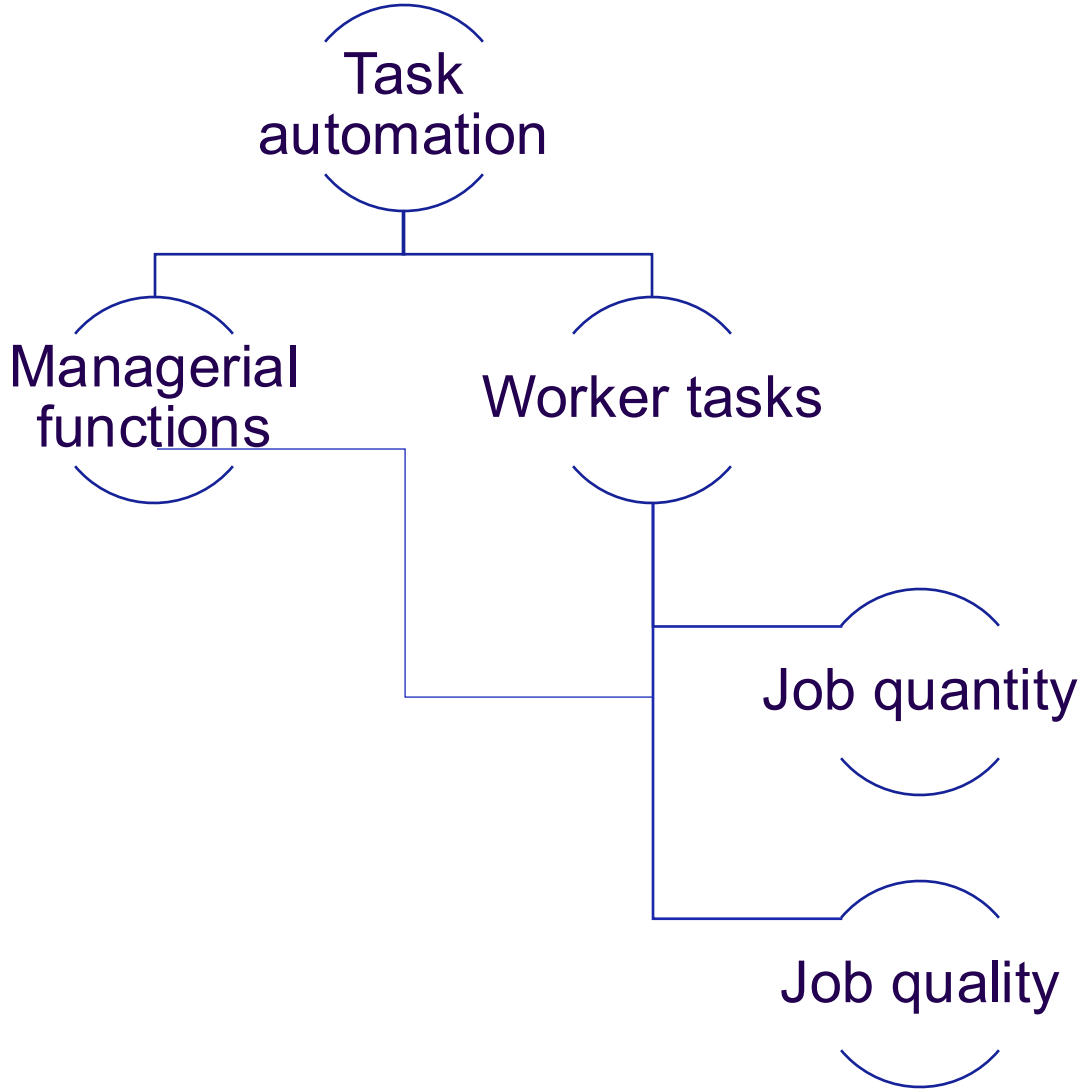
Task automation
Managerial functions
Worker tasks
Job quantity
Job quality

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More jobs «transformed» than made redundant.

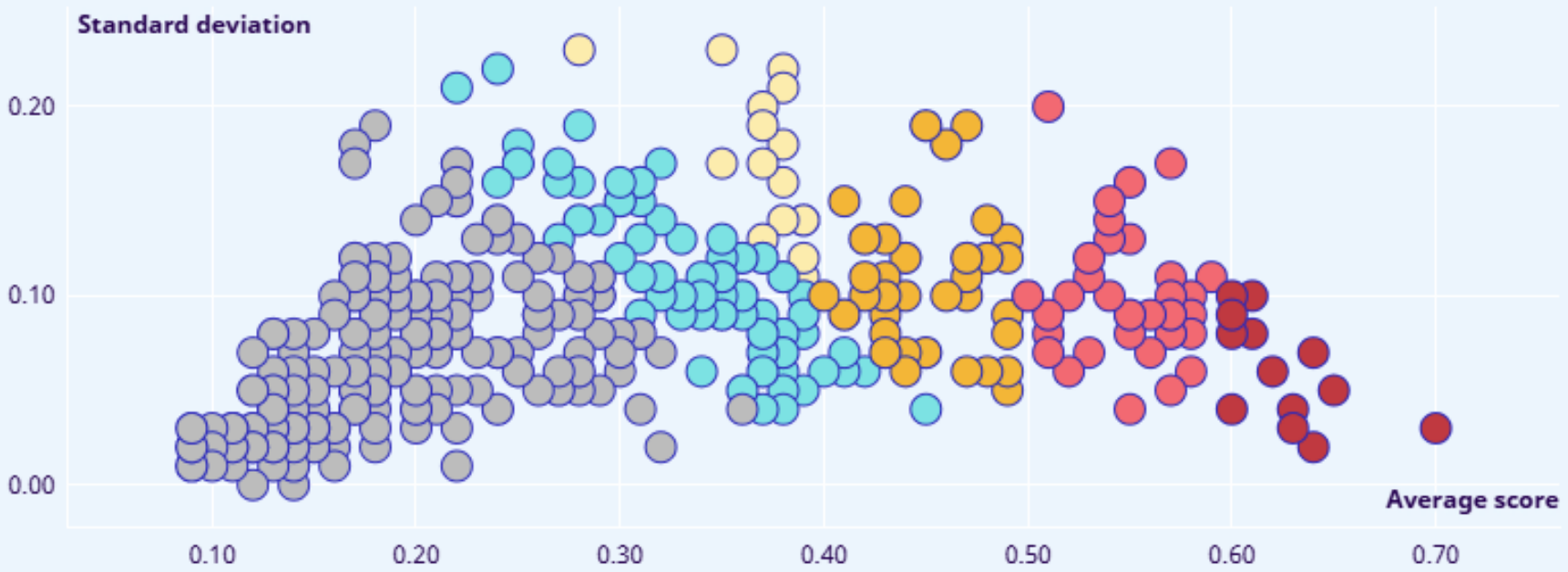
Whether that is positive or negative depends on how that process is managed.

▶ 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

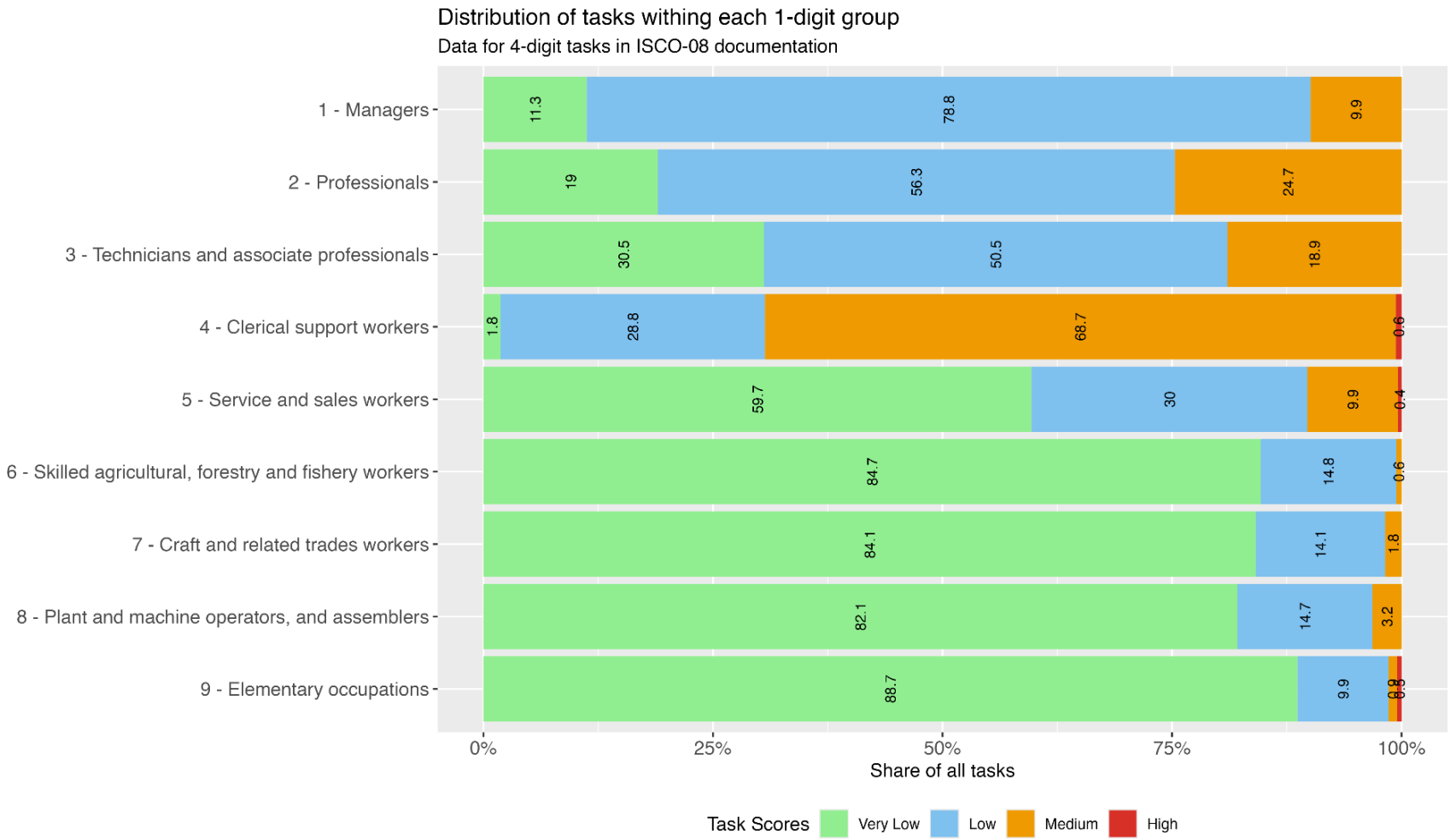


Standard deviation represents the dispersion of task-level automation scores within an occupation. **Average score** represents the mean automation score for all tasks within an occupation.

Source: ILO Working paper 140 • Get the data • Embed • Download image

Source: Gmyrek et al., 2025

Tasks with medium and high exposure to Generative AI, by occupational category



Global estimates of occupations potentially exposed to GenAI (% of employment by sex)

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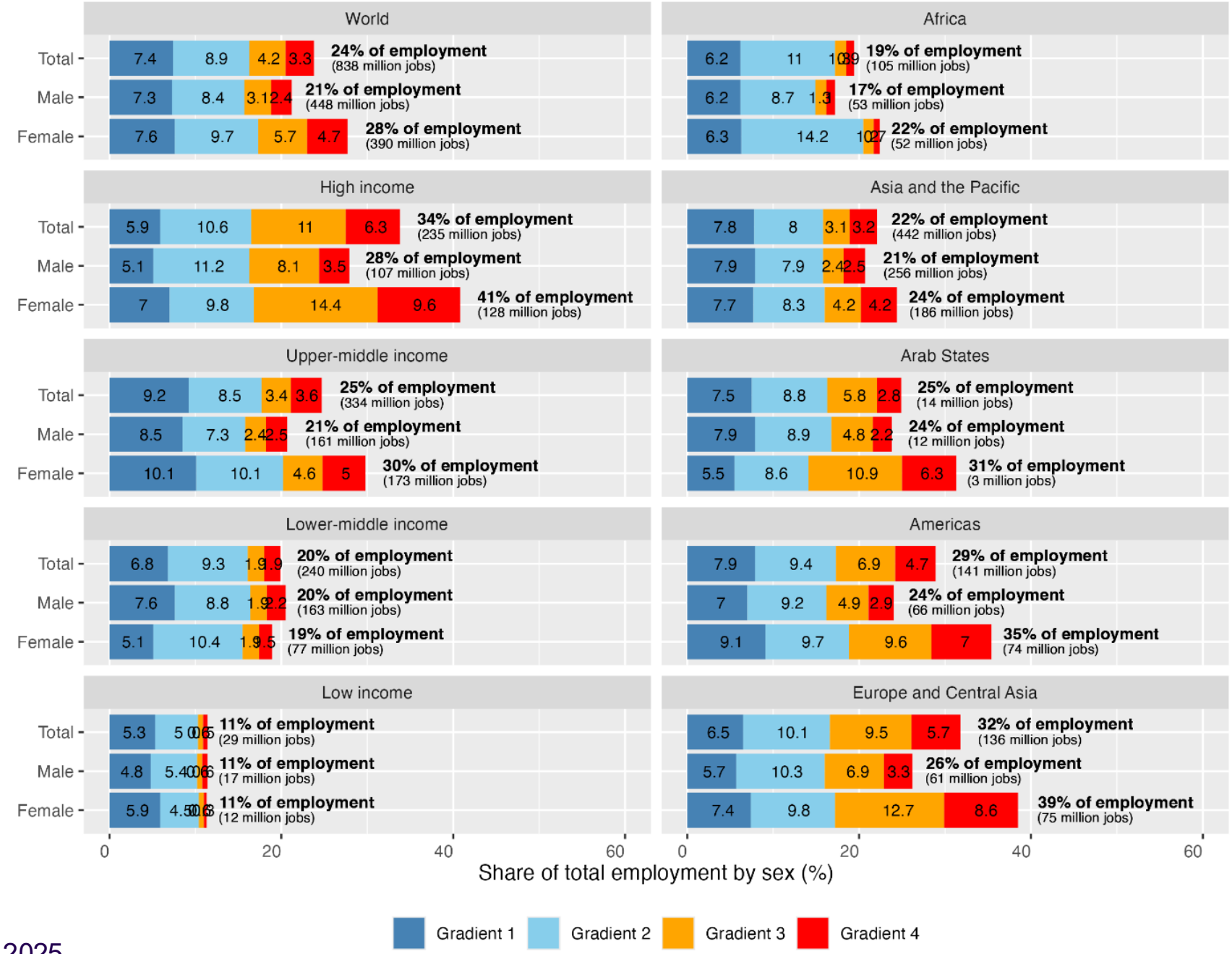
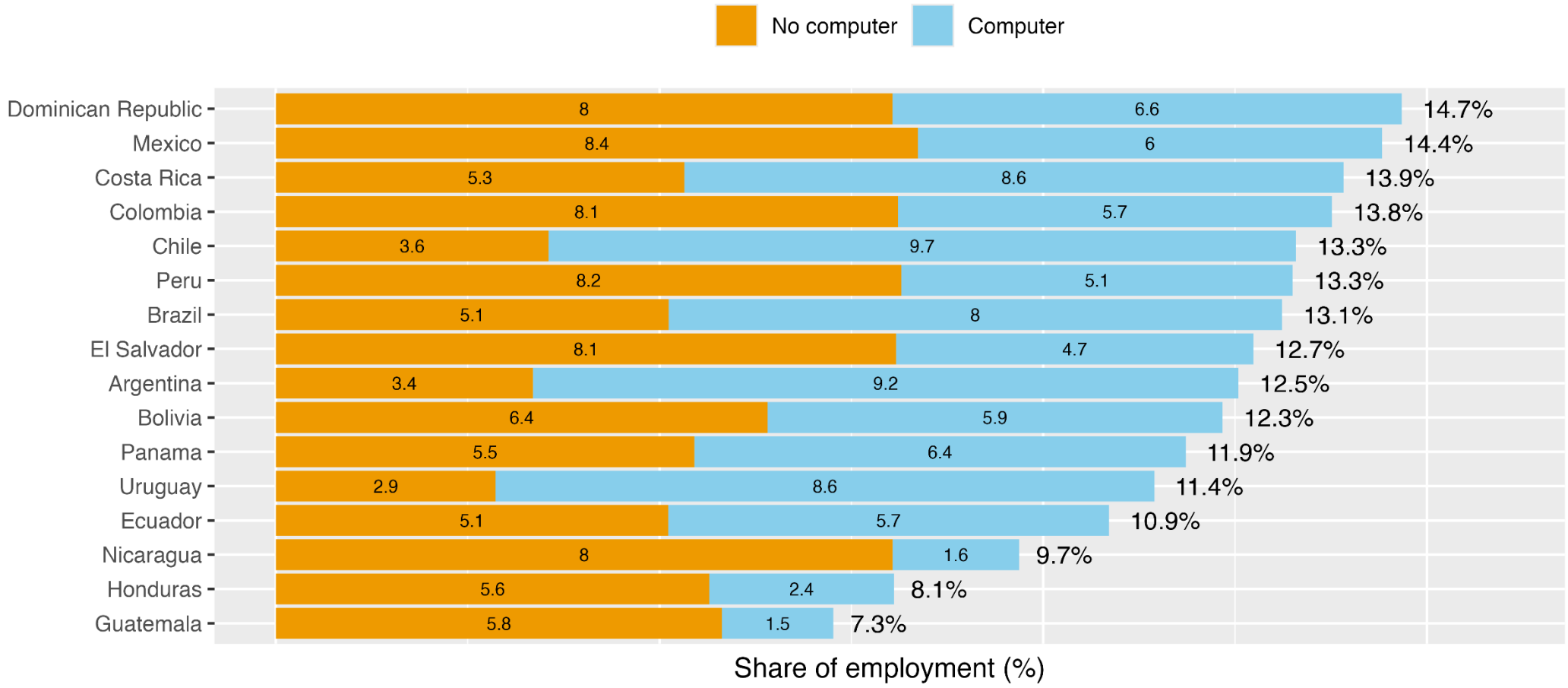


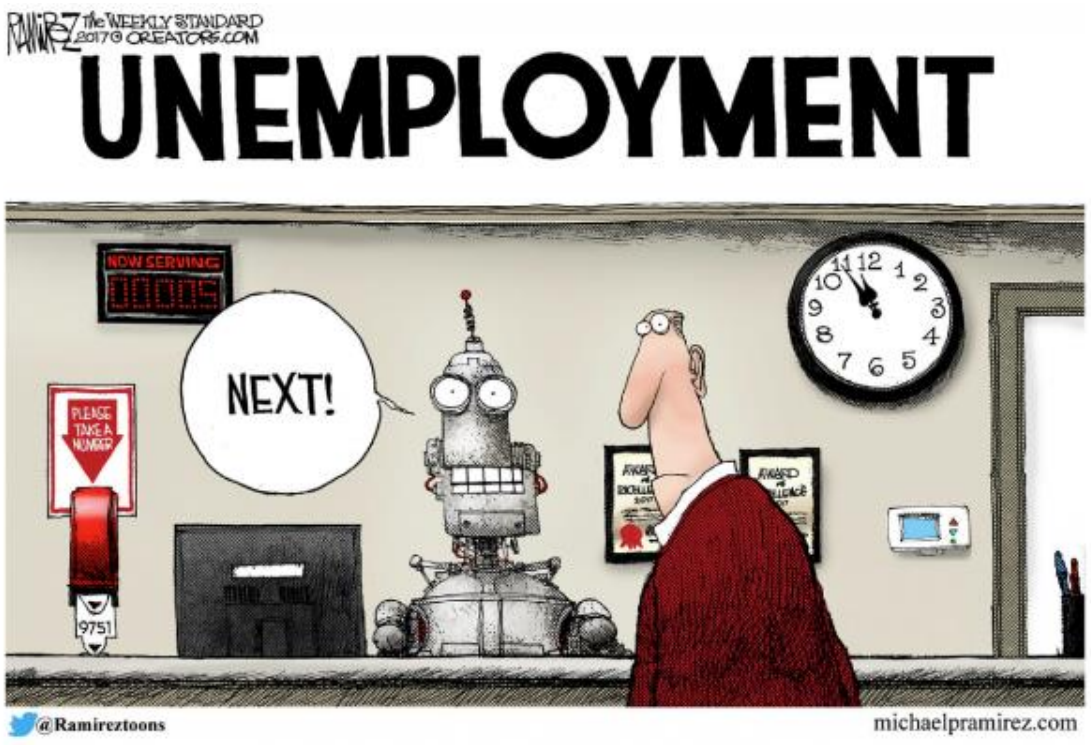
Source: Gmyrek et al., 2025.

Bottlenecks to possible «augmentation». Evidence from Latin America



Source: Gmyrek, Winkler and Garganta, 2024.

The transition needs to be managed



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ilo.org/aiobservatory