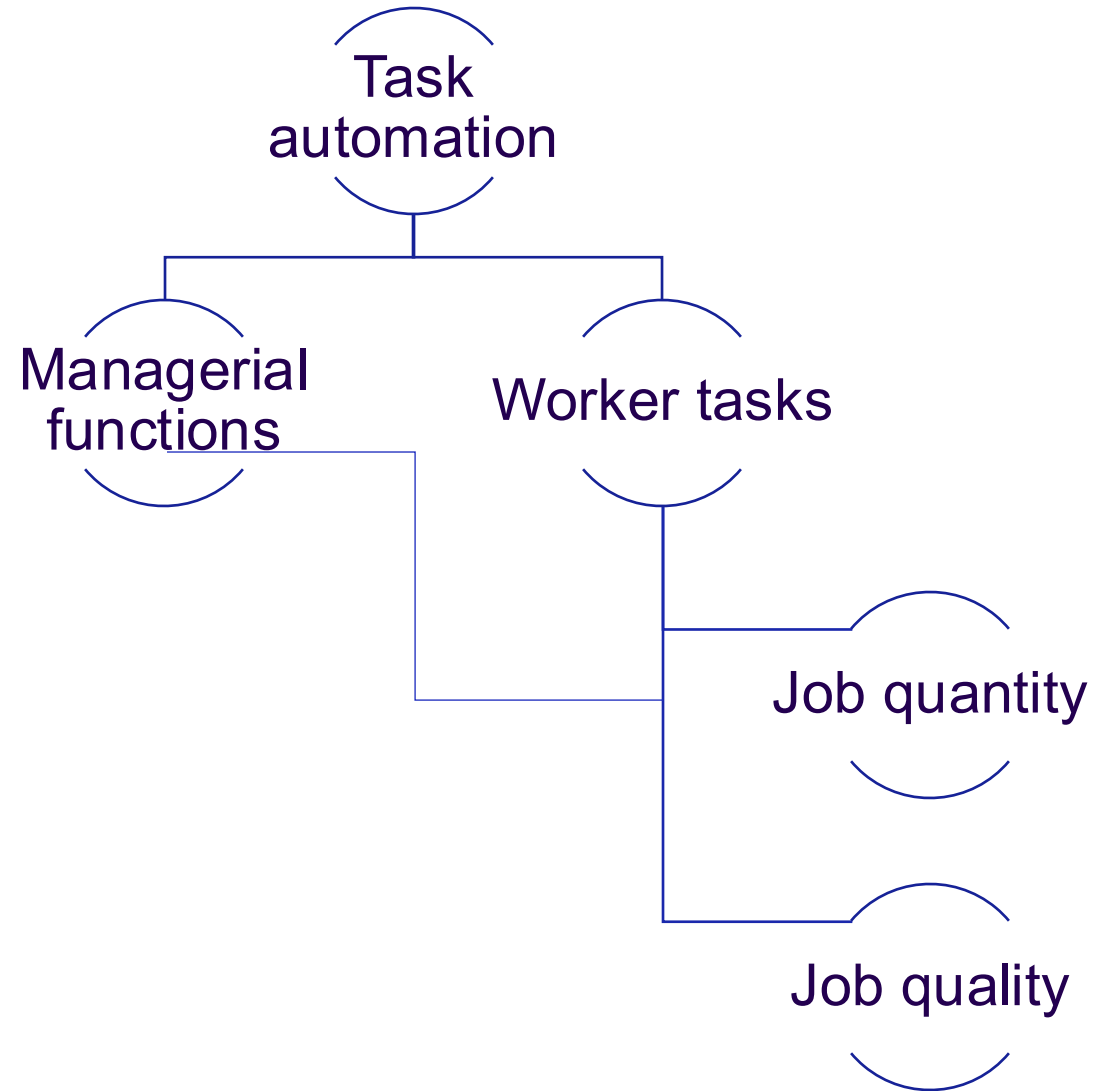


► Generative AI and jobs: Possible implications on job quantity and job quality

Janine Berg, ILO

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

Bogotá, Colombia, 11 September, 2025 (virtual)



More jobs
«transformed»
than made
redundant.

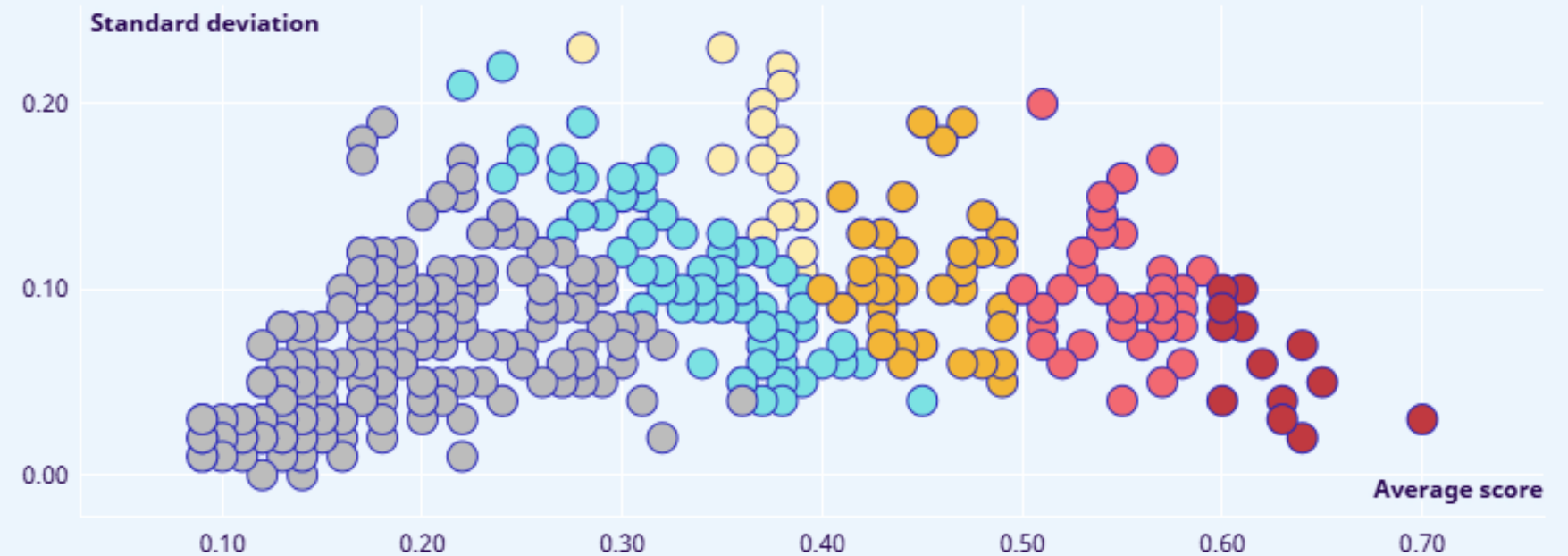
Whether that is
positive or
negative depends
on how that
process is
managed.

► 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

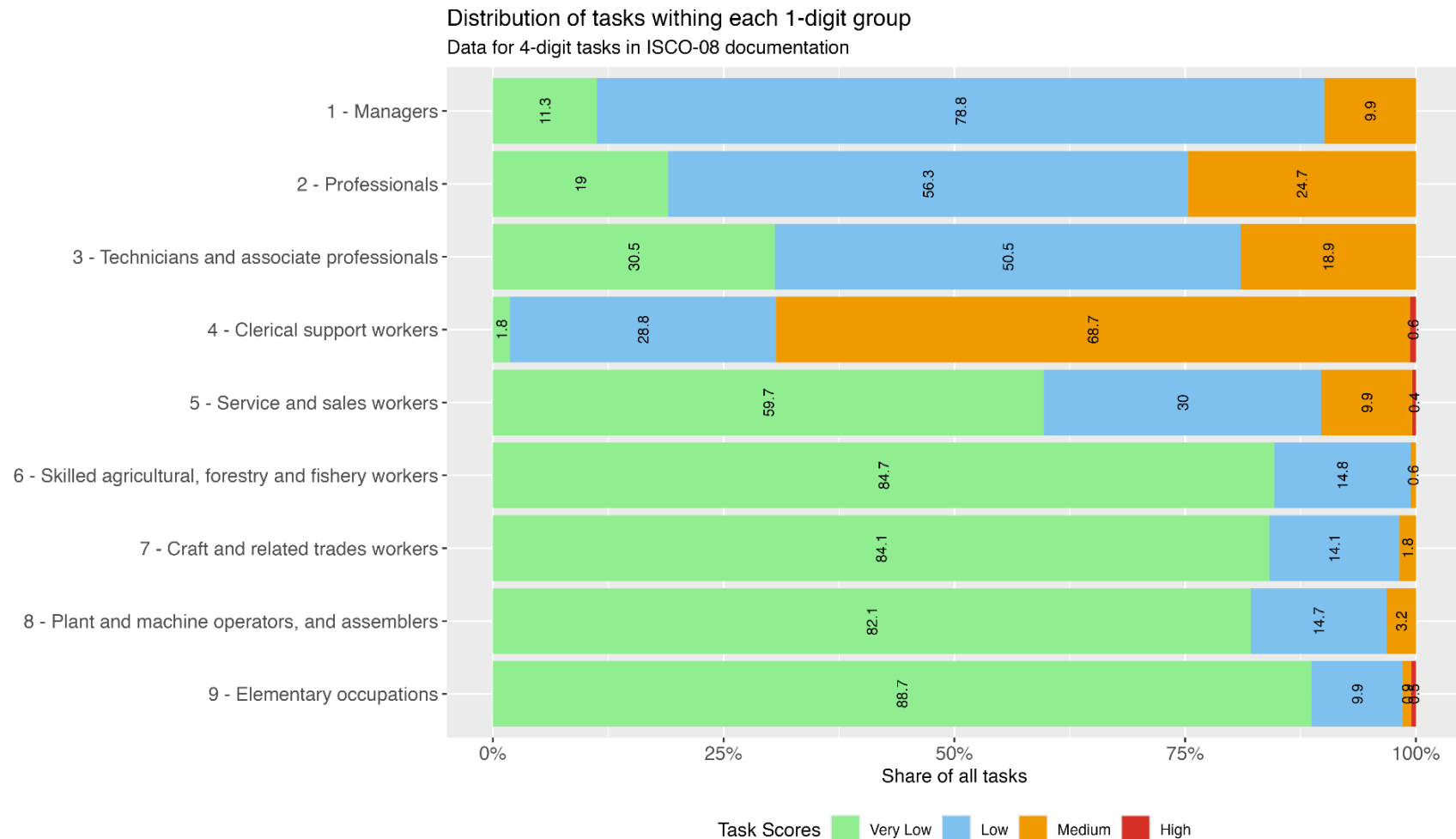
- Highest exposure, low task variability (gradient 4)
- Significant exposure, high task variability (gradient 3)
- Moderate exposure, mixed task variability (gradient 2)
- Low exposure, high task variability (gradient 1)
- Minimal Exposure
- Not Exposed



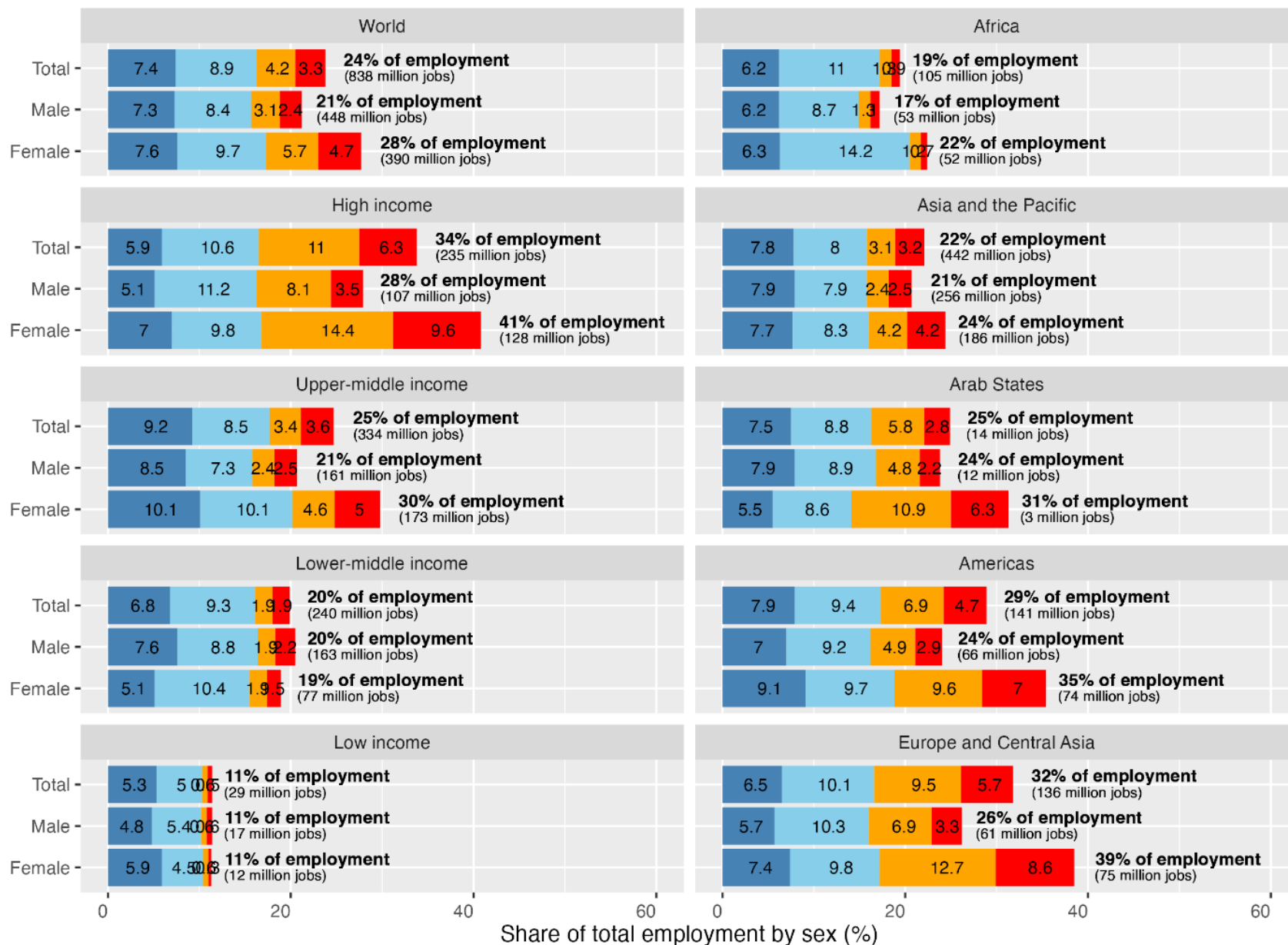
Standard deviation represents the dispersion of task-level automation scores within an occupation. **Average score** represents the mean automation score for all tasks within an occupation.

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

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

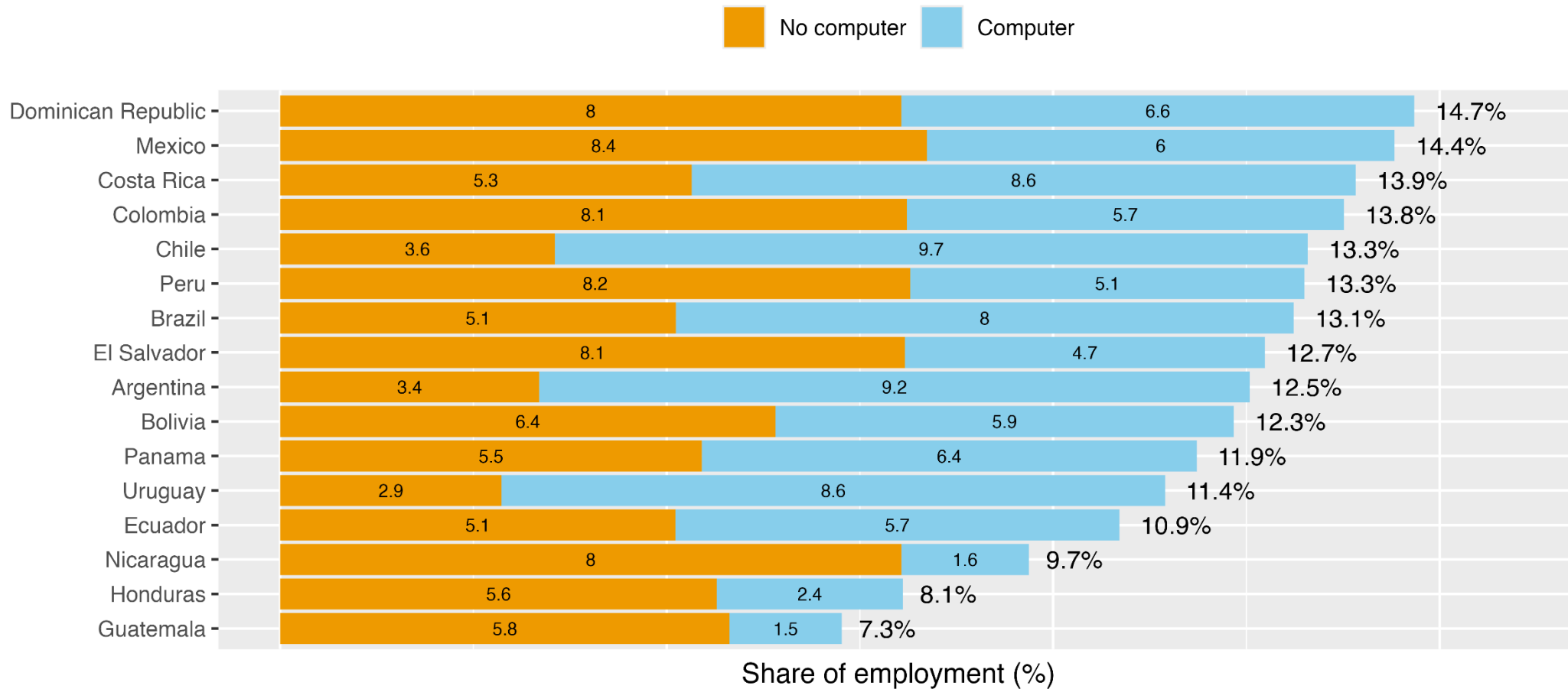


Global estimates of occupations potentially exposed to GenAI (% of employment by sex)

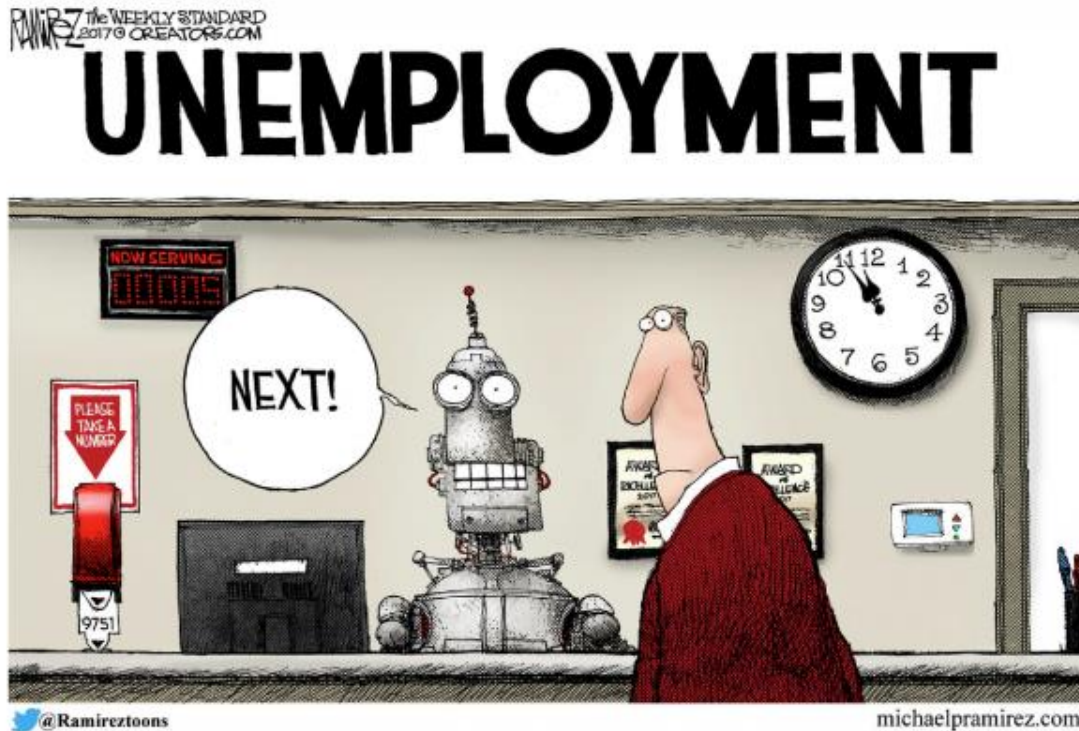


Gradient 1 Gradient 2 Gradient 3 Gradient 4

Bottlenecks to possible «augmentation». Evidence from Latin America



The transition needs to be managed



ilo.org/aiobservatory



► 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



► ILO brief

► Research Brief

May 2025

Generative AI and jobs: A 2025 update

Paweł Gmyrek (ILO*), Janine Berg (ILO*), Karol Kamiński (NASK-PIB), Filip Konopczyński (NASK-PIB*), 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.
- 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.
- 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.
- 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).
- 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.
- 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.
- There is a need to ensure that the transition is managed through social dialogue, to enhance both working conditions and productivity.