

DRAFT AGENDA

IAG WORKSHOP IN PRESENCE ON THE TRENDS AND IMPACT OF AI IN THE LABOUR MARKETS

14-15 May 2025, ETF Villa Gualino, Viale Settimio Severo 65, Turin-Italy

BACKGROUND

Although AI technologies have only recently emerged, they are significantly transforming labour markets. The wide range of AI technologies makes it difficult to determine their exact impact, as different AI tools influence workers differently. Many reports exist to explore AI's trends, applications, and effects on labour markets,¹ but they primarily concentrate on developed economies. Moreover, AI's role in labour markets is continuously evolving with new advancements occurring regularly, while concrete evidence from actual AI implementations remains limited.

ETF has begun an activity focused on the impact of AI in labour markets to:

- develop an 'AI Virtual Assistant' to conduct literature reviews and collect and analyse relevant content information and data;
- produce an 'analytical report on the trends and impacts of AI in global labour markets' from the perspective of developing countries, utilizing both the AI Virtual Assistant and human inputs;
- draft a short reflection paper on AI-related skills demand identified in the literature, with implications for ETF Partner Countries.

As the chair of the Inter-Agency Working Group 1 (IAG) on skills mismatch during 2024-2025, ETF consulted and regularly updated the IAG members on the progress in periodic meetings, including an online presentation of the AI Virtual Assistant concept on 29.11.2024. The IAG workshop in Turin will enable high-level expert exchanges on the topic among the participants, based on the results of three ETF outputs listed above. The specific objectives of the workshop are:

- Present and discuss ETF study results on AI's impact on labour markets in developing countries, seeking the feedback from IAG members for finalisation;
- Initiate a detailed discussion and exchange on the skill demands emerging from various AI applications, focusing on both technical and non-technical skill sets;
- Review and evaluate the generative AI tool's effectiveness in literature review processes to identify areas for improvement.

¹ See the several studies and initiatives at the EC level and JRC: [Navigate Tomorrow's Intelligence Today / AI World: A European approach to artificial intelligence | Shaping Europe's digital future \(europa.eu\)](#); OECD (see the page [Skills - OECD.AI](#)), ILO (e.g. [Artificial intelligence: Generative AI likely to augment rather than destroy jobs \(ilo.org\)](#)), UNESCO (see the page [Artificial Intelligence - AI | UNESCO](#)). There is also a growing body of empirical studies and papers on the topics published by the researchers from universities.

The outcomes of the workshop are expected to assist the IAG working group in advancing their collaborative efforts and cooperation. This includes exploring opportunities for further collaborative research, if required, and drafting a joint IAG paper on 'the skills demand emerging from diverse AI applications in the labour markets of both developed and developing economies'.

DAY 1: 14 May 2025, Wednesday

Chairperson: Jan Peter Ganter De Otero /or/ Ummuhan Bardak, ETF

Time	Agenda Item
09:00-09:30	Arrival of participants and registration
09:30 - 10:00	<p>Welcoming speech, ETF Director /or/ the Head of KNOW Dept.</p> <p>Tour d'table: a brief introduction of participants</p>
10:00 - 11:00	<p>Presentation of the ETF study findings on AI impact in the labour markets, including the perspective of the developing countries (45' + 15'), Mauro Pelucchi, Lightcast</p> <ul style="list-style-type: none"> ✓ <i>Most typical uses of AI applications in the world of work, opportunities and challenges</i> ✓ <i>AI role for employment and labour matching process</i> ✓ <i>AI impact on automation, job creation and job destruction</i> ✓ <i>AI impact on job quality, occupational exposure, change of tasks and/or skills requirements</i> ✓ <i>AI impact on access to jobs and inclusiveness of diverse workers</i> ✓ <i>AI role in production/ sales processes and organisational restructuring</i> ✓ <i>New business models of digitalisation of services for companies</i> ✓ <i>The algorithmic management of work both in traditional and digital contexts</i> <p>Q&A and discussion</p>
11:00 - 11:30	Coffee break
11:30 - 13:00	<p>Round Table 1: Reflections and contributions from the IAG members to the discussion, including feedback on the ETF study presented above (10' each). In their intervention, each institution may consider addressing the following questions:</p> <p>Moderator: External?</p> <ul style="list-style-type: none"> ✓ <i>How can we systematize and classify the main impacts of AI on the labour markets, given its very diverse applications in the world of work (e.g. for employment, in production, work organisation, HR aspects, etc.)?</i> ✓ <i>How do you assess the key findings of the ETF study, in terms of similarities and differences with other studies on the same topic by others? Please provide your additional inputs that are missing and/or need fine tuning.</i> ✓ <i>In your opinion, what are the differences of AI impact in the labour markets between the developed economies versus developing economies?²</i> <p>Intervention from Cedefop Intervention from ILO Intervention from OECD Intervention from UNESCO Intervention from Eurofound Intervention from EC (DG EMPL)</p>

² For the definition of developed and developing economies, please take into account the income-based classification of the World Bank: low, lower-middle, upper-middle, and high income countries.

Time	Agenda Item
	<p>EC Joint Research Centre (JRC)?</p> <p>Q&A and discussion</p>
13:00 - 14:00	Lunch break
14:00 - 15:30	<p>Round Table 2: In-depth discussion on the skills demands emerging from diverse AI-applications in the labour markets</p> <p>Moderator: Elena Magrini, Lightcast Introduction of key findings from the ETF reflection paper, Elena Magrini, Lightcast (20')</p> <p>Interventions from external experts (15' each): -Ethan Ilzetzki, Associate Professor of Economics at the LSE London (tbc)? -Laura Nurski, The Centre for European Policy Studies (CEPS) (tbc)? -Paul Redmond, The Economic and Social Research Institute (ESRI) (tbc)? -Nikos Askitas, IZA Institute of Labor Economics (tbc)? -Pawel Gmyrek ILO Research Dept (tbc)?</p> <p>In their intervention, each speaker may consider addressing the following questions:</p> <ul style="list-style-type: none"> ✓ <i>Based on your work on AI-related skills demand, how can you classify this demand in terms of specific skills-sets (e.g. AI-related technical skills, other non-technical skills, etc.)?</i> ✓ <i>Based on your experience, can you identify any specific AI impact on certain economic sectors, certain occupations, and/or workers with different skill-levels?</i> ✓ <i>How can you describe the most important assets of future workers in the world of work augmented by diverse AI applications?</i> ✓ <p>Q&A and discussion</p>
15:30 - 16:00	Coffee break
16:00 - 17:30	<ul style="list-style-type: none"> • Demonstration of the final version of the AI Virtual Assistant tool and its User Manual, Ettore Colombo, Lightcast (30') • Discussion of the capabilities and limitations of AI-assisted tools in literature review, Sophie Gvasalia, Lightcast (15') <p>Feedback and sharing of experiences by the IAG members in using similar AI research tools (45')</p>
19:00 - 22:00	Official dinner? (tbc)

DAY 2: 15 May 2025, Thursday

Chairperson: Jan Peter Ganter De Otero / or/ Ummuhan Bardak, ETF

Time	Agenda Item
09:30-10:00	Recap of the discussions from previous day, ETF
10:00 - 11:0	<p>Round Table 3: Discussion of a workplan for IAG WG1 on the topic of 'AI-related skills demand in the labour markets'</p> <p>The outcomes of the workshop are expected to assist the IAG working group in advancing their collaborative efforts and cooperation. This includes exploring opportunities for further collaborative</p>

Time	Agenda Item
	<p>research, if required, and drafting a joint IAG paper on 'the skills demand emerging from diverse AI applications in the labour markets of both developed and developing economies'.</p> <p>Moderator: ETF?</p> <ul style="list-style-type: none"> • Is there a need for further collaborative research on the topic and any proposals? • Do we agree on drafting a joint IAG paper on AI-related skills demand in the labour markets? • What would be the outline of the joint paper and key sub-sections to be included? • How can we divide roles and responsibilities among IAG members on the agreed workplan? • Who can do overall coordination of the work and be a penholder for the IAG group? <p>Examples of sub-topics that could be included in the joint IAG paper:</p> <ul style="list-style-type: none"> ✓ <i>Classification of AI-related skills demands by areas/ types/skillsets</i> ✓ <i>Identification of sectors, occupations and skill levels that are affected the most by AI</i> ✓ <i>AI impact on future employment patterns/ forms and employment-related benefits</i> ✓ <i>Description of most important assets of future workers in AI-augmented work</i> ✓
11:00 - 11:30	Coffee break
11:30 - 12:30	<ul style="list-style-type: none"> • Tips for prompt engineering in the effective use of generative AI, Sophie Gvasalia, Lightcast (15') • Tools and techniques for designing prompts to optimise AI research, Sophie Gvasalia, Lightcast (15') <p>Q&A and discussion (30')</p>
12:30 - 13:00	Conclusions and next steps
13:00 - 14:30	Lunch + departure of participants