



6 February 2025

Global Parliamentary Network

SESSION ON AI IN WORK, INNOVATION, PRODUCTIVITY AND SKILLS

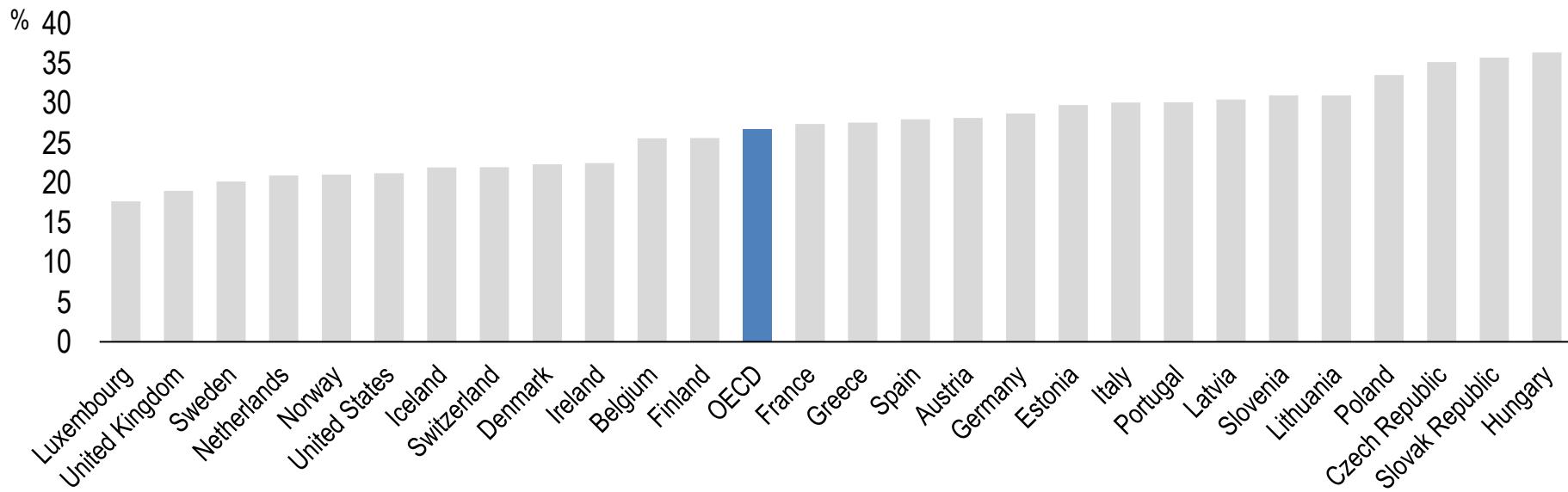
Angelica Salvi Del Pero

Senior Advisor to the OECD's
Director for Employment, Labour and Social Affairs



The risk of automation is high

Share of employment in occupations at the highest risk of automation by country, 2019

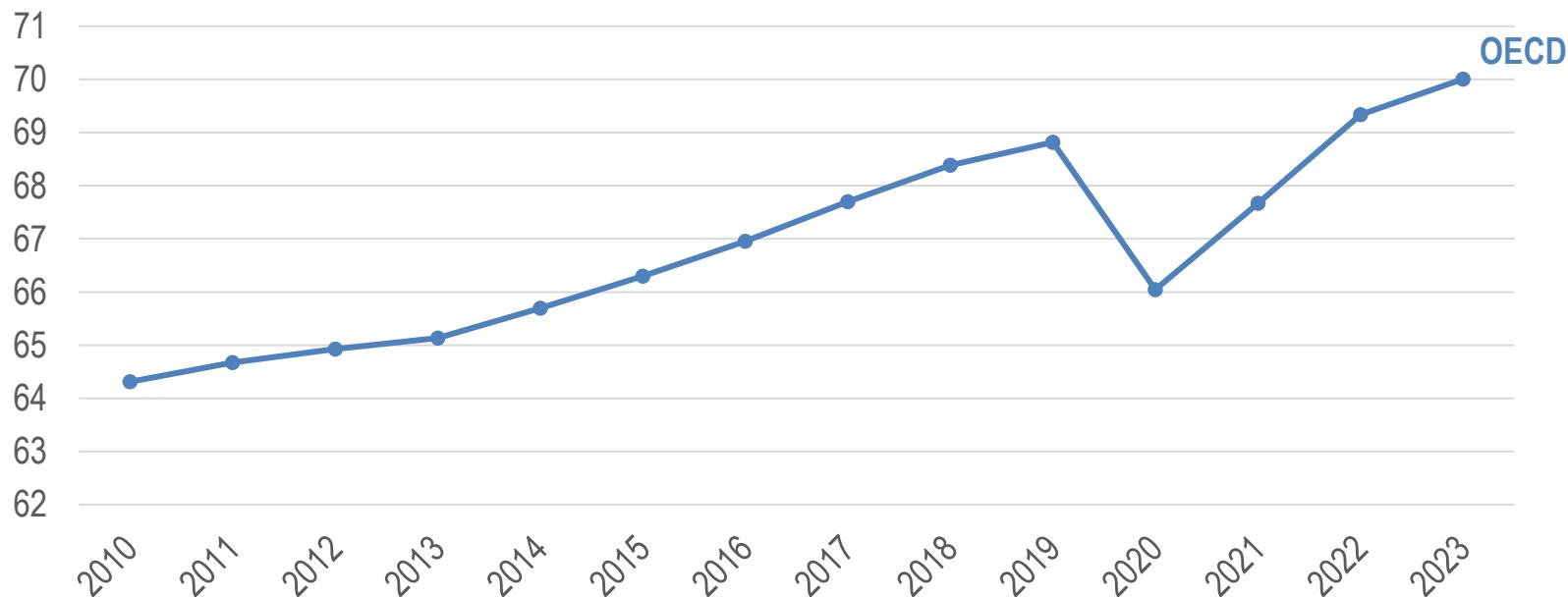


Source: OECD Employment Outlook 2023



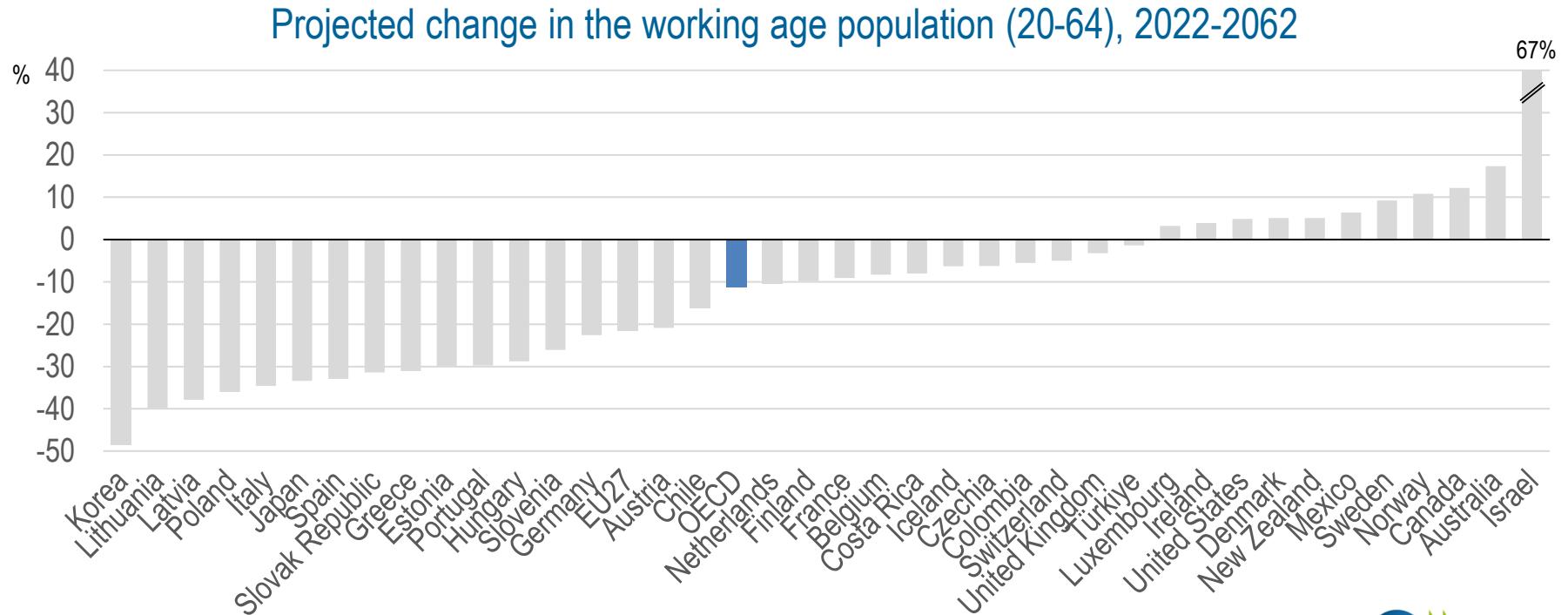
But employment rates at record high

Employment to population ratio, ages 15 to 64





Looming declines in the workforce



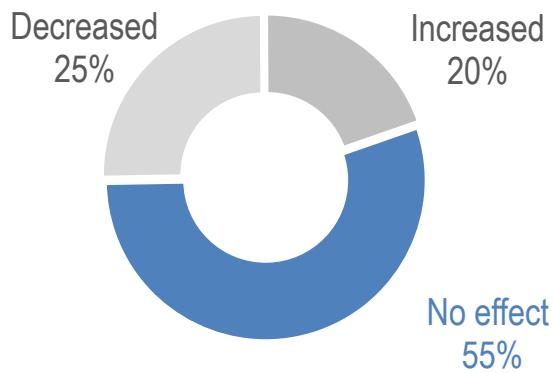
Source: OECD Pensions at a Glance 2023



So far, no negative effect on net employment & positive effects on performance and job quality

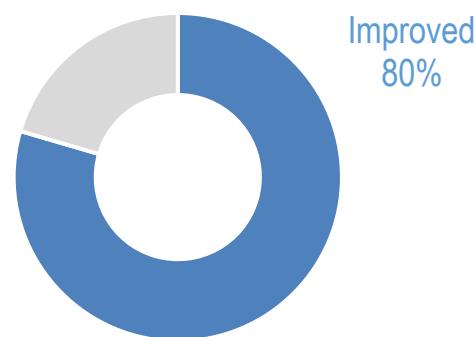
Reported effect on number of jobs

Cross country average, % employers using AI



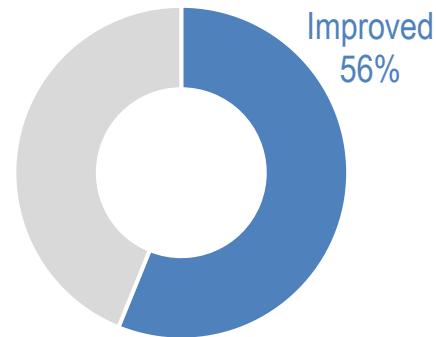
Reported effect on performance

Cross country average, % workers using AI



Reported effect on physical health and safety

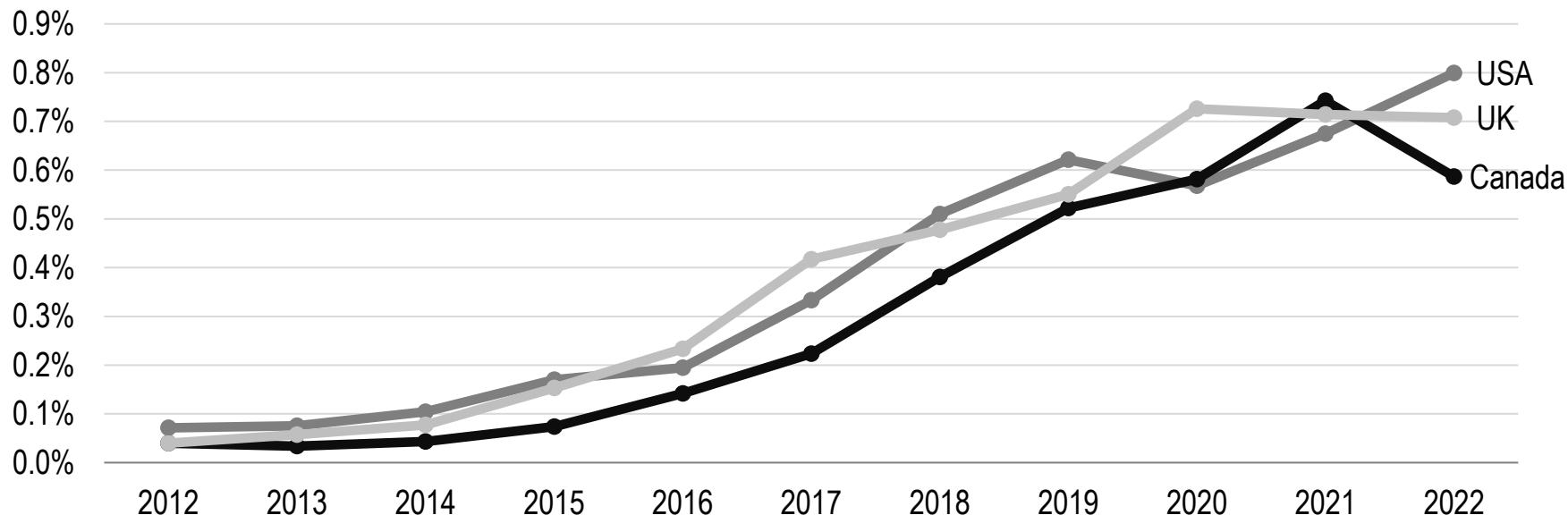
Cross country average, % workers using AI





AI creates new jobs: increasing demand for workers with AI skills

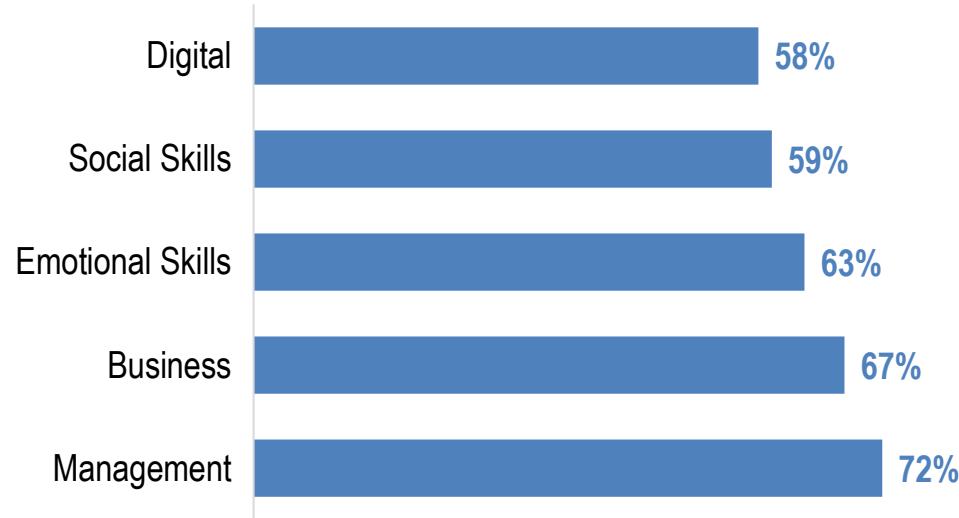
% of vacancies requiring AI skills





Much broader changes in skills needs

Most demanded skills in occupations highly exposed to AI

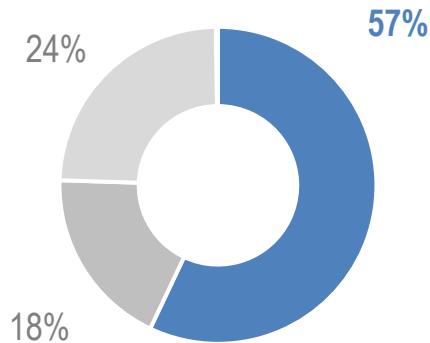




There are risks that need to be addressed

% workers worried about their privacy

Cross country average, % workers using AI



- ❖ Bias
- ❖ Autonomy and agency
- ❖ Transparency
- ❖ Explainability and accountability



Need for policy action

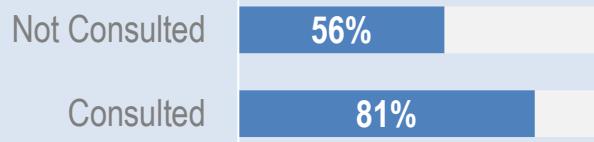
Training

Lack of skills is a barrier to AI adoption for **42%** of employers

Social dialogue

Impact of AI is better when workers are consulted

% workers that report an improvement on performance



- ❖ AI does not operate in a regulatory vacuum
- ❖ But likely need to **adapt policies**
 - ❖ e.g., data protection, anti-discrimination, workplace health and safety
- ❖ Need for **transparency, understandable** information, and clearly defined **responsibilities**



What is the OECD doing?

- ❖ OECD AI Principles
- ❖ OECD surveys of AI in the labour market
 - ❖ OECD survey of algorithmic management
 - ❖ Survey of generative AI and SMEs
- ❖ Using AI in training



Thank you

 <https://www.oecd.org/en/topics/future-of-work.html>

<https://www.linkedin.com/company/oecd-social>