



FUTURE OF WORK

AI POLICY LAB

HARNESSING AI FOR DECENT WORK

5 – 7 NOVEMBER 2025

TURIN, ITALY

Information Note



International
Labour
Organization




International Training Centre





Shape the future of work— join the AI Policy Lab to co-create inclusive, forward-thinking solutions for the age of AI.



BACKGROUND

Many countries continue to face the persistent challenge of creating sufficient employment opportunities. The rapid evolution of new technologies, particularly generative artificial intelligence (GenAI), has elevated the issue from long-term speculation to a pressing global policy priority.

According to the ILO's 2025 estimates, one in four jobs worldwide is exposed to GenAI to some degree, with women and clerical workers particularly affected. The main concern is not widespread job loss, but changes to work content, quality and autonomy. Exposure also varies greatly by region: in high-income countries, 34% of jobs fall into exposed occupations, compared to just 11% in low-income countries. These disparities—especially where gender and income intersect—highlight the need for equity-focused, inclusive policy responses grounded in social dialogue.

Despite increasingly rich analysis that highlights potential impacts, considerable uncertainty remains surrounding whether AI will drive productivity and changes to job quantity and quality. However, such analysis has largely been confined to advanced economies, leaving fewer concrete insights for low- and middle-income countries. At the same time, governments, social partners and other organizations are investing in the development and deployment of AI tools to improve the efficiency of services and increase access to information and data.

Given the fast-paced change, there is a strong demand for learning from these efforts to understand the impact of AI on the world of work and how countries are responding through policies and regulations, along with AI use cases. Social dialogue is already playing a crucial role in driving discussions on AI and the world of work, though many partners continue to face capacity constraints.

The AI Policy Lab responds to this need. Hosted by the ITCILO and facilitated by leading ILO experts, it offers an immersive, forward-looking space where constituents can collectively explore the impact of AI on labour markets and application of AI use cases to the world of work. Through scenario-building, foresight tools and participatory co-design, participants will explore employment-related transformations and policy responses suited to their own contexts.

The Lab aims not only to build technical insight and strategic capacity, but also to promote trust, dialogue, and convergence—essential ingredients for shaping fair and inclusive transitions in the age of AI.

OBJECTIVES

The AI Policy Lab is designed as a forward-looking platform where ILO constituents can actively share the latest insights and lessons on understanding impact, developing policies and regulations, and the development and deployment of AI. As AI continues to evolve and outpace traditional policy responses, the Lab aims to catalyse fresh thinking, foster inclusive dialogue, and move participants toward crafting practical, future-fit solutions.

The Lab will:

- Explore how AI is reshaping labour markets and employment relations, with a focus on identifying key policy challenges;
- Create a space for knowledge sharing and collaborative design, enabling participants to co-develop draft approaches tailored to their national or sectoral contexts;
- Strengthen the role of tripartite social dialogue in anticipating AI's impacts and informing inclusive policy frameworks;
- Equip participants with tools, foresight techniques, and comparative insights to take a leadership role in shaping the governance of AI at national, regional and global levels.

By promoting shared understanding and co-creation, the Lab aims to contribute to the emergence of a more coherent, inclusive and anticipatory policy agenda for AI in the world of work.

CONTENT AND STRUCTURE

The AI Policy Lab will unfold over three days, combining foresight, dialogue and hands-on policy sandboxing. Each day will build progressively toward developing practical and context-sensitive approaches to AI governance in the world of work, with a core focus on employment-related challenges and opportunities.

Module 1: Understanding the landscape

This module focuses on stocktaking—examining the current impact of AI on jobs, tasks, and work organisation, alongside policy and regulatory responses taking shape globally. Drawing on the latest ILO research and comparative country experiences, participants will examine patterns of job augmentation versus automation, shifts in task composition, and disparities in exposure by gender, income level, and occupation. In parallel, they will analyse how governments and social partners are responding and identify key gaps and emerging tensions.

Module 2: Exploring possible futures

This module will introduce foresight techniques to help participants navigate uncertainty and explore plausible trajectories of AI adoption. Scenario-building and guided reflection will support analysis of how different regulatory choices, technological developments and institutional capacities may shape outcomes for workers and businesses. The foresight lens will act as a stimulus for identifying long-term risks, opportunities, and potential strategic options.

Module 3: From insights to action

The final module will take the form of a policy sandboxing exercise. Participants will work in small groups to co-develop draft responses to key governance challenges associated with employment impacts of AI. A central focus will be on promoting opportunities, while preventing or mitigating negative employment outcomes, including displacement, polarisation, and job quality deterioration. Other focus areas may include algorithmic management and worker protection, transparency and recourse mechanisms, inclusive access to AI-enabled opportunities, and institutional coordination. Groups will present policy or regulatory prototypes and receive peer feedback, with the aim of developing actionable concepts for further exploration or piloting in national settings.

Throughout the Lab, the focus will remain on fostering inclusive dialogue, drawing on diverse tripartite perspectives, and grounding all discussions in the overarching objective of promoting decent work in the age of AI.

KEY FEATURES

LATEST TRENDS

Learn, unlearn, re-learn: reinterpret pedagogical concepts for the 21st Century classroom

PARTICIPATION

Take an active role: experience the training cycle through a competency-based approach

INNOVATION

Do it differently: active learning methods, digital engagement tools, gamified approaches, creative thinking

PROJECT-BASED

Take it to the next level: demonstrate knowledge and skills in applying core trainer's competencies

WHO ATTENDS THIS COURSE?

The AI Policy Lab is designed for representatives of governments, workers' and employers' organisations from ILO member States who are actively engaged in shaping policy and institutional responses to digital transformation in the world of work. Participants may include officials from ministries of labour, employment, digital affairs, or planning; leaders of trade unions and employers' associations; and technical experts involved in national policy design, digital governance, or labour market regulation.

The Lab is particularly suited to those seeking to deepen their understanding of AI's implications for the world of work, exchange experiences across countries, and co-develop forward-looking policy ideas grounded in social dialogue and decent work principles.

FORMAT AND METHODOLOGY

The AI Policy Lab offers a carefully curated environment for structured exploration, dialogue, and co-creation. It facilitates a participatory process that supports policy reflection, cross-country learning, and strategic foresight.

Participants will engage in a mix of expert framing, peer dialogue, and collaborative policy sandboxing activities. The methodology draws on practical foresight approaches and design thinking tools to help participants navigate complex challenges and prototype policy responses suited to their own contexts.

Key methodological features include:

- **Peer exchange** to share institutional experiences and identify common policy dilemmas;
- **Foresight and scenario exploration** to support longer-term and systems-oriented thinking;
- **Policy sandboxing** focused on the co-creation of explorative policy solutions;
- **Expert contributions** to stimulate thinking and ground the dialogue in current evidence and practice;
- **Iterative group work** to refine ideas and strengthen mutual understanding.

Set in the ITCILO Innovation Lab, the format encourages creativity, openness and active engagement across all sessions. Emphasis is placed on drawing from the expertise in the room to generate insights that are actionable and relevant to diverse country contexts.

HOW TO APPLY

You can find the application form here: <https://oarf2.itcilo.org/STF/E9018526/en>

Deadline for application: **26 September 2025**

TUITION FEES

Tuition: €700

Subsistence: €495

Total: €1,195

ITCILO has a limited number of fellowships available for developing countries that may cover part of the tuition fees! If eligible, early applicants will be given priority so, if interested in the course, please enquire as soon as possible. *You will be able to add your request for an ITCILO fellowship directly in the application form mentioned above.*

CAMPUS LIFE

A THRIVING UNITED NATIONS CAMPUS AND COMMUNITY OF PROFESSIONAL PEOPLE FROM AROUND THE WORLD

- **Three organizations** from the United Nations system on campus
- **More than 300 training courses** and activities in a stimulating international environment
- **Thousands of participants** from all over the world

ENVIRONMENT AND SURROUNDINGS

Grab a campus bicycle and explore the Turin Centre.

Located in a leafy park on the banks of the Po River, it's a great place for study and collaboration. Experience innovative learning and training methods in modern classrooms equipped with simultaneous translation services.

HOUSING, DINING, AND MORE

Comprising more than 280 private dormitories, the **Turin Campus provides a broad range of services for course participants and partners** including a free-flow restaurant, travel agency, laundromat, post office, gym, medical services and a reception desk open 24/7.

COMMUNITY ENGAGEMENT AND DIVERSITY

Participants can enjoy social events organized by the Turin Centre as well as by their course facilitators. Whether on or off campus, people from different cultural backgrounds have the opportunity to listen to live music together, cook and share traditional foods, or team up to play games and network.

WITHDRAWAL, CANCELLATION POLICY, AND REFUNDS FOR OPEN COURSES

If an enrolled participant wishes or must withdraw from a course, they may choose to apply to a different course or be substituted by another candidate. The participant must notify the Centre, in writing, of their decision at least 14 days prior to the start date of the course. Cancellation of participation in regular courses will result in the following penalties:

- 14 days or more prior to the start date of the course: No penalty, 100% refund of amount paid less applicable bank charges
- 8 to 13 days prior to the start date of the course: Penalty of 50% of course price, refund of residual amount paid (if any) less applicable bank charges
- 7 days or less prior to the start date of the course: Penalty of 100% of course price.

INFO

FOR FURTHER INFORMATION PLEASE CONTACT

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COURSE CODE: E9018526