



ARTIFICIAL INTELLIGENCE

# AI POLICY LAB

HARNESSING AI FOR DECENT WORK

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TURIN, ITALY

*Information Note*



International  
Labour  
Organization



Global Coalition  
for Social Justice



Politecnico  
di Torino



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**

The rapid evolution of new technologies in recent years, particularly generative artificial intelligence (GenAI), is creating both new opportunities and challenges in labour markets around the world.

Overall, the ILO [estimates](#) that, while one in four workers across the world are in an occupation with some degree of GenAI exposure, most jobs will be transformed rather than made redundant, though the impact varies by occupation, sector and level of country's development. In high-income countries, 34% of jobs fall into exposed occupations, compared to just 11% in low-income countries. At the same time, AI is already impacting the workplace in other ways, including through changes to work processes, job quality and autonomy. These effects highlight the need for agile, updated policy responses grounded in social dialogue.

Despite increasingly rich analysis that highlights potential impacts, considerable uncertainty remains surrounding whether and under what conditions AI will drive productivity and changes in the labour market. The pace and scale of AI adoption is uneven across countries and sectors, depending not only on technological readiness but also on enabling policy environments, institutional capacity and social dialogue mechanisms. Analysis on AI has largely been confined to advanced economies, leaving fewer concrete insights for low- and middle-income countries. While a digital divide acts as a barrier to the development and deployment of AI, many developing countries are exploring ways to support use cases within government, along with initiatives to promote new technologies for private sector development and entrepreneurship. In these contexts, particularly for MSMEs, access to skills, infrastructure, finance and regulatory clarity are critical determinants of whether AI adoption translates into productivity gains, decent job creation and business growth.

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. 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 and constitutes a key contribution to the [Global Coalition for Social Justice](#), a ground-breaking initiative aimed at intensifying collective efforts to address social justice deficits and accelerate the implementation of the Sustainable Development Goals and the Decent Work Agenda. The Lab is delivered under the Coalition's key intervention on AI for social impact, which seeks to promote a human-centred approach to AI by supporting governments and employer and worker organizations, together with multilateral organizations and other relevant stakeholders. Through strengthened partnerships, enhanced knowledge and capacities, and support for the implementation of relevant actions, the intervention aims to underpin policy and regulatory responses at national and global levels that promote decent work opportunities and address AI-related challenges in line with empirical evidence, international labour standards and social dialogue.

Hosted by the ITCILO and co-organised with ILO specialists and the Politecnico di Torino, the AI Policy Lab offers an immersive, forward-looking space where participants, including ILO 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 delivering on the AI for social impact key intervention under the ILO’s [Global Coalition for Social Justice](#), which brings partners together to shape fair and inclusive transitions in the age of AI.

## OBJECTIVES

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

The Lab will:

- Explore how AI is reshaping workplaces, labour markets and employment relations, with a focus on identifying key policy challenges and enabling conditions for human-centred AI adoption;
- 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 and bipartite 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 AI policy responses 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 four days, combining foresight, dialogue and hands-on policy sandboxing. Each day will build progressively toward developing practical and context-sensitive approaches to AI policies in the world of work, with a core focus on employment-related challenges and opportunities. Across the three modules, the Lab will move from an assessment of current dynamics to the exploration of possible future trajectories and towards the co-development of policy responses. Throughout this progression, discussions will address four interrelated policy themes:

- **How AI is reshaping labour markets** through processes of job creation and job destruction, focusing also on skills and training responses needed to anticipate change and support workforce transitions;
- **Job quality** in the context of AI adoption and algorithmic management practices, which have implications for working conditions, work organization and employment relationships;
- **Ethical and governance considerations in the workplace**, with attention to transparency, accountability and responsible approaches to the development and deployment of AI systems;
- **The potential of AI and digital tools for employment policymaking**, exploring how this can strengthen labour market analysis and policy design.

## Module 1: Understanding the landscape

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This module focuses on stocktaking—examining the current impact of AI on jobs, tasks and work organization, 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 and automation and shifts in task composition, along with changes in workplace organization, which have implications for productivity and jobs. In addition, it will address disparities in exposure by gender, income level, firm-size and occupation, including implications for skills demand and job quality. In parallel, they will analyse how governments and social partners are responding and identify key gaps and emerging tensions.

## Module 2: Exploring possible futures

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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. Scenarios will consider different adoption pathways, including variations across enterprise size, sector and national context, and how regulatory choices may influence innovation capacity and employment outcomes. The foresight lens will act as a stimulus for identifying long-term risks, opportunities and potential strategic options, while enabling participants to explore how alternative futures may shape employment and skills dynamics, job quality and ethical considerations, as well as the evolving role of AI and digital tools in policymaking.

## Module 3: From insights to action

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The final module will take the form of a policy sandboxing exercise, which is intended as a learning and capacity-building tool and will be explanatory in nature. Participants will work in small groups to co-develop draft responses to current and future impacts of AI on labour markets and workplaces, translating insights on employment effects, skills need, job quality and ethical concerns into concrete policy options. A central focus will be on identifying policies and practices that enable responsible human-centred AI adoption while supporting workforce transition, job quality and inclusion. Participants will be encouraged to consider how different policy choices can affect workers, business operations and employment outcomes. Groups will present their responses and receive peer feedback, with the aim of developing actionable concepts for further exploration or piloting in national settings by tripartite constituents and other partners.

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.

## WHO ATTENDS THE LAB?

The AI Policy Lab brings together participants engaged in shaping policy and institutional responses to digital transformation in the world of work, including representatives of governments, workers' and employers' organizations from ILO member States. Participants may include officials from ministries of labour, employment, digital affairs or planning; representatives 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 cocreation. It facilitates a participatory process that supports policy reflection, cross-country learning and strategic foresight.

The 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.

In addition, the methodology incorporates moments of practical exposure through study visits and structured interactions with organisations and actors directly engaged in the development and use of AI. These exchanges are intended to ground policy discussions in real-world applications in the world of work, deepen understanding of how AI is currently informing decision-making processes, and provide an opportunity to reflect collectively on their broader implications for work organisation, job quality and governance frameworks.

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.
- **Study visits** to inform policy reflection through practical examples.

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/E9019409/en>

Deadline for application: **27 March 2026**

## TUITION FEES

Tuition: €805

Subsistence: €635

Total: €1.440

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: E9019409**