

Bridging the AI Divide

How AI Exposure Varies across Gender, Geography, and Income in the Global Workforce

Presentation by
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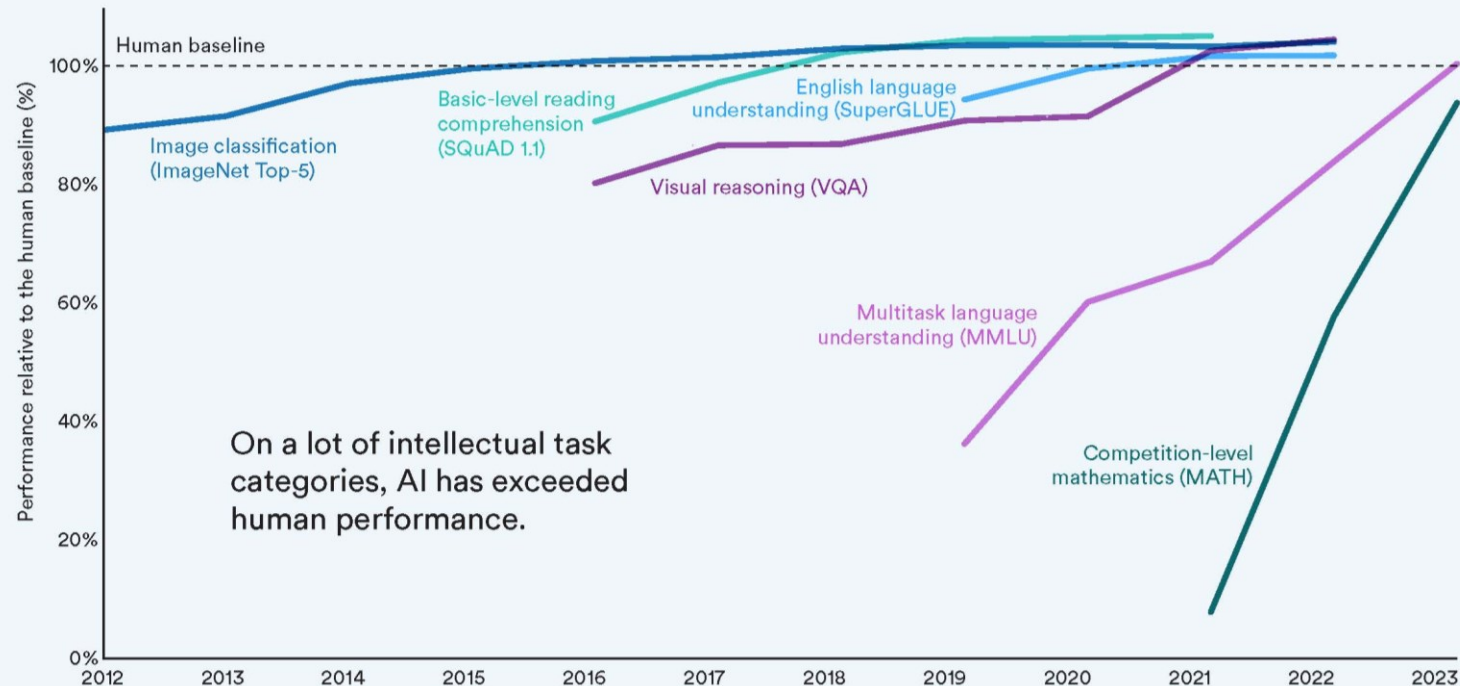


International
Labour
Organization

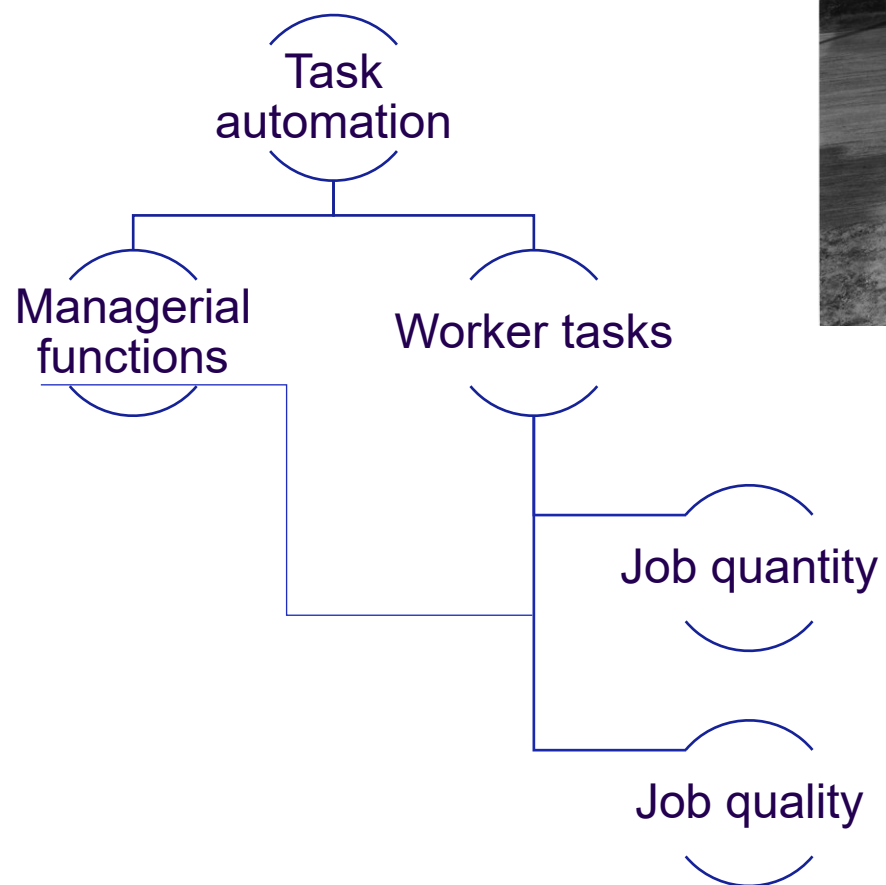
Why are we all talking about AI?

Select AI Index technical performance benchmarks vs. human performance

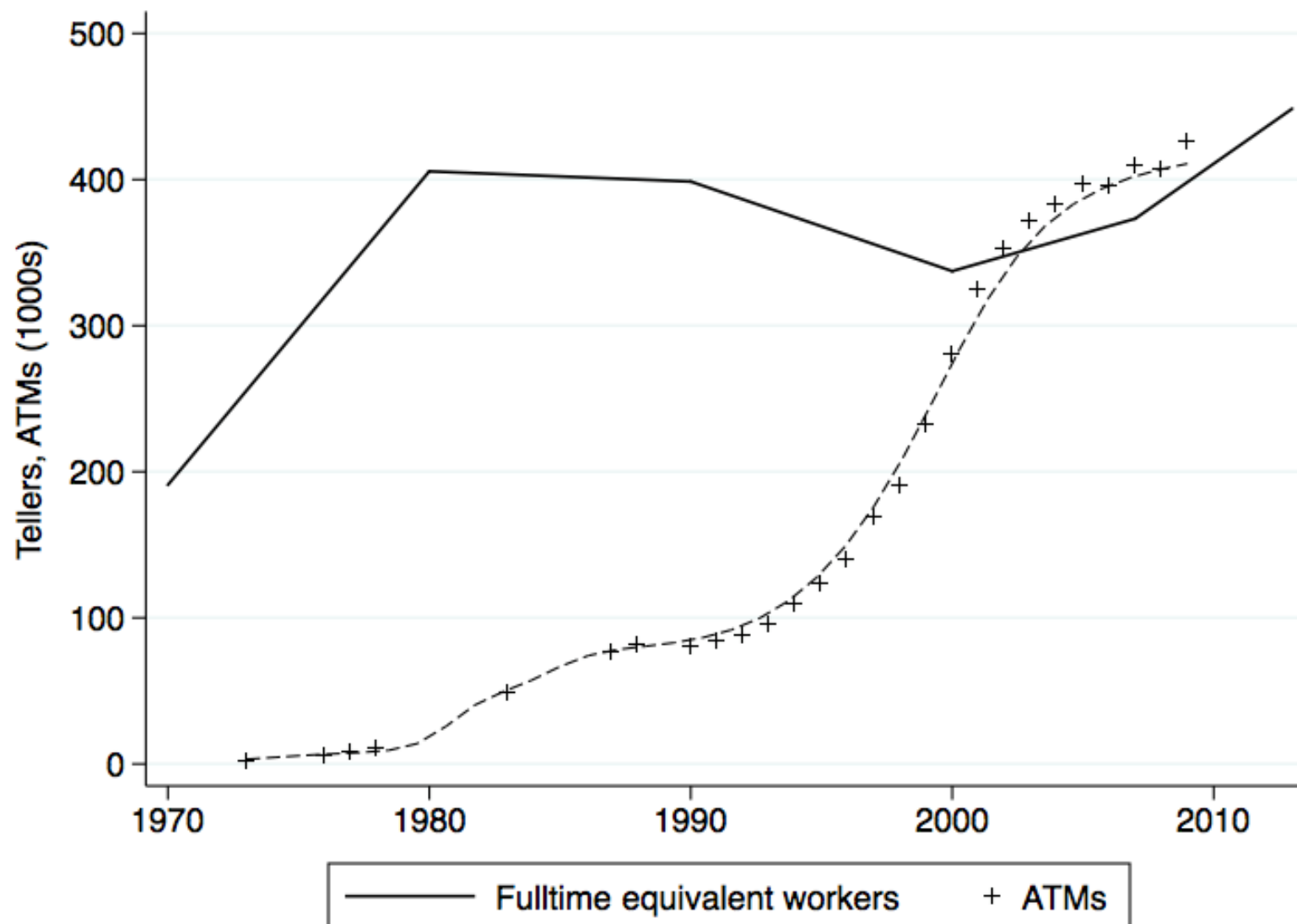
Source: AI Index, 2024 | Chart: 2024 AI Index report



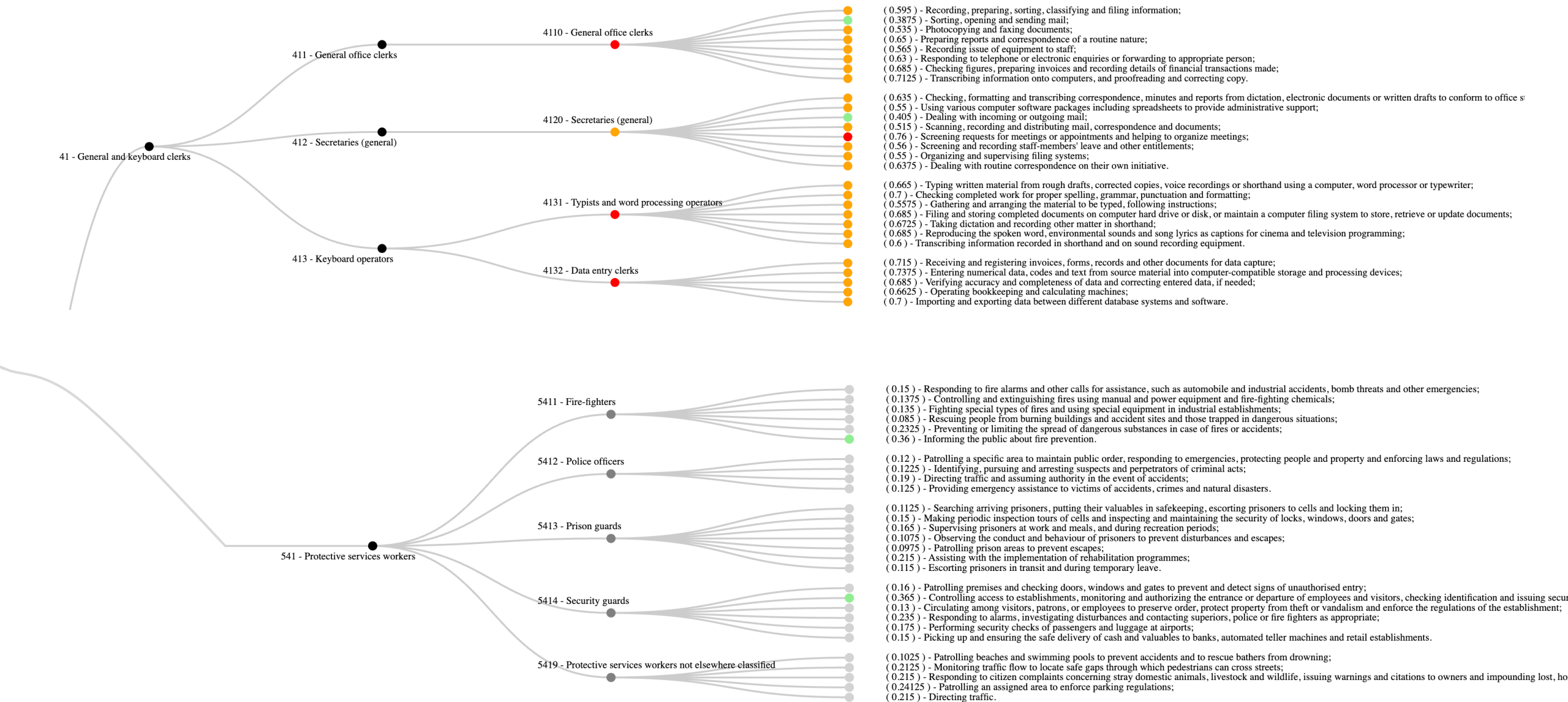
► Technology and job tasks



ATMs and bank tellers



Task-Based Approach to Occupational Exposure: Task Bundles



► 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

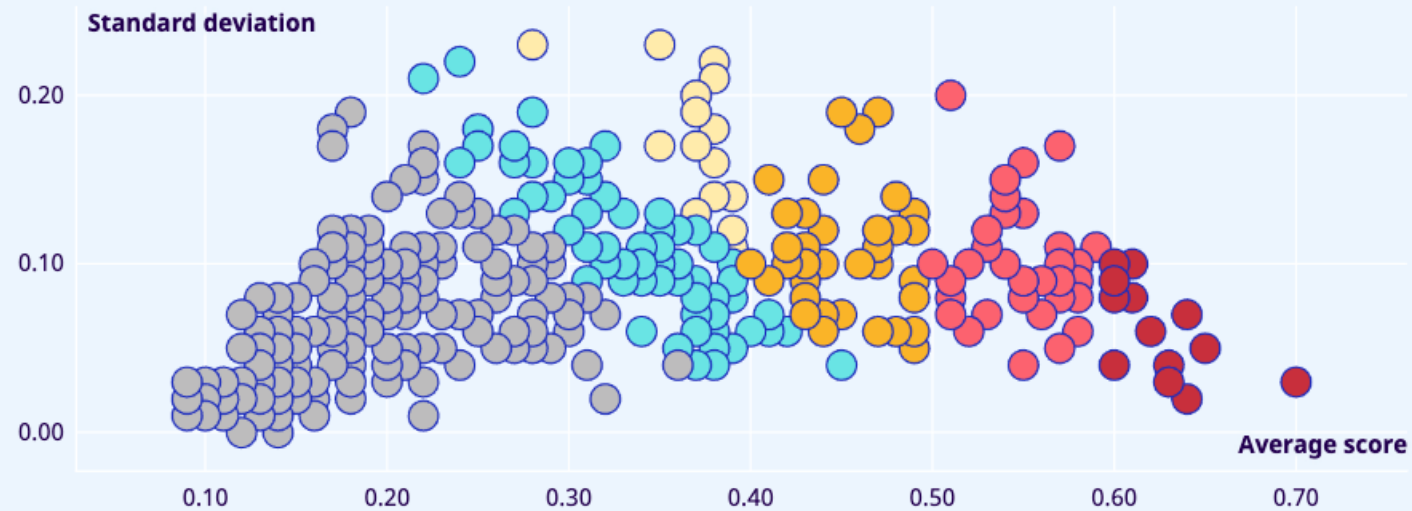
Professionals

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](#)

Figure 17: AI Exposure Gradient: ISCO-08 4-digit level occupations

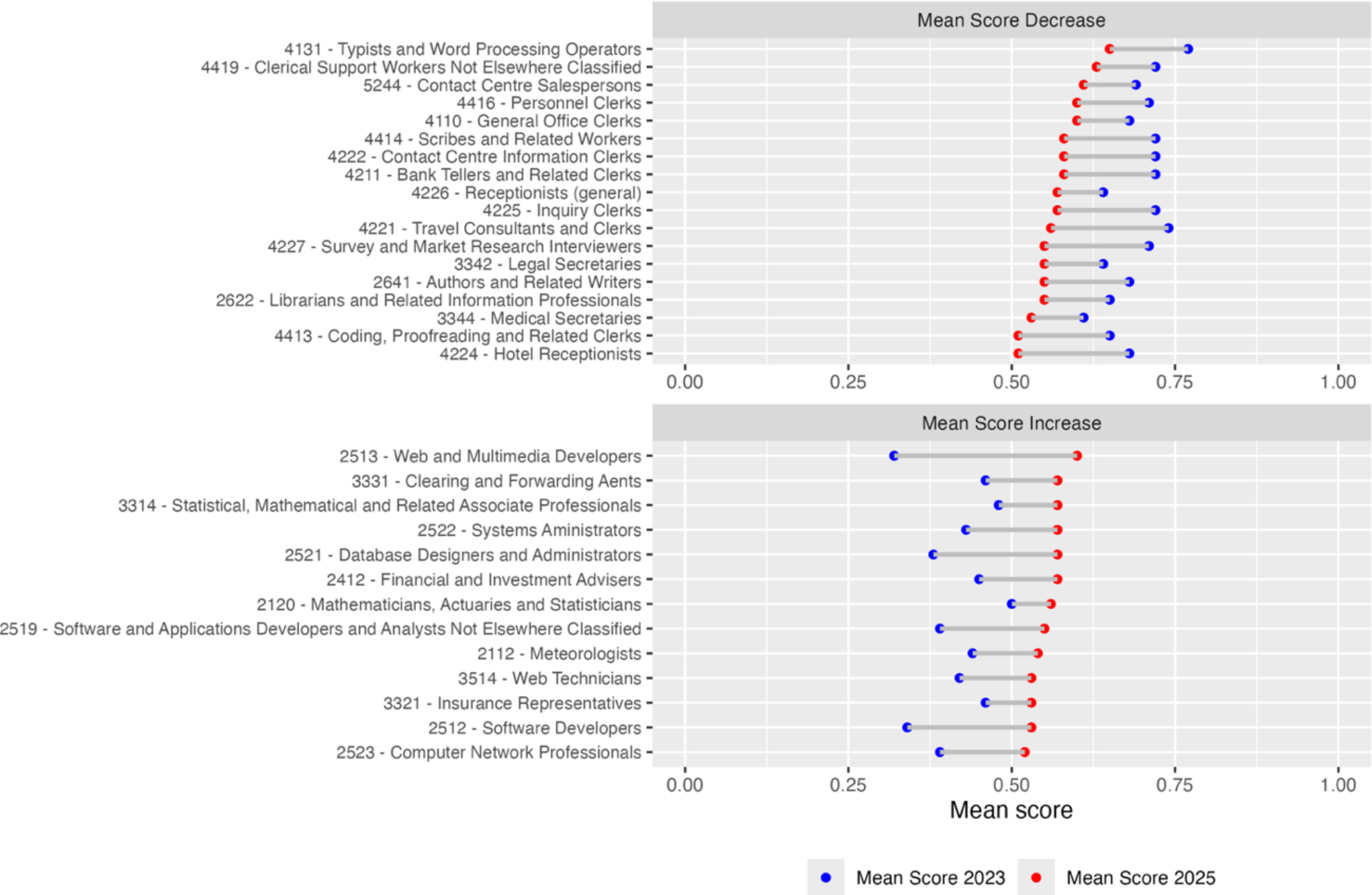


Figure 20: Global estimates of occupations potentially exposed to GenAI (% of employment by sex)



What is *AI-driven Augmentation*?

Impact of LLM Assistance on Physician Decision-Making: A Multi-Country Randomized Controlled Trial

Nicholas Rounding, Luthfi Saiful Arif, Janine Berg, Jochen Cals, Diederik De Boer, Eefje De Bont, Sander Dijksman, Ardi Findyartini, Didier Fouarge, Marie-Christine Fregin, Pawel Gmyrek, Nadia Greviana, Ralph Leijenaar, Soraiya Manji, Anastacia Mbithi, Norah Obungu, Arierta Pujitresnani, Roselyter Rianga, Diantha Soemantri, Sairabanu Mohamed Rashid Sokwalla, Sanne Steens, Lucia Velasco, Ardy Wildan, Prasandhya Astagiri Yusuf, and Mark Levels



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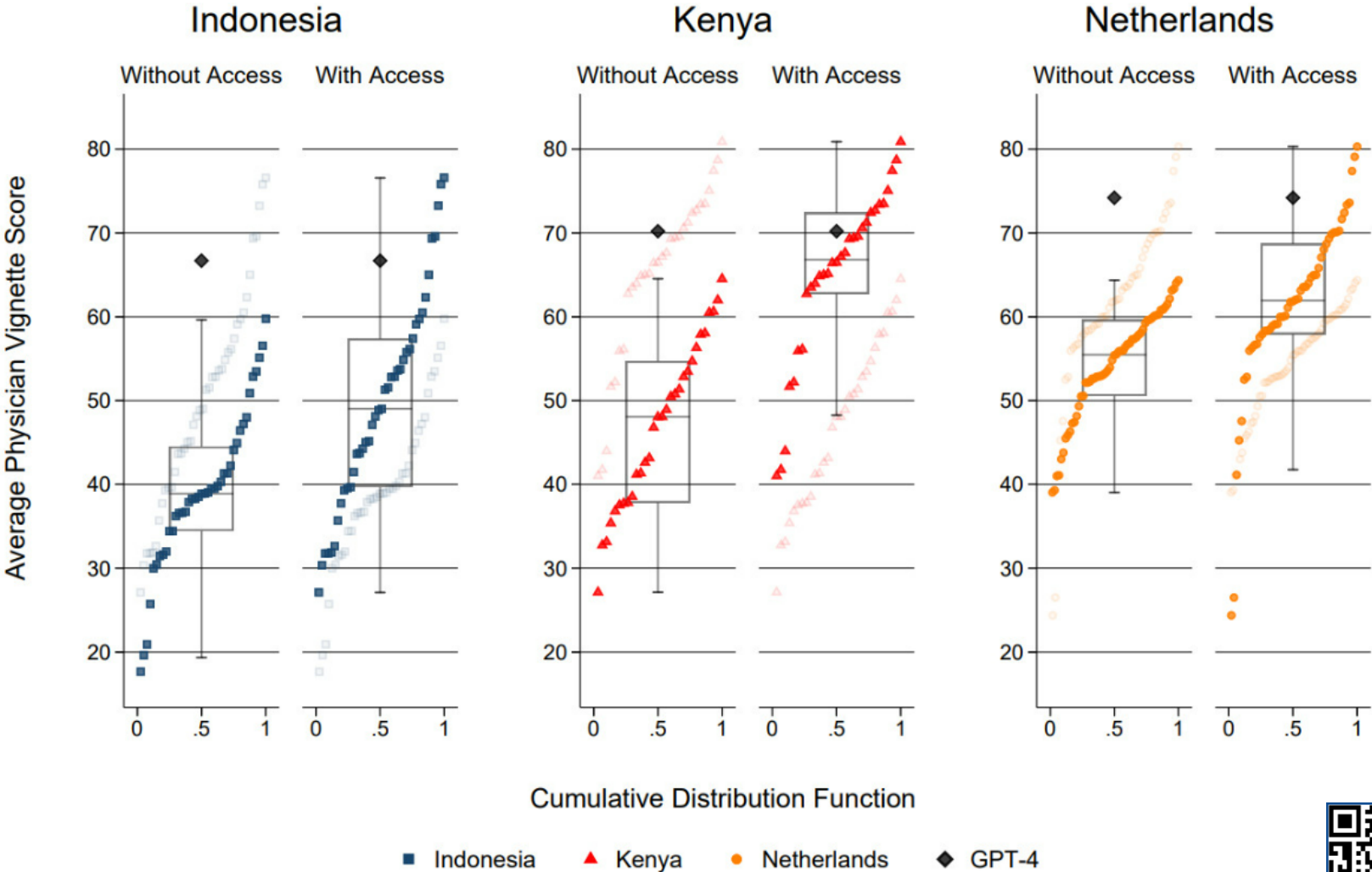


Key findings

Physicians average scores

Treatment vs. control groups:
Better results with AI in each country

■ ▲ ● Individual scores
◆ GPT-4o benchmark



Key findings

Impact

Performance gains everywhere:

- Kenya +18 pp
- Indonesia +10.7 pp
- Netherlands +7.2 pp

AI helped doctors follow best practices more closely.
Gains largest where baseline lowest → Indication of potential **equalizer effect**.

Key findings

Usage & Variation

Distributional effects:

Kenya: reduced variation.
Indonesia: increased variation.
NL: mixed.

High AI users > low users
(up to +16 pp in Indonesia).

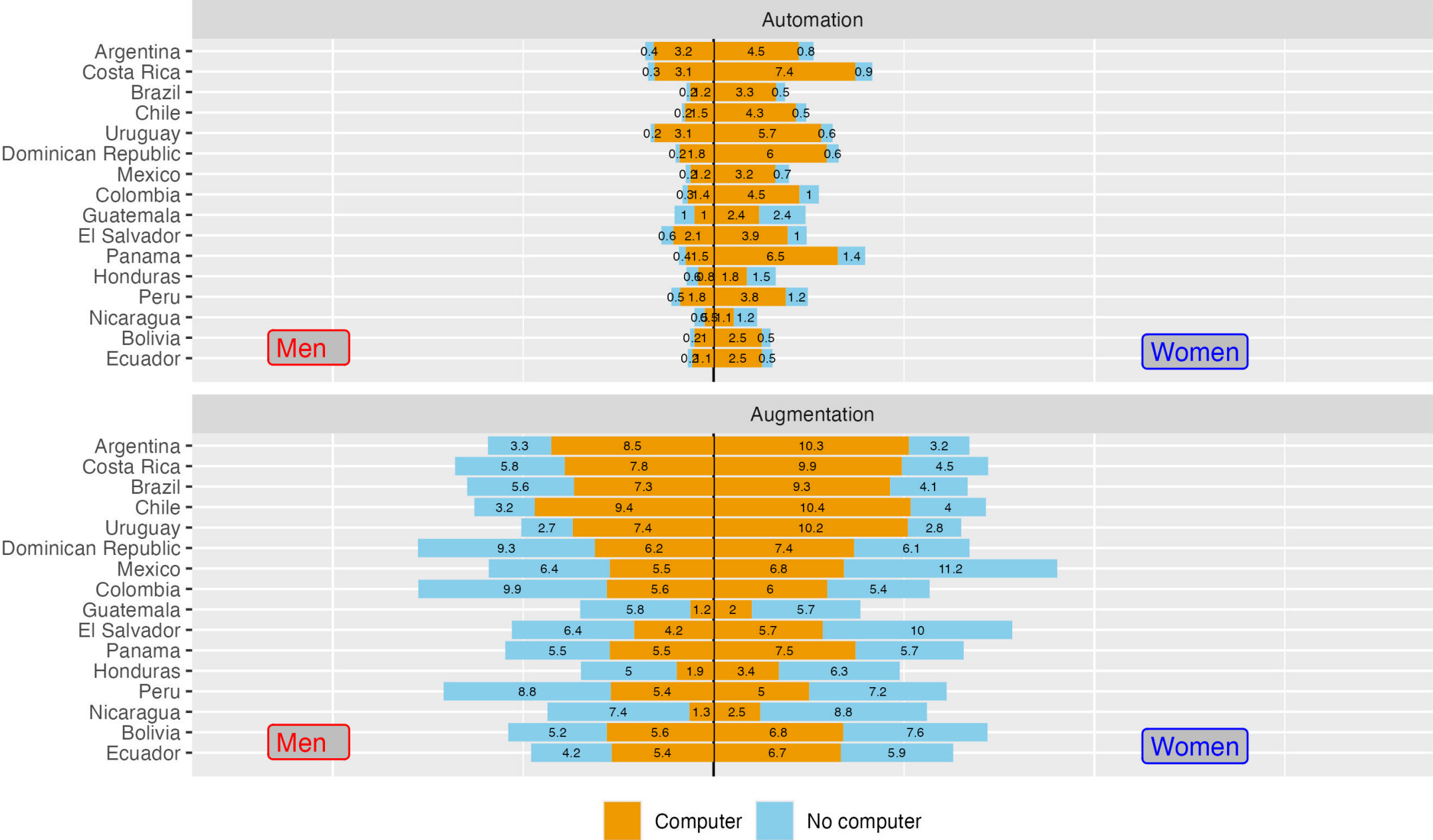
Some without AI outperformed AI users
→ **AI ≠ guarantee**.

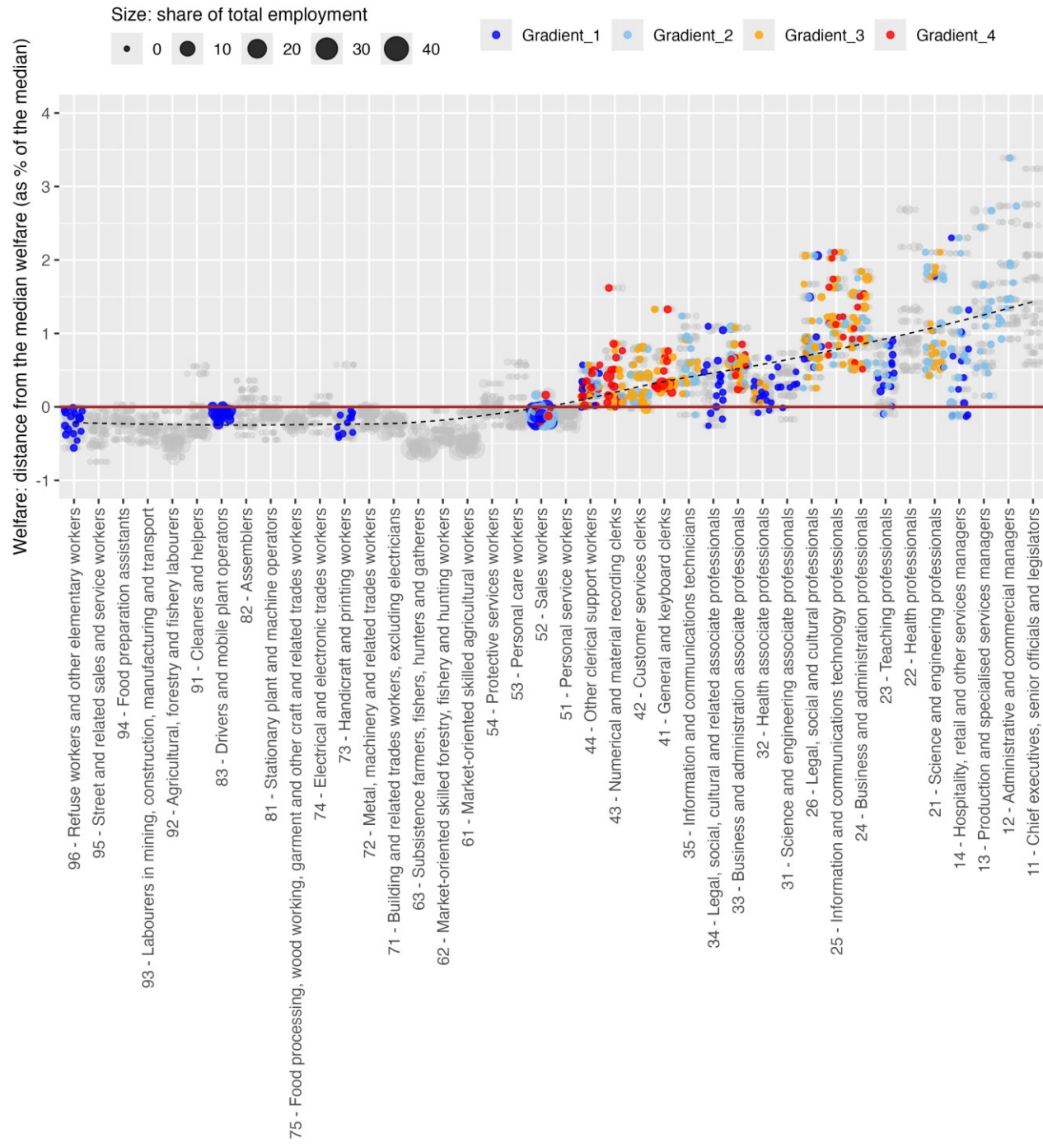
Will this work for everyone?

AI and the Digital Divide

Linking Exposure and Digital Divide in Developing Countries

Joint work with with the World Bank

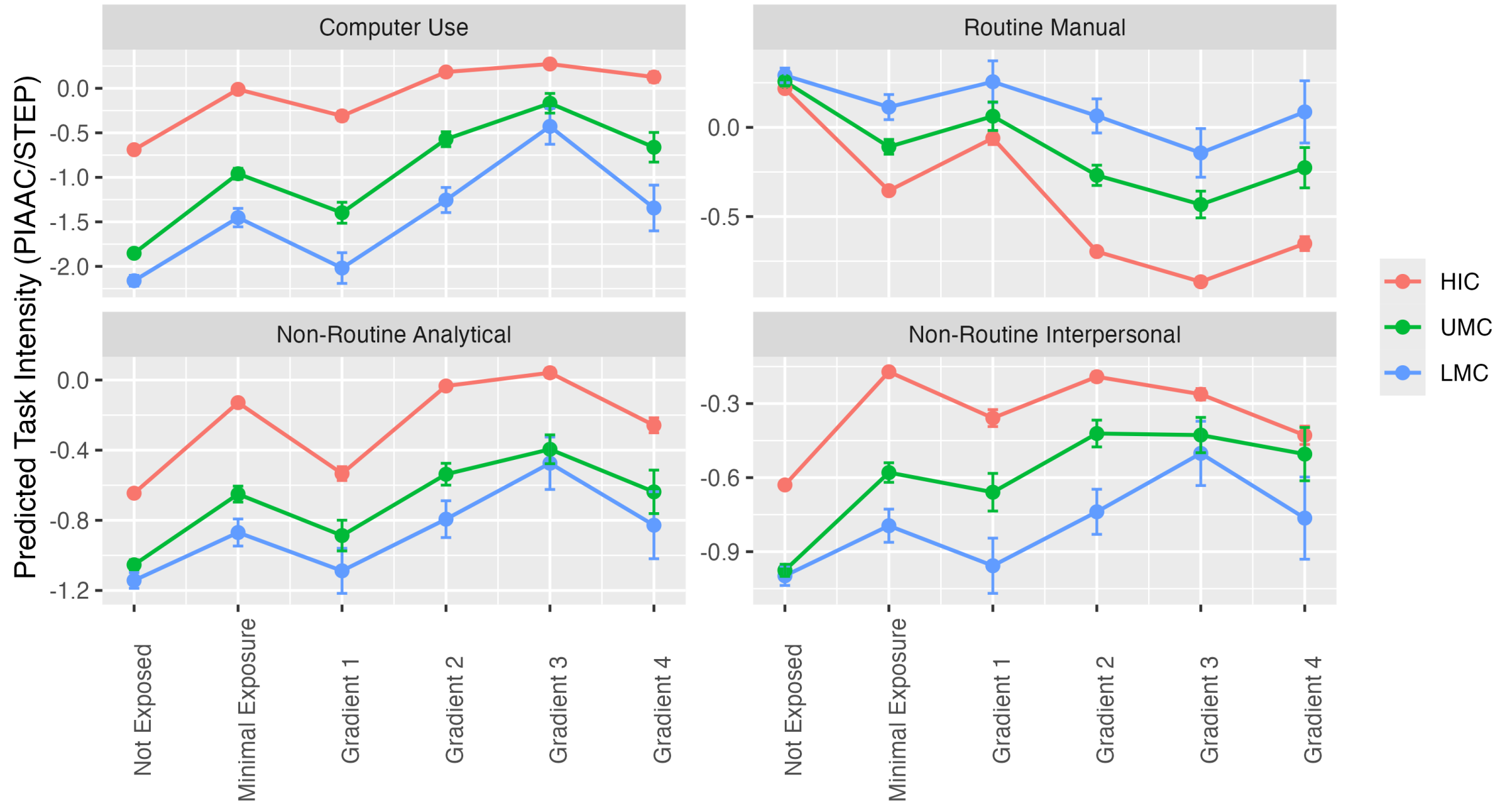


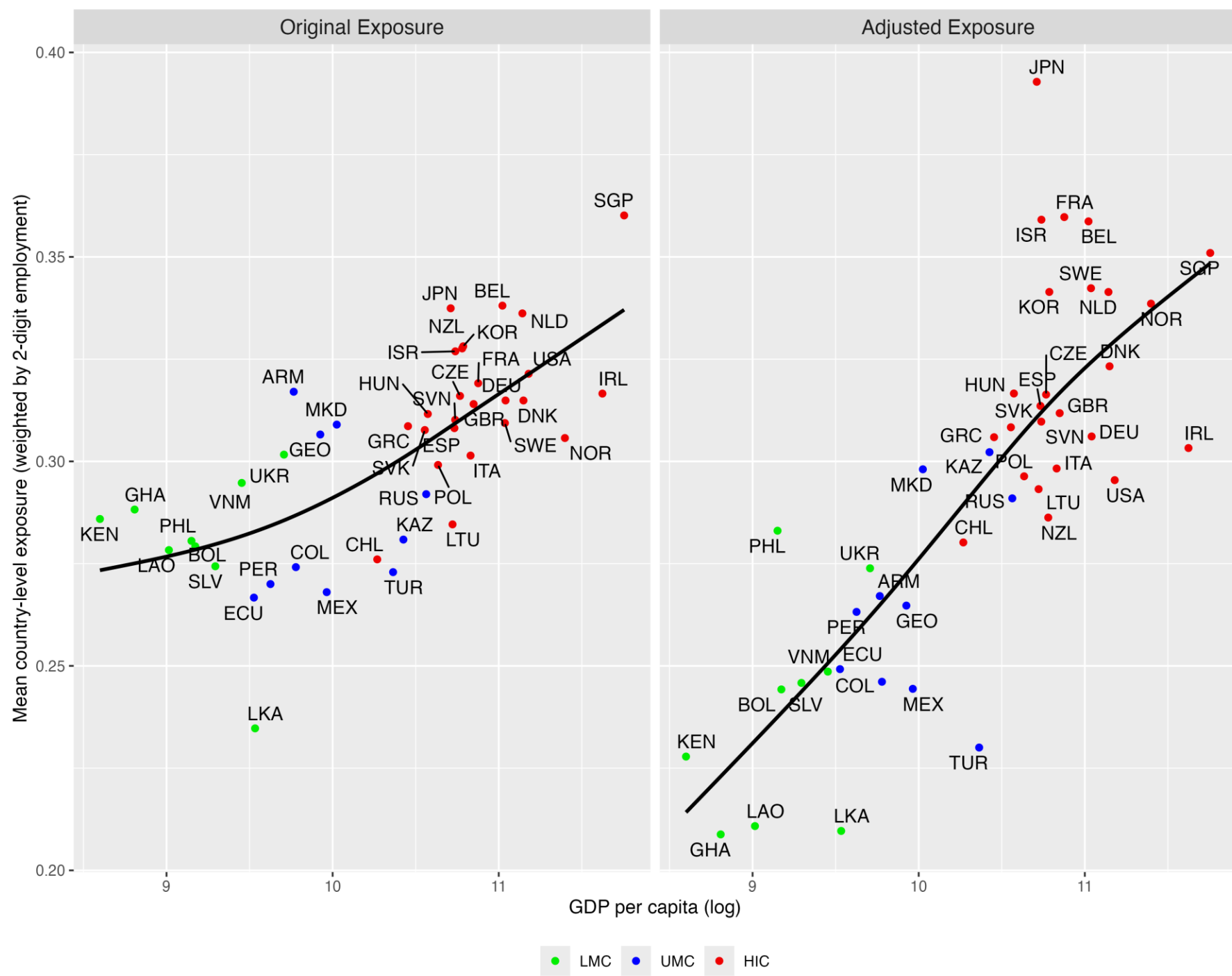


Task Content

Predicted Task Intensity by Exposure and Income Level

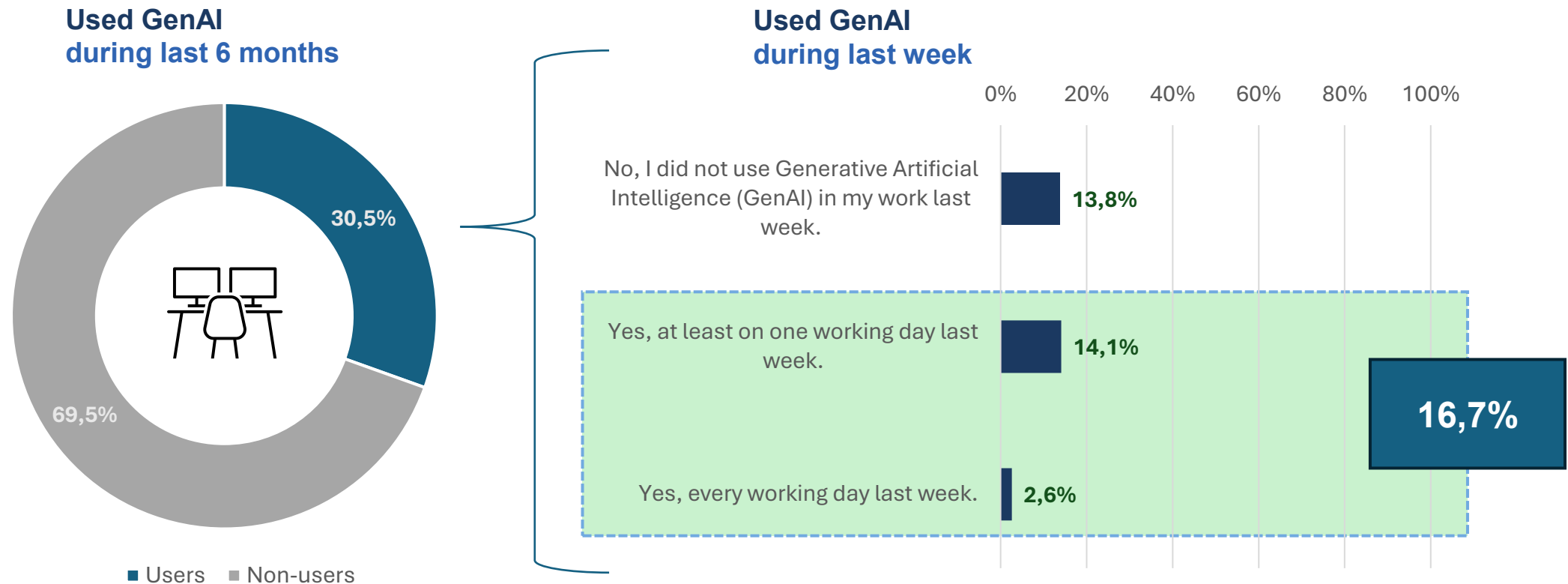
Weighted GAMs (parametric) with Exposure $\times$ incomelevel





AI Adoption at Work

GenAI Usage at Work – Frequency



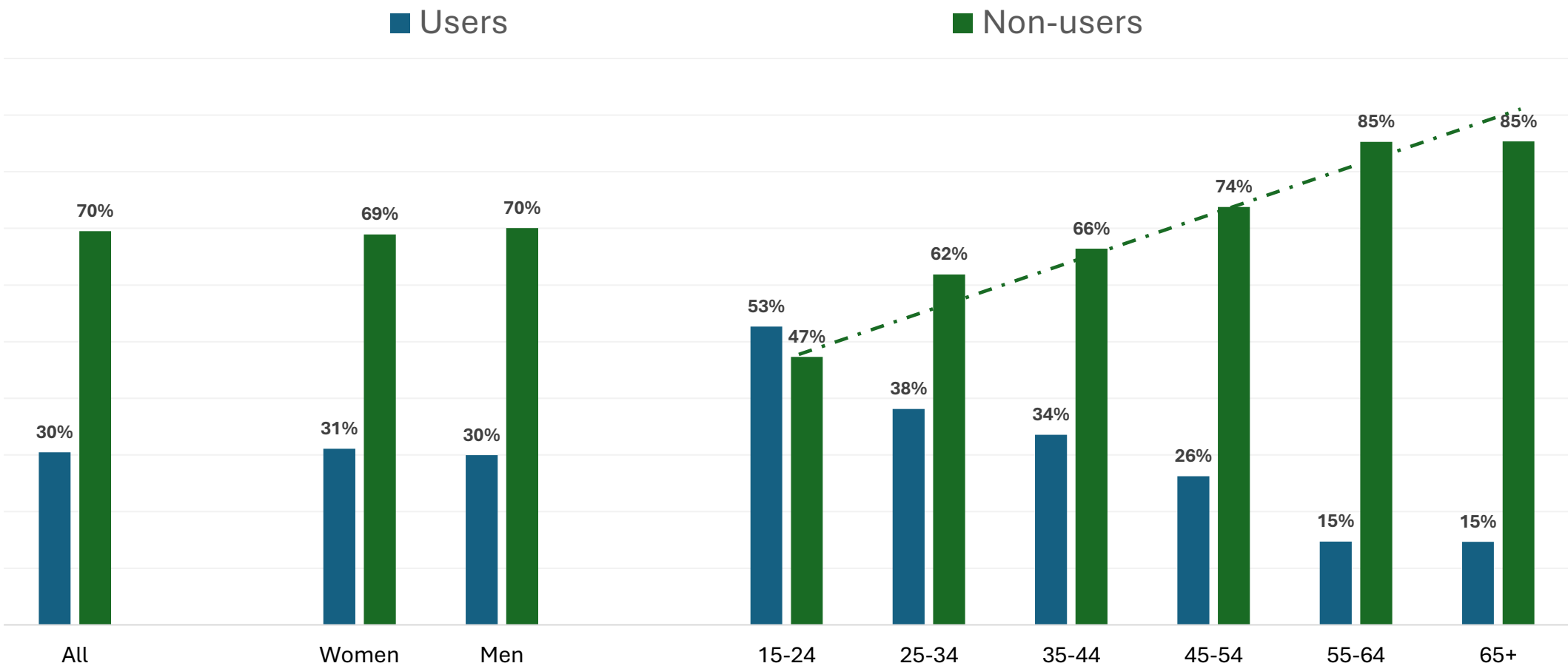
P14: Which tools using Generative Artificial Intelligence (GenAI) have you used at work in the last 6 months?

P16: Have you used Generative Artificial Intelligence (GenAI) in your work IN THE LAST WEEK?

- **Base:** Working individuals, all n = 2168



Used GenAI at work - past 6 months (demographics)



P14. Which tools using Generative Artificial Intelligence (GenAI) have you used at work in the past 6 months?
Base: working individuals, all n = 2168



Red Lines

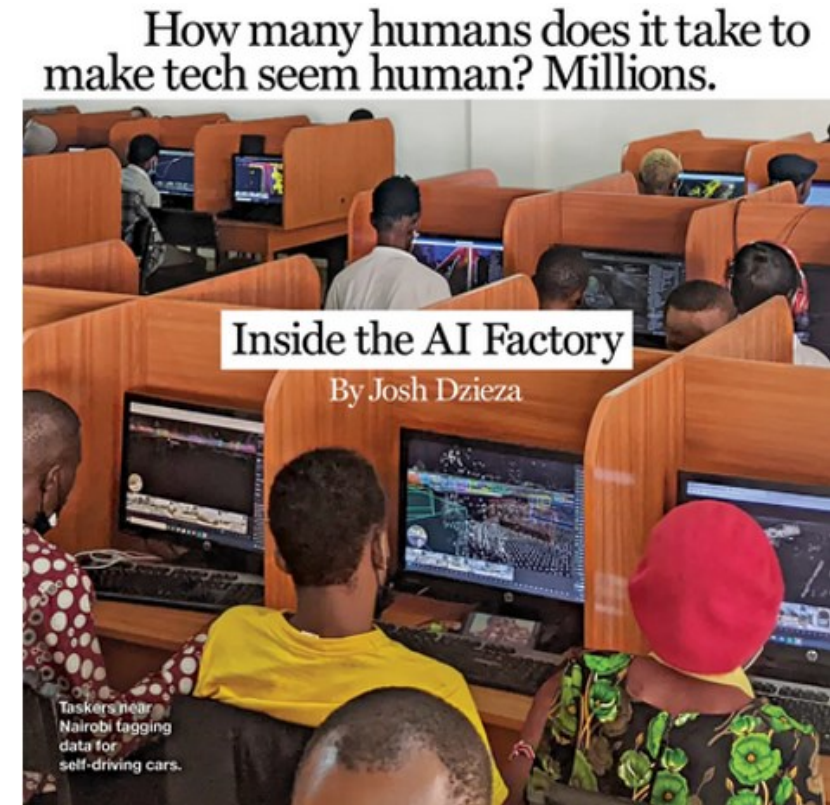
► Red Lines:

Monitoring of workers:

- (a) Outside of work (temporally or geographically)
- (b) Places where data collection or monitoring poses risks to human dignity (bathrooms)
- (c) In private conversations or communications, especially conversations and communications with worker representatives

(d) Prohibition of algorithmic dismissal

Attention to AI data sources:



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The image shows the top portion of the ILO Observatory website. At the top is a dark blue navigation bar with white text links: 'About', 'Topics', 'Countries', 'Research', 'Data', 'Standards', 'Partnerships', and a 'More +' button. A search icon is on the right. Below the navigation bar is a large, colorful abstract illustration. It features a stylized globe, a person in a red suit holding a magnifying glass over the globe, a large blue and green curved shape resembling a ribbon or data stream, and various geometric shapes like a red cube and a green hexagon. Binary code (0s and 1s) is visible on the right side of the illustration. In the bottom left corner of the illustration area, the text 'Observatory on AI and Work in the Digital Economy' is written in white. Below this text are social media icons for Facebook, X, and LinkedIn. In the bottom right corner of the illustration area, the website URL 'www.ilo.org/aiobservatory' is displayed in white. Below the URL is a LinkedIn logo followed by the link 'https://www.linkedin.com/showcase/aiobservatory/'.

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