Families in the Age of Artificial Intelligence:
Rights, Inclusion, and Empowerment

How Artificial Intelligence redefines labour market vulnerability in Europe

From historical risks to future resilience

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Motivation

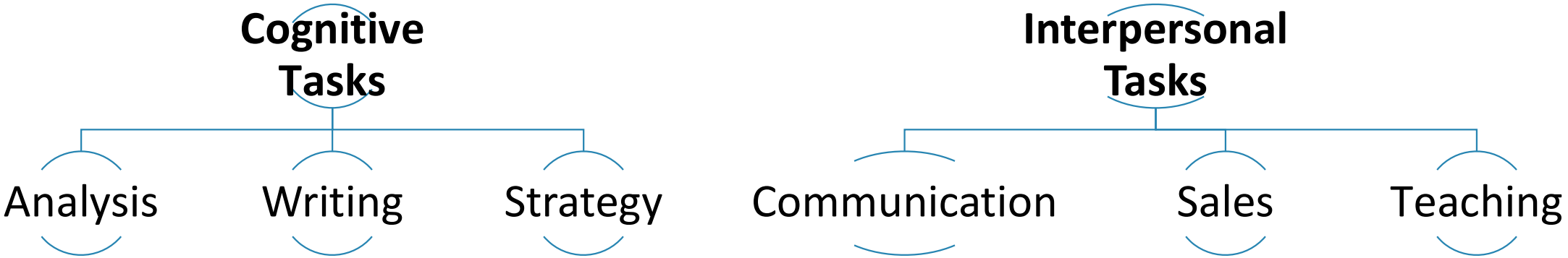
Beyond Routine Tasks: The shift from Physical Automation (Robots) to Cognitive Automation (AI).

New Vulnerabilities: Why "safe" office jobs are now the frontline of disruption.

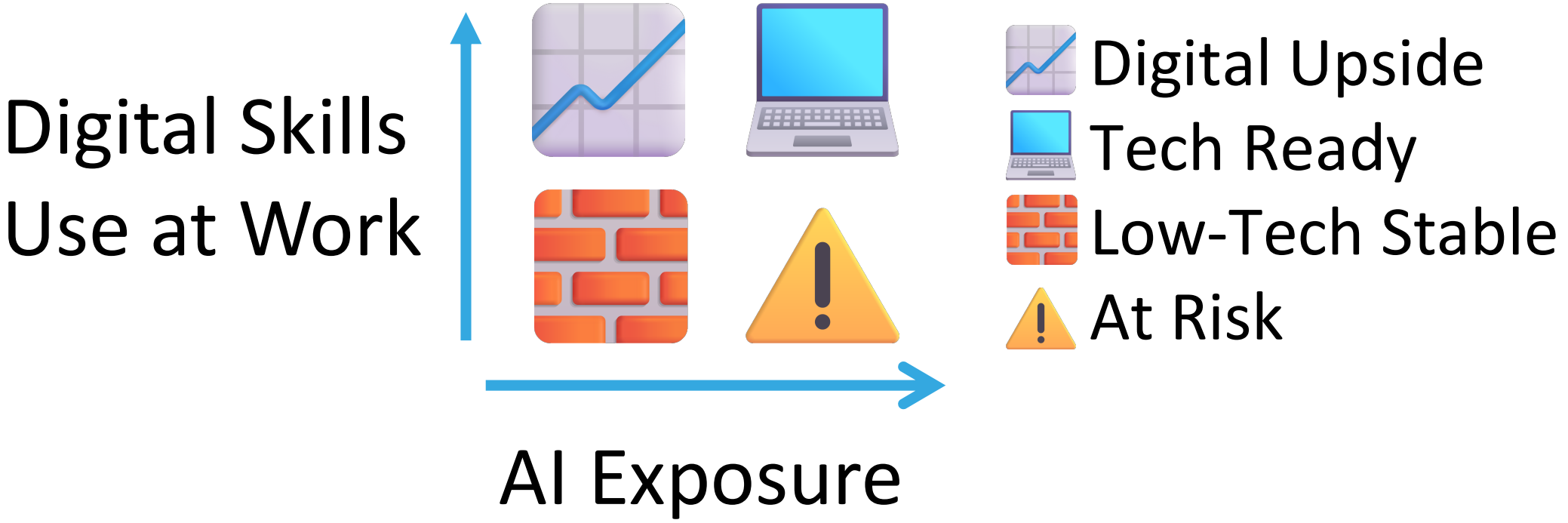
The Question: Who is at risk when the machine can read and write?

A Step Forward: Applying a new framework to quantify risk while conceptual approaches are still early-stage and results are preliminary.

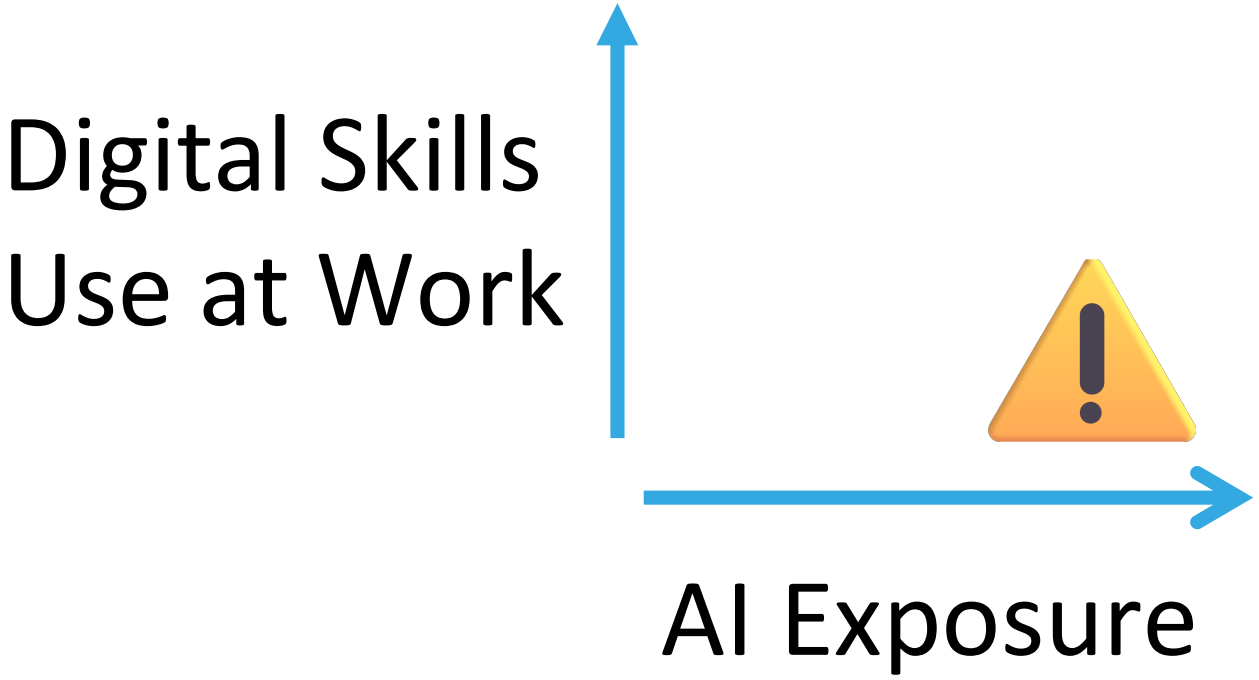
AI is not just automating routine physical tasks.



We have developed a new framework to measure "AI Adaptability Risk."



High risk occurs when high exposure meets low digital skills.



⚠ At Risk =
High AI Exposure +
Low Digital Skill Use

This "Adaptability Risk" affects 14% of the total EU workforce.

Teaching professionals

- 92% Tertiary educated, 75% Women, 91% Native workers

Sales workers

- 18% Tertiary educated, 69% Women, 87% Native workers

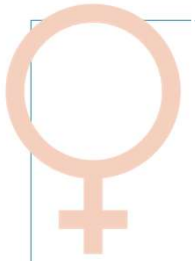
Legal, social and cultural associate professionals

- 90% Tertiary educated, 63% Women, 85% Native workers

We must adjust our view of groups at risk on the labour market

Migrants

Less than tertiary educated



Women

To build resilience, policy must evolve with the risks

I. Occupation-specific upskilling

II. Support gender equality and ageing workforce

III. Access to support systems for new at-risk groups

I. Occupation-specific upskilling

- **Target the "High Adaptability Risk" group** (14% of workforce)
- **Shift from "Digital Literacy" to „Occupational AI Fluency"**
  - Focus on tools specific to the trade, not generic coding.
- **Core Curriculum:**
  - Prompt Engineering (asking the right questions)
  - Output Verification (checking AI for errors)
- **"Train the Trainers"** via Sectoral Councils
- **Leverage AI to augment human productivity**

II. Support gender equality and ageing workforce

- **Design accessible, confidence-building digital training**
  - Address specific barriers: Implement flexible scheduling to support caregiving duties.
  - Lower the threshold: Adopt teaching approaches that assume **no prior technical experience**.
- **Create retention and reskilling incentives**
  - Encourage employers to invest in the **existing workforce** rather than replacing older or female workers.
  - Goal: Transform "high-exposure" roles into "high-value" supervisory roles.

III. Access to support systems for new at-risk groups

- Implement Portable Benefits & Learning Accounts
  - Ensure funding and social protection follow the worker, not the job.
- Deploy Regional Monitoring Platforms
  - Track real-time data on which occupations and specific skills are being automated.
- Establish Integrated "One-Stop" Local Centres
  - Target areas with high concentrations of at-risk workers.
  - Services: Training + Childcare + Mental Health + Employer Matching.