



ZONAL JOURNAL OF RESEARCHER'S INVENTORY

VOLUME: 02 ISSUE: 04 (2022)

P-ISSN: 3105-546X

E-ISSN: 3105-5478

<https://zjri.online>

APPLYING PLURIDISCIPLINARITY IN ASSESSING THE IMPACT OF ARTIFICIAL INTELLIGENCE ON EMPLOYMENT

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Abstract:

The rapid integration of Artificial Intelligence (AI) technologies across industries has raised questions about its impact on employment, particularly in terms of job displacement, creation, and transformation. This paper explores the role of pluridisciplinary approaches in understanding the multifaceted effects of AI on the labor market. By synthesizing insights from economics, sociology, engineering, psychology, and political science, this study aims to provide a comprehensive perspective on how AI is reshaping employment patterns, skills demand, and workforce dynamics. The paper discusses both the positive and negative implications of AI-driven automation, as well as strategies for mitigating adverse outcomes and maximizing the benefits of AI for workers. The integration of multiple disciplines offers a more holistic understanding of AI's influence on employment, emphasizing the need for cross-sector collaboration in addressing the challenges and opportunities it presents.

Keywords: Artificial Intelligence (AI), Employment Impact, Pluridisciplinarity, Labor Market Transformation.

INTRODUCTION

The integration of Artificial Intelligence (AI) into various industries is one of the most profound technological shifts of the 21st century, transforming how businesses operate, interact with customers, and manage labor forces. AI refers to the simulation of human intelligence in machines that are programmed to think, reason, learn, and make decisions autonomously. In the context of labor markets, AI technologies are fundamentally reshaping traditional employment patterns, job roles, and required skills. This introduction aims to define the scope of AI in the labor market, provide an overview of AI technologies impacting various sectors, and underscore the importance of understanding AI's implications on employment from a multidisciplinary perspective.

Definition and Scope of AI in the Context of Labor Markets

Artificial Intelligence (AI) in labor markets refers to the application of machine learning, automation, robotics, natural language processing, and other AI technologies to tasks traditionally performed by human workers. AI can perform a wide range of tasks, from simple data analysis to complex decision-making processes, which were once considered exclusive to humans. For instance, AI is being used in automation, predictive analytics, natural language processing for customer service, and even in decision-making roles traditionally reserved for professionals. In the context of employment, AI's reach spans across numerous industries such as manufacturing, healthcare, retail, transportation, and finance, affecting everything from operational efficiency to job roles, employee skill requirements, and work culture.

The scope of AI in labor markets is vast and continually expanding. On one hand, AI-driven automation promises to replace certain jobs that involve repetitive, rule-based tasks, leading to displacement of human workers. On the other hand, AI also creates opportunities by enabling the emergence of new roles, improving productivity, and generating demand for new skill sets. For instance, the AI-powered systems of tomorrow may require highly skilled workers to design, operate, and maintain them, leading to an increase in jobs related to AI development, data science, and machine learning.

Overview of AI Technologies Affecting Various Sectors

AI technologies are transforming various sectors of the economy, each in different ways, with profound implications for labor markets.

- **Manufacturing:** In industries such as automotive and electronics manufacturing, AI-driven robotics and automation systems are replacing repetitive and labor-intensive tasks. AI-enabled machines are performing quality control, predictive maintenance, and assembly tasks, reducing human intervention in routine processes. However, the demand for engineers and technicians skilled in AI systems and robotics is also rising.
- **Healthcare:** AI technologies such as machine learning and diagnostic algorithms are transforming healthcare by enhancing the accuracy and speed of diagnoses, personalized treatment plans, and administrative workflows. The use of AI in radiology, pathology, and even robotic surgeries has led to both the creation of new roles for healthcare professionals and the need for specialized training in AI tools and systems.
- **Retail and E-commerce:** In the retail sector, AI is revolutionizing customer service through chatbots, recommendation engines, and inventory management systems. While AI tools have enhanced operational efficiency and customer engagement, they have also shifted the demand from traditional retail staff to more technical roles in AI system management and data analytics.

- **Finance:** AI in the finance sector is being used in fraud detection, algorithmic trading, and risk assessment, reducing the need for manual processes but increasing the demand for roles in AI development, financial analysis, and cybersecurity.
- **Transportation:** AI technologies, including self-driving vehicles and smart logistics systems, are reshaping the transportation industry. While the adoption of autonomous vehicles may reduce the demand for truck drivers and taxi drivers, it is creating new roles in AI system oversight, fleet management, and cybersecurity.

Importance of Understanding AI's Implications on Employment from a Multidisciplinary Perspective

To fully grasp the implications of AI on employment, it is crucial to approach the issue from a **multidisciplinary perspective**. While technological advancements alone shape the adoption of AI, the social, economic, psychological, and political contexts in which AI operates also significantly influence its effects on the workforce.

- **Economic Perspective:** From an economic standpoint, AI may disrupt labor markets by automating low-skilled jobs, leading to unemployment or wage stagnation in certain sectors. However, AI can also foster innovation, enhance productivity, and create entirely new job categories. Economic models must assess the balance between these opposing forces and predict how AI will shift labor demands.
- **Sociological Perspective:** The sociological effects of AI on employment are far-reaching, as AI technologies have the potential to exacerbate social inequalities. AI's impact on different segments of the workforce (e.g., low-skilled vs. high-skilled workers) can create new forms of economic disparity. Moreover, the cultural shifts within workplaces—such as the increased reliance on AI for decision-making—can alter traditional relationships between employers and employees.
- **Psychological Perspective:** The introduction of AI into the workforce can have psychological implications, including job displacement anxiety, shifts in job satisfaction, and changes in worker motivation. Understanding how workers react to AI integration is crucial for maintaining a productive and resilient workforce. Psychological studies can explore the impact of AI on employee well-being, mental health, and engagement.
- **Political and Policy Perspective:** The political and regulatory landscape plays a key role in determining how AI's impact on employment is managed. Governments must create policies that promote reskilling, provide social safety nets for displaced workers, and ensure that the benefits of AI adoption are broadly distributed. Furthermore, labor laws must adapt to the new reality of AI-driven workforces to protect workers' rights in the face of technological change.

By adopting a multidisciplinary approach, we can better understand the full spectrum of AI's implications on employment and craft policies that address both the opportunities and challenges presented by these transformative technologies. Such an integrated perspective is vital for shaping

a future labor market that harnesses AI's potential while safeguarding workers' interests and societal well-being.

2. The Role of Different Disciplines in Assessing AI's Impact on Employment

The impact of Artificial Intelligence (AI) on employment is multifaceted, and understanding it requires insights from various disciplines. Each discipline contributes a unique perspective on how AI affects labor markets, job roles, and overall workforce dynamics. Below, we examine the role of economics, sociology, psychology, and political science in assessing AI's impact on employment.

Economic Perspectives: Impact on Job Displacement and Creation

From an **economic perspective**, AI has both positive and negative implications for employment. The primary concern among economists is **job displacement**—AI and automation technologies are expected to replace many routine, manual, and administrative tasks. Research suggests that industries such as manufacturing, retail, and transportation may see significant reductions in low-skill job opportunities due to the adoption of robots, autonomous systems, and AI algorithms.

The economic impact of AI is not solely negative. **AI also leads to job creation** in new sectors and roles, particularly in fields like AI system development, data science, cybersecurity, and machine learning engineering. As companies adopt AI technologies, they often require new technical expertise to build, maintain, and optimize these systems. Additionally, AI can enhance productivity, creating economic growth that generates new jobs and demands for highly skilled workers. For example, AI's use in healthcare has led to the emergence of roles in bioinformatics, medical AI software development, and data-driven diagnostics.

The net impact of AI on employment depends on several factors, including the **rate of technological adoption**, the **capacity of workers to adapt to new roles**, and the **growth of AI-related sectors**. Policymakers must balance job displacement with initiatives that foster **new job creation** and **retraining programs** for workers in declining industries.

Sociological Insights: How AI Affects Work Culture, Social Structures, and Inequalities

From a sociological perspective, AI is not just a technological phenomenon but a cultural and social shift. AI's integration into the workforce may significantly alter work culture, including how employees interact with machines, their roles within organizations, and the overall dynamics of labor. For example, AI-driven automation may reduce the need for human workers in routine tasks, leading to changes in organizational hierarchies and shifting power structures.

AI's influence on employment exacerbates social inequalities. Workers with low levels of education or technical skills are more likely to be displaced by AI-driven automation, leading to a widening income gap and increasing economic disparity. In contrast, highly skilled workers with expertise in AI and automation technologies are more likely to benefit from these technological

advancements. This creates a potential for technological unemployment, particularly among marginalized and under-skilled populations, unless social safety nets or retraining programs are implemented.

The digital divide also plays a significant role in AI's societal impact, as unequal access to AI technologies and training creates disparities in employment opportunities. Workers in regions with limited access to educational resources or technological infrastructure may struggle to adapt to AI-driven economies.

Psychological Implications: Changes in Job Satisfaction, Mental Health, and Worker Motivation

The psychological implications of AI on workers are profound. On one hand, AI's ability to automate tedious, repetitive tasks may improve job satisfaction for employees by allowing them to focus on more creative and complex work. AI's potential to enhance decision-making and optimize workflows can also lead to greater efficiency, which may reduce stress and increase work-life balance.

AI integration can also negatively affect **mental health**. Job displacement caused by AI and automation leads to feelings of **job insecurity**, stress, and anxiety among workers. The rapid pace of technological change can create a sense of **disempowerment**, particularly among workers whose jobs are at risk. Furthermore, the **rise of AI in decision-making**—such as in hiring processes or performance evaluations—may lead to **frustration** or feelings of unfairness if the algorithms used are biased or opaque.

AI may also affect **worker motivation**. While some employees may feel motivated by the use of cutting-edge technology and the opportunity to learn new skills, others may feel alienated or undervalued as machines take over decision-making processes and creative roles. Employers must be mindful of these psychological impacts and implement **human-centered AI solutions** that preserve employee autonomy and engagement.

Political and Policy Considerations: Regulatory Frameworks, Labor Laws, and Public Policy Responses

Political and policy considerations are critical in shaping how AI affects employment. Governments and international bodies must establish clear **regulatory frameworks** to govern the use of AI in the workplace. This includes the establishment of ethical guidelines for AI use in decision-making processes, such as **automated hiring systems** or performance evaluations. Ensuring that AI systems are transparent, accountable, and free from bias is essential for maintaining trust in these technologies.

In addition, labor laws may need to evolve to address new forms of work created by AI, such as **gig work**, **remote work**, and **AI-assisted roles**. Policies must also address the rights of workers

displaced by AI, including **unemployment benefits, retraining programs, and universal basic income** initiatives to protect workers during transitions.

Public policy responses should also include initiatives to bridge the **digital divide**. Ensuring that workers have access to the necessary AI training and resources is crucial for fostering equitable employment opportunities in the AI-driven economy. Governments can also collaborate with educational institutions, businesses, and labor unions to create **reskilling initiatives** that allow workers to transition from declining sectors to emerging ones.

3. Challenges in Employment Due to Ai Integration

The integration of AI into the workforce is not without significant challenges. While AI offers numerous benefits in terms of increased productivity and innovation, these advancements also pose various hurdles that could negatively impact employment. Below, we outline the key challenges arising from AI adoption in the labor market.

Job Displacement Due to Automation and Machine Learning Technologies

One of the most significant challenges associated with AI is **job displacement**. As AI-driven automation becomes more widespread, many routine, manual, and repetitive tasks traditionally performed by human workers are at risk of being automated. For example, industries such as **manufacturing, retail, and transportation** are already seeing job losses due to the increased use of robots, AI-powered software, and self-driving vehicles.

While some jobs will be replaced entirely, others will undergo significant transformations, requiring workers to acquire new skills to stay competitive in the labor market. The challenge, therefore, is not only the **loss of jobs** but also the **speed of change** and the **adaptability of workers**.

The Digital Divide and Unequal Access to AI Skills Training

Another challenge is the **digital divide**. While AI has the potential to create new jobs, these opportunities are not equally accessible to all workers. **Access to AI skills training** is uneven, with workers in less developed regions or lower-income populations facing barriers to education and technological resources. As AI continues to shape labor markets, those without the necessary skills will find it increasingly difficult to transition into new roles created by AI, exacerbating existing social and economic inequalities.

Ensuring **equitable access** to education and training in AI technologies will be essential for minimizing the digital divide and enabling all workers to benefit from the AI revolution.

Ethical Issues Surrounding AI-Driven Decision-Making in Hiring and Promotions

AI-driven decision-making systems, such as those used in **hiring processes** or **employee performance evaluations**, present significant ethical challenges. **Bias in AI algorithms** is one of

the most prominent concerns, as these systems may perpetuate or even exacerbate existing discrimination if not carefully designed. For instance, AI systems trained on biased historical data may inadvertently favor certain demographic groups over others, leading to unfair hiring practices or biased promotion decisions.

The lack of **transparency** and **accountability** in AI decision-making processes can undermine workers' confidence in the fairness of their employers' practices. Ensuring that AI systems are designed ethically, regularly audited, and transparent in their operations is vital to avoid ethical pitfalls and ensure fairness in employment decisions.

4. Opportunities for Employment Growth Through Ai

While the integration of AI technologies presents challenges for the labor market, it also opens up significant opportunities for **employment growth** across various sectors. AI's potential to transform industries is not limited to job displacement but also extends to the creation of new job roles, increased productivity, and enhanced innovation. Below, we explore the key opportunities for employment growth through AI.

New Job Categories Created by AI and Digital Technologies

AI is not just replacing jobs; it is also **creating entirely new categories of employment** that did not exist before. As businesses embrace AI-driven automation and digital transformation, there is a growing demand for professionals with **specialized skills** to manage, design, and optimize AI systems. Some examples of new job roles include:

- **AI and Machine Learning Engineers:** These professionals design and implement AI algorithms and systems, requiring strong expertise in computer science, data science, and machine learning techniques.
- **Data Scientists and Analysts:** With the growing importance of data-driven decision-making, data scientists are needed to process and analyze vast datasets to inform AI systems and business strategies.
- **AI Ethics Specialists:** As AI technologies raise ethical concerns regarding privacy, bias, and fairness, there is an emerging demand for AI ethics experts to ensure that AI systems are developed and deployed responsibly.
- **Robotics Technicians and Engineers:** The widespread use of AI-powered robotics in manufacturing, healthcare, and other industries is creating a need for technicians and engineers who can maintain, repair, and enhance robotic systems.
- **Human-AI Interaction Specialists:** As AI systems become more integrated into everyday work, experts who can manage the interaction between humans and AI—ensuring smooth communication, usability, and effective collaboration—will be in high demand.

AI is also driving the creation of **cross-disciplinary roles** that blend traditional fields with technology, such as **AI-integrated healthcare roles** or **AI-powered finance positions**, which require domain-specific expertise combined with technical knowledge of AI systems.

Enhanced Productivity and Innovation Leading to Job Creation

One of the most significant opportunities AI offers is its ability to **enhance productivity and drive innovation**. AI systems can optimize existing processes, reducing costs, and increasing efficiency across sectors like manufacturing, healthcare, and logistics. By enabling companies to produce more goods and services at lower costs, AI can lead to **business expansion** and the **creation of additional jobs** in both the primary and secondary sectors.

For example, in **healthcare**, AI-driven diagnostic tools can help doctors and medical professionals detect diseases more quickly and accurately, leading to improved healthcare outcomes and increased demand for medical services. As new AI-powered treatments and therapies emerge, additional medical roles will be required to implement and manage these technologies.

In **manufacturing**, AI's ability to automate production lines and streamline supply chains will result in cost savings and increased production capacity, ultimately leading to the growth of employment in related sectors, including logistics, quality control, and customer service.

Furthermore, AI can help companies **innovate** by enabling new products and services that were previously unfeasible. As AI opens new markets, businesses will need to hire workers with the **skills and expertise** necessary to drive and implement these innovations, creating jobs in research and development, marketing, and management.

Education and Reskilling Programs to Ensure Workforce Adaptability

As AI technologies evolve, the demand for new skills in the workforce is becoming increasingly important. **Reskilling** and **upskilling** programs are vital in preparing workers for AI-related job opportunities. Traditional industries and sectors must adapt to the changing technological landscape by providing educational pathways that help employees transition from manual or low-skill work to higher-skill, AI-integrated roles.

AI-driven reskilling programs can focus on teaching employees new technical skills such as:

- **Coding and software development:** Equipping workers with programming skills for AI system development.
- **Data literacy:** Ensuring workers are capable of understanding, analyzing, and making decisions based on data.
- **Robotics and automation:** Providing training on operating and maintaining AI-powered robotic systems.

- **Problem-solving and creativity:** Encouraging critical thinking, creativity, and adaptability, which are key human skills that AI cannot easily replicate.

Collaborations between governments, educational institutions, and the private sector are essential for creating effective **education and reskilling initiatives**. These initiatives will provide workers with the tools they need to thrive in the evolving AI-driven economy, ensuring long-term job security and adaptability in the face of automation.

5. Policy Recommendations and Future Directions

The rapid development of AI technologies presents both opportunities and risks. To maximize the benefits of AI while minimizing its negative impact on employment, comprehensive **policy frameworks** are required. Below are some key **policy recommendations** and directions for the future.

Government Policies to Mitigate AI's Negative Impact on Employment

Governments must play an active role in shaping policies that mitigate AI's **negative impacts** on employment while ensuring that its **positive potential** is fully realized. Some essential policy measures include:

- **AI-Driven Labor Market Adjustments:** Governments should invest in **public policies that assist in workforce transitions**, such as providing unemployment benefits, retraining programs, and job placement services for those displaced by AI technologies.
- **Universal Basic Income (UBI):** In regions where AI and automation may significantly disrupt employment, UBI programs could provide workers with a safety net while they transition to new roles or industries. This approach would help cushion the impact of automation and reduce economic inequalities.
- **AI Regulation and Ethical Standards:** Policymakers must establish frameworks to regulate AI technologies, ensuring that they are deployed ethically and transparently in the workforce. This includes addressing issues such as algorithmic bias, data privacy, and job fairness in AI-powered hiring processes.
- **Promotion of Human-AI Collaboration:** Governments can incentivize businesses to adopt AI systems that complement human labor rather than replace it entirely. Encouraging AI-human collaboration can help preserve jobs while also improving productivity.

Role of Businesses in Facilitating Workforce Transitions

Businesses have a critical role to play in helping workers navigate the challenges posed by AI integration. Companies can take several steps to support workforce transitions and ensure a smooth shift to AI-driven models:

- **Investment in Reskilling Programs:** Organizations should invest in comprehensive training programs that equip employees with the skills needed to thrive in an AI-enhanced workforce.

This includes providing opportunities for continuous learning and personal development to adapt to evolving technological trends.

- **Workplace Redesign:** Rather than fully replacing human workers with AI, businesses can redesign workplaces to **integrate AI** in ways that enhance human capabilities. AI can be used to automate routine tasks, allowing employees to focus on more complex, creative, and value-added aspects of their jobs.
- **Collaboration with Educational Institutions:** Companies can partner with universities, vocational schools, and training centers to develop industry-relevant **curricula and certification programs** that provide workers with the skills required for AI-related job roles.

Proposals for International Collaboration in AI Workforce Development

AI's impact on employment is not limited to any single country or region; its effects are global. Therefore, international collaboration is necessary to ensure that workers worldwide are equipped to handle the changes brought about by AI. Key areas for international cooperation include:

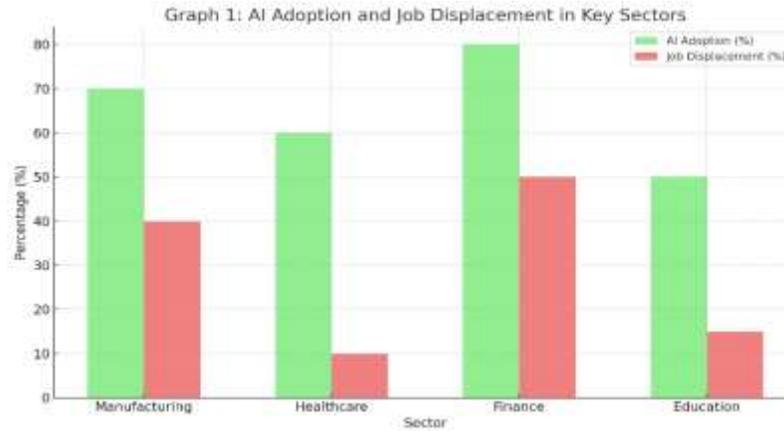
- **Global Workforce Standards and Frameworks:** International bodies such as the United Nations, World Economic Forum, and the Organisation for Economic Co-operation and Development (OECD) can work together to develop global standards for AI workforce management, ethical guidelines for AI deployment, and strategies for job retraining and creation.
- **Cross-Border Reskilling Initiatives:** Countries can collaborate on **cross-border education and training programs** to ensure workers in developing economies are not left behind in the AI revolution. These programs can focus on building AI and data science expertise in countries with limited access to technology.
- **Global Research and Innovation Partnerships:** International partnerships between governments, businesses, and educational institutions can foster **innovation and knowledge-sharing** in AI. Collaborative research can address common challenges, such as the ethical implications of AI and the development of global AI policy frameworks.

By focusing on these policy recommendations and fostering collaboration between governments, businesses, and international organizations, AI's benefits can be harnessed while minimizing its risks to employment.

As AI technologies continue to shape the labor market, they offer both challenges and opportunities for employment. While AI is expected to displace certain job roles, it will also create new jobs, enhance productivity, and lead to innovations that generate new employment opportunities. Education and reskilling programs will be critical in preparing the workforce for these changes. Policymakers must establish comprehensive frameworks to manage the negative impacts of AI on employment, while businesses should invest in workforce transitions and AI-human collaboration. International cooperation will be essential in developing global strategies for

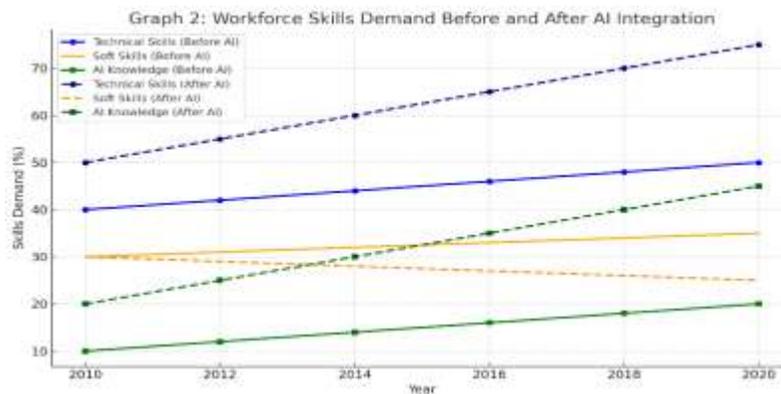
AI workforce development, ensuring that the benefits of AI are shared equitably across countries and populations.

Graphs:



Graph 1: AI Adoption and Job Displacement in Key Sectors

A bar chart illustrating the adoption of AI technologies across key sectors (e.g., manufacturing, healthcare, finance, and education) and the corresponding displacement of traditional jobs. The chart will compare sectors that have seen major job losses with those that have experienced growth or transformation due to AI.



Graph 2: Workforce Skills Demand Before and After AI Integration

A line graph showing the change in the demand for different skills (e.g., technical skills, soft skills, and AI-specific knowledge) over a period of time, before and after the introduction of AI technologies in various industries.

Summary:

This paper highlights the transformative role of AI in reshaping the labor market, emphasizing the need for a pluridisciplinary approach to fully understand its impact. Economic, sociological, psychological, and political perspectives provide valuable insights into both the challenges and opportunities presented by AI. While AI-driven automation may lead to job displacement, it also creates opportunities for new roles and increased productivity. The research suggests that the development of AI should be accompanied by robust policy frameworks, reskilling initiatives, and international cooperation to ensure a balanced and fair transition for the global workforce. By applying a pluridisciplinary approach, stakeholders can better navigate the complexities of AI's impact on employment, ensuring that its benefits are maximized while mitigating potential negative effects.

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