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The Impact of Artificial Intelligence on Employment Structures in Developing Economies

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Abstract: This research paper considers the importance of artificial intelligence (AI) in improving efficiency and productivity throughout several sectors. It says these technologies present an excellent growing opportunity in the developing world amid poverty, lack of access to crucial services.

The paper's analysis shows AI can reshape the character of work by automating tasks and boosting decision-making processes. As the paper indicates, the new job opportunities created in areas like data analytics and software development. The paper ends with a call for extensive strategies to ensure that these countries can leverage the advantages of AI and digital transformation while reducing the associated hazards of job loss.

Keywords: Artificial Intelligence ; Labor market; Developing countries**.**

1. Introduction

The necessity of integration of information and communication technologies is obligatory in diverse economic sectors and one has not too late realised one must use them to maintain pace with technology. Their importance is paramount as a tool for time saving, speed of service orientated and error reducing application enabling them on use mostly in the productive and high impact sectors.

AI Particularly in recent years, artificial intelligence (AI) has become synonymous with radical shifts in sectors like health, fin tube, manufacturing and ag. It is really important the way world is moving AI can help poor nations solve the tough problems. Many of these countries have difficulties like poverty, poor health infrastructures, low standard education and erratic agricultural practice.

Collaboration with artificial intelligence is reinventing modern workforces changing the kind of jobs and the roles an employee play in recruitment in numerous fields. All the same, a vast number of pathways through which AI may play a role in labor market outcomes for developing countries as AI technologies improve continuously. While, for example, artificial intelligence can automate tasks which improve decision making processes and make new employement available like data analytics, machine learning, AI development etc. But this leads to fears on automation and job losses.

1.1. Research problematic:

For that, this paper looks for to treat these issues which is tended to within the taking

after principal address: How can developing nations plan arrangements and back workforce aptitudes, computerized framework and direction that will empower them to way better tackle AI, whereas moderating AI's dangers? and how prepared are these nations to execute such approaches well?

This fundamental problem is related to the following sub-questions:

- What are potential benefits of AI in enhancing productivity?

-In what way can AI contribute to creating new jobs opportunities, and what skills will be require in this context ?

-What measure can be taken to support the workforce in developing countries ?

1.2. Research aims:

- Know how AI impact the character of work and employment in various industries.

- Elaborate on the potential benefit of digital transformation in productivity and efficiency gains.

- study the employment displacement threats of automation and technological transformation in developing countries.

- Outline effective strategies for developing digital skills and improving infrastructure to enable the move towards a work setting with greater reliance on technology in developing countries.

1.3. Previous researches

This study is a continuation of numerous research projects that have explored the topic of the impact of artificial intelligence on the labor market. It is essential to reference certain prior studies, which can be outlined as follows:

- Shen and Zhang (2024), in their study entitled "The Impact of Artificial Intelligence on Employment: The Role of Virtual Agglomeration," published in Humanities and Social Sciences Communications, examined the impact of artificial intelligence on employment in China using provincial panel data. The study found that AI positively influenced employment by improving labour productivity and promoting virtual agglomeration, with stronger effects in labour-intensive industries and among female workers.

-Carbonero et al. (2023) examined the impact of artificial intelligence on labor markets in developing countries, specifically focusing on Lao PDR and urban Viet Nam, by developing a new methodology to assess occupational exposure to AI technologies. The study revealed that high-skilled and clerical occupations are the most exposed, creating a dual effect of productivity enhancement and job displacement potential. Consequently, the authors emphasize the critical need for adaptive educational and training policies to mitigate emerging labor market inequalities and effectively navigate this digital transition.

-A study by Charles Shaaba Saba & Nicholas Ngepah , on " the impact of artificial intelligence (AI) on employment and economic growth in BRICS: Does the moderating role of governance Matter?", published in Research in Globalization, in 2024 The findings of the study suggest a long-run equilibrium relationship among the variables analysed in both the employment and growth models the study recommends that (BRICS) governments and policymakers prioritize and enhance the integration of AI into their governance systems to promote employment and stimulate growth.

-Hui, Reshef, and Zhou (2024), in their study entitled "The Short-Term Effects of Generative Artificial Intelligence on Employment: Evidence from an Online Labor Market," published in Organization Science, investigated the short-term effects of generative AI on online labour markets. The findings showed that the introduction of generative AI significantly reduced both employment opportunities and earnings for freelancers working in occupations highly exposed to AI technologies.

1.4. Methodology of The Study

This study employs a descriptive-analytical approach combined with comparative analysis to examine the level of AI readiness across developing economies. By comparing key labor market and digital infrastructure indicators among these economies, the study identifies variations in employment structures and AI preparedness.

1.5. Organization of the Study

In order to address the problematic scientifically and validate the hypothesis, the study is organized into three primary sections as follows: The first section includes the basics of artificial intelligence, in the second section represents the labor market changes in the era of artificial intelligence, and the third section contains key trends in the labor market and Artificial Intelligence in developing countries.

2. Basics of Artificial Intelligence

A preliminary overview of artificial intelligence will be presented.

2.1 The concept of Artificial Intelligence

Definitions of artificial intelligence vary based on the diverse perspectives of researchers

Artificial intelligence (AI) is broadly characterized as technology that allows computers and machines to replicate human learning, comprehension, problem-solving, decision-making, creativity, and autonomy. (Cole stryker & Eda kavalakoglu, 2024).

According to Russell and Norvig (2016), artificial intelligence (AI) is the field that focuses on giving machines intelligence, and intelligence is the attribute that allows an entity to act sensibly and preemptively in its surroundings. Artificial intelligence, in technical terms, is the process of integrating cloud computing, network devices, robots, computers, and digital content generation with a variety of business processes, systems, and day-to-day activities.

It is used to simulate human intelligence in machines, saving a lot of time and money in doing business. (EL- Moffock, Nabila,2023)

Developing intelligent machine or systems that operate with intelligence and efficiency requires a diverse set of capabilities, such as language interpretation, problem-solving, learning, programming, reasoning, and decision-making, classification, and other skills. (Troubia, N & Moustapha, L, 2024).

These diverse definitions of artificial intelligence reflect the multifaceted nature of the field, laying the groundwork for exploring its applications and challenges.

2.2. The benefits of Artificial Intelligence

AI is a highly advanced form of technology from which humanity has derived many benefits, such as (Asmae CHERRAK & Taieb FETTANE ,2024, p.25):

-Multiple areas of increasing efficiency and productivity by automation workflows with improved decisions making.

-Intelligent System development for solving complex problem that leave the humans mind behind.

- Increased speed of reaction, customized services.

- Allows to process big data and providing business knowledge for any industry.

- Model human cognition to strive against difficult problems.

AI has its advantages but a lot of caveats and moral issues that come along for the ride as well. privacy questions and risk of loss-of jobs due to automation are paramount.

3. Labor Market Changes in the Age of Artificial Intelligence

The last two decades have seen major advances in artificial intelligence (AI) and robotics. Future progress is expected to be even more spectacular, with many commentators predicting that these technologic will transform work in the world.

robotics and current practice in AI are continuing what other automation technologies have done in the past, using machines and computers to substitute for human labor in a widening range of tasks and industrial processes. (Acemoglu, D. & Restrepo, 2018).

Many studies confirm that automation and digitalisation are unlikely to destroy large numbers of jobs. However, low qualified workers are likely to bear the brunt of the adjustment costs as the Automatability of their jobs is higher compared to highly qualified workers.

In the past, computers were mainly used for simple, routine tasks that followed clear rules. But today, with the rise of big data and smart algorithms, technology is moving into areas that require pattern recognition and decision-making tasks that were once thought to need human thinking. (Frey, C. B. & Osborne, M. A. ,2013)

Overall, we find that, on average across the 21 OECD countries, 9 % of jobs are automatable. The threat from technological advances thus seems much less pronounced compared to the occupation-based approach. We further find heterogeneities across OECD countries. For instance, while the share of automatable jobs is 06 % in Korea, the corresponding share is 12 % in Austria. Differences between countries may reflect general differences in workplace organisation, differences in previous investments with automation technologies as well as differences in the education of workers across countries.

share of “jobs at risk” must not be equated with actual or expected employment losses from technological advances for three reasons (Artnz, M. et al 2016):

-Adoption of new technologies are often slow due to economic, legal and societal barriers.

-Workers can adapt to technological changed by shifting tasks, reducing risk of job loss.

-Technological advancements can create new jobs by increase demand for emerging technologies.

3.1 The Positive Effects of Artificial Intelligence on the Labor Market

With technology growing in a fast pace, artificial intelligence is taking over the workforce gradually. Though there is fears regarding job loss, the advantages that AI brings along with it boost work efficiency and keep aspiring new horizons are countless. It raises productivity and helps organizations meet their objectives in an even swifter and more efficient manner. This section highlights the positive impacts of artificial intelligence on the job market, (IEDC ,2025):

- Job creation and transformation: AI is not just displacing jobs, it is changing the shape of work both by creating new roles and tilting existing ones.

The World economic forum projects that by 2028, AI and automation will create approximately 69 million new jobs globally.

- Increased productivity and efficiency : can boost productivity and efficiency in the workplace with great potential. It enables human workers to take on more complex, creative and value-added tasks by removing repetitive and regimented assignments.

-Economic growth and innovation : Economic and Innovation : Inference and innovation growth brought on by AI have been significant to the economic expansion. This AI could add up to 13 trillion $ to the world economy by 2030, according to McKinsey estimate driven by productivity gains from advanced analytics.

-Advanced decision-making & resource allocation : Better decision-making and resource allocation , one of the most powerful things that AI can do is process through and analyse TONS of data in ways beyond human scale, which supports informed & rapid decisions in sectors like healthcare, finance and manufacturing

-Improving job quality and workplace experience: AI can improve job quality by automating tedious tasks, enhancing workplace accessibility, and promoting health and safety.

-Addressing skill gaps and transforming education : AI powered education platforms are helping workers acquire relevant competencies, raising overall educational attainment .

3.2 The risks and negative effects of artificial intelligence on the labor market

As artificial intelligence technologies advance, new risks and challenges emerge that impact the job market. While AI brings significant benefits, there is growing concern about its effect on traditional jobs and fairness in the workplace, In this section, we will examine the risks and negatives associated with artificial intelligence in the job market, (IEDC ,2025):

-Job displacement and automation : Job displacement being the biggest threat of AI on labor is automation, A report by Goldman Sachs estimates that approximately 300 million full-time jobs worldwide could be exposed to automation as a result of generative AI.

-Skill polarization and inequality : Demand for a range of high-levels but also advanced technical and analytical skills has been fueller by AI which is cause selective job polarisation. Opportunities are increasing, especially for high-skilled jobs; routine low-skill jobs run the risk of obsolescence.

- **Workers Psychological Effecting** : The executing of AI in the workplace seems to bring about serious psychological effects. It causes anxiety and stress to employees fearing redundancy along with rootless job. in addition, as AI begins to automate some processes human interaction will decline which may aid workplace morale and job satisfaction.

3.3 Key Aspects of AI Impact On the labor market

The impact of artificial intelligence on the labor market through three main axes (Aljhood, 2024):

- Labor Demand: in certain sectors, AI save time and boosts efficiency. These will minimize the automation of certain routine task that AI could make redundant. A few examples could be repetitive AI application tasks related to employees workplaces (administration and offices) on an index equal to jobs reinforcing why there is labour demands.

- Increasing the efficiency of labor supply: AI can deliver on demand learning materials that are personalized each student and in healthcare, it can help to early diagnosis as well personalized treatment. This creates better productivity of workforce and better health of the workforce that in turn will help in general economic performance.

-Workplace experience: AI automates, reduces and makes tasks of routine more smooth for organizational activities improvement it helps to work conditions.

3.4. The impact of artificial intelligence technologies on jobs and tasks

-Industry: Artificial intelligence has had a significant impact on industry, with significant progress in various fields. Robotics has made it easier to perform complex and precise tasks that require a lot of time and manpower in a short time with the highest accuracy. This has improved the quality of various industries.

-Transportation and communication: One of the most important applications of AI is transportation and the use of vehicles such as car and airplanes. This has a significant impact on their development and improvement of skills. Apart from this, it is also possible to

regulate traffic and avoid problems.

-Education: Education is one of the most prominent domains that AI draws advantages from as it provides personalized support to teachers and learners. This is manifest through the large number of tools in most subject of areas. AI is also utilized to optimize school management and curriculum development.
-Medicine and health: One of the areas where AI has assisted the most is medicine and the diagnosis of diseases. Diagnoses have been made more precise, and hence treatment plans have becoming more precise.

-Trade: AI has become a powerful tool for analysing user data, leading to better services, better customer experience, and higher revenues. All of this is done within the framework of a well-thought-out plan that considers all aspects of the business process and leads to highly predictable results.

-Banking and project finance: Banks using AI for identify market trend, analyse financial data, and provided accurate investments recommendations.

3.5. New jobs and professions in the era of artificial intelligence

The most important functions that AI has produced, we will mention some of them and explain the tasks of each of these functions (El Ghobashy,M , 2024):

-Machine learning engineer: One of the key areas in artificial intelligence is the role of machine learning engineer. A machine learning engineer researches, designs, and builds systems that enhance existing AI technologies. They collaborate with data specialists to develop models, conduct experiments, and analyse data to improve machine learning system.

-Software engineer: Also known as a software developer.

-Data scientist: Working as a data scientist offers a unique opportunity to stay current with latest technological developments. A data scientist identifies key questions and seeks answers use available data.

-Robotics engineer: A robotics engineer designs and develops robotic systems for a wide range of fields, including manufacturing, healthcare, and defence.

4. Key trends in the labor market and Artificial Intelligence in developing countries

Artificial intelligence is reshaping the global labor market unevenly while it threatens to automate entire industries in high-income countries, its impact is significantly low in developing economies which represent 80% of the workforce. This lower exposure in low and middle-income nations stems from job structures being less automatable and severe infrastructural deficits, such as limited electricity and internet access (Demobynes et al., 2025).

4.1. Structural shifts in developing economies

Over the past two decades, developing country have experienced notable shifts in their economic and employment structures. There has been an increase in proportion of the workforce engaged in the service sector, with greater economic diversification. These changes are largely driven in technological adoption .

It is expected that employment in traditional sectors will decline, while jobs in services and innovation-driven industries will grow. These developments may promote labor market flexibility and reduce unemployment, and increase economic inclusion for groups like self-employed and informal workers. However, they also present challenges especially in term of low levels of social protection, persistent productivity gaps, and the risk of widening inequality and poverty. (Andabayeva et al., 2024).

The table below summarizes the percentage of jobs at risk of automation by AI across

income levels:

Table (01): Percentage of jobs at risk of automation by AI across income levels.

Country Type	Examples of Affected Jobs	Percentage of Jobs at Risk of Automation (%)
Low-income	Data entry, Invoice	0.4%
Middle-Income	Clerical work ; customer	2.1%
High-Income	Financial Analysis	5.5%

Source: World Bank, 2025

The impact of AI driven automation remains minimal in low-income countries, affecting just 0.4% of jobs, mostly consisting of routine work such as data entry. The reason for this is that they remain heavily reliant on labor-intensive sector like agriculture and manual work that require human touch and contextual judgment factors that current AI technology cannot imitate as much. Middle-income countries have a higher risk level, with 2.1%.

In this area, the High-Income countries show the highest percentage of jobs at risk of automation (5.5%).

4.2 The Effect of AI on Employment Structures in Developing Economies

4.2.1 The Displacement-Creation Dynamic

Understanding AI's net employment impact requires moving beyond aggregate global figures toward a sector and skill-disaggregated analysis. Globally, the World Economic Forum (2023) projects that AI will eliminate approximately 83 million jobs while creating 69 million new ones between 2023 and 2027 a net loss of 14 million positions or roughly 2% of current global employment. However, this aggregate mask deep variation across developing economies, as detailed in Table 2.

Table 2: Sectoral Distribution of AI Job Displacement and Creation (2023–2030)

Sector	Automation Risk (%)	Employment in Sector (% of workfore)	Nature of Impact	Key Countries Affected
Agriculture	40–55%	60% (Sub-Saharan Africa)	Displacement of manual labor	Nigeria, Ethiopia, Kenya, Bangladesh
Manufacturing	50–70%	20% (ASEAN-5)	Mixed: assembly displacement; technician creation	Vietnam, Indonesia, Philippines
Retail & Customer Service	65%	15% (Middle-income)	High displacement via chatbots, RPA	Egypt, India,
Financial Services	30–45%	< 5% (Low-income)	Partial displacement ; fintech creation	South Africa, Kenya, Colombia
Technology & Digital	Low	< 3% (Low-income)	Net job creation	UAE, India, South Africa

Sources: World Economic Forum (2023); ILO (2022); World Bank (2025).

This sector level breakdown exposes critical vulnerabilities. Agriculture, which employs roughly 60% of the Sub-Saharan African workforce, faces an automation risk in the (40–

55% range for its most routinizable activities. Manufacturing; the traditional channel for moving workers out of subsistence agriculture into formal wage employment is experiencing displacement concentrated among assembly-line workers. these are precisely the entry level roles that have absorbed millions of low-skill workers across Southeast Asia over the past three decades.

The East Asian experience provides clear evidence on this point. Between 2018 and 2022, the introduction of industrial robots across five ASEAN economies created employment for an estimated 2 million skilled formal workers (+4.3% while simultaneously displacing approximately 1.4 million low-skilled formal workers (-3.3%). This net positive aggregate conceals a deeply inequitable distributional outcome: skilled workers gained, while assembly-line workers typically older and with fewer alternative options were pushed into informal employment. Currently, only about 10% of jobs in the East Asia and Pacific region involve tasks complementary to AI, far below 30% share observed in advanced economies.

4.2.2 Comparative AI Exposure Across Developing Regions

The distribution of AI exposure is uneven across the developing world. Regional labor market structures, occupational compositions, and levels of digital integration produce markedly different risk profiles, as highlighted in Table 3

Table 3: Cross-Regional Comparison of AI Exposure and Institutional Readiness

Region / Income Group	AI Exposure (% of jobs)	AI Complementarity (% of jobs)	IMF AI Preparedness Score (0–1)	Internet Access (%)	STEM Graduates (% of total)
Advanced Economies (avg.)	60%	30%	0.68	90%	25–35%
Emerging Markets (avg.)	42%	10%	0.46	55–70%	15–22%
Latin America	38–45%	8–12%	0.44–0.52	70%	18%
South & Southeast Asia	35–50%	9–15%	0.38–0.63	45–75%	20–28%
Sub-Saharan Africa	25–35%	< 5%	0.32	40%	4–12%
Middle East & North Africa	40–48%	10–18%	0.45–0.58	65%	22–30%
Low-Income Countries (avg.)	26%	< 5%	0.32	30–45%	< 10%

Sources: Cazzaniga et al. (2024), IMF AI Preparedness Index (2024); ITU (2022);

Table 3 brings into sharp relief the multiple layers of disadvantage characterizing developing economies. while advanced economies average an IMF AI Preparedness Index score 0.68, emerging markets score 0.46, and low-income countries drop 0.32 (IMF, 2024). this gap reflects immediate infrastructure deficits alongside decades of underinvestment in foundational capabilities connectivity, education, and institutional quality that determine

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whether a country can absorb and benefit from AI.

Sub-Saharan Africa presents the starkest case. Its combination of the lowest AI preparedness scores, lowest internet penetration rates, and smallest share of STEM graduates creates a "triple exposure" high vulnerability to traditional sector displacement, low capacity to capture AI-complementary roles, and insufficient institutional readiness to manage the transition. by 2030, Africa will need an estimated 23 million additional STEM graduates to meet market demand yet, at current graduation rates, it would require more than 150 years to produce that workforce at scale.

4.3. Necessary policies for AI adaptation

Implementing AI policies in underdeveloped nations faces many of challenges, including limited technology, tight budgets, and political issues (Feijóo et al., 2020). Overcoming these barriers is crucial for using AI to promote sustainable development and improve living standards.

-Government initiatives: Policymakers should invest in large-scale training programs focused on AI-related skills and data analytics and digital literacy across society.

- Corporate responsibility: Companies implementing AI technologies should actively participate in building a resilient workforce by prioritizing training programs.

-Modernizing labor market structures : To keep pace with AI headways, the labor market must persevere with basic modernization. The incorporates giving laborers with progressive training and ceaseless learning opportunities to improve their flexibility to advancing market requests.

Enhancing job quality : It is crucial to encourage the adoption of AI in ways that improve working conditions, promote safety, and boost efficiency. Policymakers must also enforce regulations that protected workers' rights and establish boundaries on technology use such as limiting excessive performance monitoring to prevent exploitation and ensure ethical implementation of AI in the workplace.

For the take up of these benefits, Policymakers must urgently place AI governance as a central item on their national development strategies.

5. Conclusion

As artificial intelligence rapidly spreads across the globe, developing nations encounter a dual challenge: how to capitalize on this sophisticated technology while also mitigating its hazards and drawbacks. On one side, many view AI as a prime chance to accelerate economic expansion and address enduring issues such as poverty and the joblessness. Conversely, there are increasing worries that, if not handled carefully, AI might exacer bate social and economic problems.

That's why it's vital for developing countries to adopt balanced strategy. Embracing AI should be accompanied by substantial investment in digital education, greater public awareness, and the implementation of robust regulatory frameworks. These steps can aid in safeguarding individuals' rights and ensuring AI is utilized responsibly and sustainably

Recommandations and suggestions :

-Foster international and regional cooperation to accelerate developing countries' readiness for AI-driven change.

-Invest in digital skills development and retraining for workers affected by automation.

-Strengthen digital infrastructure (internet, computing, electricity) in underserved regions.

-Establish regulatory frameworks that protect workers' rights and data privacy without stifling innovation.

-Provide social safety nets for workers displaced during the transition.

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