

# Preface

The *First Workshop on AI, Labour and Society* (AILS 2025) was held on 10 June 2025 in Pisa, hosted by the 4th International Conference on Hybrid Human-Artificial Intelligence (HHAI 2025). The workshop was conceived as an interdisciplinary forum to explore the profound transformations brought about by Artificial Intelligence (AI), particularly generative AI, in labour markets and democratic institutions. Its goal was to foster dialogue between social scientists, economists, and computer scientists to better understand AI's influence on labour and society, address emerging concerns regarding social inequality, job displacement, algorithmic governance, and corporate power, while also exploring possible paths for more equitable and sustainable technological progress.

Building on a series of related events organized in Florence and Pisa in 2024, AILS 2025 positioned itself as an **interdisciplinary workshop** encouraging methodological plurality, welcoming contributions presenting robust empirical research, ongoing works and novel frameworks for comprehending and analysing AI systems in the context of labour and society. Topics of interest included: the nature of AI within technological paradigms, the digital platform economy, case studies of work transformation, AI's implications for democracy and knowledge production and diffusion, and the dual civilian–military trajectories of technological innovation.

AILS 2025 welcomed different types of contributions: archival research papers, archival and non-archival working papers, and non-archival extended abstracts. A total of 10 submissions were received, including 4 archival papers. Following peer review, 9 submissions were accepted, all of which were presented as oral talks during the workshop, grouped in three **thematic sessions**: 1) AI and the Digital Economy, 2) AI and Labour Market Transformations and 3) AI and Democratic Processes. The workshop was further enriched by two **keynote lectures**: “*Digital Technologies: Civilian vs Military Trajectories*” (Dario Guarascio, Sapienza University of Rome) and “*A Roadmap for AI Policy Research: Shared Responsibility and Collective Benefits*” (Petter Ericson, Umeå University). The day concluded with a **focus group** involving participants in a collective discussion over the key challenges touched on during the workshop, in particular the implications of AI for political systems and democratic governance.

The workshop was jointly organized by the "Carlo Azeglio Ciampi" Institute of Advanced Studies and Scuola Normale Superiore. It was financially supported by SoBigData Research Infrastructure and FAIR - Future Artificial Intelligence Research.

## Organizing committee

The workshop was organized by the following committee:

- Fosca Giannotti (Scuola Normale Superiore, Faculty of Science, Pisa & KDD Lab)
- Guglielmo Meardi (Scuola Normale Superiore, Faculty of Political and Social Sciences, Florence)
- Mario Pianta, (Scuola Normale Superiore, Faculty of Political and Social Sciences, Florence)
- Clara Punzi (Scuola Normale Superiore, Faculty of Science, Pisa & KDD Lab)

## Programme committee

The workshop was further supported by:

- Roberta Carlini (European University Institute)
- Valeria Cirillo (University of Bari)
- Dario Guarascio (Sapienza University of Rome)

- Silvia Keeling (University of Milan)
- Chandana Sree Mala (Scuola Normale Superiore)
- Benedetta Moscato (Scuola Normale Superiore)
- Giorgio Resta (Roma Tre University)

**Workshop website**

<https://ails2025.isti.cnr.it/>