



THE FUTURE OF WORK

AN INTERNATIONAL PERSPECTIVE ON THE TRANSFORMATION OF THE LABOUR MARKET

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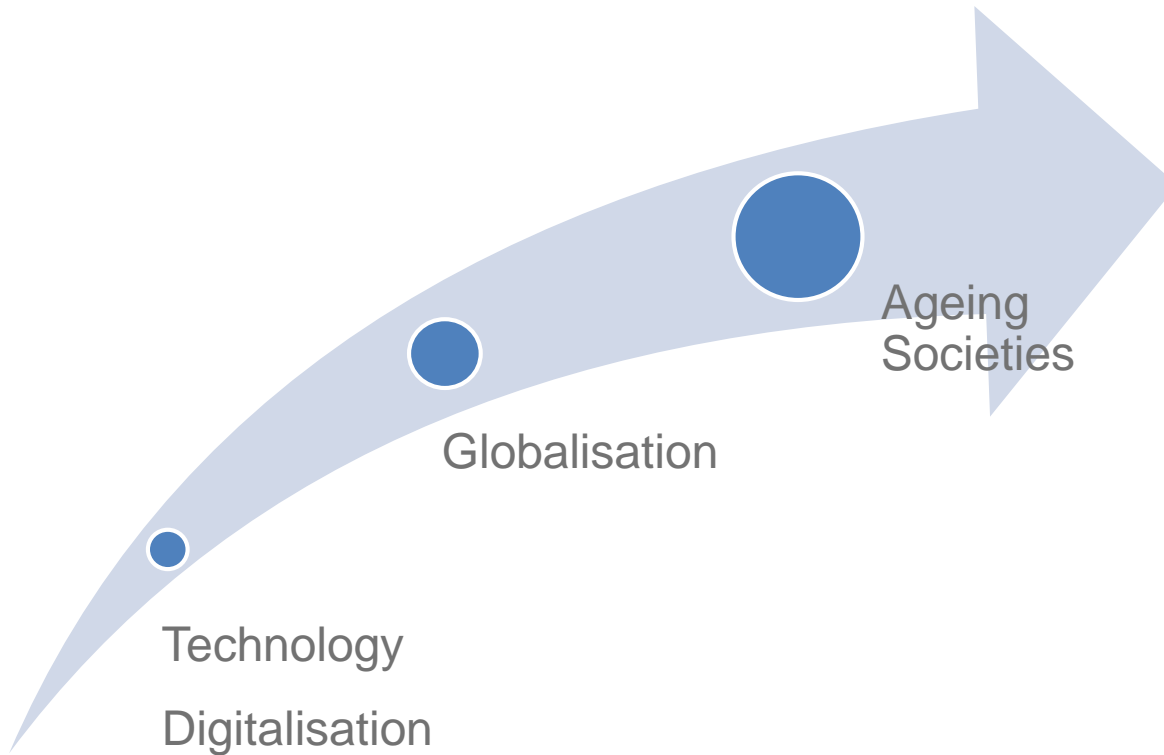
Directorate for Employment, Labour and Social Affairs

Seminar on 'Work 4.0 - digitalisation of the labour market'

Prague, Czech Republic, 28 February 2018



Mega-trends changing the world of work



Changing:
What jobs will be created
How, where and **by whom** they are carried out

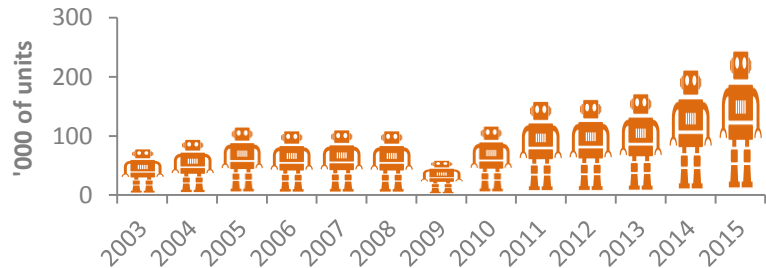




The 3 mega-trends

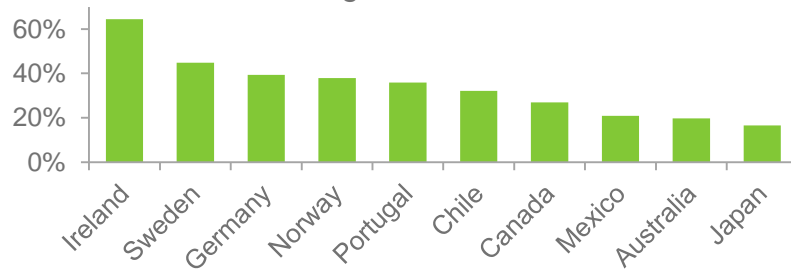
Technology is changing the workplace

Estimated worldwide annual supply of industrial robots



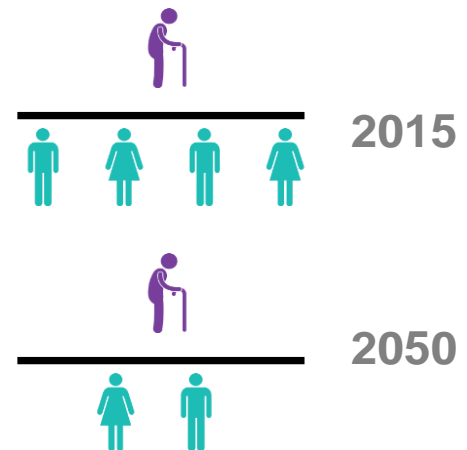
The world has become more integrated

Share of business sector jobs sustained by consumers in foreign markets



Populations are ageing

Old-age dependency ratio 65+/(15-64)
OECD average

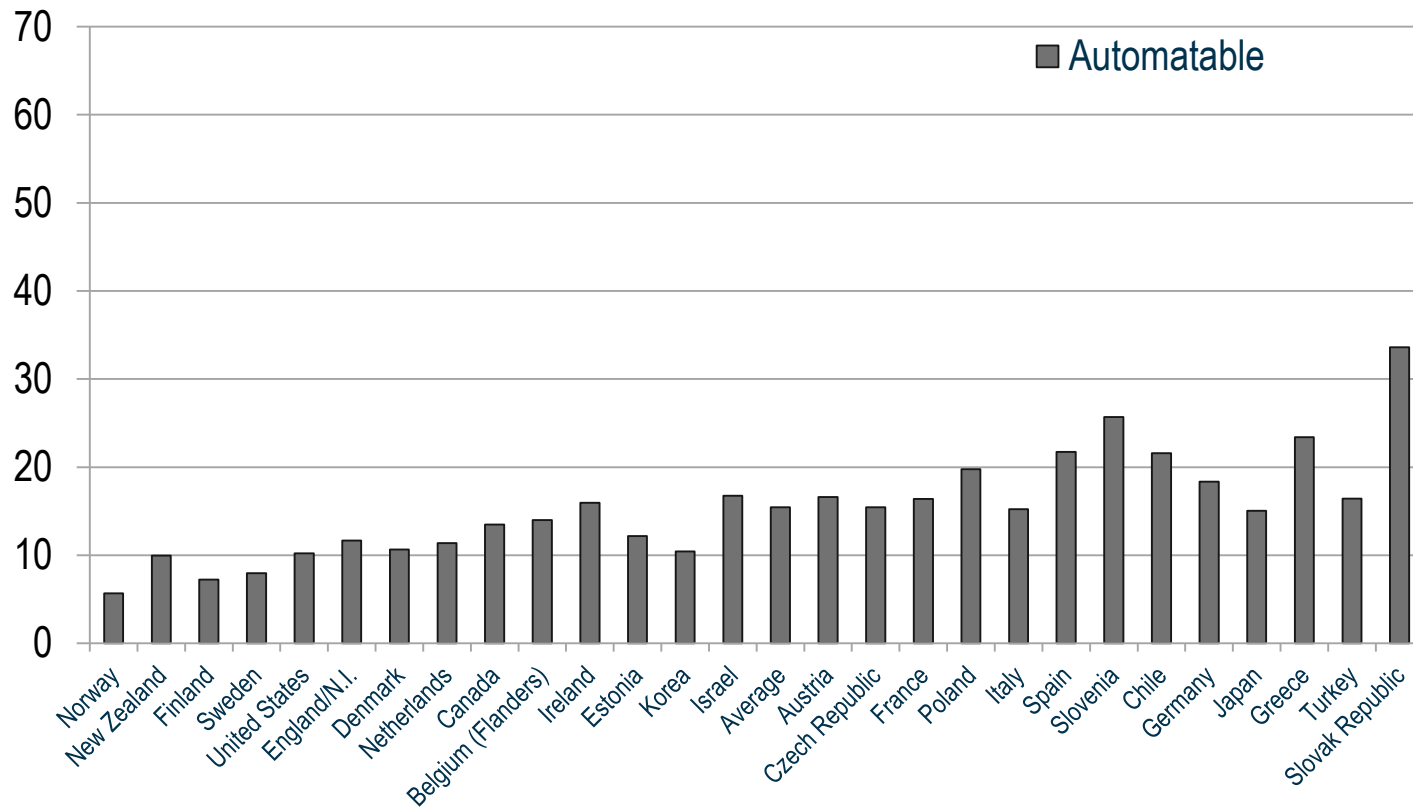




What can we expect from the 4th industrial revolution?

Jobs with high and medium potential for automation

Percentage of jobs with 70 % and between 50 % et 70 % of substitutable tasks



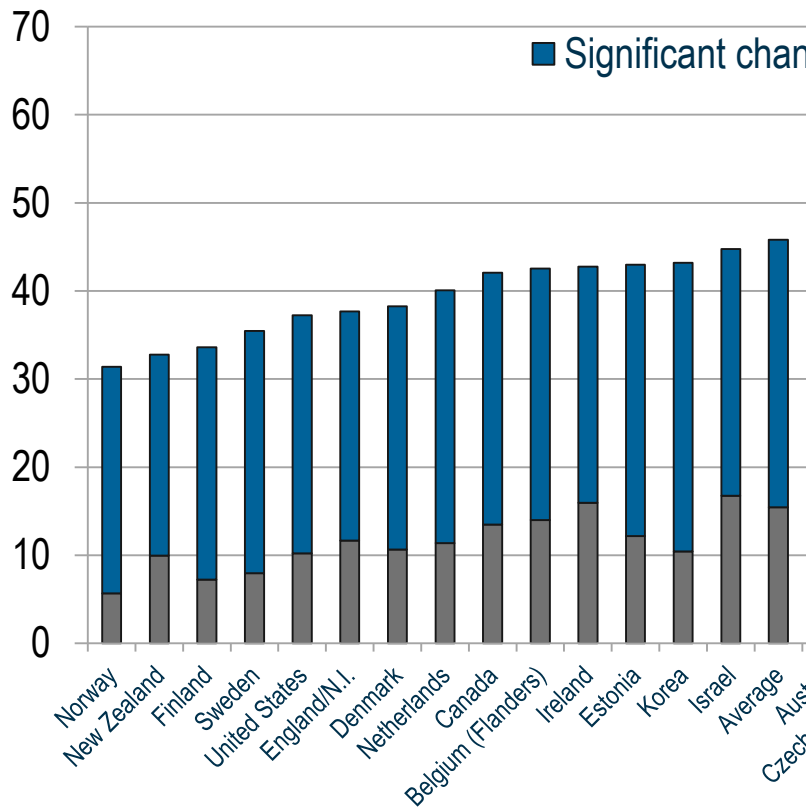
Source: Survey of Adult Skills (PIAAC); Arntz et al (2016)



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Source: Survey of Adult Skills (PIAAC); Arntz et al (2016)

Tasks that lower risk of automation:

- Presenting
- Influencing
- Reading books and/or professional publications
- Writing articles
- Using programming language
- Training others

Tasks that increase risk of automation:

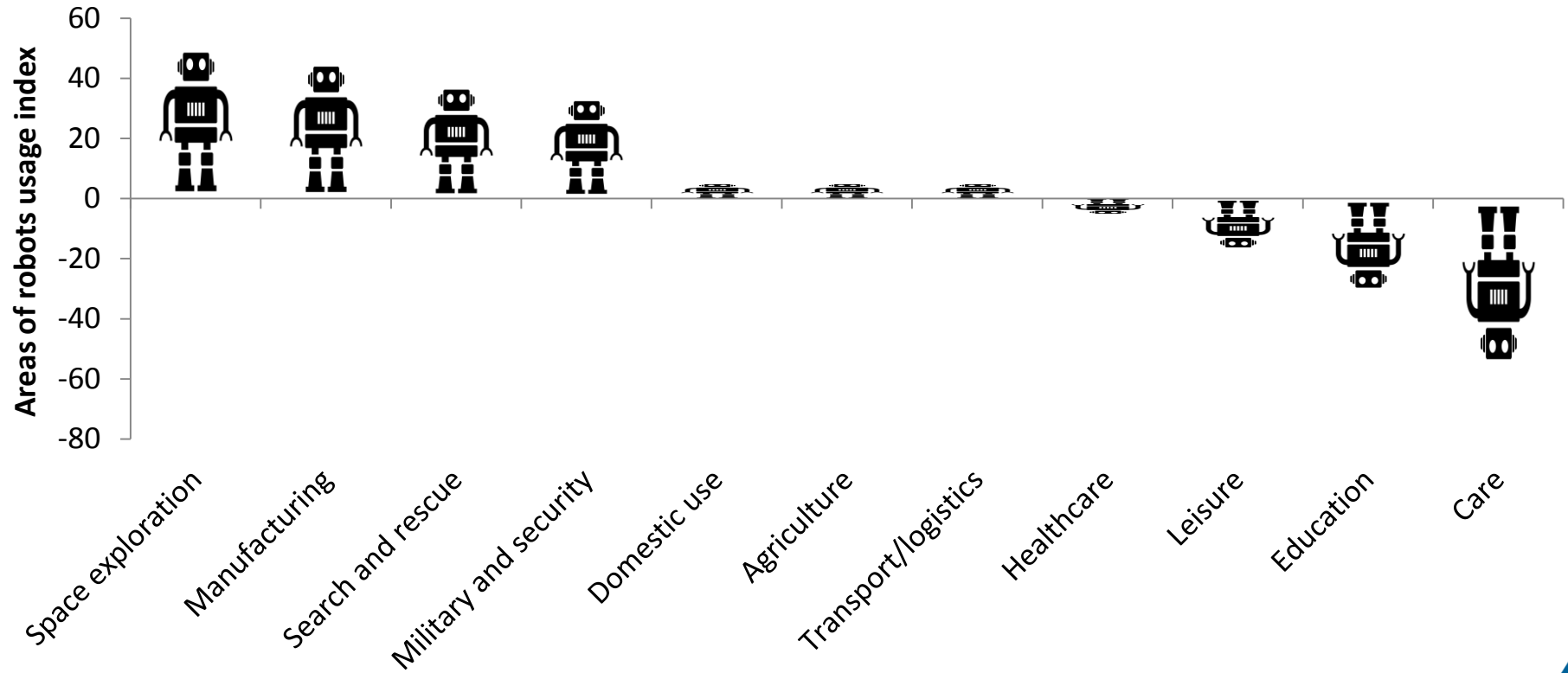
- Exchanging information
- Selling
- Using fingers or hands

Source: Arntz et al (2016), Table 3.



The fallacy of *Technological Determinism*

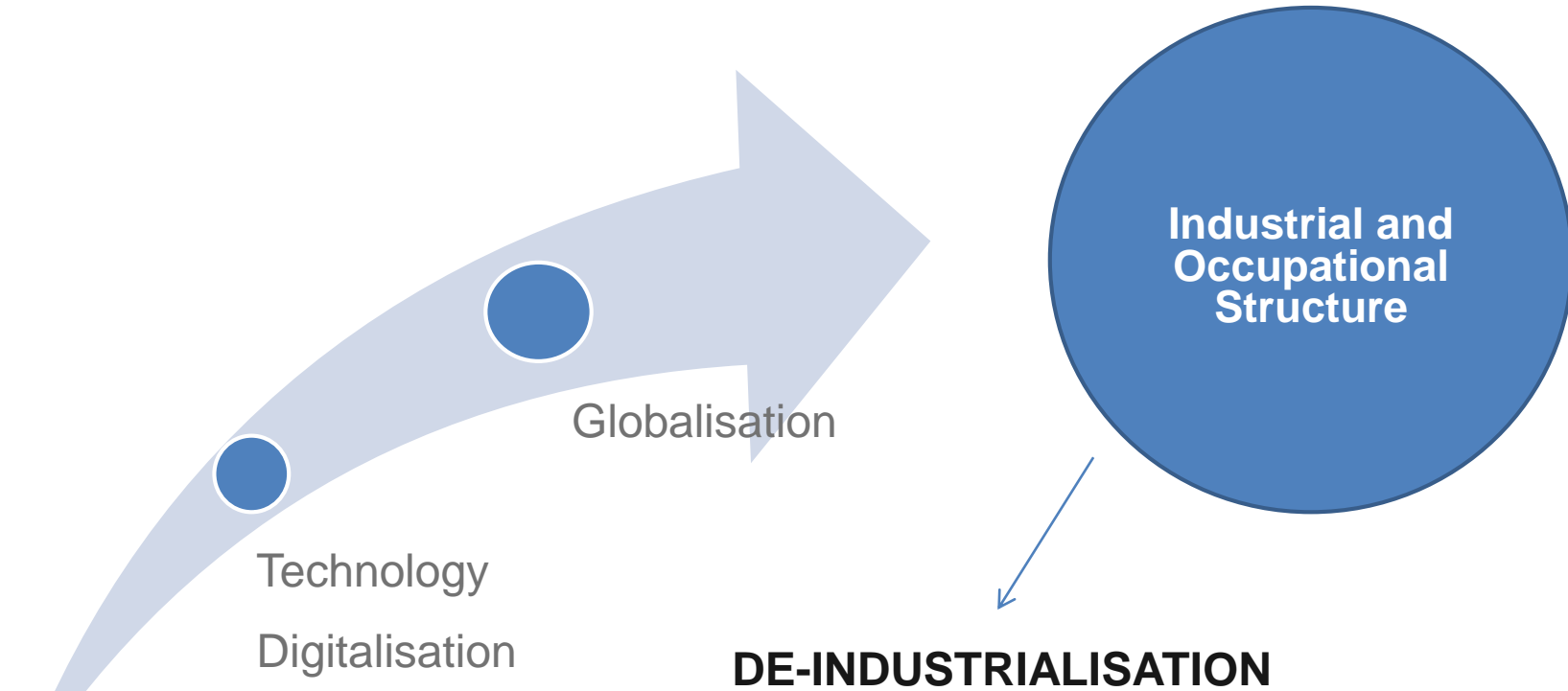
In which areas is the application of robots most/least acceptable?



Source: Eurobarometer.



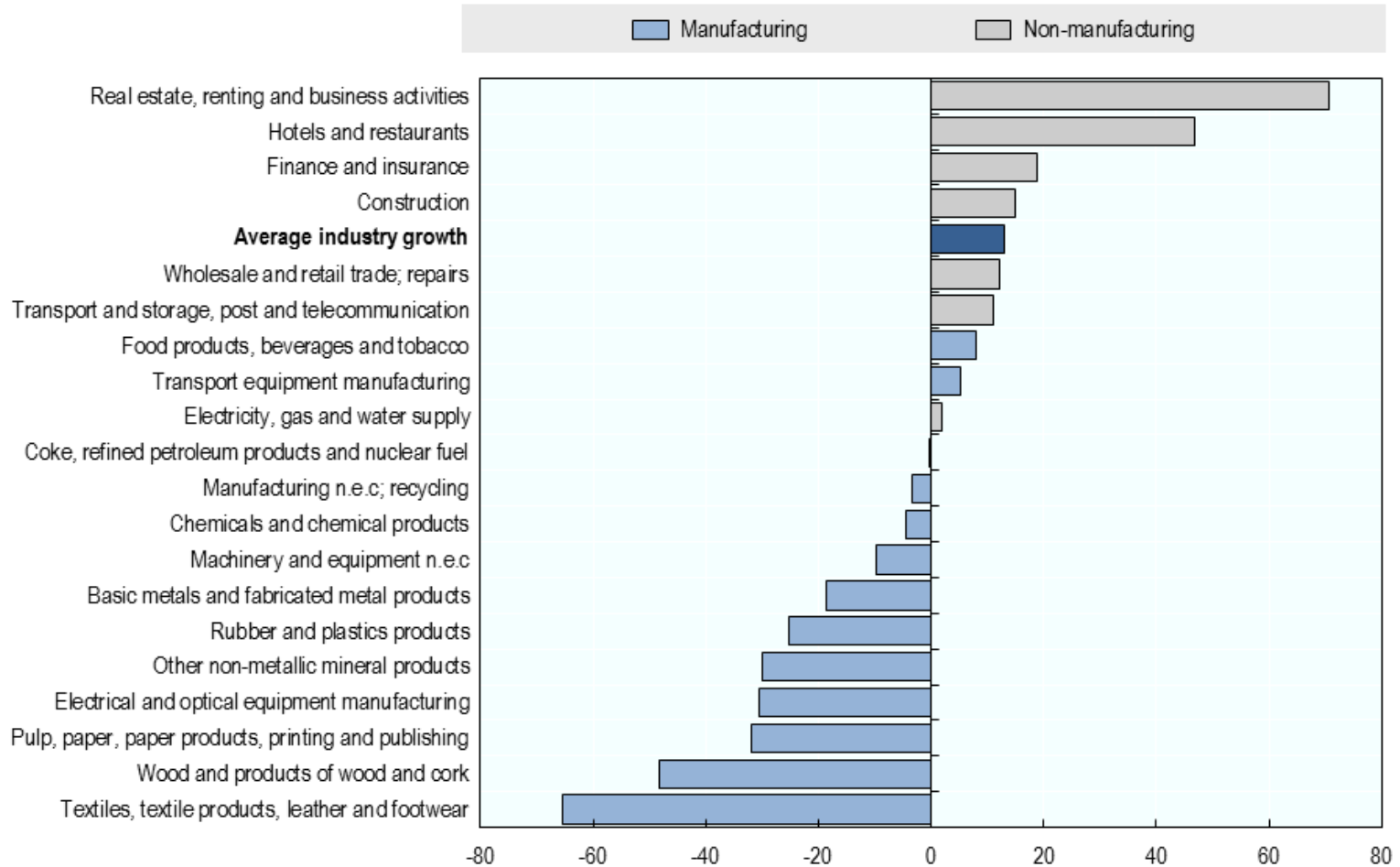
Technology or Globalisation?





The decline of the manufacturing sector

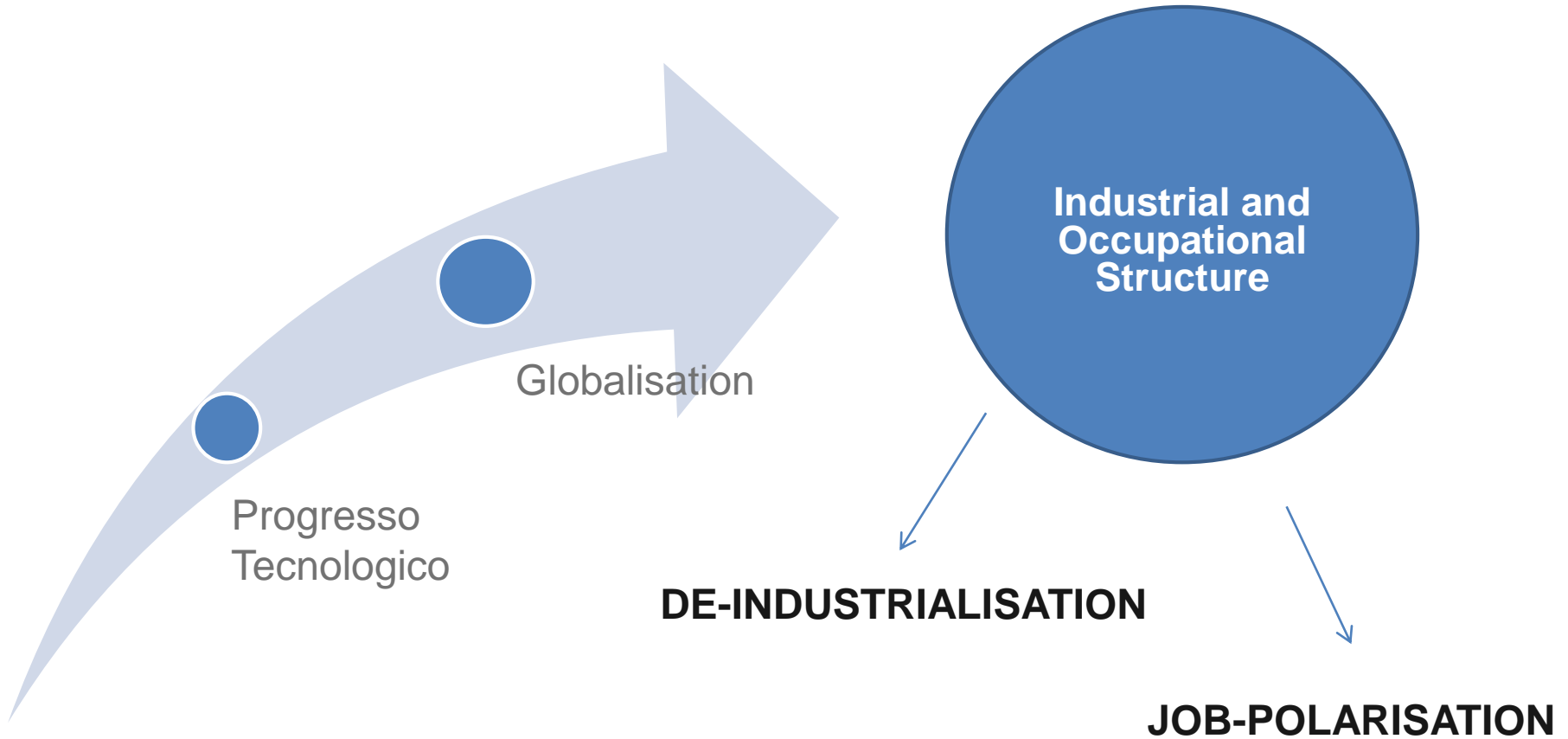
Percentage change in total employment within industry for selected OECD countries



Source: OECD (2017), *OECD Employment Outlook 2017*, forthcoming.



Technology or Globalisation?

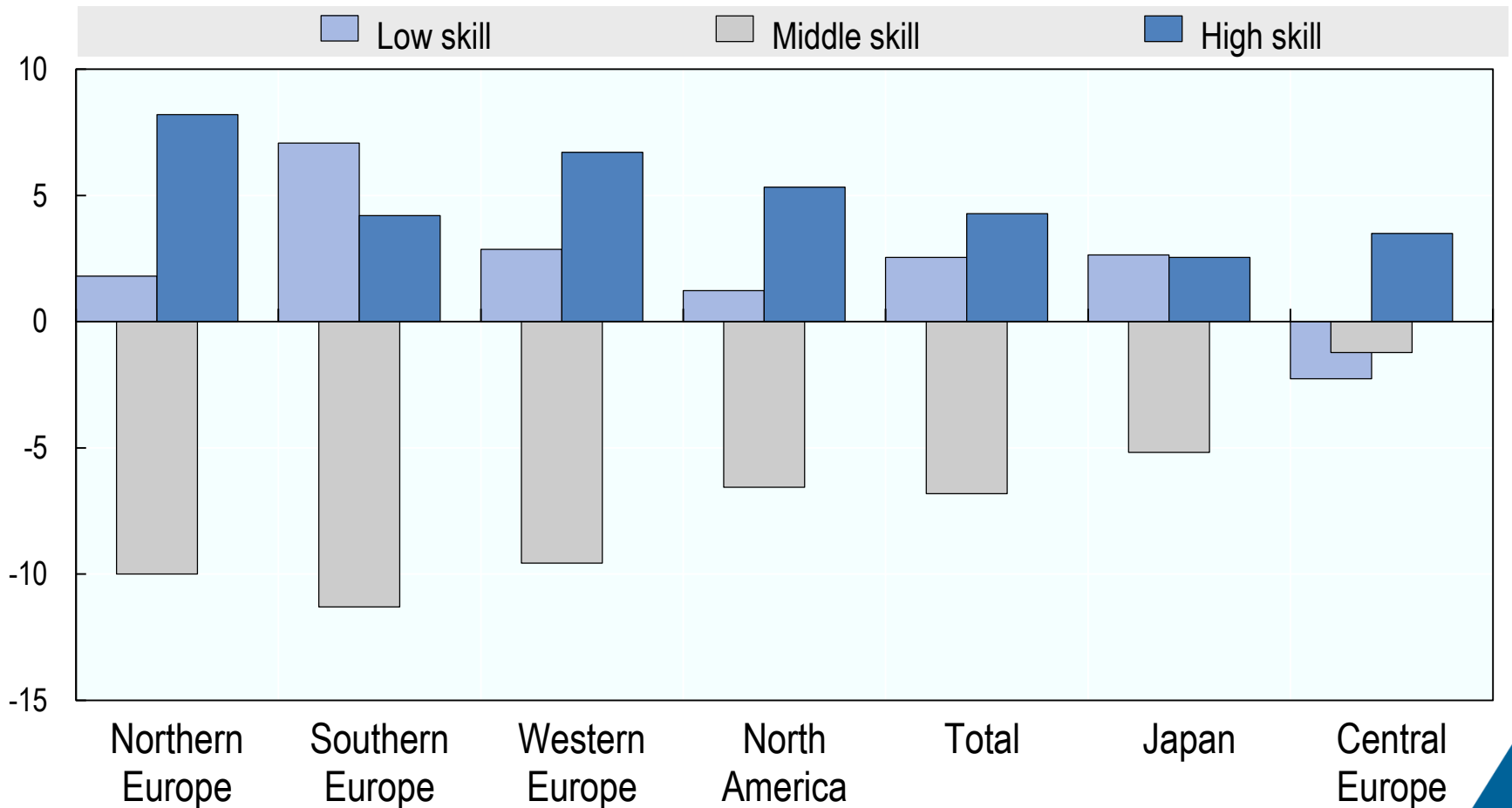




The labour market continues to polarise

LM Polarisation, selected OECD countries by region, 1995 to 2015

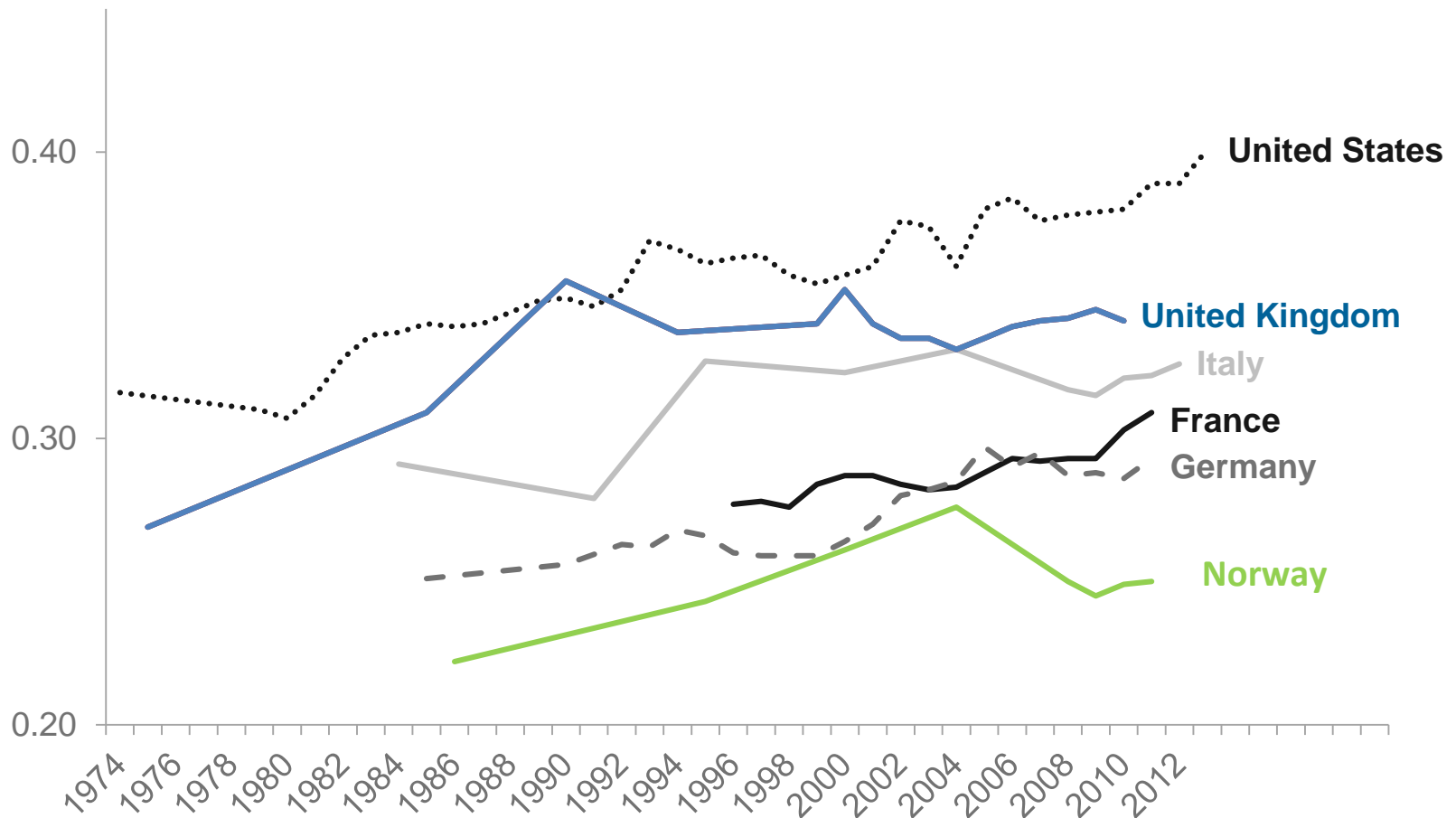
Percentage point change in share of total employment





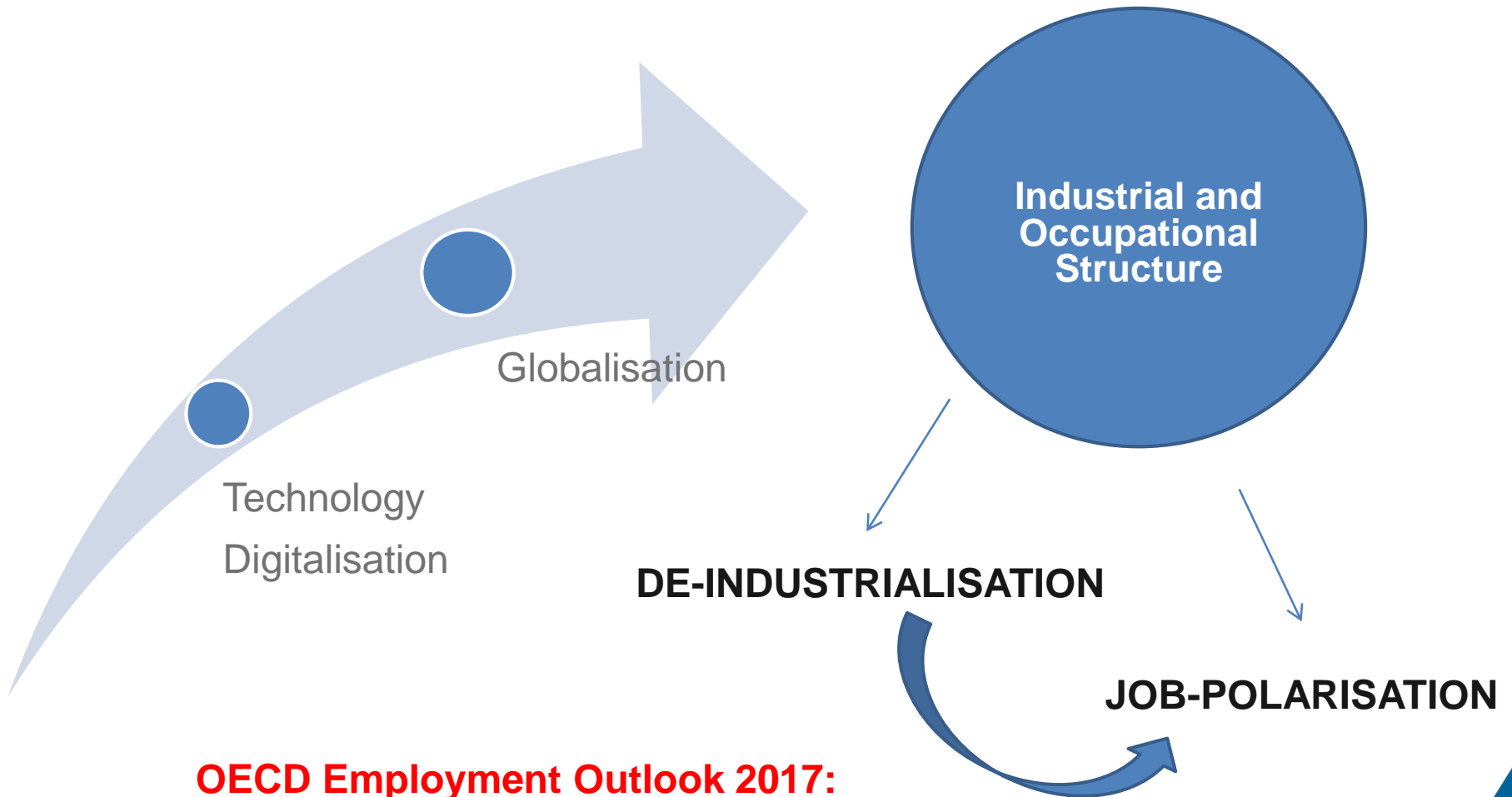
Inequality is growing

Gini (at disposable income, post taxes and transfers)





Technology or Globalisation?



**OECD Employment Outlook 2017:
TECHNOLOGY PLAYS THE CLEAREST ROLE**



The rise of the platform economy?

Greater income,
efficiency and
flexibility?

Greater risk for
individuals who
manage their jobs,
protection and training?

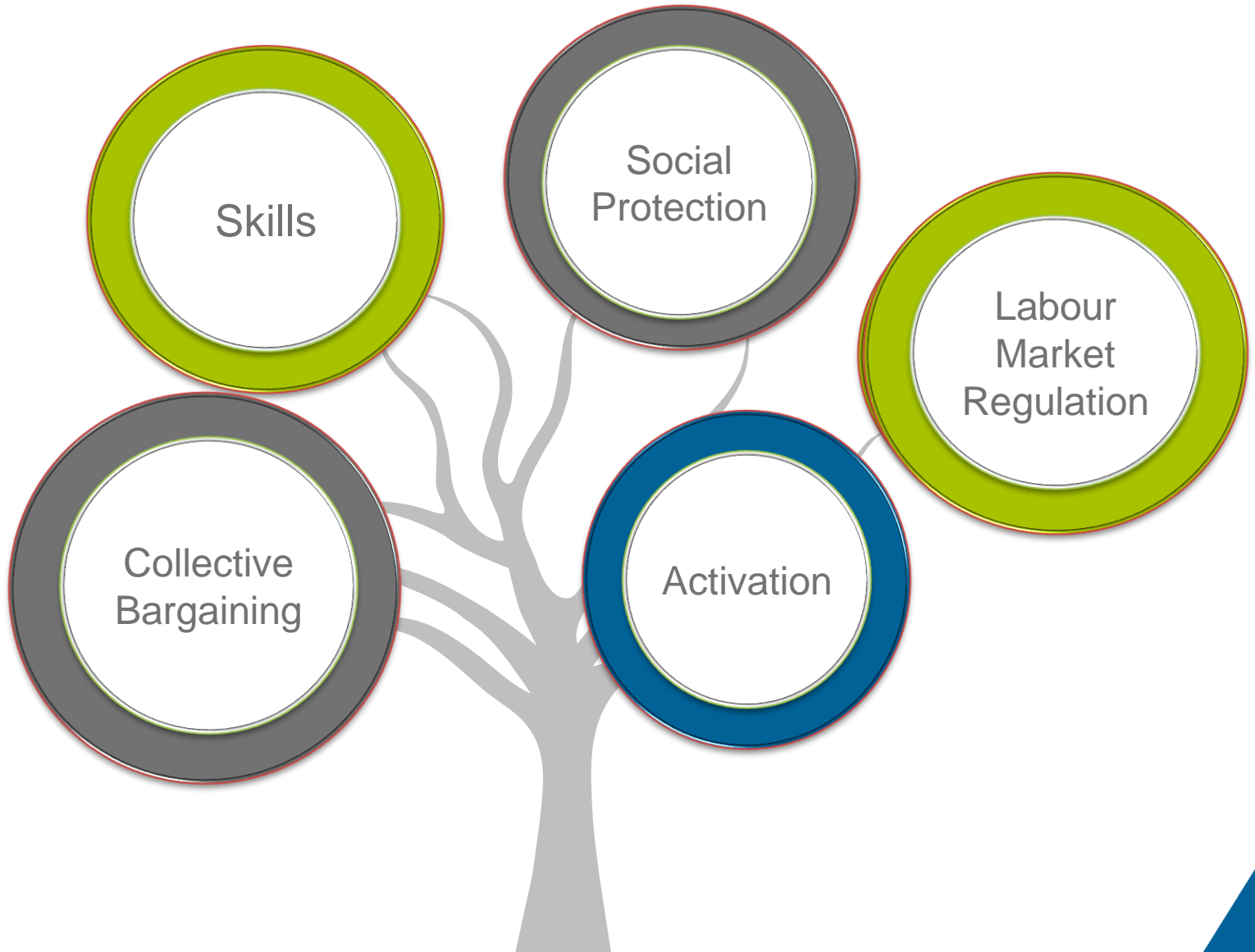


Less social
protection and
greater precarity?





Key policy areas

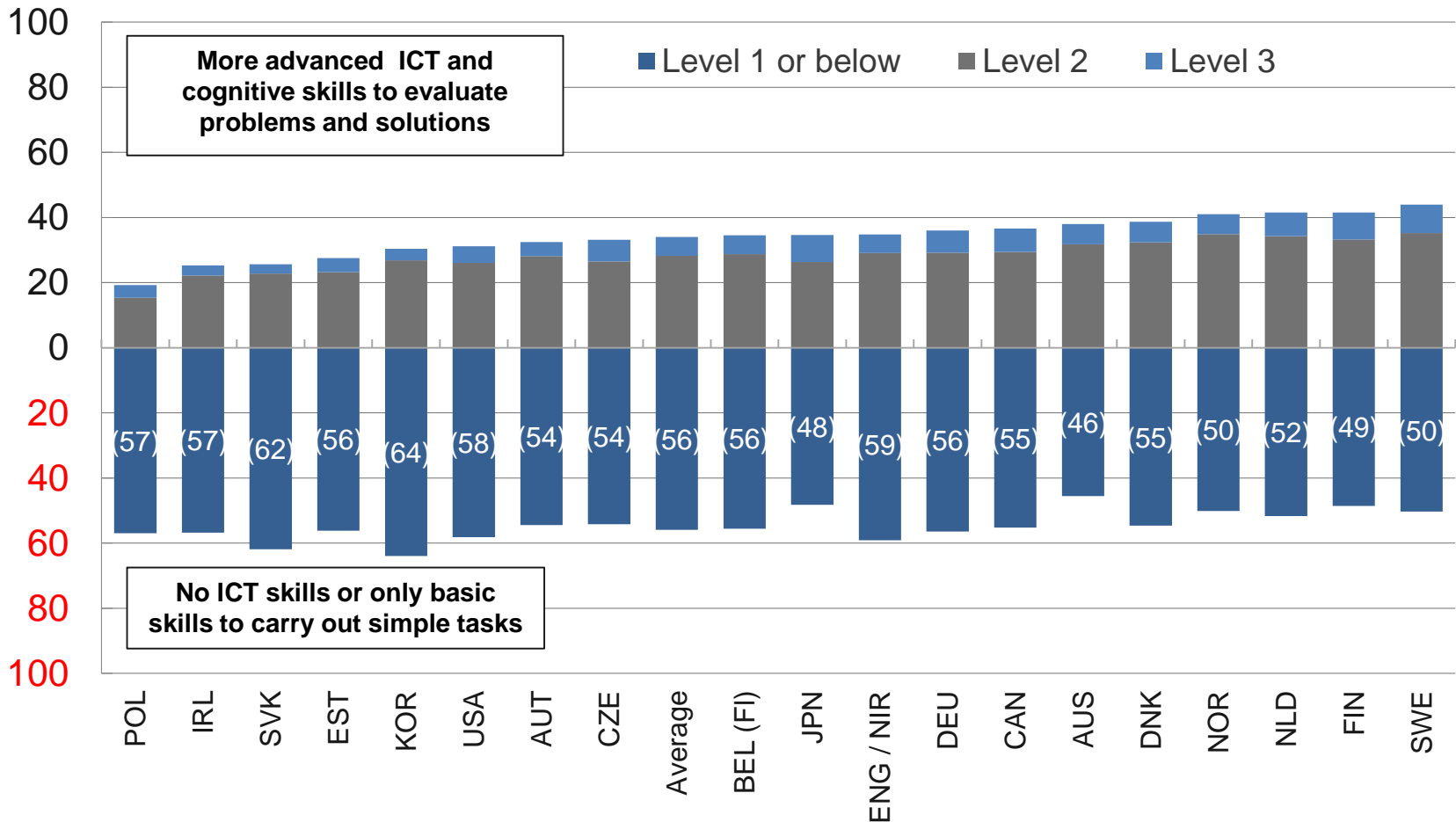




Do workers have the skills for the new jobs?

Problem-solving skills in Technology-Rich Environments

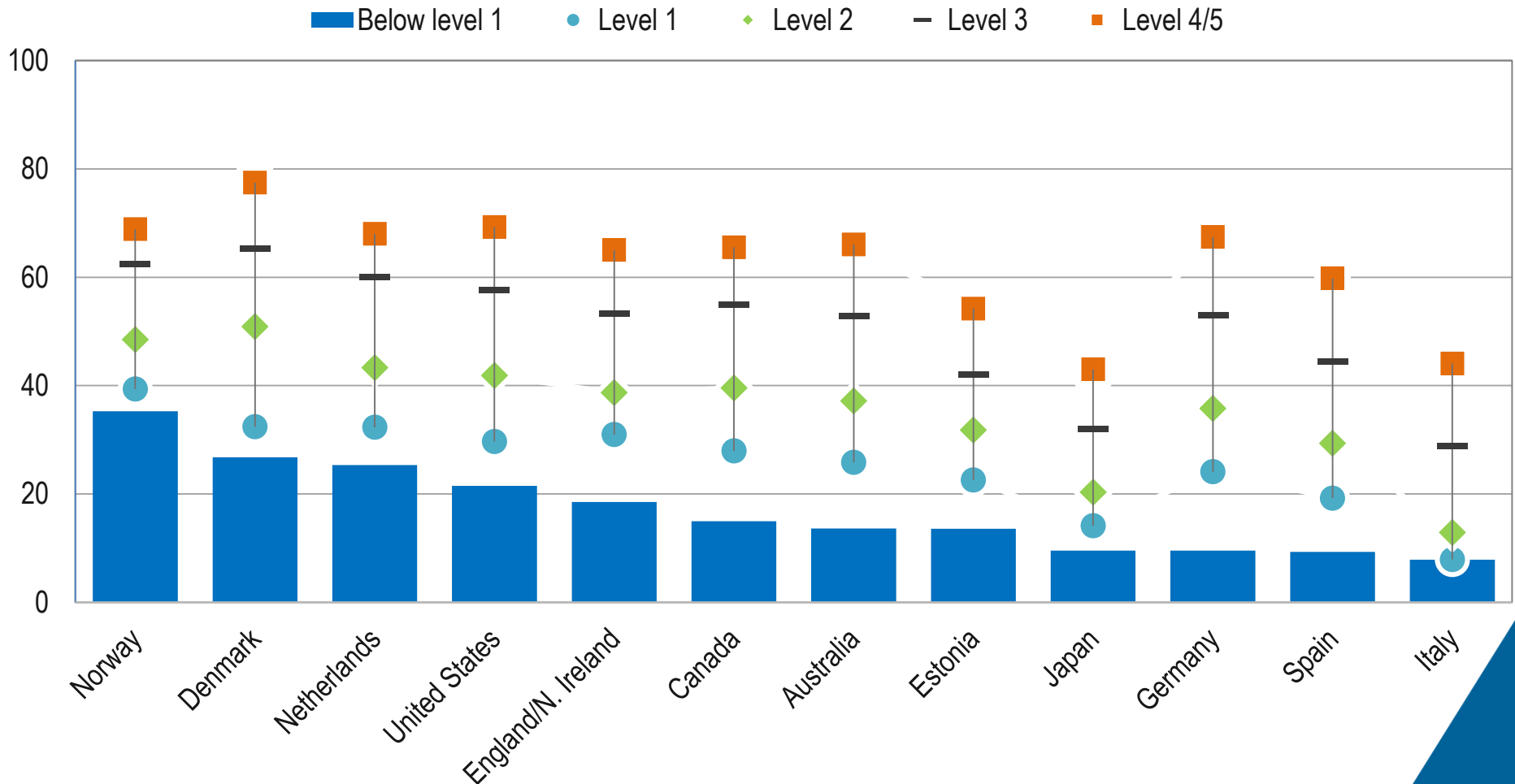
Percentage of the working-age population (aged 15/16-64)





Job-related training – most in need get the least

Percent of workforce in job-related education and training by level of proficiency in literacy



Source: OECD (2013), OECD Skills Outlook 2013: First Results from the Survey of Adult Skills, OECD Publishing.

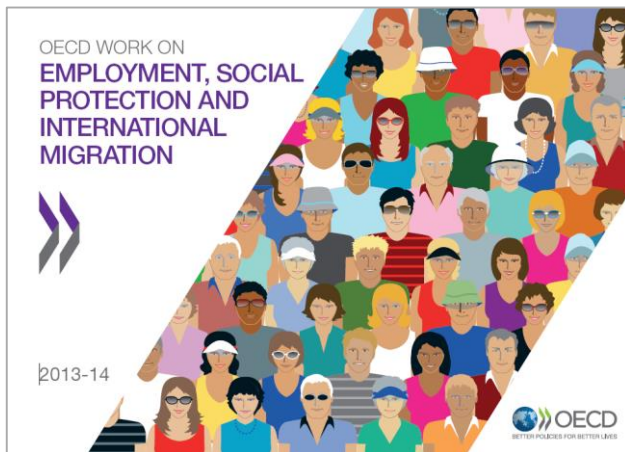


Thank you

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