



THE FUTURE OF WORK

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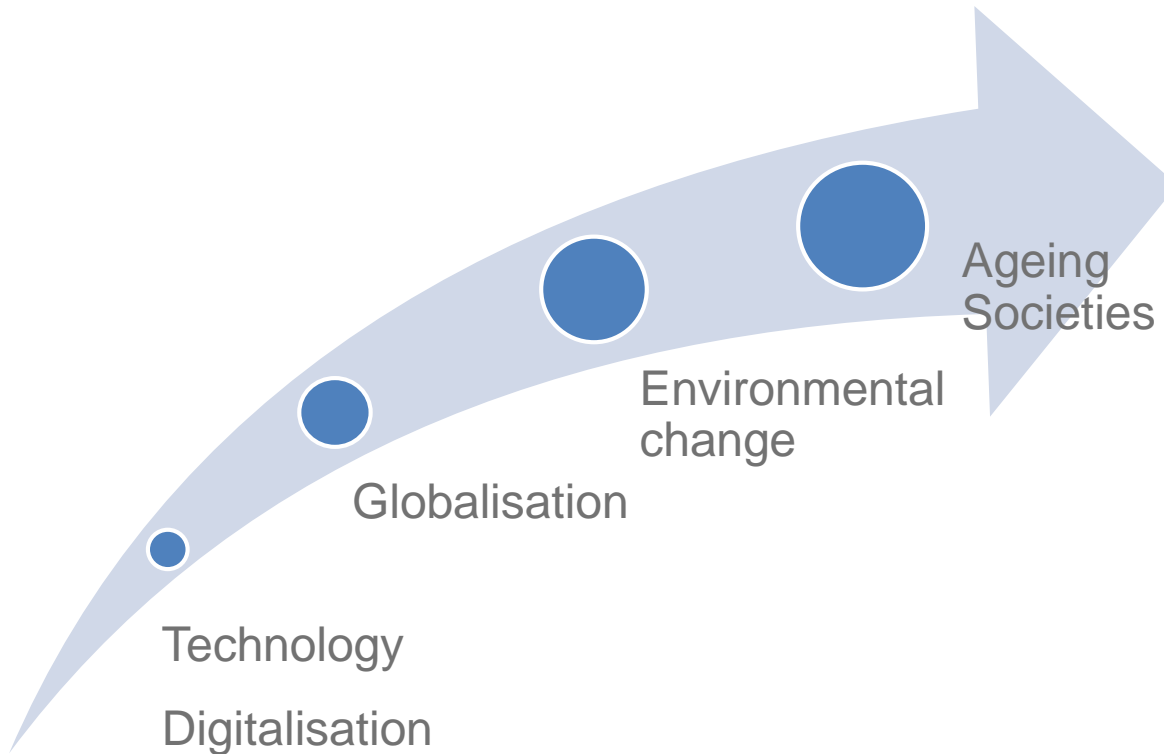
Directorate for Employment, Labour and Social Affairs

SEV DIGITAL STRATEGY CONFERENCE

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Megatrends changing the world of work



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

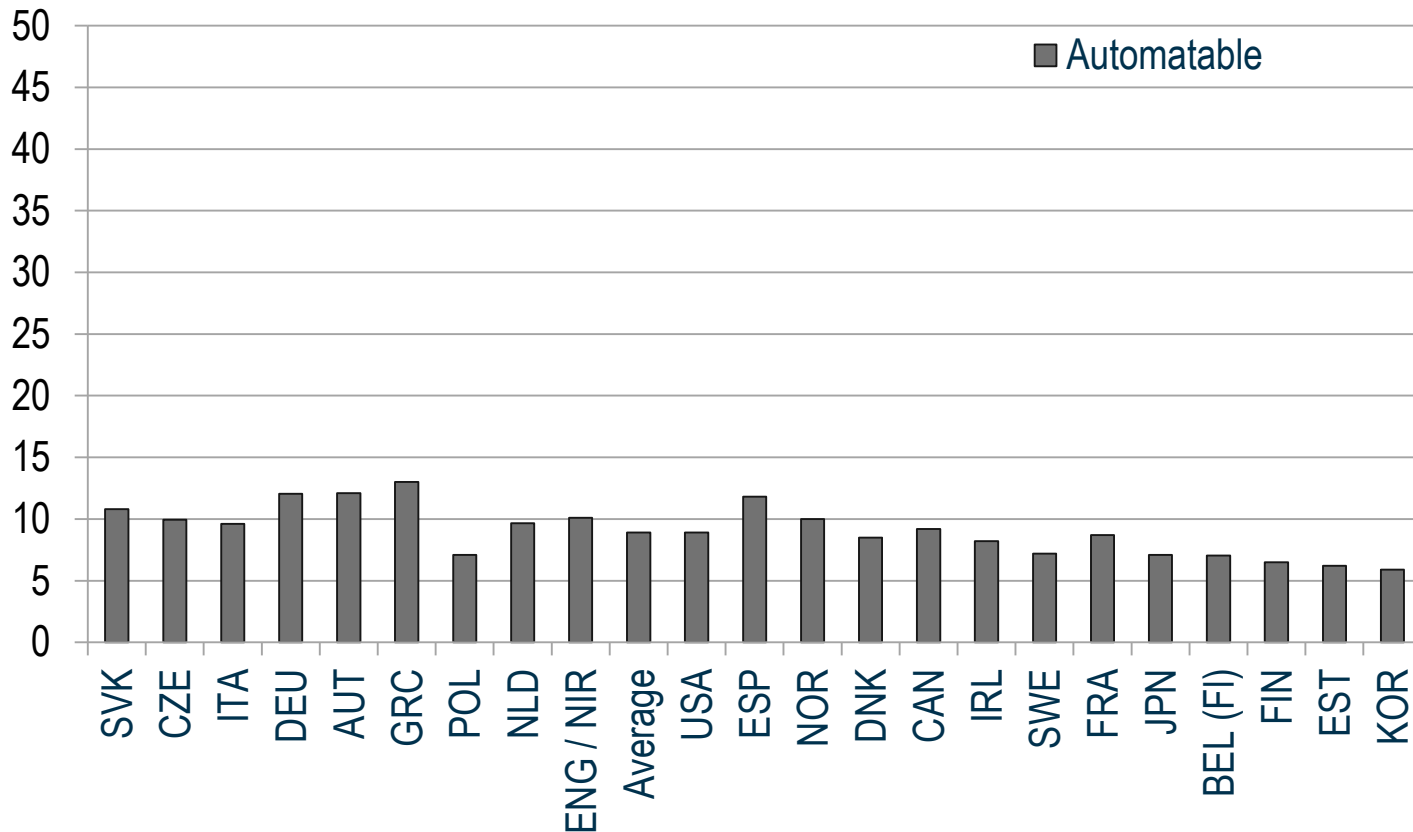




What can we expect from the 4th industrial revolution?

Jobs with high and medium potential for automation

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



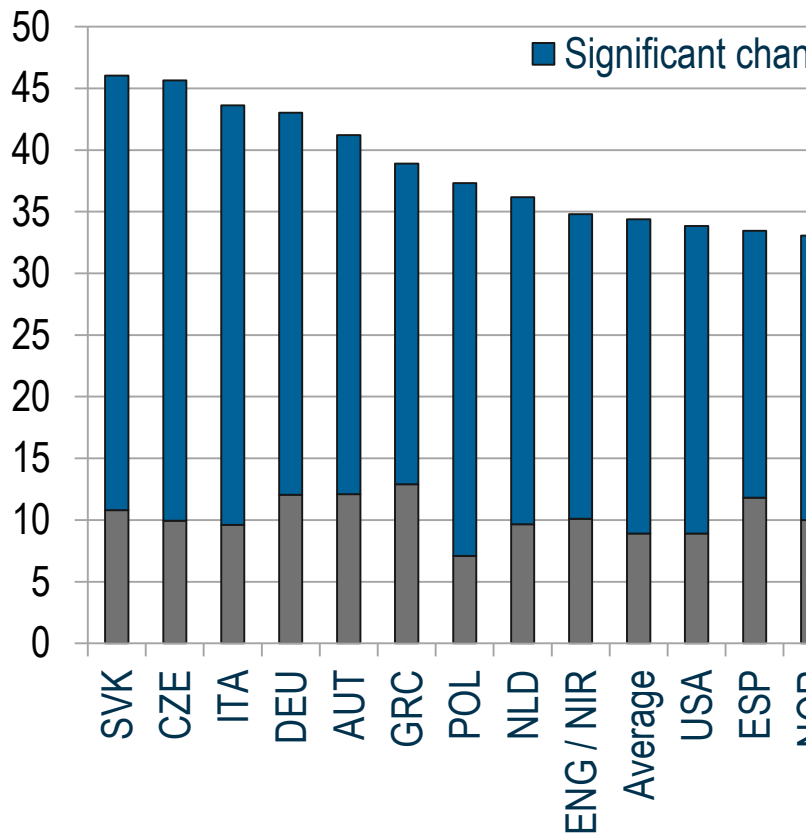
Source: Survey of Adult Skills (PIAAC); Arntz et al (2016)



What can we expect from the 4th industrial revolution?

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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:

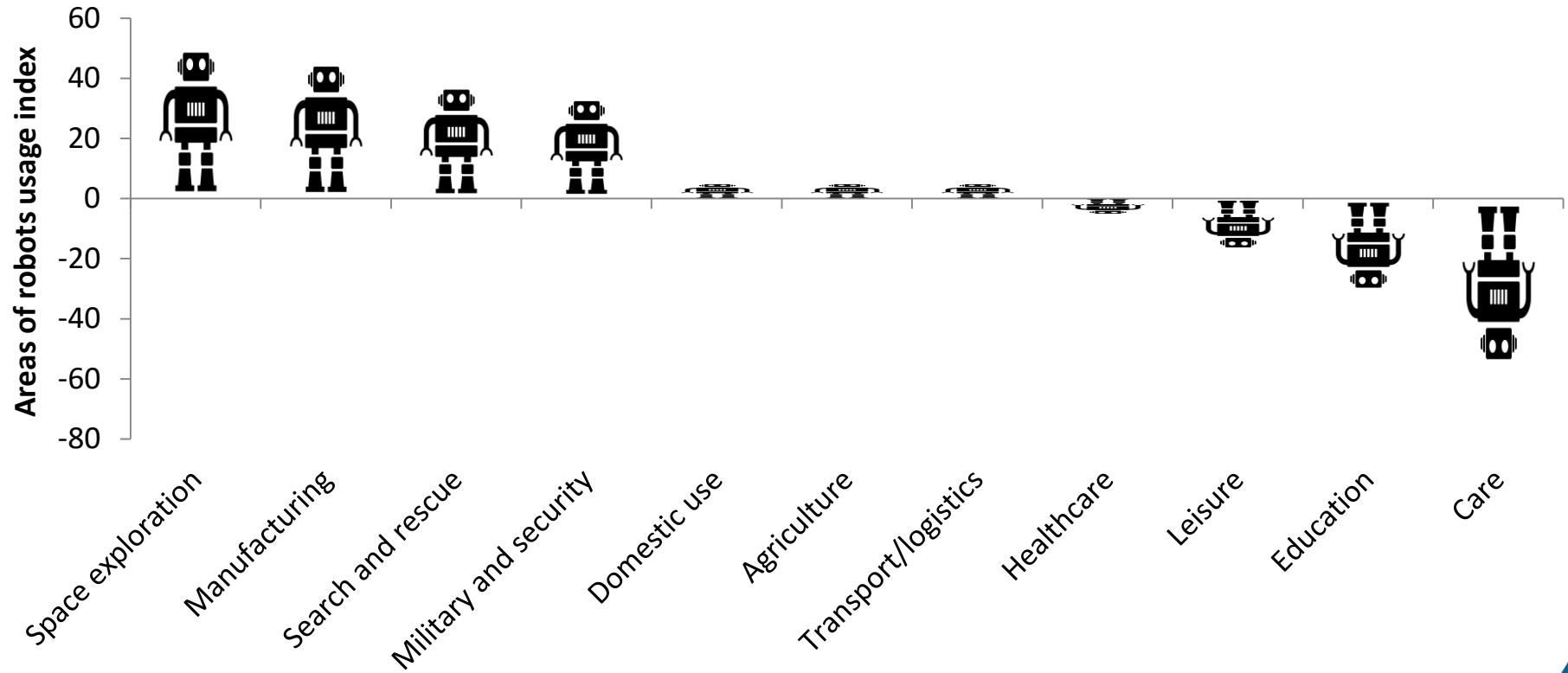
- Exchanging information
- Selling
- Using fingers or hands

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



The fallacy of *Technological Determinism*

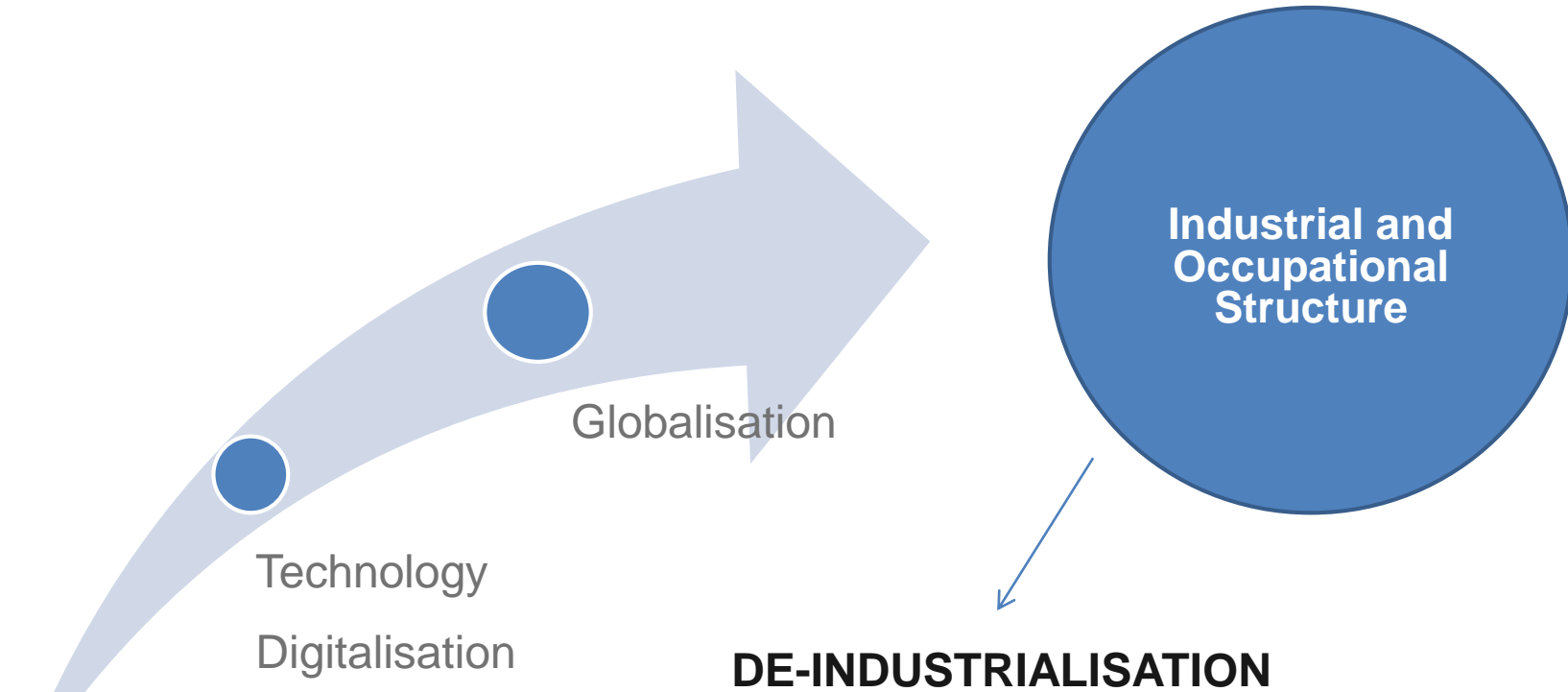
In which areas is the application of robots most/least acceptable?



Source: Eurobarometer.



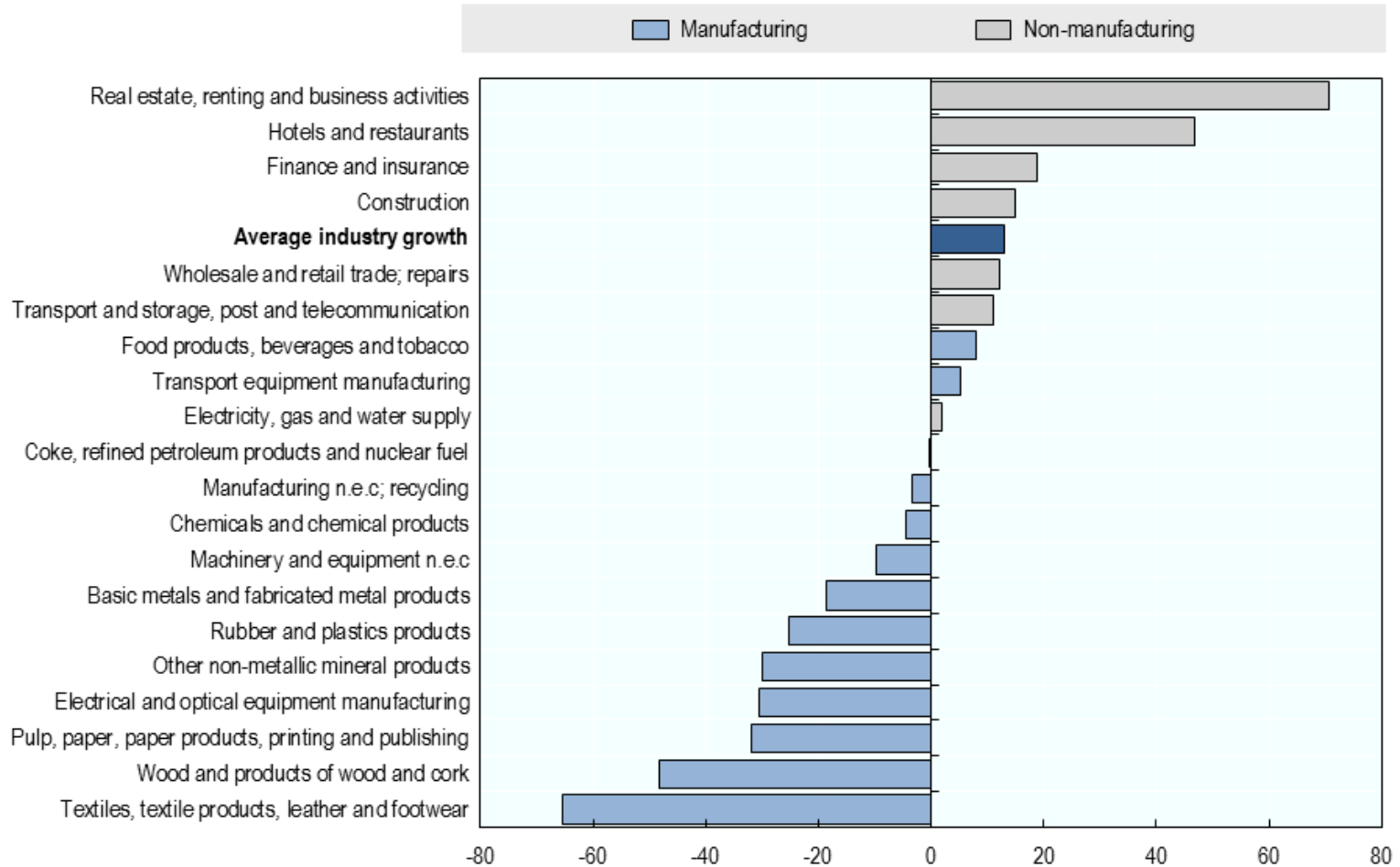
Technology or Globalisation?





The decline of the manufacturing sector

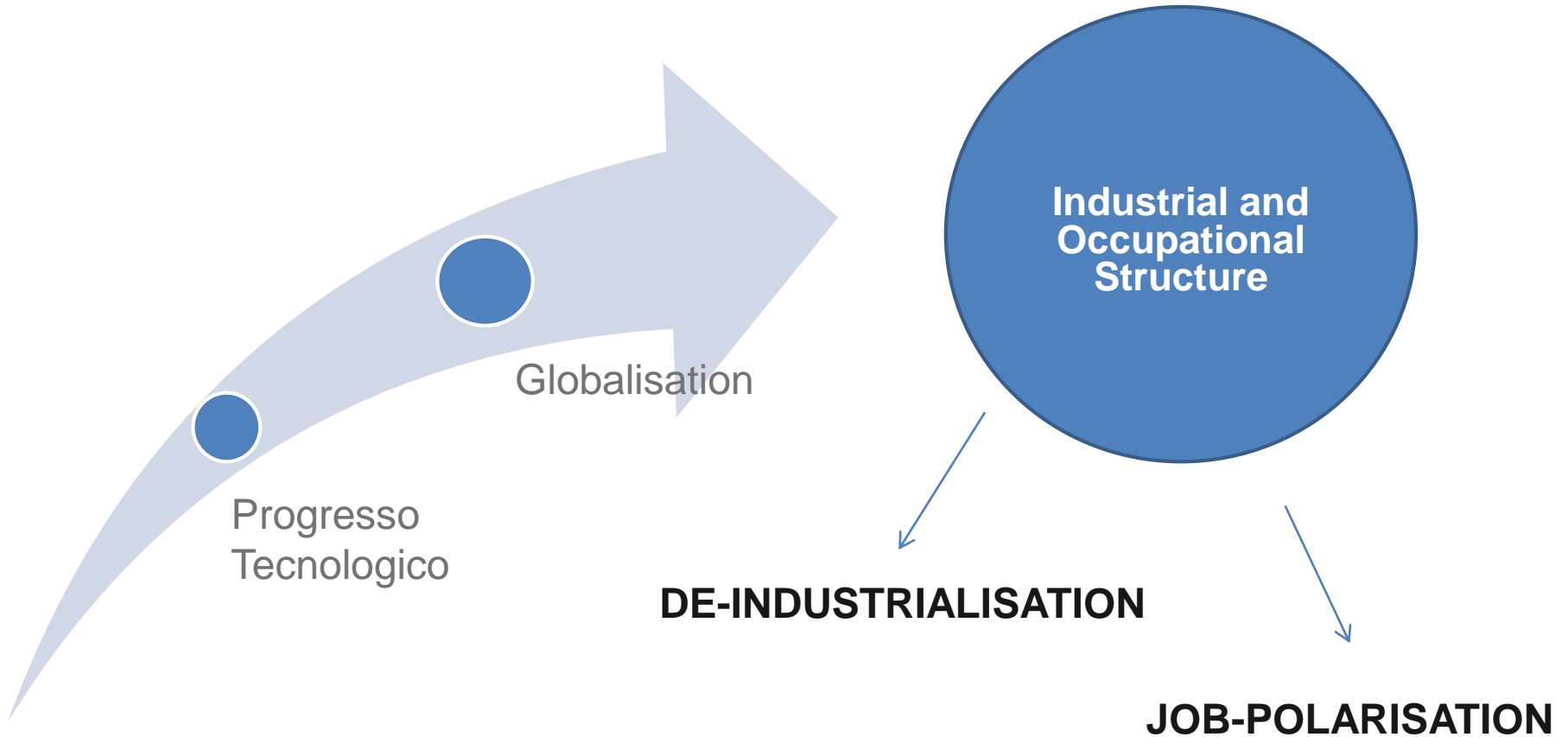
Percentage change in total employment within industry for selected OECD countries



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



Technology or Globalisation?

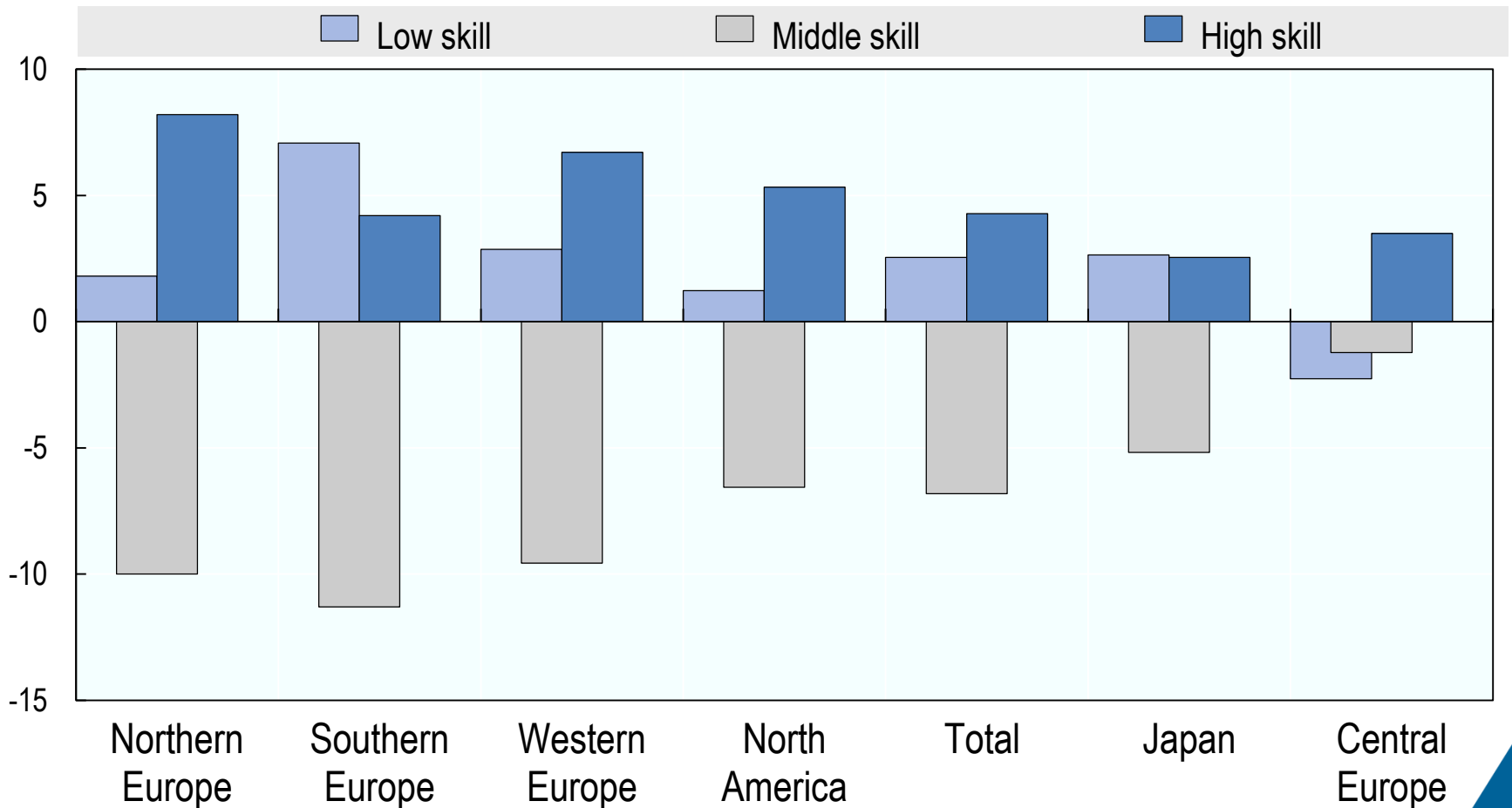




The labour market continues to polarise

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

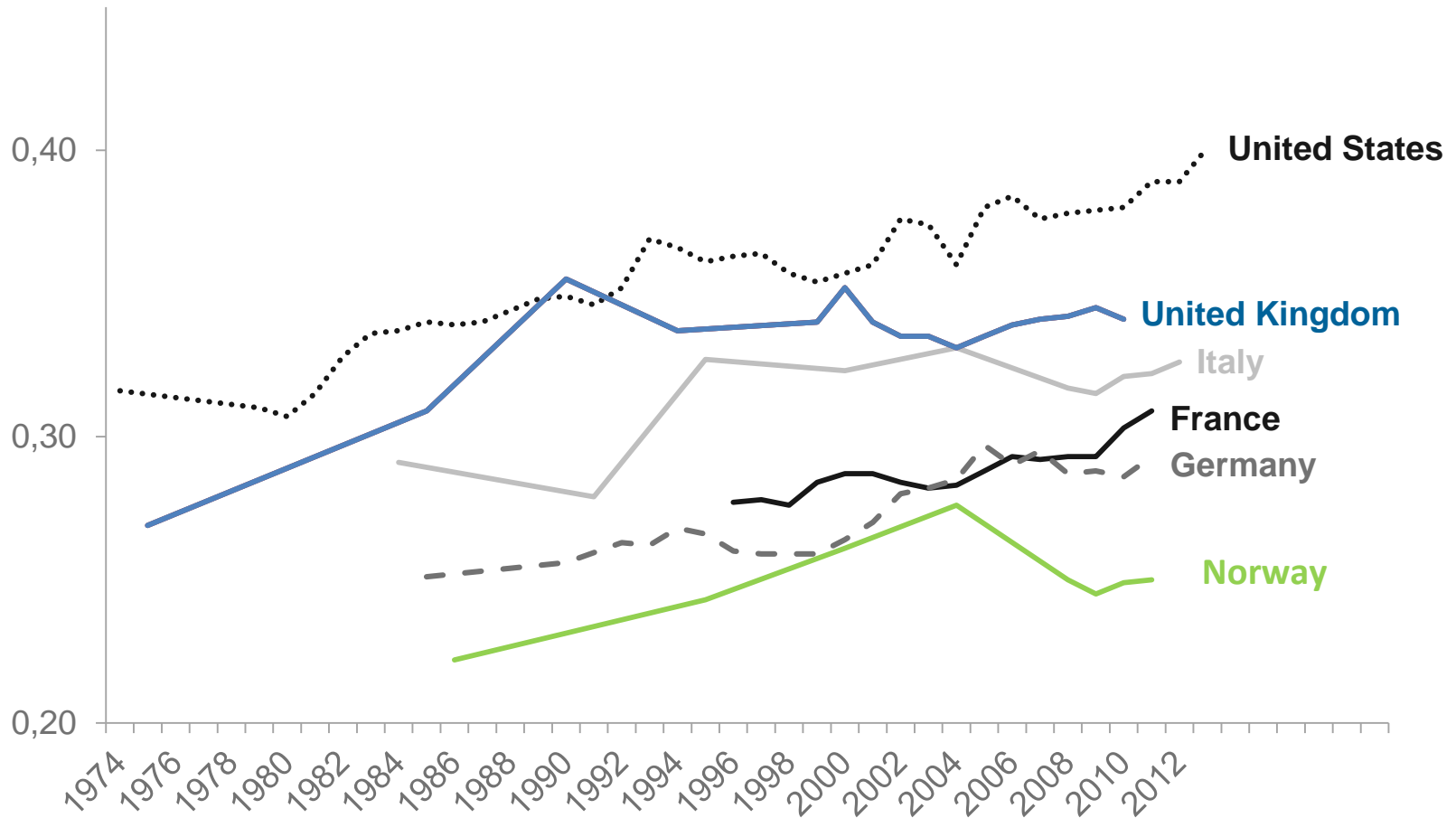
Percentage point change in share of total employment





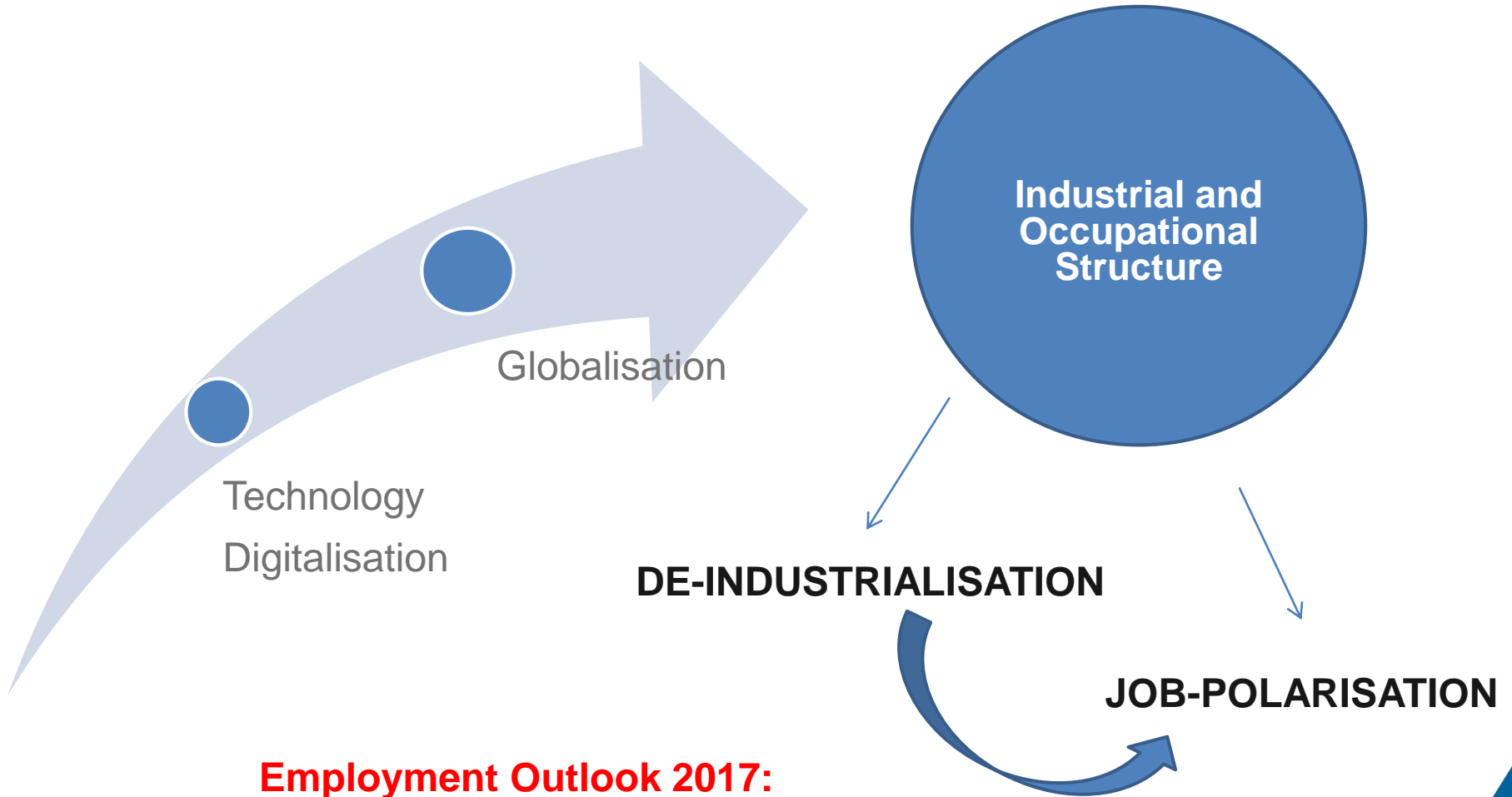
Inequality has been rising

Gini (at disposable income, post taxes and transfers)





Technology or Globalisation?



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



The platform economy is coming near you!

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

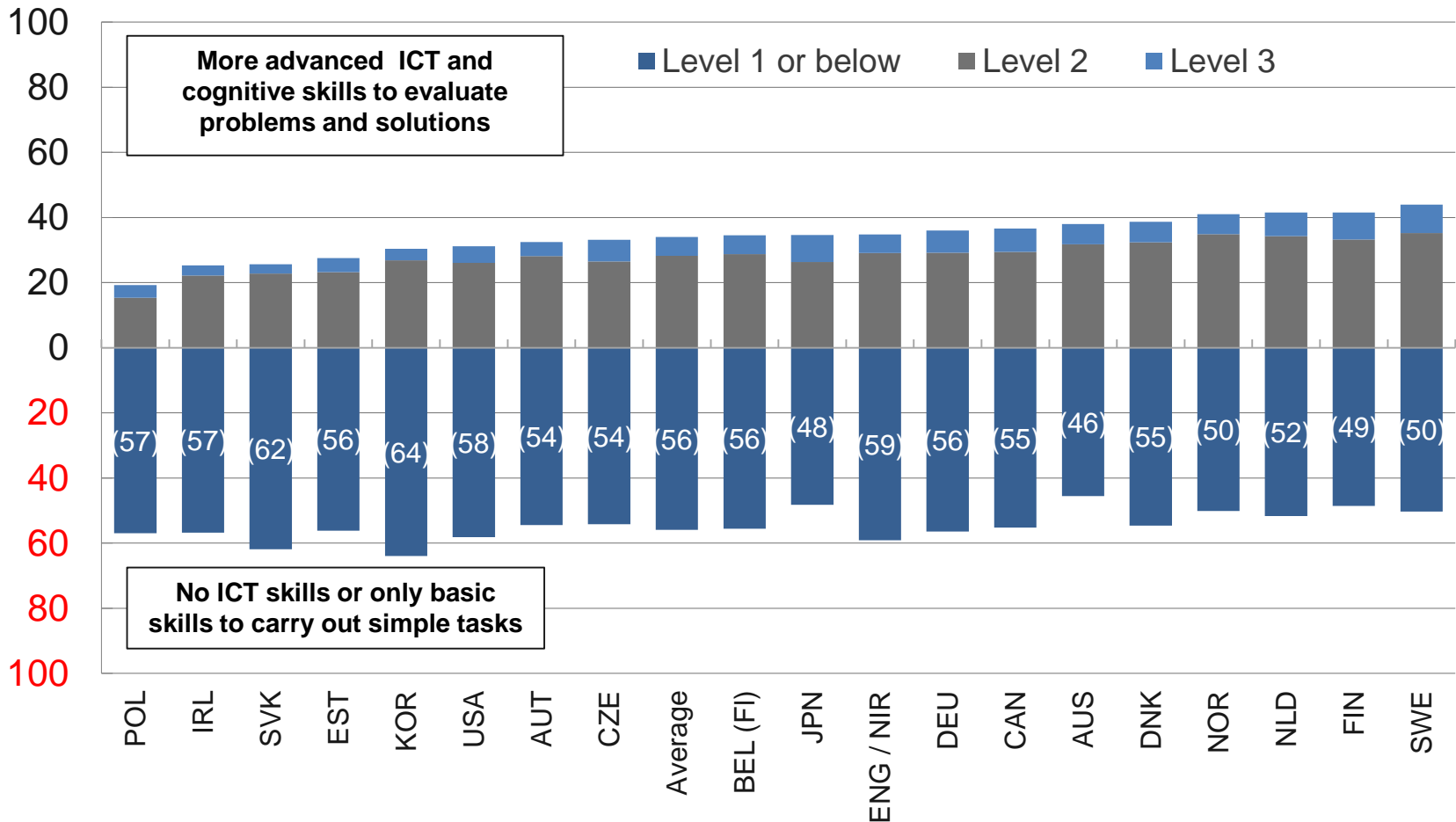




Do workers have the skills for the new jobs?

Problem-solving skills in Technology-Rich Environments

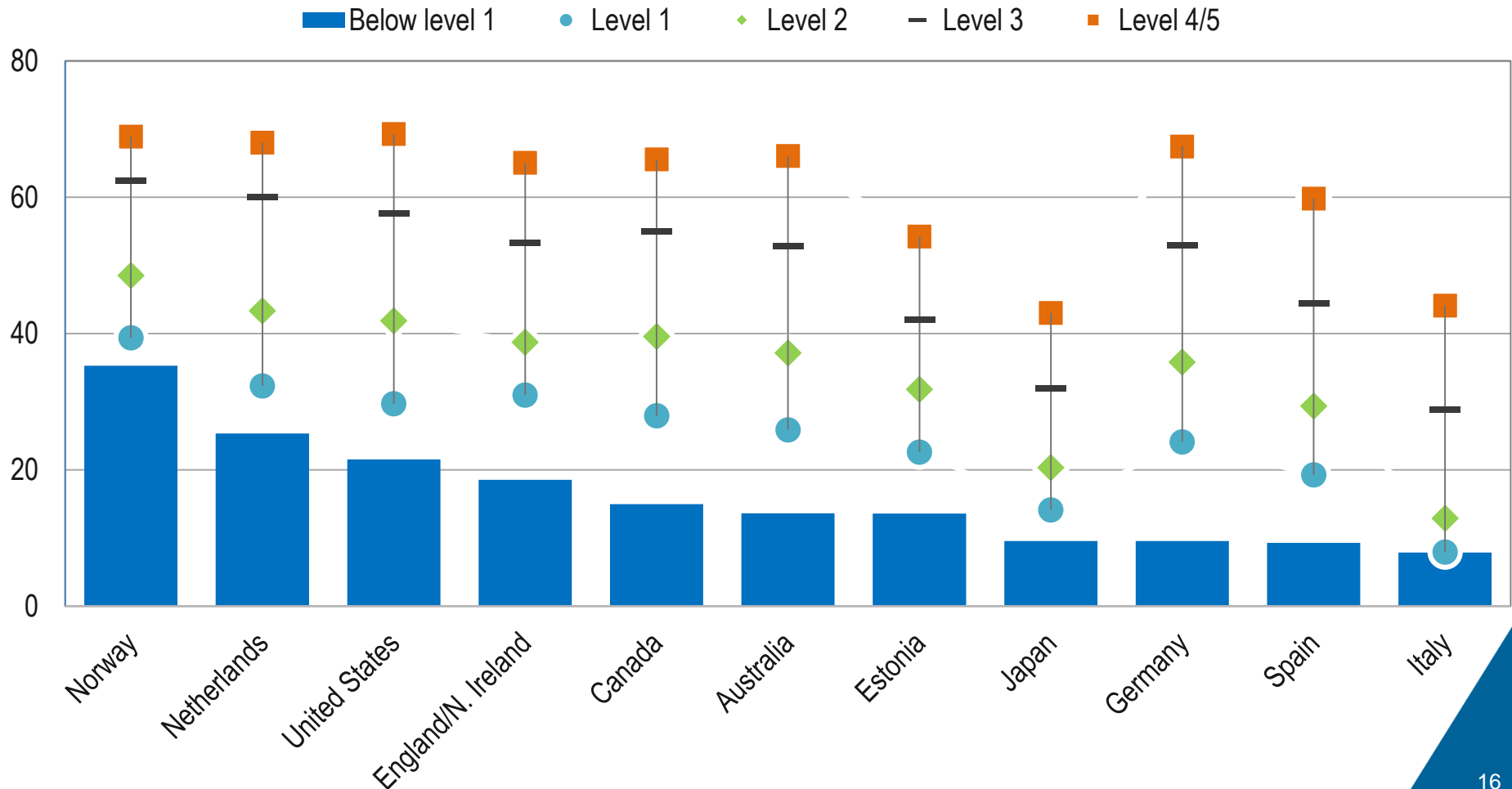
Percentage of the working-age population (aged 15/16-64)





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.



The future of work requires a change to how we think about **social protection**

Benefit rules for the self-employed are different from those of standard workers, 2010

	Old age, invalidity	Health	Accidents	Unemployment	Family
Australia	No benefit	Same rules as the general scheme	Optional enrolment	Same rules as the general scheme	Same rules as the general scheme
Canada	Same rules as the general scheme	Optional enrolment	No benefit	No benefit	Same rules as the general scheme
France	Different rules from standard workers	Different rules from standard workers	Different rules from standard workers	No benefit	Same rules as the general scheme
Germany	Different rules from standard workers	No benefit	No benefit	Optional enrolment	Same rules as the general scheme
Italy	Different rules from standard workers	Different rules from standard workers	Same rules as the general scheme	No benefit	Different rules from standard workers
Japan	Different rules from standard workers	Different rules from standard workers	No benefit	No benefit	Same rules as the general scheme
Korea	Same rules as the general scheme	Same rules as the general scheme	Optional enrolment	Optional enrolment	Same rules as the general scheme
Mexico	Optional enrolment	Optional enrolment	Optional enrolment	Same rules as the general scheme	No benefit
Portugal	Different rules from standard workers	Optional enrolment	Same rules as the general scheme	No benefit	Same rules as the general scheme
Turkey	Different rules from standard workers	Same rules as the general scheme	Different rules from standard workers	No benefit	Same rules as the general scheme
United Kingdom	Different rules from standard workers	Different rules from standard workers	No benefit	Different rules from standard workers	Same rules as the general scheme
United States	Different rules from standard workers	Same rules as the general scheme	No benefit	No benefit	Same rules as the general scheme

No benefit
Optional enrolment
Different rules from standard workers
Same rules as the general scheme

Source: OECD (2015), *In It Together: Why Less Inequality Benefits All*, OECD Publishing, Paris.



The self-employed risk slipping through the net

54.5% The share of self-employed (15-64) in the EU at risk of not being entitled to **unemployment benefits**

37.8% The share of self-employed (15-64) in the EU at risk of not being entitled to **sickness benefits**

46.1% The share of self-employed women (15-49) in the EU at risk of not being entitled to **maternity benefits**

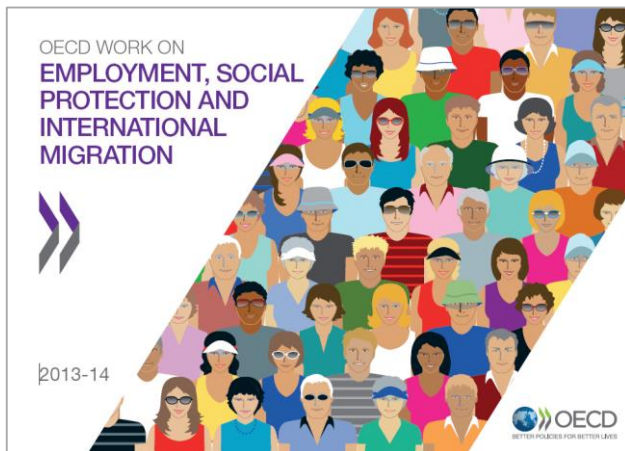


Thank you

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