



THE FUTURE OF WORK

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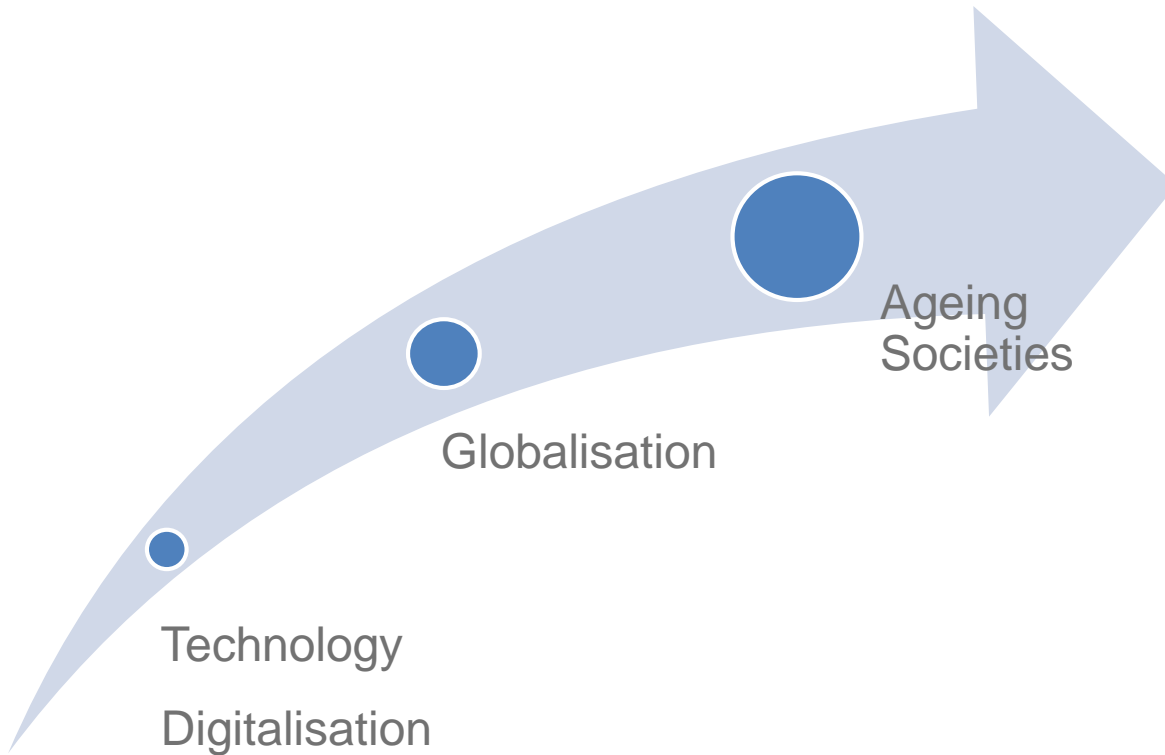
Skills and Employability Division

Directorate for Employment, Labour and Social Affairs

Foresight Centre of the Estonian Parliament – Conference on The Future of Work
Tallin, 11 April 2018



Mega-trends changing the world of work



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

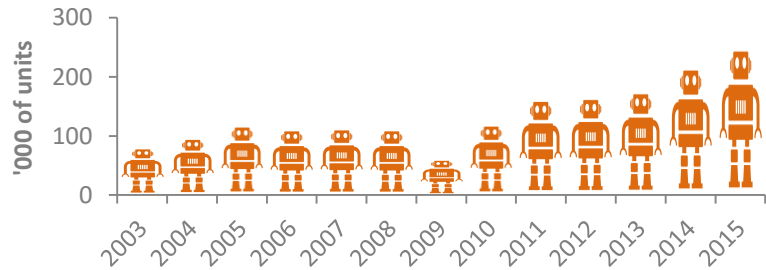




The 3 mega-trends

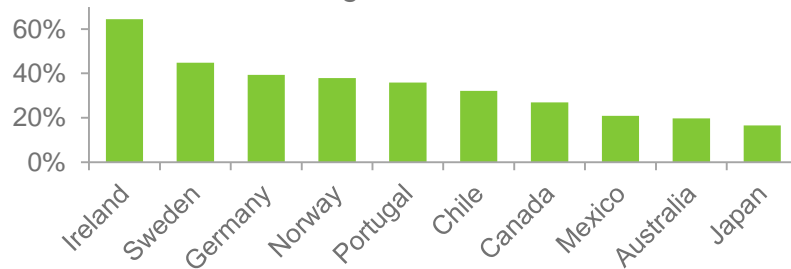
Technology is changing the workplace

Estimated worldwide annual supply of industrial robots



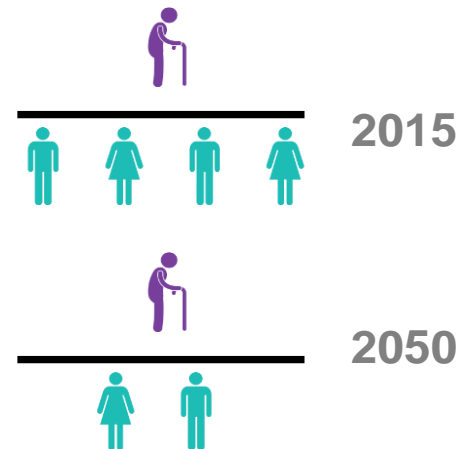
The world has become more integrated

Share of business sector jobs sustained by consumers in foreign markets



Populations are ageing

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

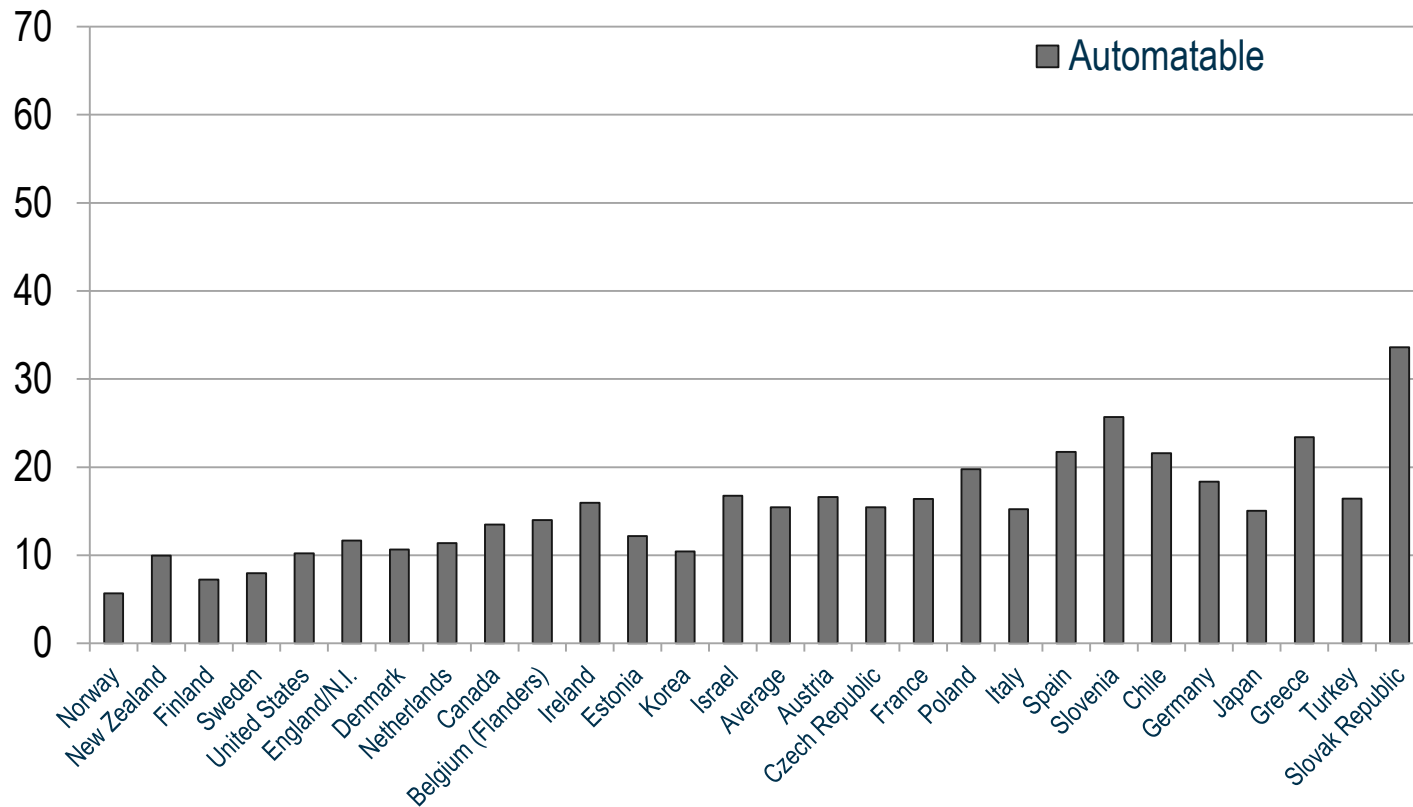




What can we expect from the 4th industrial revolution?

Jobs with high and medium potential for automation

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



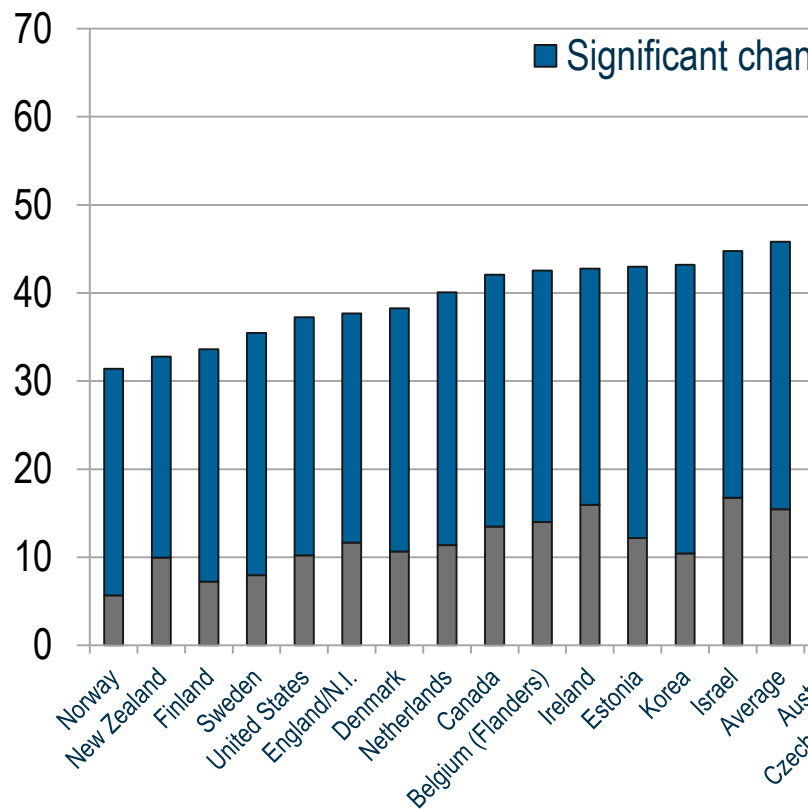
Source: Survey of Adult Skills (PIAAC); Arntz et al (2016)



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Jobs with high and medium potential for automation

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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:

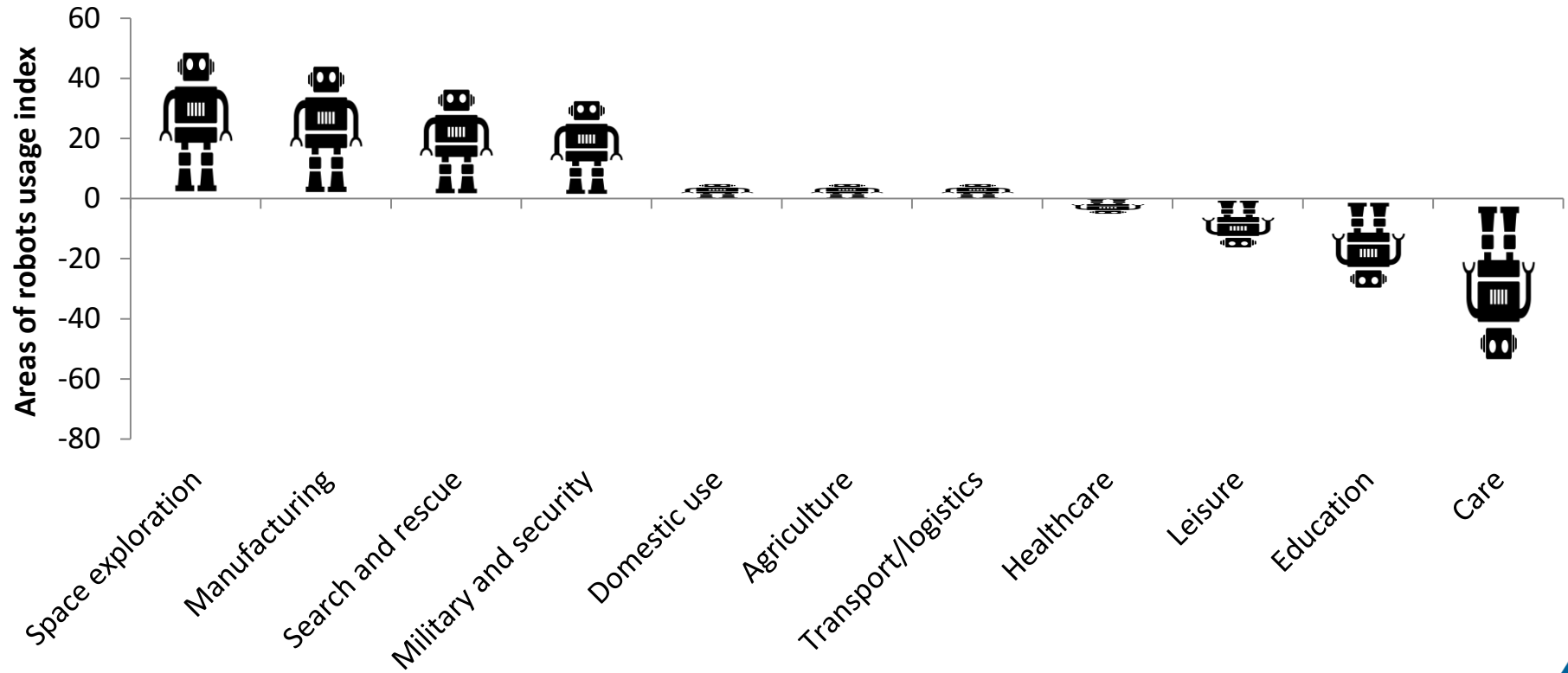
- Exchanging information
- Selling
- Using fingers or hands

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



The fallacy of *Technological Determinism*

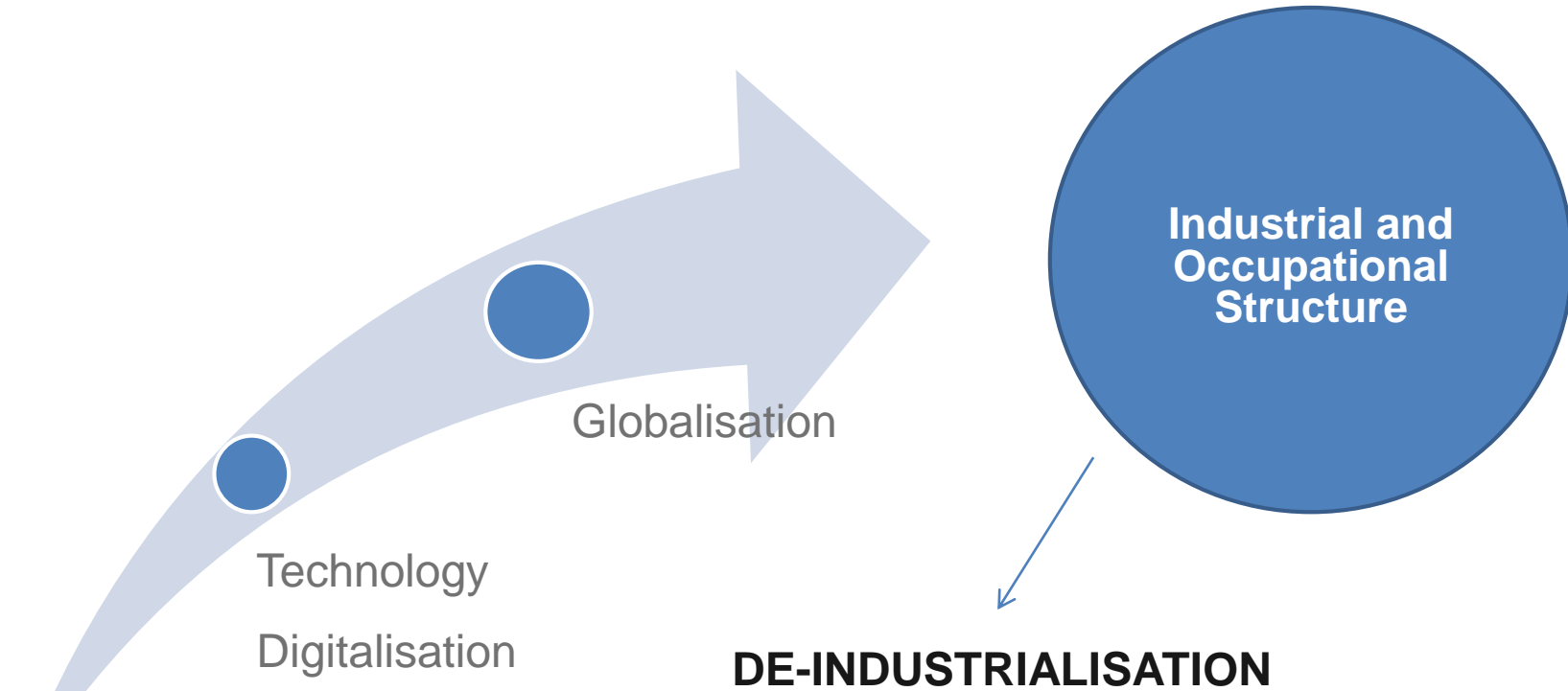
In which areas is the application of robots most/least acceptable?



Source: Eurobarometer.



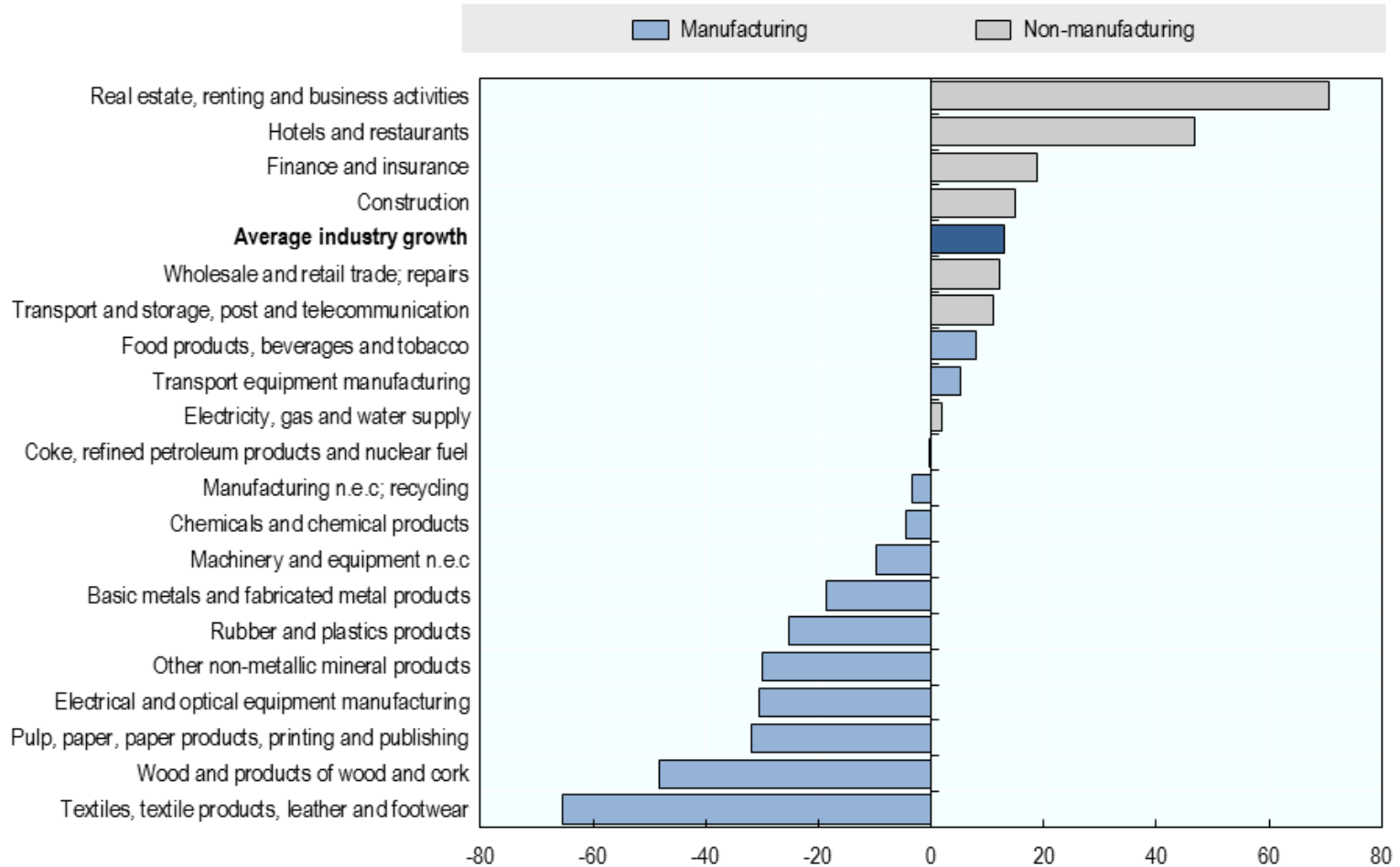
Technology or Globalisation?





The decline of the manufacturing sector

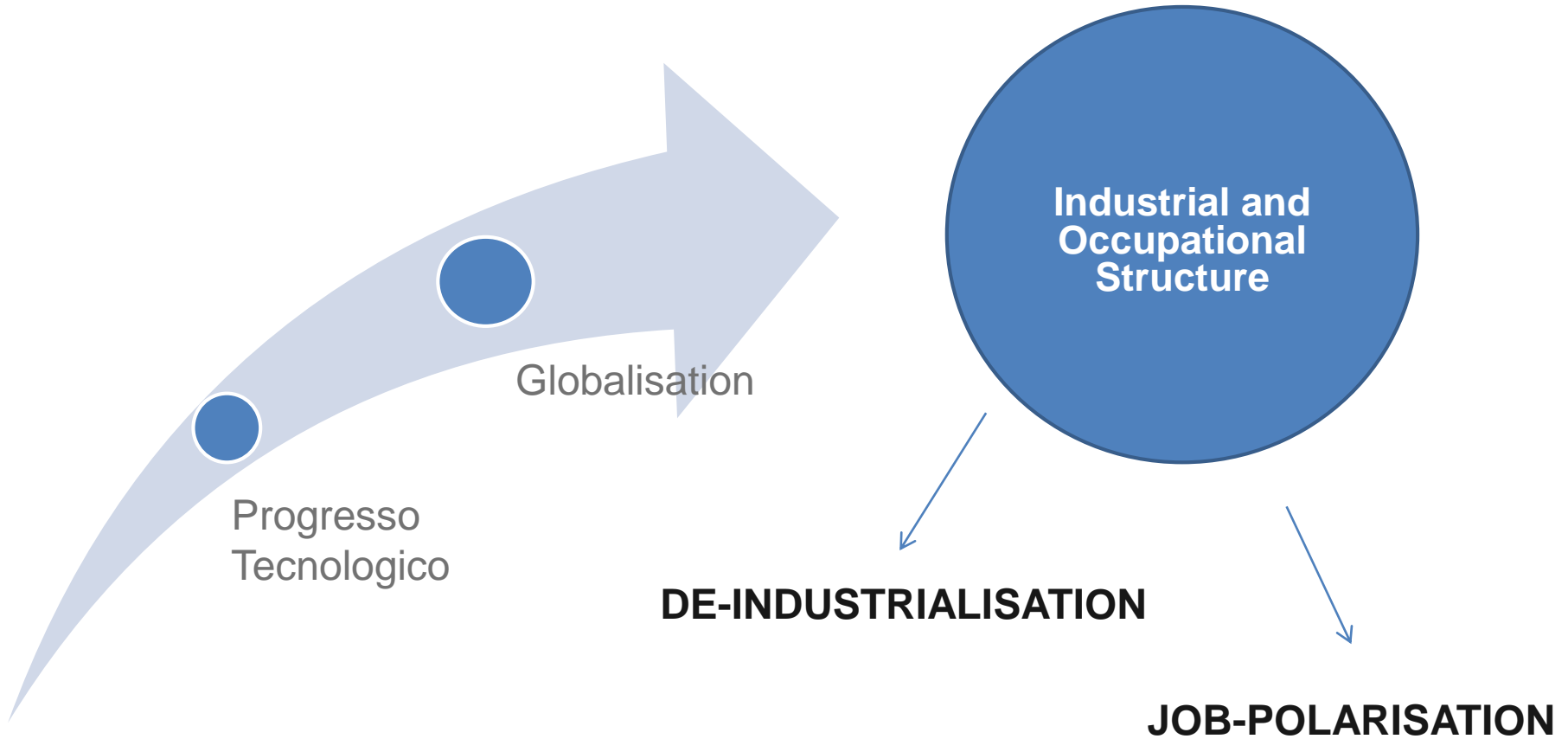
Percentage change in total employment within industry for selected OECD countries



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



Technology or Globalisation?

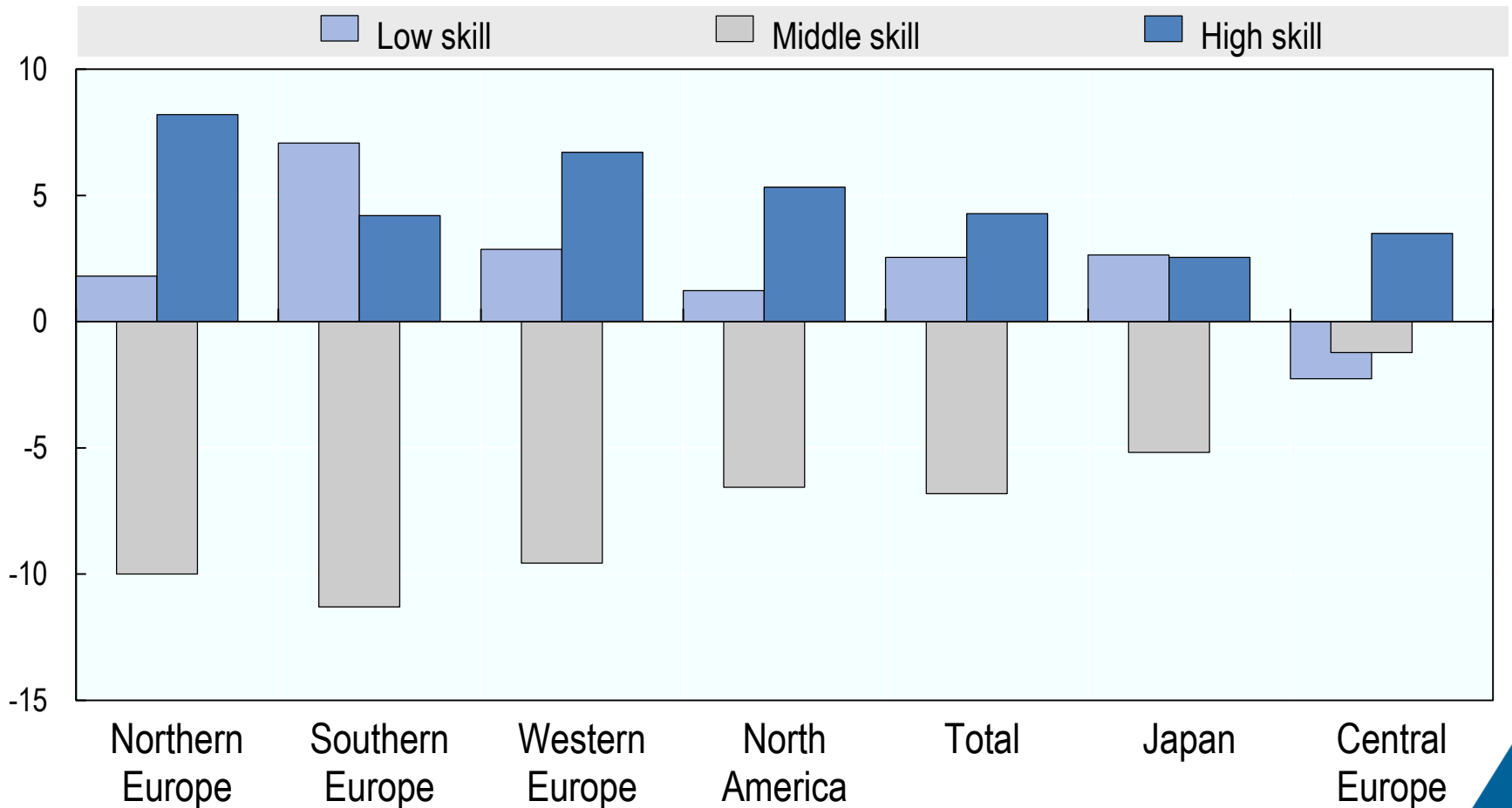




The labour market continues to polarise

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

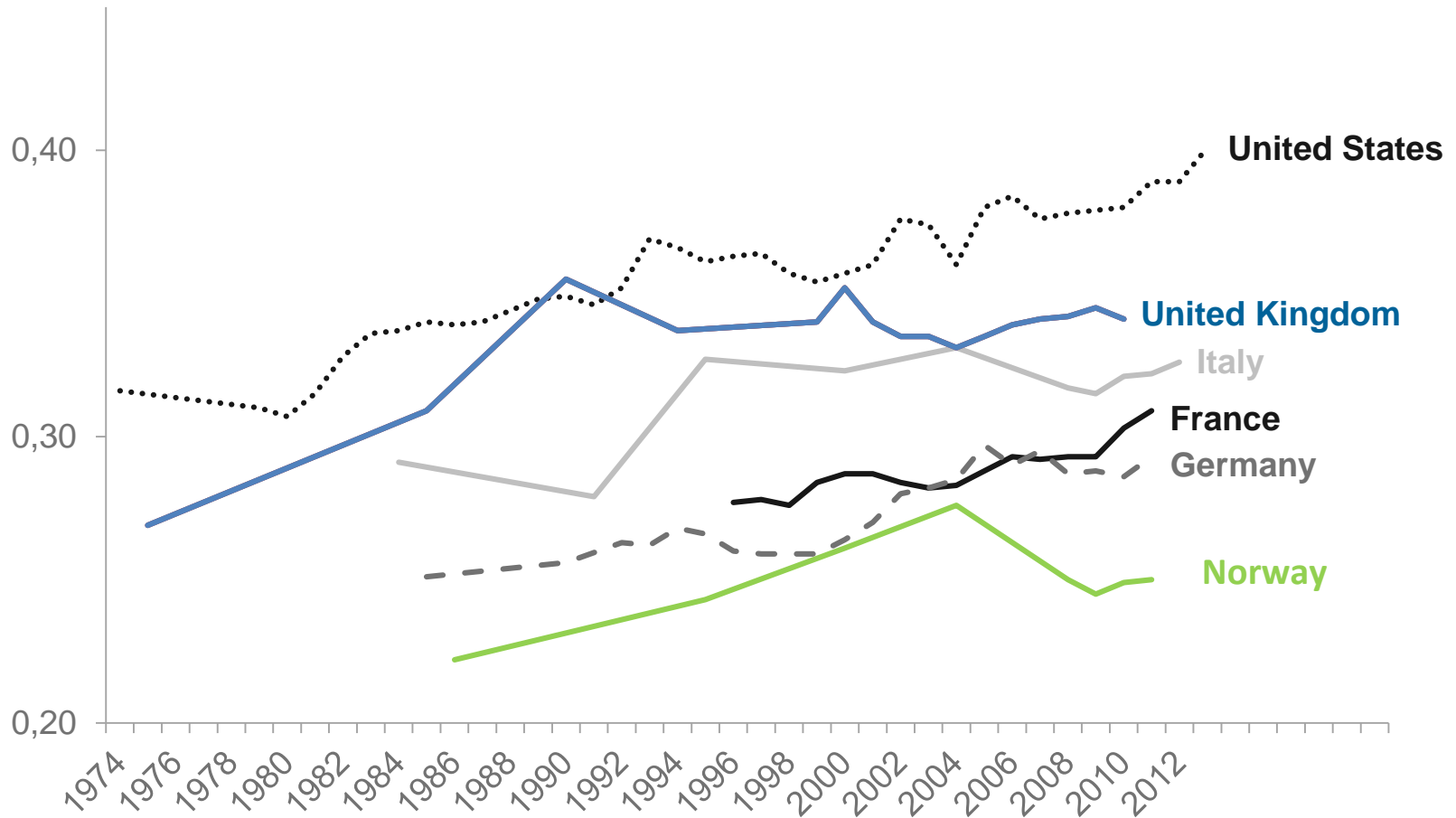
Percentage point change in share of total employment





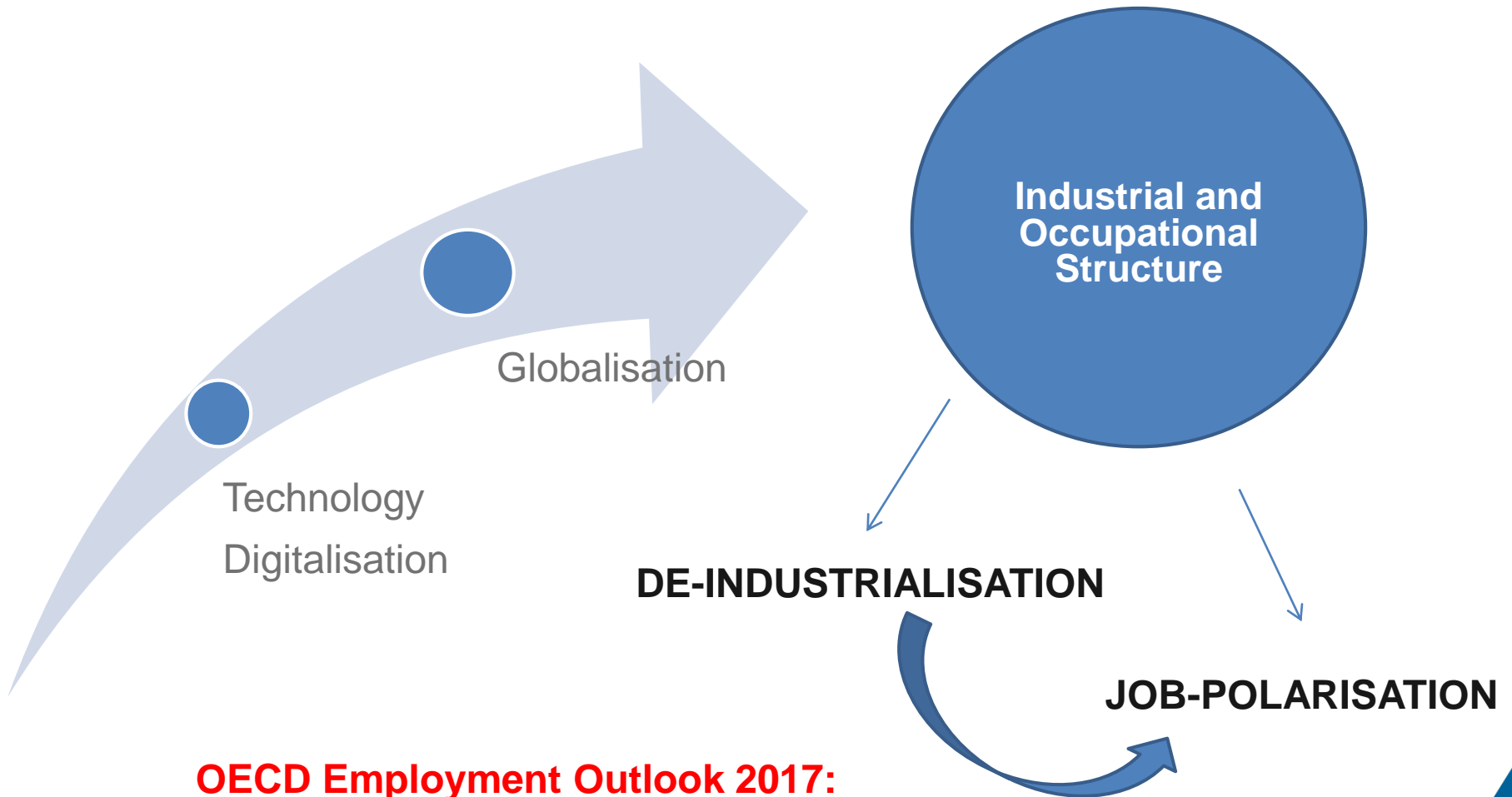
Inequality is growing

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?





The platform economy remains small (but may be growing fast)

3%
5%
0%
1%
5%
1%



New and filled platform vacancies
May 2016 to May 2017
28-day moving average, May 2016=100





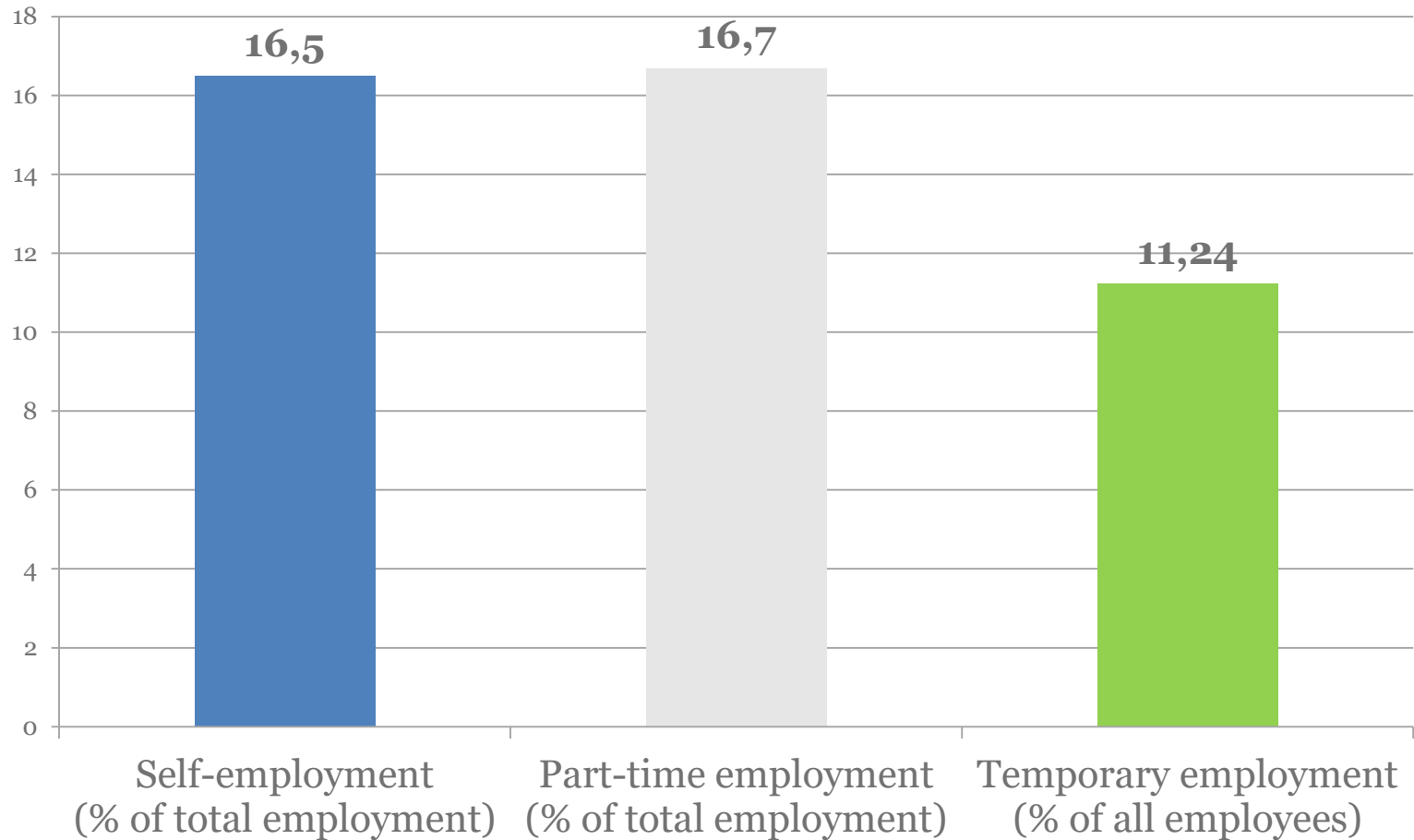
We know very little about platform workers

Where?
Earnings?
Who?
What?
Primary or supplementary?
Choice?



Non-standard employment is not new

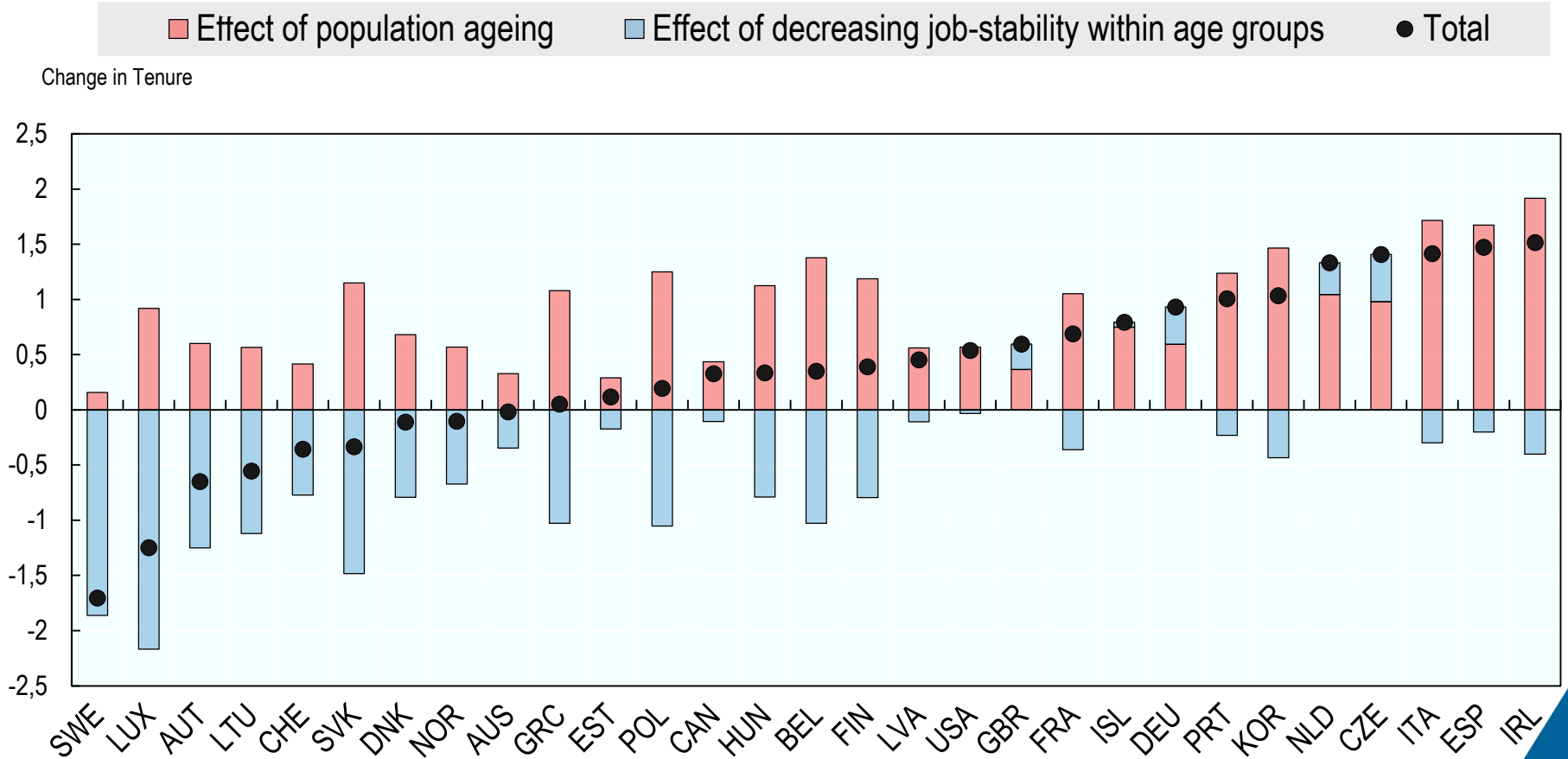
OECD Average





Are jobs becoming less stable?

Change in average tenure, 2000-2015





Key policy areas

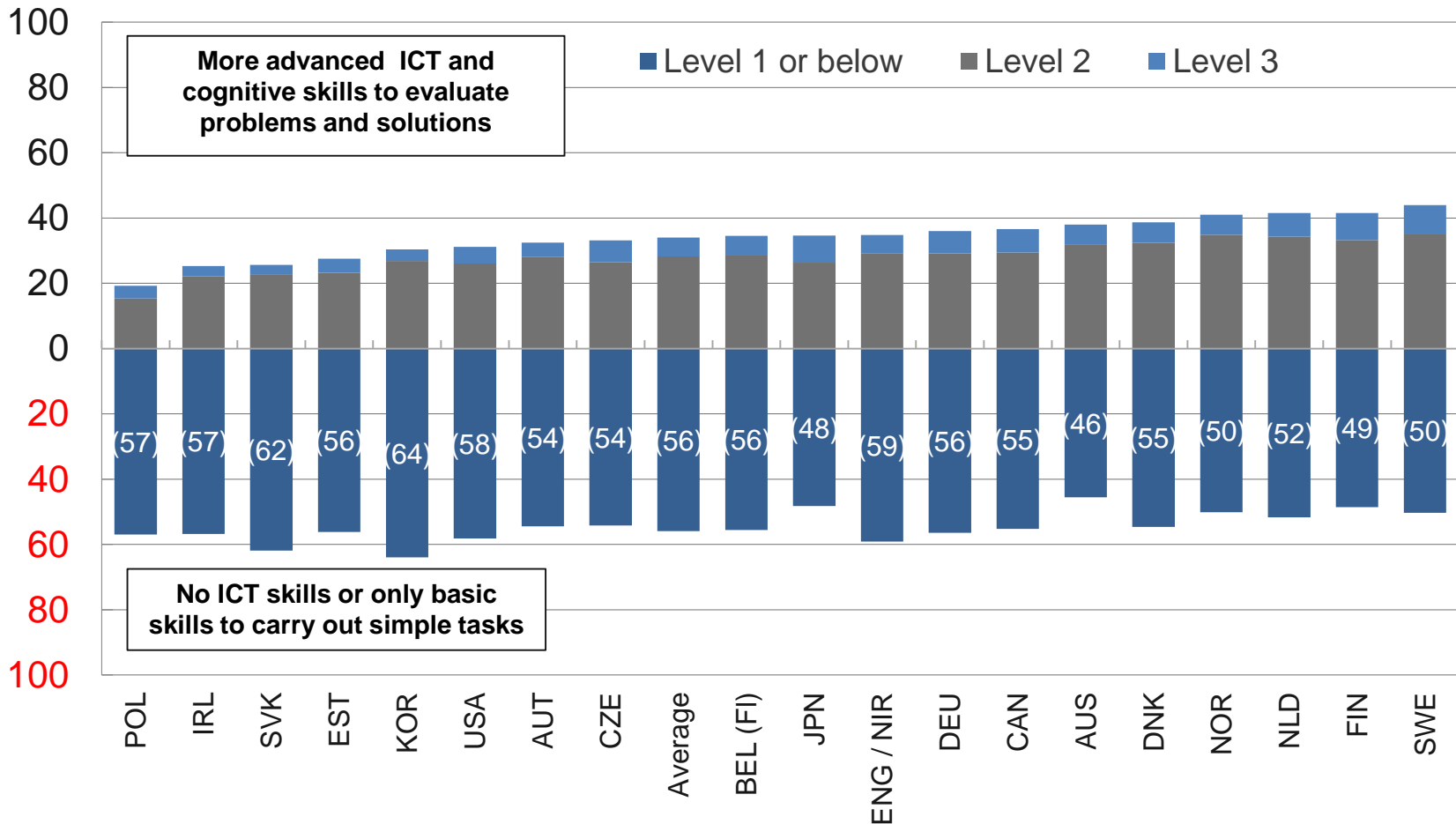




Do workers have the skills for the new jobs?

Problem-solving skills in Technology-Rich Environments

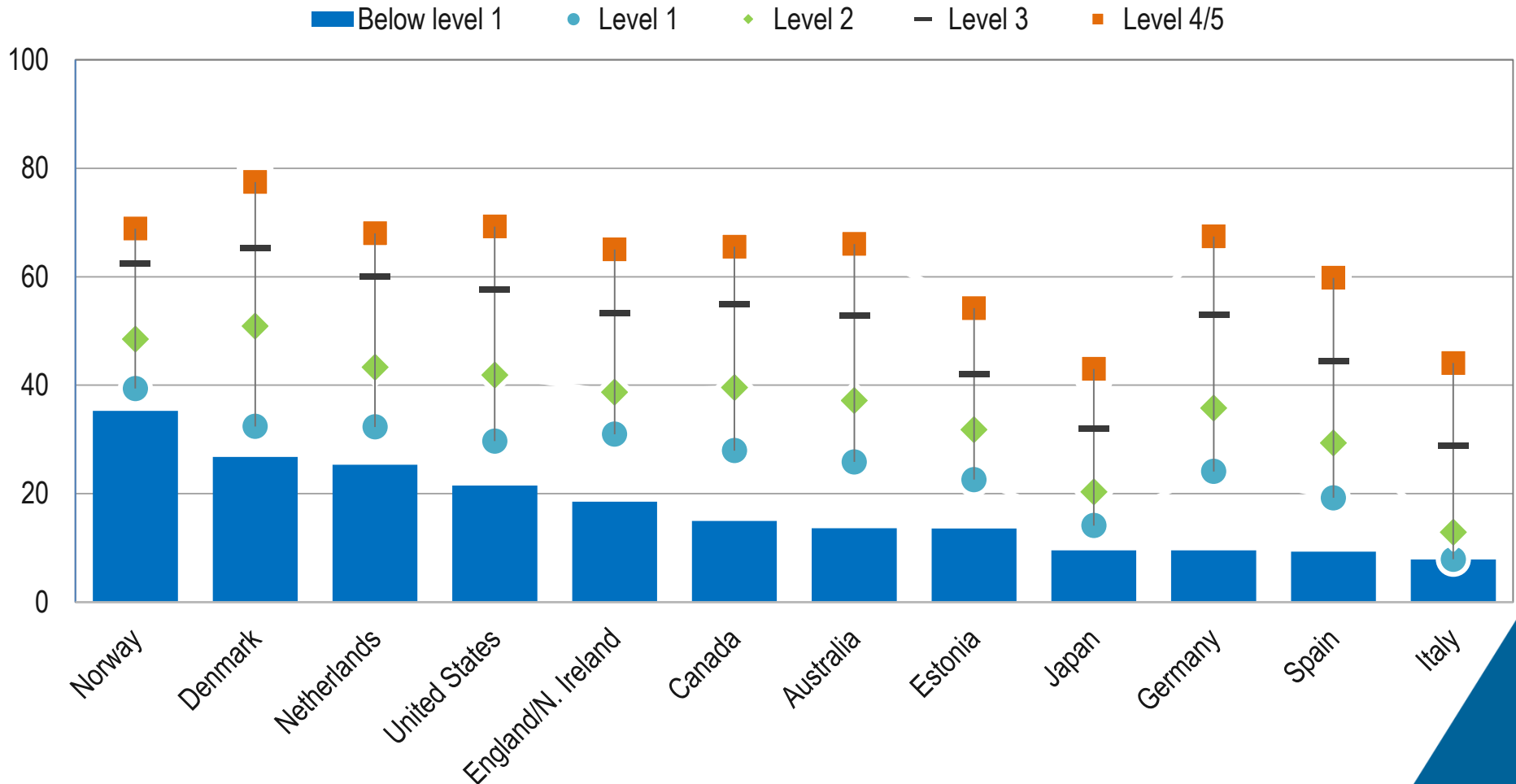
Percentage of the working-age population (aged 15/16-64)





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

Statutory access to social protection for the self-employed

	Old age	Invalidity	Parental benefits	Sickness benefits	Accidents at work	Unempl. benefits
Finland						
Sweden						
Denmark						
Spain						
United Kingdom						
Germany						
Netherlands						
France						
Italy						



The self-employed risk slipping through the (social safety) 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**

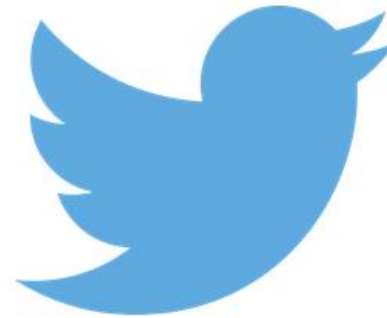
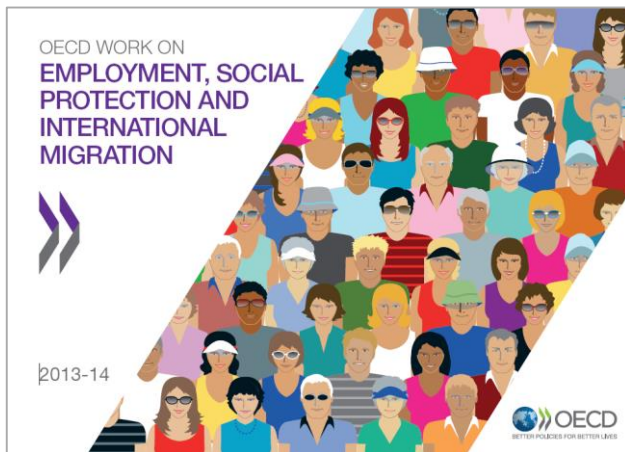


Thank you

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