



THE FUTURE OF WORK

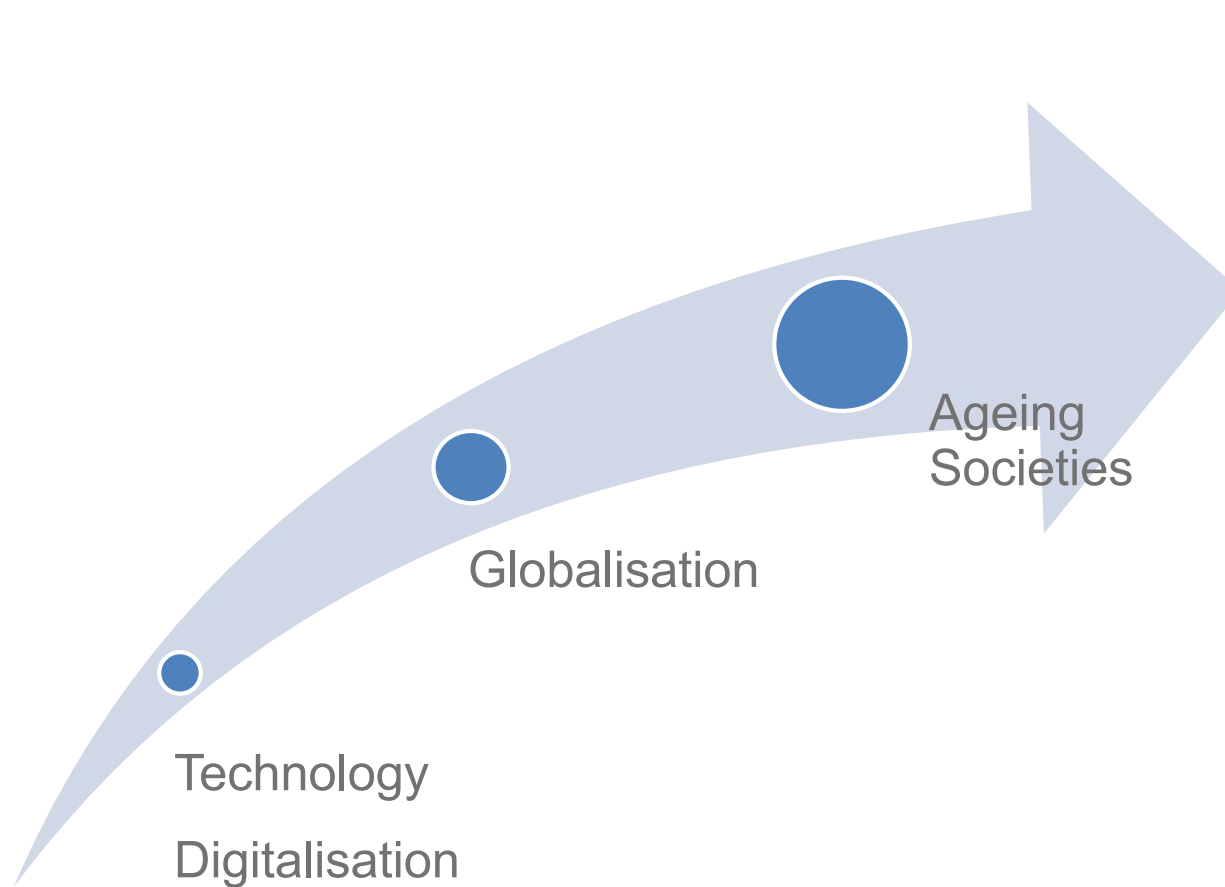
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Megatrends changing the world of work



Changing:

What jobs will be created

How, where and **by whom** they are carried out

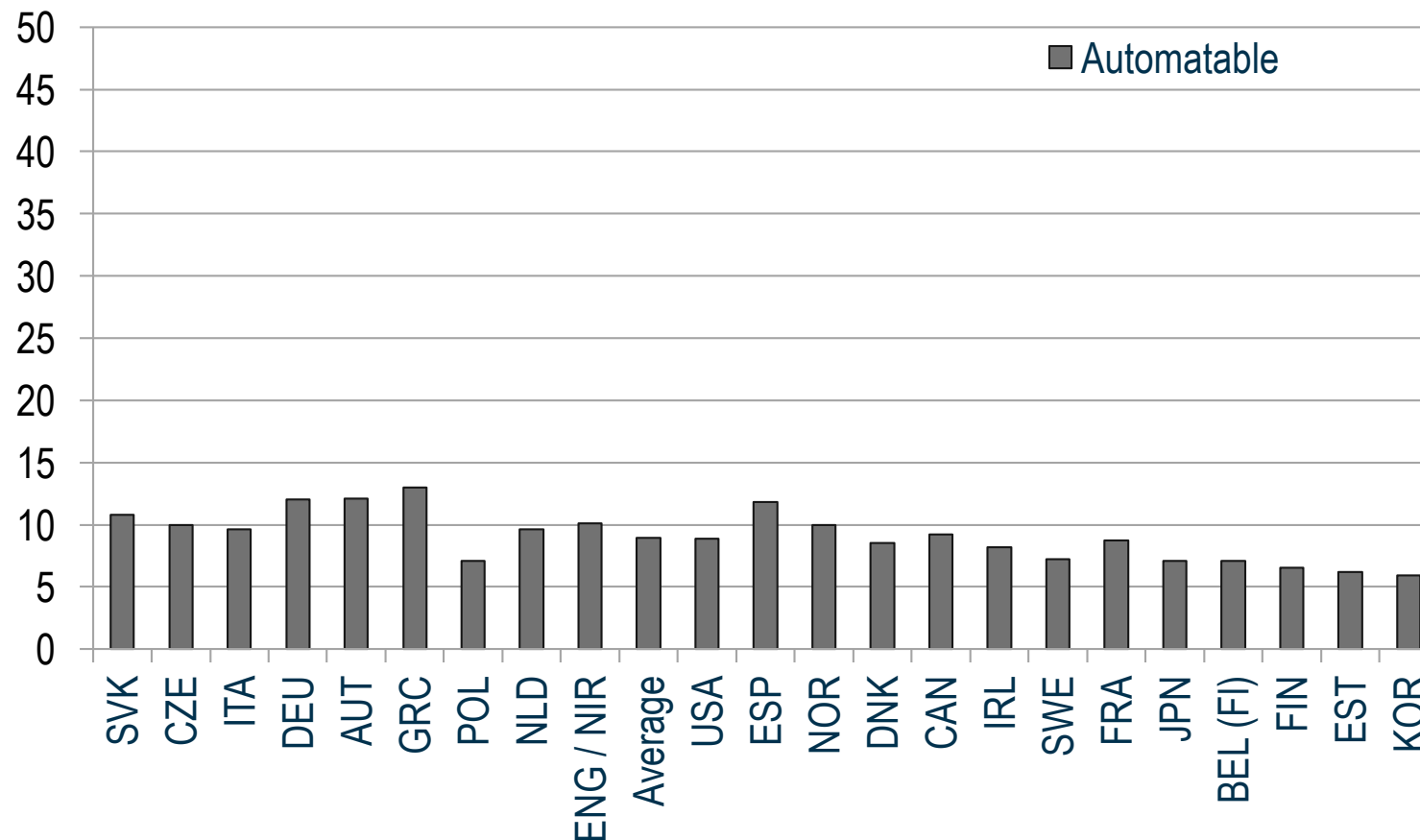




What can we expect from the 4th industrial revolution?

Jobs with high and medium potential for automation

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



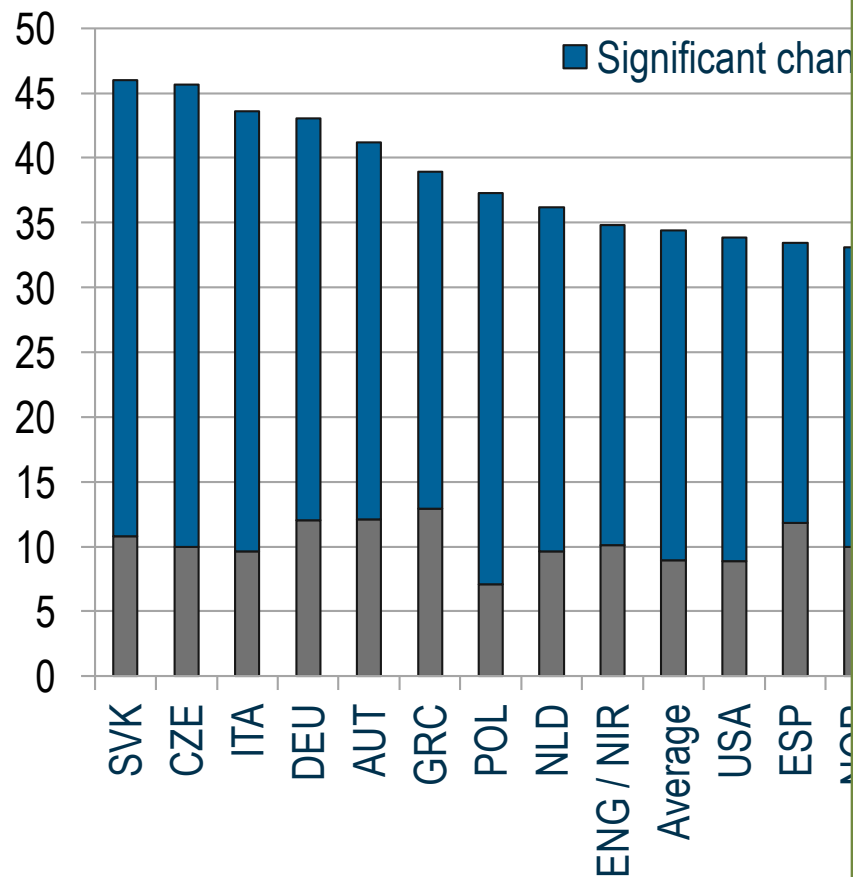
Source: Survey of Adult Skills (PIAAC); Arntz et al (2016)



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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.



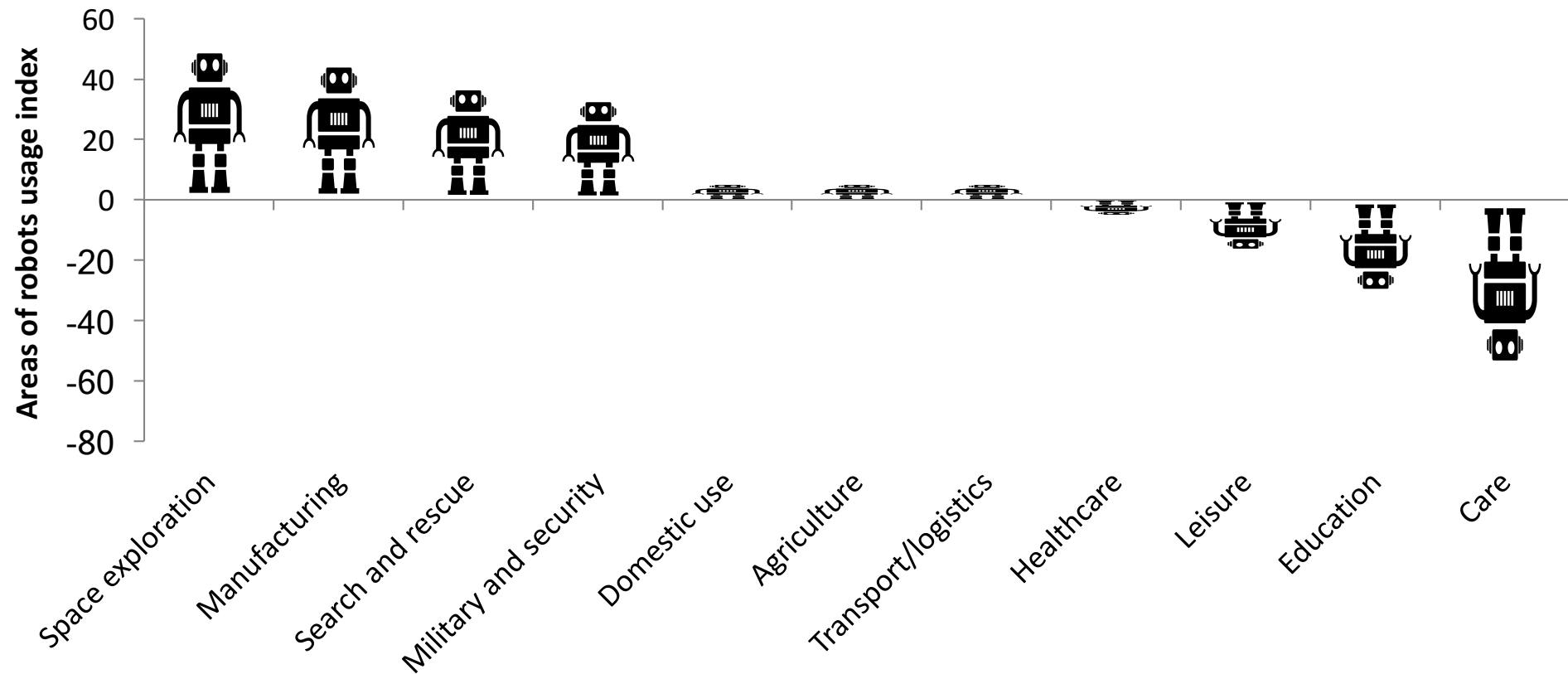
But we should avoid technological determinism

- Automation hinges on the ***adoption*** and ***diffusion*** of technology
- While some jobs disappear, some **new ones are created *directly* and *indirectly***
 - The new jobs do not necessarily replace the old ones but they are accompanied by large multiplier effects and increased productivity (Autor, 2015; Moretti, 2010; Goos, Konings et Vandemeyer 2015).
- **Jobs evolve** as technology drives their task content (Autor, 2015; Bessen 2015)



The fallacy of *Technological Determinism*

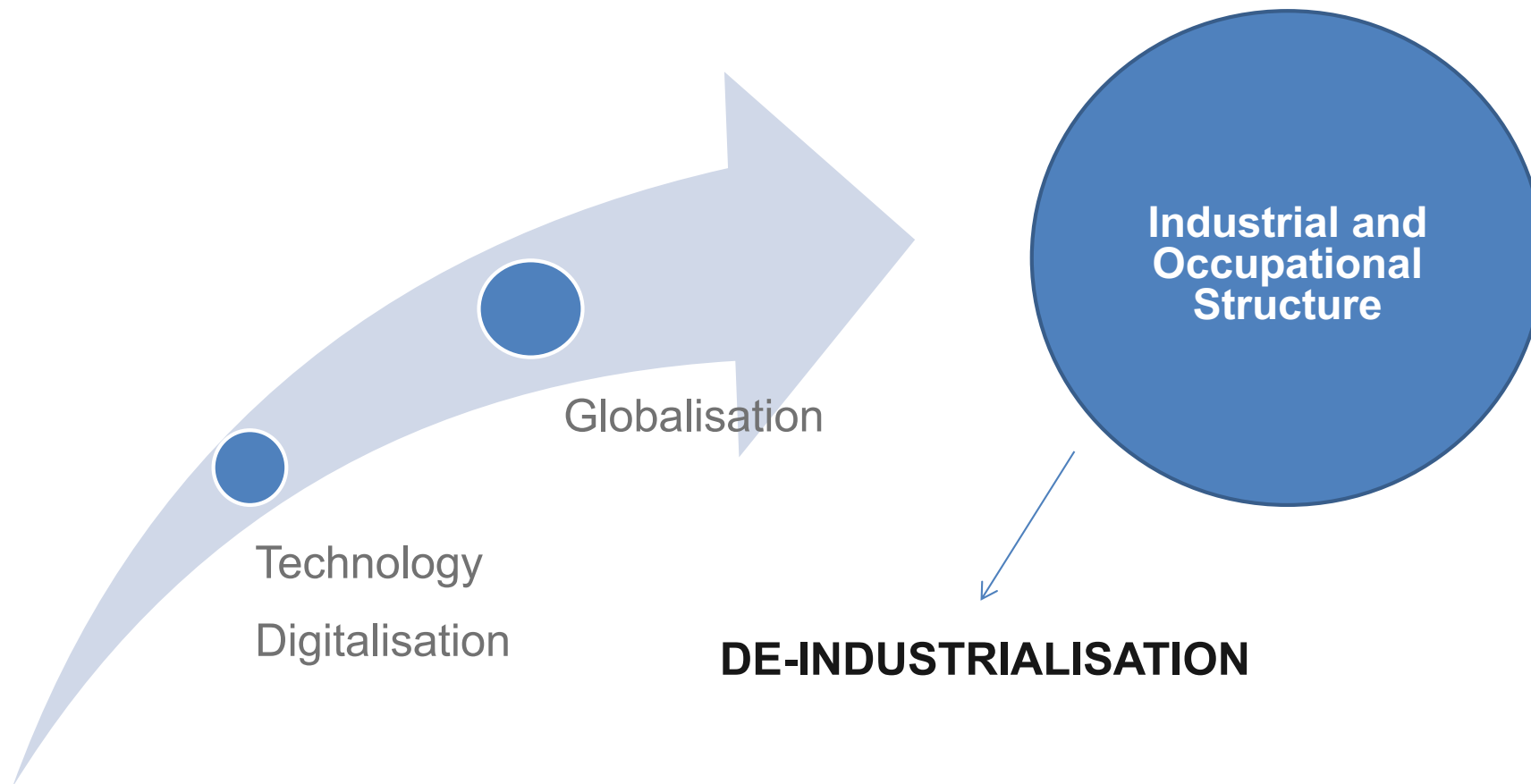
In which areas is the application of robots most/least acceptable?



Source: Eurobarometer.



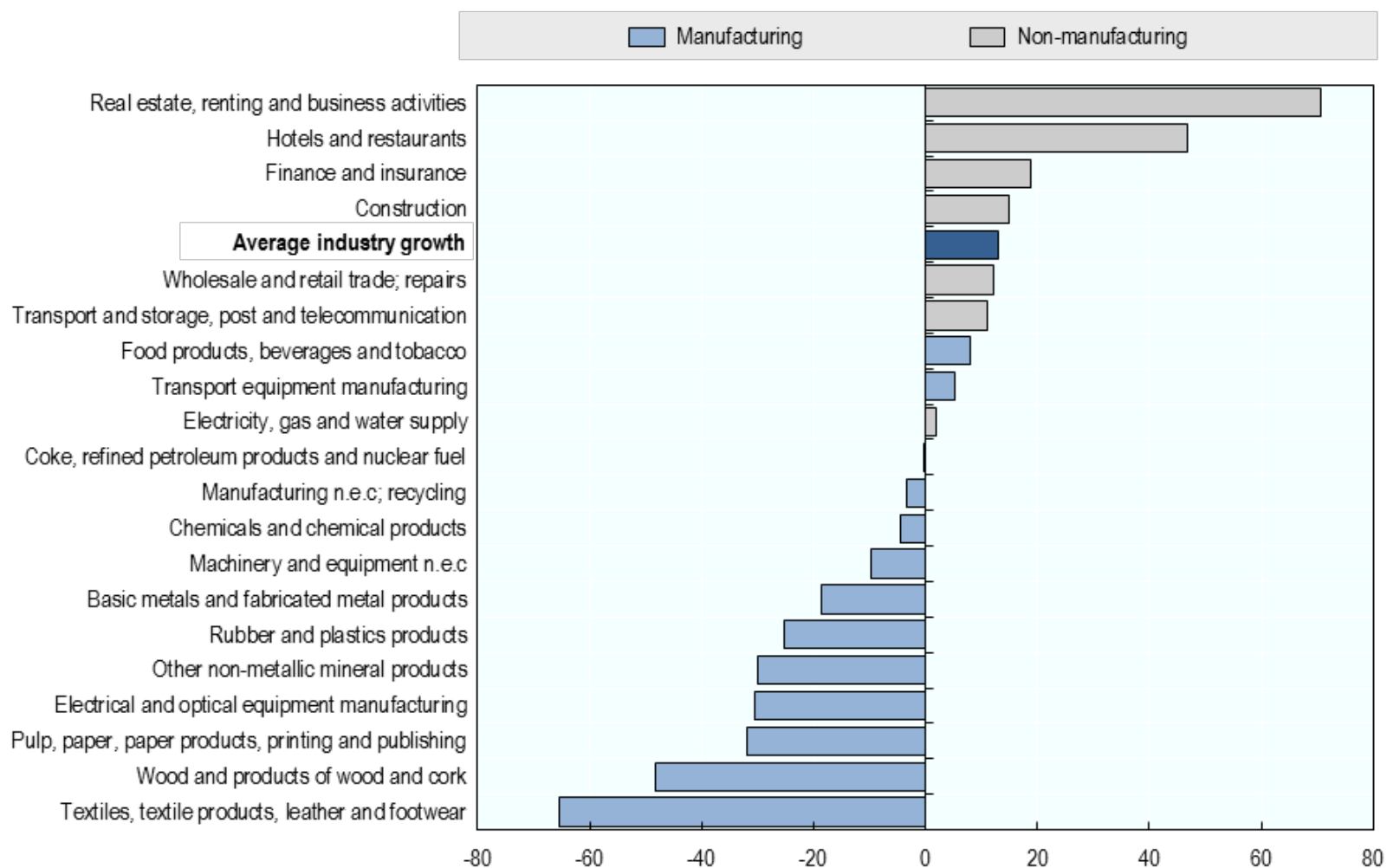
Technology or Globalisation?





The decline of the manufacturing sector

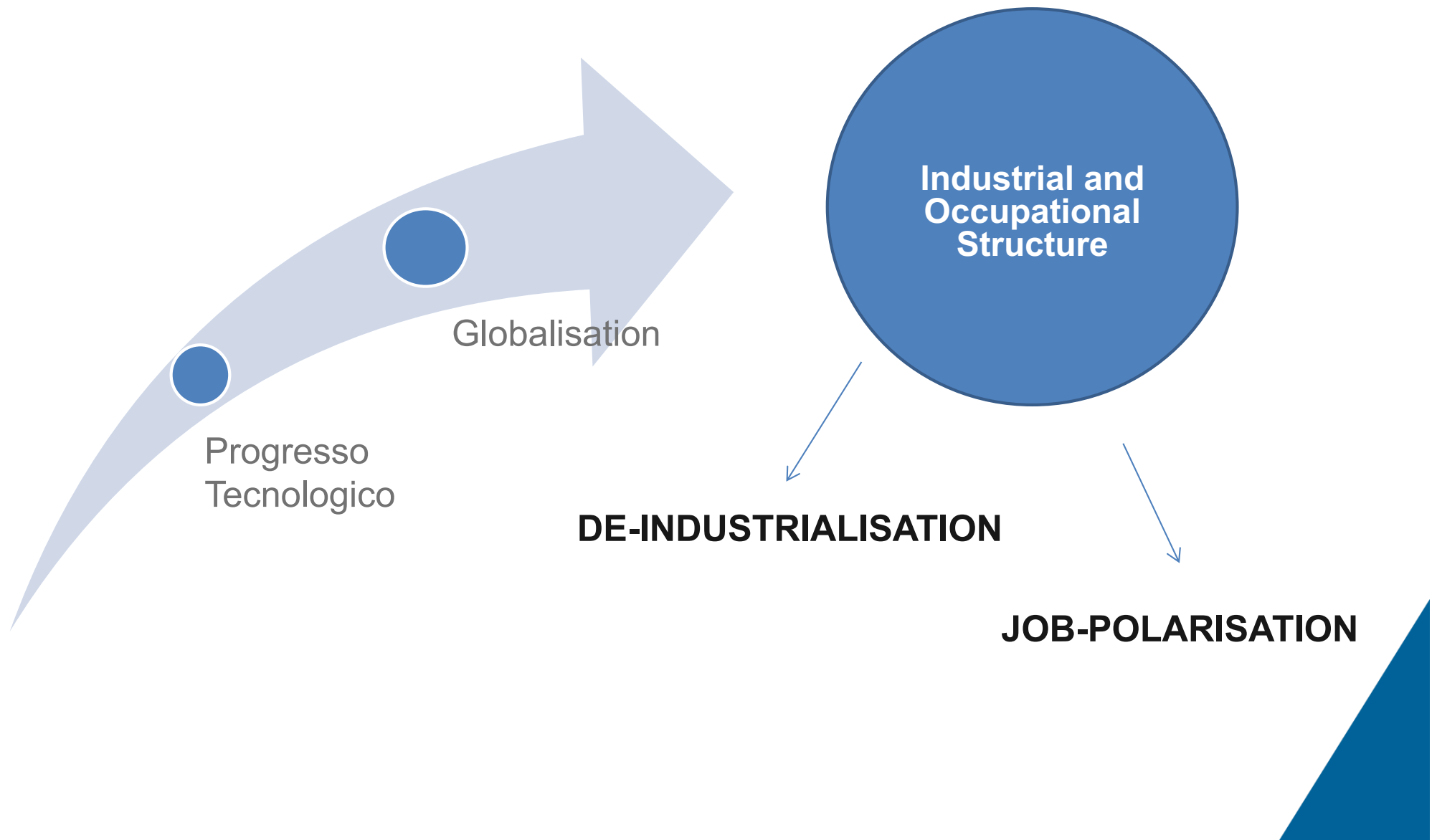
Percentage change in total employment within industry for selected OECD countries



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



Technology or Globalisation?

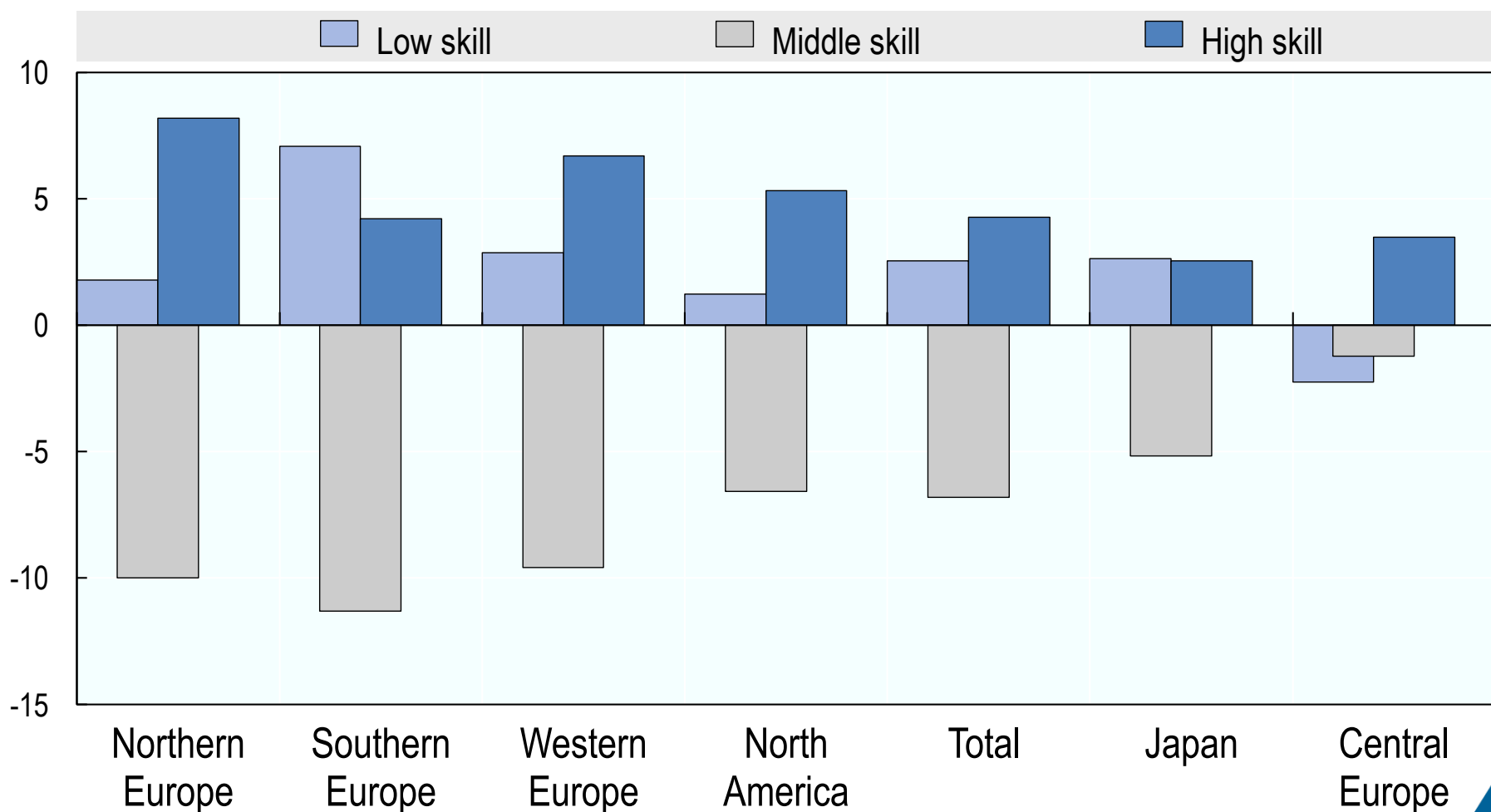




The labour market continues to polarise

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

Percentage point change in share of total employment

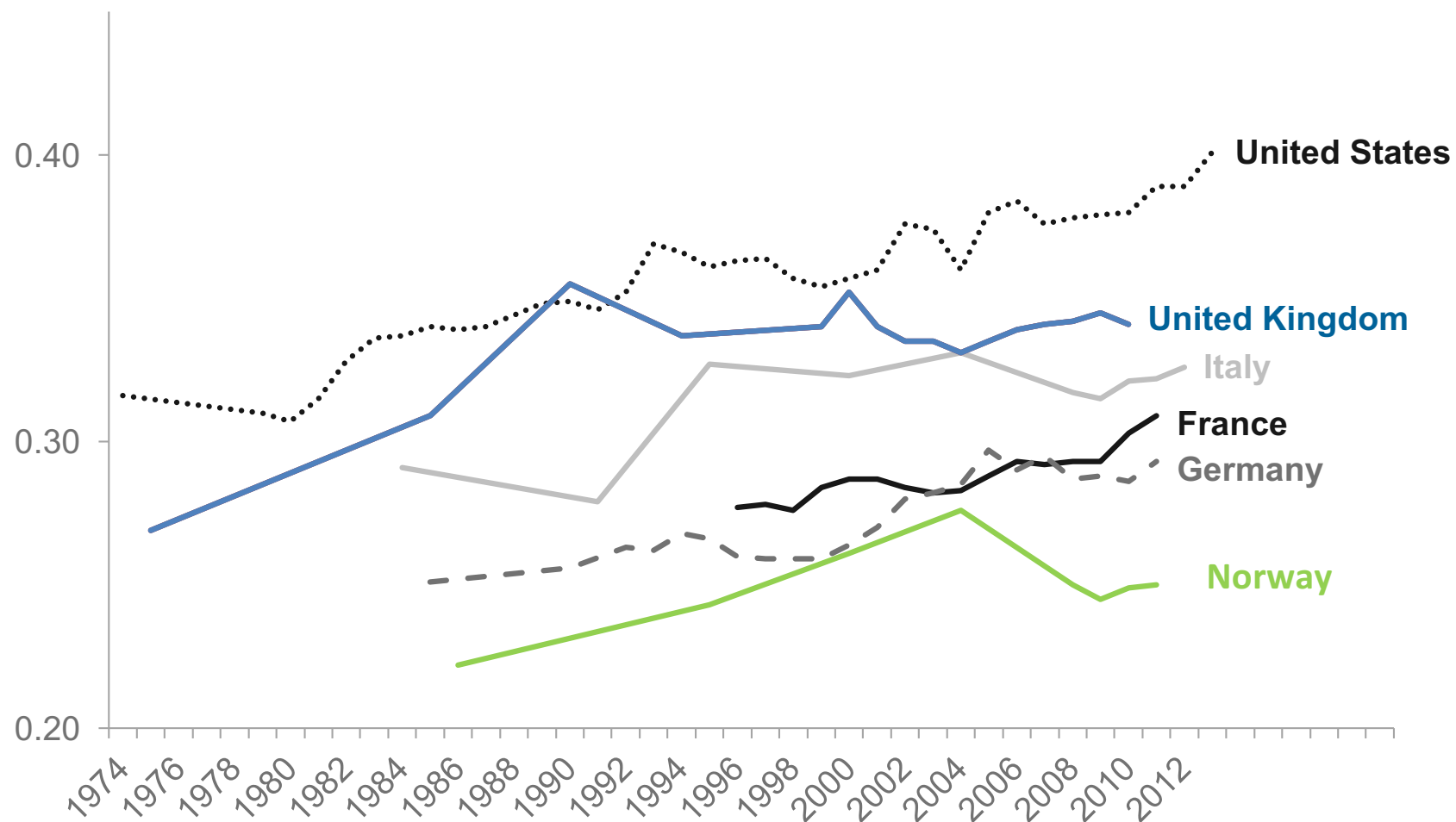


Source: OECD (2017), *OECD Employment Outlook 2017*, forthcoming.



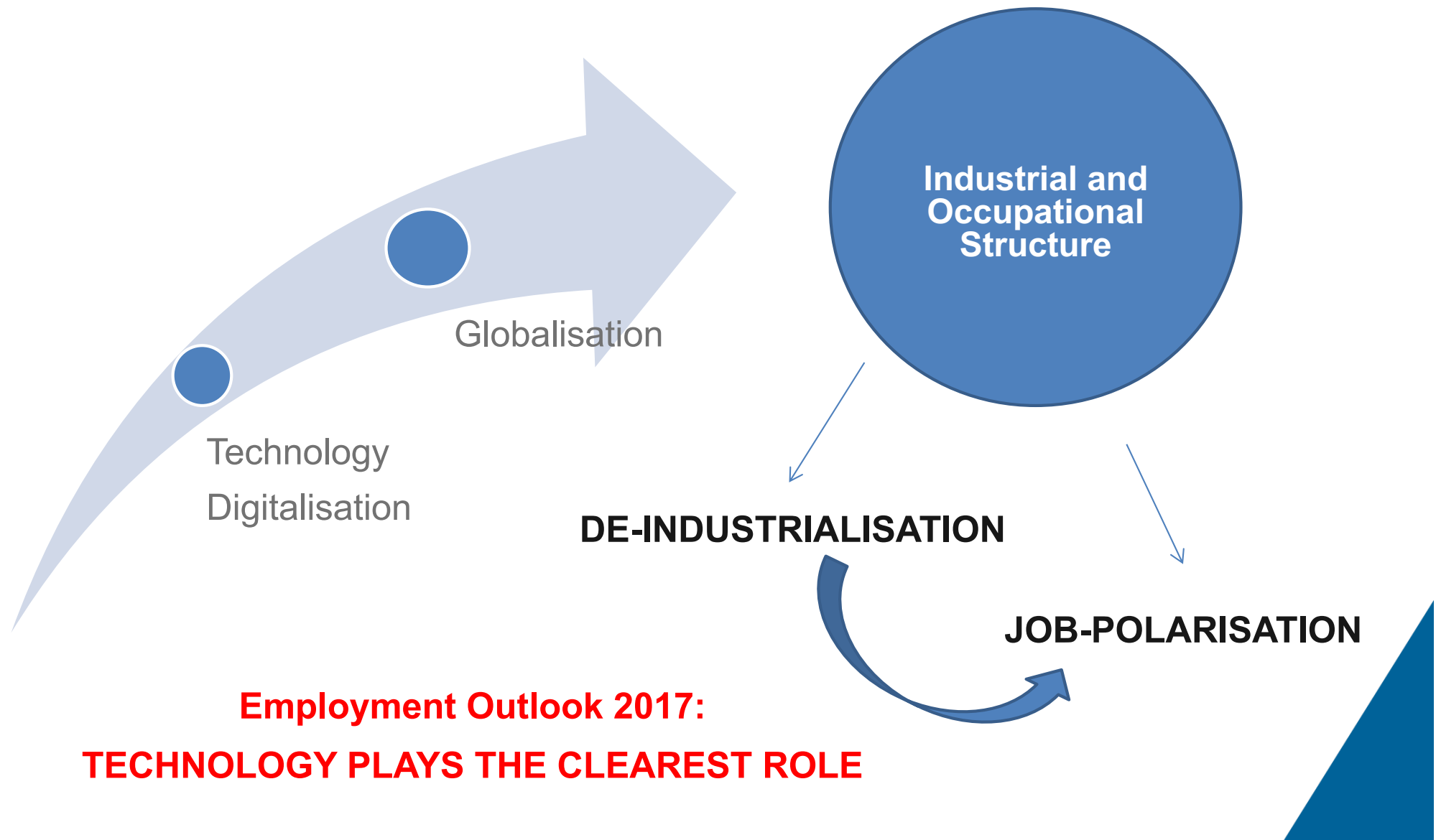
Inequality has been rising

Gini (at disposable income, post taxes and transfers)





Technology or Globalisation?





The platform economy is coming near you!

Greater income,
efficiency and
flexibility?

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

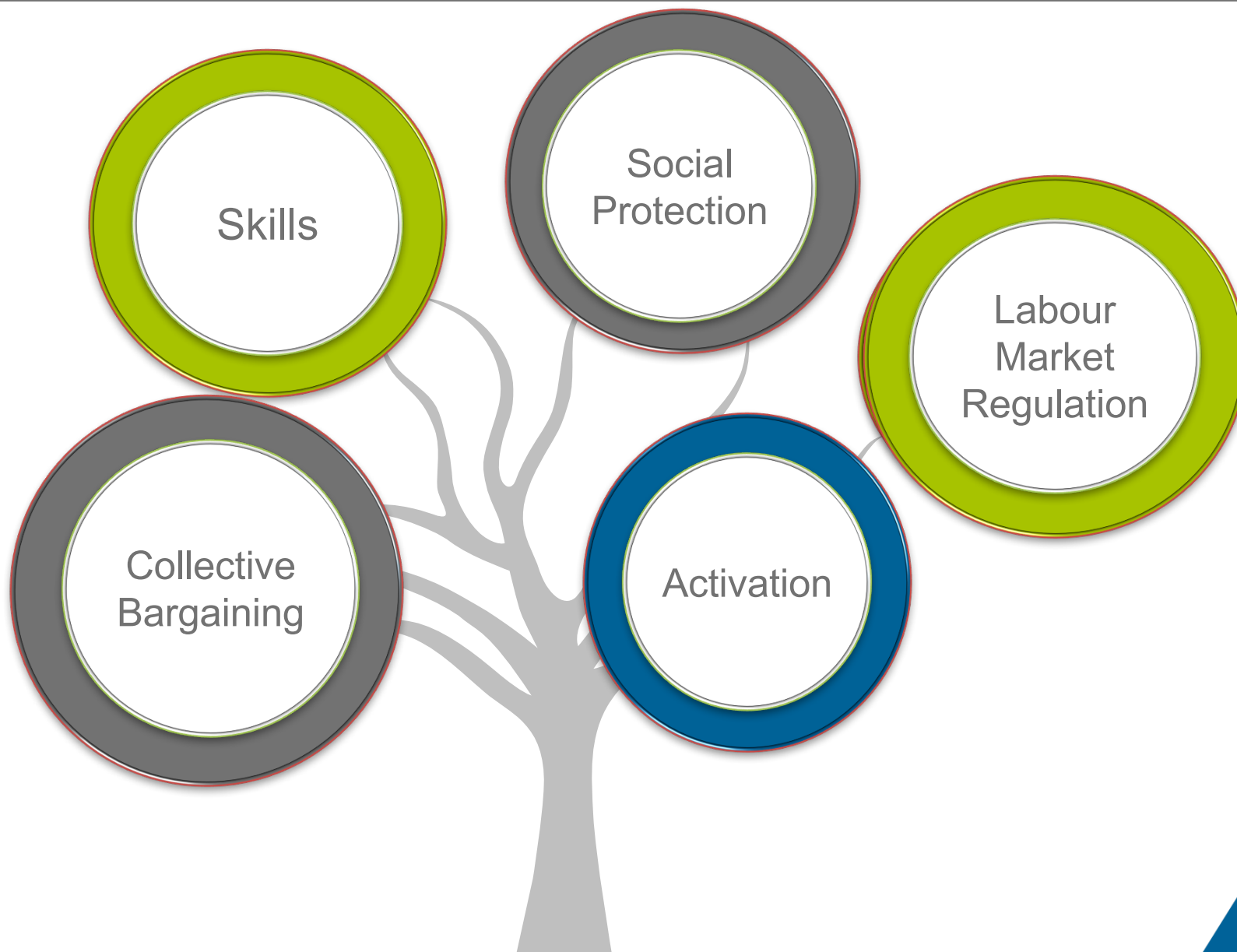


Less social
protection and
greater precarity?





Key policy areas

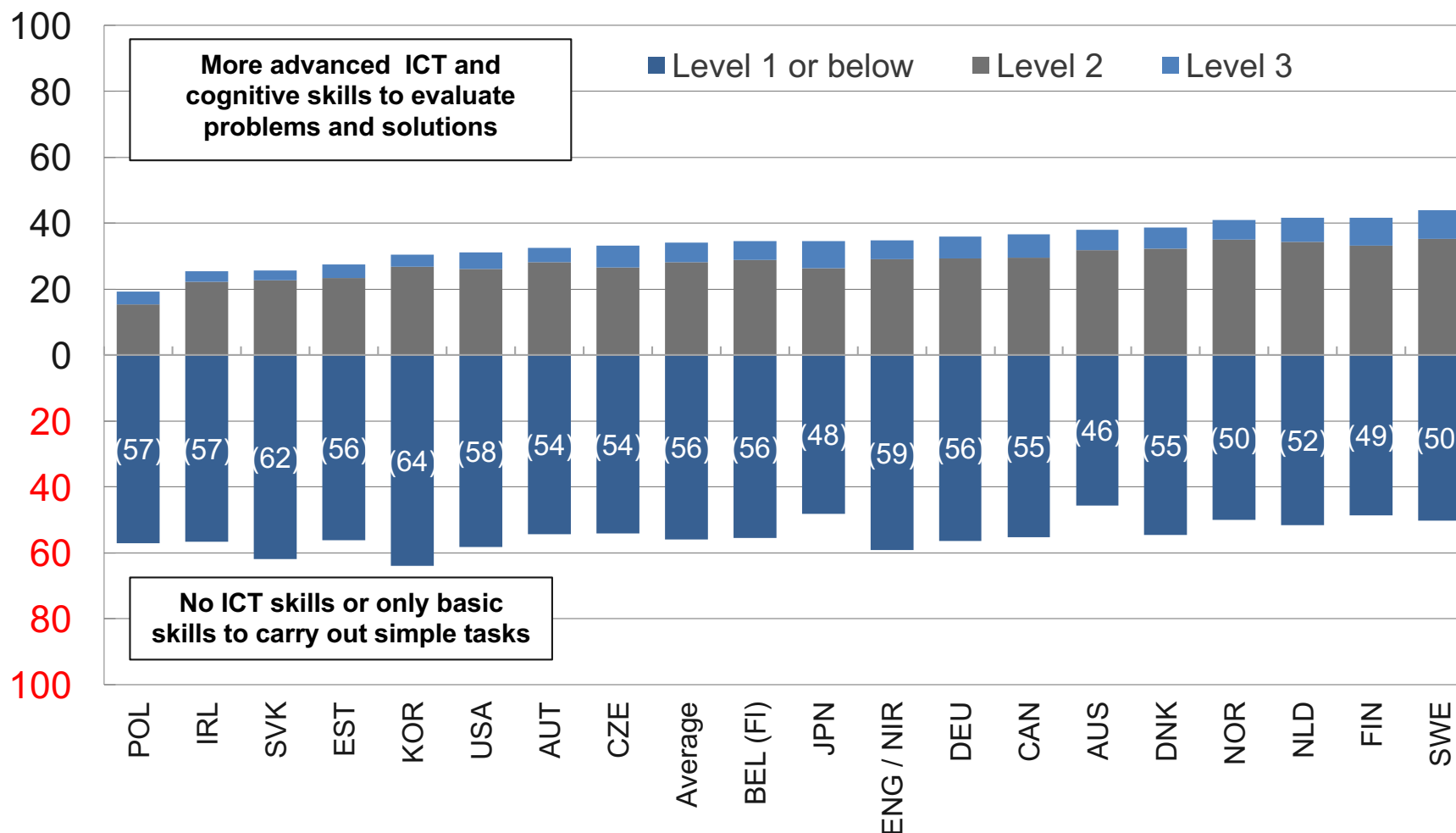




Do workers have the skills for the new jobs?

Problem-solving skills in Technology-Rich Environments

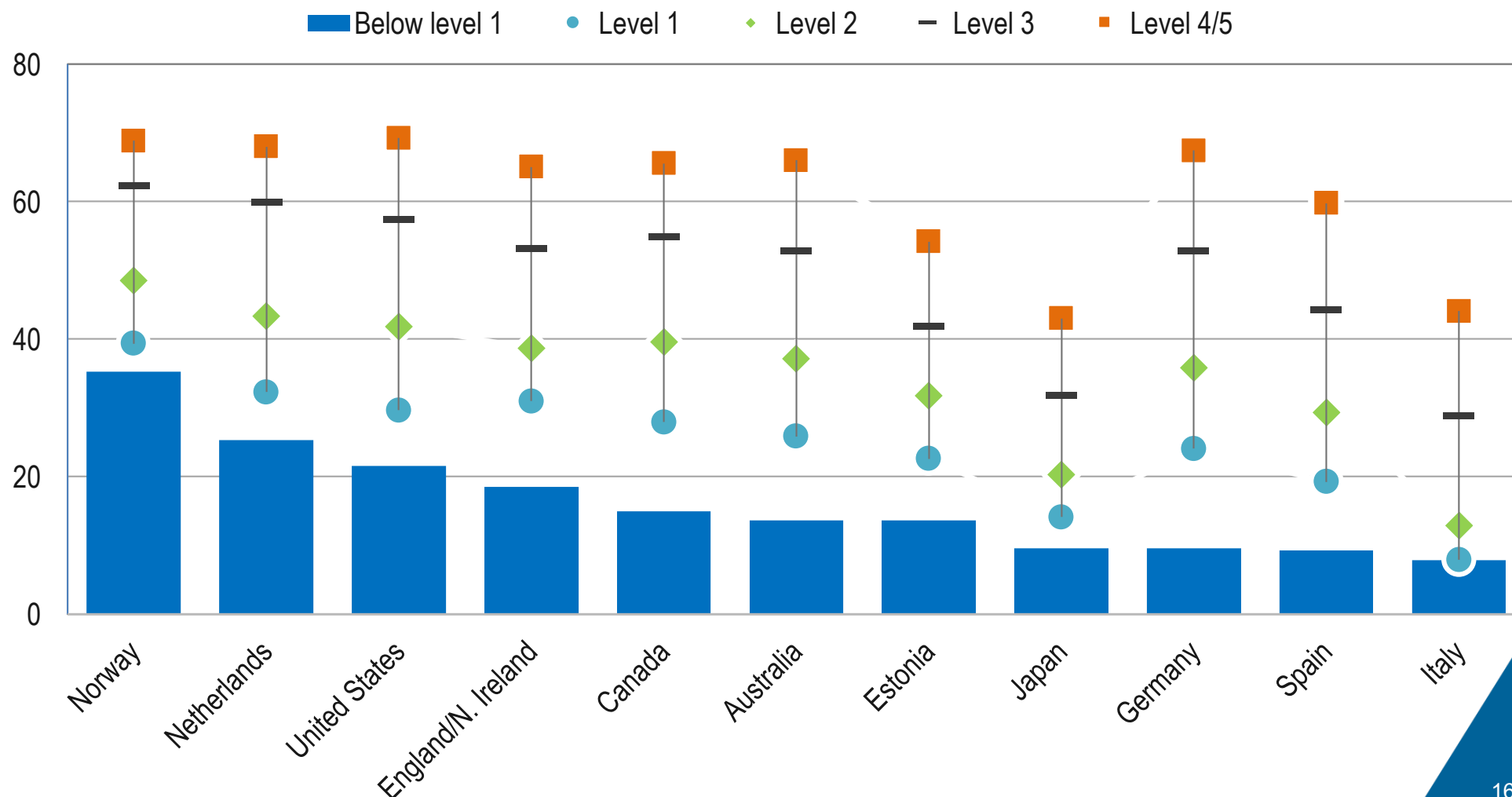
Percentage of the working-age population (aged 15/16-64)





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					
Canada					
France					
Germany					
Italy					
Japan					
Korea					
Mexico					
Portugal					
Turkey					
United Kingdom					
United States					

	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**

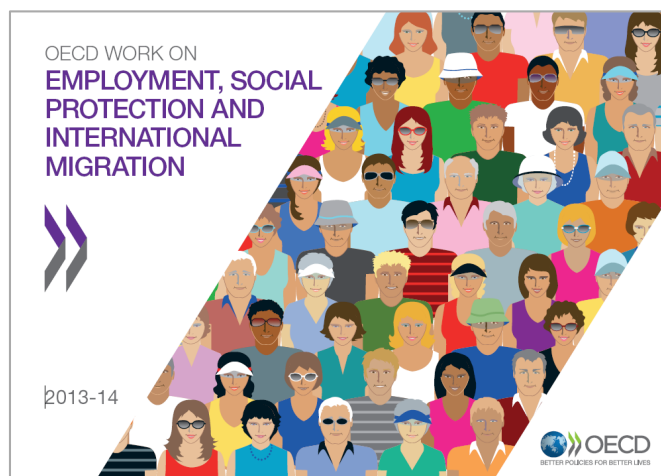
46.1% The share of self-employed women (15-49) in the EU at risk of not being entitled to **maternity benefits**



Thank you

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