Conferenza CNEL, ANPAL, INAP
9 Novembre 2017

THE FUTURE OF WORK
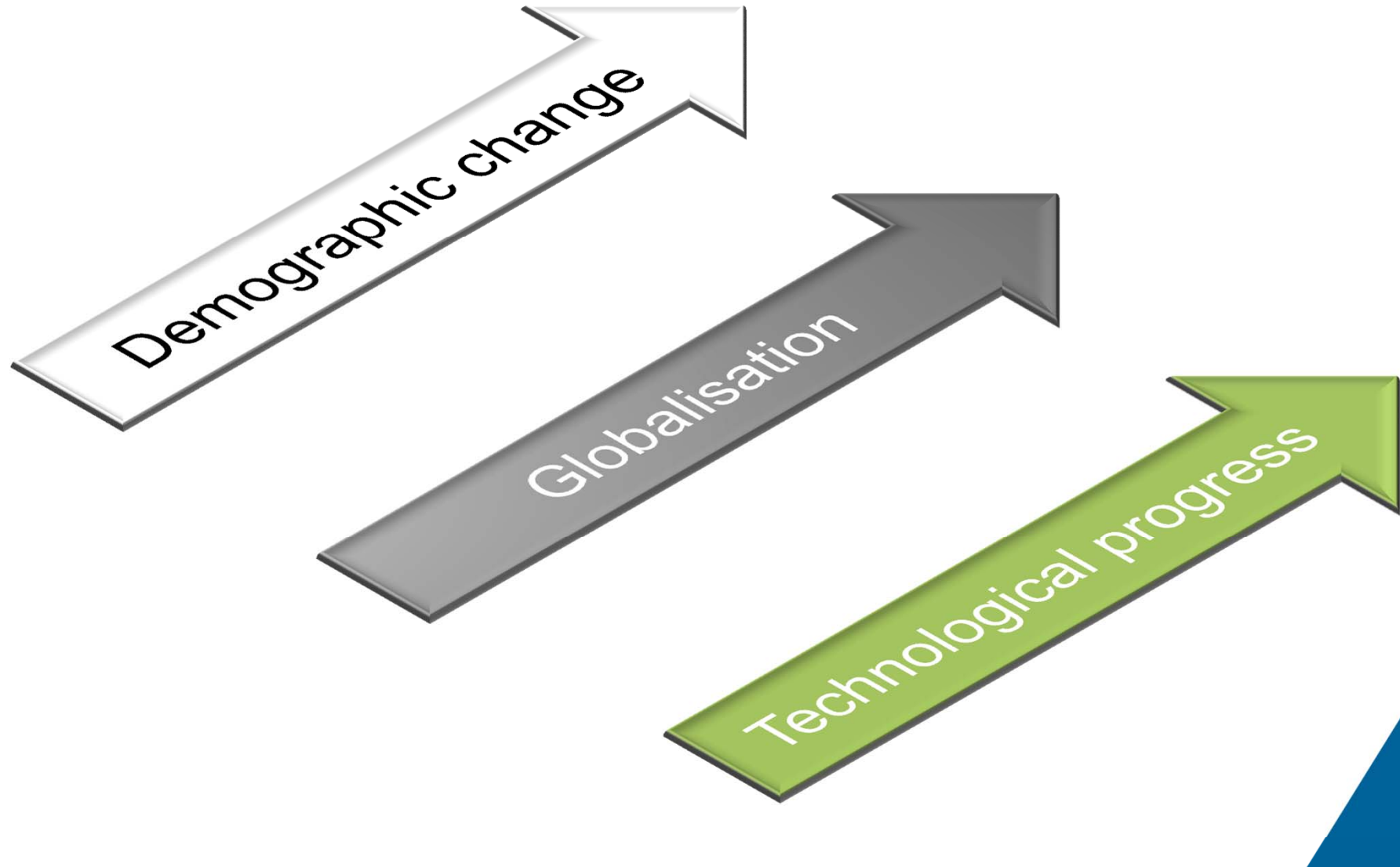
Stefano Scarpetta

Director for Employment, Labour and Social Affairs
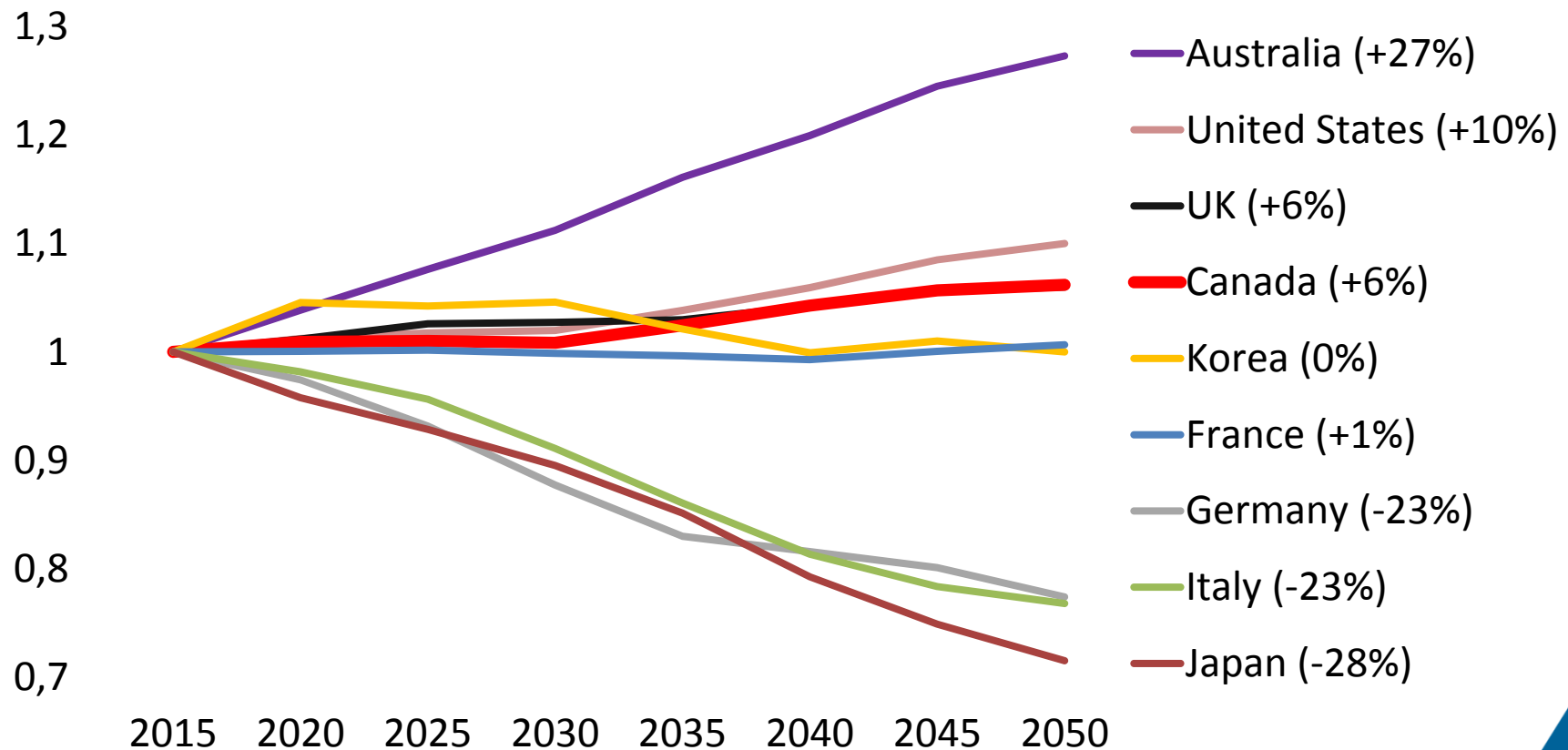
OECD

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BETTER POLICIES FOR BETTER LIVES

The mega-trends shaping the future of work

Demographic change

Globalisation

Technological progress
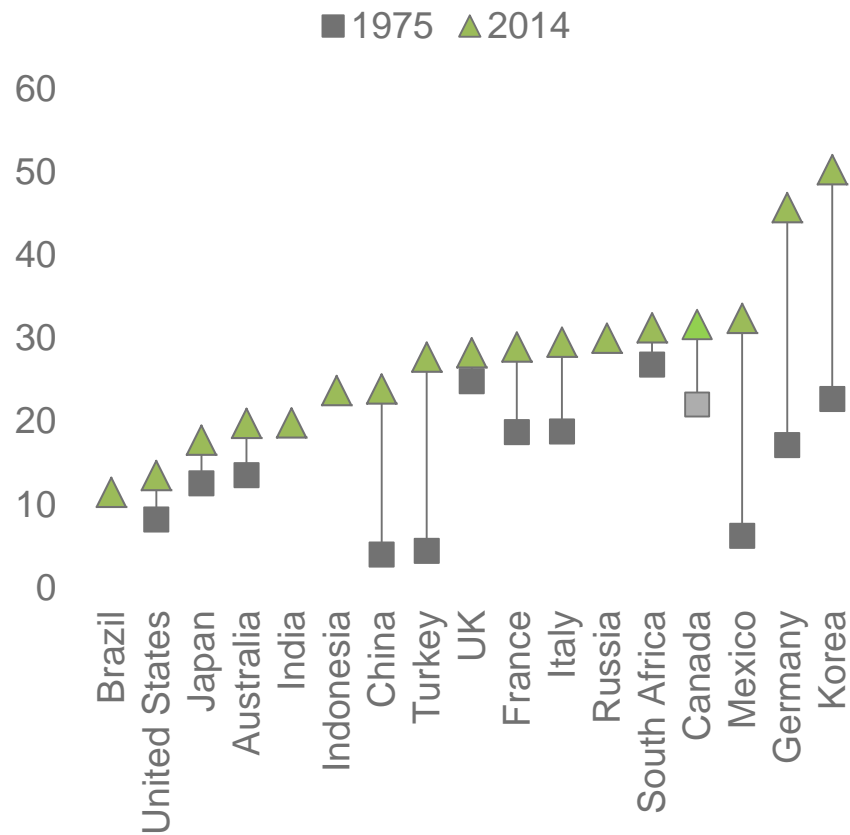
Countries are experiencing rapid demographic change

Change in the working age population 2015-2050 (2015=100)

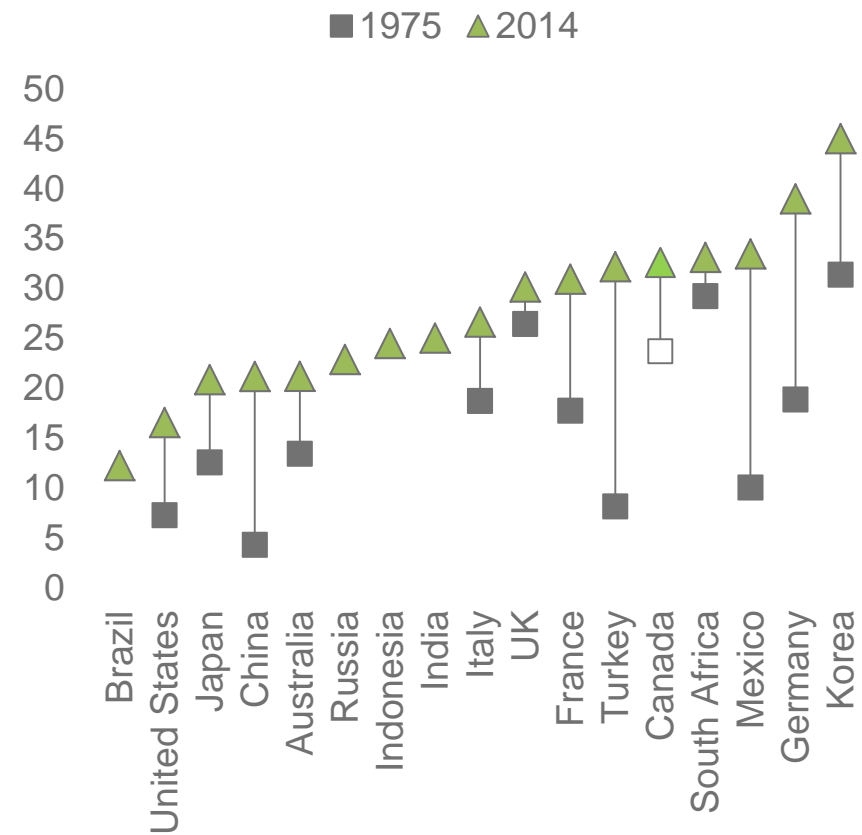# The world has become more integrated through trade

A. Exports (% of GDP)

■ 1975 ▲ 2014

B. Imports (% of GDP)
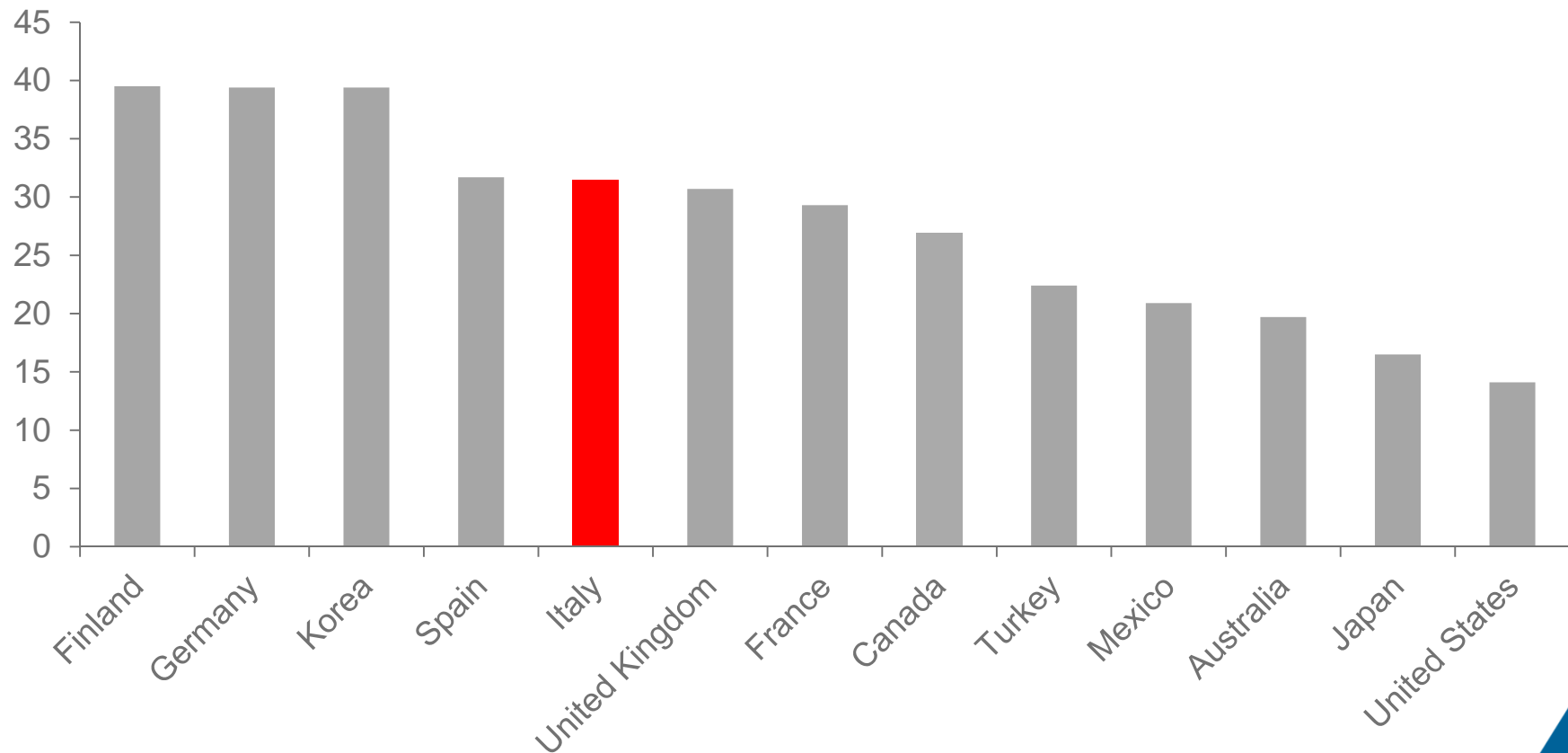
■ 1975 ▲ 2014

Many jobs depend on demand from abroad

Jobs in the business sector sustained by foreign final demand
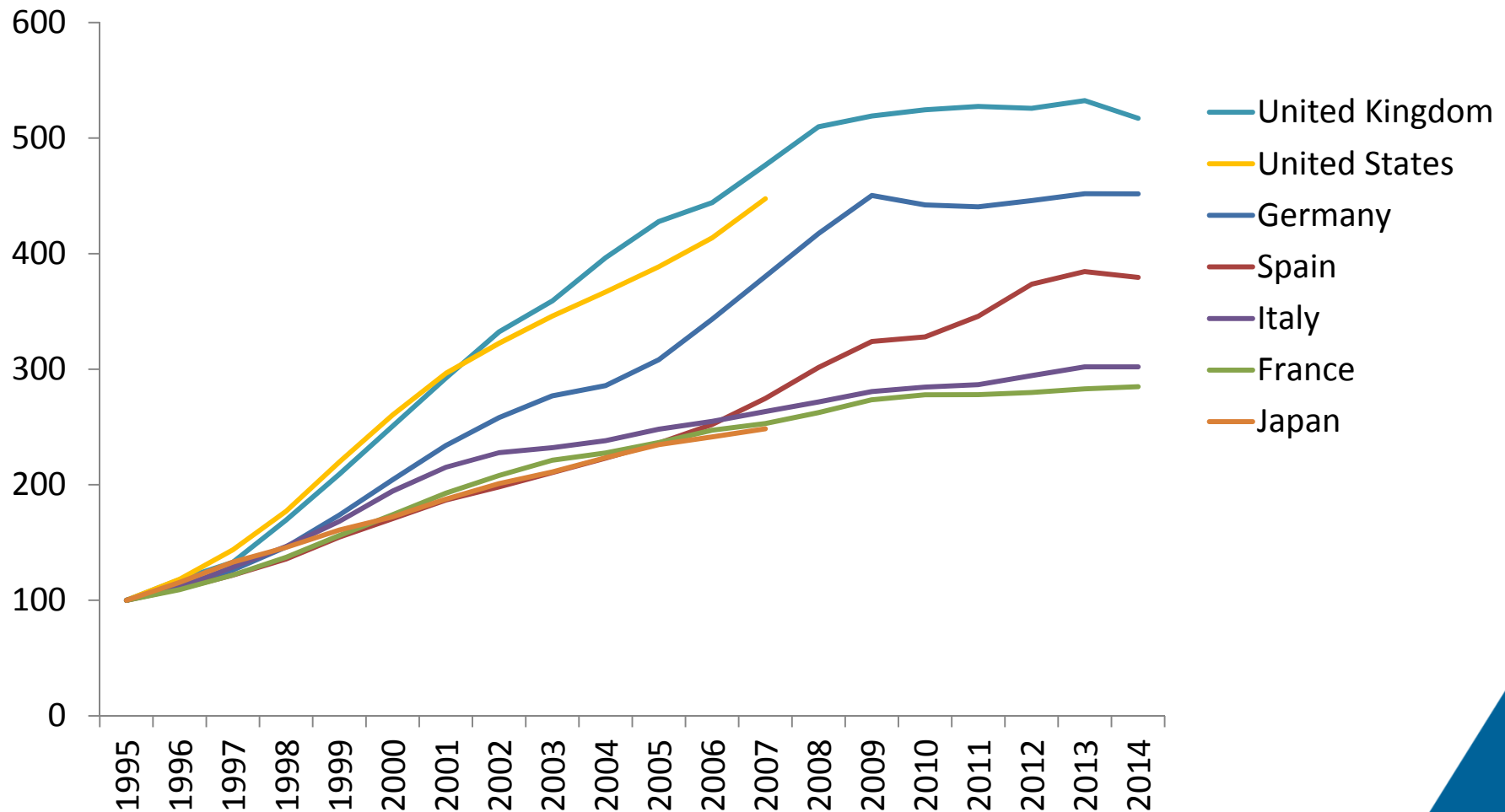
As a percentage of total business sector employment

ICT technology has spread fast throughout the world of work…

ICT capital services per hour worked, index (1995 = 100), 1995 to 2014

Legend:
- United Kingdom
- United States
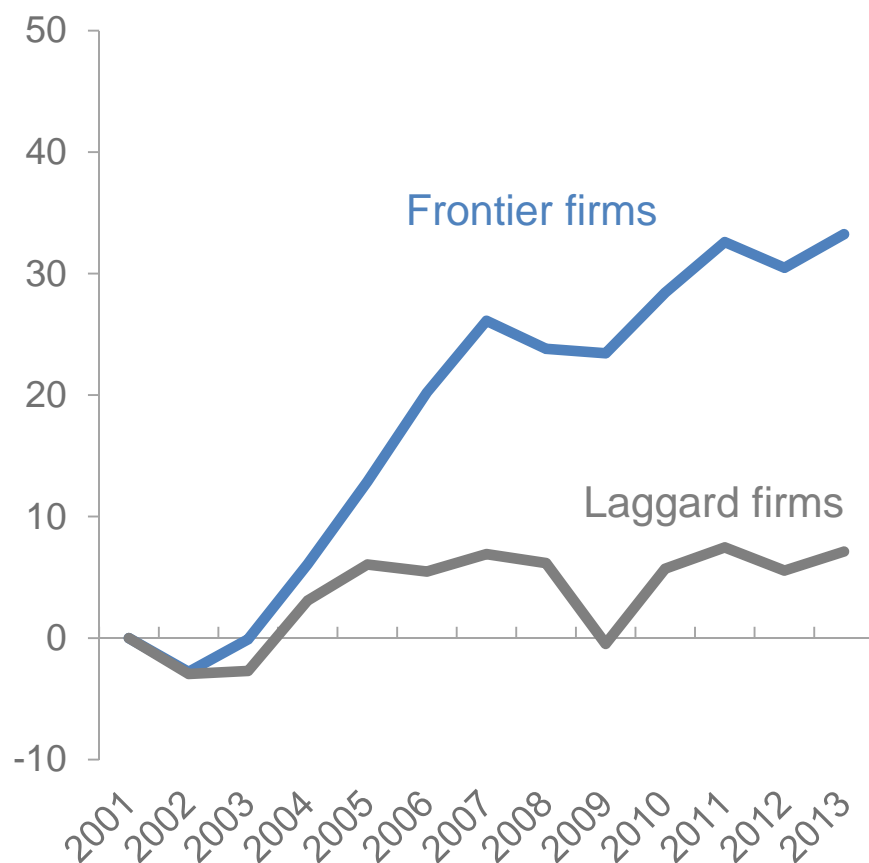- Germany
- Spain
- Italy
- France
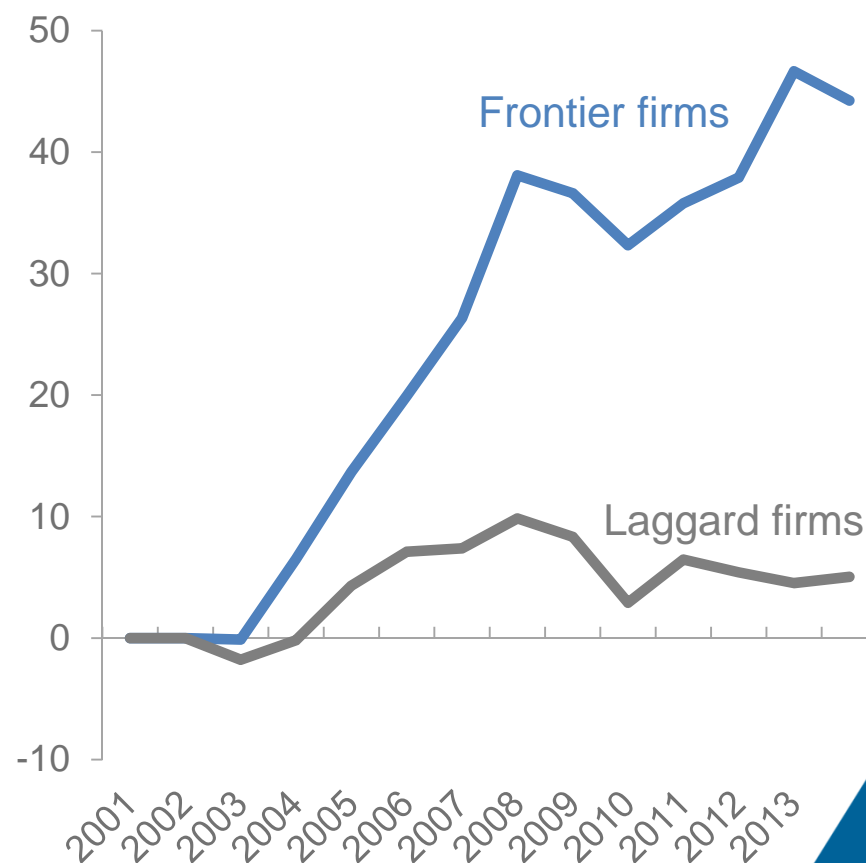- Japan

Winners take all :
The productivity gap between the globally most productive firms and other firms has widened

Labour productivity: value added per worker, 2001-2013

A. Manufacturing

B. Services

And the robots are marching on
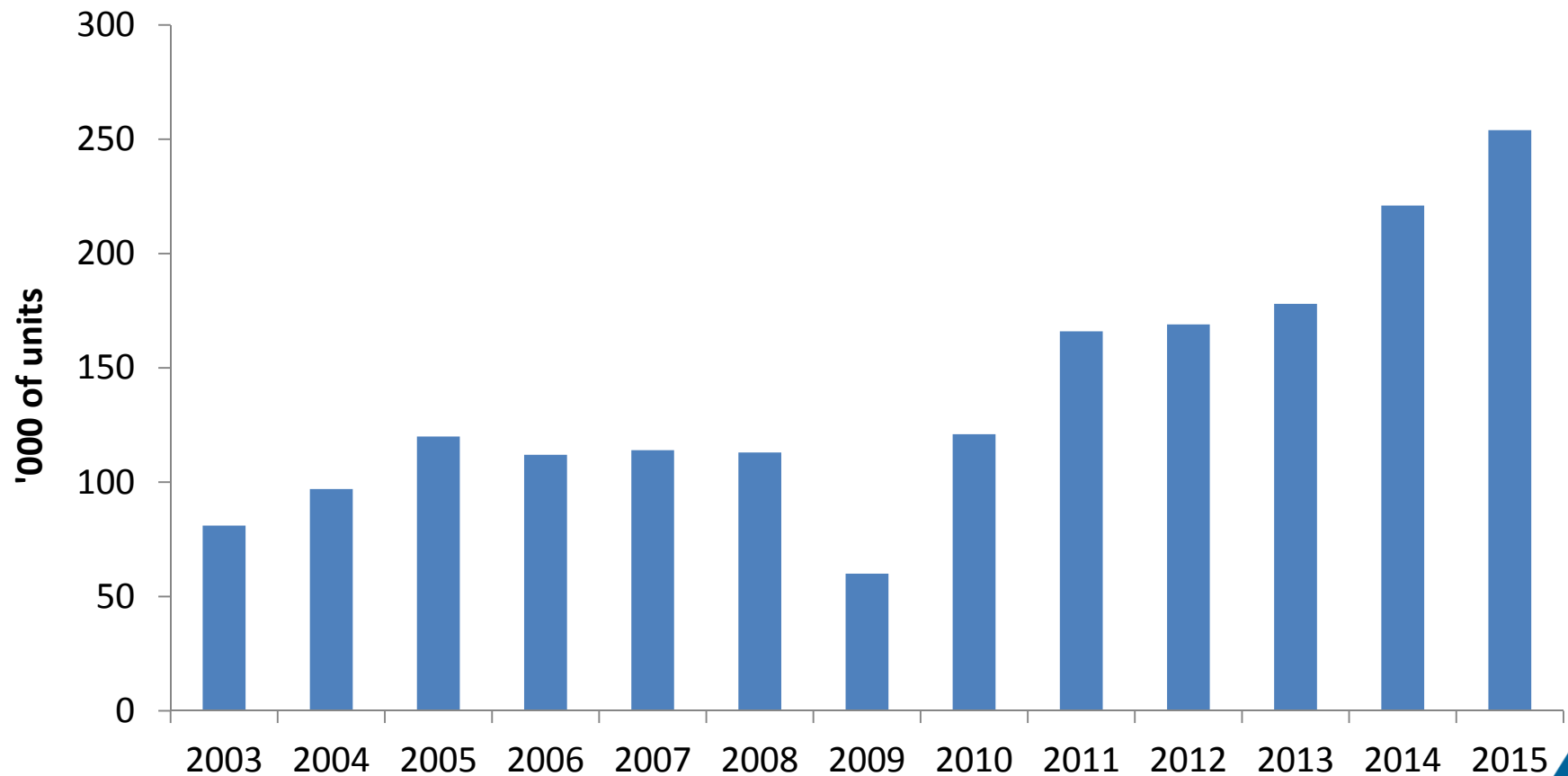
Estimated worldwide annual supply of industrial robots

And the robots are marching on…

Estimated worldwide annual supply of industrial robots
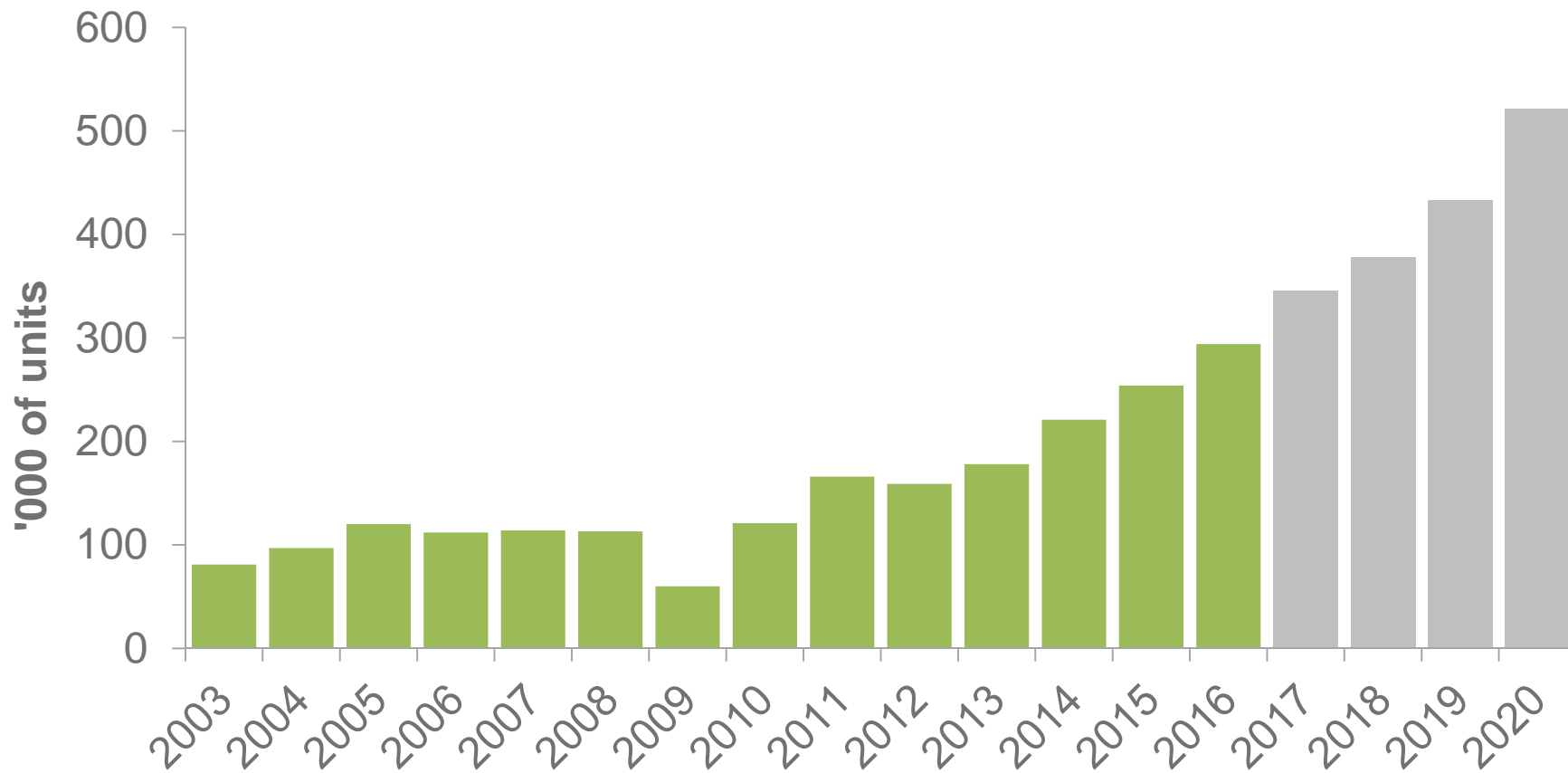
No evidence of technological unemployment...
Employment rates have risen in most advanced countries

Trend in employment-to-population ratio

Percentage of the working-age population, 1990-2015

□ 1990 □ 1995 □ 2000 □ 2005 ■ 2010 ■ 2015 (↗)
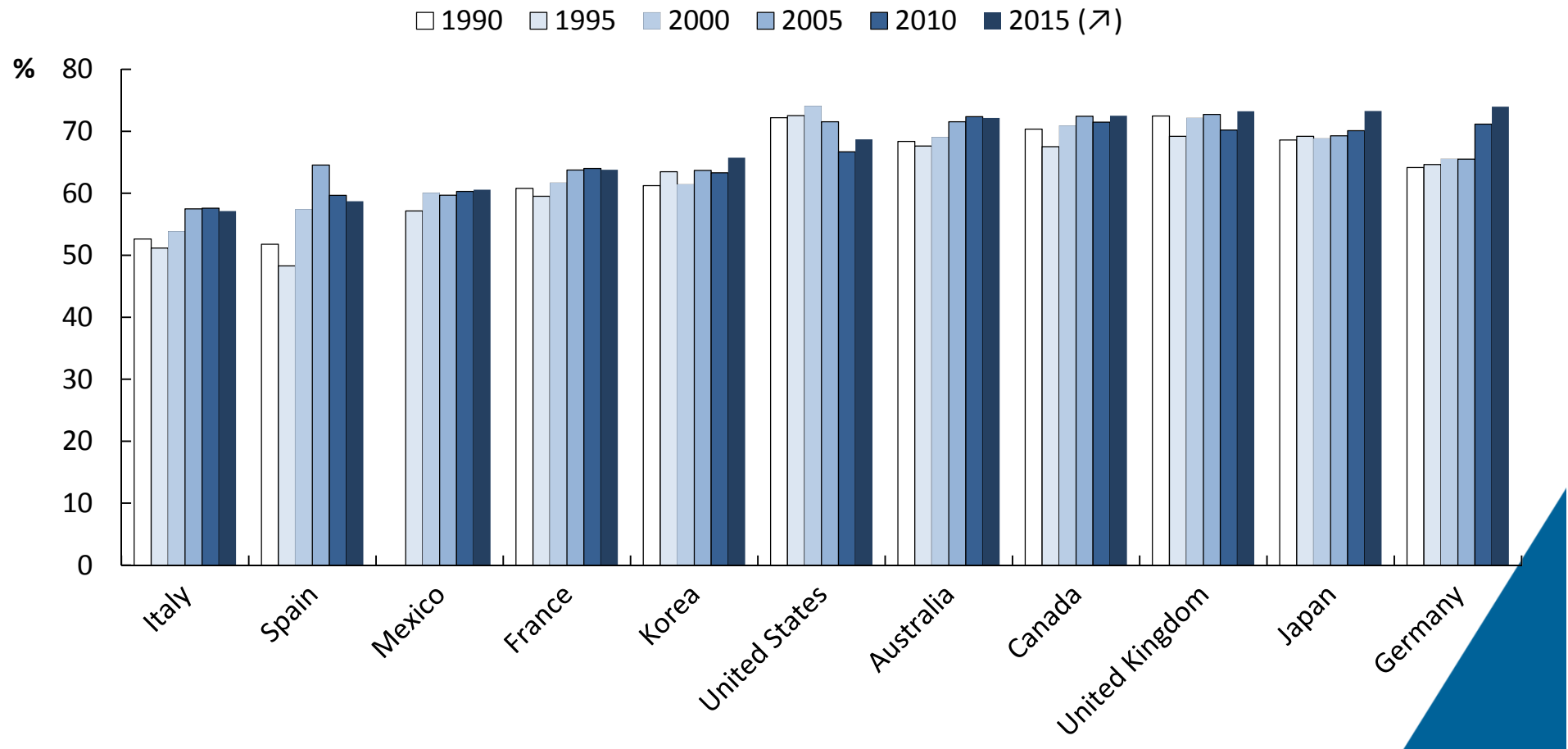
…but the occupational structure is "polarising"

Labour market polarisation, selected OECD countries, 1995 to 2015

Percentage point change in share of total employment

■ High skill   ■ Middle skill   ■ Low skill
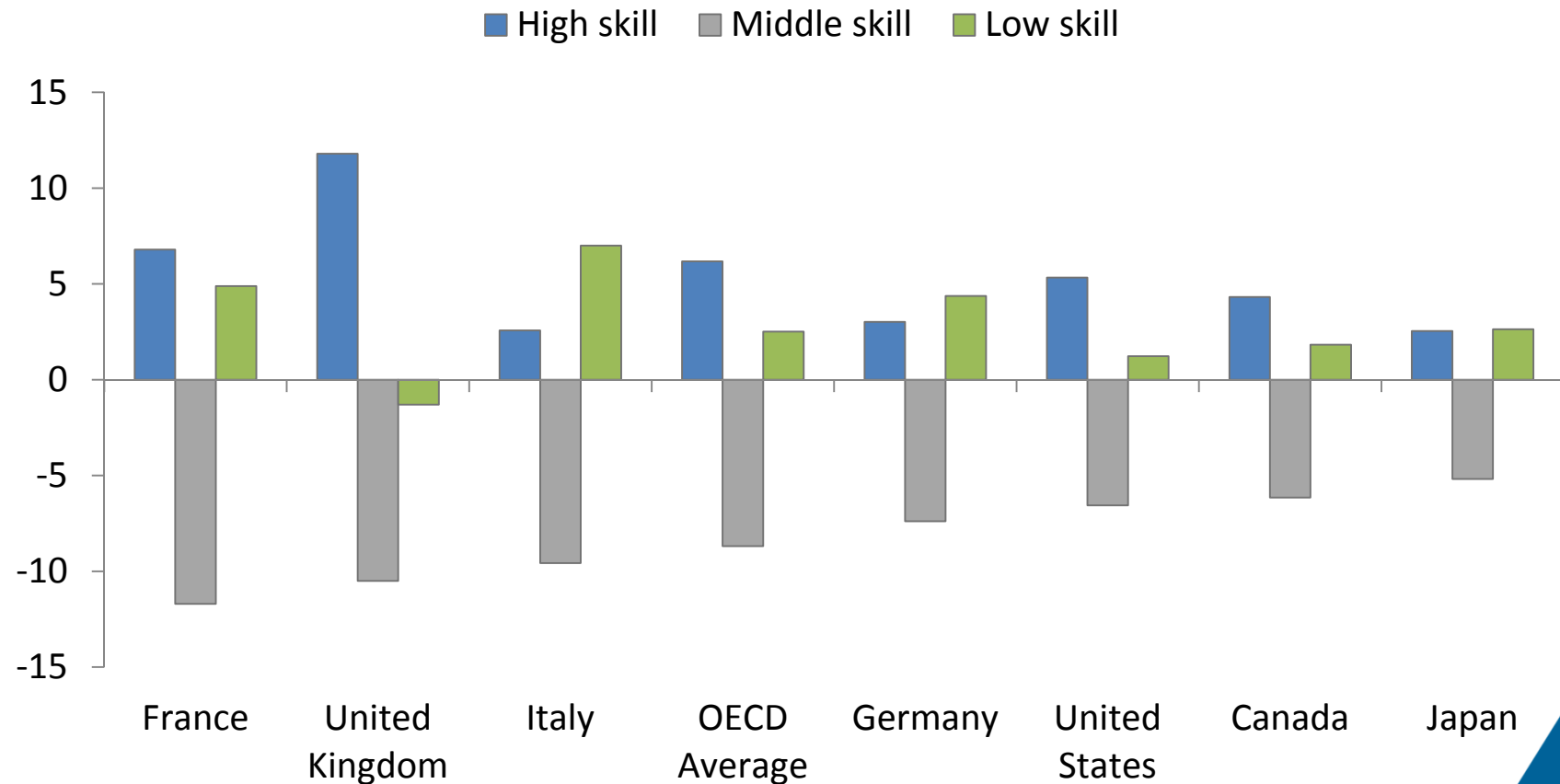
Going forward, fears about massive technological unemployment are exaggerated

9% of jobs are at high risk of automation in G20 countries

■ Jobs at high risk of automation   ■ Jobs at risk of significant change
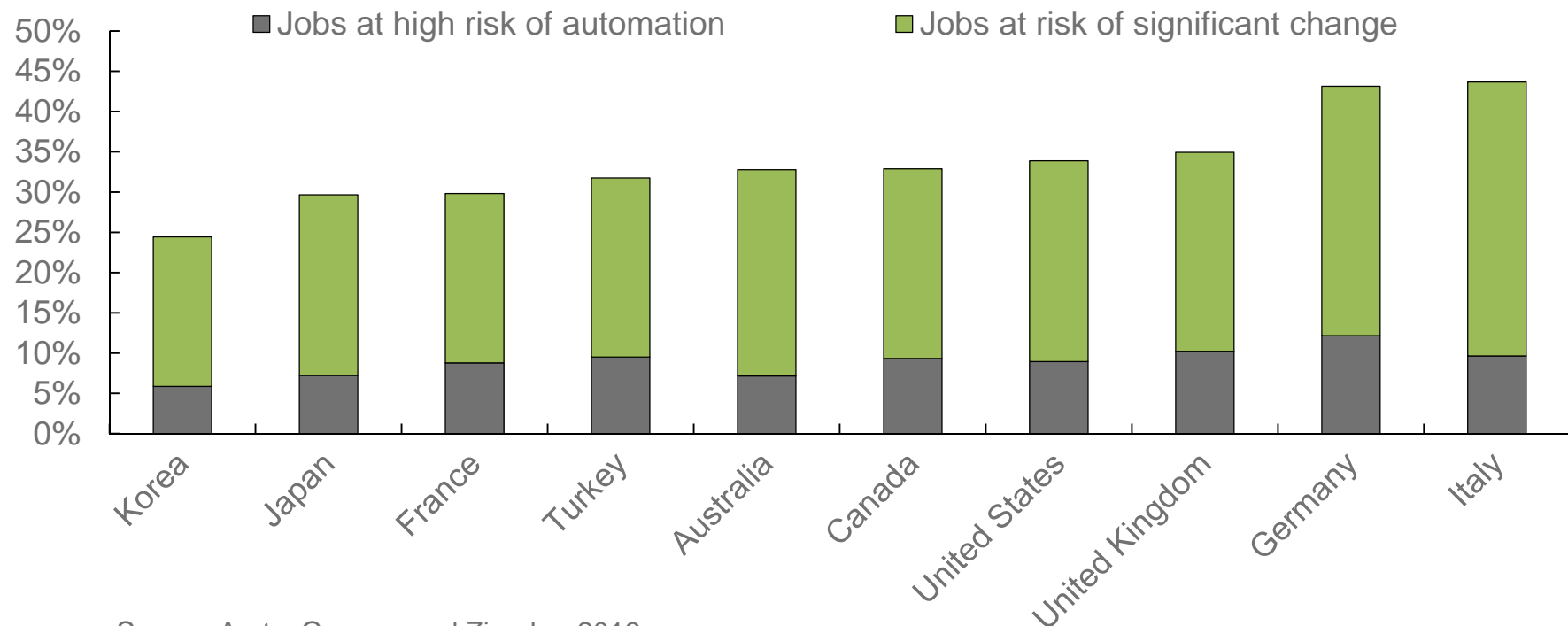
Source: Arntz, Gregory and Zierahn, 2016.

However, many jobs are likely to experience significant change

The adoption of new technology is not inevitable

In which areas is the application of robots most/least acceptable?
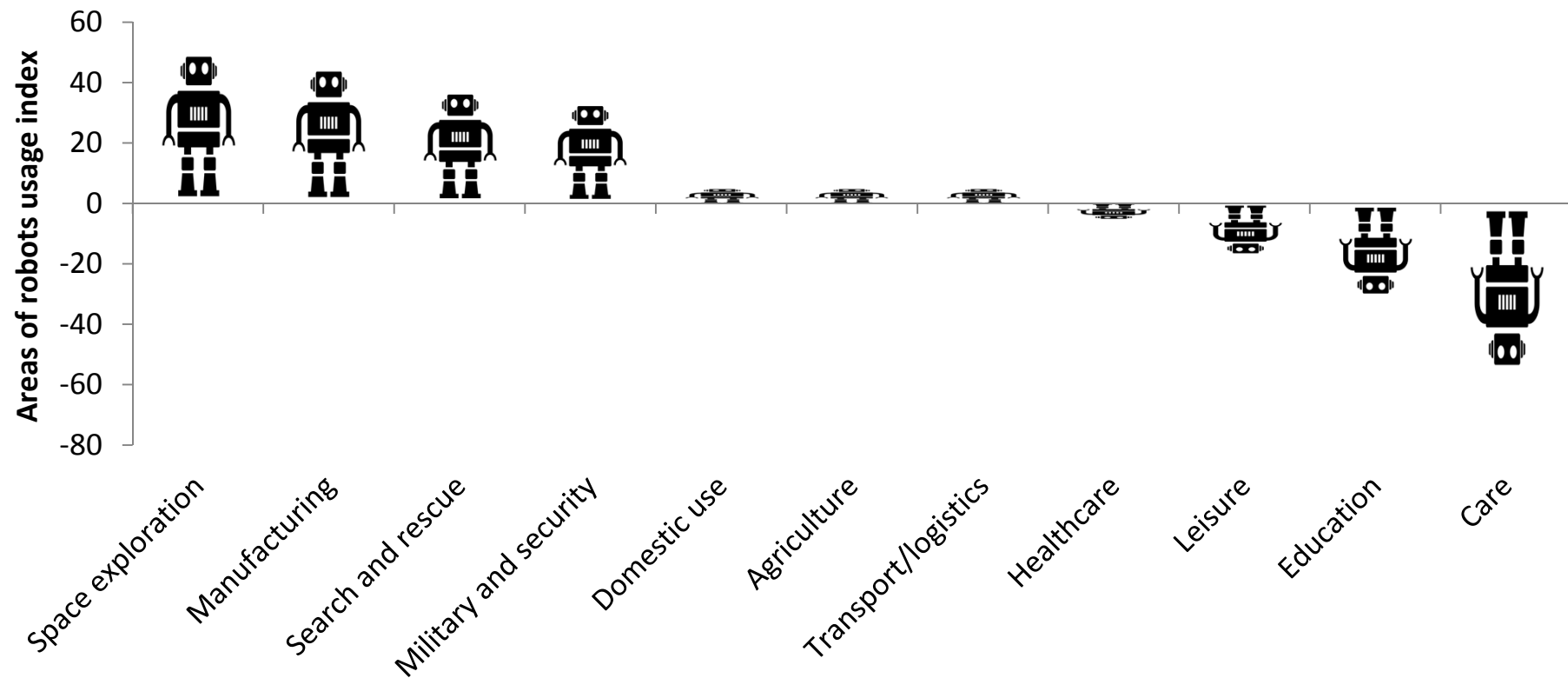
Source: Eurobarometer.

In some countries, non-standard work is on the rise

Share of involuntary part-time workers
(as a share of total employment)
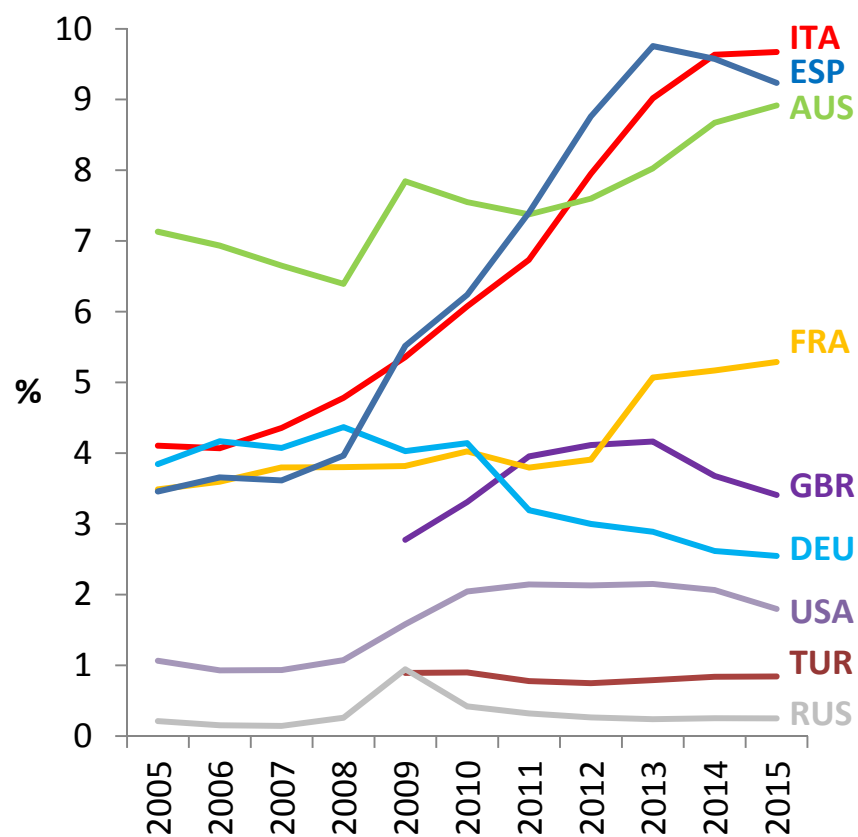
Share of temporary employment
(as a share of dependent employment)
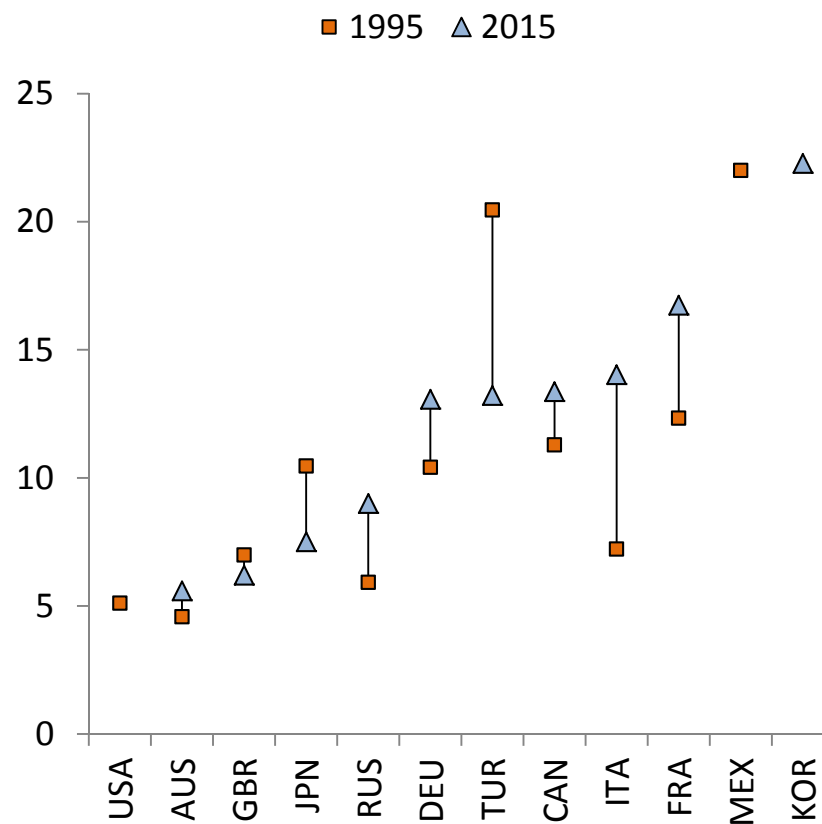
The platform economy remains small … but it may be growing fast

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

5%

3%

0,5%

1%
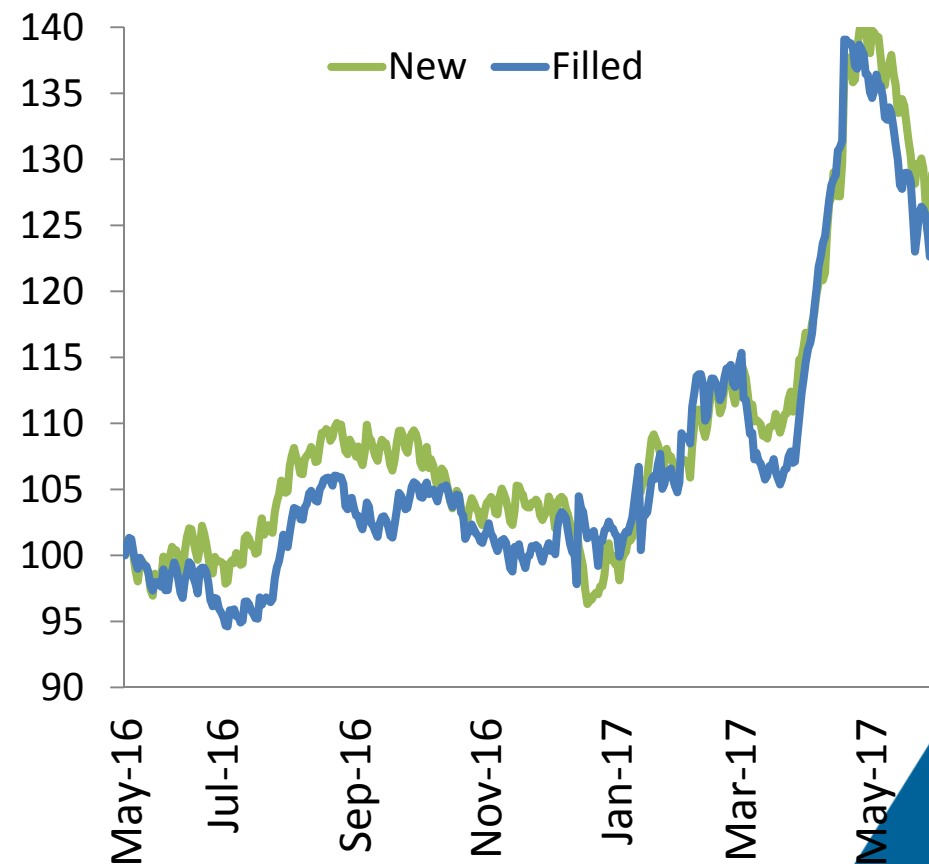
Source: Kässi, O. & Lehdonvirta, V. (2016), Online Labor Index.

What policy response?

Skills

Social protection

Social dialogue
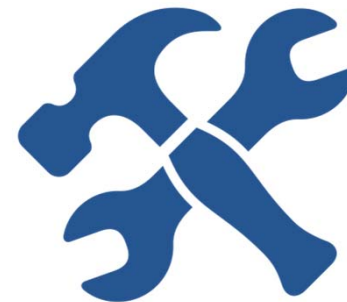
Activation

Many workers do not have the right skills for the new jobs

Problem-solving skills in Technology-Rich Environments
Percentage of the working-age population (aged 15/16-64)

■ Failed ICT core or had no computer experience
■ Lacks basic skills to fullfill simple tasks (Level 1 or below)
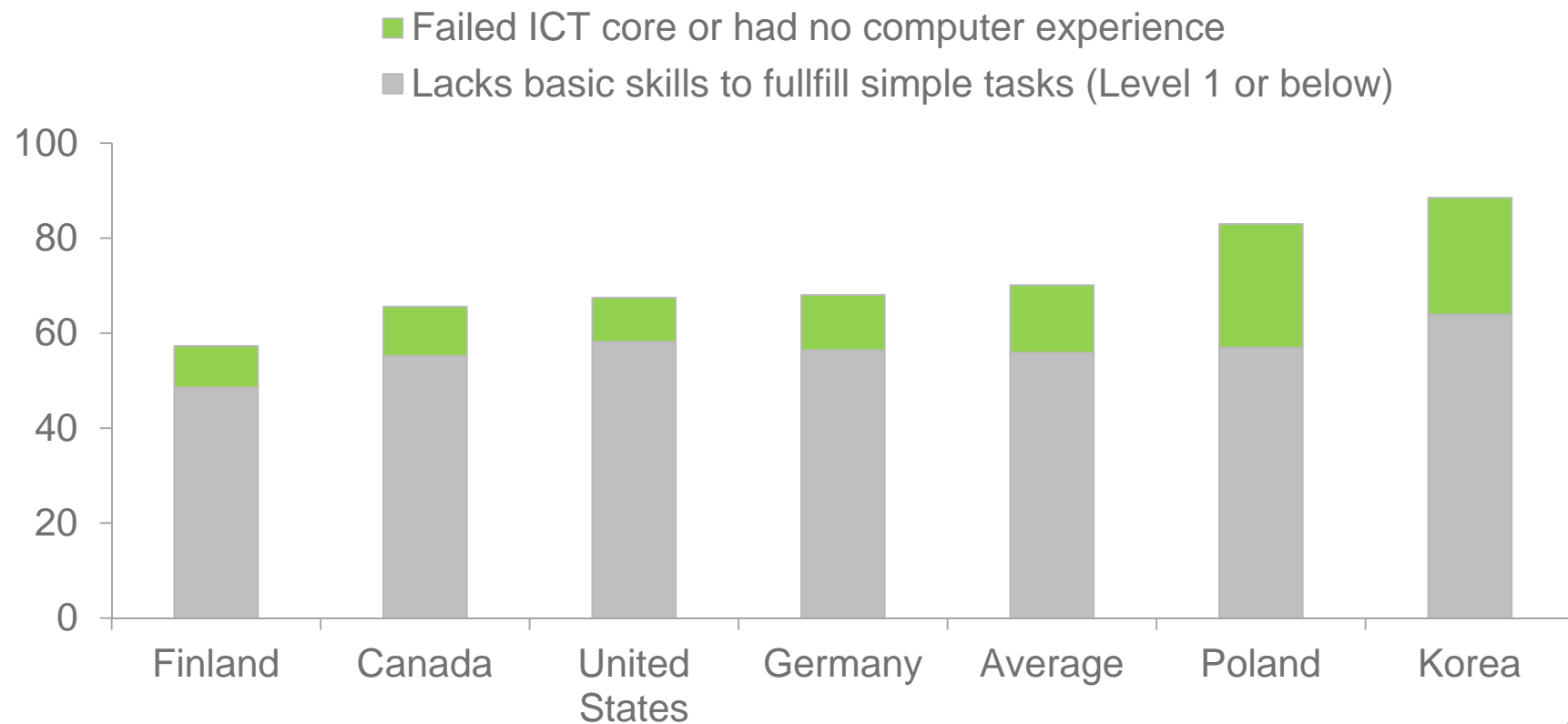
The least skilled benefit less from training

Percentage of adults who participated in adult education and training during year prior to the survey, by level of literacy proficiency
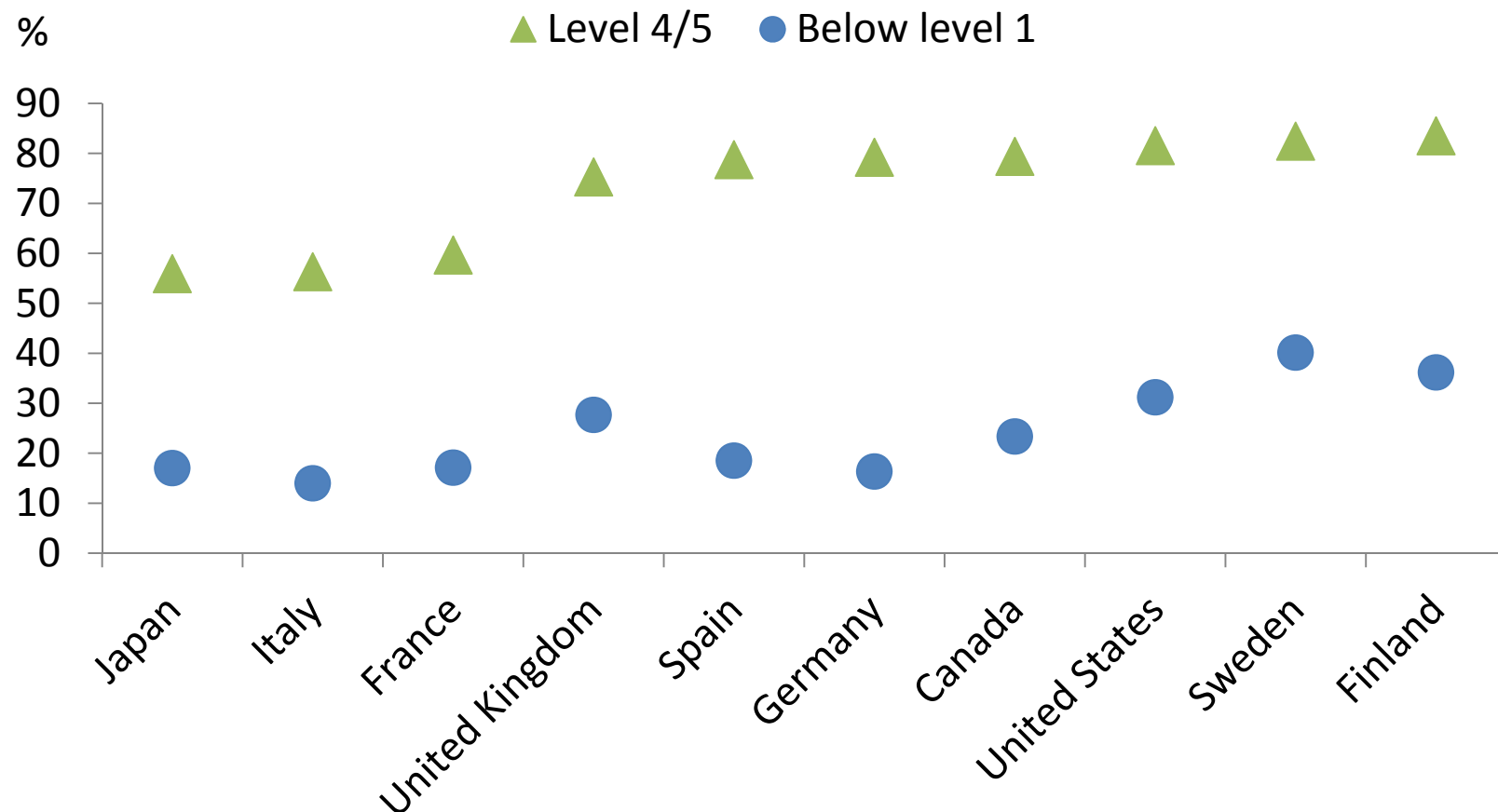
Benefit rules for the self-employed are different from those of standard workers

	Old age, disability	Health	Accidents	Unemployment	Family
Australia	No benefit	Same rules	Optional enrolment	Same rules	Same rules
Canada	Same rules	Optional enrolment	No benefit	No benefit	Same rules
Finland	Same rules	Same rules	Optional enrolment	Different rules	Same rules
France	Different rules	Different rules	Different rules	No benefit	Same rules
Germany	Different rules	No benefit	No benefit	Optional enrolment	Same rules
Italy	Different rules	Different rules	Same rules	No benefit	Different rules
Japan	Different rules	Different rules	No benefit	No benefit	Same rules
Korea	Same rules	Same rules	Optional enrolment	Optional enrolment	Same rules
Mexico	Optional enrolment	Optional enrolment	Optional enrolment	Same rules	No benefit
Netherlands	Same rules	Same rules	Same rules	No benefit	Same rules
Portugal	Different rules	Optional enrolment	Same rules	No benefit	Same rules
Turkey	Different rules	Same rules	Different rules	No benefit	Same rules
United Kingdom	Different rules	Different rules	No benefit	Different rules	Same rules
United States	Different rules	Same rules	No benefit	No benefit	Same rules

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

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**

Source: EC (2016): "Non-standard employment and access to social security benefits"

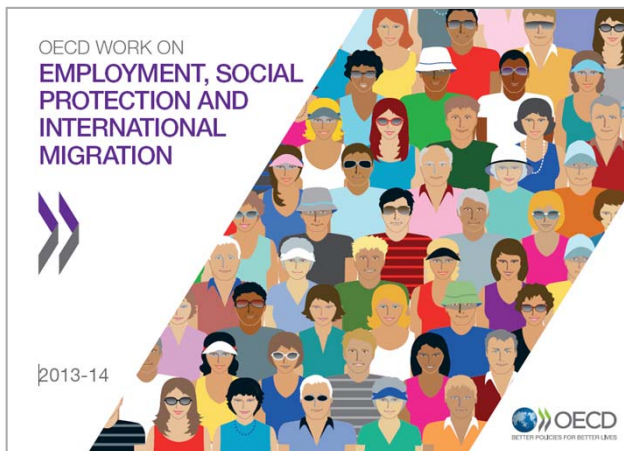# Social protection for non-standard workers: some policy pointers

- Reduce opportunities/incentives for **misclassifying** workers:
  - Reduce large differences in treatment across different forms of work
  - Remove loopholes and ambiguity in regulation
  - Ensure effective enforcement

- Provide **adequate social protection** for all workers:
  - Adapt existing social insurance schemes to extend them to previously excluded categories of workers
  - Make social protection more portable
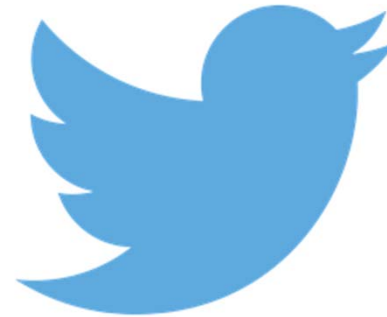 - Complement social insurance with non-contributory schemes

Thank you

Contact: Stefano.Scarpetta@oecd.org

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OECD WORK ON
EMPLOYMENT, SOCIAL PROTECTION AND INTERNATIONAL MIGRATION

2013-14

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