

# THE FUTURE OF WORK

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Dialoghi sul Futuro  
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## IL LAVORO



Stefano Scarpetta  
Director for Employment, Labour and Social Affairs  
OECD

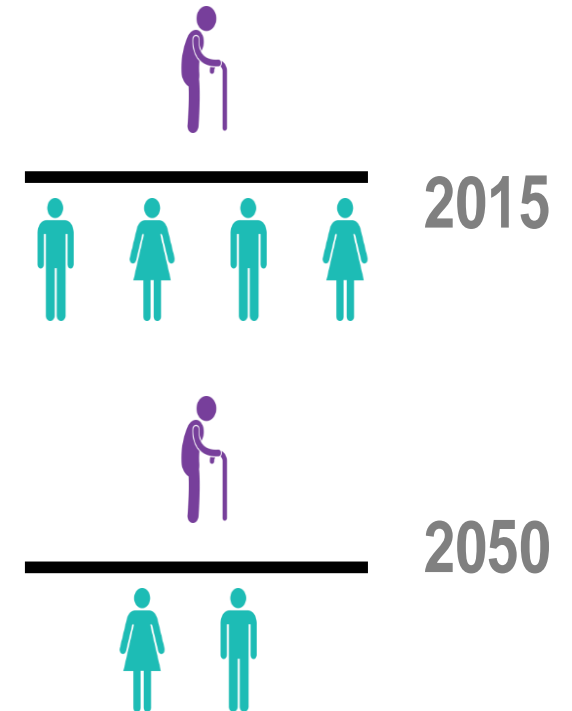
# Three key megatrends are changing the labour market

## Technology is changing the workplace

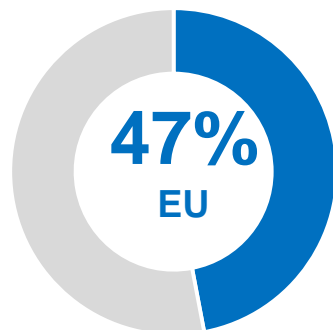
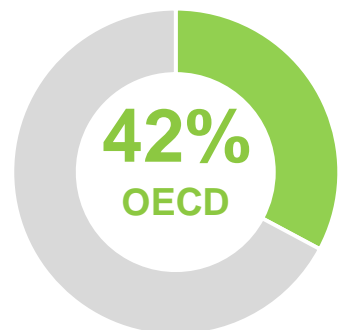
4 of every 10 new jobs in the OECD are in highly digital-intensive sectors



## Populations are ageing



## The world has become more integrated

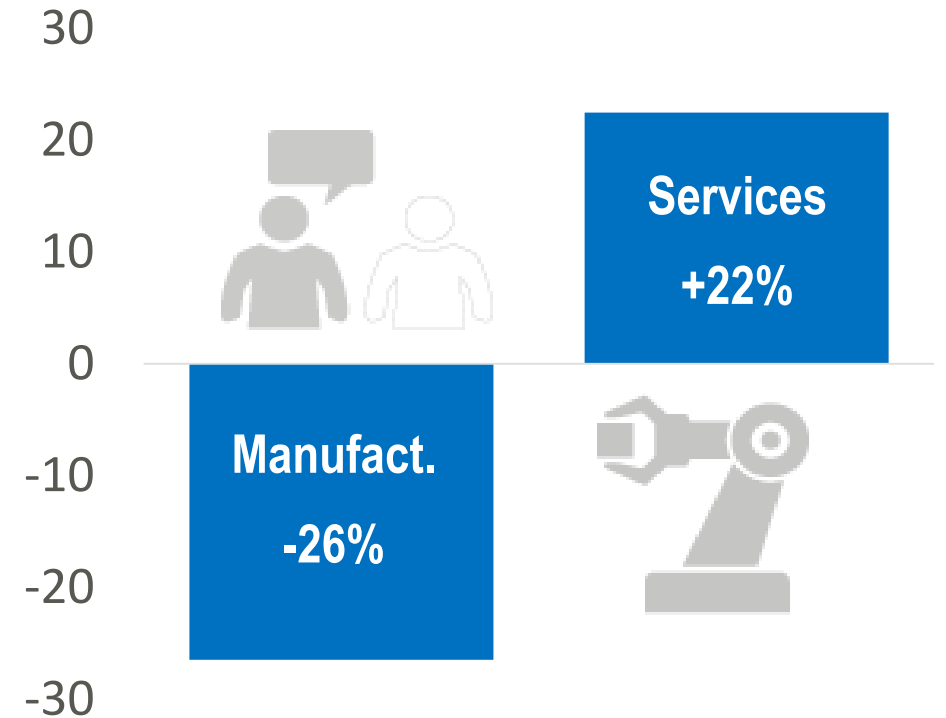
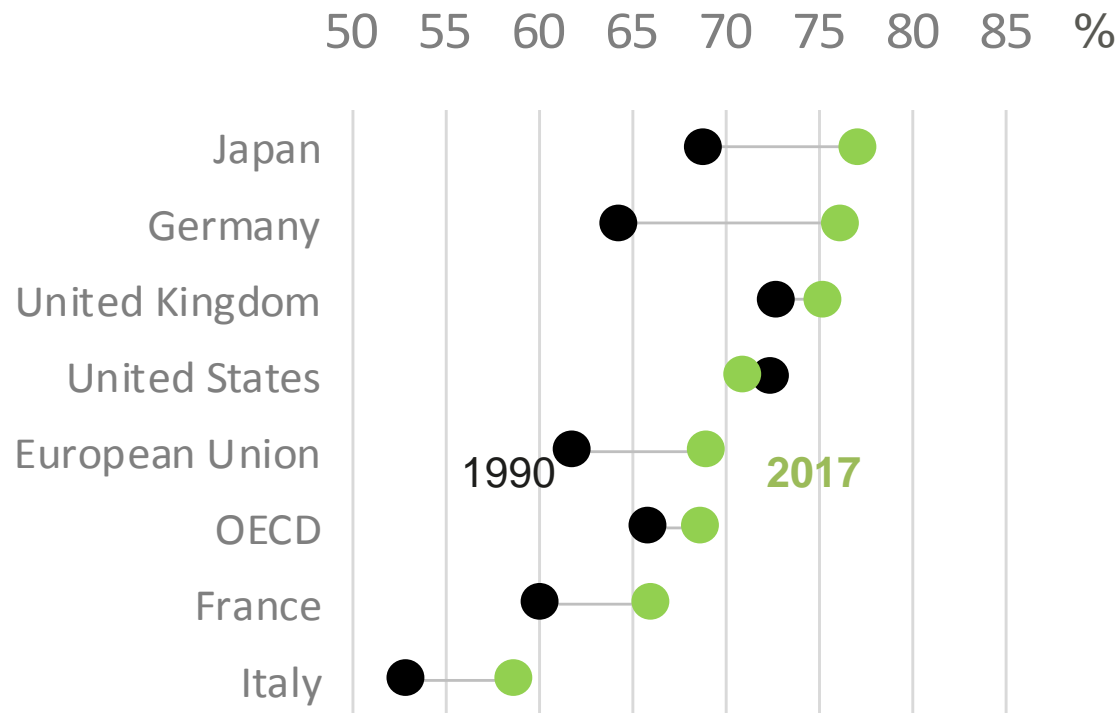


42 % of OECD business sector jobs sustained by consumers in foreign markets (47% for EU)

# Should we brace for a jobless future?

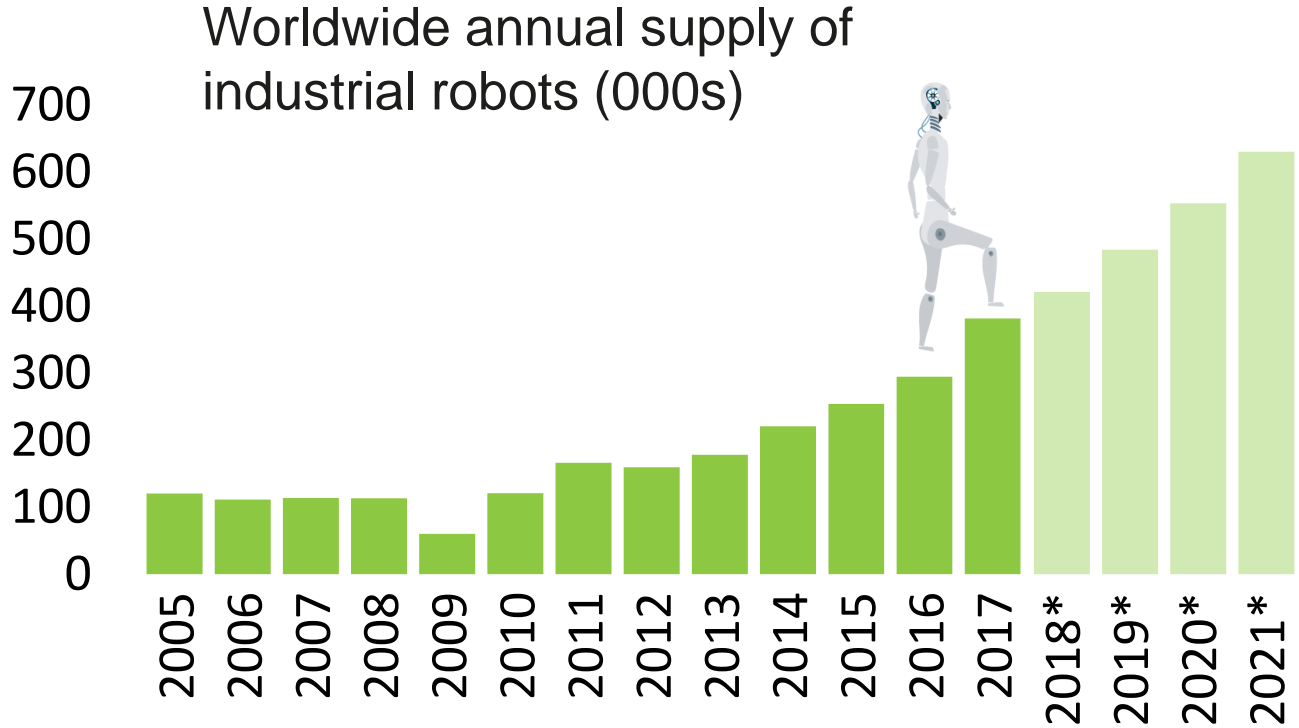
Massive technological unemployment is unlikely, but many jobs will change and transitions will be difficult

Employment rates have risen in most countries

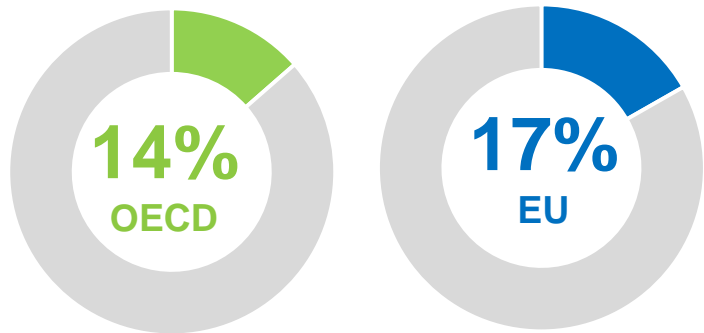


# Should we brace for a jobless future?

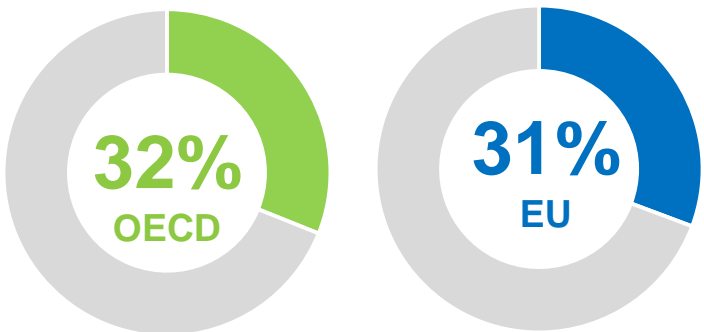
Orders of industrial robots have tripled over the past decade



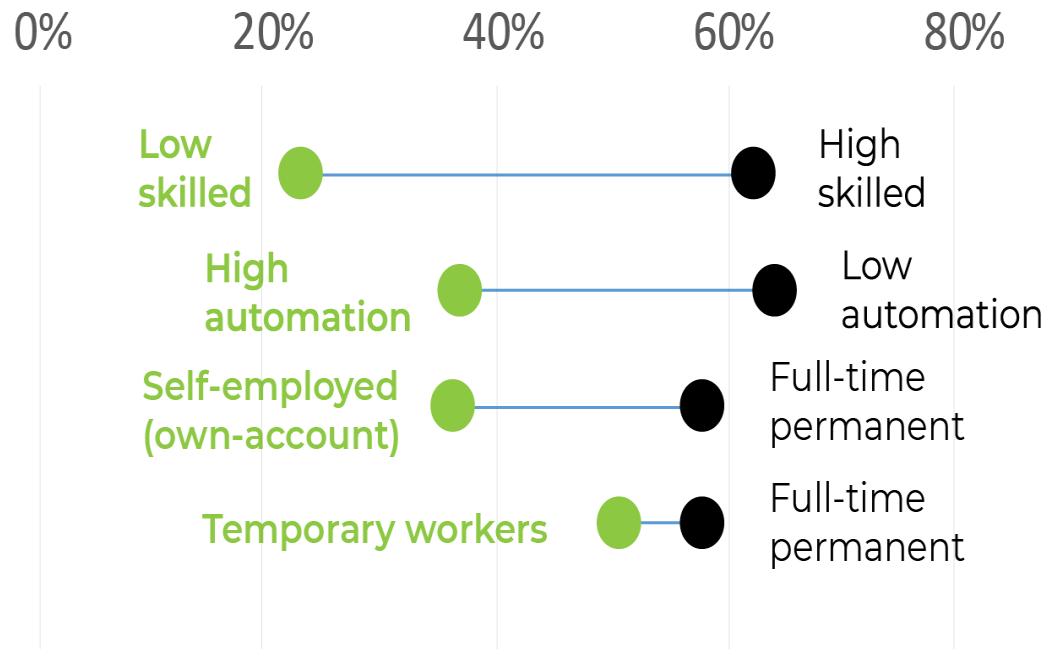
14% of jobs could be automated (17% for EU) ...



... but many more will change significantly

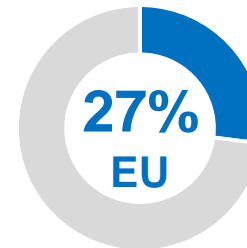
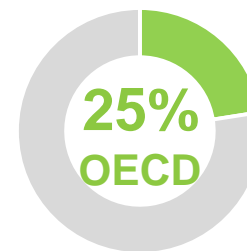


# The demand for skills is changing, but adult learning systems are ill-equipped for this challenge



The most vulnerable are **least likely to participate** in adult learning

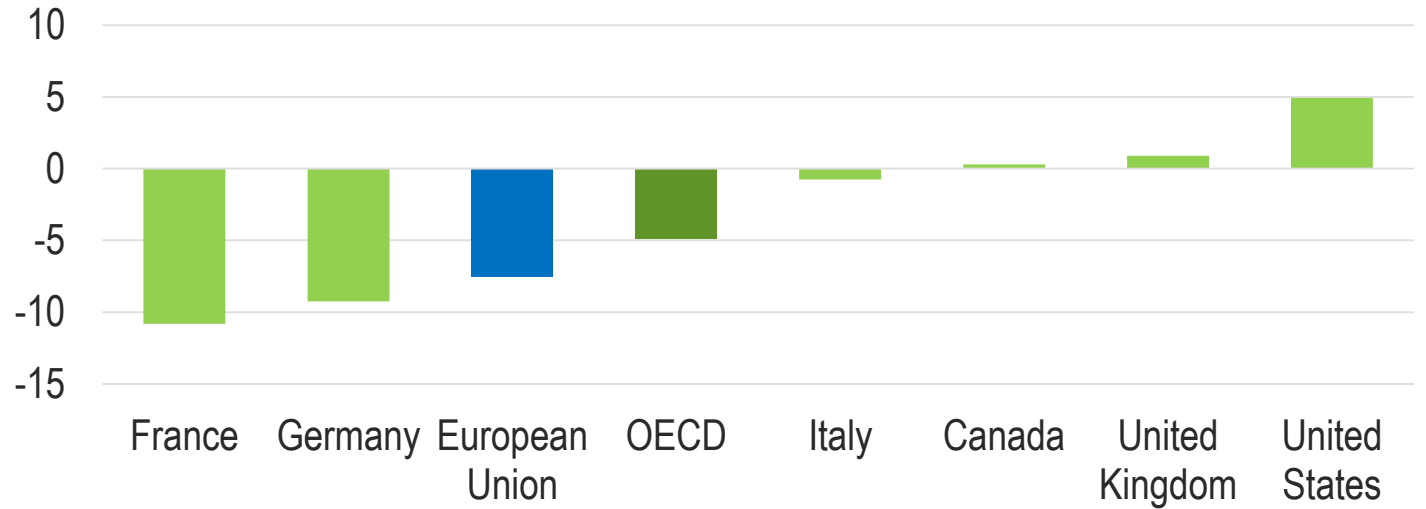
6 out of 10 adults lack basic ICT skills or have no computer experience



The share of high-skilled jobs has **increased by 25%** over the last two decades (27% for EU)

# Some social protection systems are not well prepared for the future of work

Average job tenure has decreased by ~5% in OECD countries and ~7.5% in the EU since 2006



2 in 3 jobseekers received no unemployment benefits in 2016



Workers in non-standard employment are up to 40-50% less likely to receive any form of income support when out of work

# Despite growth in non-standard forms of employment, standard employment remains the norm

1 in 9 workers in OECD countries



And 1 in 7 workers in the European Union are on a temporary contract

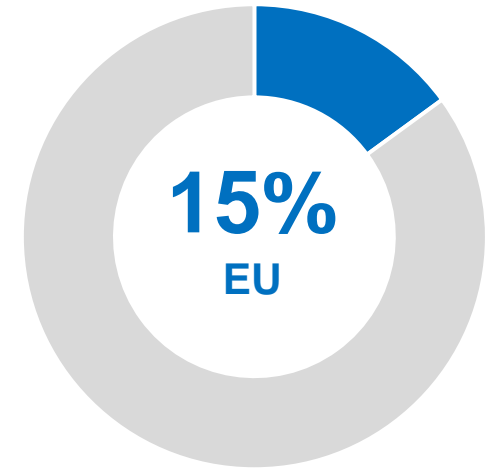
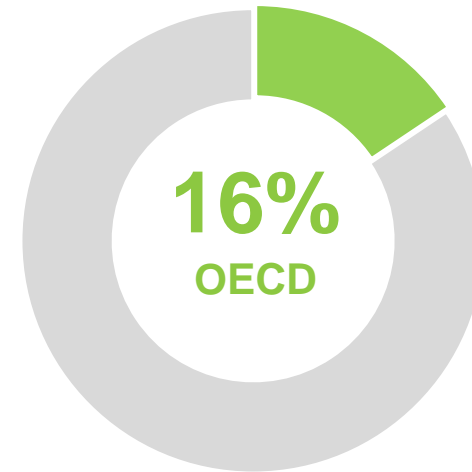


Non-standard work represents **over one-third of total employment** in both areas



# New forms of work have sometimes challenged definitions of “employee” and “self-employment”

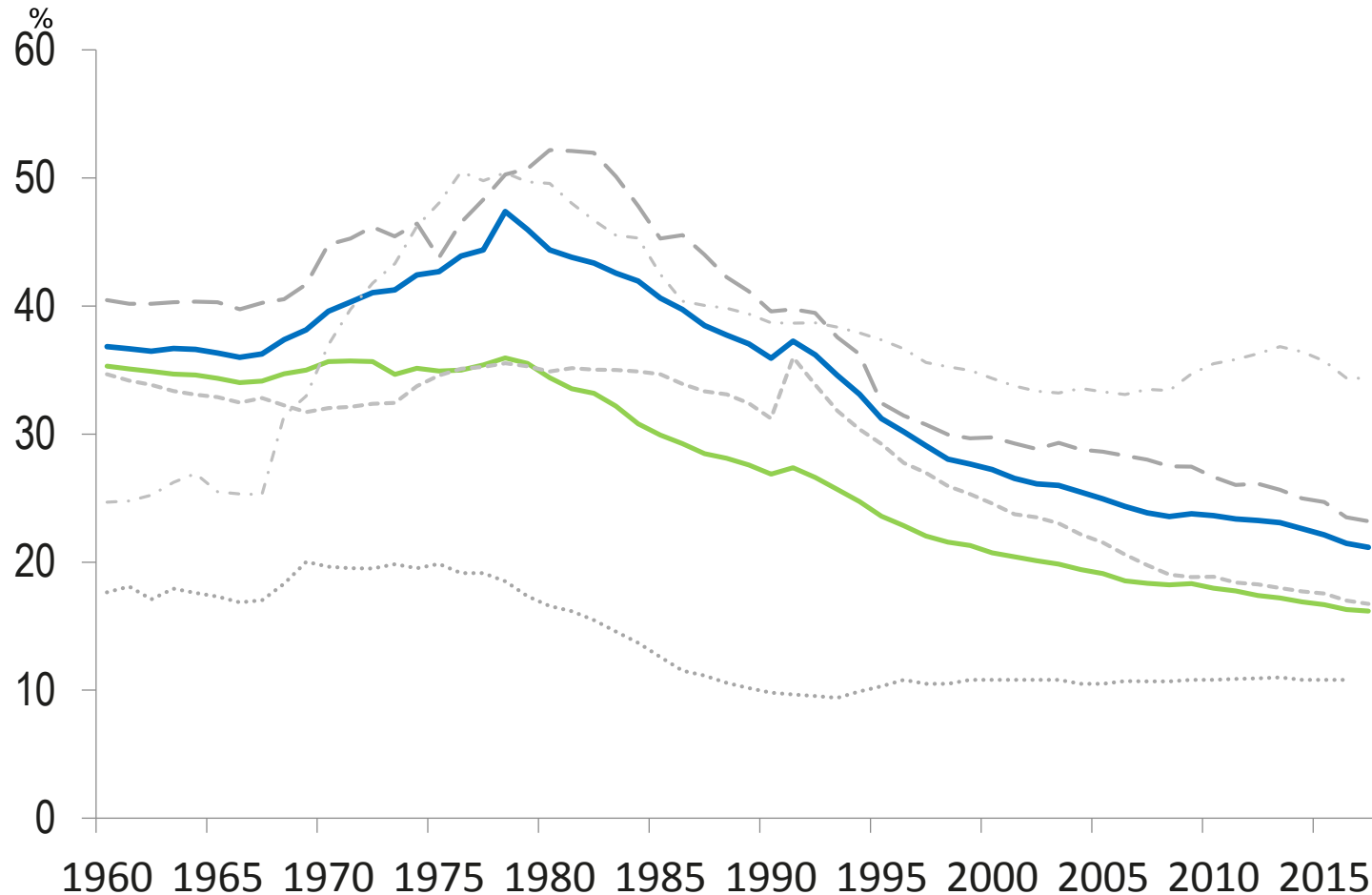
1 in 7 workers (in OECD countries and the European Union) are self-employed



16% of the self-employed are financially dependent on one client (15% for EU)



# Many workers have weak bargaining power



Non-standard workers are **50%** less likely to be unionised than standard employees

— European Union    — OECD    - - - Germany  
..... France    - - - United Kingdom    - . - . Italy

# A transition agenda for a future that works for all

The future of work is not set in stone – with the right policies and institutions, it can be more inclusive and rewarding

Action at the margin will  
not do

Whole-of-government

Life course approach

Target those who need it  
most



Adequate funding

Spending review

Effectiveness

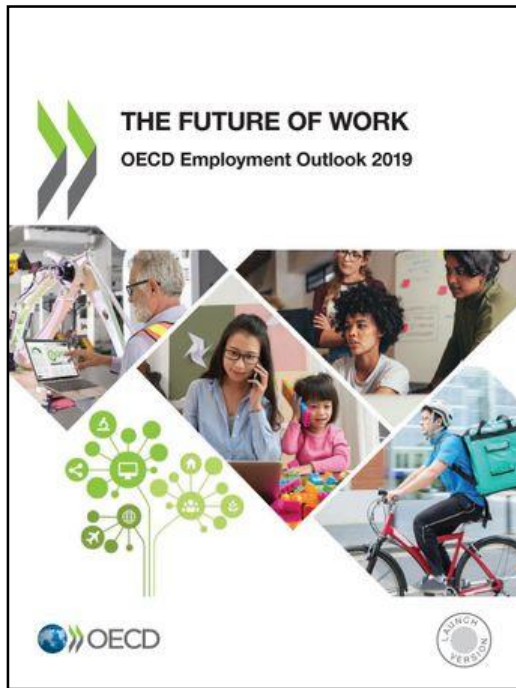
Improve revenue sources

# Thank you!

OECD Employment Outlook 2019: <https://oe.cd/il/2zn>

I'm the Future of Work campaign: <https://futureofwork.oecd.org/>

stefano.scarpetta@oecd.org  
Twitter: @stescarpetta



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