




EPTA Conference
Vienna, 21 October 2016



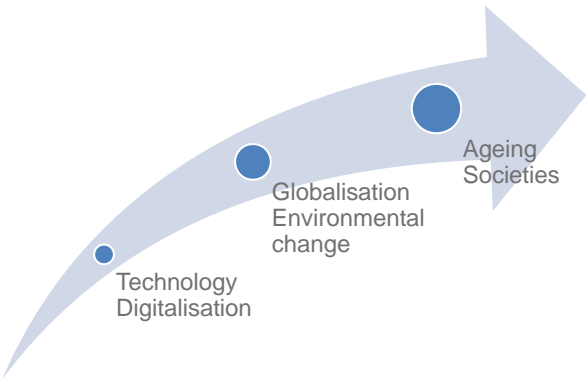
TECHNOLOGY AND THE LABOUR MARKET

Mark Keese
Head of the Employment Analysis and Policy Division
Directorate for Employment, Labour and Social Affairs




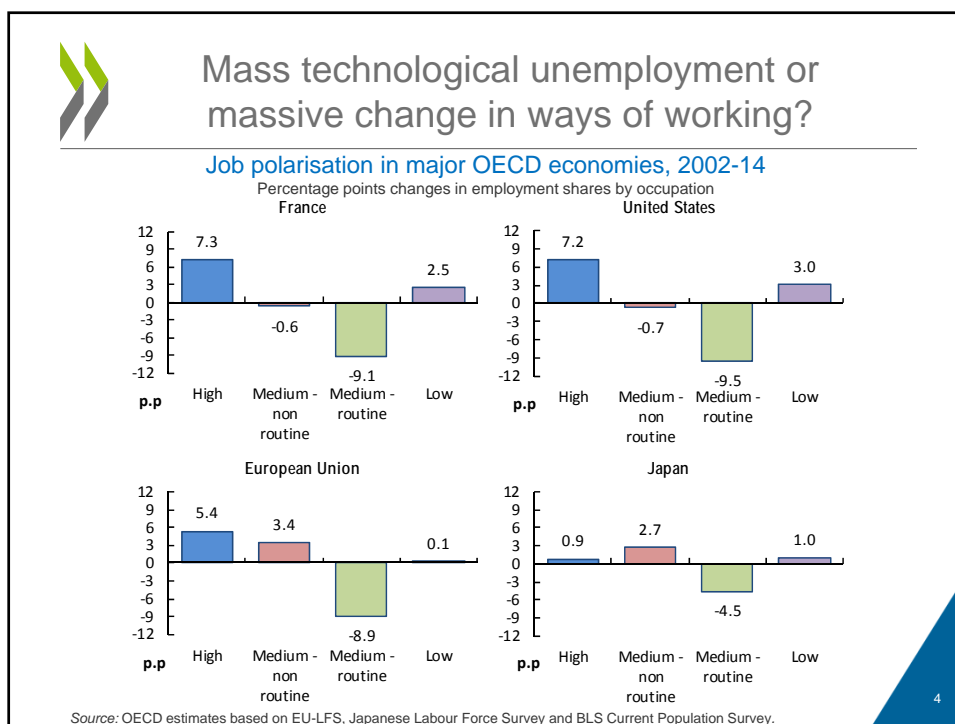


Megatrends shaping the future of work



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



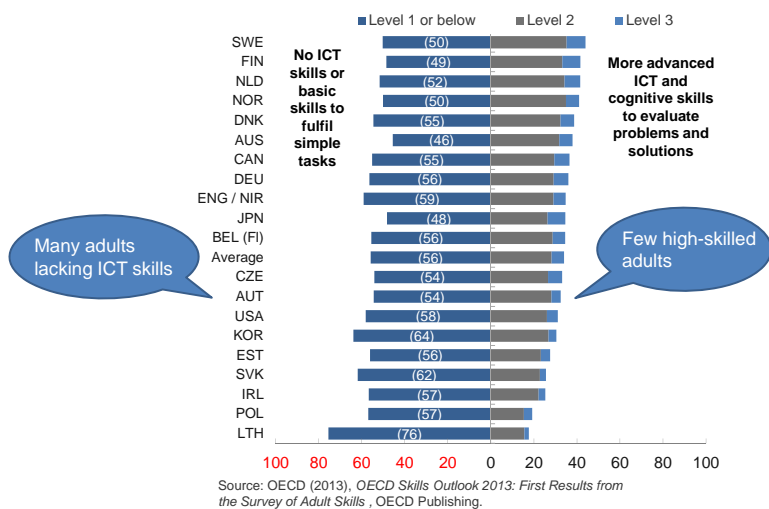




Do workers have the skills for the new jobs?

Problem-solving skills in Technology-Rich Environments

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



Many adults lacking ICT skills

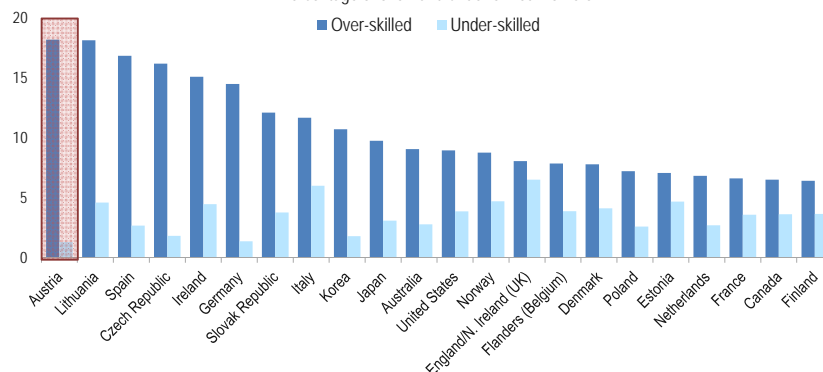
Few high-skilled adults



Extensive skill mismatch across countries

Skills mismatch in literacy

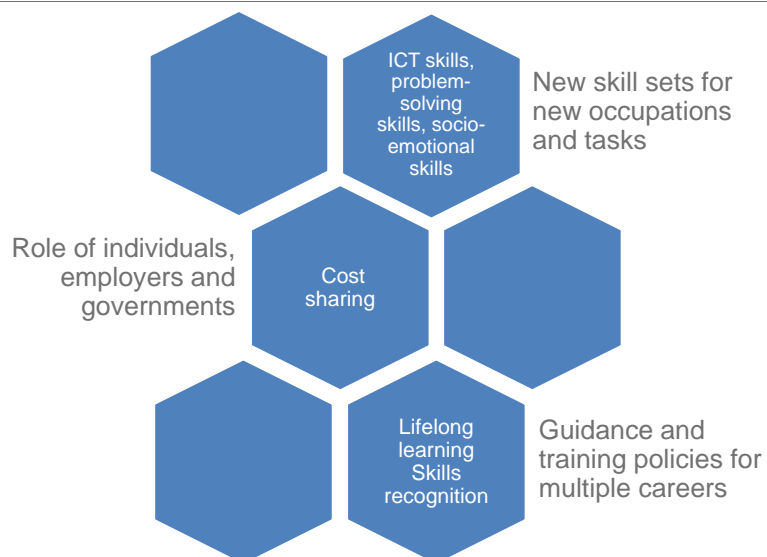
Percentage of over- and under-skilled workers



Notes: Over-skilled workers are those whose proficiency score is higher than that corresponding to the 95th percentile of self-reported well-matched workers – i.e. workers who neither feel they have the skills to perform a more demanding job nor feel the need of further training in order to be able to perform their current jobs satisfactorily – in their country and occupation. Under-skilled workers are those whose proficiency score is lower than that corresponding to the 5th percentile of self-reported well-matched workers in their country and occupation.
Source: Survey of Adult Skills (PIAAC) (2012), Table A4.25.



The future of work requires a change to how we think about skills



7



Three pillars for turning structural change into an opportunity for all

Objective: improve employability by making skills more transferable and workforces more adaptable




 The platform economy is coming near you!

Greater income, efficiency and flexibility?

Or less social protection and greater precarity?








9

 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					
Austria					
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.

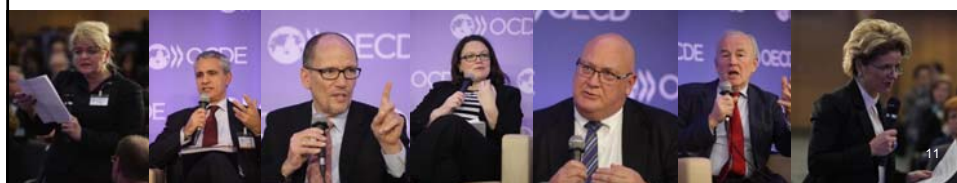
10



Key issues for employment and social policies

Labour market institutions need to adapt to new forms of work:

- Platform economy: do we need a new type of employment contract?
 - ...Are 20th Century employment relations and social contracts adequate to the new, evolving forms of work?
- Are labour market risks shifting increasingly to workers? If so, how best to protect workers while still allowing them to seize opportunities?
- How should labour market as well as tax and benefit policies pro-actively respond to the opportunities and challenges of digitalisation?



OECD work on the Future of Work

- Integral part of the review of the OECD Jobs Strategy
- Improving the evidence base:
 - Digitalisation and its impact on jobs and skills
 - Global value chains and job/wage polarisation
 - Changes in work organisation
 - Social protection systems for new forms of employment
- Future proofing policies and institutions
 - Identifying key policy challenges for collective bargaining, employment regulation, activation policies and social protection
 - Multi-stakeholder consultation process to identify appropriate policy responses

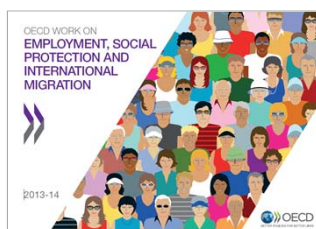




Thank you

Contact: Mark.Keese@oecd.org

Read more about our work



Follow us on Twitter: [@OECD_Social](https://twitter.com/OECD_Social)



Website: <http://www.oecd.org/employment/skills-and-work.htm>