

The Digitalisation Agenda Conference

Work and employment in the digital age

QQI, Dublin, 24th October 2017

Eleonora Peruffo, Research Assistant

Eurofound – the basic facts



European Foundation
for the Improvement of
Living and Working
Conditions

Mission

To provide knowledge, to assist in the development of better social, employment and work-related policies



Established in 1975



Budget of € 20.5 million



95 staff members

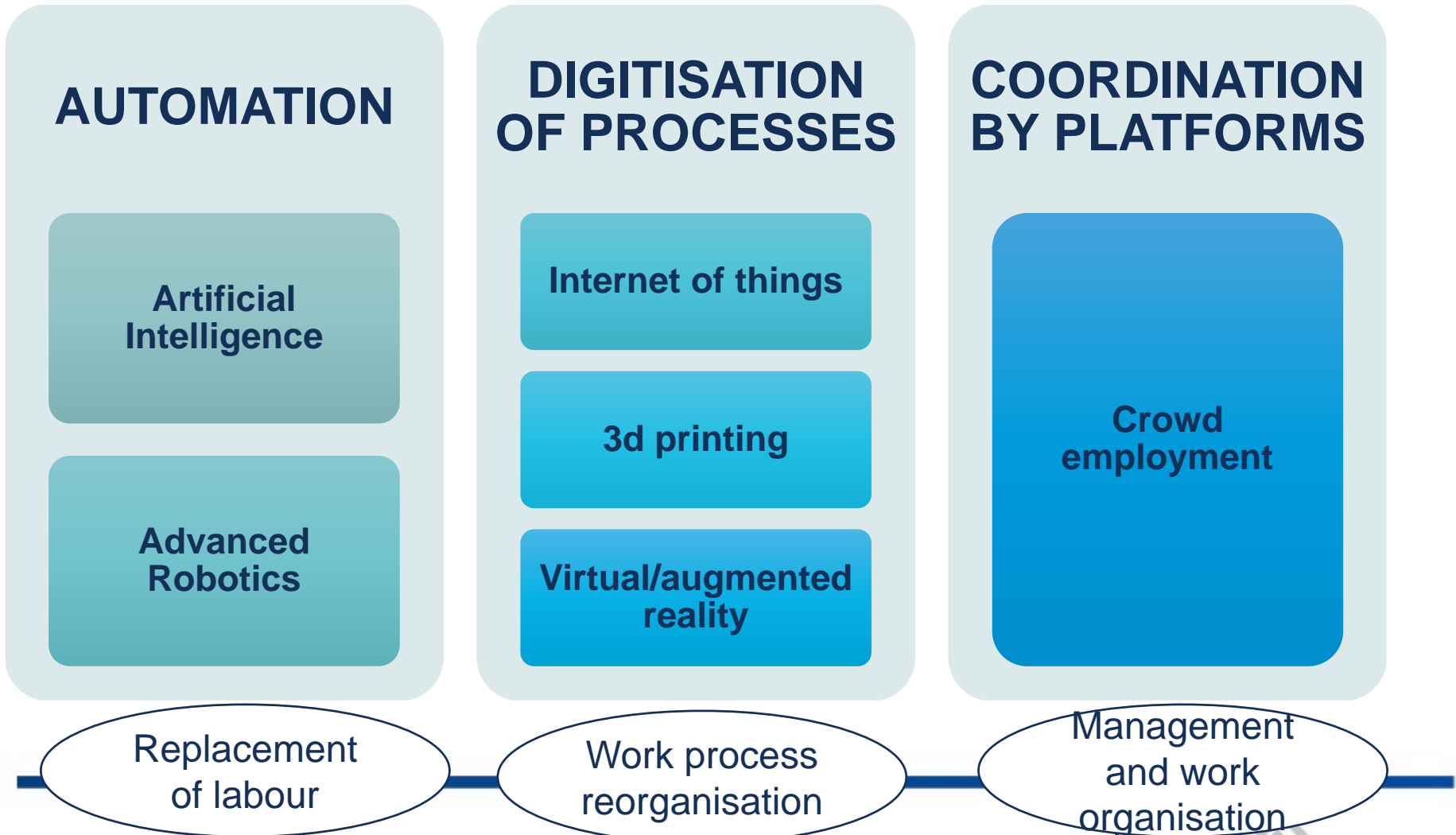


Tripartite agency

Digital age concept paper – key points

How is the digital age affecting work and employment?

Three vectors of change (technology clusters with different effects, yet interrelated)



Number of jobs disappearing

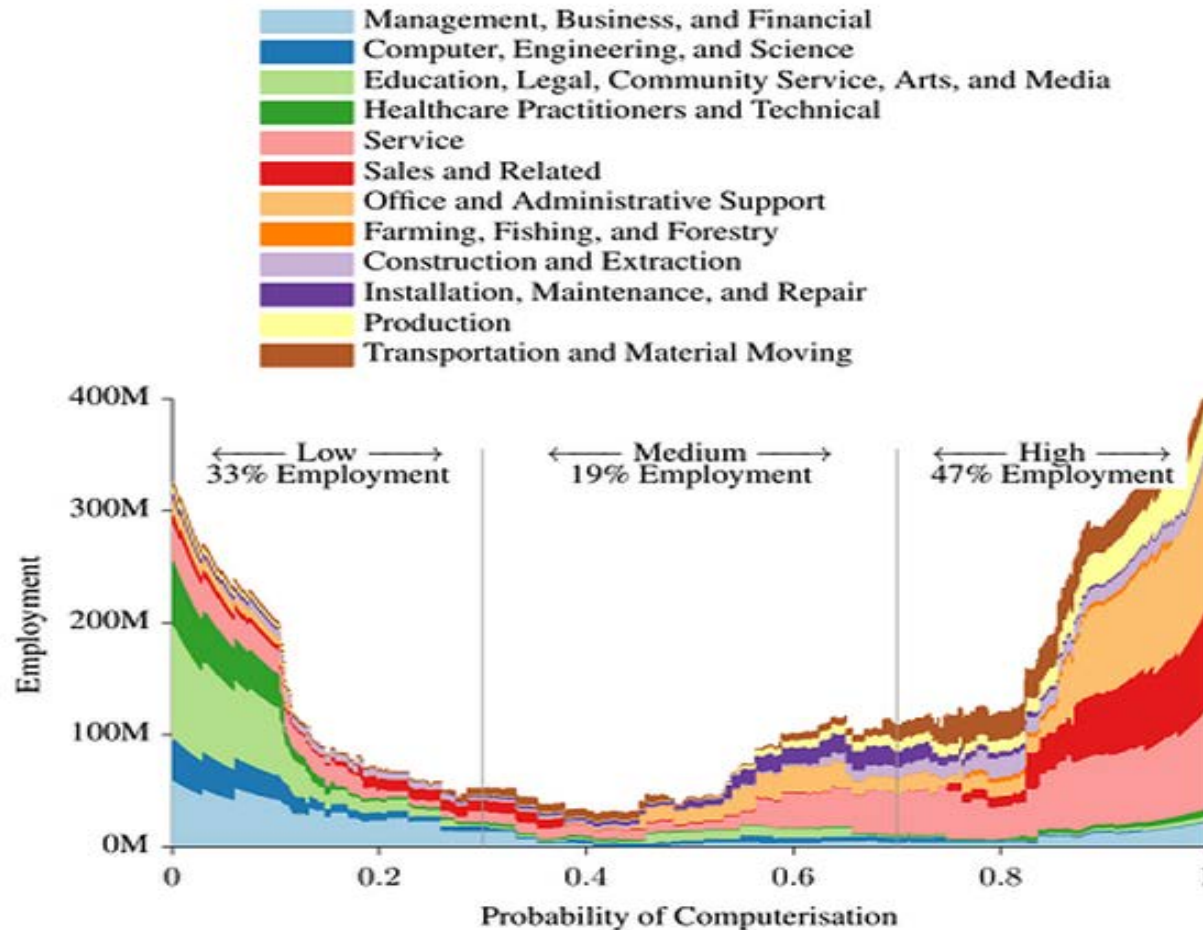


Figure 1. Employment Affected by Computerisation.

Source: Osborne and Frey 2013

What's the only job that disappeared due to automation?



Technology
obsolescence

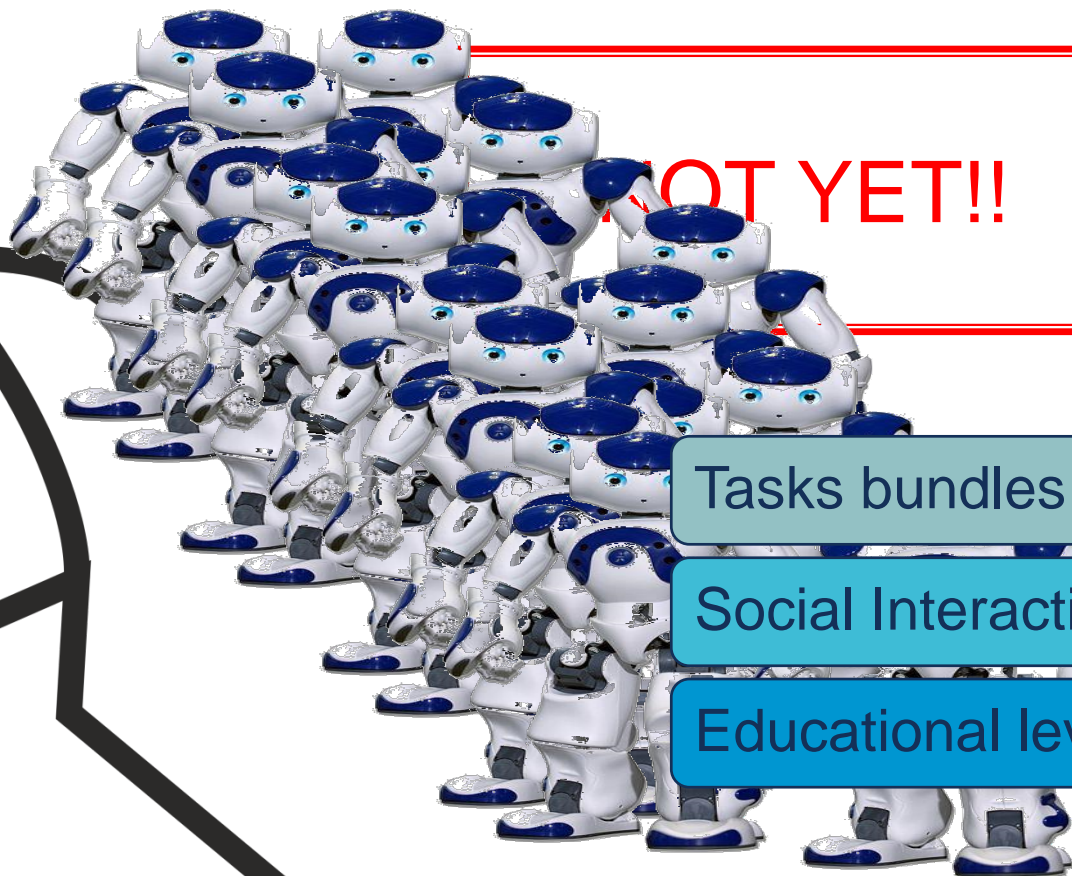


Bank tellers
actually
increased
since the
introduction of
ATMs (1960s)

Bessen, 2015

Robopocalypse?

(Wired, August 2017)



NOT YET!!

Tasks bundles

Social Interaction

Educational level

Jobs most likely to stay

Table 1 Jobs in the digital economy

Jobs at greatest risk of automation/ digitalisation	Jobs at least risk of automation/ digitalisation	New jobs
Office work and clerical tasks	Education, arts and media	'Top of the scale'
Sales and commerce	Legal services	Data analysts, data miners, data architects
Transport, logistics	Management, human resources management	Software and application developers
Manufacturing industry	Business	Specialists in networking, artificial intelligence, etc.
Construction	Some aspects of financial services	Designers and producers of new intelligent machines, robots and 3D printers
Some aspects of financial services	Health service providers	Digital marketing and e-commerce specialists
Some types of services (translation, tax consultancy, etc.)	Computer workers, engineers and scientists	'Bottom of the scale'
	Some types of services (social work, hairdressing, beauty care, etc.)	Digital 'galley slaves' (data entry or filter workers) and other 'mechanical Turks' working on the digital platforms (see below)
		Uber drivers, casual odd-jobbing (repairs, home improvement, pet care, etc.) in the 'collaborative' economy

Source: Christophe Degryse (ETUI 2016) on the basis of data from Frey & Osborne, Ford, Valsamis, Irani, Head, Babinet

3D printing

Virtual design

Working remotely

The “goods” is the data

Health risks: unknown effects of new material

IOT

Sensors enable robots to move –coordination with human

Detect failures quicker

Predict failures if data are collected

Body functions and workers’ actions

Virtual and augmented reality

Loss of autonomy-need to follow instructions

Work remotely

Collaboration and team-work

Platforms

On-demand

Short-assignments

Work life balance

Location

Collective actions

Skills

- Data scientists
- Teamwork-collaboration
- Ability to communicate with experts from different fields
- Social and emotional skills

- More difficult to retrain for people who have a low level of education or for older workers
- Upskilling is a continuous effort
 - women who have family duties might be at a disadvantage for lack of time (Lott, 2016)

Social dialogue



Competition at global level

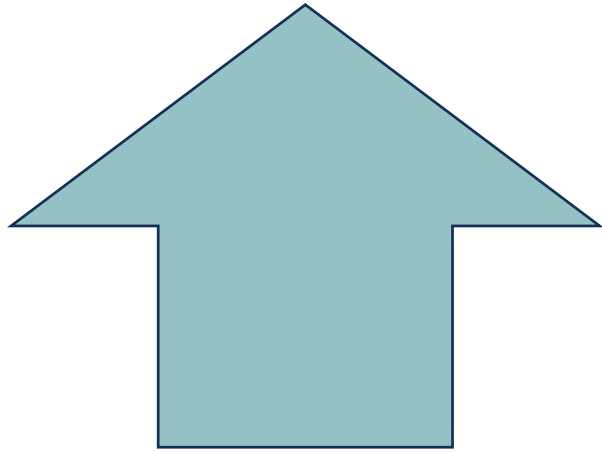
Working Conditions

Collective action more difficult to organise

Unions are thinking about how to negotiate with restructuring caused by technical change

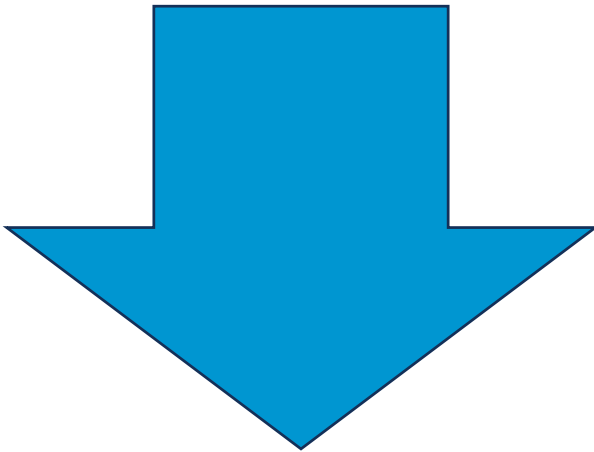
Future of work?

**Upskill jobs
instead of
workers?**
(Lloyd & Payne, 2017)



Will smart factories make
work more intellectually
challenging? (Degryse, 2016)

OR



Will smart factories
make for dumber
workers? (Degryse, 2016)

**Will highly
skilled jobs
become more
stressful?** (Lloyd
& Payne, 2017)

Digital age projects - upcoming

Automation:

- Game-changers in services - 2019
- Automation of services - 2019

Platforms:

- Crowd employment - end 2018
- Crowd employment online resource - 2018
- Expanded to platforms - 2019

Digitisation:

- ICT-based mobile work: joint ILO report published.
- Nature of work in digitised workplaces -2019

Digitalisation in health and social services

- Report – early 2019



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#digitalisation
#work



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