

The future of work:

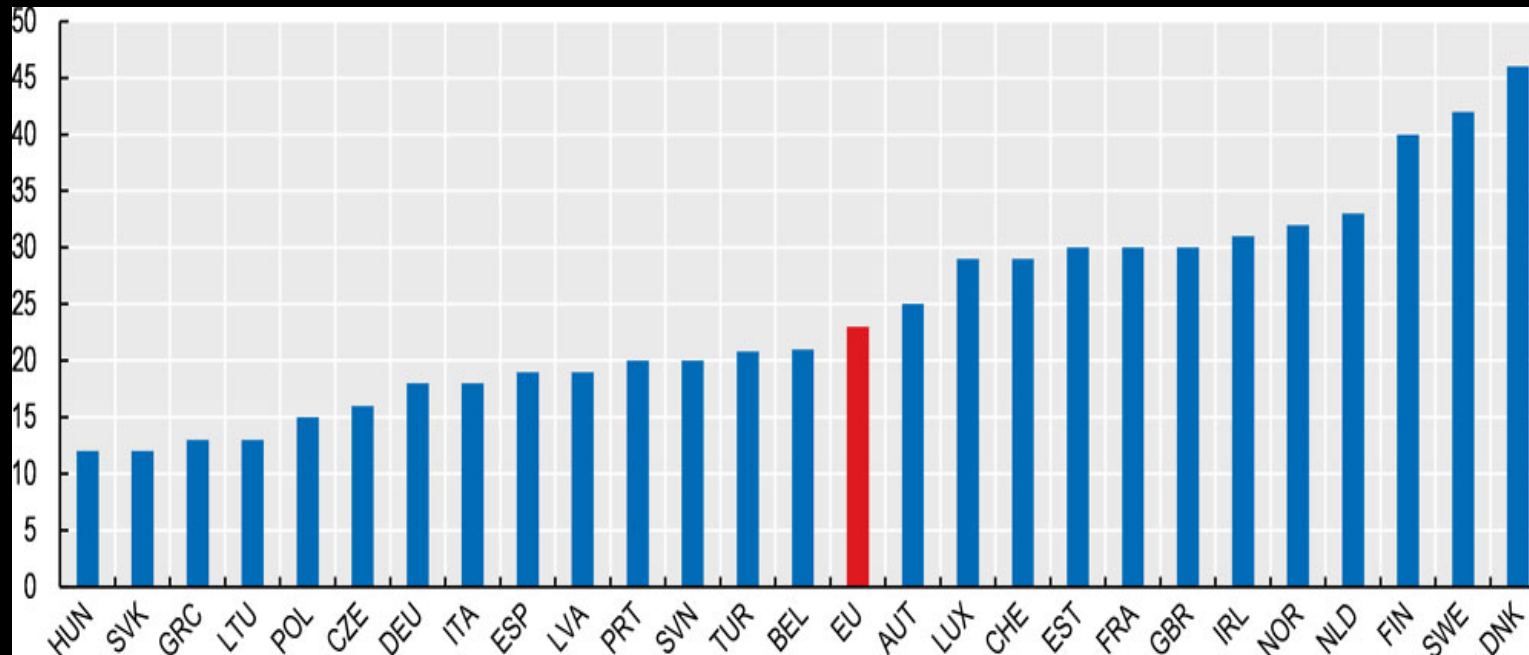
Challenges and opportunities



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Figure 6.3. Share of workers in changing workplaces, 2015

Percentage of workers in workplaces that have introduced new technologies and/or undergone significant restructuring in the way jobs and tasks are carried out, EU countries



Note: Share of working answering affirmatively to the following question: During the last three years, has there been a restructuring or reorganisation at the workplace that has substantially affected your work?

Source: European Working Condition Survey, 2015,

<https://www.eurofound.europa.eu/surveys/european-working-conditions-surveys>.

Changing workplaces

- Cleaners, helpers
- Assemblers
- Drivers, mobile plant operators
- Food processing
- Agricultural labourers
- Plant and machinery operators
- Mining and construction workers
- Refuse workers
- Skilled forestry, fishery and hunting
- Food preparation assistance



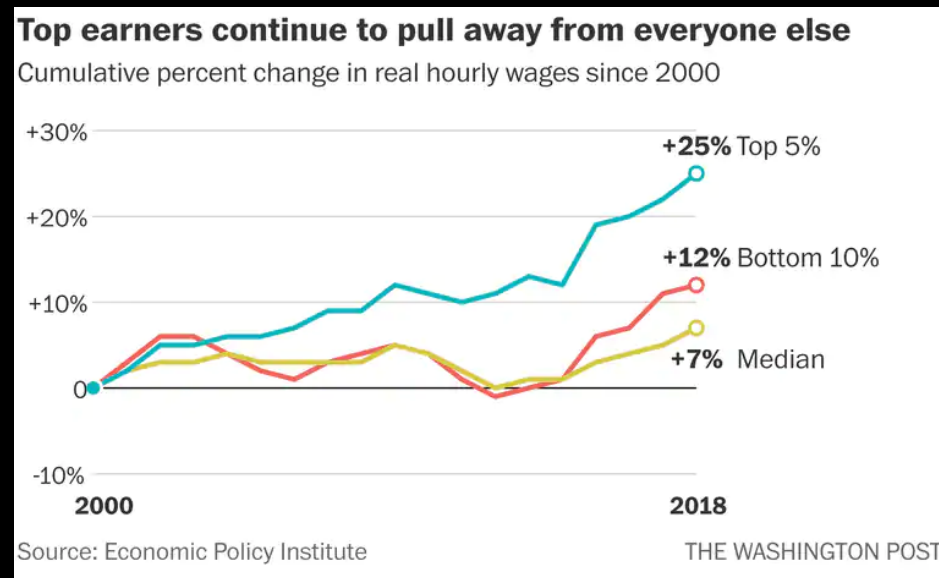
What kind of jobs are at risk?

- Problem solving
- Teaching
- Planning
- Influencing



What kind of skills are least at risk?

- Income inequality is growing ...
- The top 20% earn more than 5 times what the bottom 20% earn



The Future of Work

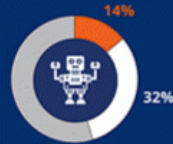
- Income inequality is growing ...
- **30%** of people with disabilities are at risk of poverty
- *“People with disabilities are at higher risk of poverty and social exclusion because they face higher risks under the three dimensions of AROPE:*
 - *Income poverty*
 - *Severely material deprivation*
 - *Especially low work intensity*



The Future of Work

The future of work in figures

Risk of job automation is real but varies greatly across countries



14% of jobs are at high risk of automation
32% of jobs could be radically transformed

Populations are ageing fast in OECD countries



Number of 65+ year-olds per 100 people of working age in 1980, 2015 and 2050

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



6 out of 10 workers lack basic ICT skills or have no computer experience
(Survey of Adult Skills in 29 OECD countries, 2012/15)

Adult training should better target the disadvantaged



Adults participation in training by skill level, employment status and risk of automation

Non-standard work is not a marginal phenomenon



1 in 7 workers is self-employed and 1 in 9 employees is on a temporary contract



Social protection needs to be adapted to the future of work



Non-standard workers (self-employed, part-time and platform workers) are 50% less likely to be unionised and are, in some countries, 40-50% less likely to receive income support when out of work

The Future of Work

- Develop a roadmap of where we want to go and how we are going to get there - policies and funding
- Invest in Inclusive labour activation policies
- Ensure better working conditions
- Invest in digital skills
- Invest in education
- Invest in social protection
- Focus on women



**What we need to do to
transition to the future of work**

- <https://ec.europa.eu/social/main.jsp?catId=88&eventsId=1386&furtherEvents=yes&langId=en>

Policies and funding



European Commissioner for Employment,
Social Affairs, Skills and Labour Mobility

“ In a changing world of work we cannot just expect people to get ready for and adapt to change. We, as policy makers, must also adapt our social institutions, our rulebooks and education systems to support people, so that people can be confident about their future, and the future of their children, also in the new world of work”

- European Pillar of Social Rights:

“European Pillar of Social Rights is a compass to inspire - in line with existing competences - new legislation of policy initiatives at EU level, to steer reforms at national level through the European Semester and to channel funding efficiently to address the most urgent social priorities”

(High level conference – The Future of Work: Today, Tomorrow, For All. EU Commission 9 April 2019)



Policies and funding

- Make the best use of the EU's long-term budget 2021-2027, Including the European Social Fund Plus to fund future skills policies and measures to support labour market transitions.



Policies and funding

- *Disabled workers have less favourable working conditions than non-disabled peers* (Eurofound 2018)
- Decent work:
 - Work that is productive
 - Delivers a fair income
 - Security in the workplace
 - Better prospects for personal development and social integration
 - Freedom for people to express their concerns, organize and participate in the decisions
 - Equality of opportunity and treatment for all women and men

(International Labour Organization)

Labour Market Conditions

- Inclusive Digital Strategies

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right skills for the new jobs



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or have no computer experience

(Survey of Adult Skills in 29 OECD countries, 2012/15)

**What we need to do to plan for the
future of work**

- Inclusive Digital Strategies

Must include access to assistive and accessible technologies

Just 6 of 13,000+ projects funded under Erasmus Plus 2014 tot 2018 mention ICTs and people with disabilities



What we need to do to plan for the future of work

• Education & Life long learning

- 26% of people with disabilities who completed primary education have a job
- 46% of those with a secondary education work
- 72% of those who took further education post 2nd level

People who need training most avail of it least

(OECD 2019)

We need to focus on the employability of those with lower education levels – how can Supported Employment be made flexible to support people back into school? Or combine school and work?

How can this be counted as part of the measurement of succes for Supported Employment?

What we need to do to plan for the future of work

- 47% of women with disabilities are in work
- 55% of men with disabilities are in work

“ All research on the rights of persons with disabilities should take a gender perspective into account, and research of women and girls should take the disability perspective into account. ”

(European Economic and Social Committee 2018)



Invest in women's participation

- Employment is a big predictor of life satisfaction

(Eurofound 2018)

People with disabilities must have an income that gives them access to a quality of life and dignity on par with their non disabled peers



Social inclusion

- **The world is changing**

The world is being transformed, and often challenged, by mega-trends such as digitalisation, globalisation, migration, climate change, demographic change, notably ageing.



Future of work:
Key messages

- **The future of work is NOW**

Changes on the labour market are happening now and they are irreversible - for example, automation and new business models, like the platform economy, which are enabled by digital technology.



Future of work:
Key messages

- **We need to define what we want the future world of work to look like, and on how to get there**

This requires being capable of responding to the new challenges of a globalised world and to reap the benefits of technological innovation. To make this a reality, we need to set out a roadmap with concrete actions.

Future of work: Key messages

- **We need an inclusive economy**

People facing job loss or transitions need comprehensive support, based on up-skilling and re-skilling, access to employment services, income support, and social services throughout their professional career.

Future of work:

Key messages

- Nobody must be left behind

Economic benefits should reach all, also those living in a disadvantaged district of a big metropolis or a remote rural area. The success of any policy should be judged in light of its impact on the most vulnerable and cohesion of our social fabric.



Future of work:
key messages

- **The future is a joint responsibility**

All levels of governance (global, EU, national, regional/local) have to work together with social partners and civil society to deliver what citizens and workers expect



Future of work:
key messages

The future of work



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