

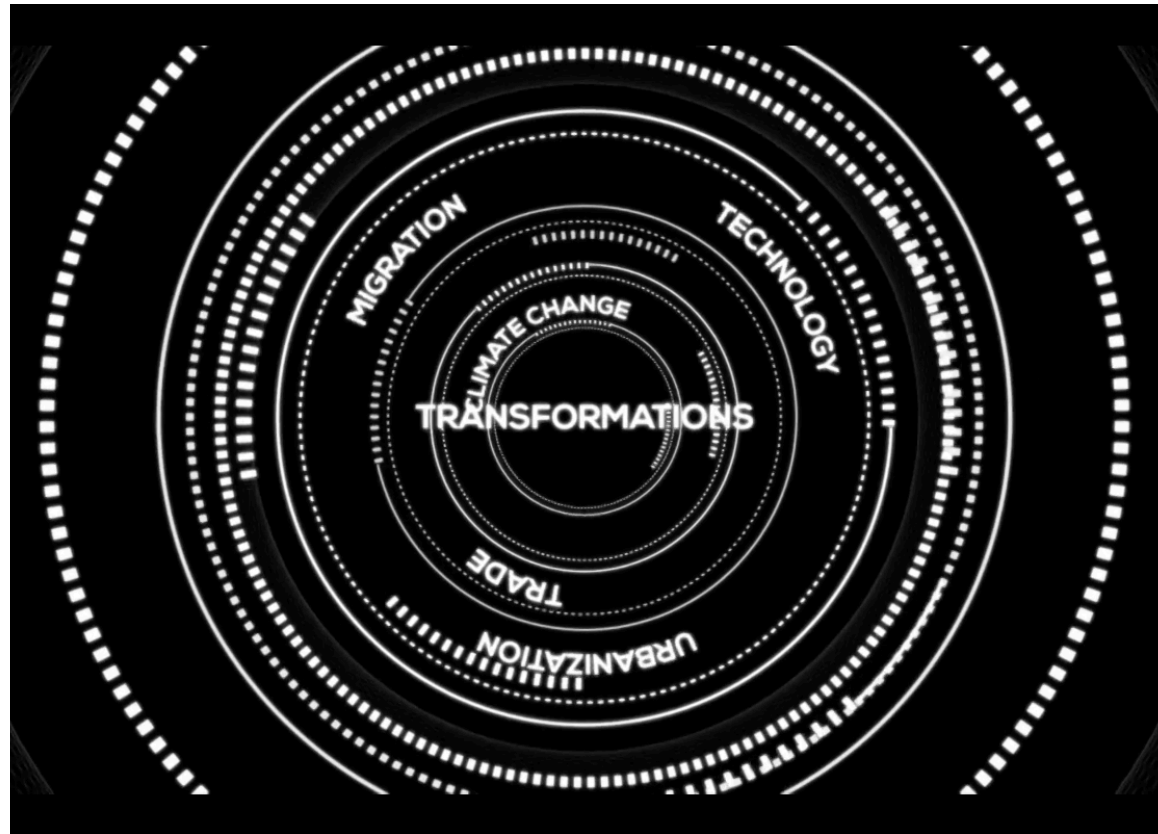
# **Harnessing Technology for More & Better Jobs: Opportunities & Risks**

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**JustJobs Network**

**G24 Special Workshop on Growth & Reducing Inequality**  
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## Introducing the JustJobs Network

- Our research focusses on **key 21<sup>st</sup>-century transformations** reshaping the world: technology, migration, urbanization, demographics, trade and climate change
- We produce evidence-based research and analysis on how to cope with these forces altering the world of work

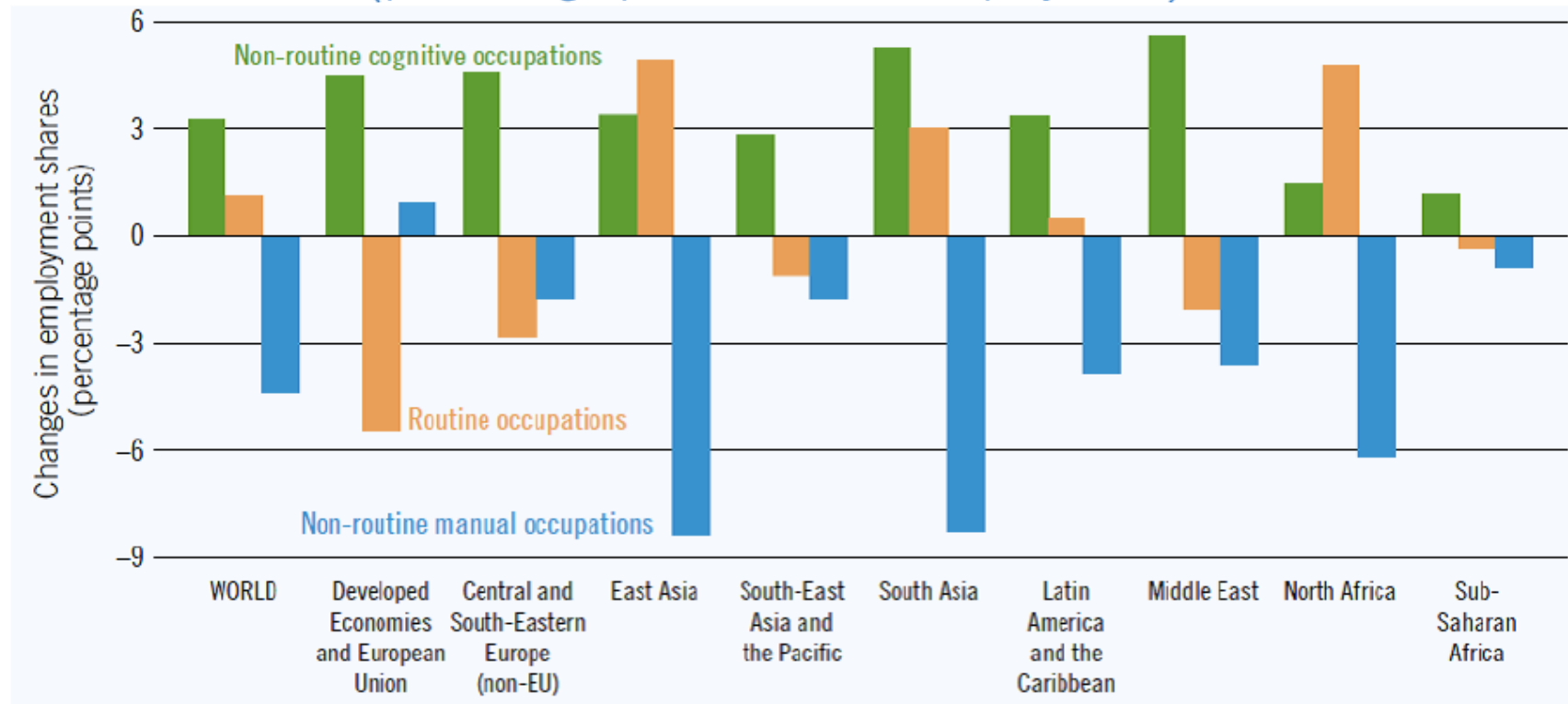


## **The Discourse on Technology**

- Technology and its ability to enhance efficiency and productivity
- The threat of automation and robotics displacing workers
- The changing nature of tasks and skill biased technical change

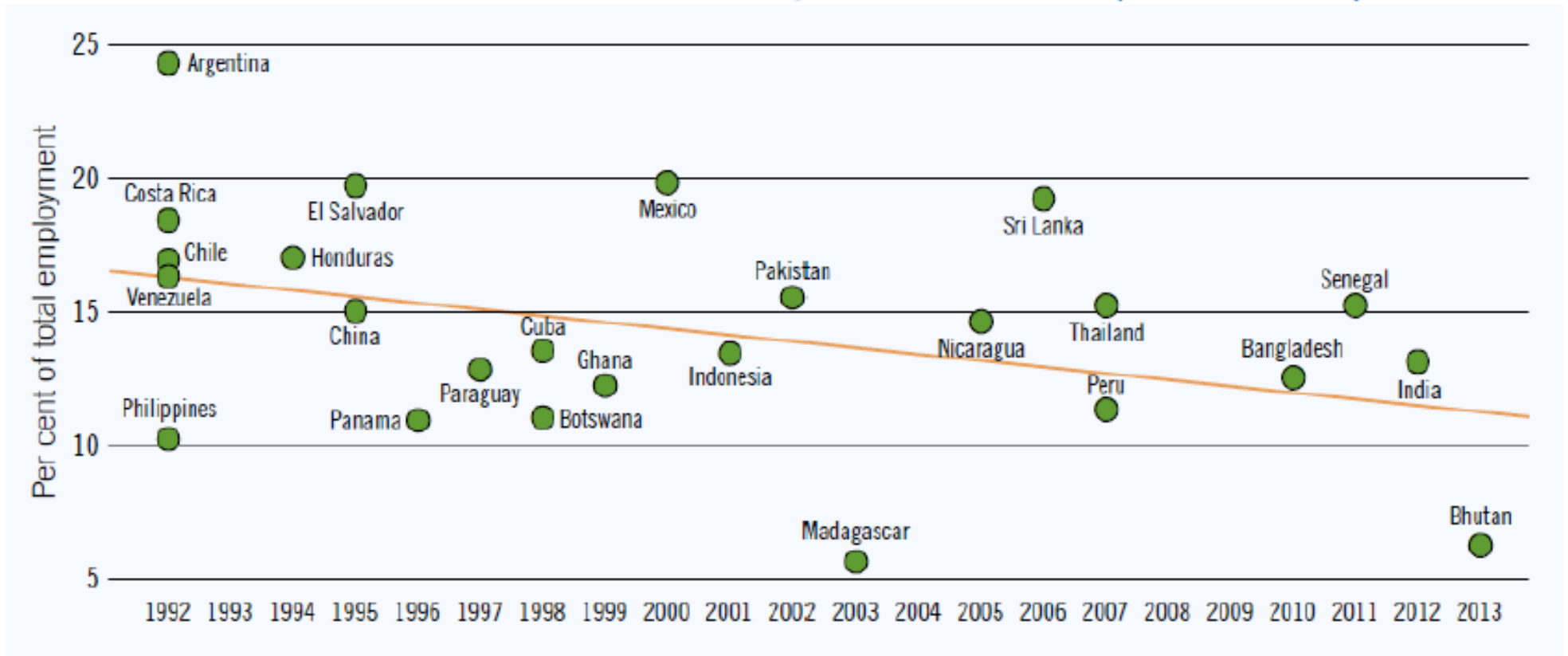
## Technology is leading to a hollowing out of mid-skill level jobs

Change in employment by occupation in 2000-2013  
(percentage points in total employment)



Source: Ekkehard Ernst, ILO

## Peak share of manufacturing employment (1992-2013)



Source: Ekkehard Ernst, ILO

## The Discourse on Technology

- Technology and its ability to enhance efficiency and productivity
- The threat of automation and robotics
- The changing nature of tasks and skill biased technical change
- The potential opportunities arising from digital platforms
  - Internet of things and e-commerce
  - The power of big data
  - Shared economy

### **TECHNOLOGY IS:**

**Unstoppable, powerful and inducing change at an unimaginable pace and scale**

**Making the future more unpredictable**

**INDUCING inequality**

## What we must do...



Change the discourse: The future is now!



Abandon preconceived notions: Get granular in our understanding and management of technology



Make a choice: How we manage technology today is a choice – a make or break one...

## TRANSFORMATIONS IN TECHNOLOGY, TRANSFORMATIONS IN WORK

JustJobs Network's 2016 Signature Volume



- 10 case studies from around the world that illuminate how technology is changing sectors, occupations and workers' lives
- Together, the chapters paint a picture of the complex, multidimensional impacts of technology on the world of work
- Collection of contributors spans global multilateral level (IMF and ITUC) to national policy institutions and grassroots organizations



## Lesson 1: The frictionless global labor market is a fiction

### JJN Case Study

A study of Nubelo, the largest Spanish-speakers freelance portal, found that Spanish employers were more likely to hire Spanish contractors and pay them more than Latin American contractors – holding all other variables constant.



## Lesson 2: Tech's (positive) impact on poor and marginalized shouldn't be overestimated



### JJN Case Studies

- A study of micro-enterprises in Indian slums found that mobile phones were used for little more than calling customers and vendors – not for digital tools.
- The e-voucher system introduced for Zambian farmers was found to benefit wealthy farmers far more than the poorest.

## Lesson 3: The on-demand economy could be a net positive for the Global South, but it also threatens to degrade worker rights



**200 on-demand motorbike taxi drivers** in Greater Jakarta,

**70%** **More satisfied** with the on-demand job than previous employment

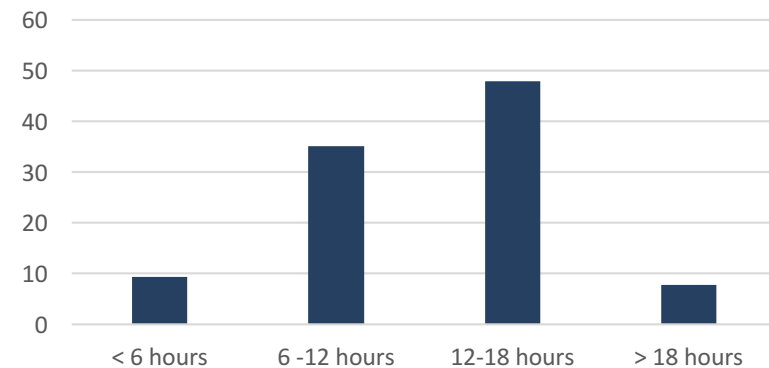
**82%** Claim that their **income has gone up**

In an EY study of India's sharing economy,

**1500** Drivers **onboarded daily** by an Indian taxi aggregator.

1 car sharing vehicle replaces **9-13** personal vehicles

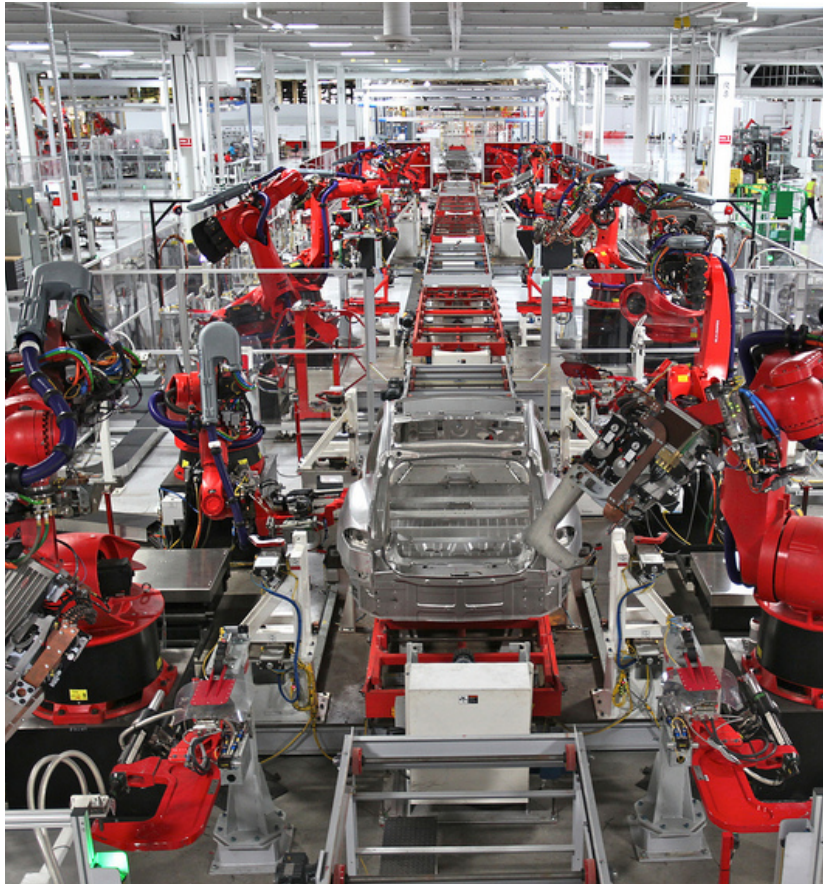
Motorbike taxi drivers' number of hours working (JJN Indonesia Study)



From general findings,

- False sense of flexibility
- Lack of social protection
- Inability to transfer platforms

## Lesson 4: Automation will impact developing economies, too



### Evidence

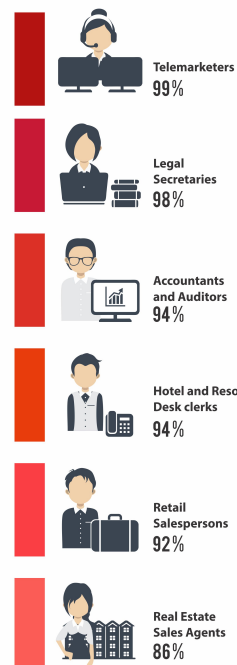
- The “hollowing out” of the labor market associated with automation of routine-intensive jobs is being observed in Turkey, Mexico, and Malaysia. In many developing countries, 70-80% of jobs are at risk of automation – compared with 57% in OECD countries.
- The phenomenon of “premature deindustrialization” implies that there are a decreasing number of manufacturing jobs worldwide

## Lesson 5: Digitalization, combined with youth bulge in the Global South, exacerbates the need for a bridging of education and skills

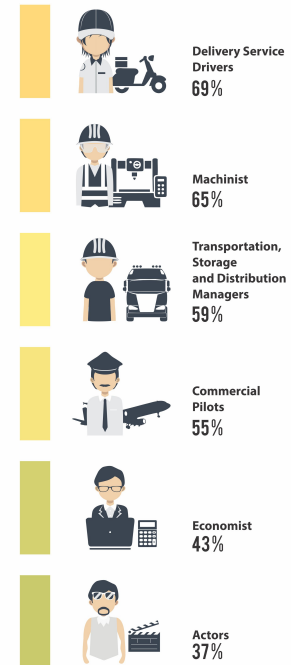
40% of workers with a lower secondary degree face a **high risk of workplace automation**, but less than 5% of workers with a tertiary degree face that risk.

### JOB SLIKELY TO BE AFFECTED BY DIGITALIZATION

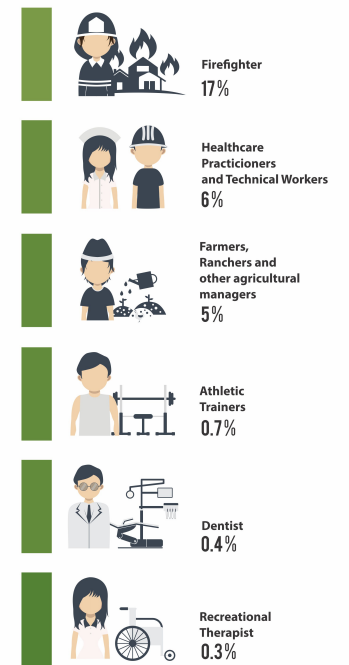
#### HIGH RISK



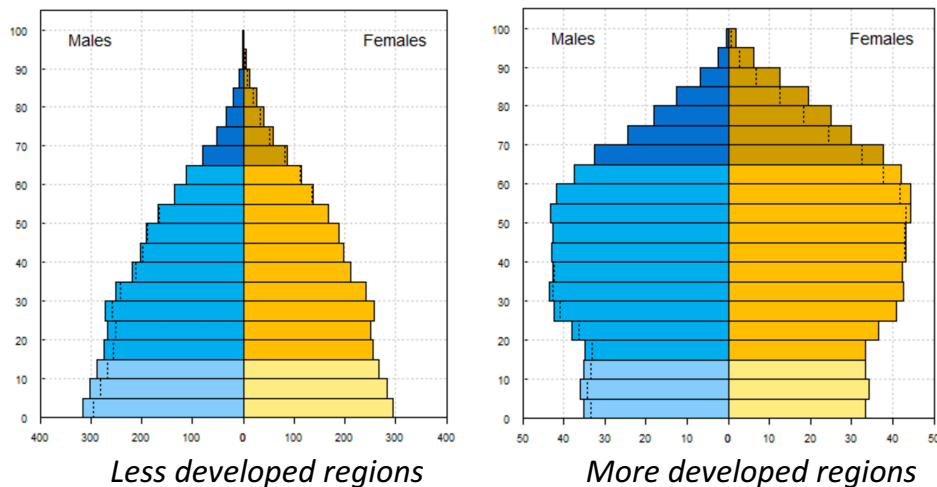
#### MEDIUM RISK



#### LOW RISK



2017 Population Pyramids



The figures depict the likelihood of occupations being affected due to digitalization

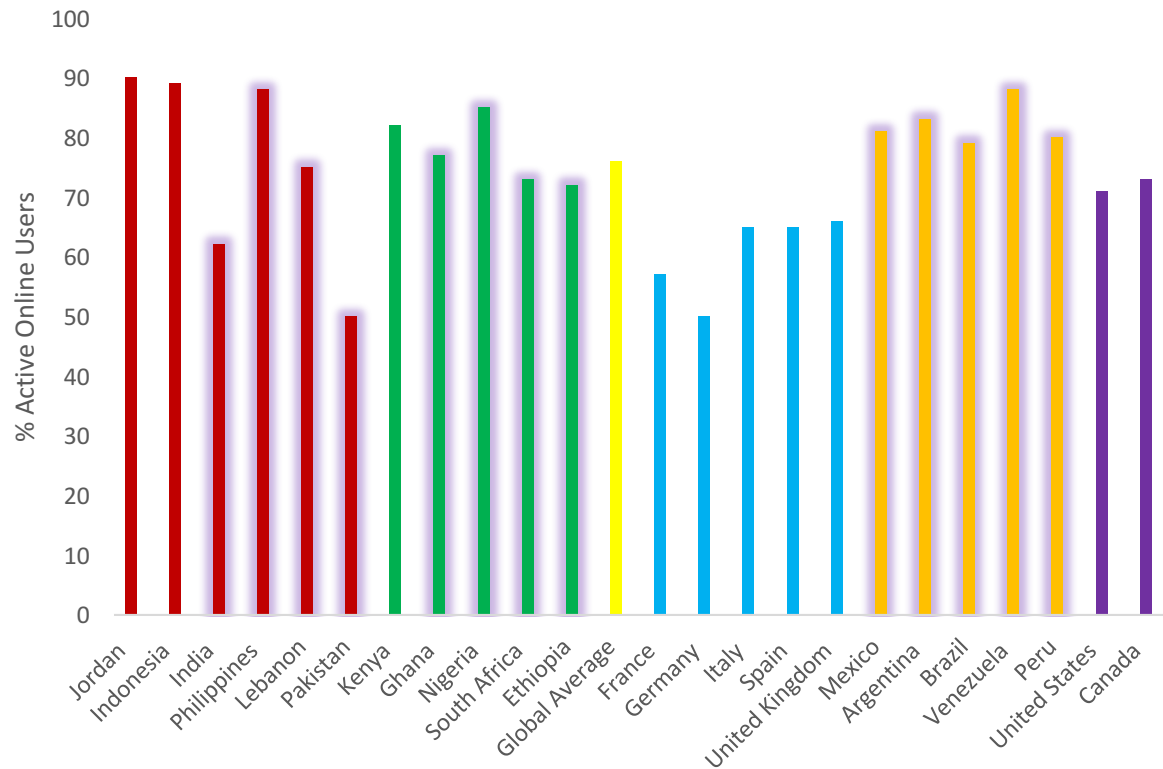
## Lesson 6: Digital spaces are the next frontier of collective bargaining



New opportunities for worker empowerment

A JJN-partnered case study surveyed a workers' rights center in China that conducted **70% of its consultations through social media** in 2015.

Adult internet users or reported smartphone owners who use social networking sites



Source: [Pew Research Center](#)

## Thought starters



How could data democratization improve workers' rights in the on-demand economy?



How can workers safely organize in digital spaces without the threat of government or employer interventions?



What role should the private sector play in bridging education and digital skills?

**THANK YOU!**



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