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Federal Department of Economic Affairs,
Education and Research EAER
State Secretariat for Economic Affairs SECO
Labour Directorate
Labour Market and Unemployment Insurance

Workshop 1

The Impacts of Digital Technology on Employment

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The Impacts of Digital Technology on Employment

- **Céline Gratadour**, Project Manager, AFD, France
- **Janine Berg**, Senior Economist, ILO, Switzerland
- **Max Uebe**, Head of Unit, Employment Strategy, DG Employment, Social Affairs and Inclusion, European Commission, Belgium
- **Dominik Hauri**, Economist, State Secretariat for Economic Affairs, Switzerland



An Overview from France

- **Céline Gratadour**, Project Manager, AFD, France
- Observing the changes in work and employment
 - 10% of jobs might disappear, 50% might change
 - Better analyses via better data
- Lifelong learning
 - Important for all demographic groups
 - Strategy needs to try to reach everyone
- New approach to employment support
 - Making access to administrative services easier
 - Working with start-ups to develop new ideas



Non-Standard Employment Around the World

- **Janine Berg**, Senior Economist, ILO, Switzerland
- Increase in non-standard employment
 - Temporary/casual, part-time, multi-party, disguised employment
 - Use varies across countries and companies
- Disadvantages for people in NSE
 - Wage penalty
 - Depends on the regulatory context
- Guidance from international labour standards
 - Ensure quality of jobs
 - Strengthen social protections



The European Level

- **Max Uebe**, Head of Unit, Employment Strategy, DG Employment, Social Affairs and Inclusion, European Commission, Belgium
- Working conditions proposal for an EU Directive
 - Meant to cover workers under precarious conditions
 - Solution example: wages system managed by a cooperative allowing the self-employed make social insurance contributions
- Social protection proposal for an EU council recommendation
 - Improve coverage for self-employed and non-standard workers
 - Increase transparency of social security systems
- Unemployment benefits
 - Overall most important branch of social protection
 - Denmark: new system for the self-employed based on activities and not on status



The Swiss Approach

- **Dominik Hauri**, Economist, State Secretariat for Economic Affairs, Switzerland
- Changing labour market – structural transformation
 - Increase in non-routine activities
 - Increase in level of education / enhancement
 - No labour market polarisation as in the EU
- New forms of work
 - Increasing flexibility
 - Employed vs. self-employed
- How to deal with changes successfully
 - Focus on life-long learning
 - Social security: flexicurity



Discussion

- Lack of information on how to deal with digitalisation in the Global South
- How to finance responses to changes in the labour market
- Revising current social security system vs. starting from scratch



Conclusion

- Improving conditions of non-standard employment instead of moving everyone to standard employment
- Different responses needed for different countries
- Labour market analysis is key
 - Education and vocational training