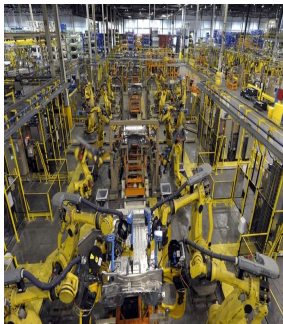


Job Scenarios 2030 - How the World of Work Has Changed Around the Globe

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International
Labour
Organization

...or

Do we still need jobs in 2030?

The presentation is based on two related book articles:

- 1 **Samaan, D. (2021) "Job Scenarios 2030: How the world of work has changed around the globe"**, in: Gueldenberg, S., Ernst.E., North, K. (Eds.), *Managing work in the digital economy - challenges, strategies, practices for the next decade*, Springer, Switzerland.
- 2 **Samaan, D. (2021) "Work without Jobs"**, in: Werthner H., Prem., E., Lee, E.A., Ghezzi C., (Eds.), *Perspectives on Digital Humanism*, Springer, Switzerland.

Structure of my presentation:

- 1 Four important mega trends that will shape labor markets around the world
- 2 A job scenario 2030 for Europe
 - ▶ The impact of digitization on work
- 3 Can we work without jobs?
- 4 A European policy agenda

Disclaimer: *None of the scenarios presented here or in the book chapters is real or is meant to be a prediction of a likely or of a desired future. They are for illustrative purposes only. Any view expressed or conclusions drawn represent the views of the author and do not necessarily represent ILO views or ILO policy. The views expressed herein should be attributed to the presenter and not to the ILO, its management or its constituents.*

Four megatrends:









Climate Change: It is going to get warmer...

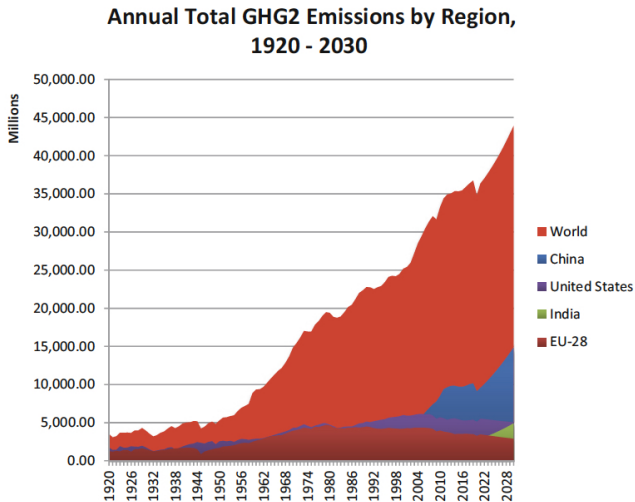


Fig. 4 Annual GHG emissions in tons by region, 1920–2030. Source: Carbon Dioxide Information Analysis Center (CDIAC) and author's estimations

Demographics:

- ▶ Rapidly aging societies in Europe and the United States (average age of the worker about 50 yrs)
- ▶ Very young and fast growing populations in Africa; Middle East, South Asia (mega cities)
- ▶ Significantly increased migration to Europe and the United States

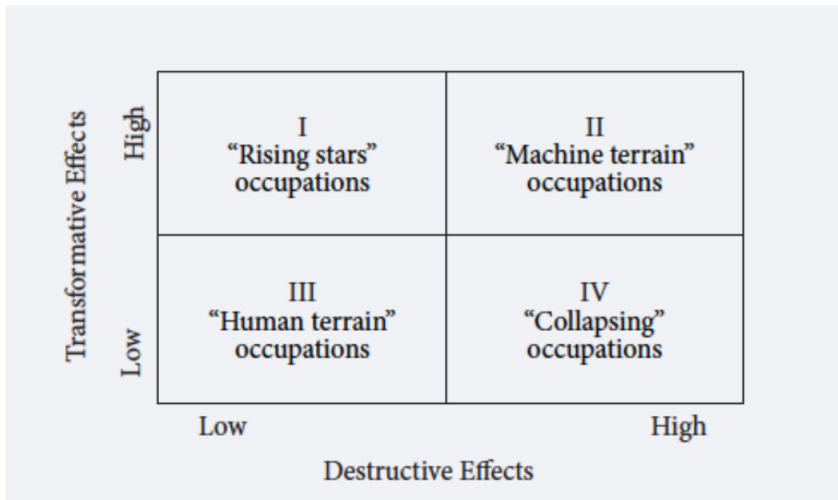
Globalization:

- ▶ Bi-polar world (USA - China/Russia) with different technological, environmental and social standards
- ▶ Shorter, more local supply chains

Digitization (Technology):

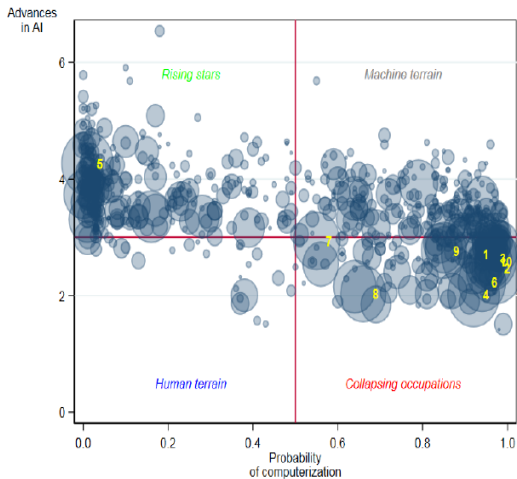
- ▶ Small, individualized manufacturing, small shops, low fixed costs
- ▶ Direct connections and interactions of producers, supplies, consumer - the dissolution of intermediaries and hierarchies
- ▶ Data driven work processes with machines - transformation of work
- ▶ No clear default place of work

More transformation of work than replacement of jobs:



Source: Fossen and Sorgner (2019)

Empirical pendant for U.S. occupations:



- 1 Retail Salespersons
- 2 Cashiers
- 3 Office Clerks
- 4 Food Preparation and Serving Workers
- 5 Nurses
- 6 Waiters and Waitresses
- 7 Customer Service Representatives
- 8 Janitors and cleaners
- 9 Laborers and Freight, Stock, and Material Movers
- 10 Secretaries and Administrative Assistants

Future tasks and skills: Humans vs. Machines

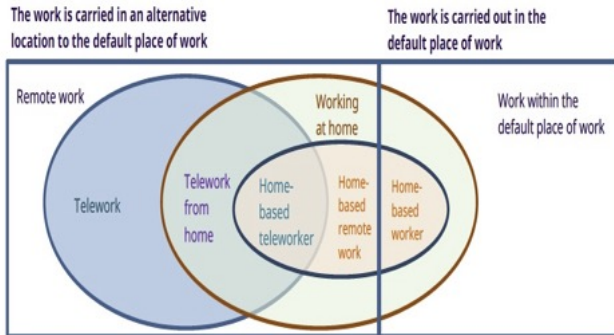
Machines:

- ▶ computing
- ▶ handling large amounts of data
- ▶ same context problems
- ▶ non-personal communication
- ▶ standardized transactions
- ▶ categorizing and matching
- ▶ correlations

Humans:

- ▶ personal communication
- ▶ changing contexts
- ▶ causality
- ▶ no data or small data sets
- ▶ unstructured problems
- ▶ switching tasks

No clear default place of work:



Very diverse workforce:

- ▶ age
- ▶ culture (immigration)
- ▶ gender
- ▶ educational status (life long learning)
- ▶ part-time, full-time

What do we do about this?

- ▶ Our institutional framework for the labor market is about "jobs" (= a bundle of activities....)
- ▶ ...while digitization is currently offering to de-construct "jobs"
- ▶ Our policy incentives are targeted at corporations to make them create many "jobs"
- ▶ Our education and training systems focus on "jobs"
- ▶ Our production systems are still designed on mass production and waste of resources

...basically, we are still in the policy framework of the industrial society

What are the alternatives?

- ▶ Frithjof Bergmann: "New Work New Culture"
- ▶ David Graeber: "Bullshit Jobs"
- ▶ Adam Smith and Karl Marx on "Productive Labor"
- ▶ Economics literature on transaction costs (John Commons, Ronald Coase, Oliver Williamson, and others)

Conclusions

- ▶ We can run out of jobs, never out of work
- ▶ We are inventing "jobs" because we need "jobs"
- ▶ Most of our time we are not productive ("bullshit")
- ▶ We need to redefine what "productive labor" means on a societal level
- ▶ We are not focusing on the right things (mass production instead of resource productivity)
- ▶ More and more "jobs" are transaction activities with little "value"
- ▶ We need a bottom-up approach in which people can work on what they want

Policies

- ▶ "High-tech self-providing" HTSP (Bergmann)
- ▶ Provision of technological and digital infrastructure (platforms)
- ▶ Education for HTSP
- ▶ Decentralized education system (no degrees)
- ▶ Disincentivize of large corporate structures (taxes and regulations)
- ▶ Some form of universal basic income (UBI) - parallel to existing system