



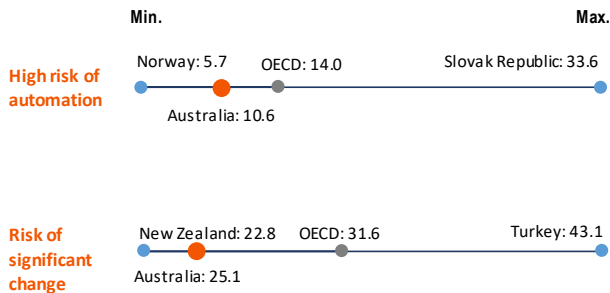
THE FUTURE OF WORK

How does AUSTRALIA compare?

OECD Employment Outlook 2019



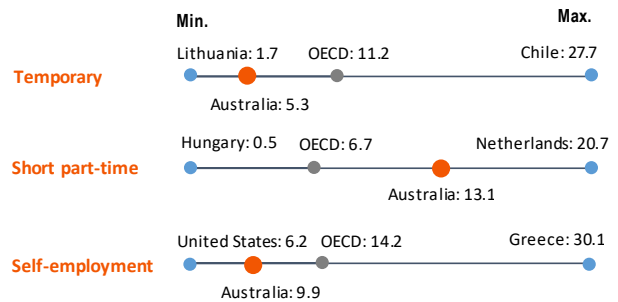
Jobs at risk of automation



Note: High risk of automation corresponds to a likelihood of automation of 70% or more. Jobs at risk of significant change are those with likelihood of automation between 50 and 70%. Percentages. Data refer to 2012 or 2015, depending on the country.

Source: OECD Employment Outlook 2019: The Future of Work, <https://doi.org/10.1787/9ee00155-en>.

Non-standard forms of work



Note: Temporary employment as a % of dependent employment. Short part-time (i.e. working 1-19 hours per week) as % of dependent employment. Self-employment as a % of total employment. Data refer to 2017.

Source: OECD Employment Outlook 2019: The Future of Work, <https://doi.org/10.1787/9ee00155-en>.

The quantity of jobs may not fall, but job quality and disparities among workers may worsen

Despite widespread anxiety about job destruction driven by technological change and globalisation, a sharp decline in overall employment is unlikely. While certain jobs may disappear (14% are at high risk of automation in the OECD), others will emerge, and employment has been growing overall. However, transitions will not be easy. There are concerns about the quality of some of the emerging new jobs and, without immediate action, labour market disparities may grow, as certain groups of workers face greater risks than others.

- About 36% of Australian jobs face a significant or high risk of automation. While this is less than the OECD average (46%), it means that a sizeable share of adults will need to upskill or retrain to meet the needs of future jobs.
- Australia has one of the highest shares (13%) of employees working in short part-time jobs (defined as working 1-19 hours per week) among OECD countries, together with the Netherlands (21%), Denmark (15%) and Switzerland (13%).

- Moreover, 25% of workers in Australia are casual workers, of whom over half report having no guaranteed hours.

Young workers and those without tertiary education face the most significant risks

The labour market experiences of many young people and of those with less than tertiary education have worsened over the past decade. In fact, young people with less than tertiary education have been particularly affected, with more of them being under employed, non-employed or receiving low pay. Women are particularly at risk, but increasingly men are also being affected.

- Even though Australia was not hard hit by the financial crisis, it saw one of the largest increases in under-employment across OECD countries since 2007.
- Young people with medium and high-level education have seen increases in their probability of low-paid employment in Australia since 2006. This increase was larger than the OECD average.

- The probability of non-employment for young people who have left education increased in Australia since 2007 (from 10.5% to 10.9%), but remains lower than the OECD average (13.2%).

Collective bargaining, though under strain, can help shape the future of work

Collective bargaining can help workers and companies define new rights, adopt and regulate new technologies and foster labour market security and adaptability. Yet it is challenged by increases in non-standard work, on top of a decades-long weakening of union representation leaving employers without a clear counterpart. Better including non-standard workers calls for tailored adaptation of regulations and stronger efforts by social partners.

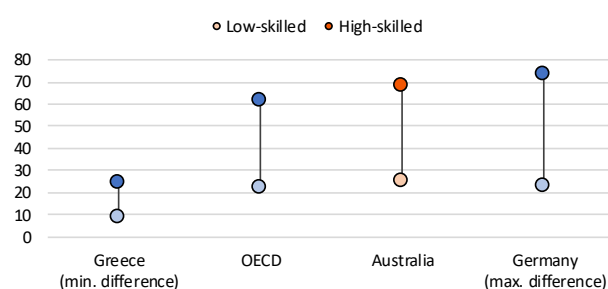
- In Australia, the proportion of union members among employees fell from 45.6% in 1986 to 13.7% in 2018, while the proportion of employees covered by collective agreements declined from 83% to 58.9% over the same period.
- The *Competition and Consumer Act 2010* has enabled small businesses to collectively negotiate with suppliers or customers if the Australian Competition and Consumer Commission (ACCC) considers that collective bargaining would result in overall public benefit.
- The ACCC is also currently undertaking a public consultation process regarding the creation of a class exemption for collective bargaining by small businesses (including independent contractors), which would lift the requirement to first seek approval from the ACCC.

Adult learning is key to help the most vulnerable navigate a changing labour market

Adult learning is becoming increasingly important to help individuals to maintain and upgrade their skills throughout their working lives. Yet most adult learning systems are ill equipped for this challenge. 40% of adults train in a given year on average across the OECD, but those who need training the most, including non-standard workers, train the least and training is not always of good quality.

- 48.5% of adults participated in formal or non-formal job-related adult learning in 2012 (above the OECD average of 40%). However, the share drops to 23% for low-skilled adults, which is 42 percentage points lower than the participation rate for high-skilled adults.
- Australia's *Structural Adjustment Packages* support workers in areas where expectations of future employment are low. A *Stronger Transitions Package* was introduced in 2018 to provide training and guidance support to individuals in five regions impacted by structural change to transition to new jobs.

Adult training systems fail to reach the low-skilled



Note: Share of adults who participated in training over the previous 12 months, in percentages. Data refer to 2012 or 2015.

Source: OECD Employment Outlook 2019: The Future of Work, <https://doi.org/10.1787/9ee00155-en>

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