

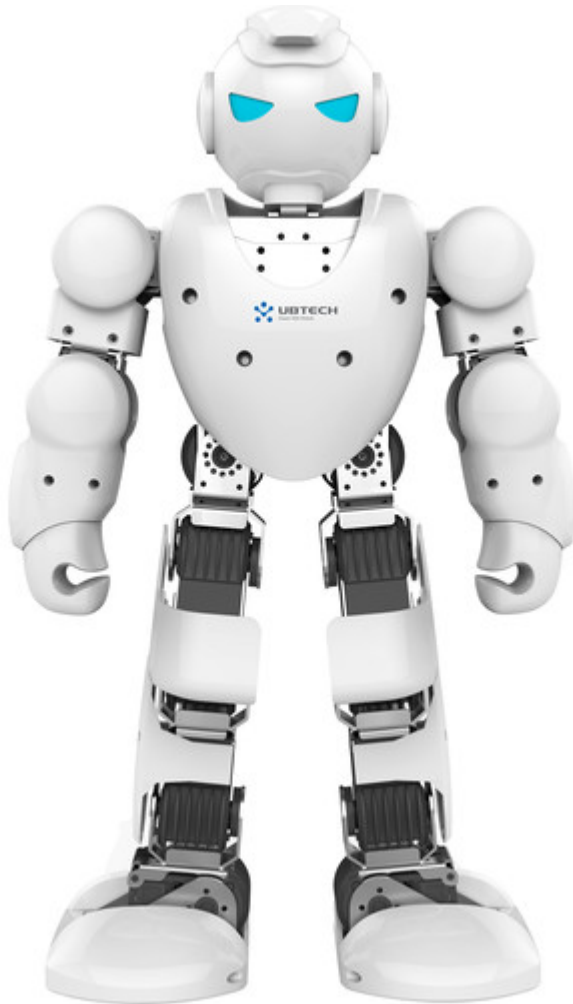
# Technology, Jobs & Future of Work in Australia

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# Hype v. Reality



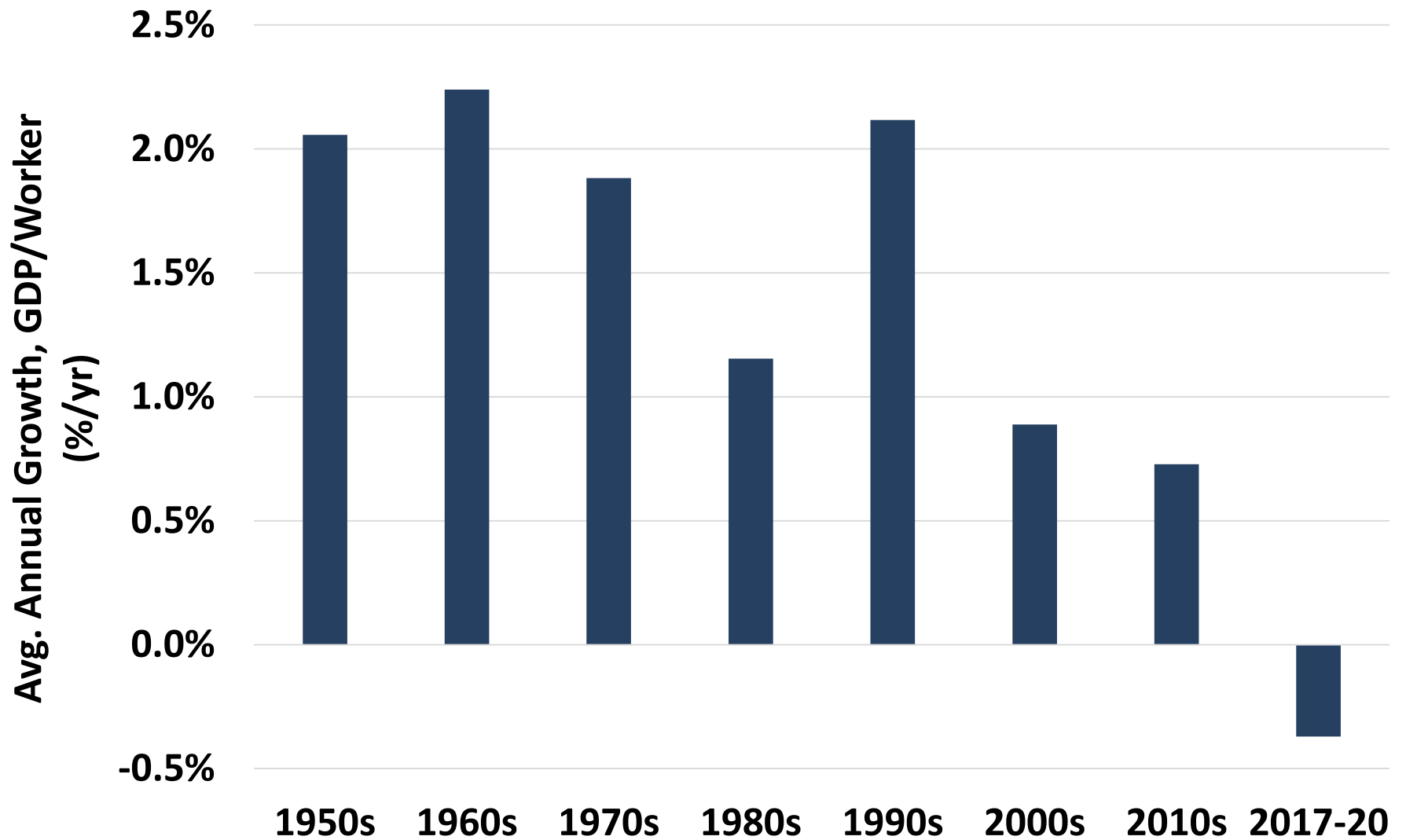
# Labour-Saving Automation is not Actually Accelerating



# Falling Capital Investment



# Falling Productivity



# Technology is Affecting the Employment Relationship

- Biggest impact of technology on jobs is experienced through the employment relationship, more than through production.
- Employers have always used technology as a tool to control the work process and the employment relationship.
- Spheres of application:
  - Management and coordination.
  - Facilitate hiring and deployment.
  - Supervise and intensify work.
- Gig work – it's not really new!
  - 7% Australians used platform in last 12mo.
- Digital workplace surveillance.

# Decline of FT Standard Employment into Precarity

- Spare labour capacity in negative feedback loop with job quality.
- Employers want flexible, irregularly deployed workforce.
- Many forms of precarity:
  - Casual
  - Irregular part-time work
  - Temporary / contract jobs
  - Independent contractor
  - Marginal self-employment.
- Now **around half** of Australian workers experience at least one of these dimensions of precarity.
- Pandemic accelerating growth in insecure work.

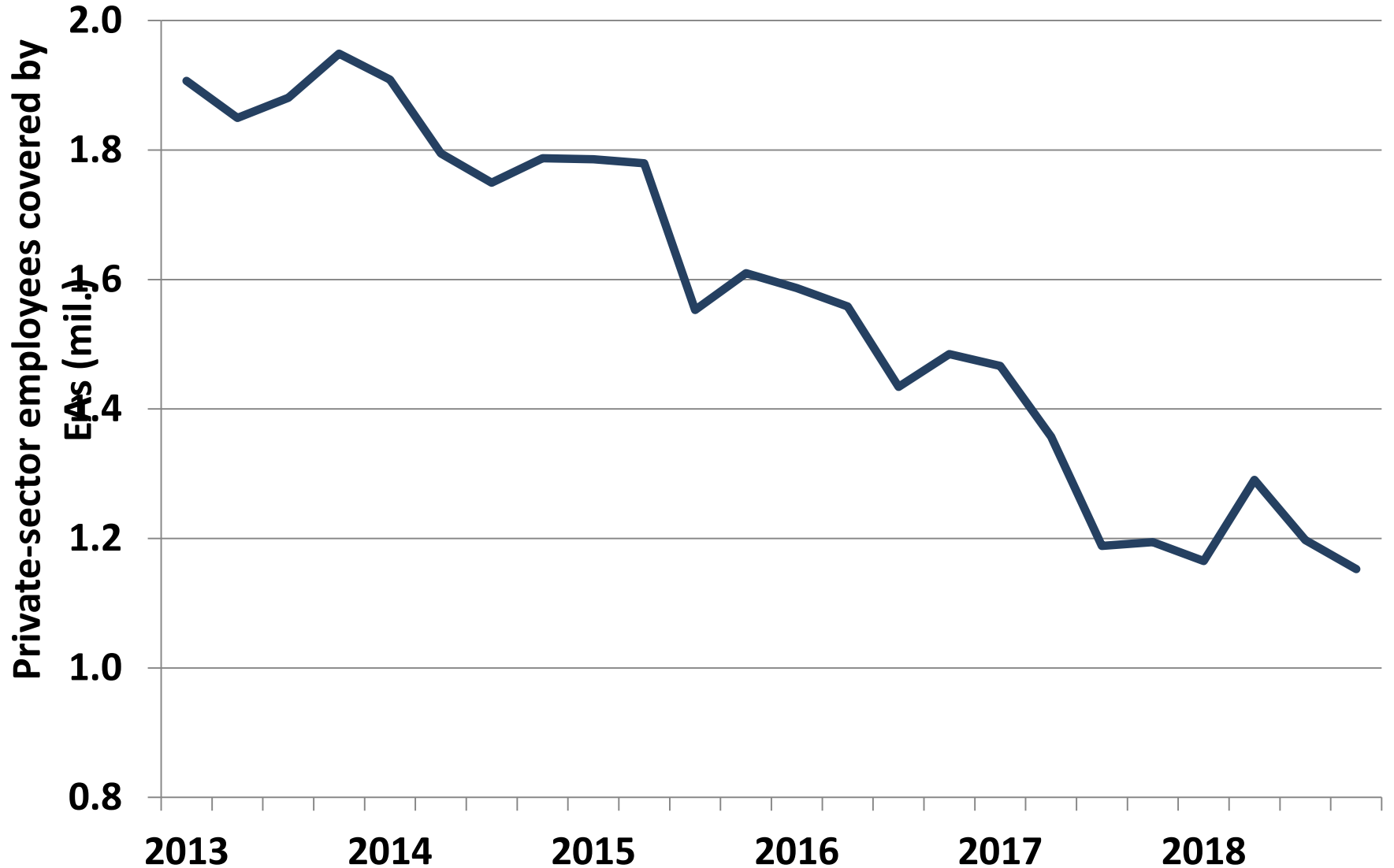


# Structural and Institutional Disempowerment of Labour

- Erosion of institutions which supported higher and more equal wages explains the relative decline in labour incomes and their greater inequality.
- Because of economic conditions, regulatory openings, willingness (desperation?) of workers, and technology, employers have created a hyper-flexible system of just-in-time, precarious work.
- Technology facilitates this, but hasn't caused it.



# Erosion of Collective Bargaining



# Strengthening the Labour Regime

1. Extend minimum standards to all workers.
2. More ambitious regulation of 'gig' work.
3. Higher minimum wage benchmarks in Awards system.
4. Revitalisation of opportunities for collective representation including sectoral bargaining.
5. Stronger rights to information, notice, input.
6. Protections from automated monitoring, discipline.
7. Strong commitment by employers to redeployment, upgrading (internal mobility).
8. Strong income protections, training, and adjustment assistance (external mobility).
9. Full employment macro policy stance.

# Work After COVID: A New World

- Worst recession since the 1930s.
- Will take years to rebuild the quantity of work.
- Must also address the quality of work:
  - Key fractures in pre-pandemic labour market hampered our response to the virus.



**Thank You!**

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