



# The future of work and the Nordic models

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HOVEDSAK: Hvordan vil Erna Solberg og Jonas Gahr Støre hindre at 1,3 millioner norske arbeidsplasser blir automatisert bort? Foto: Audun Braastad (NTB scanpix)

# Roboter og automatisering truer 1,3 millioner jobber



# Predictions of job loss

- 47 % of jobs in the US at high risk (Frey & Osborne 2013)
- 33 % in Norway, 36 % of jobs in Finland (Pajarinen et al. 2015)
- 53 % of jobs in Sweden (SFF 2014)

# Predictions of job loss

- OECD (Arntz et al. 2016), Automation of *tasks*:
  - 10 % of jobs in Norway
  - 9 % in Denmark
  - 7 % in Sweden and Finland
- McKinsey Global Institute (2017): <5% of occupations can be automated entirely

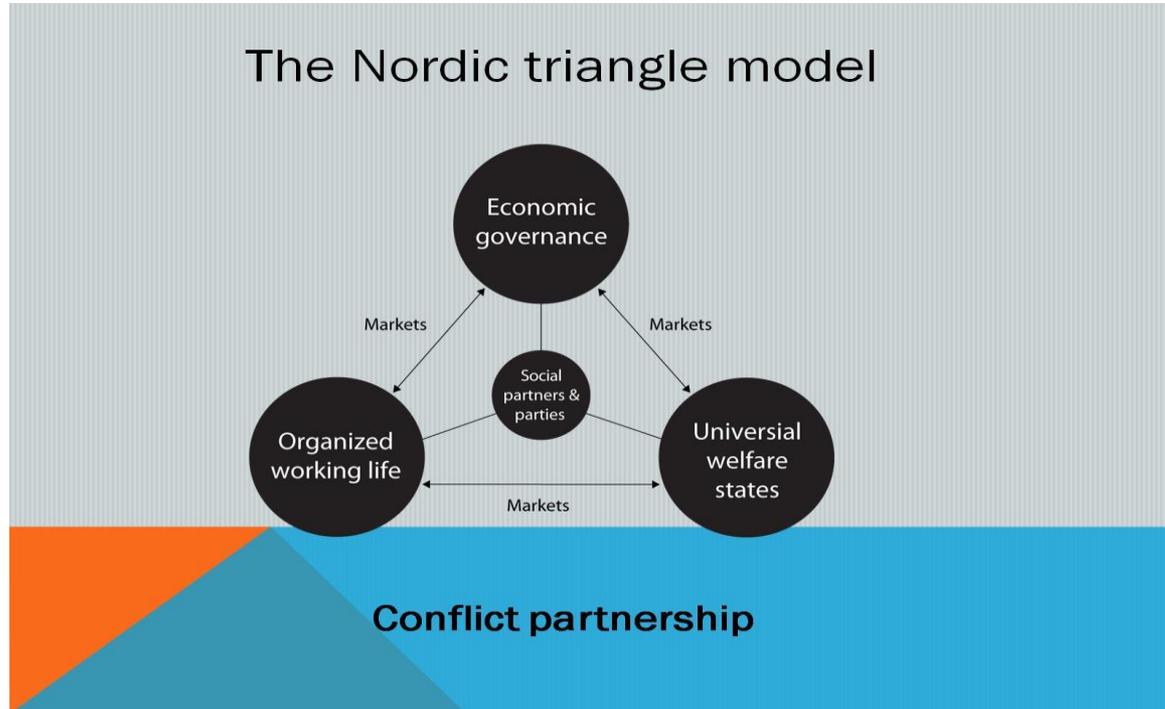
# How do we meet the challenges?

- How do we avoid labour market polarization and low-wage competition?
- How do we secure the competence needed in the future labour market?
- How do we ensure decent work and secure labour rights in a flexible, digital future?

# The future of work:

## Opportunities and challenges for the Nordic models

Project organized by Fafo, funded by Nordic Council of Ministers 2017-2020



*Nordmod-2030,  
Fafo.*



# The future of work:

## Opportunities and challenges for the Nordic models

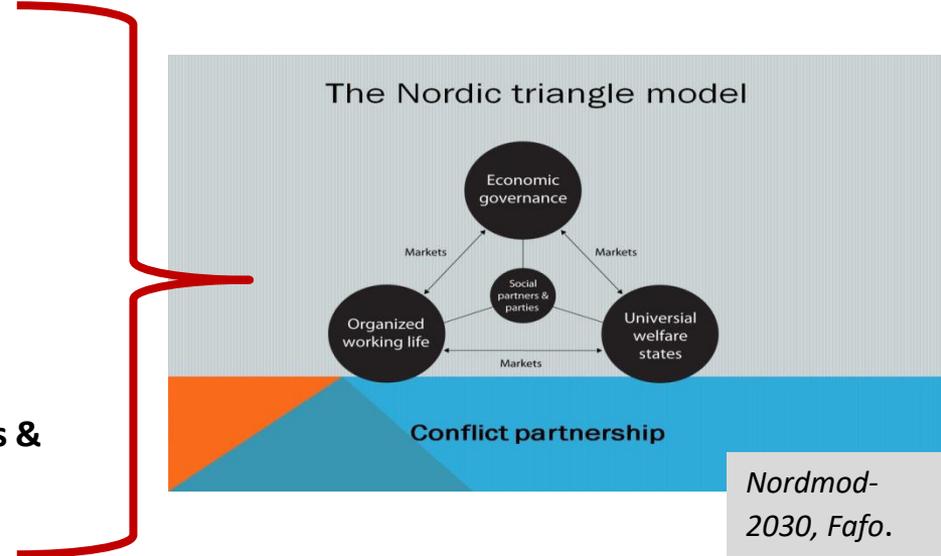
- Linked to the ILO 100<sup>th</sup> Anniversary FoW-process.
- Consortium of appr. 25 Nordic researchers from
  - The National Institute of Occupational Health (STAMI, NOR) & the National Research Center for the Working Environment (NRCWE, DK)
  - TEKES, Finland
  - The Universities of Copenhagen, Gothenburg, Lund, Oslo, Reykjavik, Tammerfors, Aalborg, and Aarhus.
  - Fafo, Oslo, and FAOS, Copenhagen
- Comparative, action-oriented, user dialogue, dissemination
- Website: [fafo.no/index.php/nb/forskningstema/prosjekter/aktive-prosjekter/item/the-future-of-work-2](http://fafo.no/index.php/nb/forskningstema/prosjekter/aktive-prosjekter/item/the-future-of-work-2)

The future of work-project (cont):

## 7 pillars or research areas with specialized Nordic research teams:

### Four thematic studies:

1. **Main drivers of change**, coord. J.E. Dølvik, Fafo
2. **Digitalization & robotization of traditional work**, coord. Bertil Rolandsson, GU;
3. **Self-employed, independent and atypical work** coord. Anna Illsøe, FAOS.
4. **New agents: platforms & crowds as mediators, managers & undertakers of work** coord. Kristin Jesnes, Fafo.



- **Focus on *consequences* for work, labour relations, the labour market and implications for regulation and policies**
- **Dissemination of intermediary publications -> Nordic dialogues**

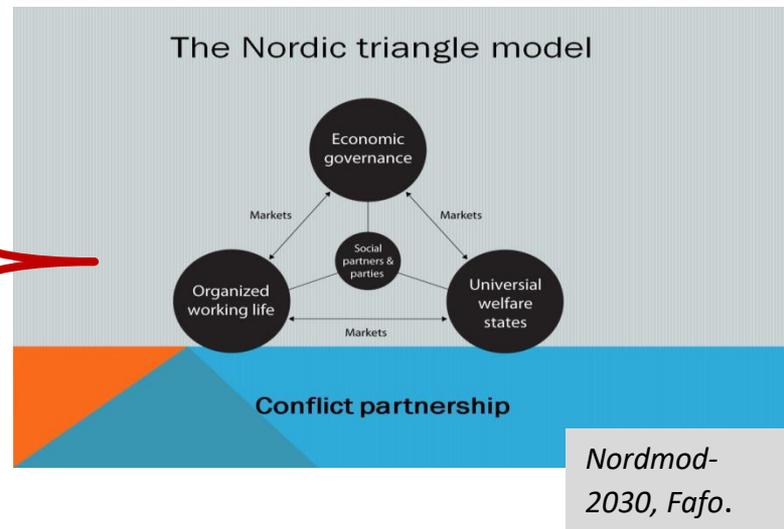
# Three strategic studies of possible policies to facilitate and shape future change

**5. Impact on occupational health and work environment policies,** Coordinator J. O. Christensen STAMI.

**6. Labour law – needs, hurdles, and pathways for legal reform?** Coordinator M.J Hotvedt, Uni of Oslo

**7. The Nordic model: pathways for renewed interplay between organized actors, markets, and the state?**

Coordinator J. E. Dølvik, Fafo



*Final report 2020, preliminary findings presented at Nordic pre-ILO 2019 conference at Iceland 2019*