

EMPLOYMENT POLICIES AND THE NEW DEMOGRAPHIC AND TECHNOLOGICAL SCENARIO

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WHITE PAPER

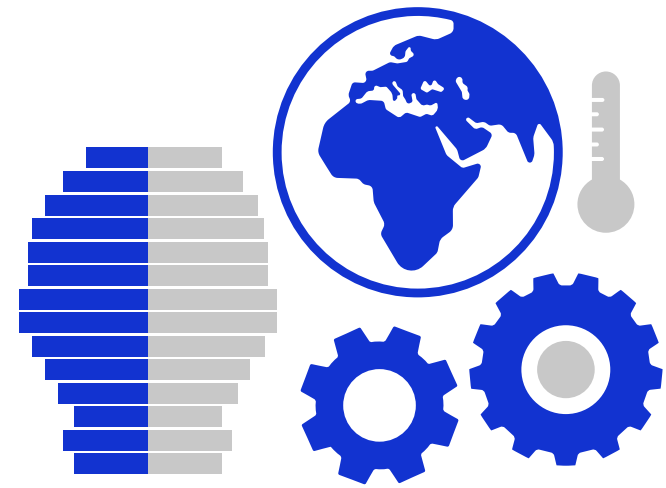
OF EMPLOYMENT IN EUSKADI: CHALLENGES AND PROPOSALS

FOR THE SOCIETY THAT WE WILL BE

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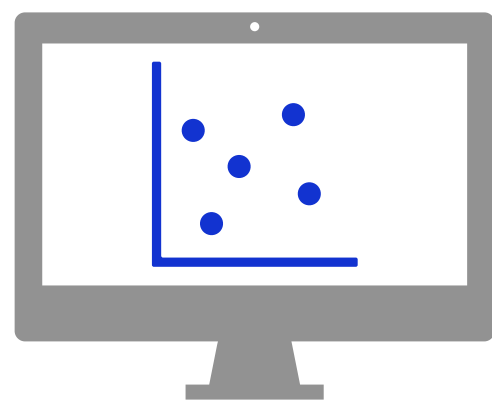
Why a White Paper on Employment NOW?



A historical moment with three major transformations: demographic, technological, and climatic



Our societies and labor markets will change significantly, requiring a societal reflection on employment and the future we want.

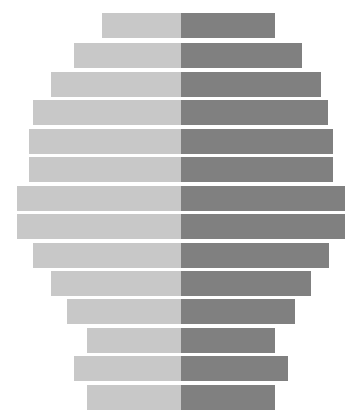
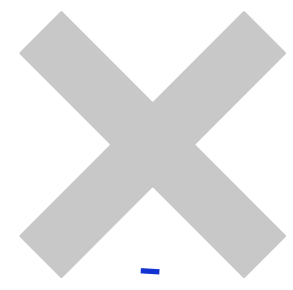


This White Paper aims to ground this reflection in evidence and knowledge.

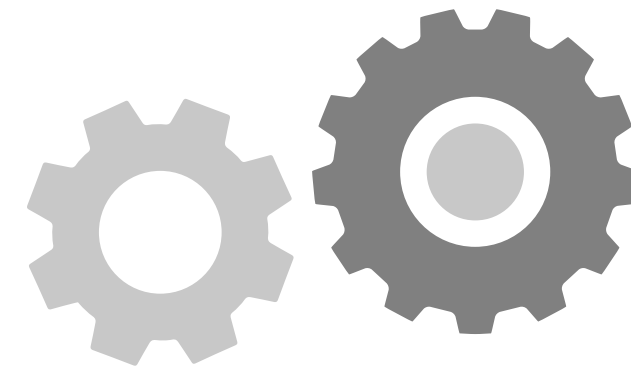
How does the White Paper face this reflection?

1. The Starting Point

Understanding who we are, where we are and where we come from



2. THE DEMOGRAPHIC CHALLENGE



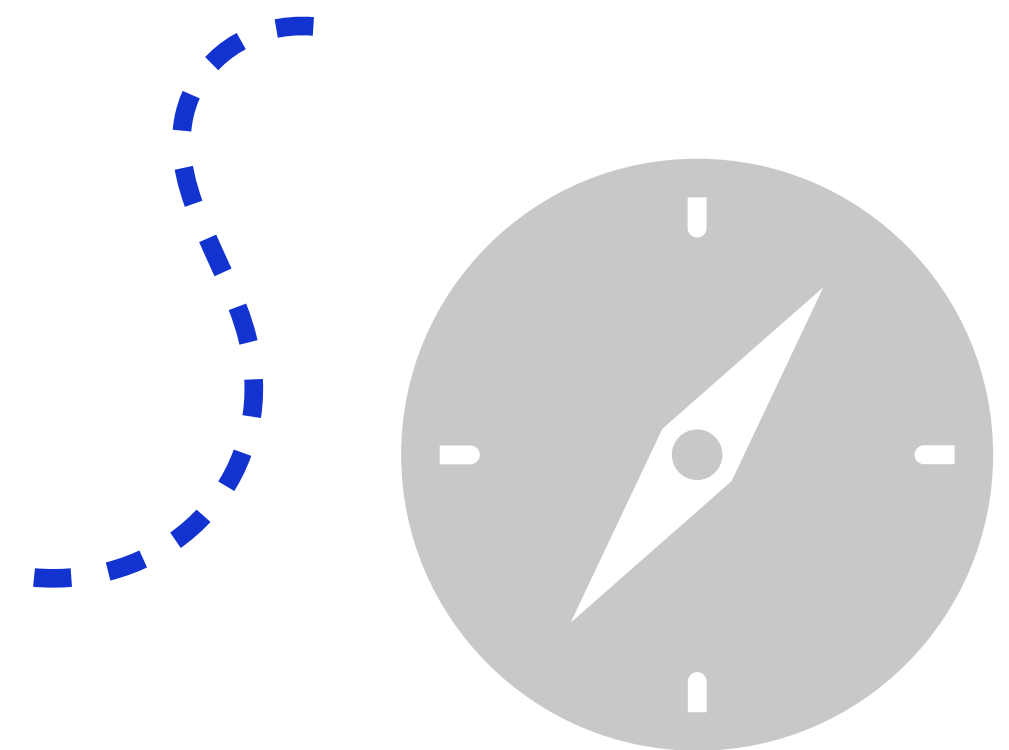
3. THE TECHNOLOGICAL CHALLENGE

4. THE CLIMATIC CHALLENGE



5. PROPOSALS

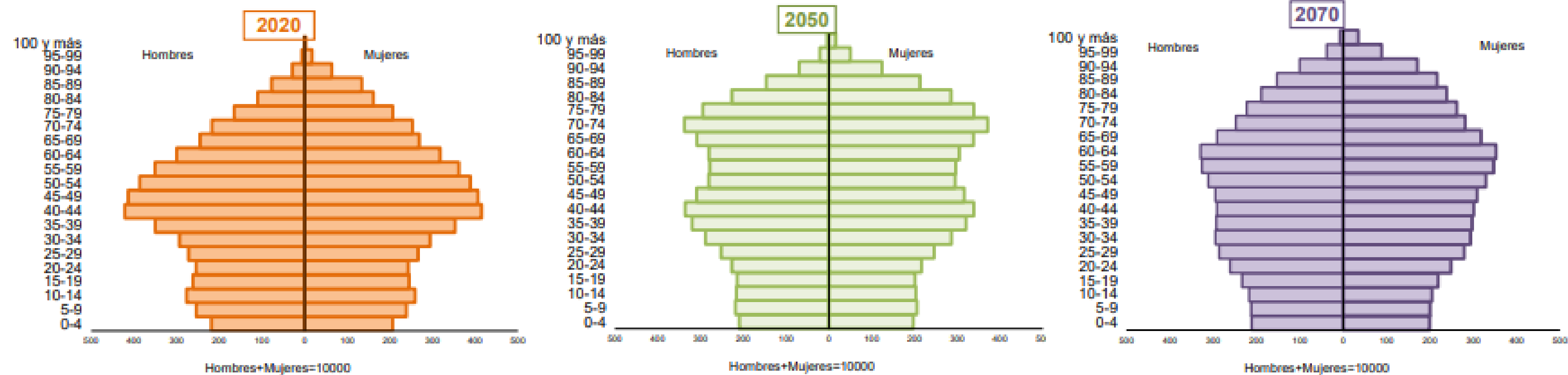
Proposals to move to a society which generates more bienestar for all citizens.



THE DEMOGRAPHIC CHALLENGE

España is aging, and will continue to do so in the next decades

Pirámides de población de España (años 2020, 2050 y 2070)



INe

In 2050, there will be a significant shift, with an increase in the population over 70 years of age, while the younger cohorts will decrease

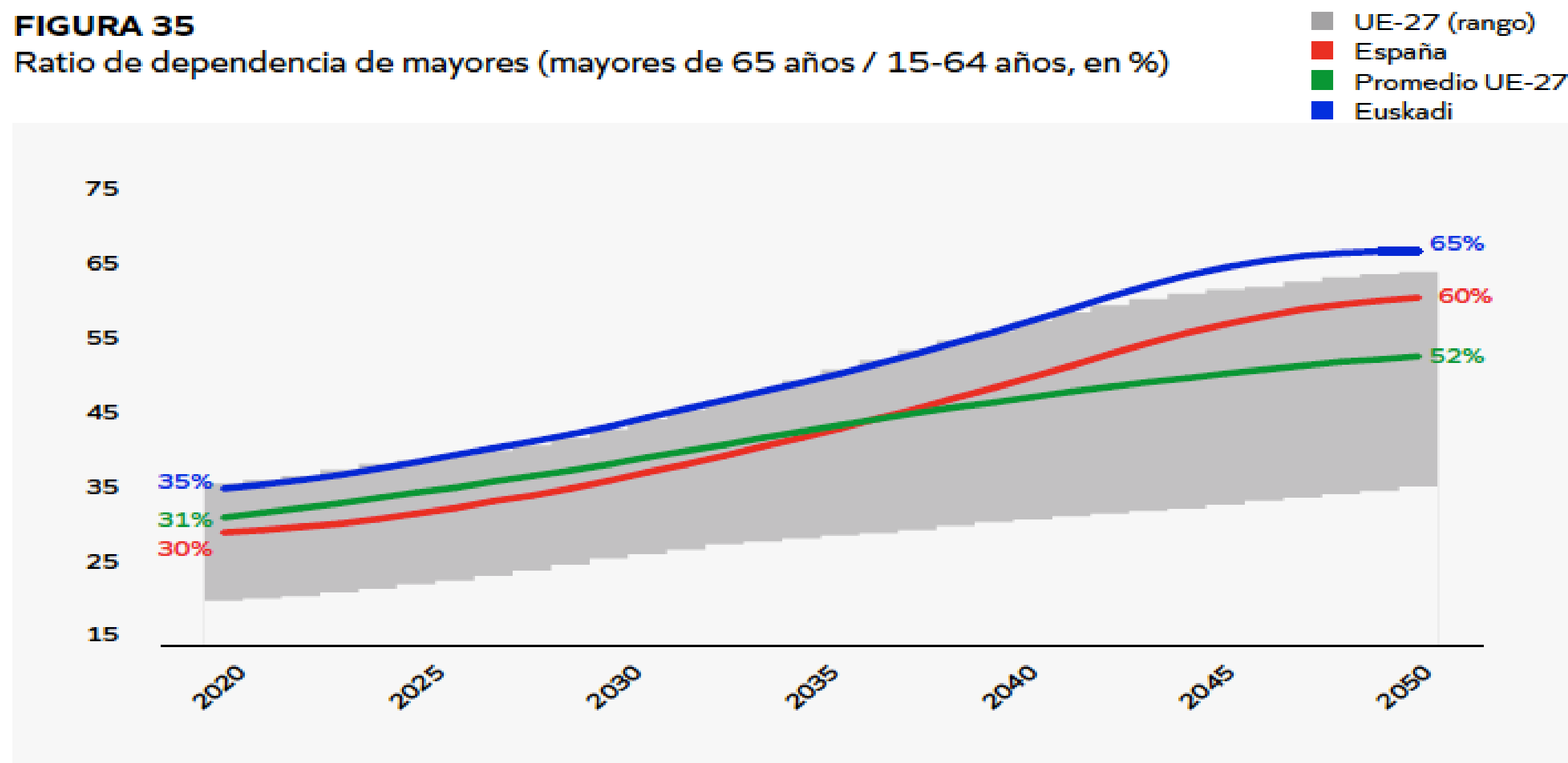
Reasons for the Aging Transition

1. Significant decline in birth rates since 1978
2. Very high Life Expectancy



FIGURA 35

Ratio de dependencia de mayores (mayores de 65 años / 15-64 años, en %)



Fuente: Elaboración propia a partir de proyecciones base de 2019 de Eurostat.

Nota: Debido a la falta de datos para Euskadi en su conjunto, la ratio de dependencia de Euskadi se ha obtenido como la media aritmética de los tres territorios históricos (NUTS3).

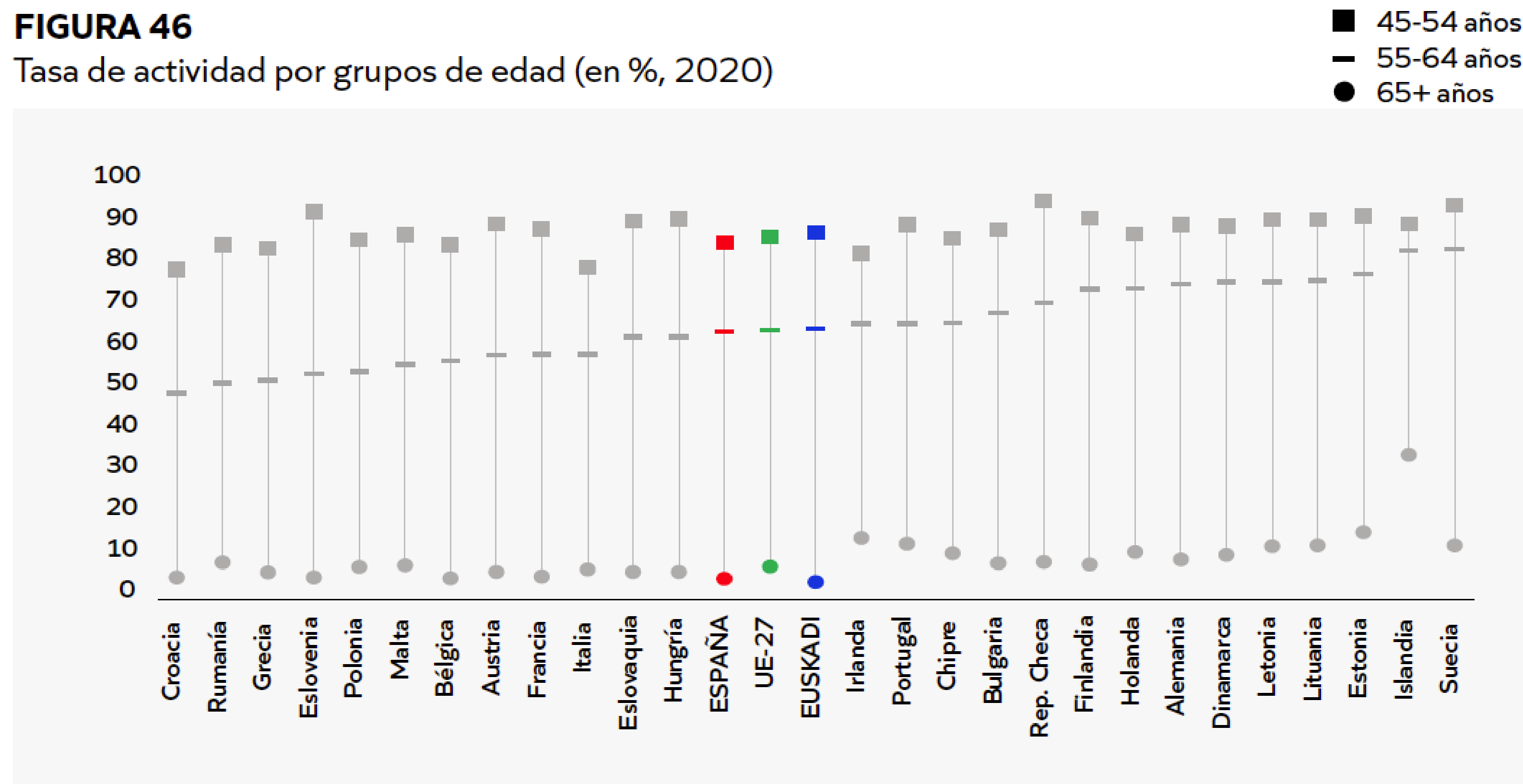
Aging leads to a smaller workforce , older, and with higher dependency ratios.

Spaces for action to address the shortage of workers

1. Increasing LFP among those over 55 years

FIGURA 46

Tasa de actividad por grupos de edad (en %, 2020)



In Germany, Denmark or Sweden, the activity rate of persons between 55 and 64 of age is 11, 12 and 19 pp higher to the Spanish one, respectively (clear space for action)

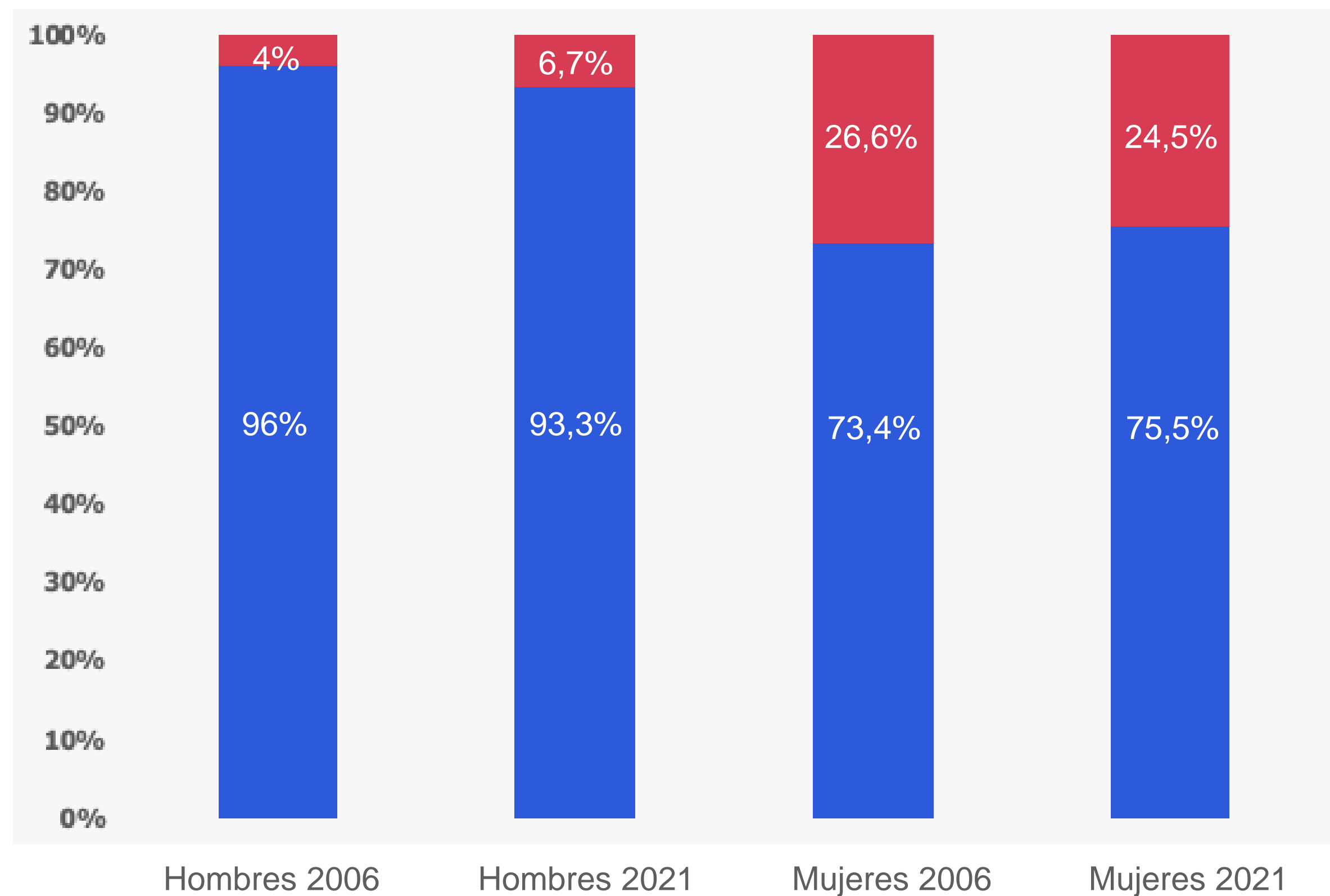
Fuente: Elaboración propia a partir de datos de Eurostat.

Spaces for action to address the shortage of workers

2. Increasing labor intensity of women

Jornada completa y parcial por sexo, 2006 y 2021

■ Jornada parcial ■ Jornada completa



While part-time is less common among men, one in four employed women works part-time.

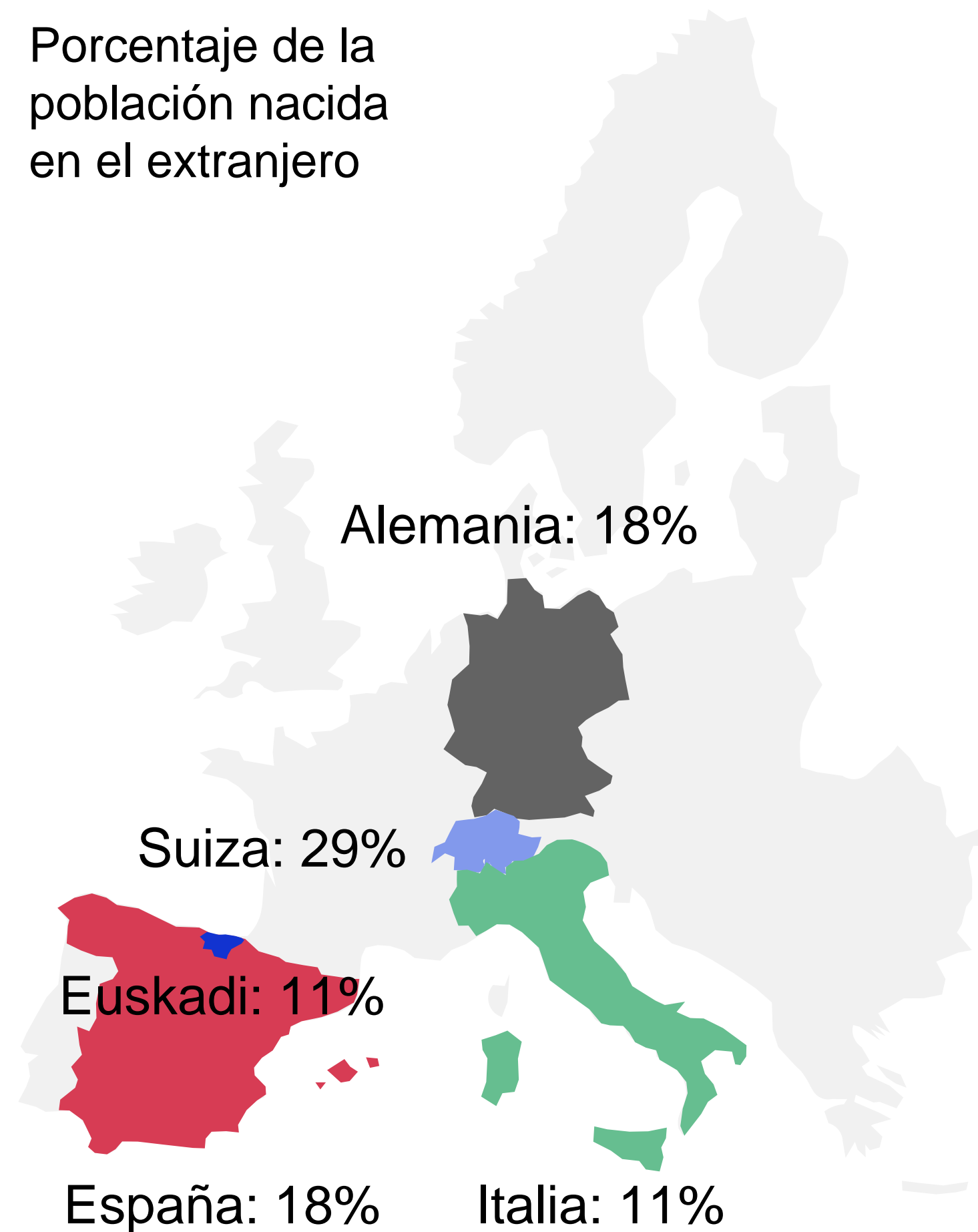
Moreover, more than half of PT work among women is involuntary.

Fuente: Elaboración propia a partir de datos del INE.

Spaces for action to address the shortage of workers

3. Attracting foreign talent

Porcentaje de la población nacida en el extranjero



Foreign-born individuals arriving in Spain generally have lower qualification levels (almost 40% hold basic qualifications, compared to 25% among the native population).

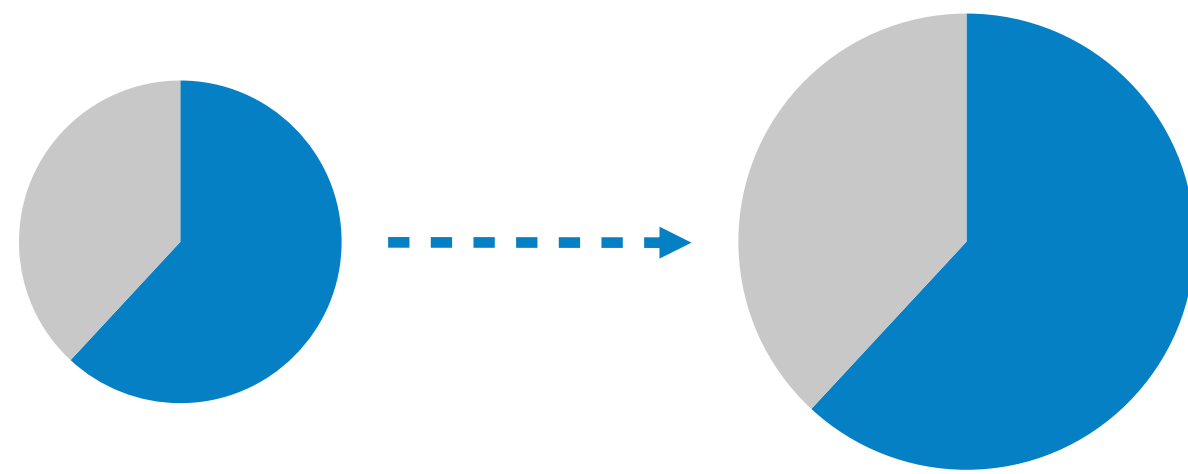
In the EU-27, this figure is 34%

The technological challenge

Impact of Technology on Total Employment

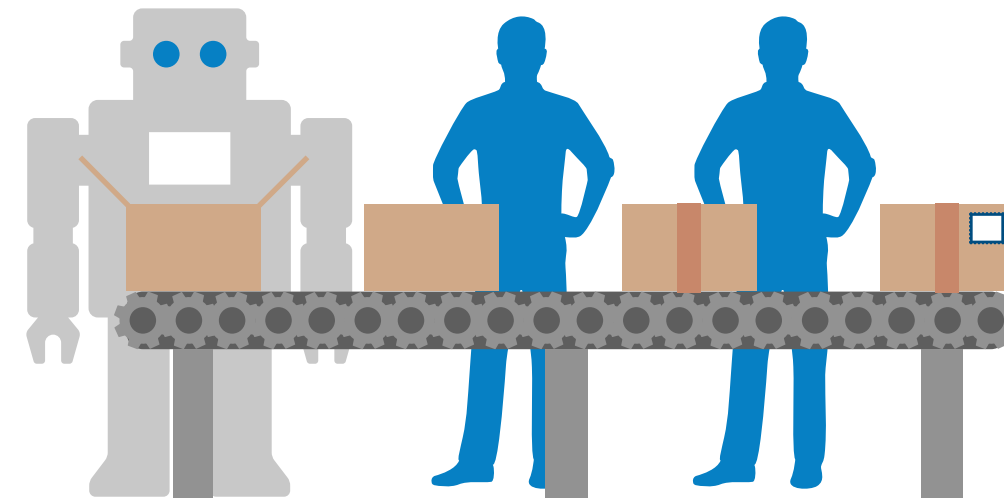
The impact on total employment depends on three effects (Acemoglu, 2022)

Productivity Effect



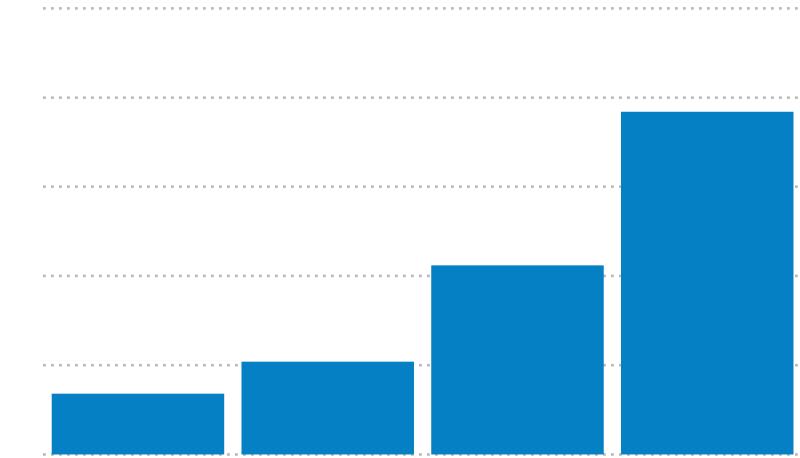
Always positive, as technology increases labor productivity

Displacement Effect



Always negative, as technology replaces some tasks and even entire occupations

Creation Effect



Positive or neutral, as technology creates new jobs complementary to it but also renders others obsolete.

Spaces for action in response to this challenge:

- From the supply side

From the demand side

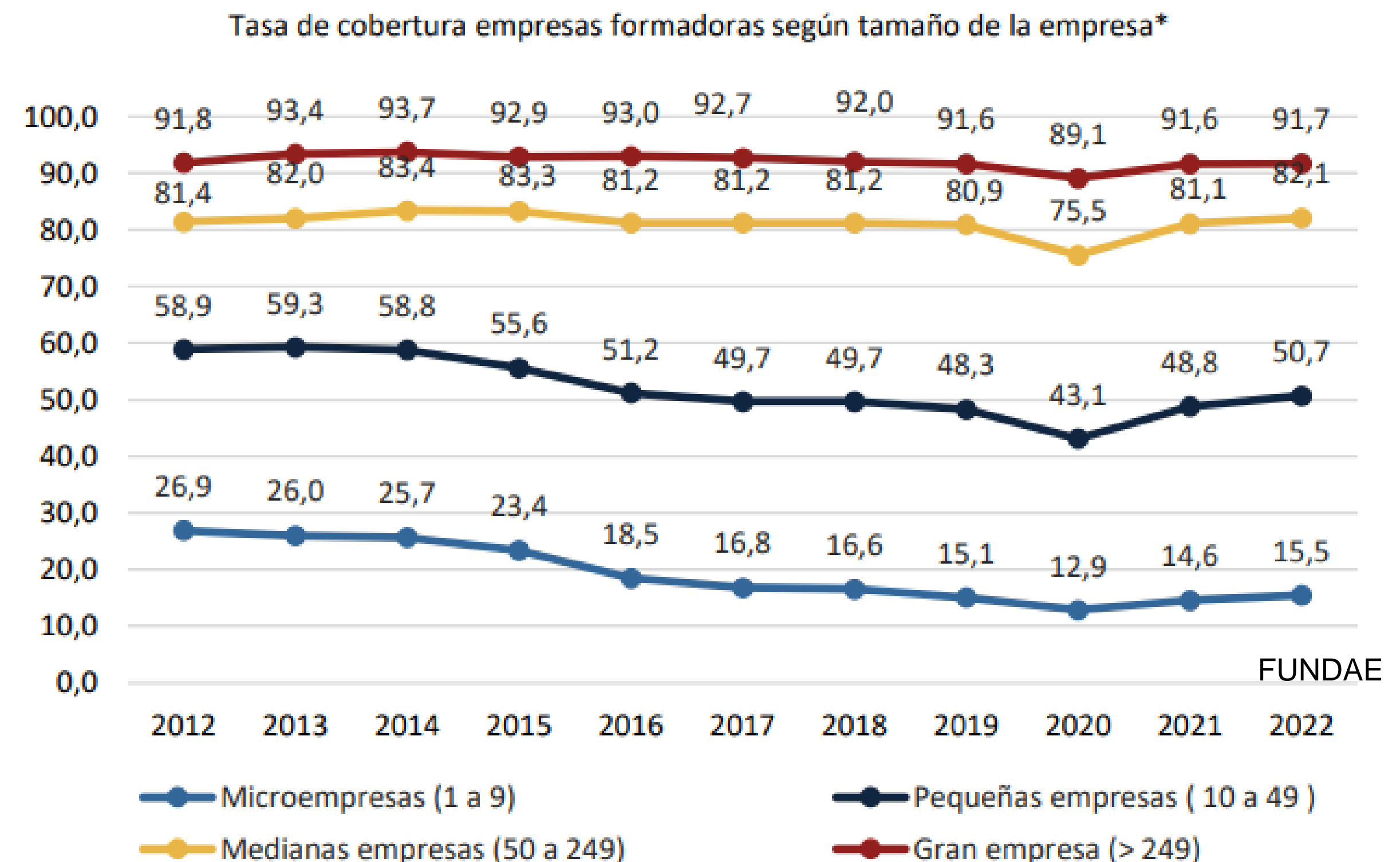
SUPPLY SIDE

1. Transition Education-Employment

Improving the transition from education to employment, given youth unemployment and the mismatch of jobs - **Dual FP only reaches 2,8 %** en España.

2. In the Labour Market

- **Increasing** continuous training for employed individuals
- **Adapting** skills for the unemployed (transforming public employment services).

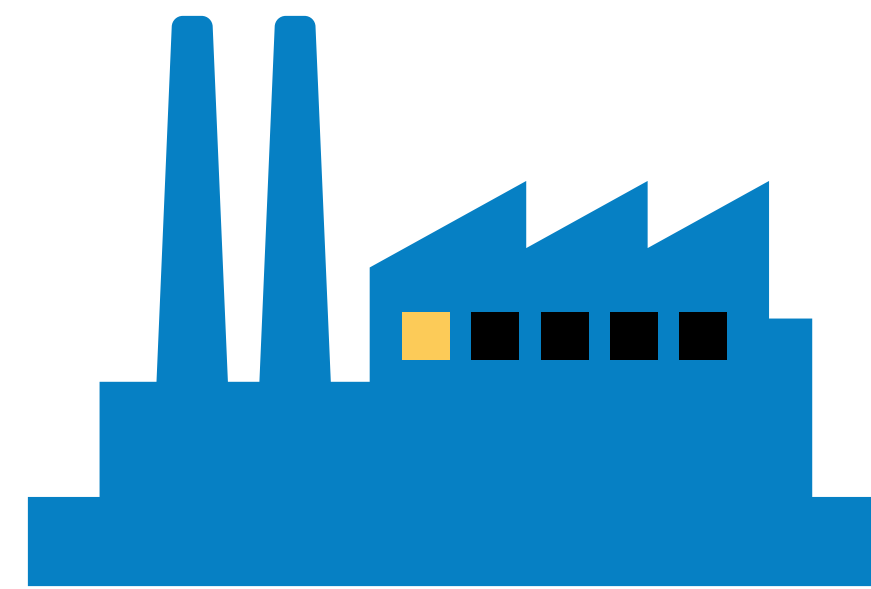


DEMAND SIDE

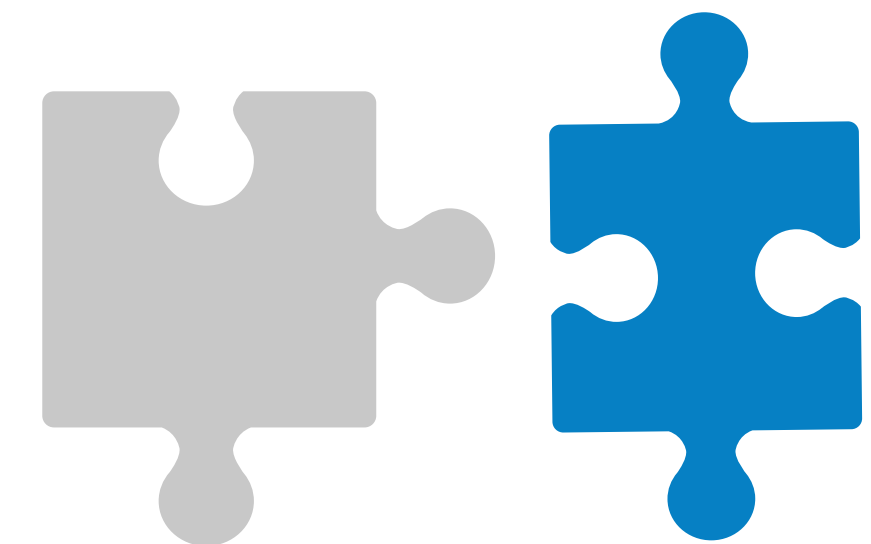
Industrial Policies and Innovation



Investing more in R&D policies



Investing different, with employment perspective, promoting brilliant technologies.

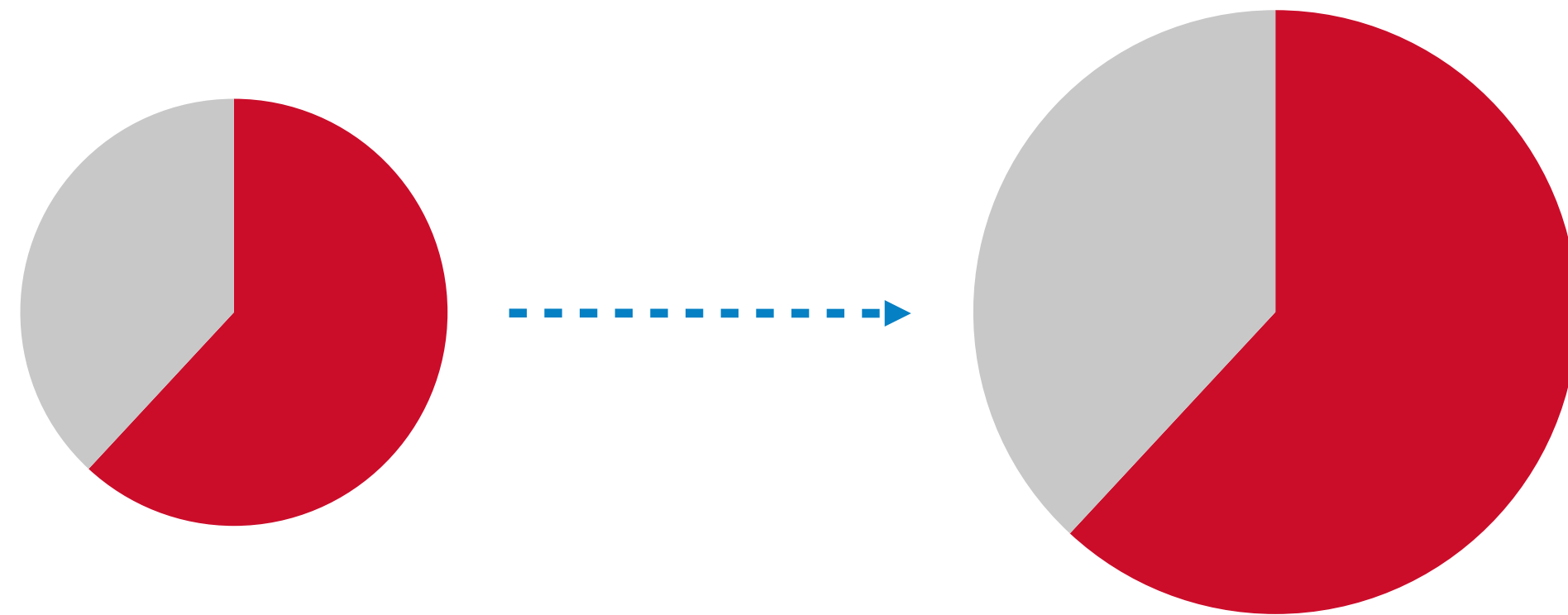


Innomatization, i.a, balancing investment in technology and human capital.

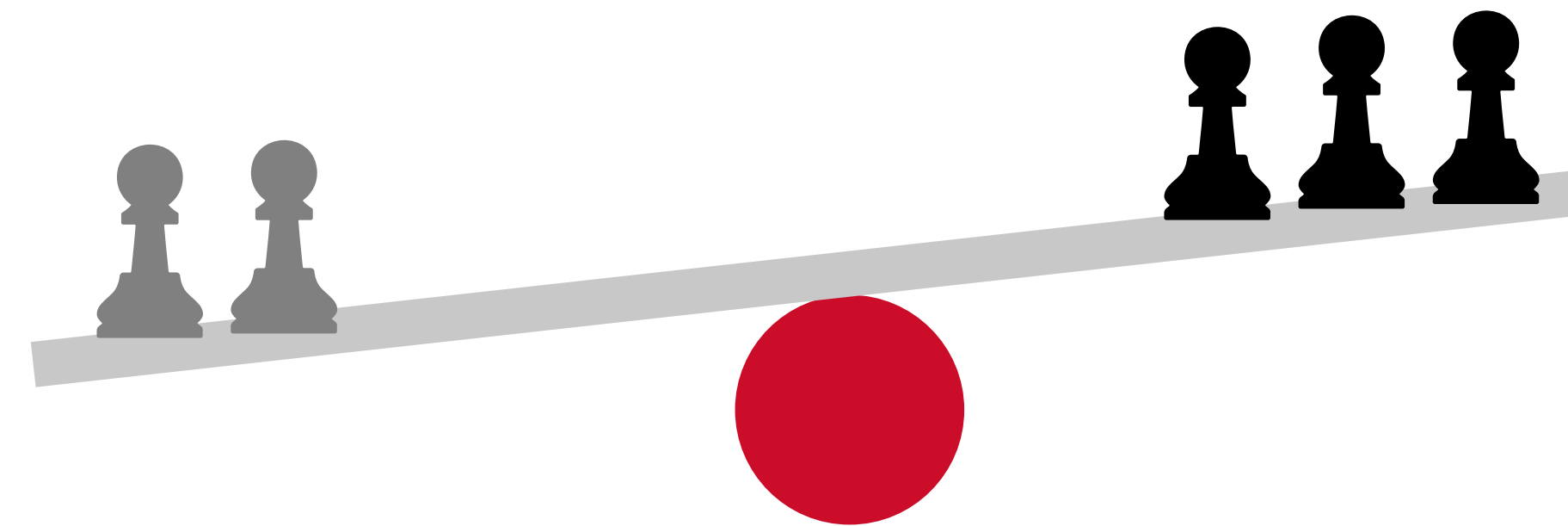
Proposals for generating MORE and BETTER employment for ALL

An inclusive prosperity agenda with two pillars

2 pillars



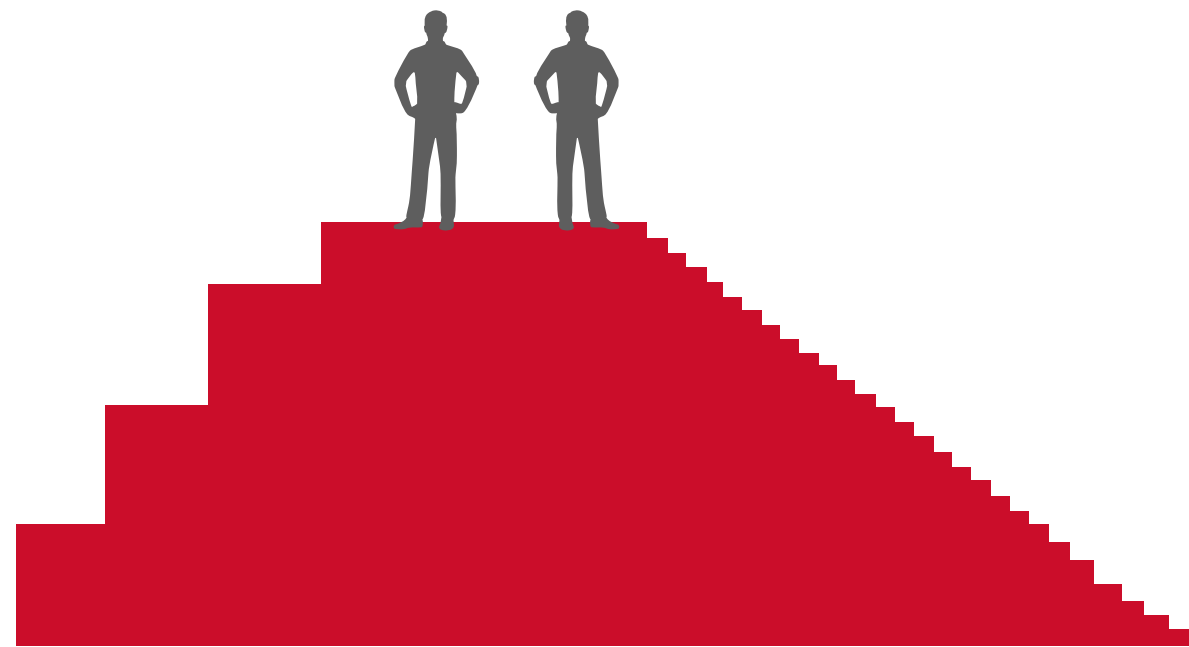
Increasing Labour Productivity



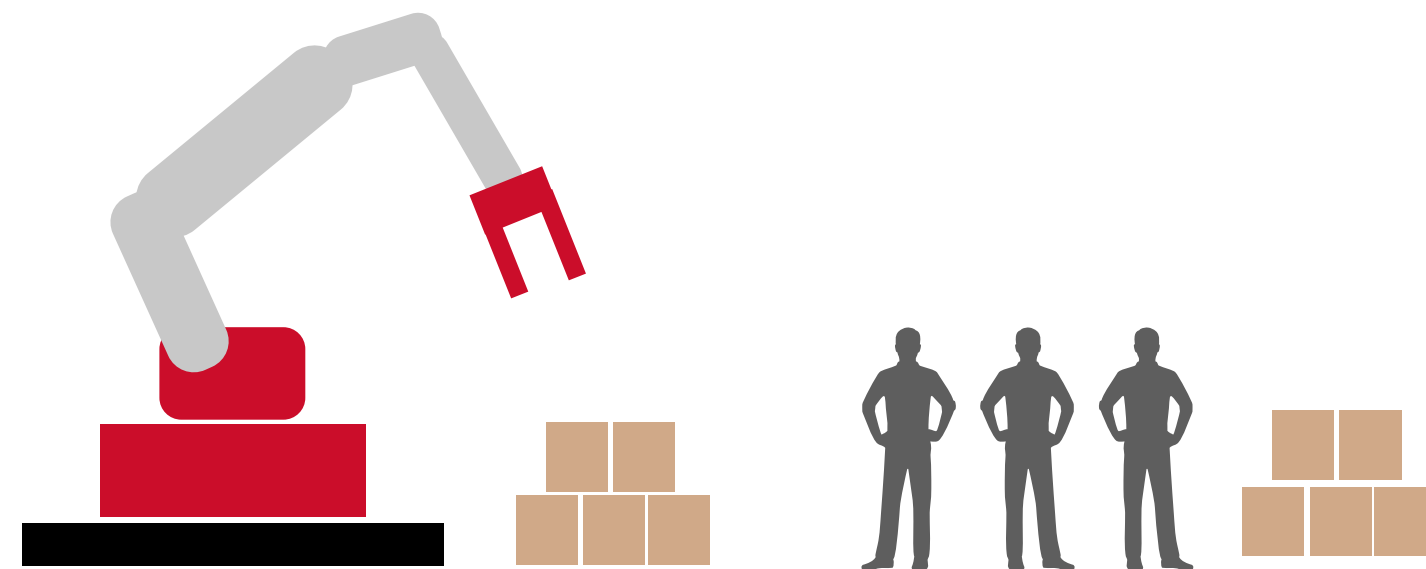
Correcting growing inequalities.

An inclusive Agenda...

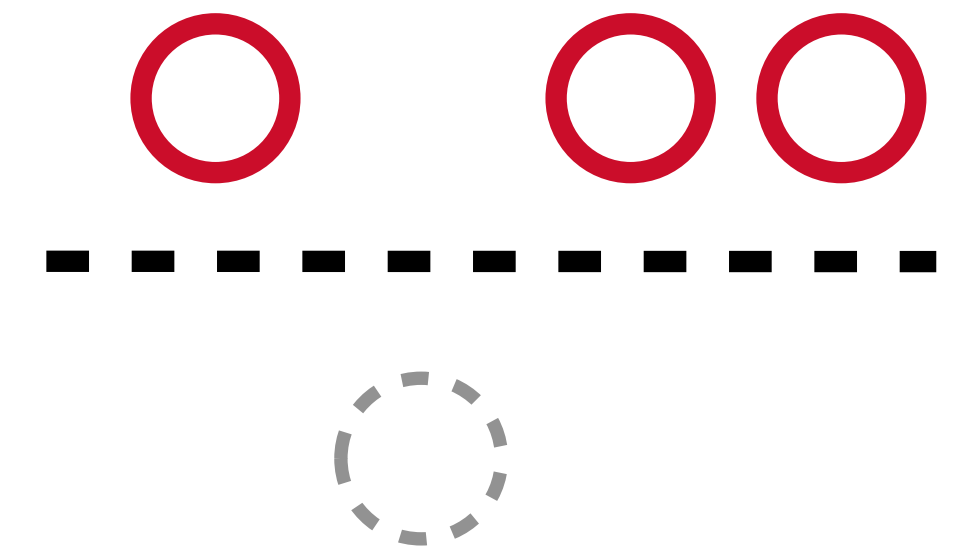
Three principles.



Improving equality of opportunity



Steering technology towards creating good jobs



Promoting Social Inclusion

Matriz de propuestas

Three Stages:

i) Pre-productive

ii) Productive

iii) Post-Productive

ETAPA PREPRODUCTIVA	ETAPA PRODUCTIVA	ETAPA POSTPRODUCTIVA
<p>La educación temprana y obligatoria</p> <ul style="list-style-type: none"> - Refuerzo de la educación de 0-2 años D - Disminución de la segregación escolar por origen y nivel socioeconómico D <p>La educación postobligatoria</p> <ul style="list-style-type: none"> - Hacia un aprendizaje más aplicado T - La orientación al alumnado para escoger la trayectoria educativa T C <p>Encuestas y experimentos para conocer las percepciones sociales D T C</p>	<p>Formación a lo largo de la vida</p> <ul style="list-style-type: none"> - La adquisición de competencias en personas adultas D T C - Aumento de la permeabilidad entre las empresas y las instituciones formativas T C - Fomento de la retención de las personas en el empleo D T <p>La prolongación de la vida laboral D</p> <p>Favorecer la integración sociolaboral de las personas de origen extranjero D</p> <p>Una política industrial con perspectiva de empleo</p> <ul style="list-style-type: none"> - Políticas de innovación para incentivar tecnologías proempleo T C - Una política Industrial basada en colaboraciones público-privadas con enfoque de buenos empleos T <p>Un entorno favorable para la creación de empresas D T C</p> <p>Incentivos para aumentar la participación de la plantilla en las decisiones de las empresas T</p>	<p>Las transferencias monetarias</p> <ul style="list-style-type: none"> - Ayudas específicas y temporales para mitigar el impacto de transiciones y crisis T C - La Renta de Garantía de Ingresos T C <p>Las políticas de conciliación</p> <ul style="list-style-type: none"> - Políticas para el cuidado de menores D - Políticas para profesionalizar y reforzar el sistema de cuidados formales a personas mayores D <p>El uso de datos para mejorar el funcionamiento de las instituciones públicas T C</p>

Nota: **D** se refiere a que la propuesta es relevante para el reto demográfico, **T** para el reto tecnológico y **C** para el reto climático.

THANKS