



# The 4<sup>th</sup> Open Virtual Expert Café

August 31<sup>st</sup>, 2022, 2 pm CEST

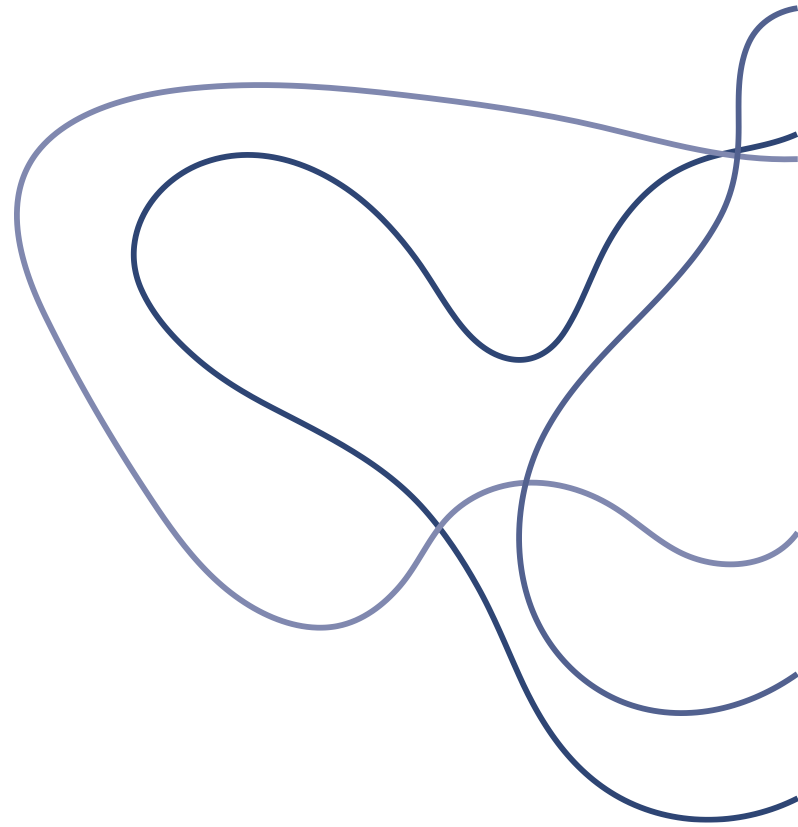
Ursula Holtgrewe, Martina Lindorfer, Nela Šalamon



This project has received funding from the European Union's Horizon 2020 research and innovation programme under grant agreement No 101004776

# 1

## Rules of the game

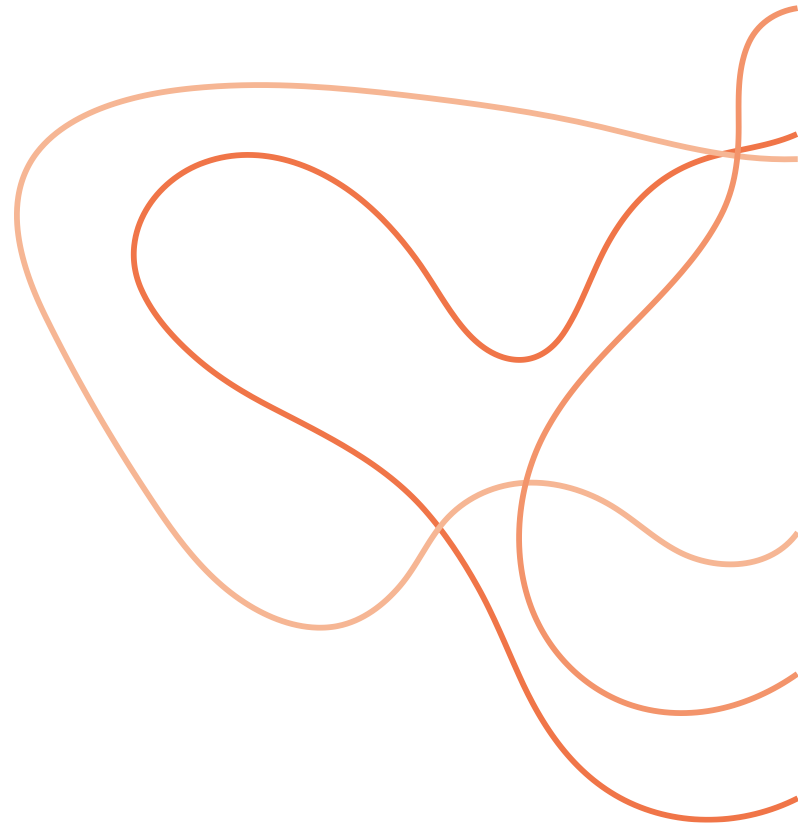


## The format

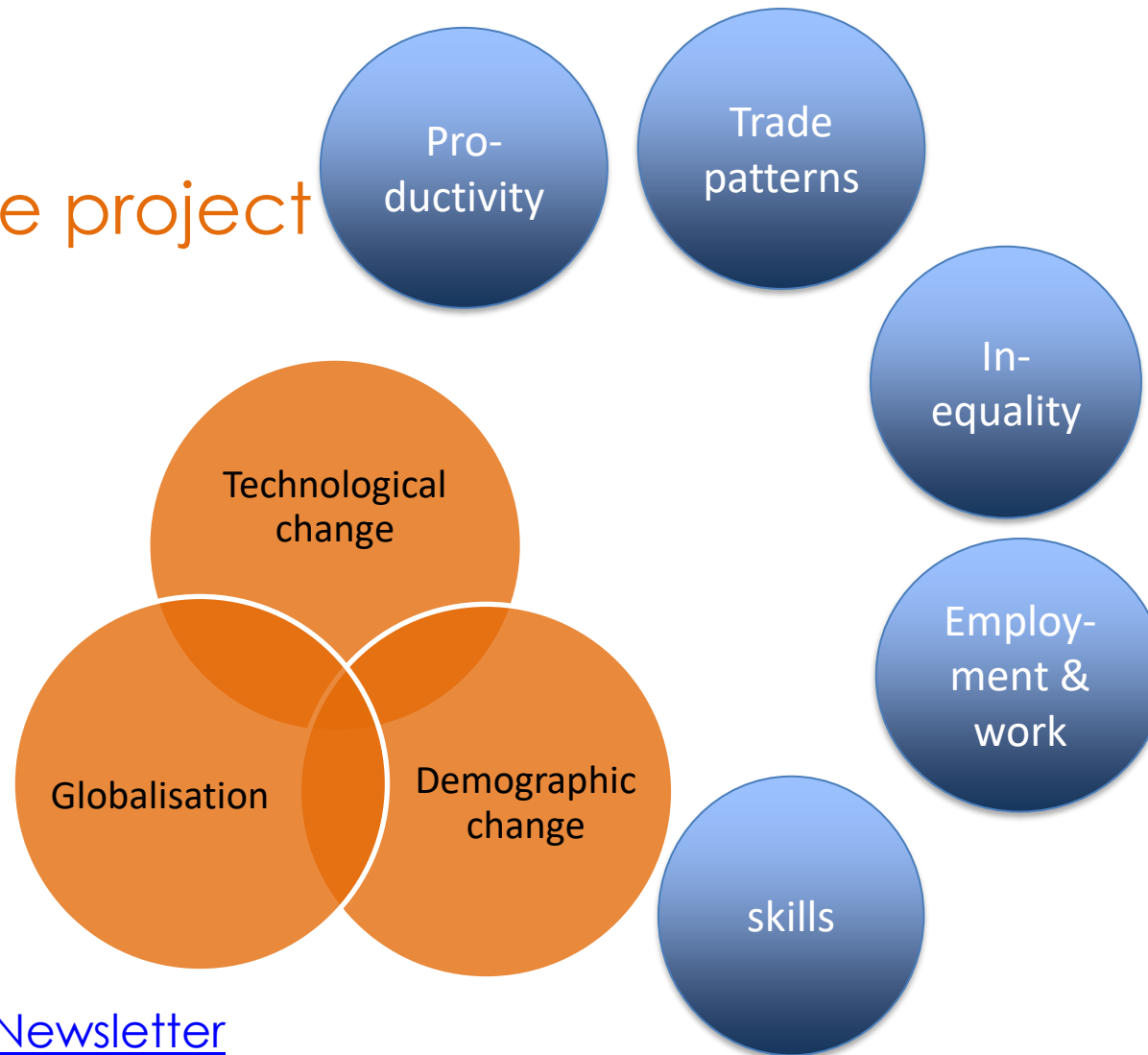
- A low-threshold virtual forum for exchange on globalization, digitization, demographic change, work and employment
- news, ideas, results, collaborations
- Everybody's welcome to contribute or listen and comment!
- Contributors have a 5 minute time slot (may be 3 minutes) and 1 ppt slide (headline, keywords, links, contact data!) to present projects, ideas, results, partner searches ...
- A quarterly 90-minute virtual meeting
- Next Session (save the date!): **tba**
- Register online: <https://survey3.zsi.at/index.php/566899?lang=en>
- Contact: [untangled@zsi.at](mailto:untangled@zsi.at)  
(the team: Ursula Holtgrewe, Martina Lindorfer, Nela Šalamon)

# 2

Your hosts: the  
UNTANGLED  
project



## The project



Horizon Europe, Call  
TRANSFORMATIONS-  
18-2020  
2/2021 – 1/2024

- Economic and social science approaches
- Scenarios
- Policy briefs
- Ongoing stakeholder engagement
- More to come!

- [Newsletter](#)
- To get more targeted information: Register for the [stakeholder community](#)

# UNTANGLED CONFERENCE

Labour market effects and social impact  
of technological transformation,  
globalisation and demographic change

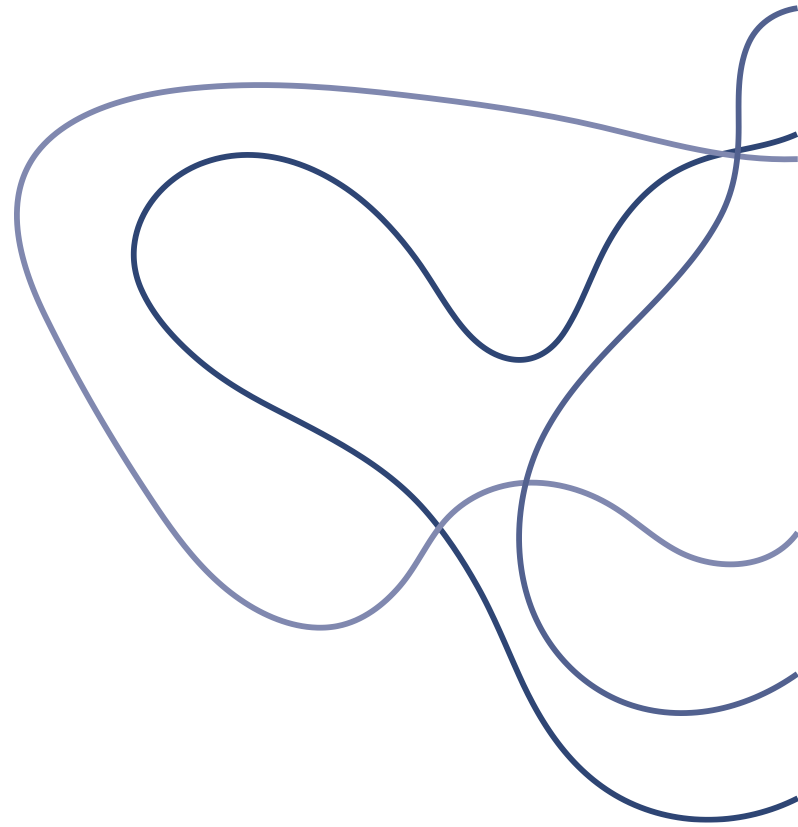
**Submission Deadline: 10 September 2022**

BRUSSELS, 9 NOVEMBER 2022



# 3

## Contributions



# European Working Conditions Survey (EWCS) 2021 for Belgium

- **Topics:** employment status, working time duration, physical and psychosocial risk factors, work-life balance...
- **EWCTS 2021 extraordinary edition:**
  - Respondents contacted via computer-assisted telephone interviewing (CATI) between March and November 2021
  - Over 70 000 workers in 36 European countries (age 16+ in employment)
  - Questionnaire in different modules
- **In Belgium:**
  - Report for WOD-WASO, a consortium with VUB, ULB, ULiège, KU Leuven
  - 4200 respondents
  - Difficulties to compare with previous waves
  - Modulation of the questionnaire makes it difficult/impossible to analyse some topics



**WiseTown** is a suite of applications developed to enhance an optimized use of city data and to improve citizens' quality of life.

**Thematic Dashboard®** is a Decision Support System which uses a multidisciplinary approach, useful to analyse, visualize, and monitor a wide range of aspects and topics, such as urbanization, migration, climate change, social and economic values, labour market.



**Who?** Decision and policy makers, researchers and universities.

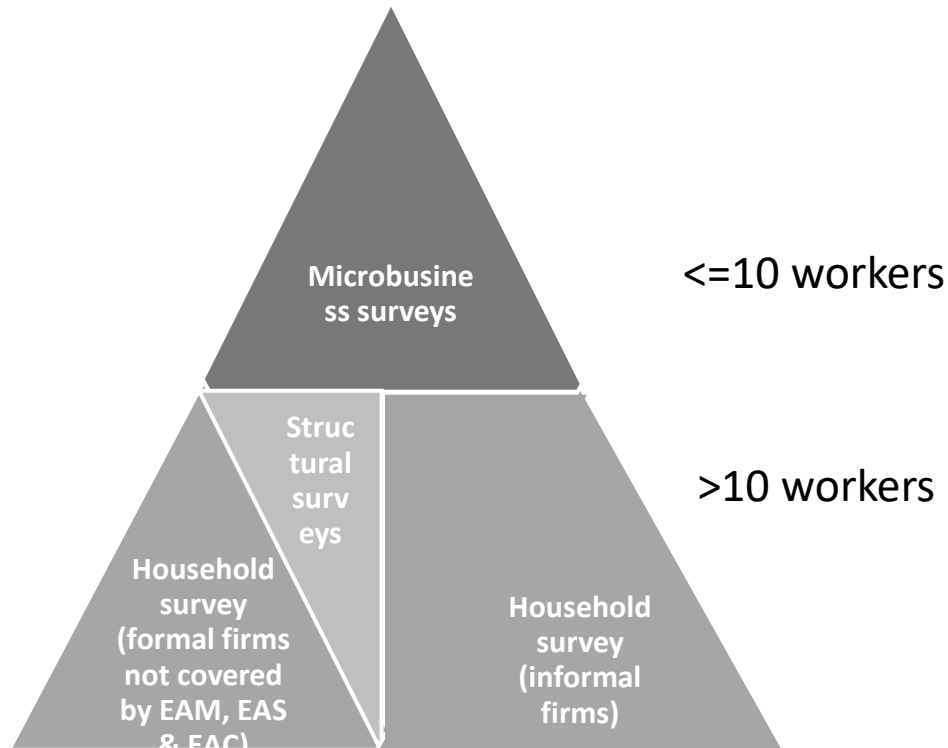
**How?** The tool provides you with cross-cutting information and indexes, elaborated from a wide variety of open data, included satellite data, which are georeferenced and can be integrated with your specific data.

**Benefits?** A cloud solution which is scalable, modular, interoperable, allowing you to conduct predictive analysis and to interact with the data and the mapping system.

[i.provvienza@teamdev.it](mailto:i.provvienza@teamdev.it)

[wise.town](http://wise.town)

## 1. Compiling different sources in absence of a Census

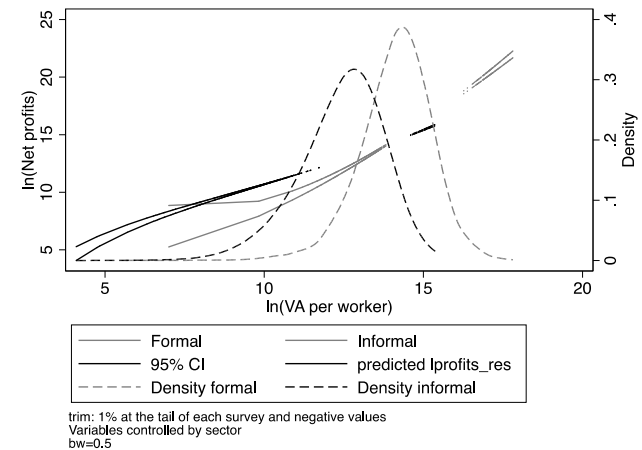


- One independent worker=one firm
- Independent worker weights= firm's weights

## 2. Estimate Ulyssea (2018) for Colombia.

Features:

- Intensive & extensive margin of informality
- 3 types of firms:



Findings

- Tax deductions for small firms plus deductible formal labor cost, creates the incentives for a proliferation of small firms hiring informal workers

Cristina Fernandez, [cristinafernandezmejia@gmail.com](mailto:cristinafernandezmejia@gmail.com)

## THE IMPACT OF ROBOTS

### ON LABOUR MARKET TRANSITIONS IN EUROPE

Ronald Bachmann, Myrielle Gonschor, Piotr Lewandowski, Karol Madón



Leibniz-Institut für  
Wirtschaftsforschung



institute  
for structural  
research



#### Motivation

- Strong growth of robot exposure across industrialised countries
- International evidence on the employment effects of robots is mixed

#### Introduction

##### Research question:

- What was the effect of increased robot exposure on job security and job finding rates in Europe?
- What role did labour costs play in the observed country differences?

##### Contribution:

- Focus on worker transitions as they reveal underlying mechanisms
- Explore causes for cross-country differences in the impact of robot adoption

#### Data

- European Labour Force Survey for the years 1998-2017 for 16 European countries
- Robot data from the Industrial Federation of Robotics

#### Results

- In Europe as a whole, robots have a small negative effect on job separations and a small positive effect on job findings
- Labour costs play an important role for cross-country differences in the labour market effects of robot adoption
- Effects are stronger in countries with average labour costs

Link to the paper: [The Impact of Robots on Labour Market Transitions in Europe](#) | IZA - Institute of Labor Economics

Myrielle Gonschor, RWI, [myrielle.gonschor@rwi-essen.de](mailto:myrielle.gonschor@rwi-essen.de)

## Untangled – latest findings

- We studied the blockchain sector in Ireland in the context of the Untangled ‘triangle’ to explore inequality, employment, and skill developments in this sector

## Our case study highlights that,

- Blockchain technology is a global technology
- Blockchain requires technical, business, and transversal skills in its application and use, but these skills are often in short supply
- There is a disconnect between the blockchain sector and higher education institutions
- There is a gender gap in the blockchain sector



Klavs Ciprikis, [klavs.ciprikis@esri.ie](mailto:klavs.ciprikis@esri.ie)



### Globalisation

- Ability to attract investment required to aid growth in GBS sector is based not only on the country's cost-competitiveness, but also on its unique value proposition e.g., verbal and communication skills; domain skills and knowledge; empathy; and resilience
- Stimulate demand for GBS, particularly US, UK, and Australia
- Develop SA's role in collaborating with African GBS sectors to support growth in the sector
- Government endorsement of GBS

### Demographic change

- Growing supply of talent required to tap into growing demand
- Great opportunities to absorb youth labour force who are inexperienced and without many skills
- Young people face other challenges e.g., time zones, safety, and confidence
- Location of individuals necessitates need for infrastructure development in terms of spreading into Tier 1 and Tier 2 cities is key as transportation costs and safety compromised for those living outside of large cities

### Technology use

- More of a focus on digital skills due to increased complexity of jobs in the GBS sector, largely omnichannel delivery e.g., email and webchat
- Expand delivery capacity to Tier 2 & 3 cities by investing in digital infrastructure so that workers can work from home

## CO-ORDINATION AND POLICY AS A CATALYST FOR INCLUSIVE GROWTH IN A DEVELOPING COUNTRY CONTEXT: THE CASE OF BPO IN SOUTH AFRICA

Caitlin Allen Whitehead, [caitlin.allenwhitehead@uct.ac.za](mailto:caitlin.allenwhitehead@uct.ac.za)

### Employment & Job quality

- South Africa is well-positioned to capture service export opportunity and achieve a target of 250 000 to 500 000 cumulative new jobs by 2030
- Sector has already demonstrated its capacity for job creation based on CAGR over the last four years
- Employment target conditional on a comprehensive package of industry and government support
- One such policy is the dtic's employment investment scheme which has supported approximately 80 percent of recorded new jobs
- Two career pathways w/in sector: managerial or specialisation
- Transferability of skills in the GBS sector means increased opportunities for youth outside of the sector
- GBS sector also attractive to entrepreneurs
- Attrition is high in the GBS sector: depends on operation and pathway to work i.e., work readiness programmes

### Skills

- There are opportunities to absorb the youth labour force who are inexperienced and without many skills
- However, there are skills gaps and organisations like Harambee provide training to narrow these gaps
- Roles are starting to become more complex and SA has to emphasise digital skills
- BPESA's Future skills platform: focus on not only technical skills, but also professional skills required
- Upskilling, re-skilling and future skilling not just for youth and new entrants, but also for incumbent staff
- BPESA, through Harambee and dtic, have built a strong relationship with DHET, DoC, and DEL as part of a committee to implement the skills component of the Economic Recovery and Restoration Plan
- BPESA is looking to professionalise the sector – they are busy developing a GBS qualification with the UCT Business School

### Inequality

- GBS sector in SA is well-positioned to create inclusive growth
- Since 2015 new hires: 80% youth & 64% women
- Concerted effort to hire individuals from marginalised backgrounds has the potential to reduce inequality
- Target: 30% of jobs to be occupied by new entrants
- By increasing the share of employees to those that have not previously been employed there is potential to address unemployment challenges faced in SA
- Target: use growth from BPO to change ownership structure and include more small businesses
- No space for 500 000 new jobs in city centres and very high attrition due to ease of job swapping
- Need adopt and scale hybrid models regarding learning and working from home
- Would overcome safety challenges when commuting late at night to more remote areas as well as decrease travel costs

# Impact of Venezuelan Migration in Colombia during the Pandemic

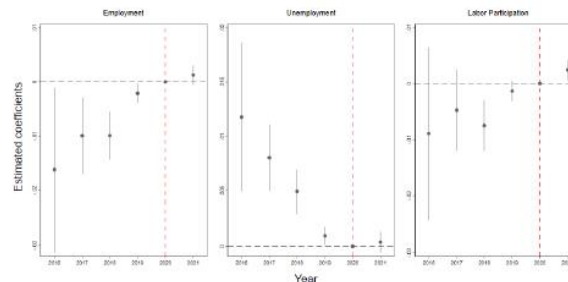
What are the labor market impacts of recent and long-term migrants in Colombia, considering the consequences of COVID-19 pandemic?

## CONTEXT

- More than 1.8 million of Venezuelan migrants in Colombia
- Migrants are mainly employed in the informal sector, younger and more educated than Colombians.
- Migrants are more vulnerable to negative shocks as natural disasters, business cycles, and COVID-19 pandemic is not an exception
- Social and economic assimilation explain differences between natives and migrants

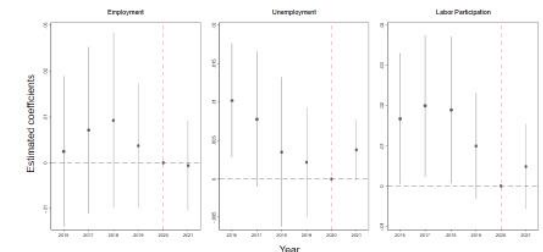
## METHODOLOGY

We employ an IV and event study identification strategy and use a Colombian household survey, a national census, and a novel migration survey.



## RESULTS

- Recent migration has a **higher influence** on labor market status, compared to long-term migration.
- The **negative impact on employment and unemployment** appears to be higher before the pandemic, which is consistent with previous findings.
- Job conditions are also strongly related to the time of arrival.



Andrés García-Suaza, Universidad de Rosario, [garciasuaza@gmail.com](mailto:garciasuaza@gmail.com)

Links: <https://alianzaefi.com/> and [https://www.redinvestigadores.org/display/g\\_informalidad](https://www.redinvestigadores.org/display/g_informalidad)



# Migration and skill supply

UNTANGLED result

Isabelle Rabaud, Université d'Orléans



This project has received funding from the European Union's Horizon 2020 research and innovation programme under grant agreement No 101004776

# Main findings

- Migrants mainly work in medium-skilled occupations, except for North American who work in high-skilled occupations. Most of them have no university diploma and are aged between 35 and 49 years.
- Digital skills, management skills and some soft skills are more in demand in 2020 compared to 2018, in Germany and France.
- In France, in 2020, labour shortages show up only for medium-skilled occupations (personal workers).
- In Germany, in 2020, university teachers are lacking.
- Natural science technicians are under-supplied among migrants, in Germany.
- In Germany, in 2020, manufacturing labourers jobs still require manual skills (natives' top surplus low-skilled occupation) but more analytical skills are needed.





## Partners



## Contact



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Facebook.com/UntangledEU



Linkedin.com/company/project-untangled-eu

[www.projectuntangled.eu](http://www.projectuntangled.eu)



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