



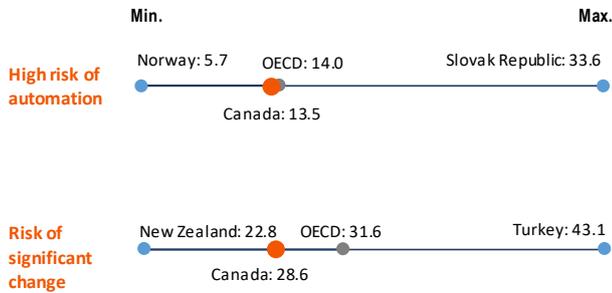
THE FUTURE OF WORK

How does CANADA compare?

OECD Employment Outlook 2019



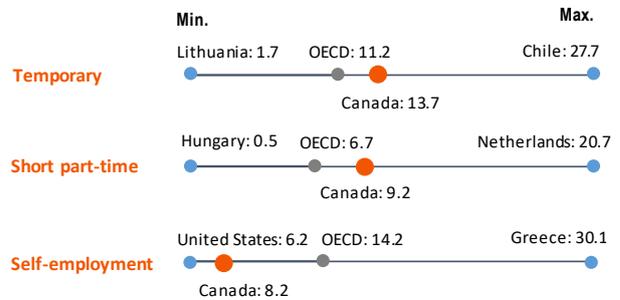
Jobs at risk of automation



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.

- 13.5% of jobs in Canada are at risk of automation, around the OECD average. A higher share of jobs, 28.6%, are at risk of a significant change. While this is lower than the OECD average, it remains a large share of the Canadian workforce.
- Canada has above average rates of temporary (11.2%) and short part-time employment (6.7%), although these levels are well below the highest recorded in the OECD. Canada has some of the lowest rates of self-employment (8.2% of all employment), similar to the United States

(6.2%) and well below the OECD average (14.2%).

- In the past, automation displaced jobs traditionally held by men (e.g., in factories and construction), while jobs often held by women have been spared. However, new forms of automation are expected to affect men and women equally.

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.

- While job stability has fallen in many OECD countries once accounting for population ageing, this is not the case for Canada. Rather, it has shown little change in the past decade.

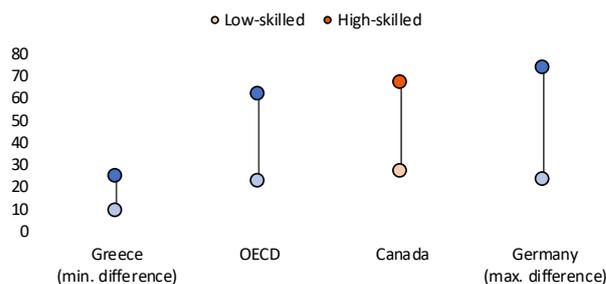
- Similarly, though underemployment has increased in many OECD countries, it has held steady in Canada in the past decade. This is despite a shift from manufacturing to services, which is linked with more variable work hours.
- Young Canadian workers with less than a bachelor degree are increasingly working in low-pay jobs, as in many other countries. Across the OECD, lesser educated males are increasingly likely to have no job at all.

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.

- Low skilled Canadians are less likely to undertake training. There are many reasons why people do not train, including a lack of time and training costs. In Canada the cost of training is an important barrier in particular for own-account workers.
- In addition, having probably already experienced failure in education, low-skilled workers may be less willing to engage with, and have more difficulty navigating, the complex world of adult learning.
- Older workers face similar challenges, as they may need extensive retraining in order to find a job. As an example to other countries, several programs in Canada focus specifically on older workers, including the federal-provincial Targeted Initiative for Older Workers (TIOW), and Ontario's Second Career Program.

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>.

Accessing social protection can be very difficult for non-standard workers

Social support may not be available to workers in less secure forms of employment. In some countries, workers engaged in independent work or short-duration or part-time employment are 40-50% less likely to receive any form of income support during an out-of-work spell than standard employees. Unless access gaps are closed, further increases in non-standard employment will have negative consequences for inclusiveness and equity.

- Access to social protection for non-standard workers is often voluntary in Canada. These voluntary schemes can often lead to low coverage or a need for significant subsidies, as has been the case with the Canadian Special Benefits for Self-employed Workers (SBSE) implemented in 2010.
- Often non-standard workers face statutory restrictions to social protection, which can leave significant shares of the workforce without effective insurance. In Canada, the self-employed have the same access as employees to old-age pensions while they have less access to benefits covering short term sickness, work accidents and disability. The self-employed have some access to family benefits but, like in many countries, they are excluded from unemployment insurance schemes.

Contacts: Duncan MacDonald (+33 1 45 24 82 24; duncan.macdonald@oecd.org) or **Mark Pearson** (+33 1 45 24 92 69; mark.pearson@oecd.org),
Directorate for Employment, Labour and Social Affairs

oe.cd/employment-outlook

