



# WORLD DEVELOPMENT REPORT 2019

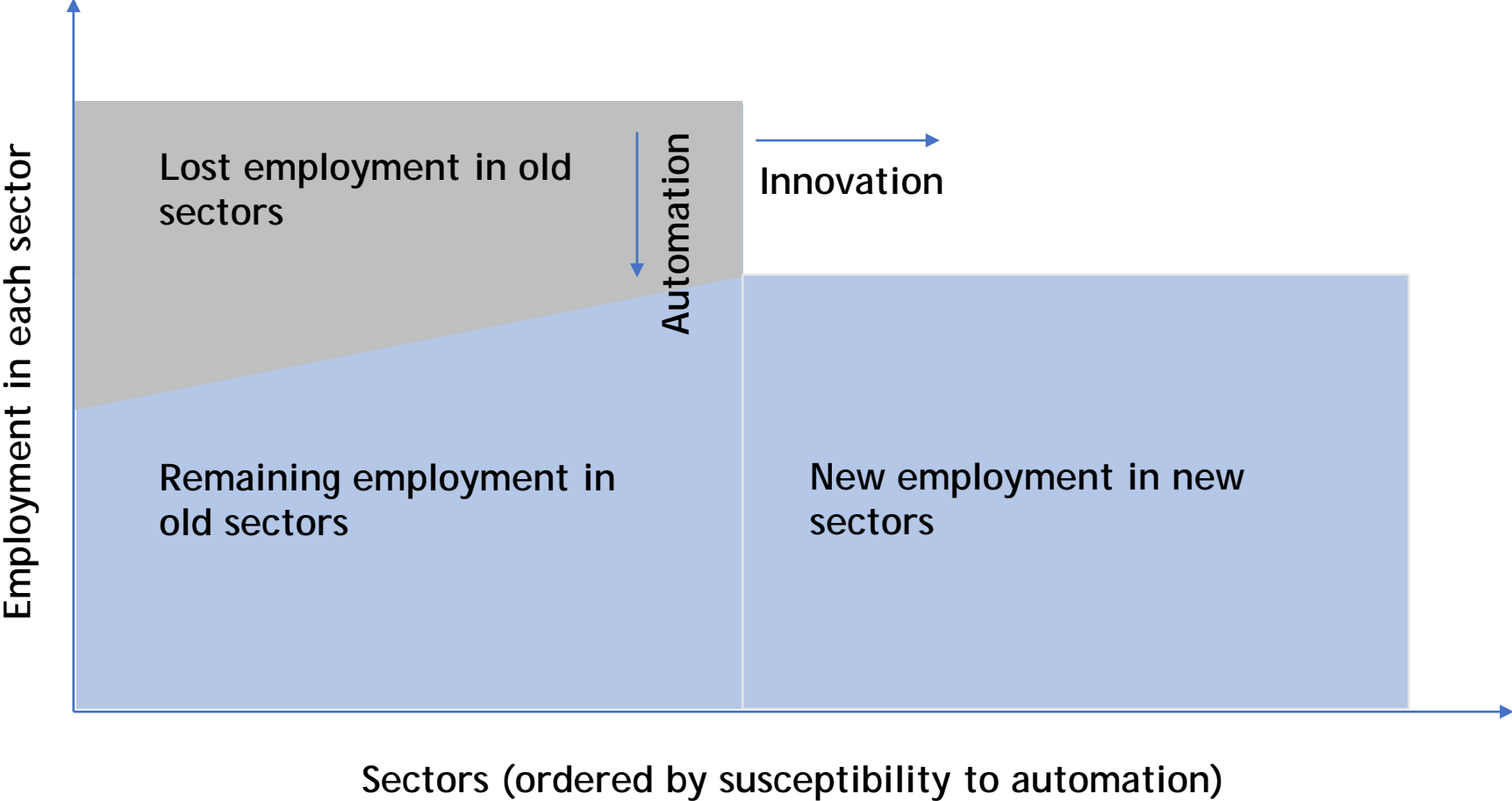
## *THE CHANGING NATURE OF WORK*

Federica Saliola



WORLD BANK GROUP

# Technological Progress Can Expand Job Opportunities



Source: Authors' analyses.

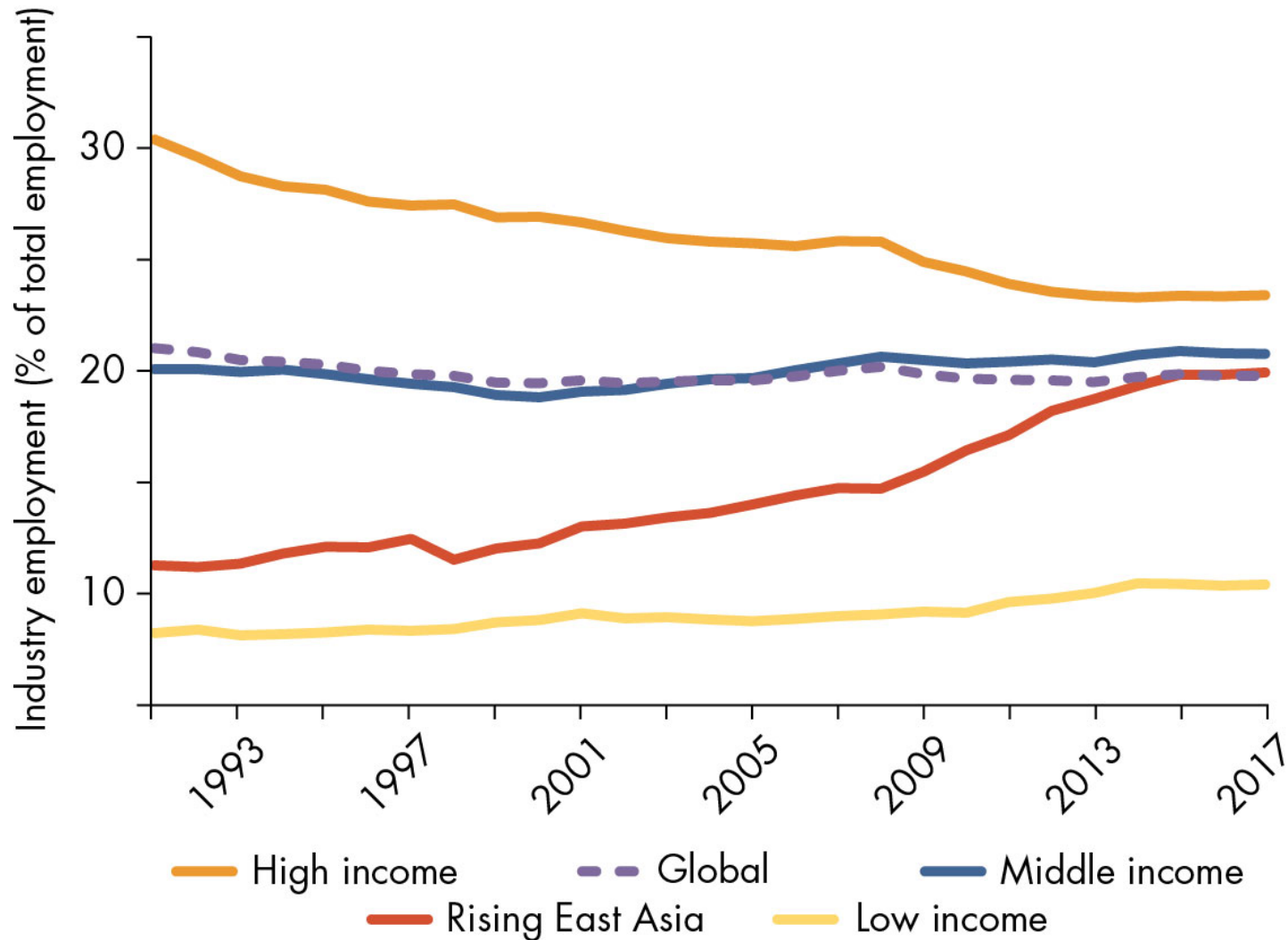
**More than 1 million  
downloads**



The image is a reproduction of Salvador Dalí's painting 'The Persistence of Memory'. It depicts a surreal landscape with melting pocket watches, a figure with a crocheted hat, and figures in various poses. The text 'What is changing?' is overlaid in the center.

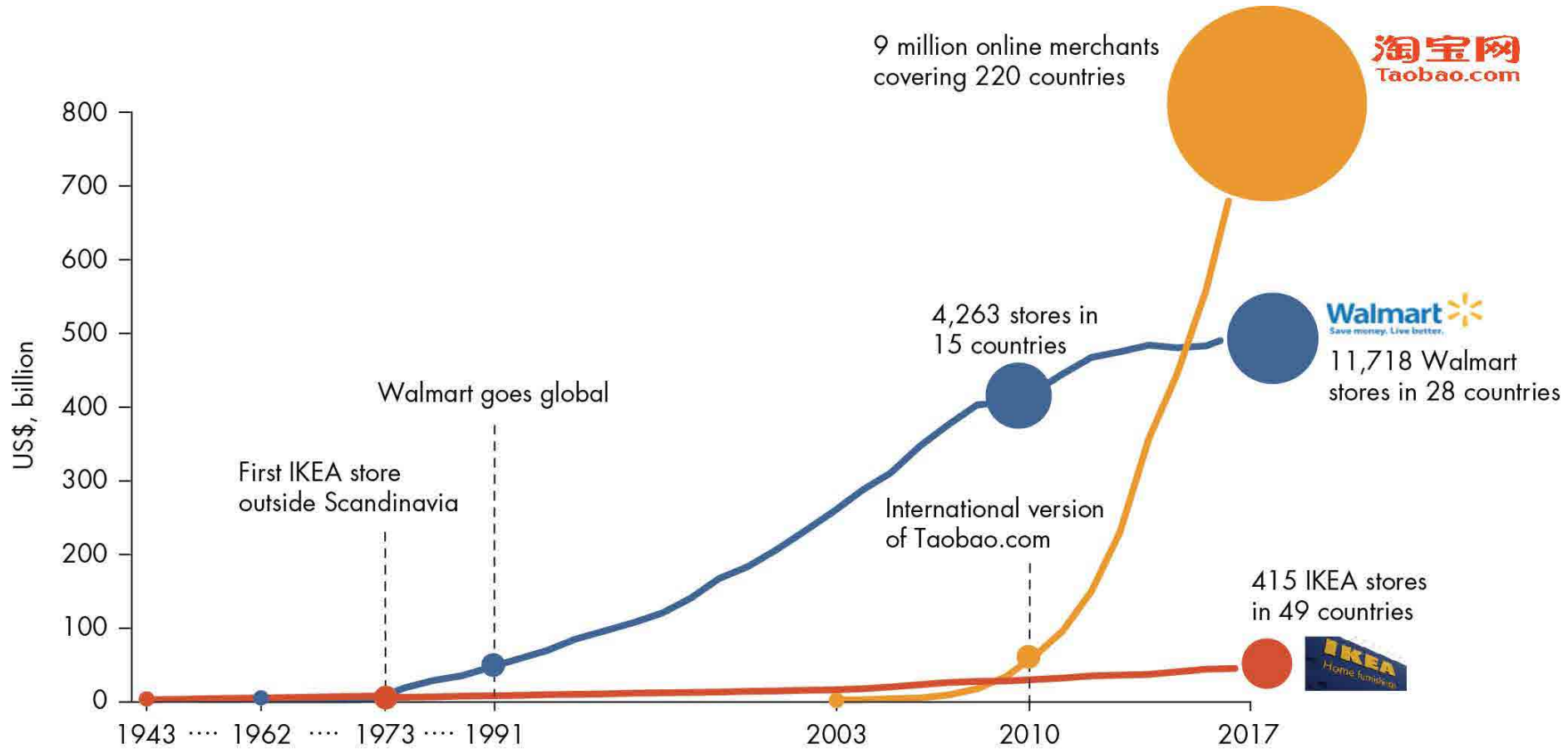
What is  
changing?

# Industrial Jobs are Falling in the West and Rising in the East



Source: Authors' analyses based on World Bank's World Development Indicators (dataset)

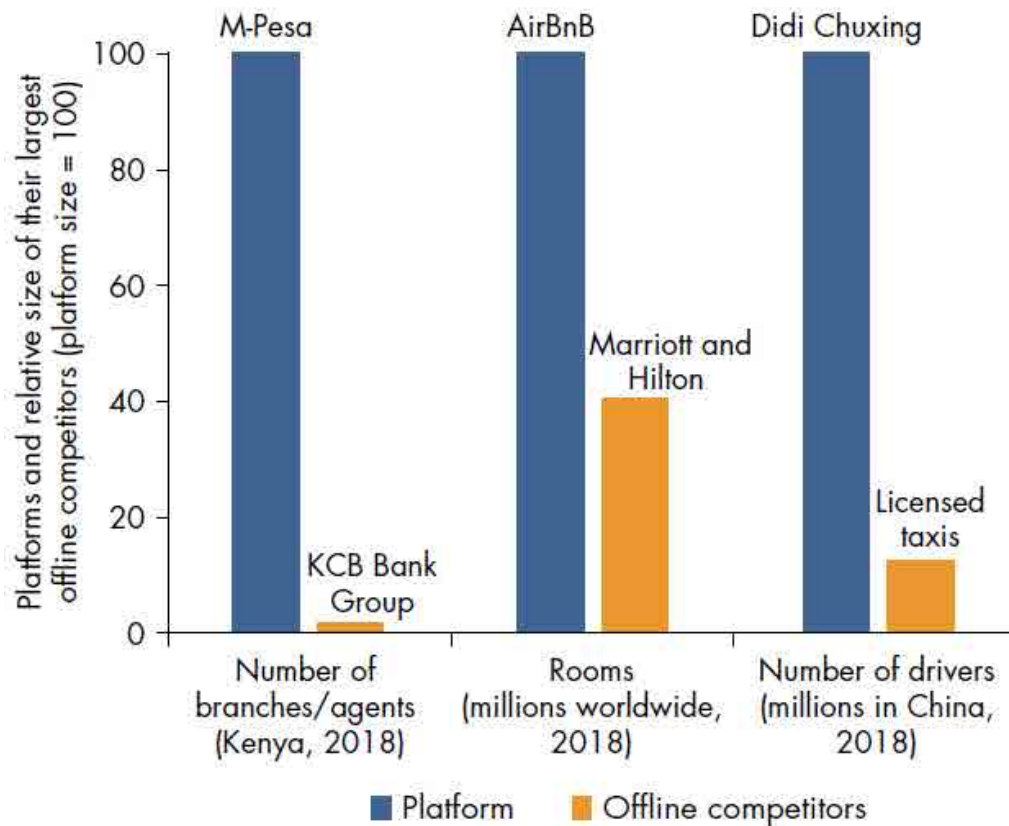
# Recent Technological Advances Accelerate Firm Growth



Source: Authors' analyses based on Walmart Annual Reports, Statista.com, NetEase.com

# Technology Is Disrupting the Nature of Firms Posing New Policy Challenges

*New Superstar Firms: digital platforms operating globally, existing in the cloud*



Source: Author's analysis based on data from Safaricom, KCB Bank Group, AirBnb, Marriot International Inc., Financial Times.

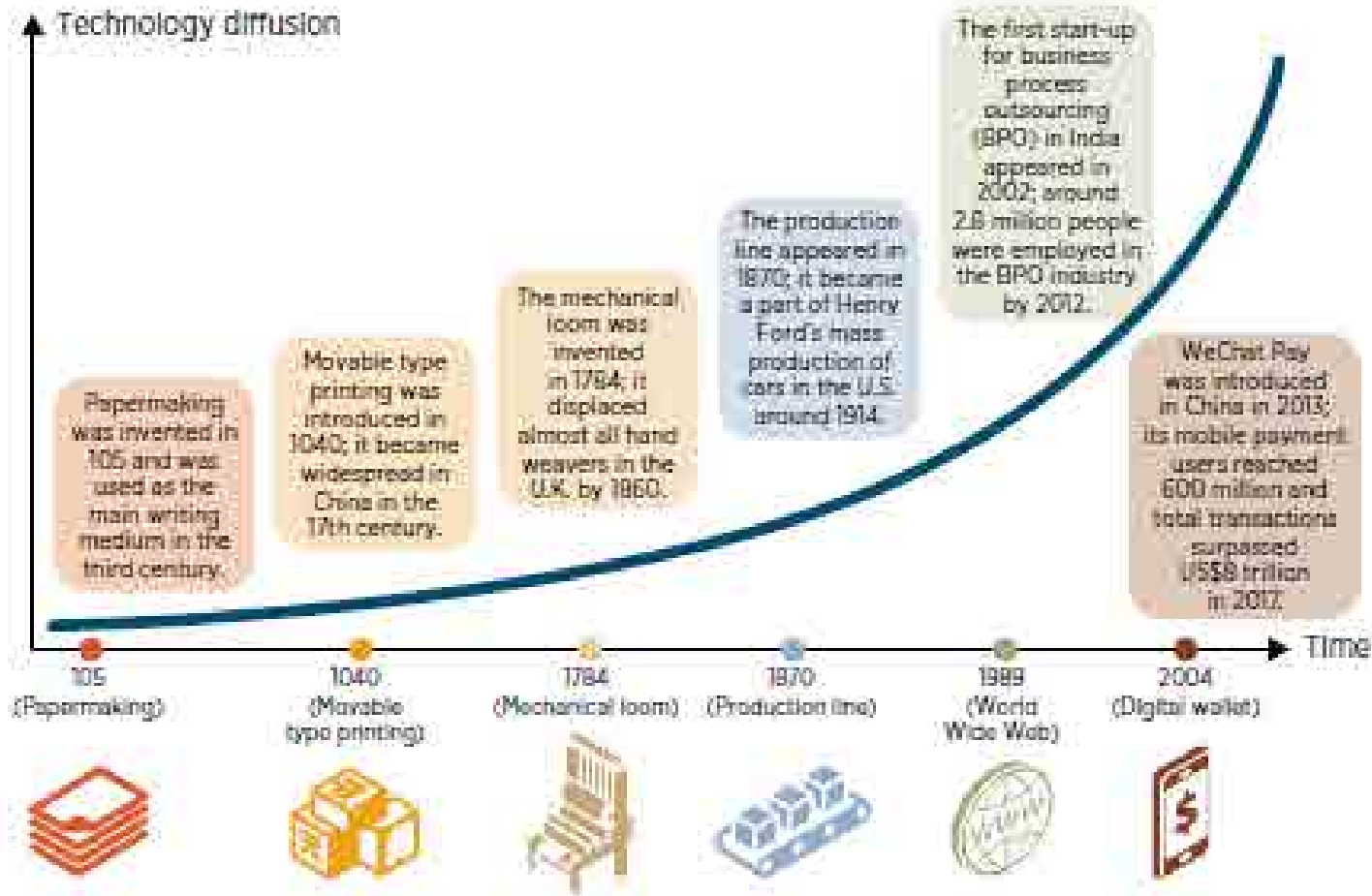


# Technology Is Changing How People Work And The Terms On Which They Work

- **LESS** standard long-term contract
- **MORE** short-term work often via online work platforms
- **BUT** the numbers are still small: total freelancer population is 84 million, or less than 3 percent of the global labor force



# Advances in Technology Call for New Skills seemingly overnight: “Adaptability” is Increasingly in Demand



Source: Authors' analyses.



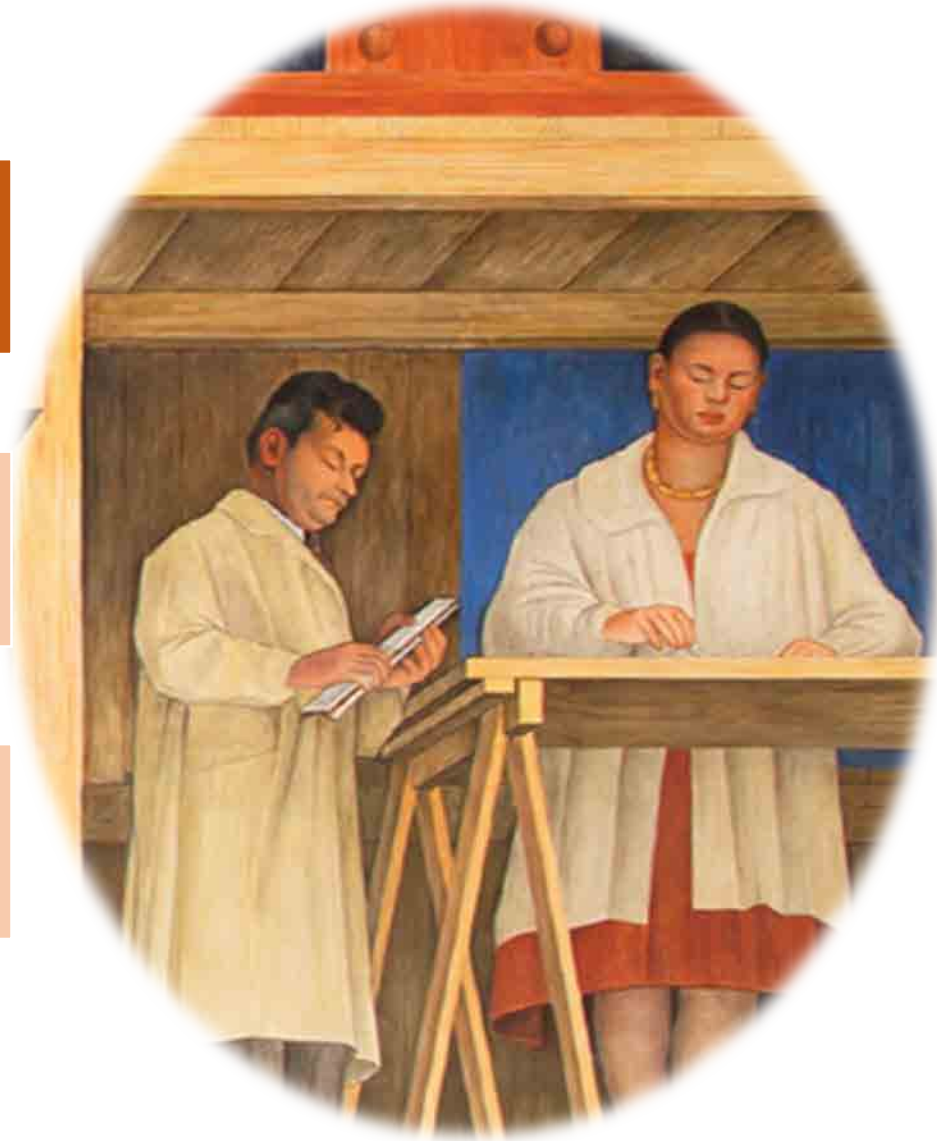
What can  
governments do?

# Three Areas For Policy Action:

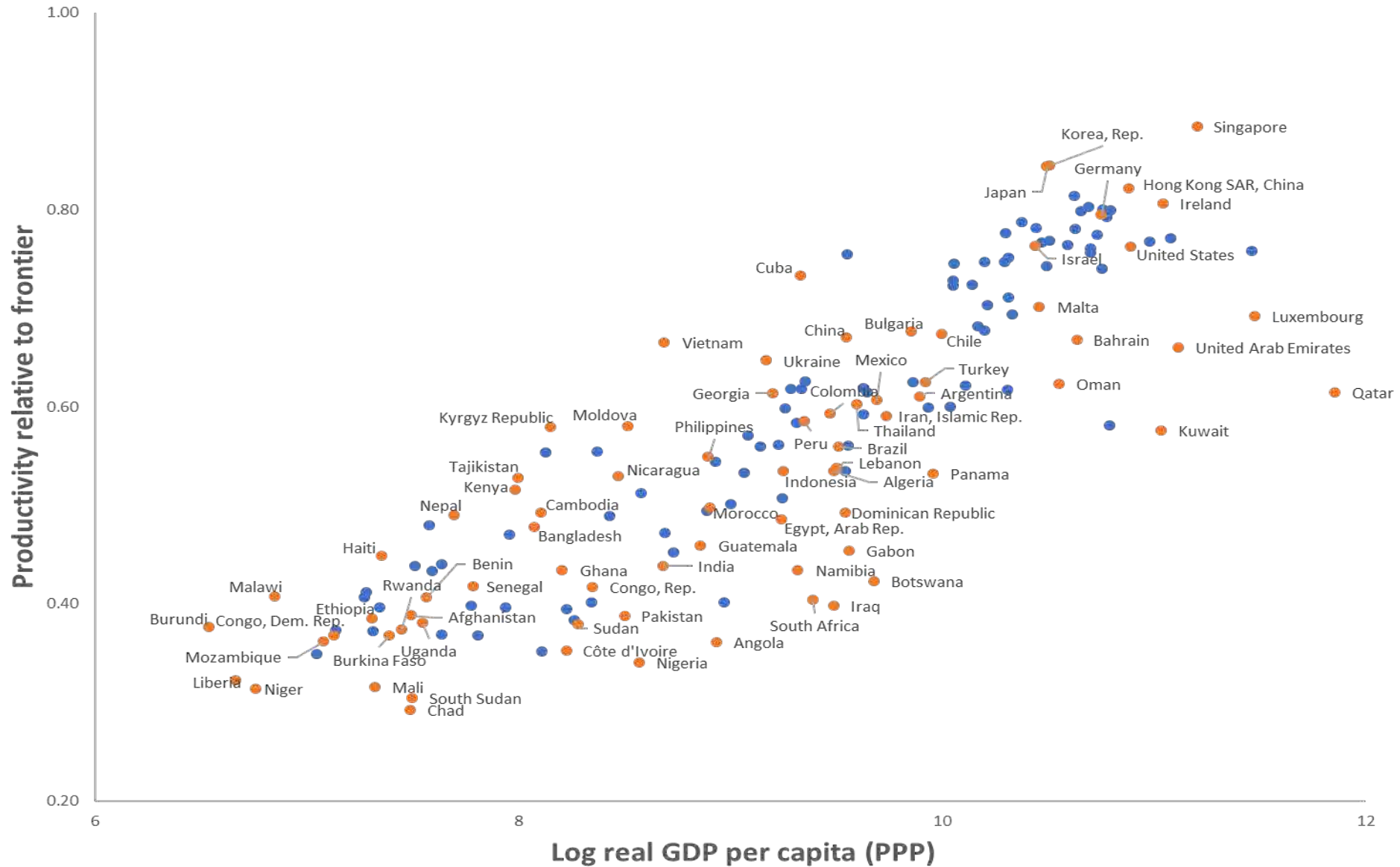
Human Capital and  
Lifelong Learning

Social Protection  
and Labor Policies

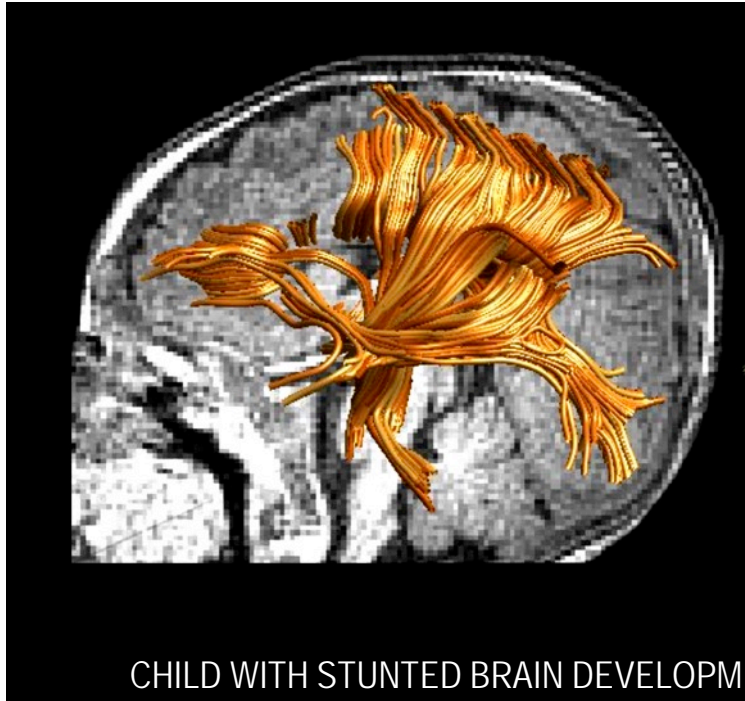
Revenue  
Mobilization



# The Human Capital Index 2018

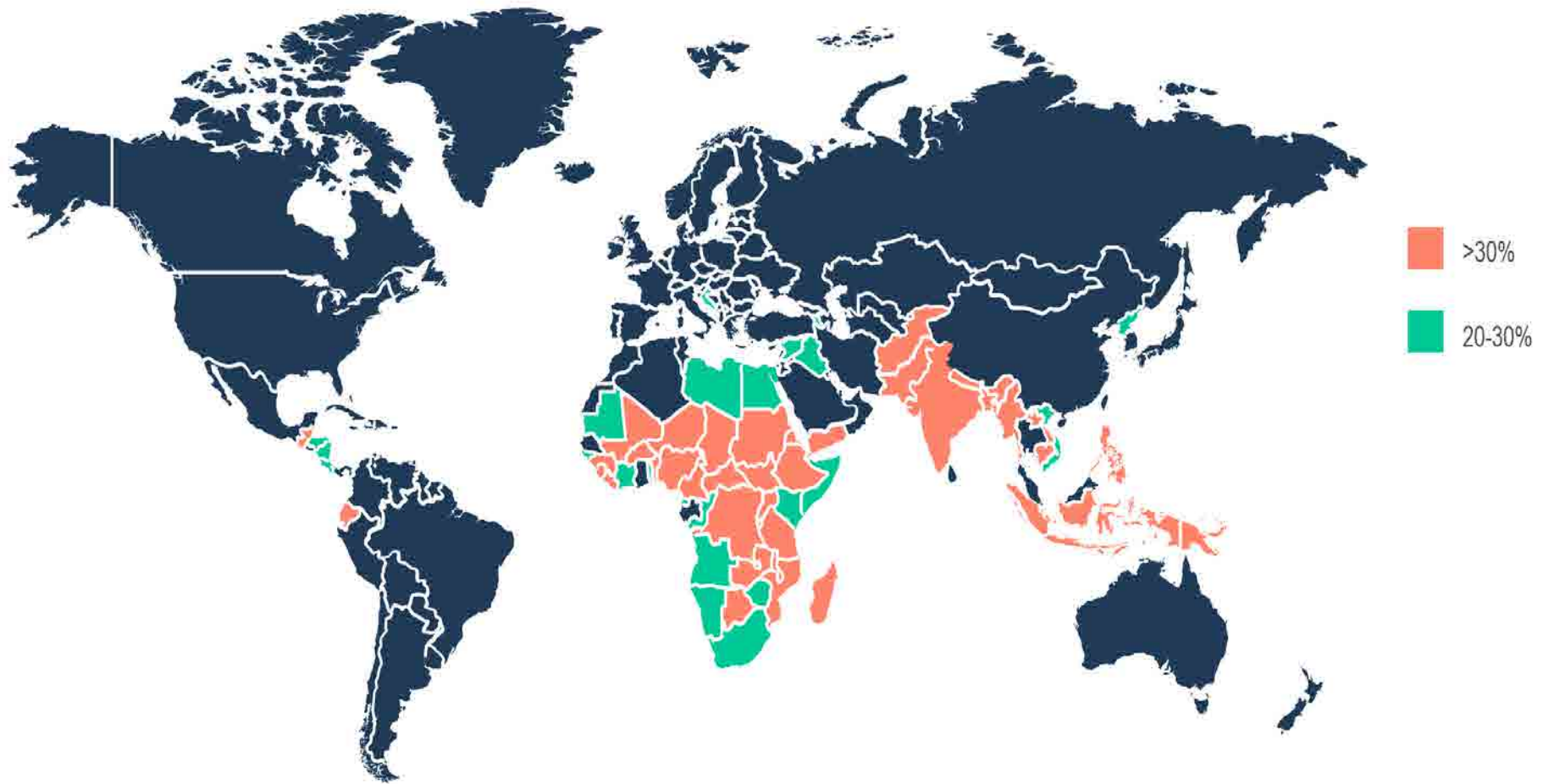


# The First 1,000 Days Lay A Lifelong Foundation



Source: Authors' analyses.

# 151 Million Children Under 5 Are Stunted Worldwide



# Re-adjustment is a Matter of Lifelong Learning: Tertiary Education Systems are Central

- Transferable Skills



- Lifelong learning



- Platform for innovation



# Three Areas For Policy Action:

Human Capital and  
Lifelong Learning

Social Protection  
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Revenue  
Mobilization



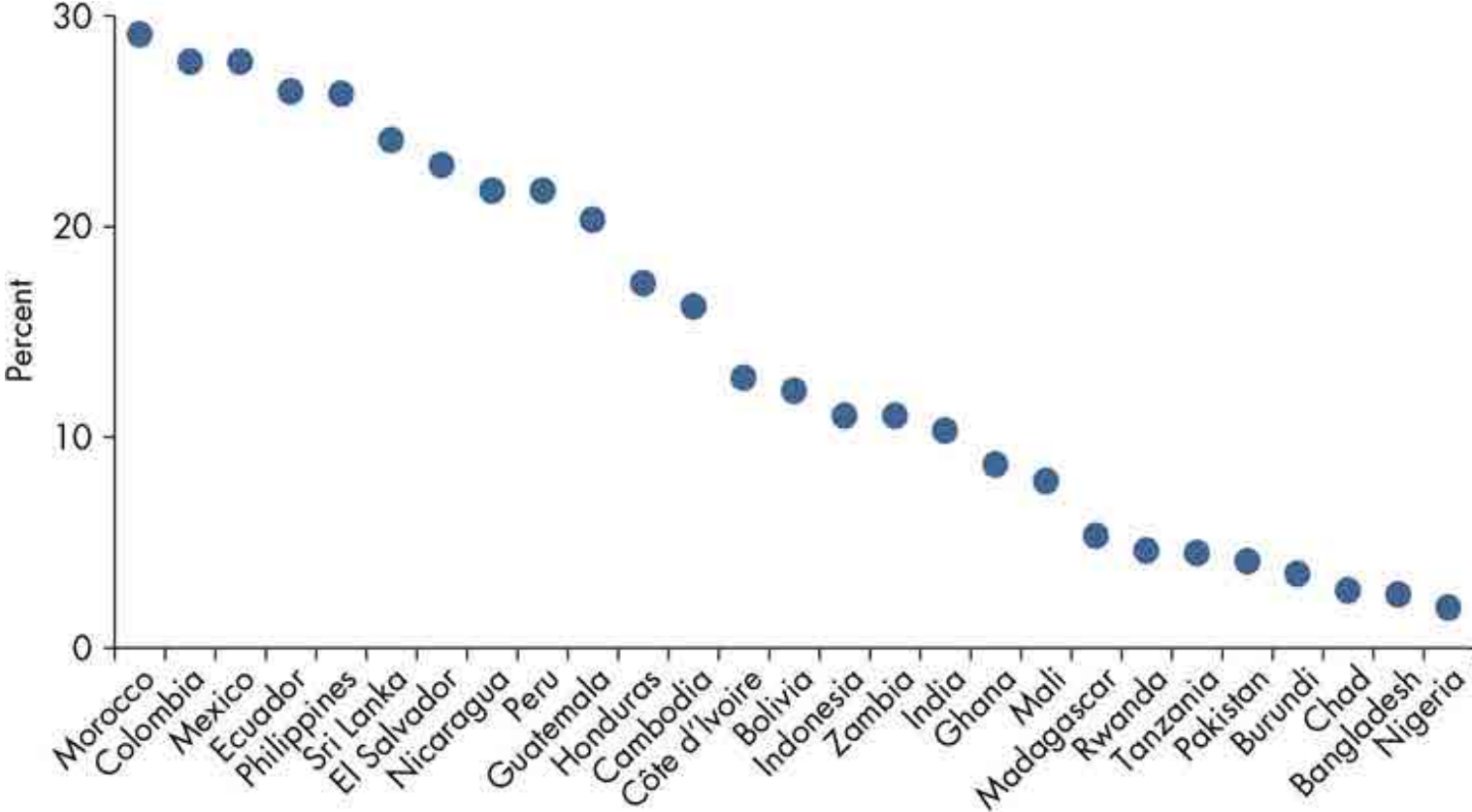


# Convergence in the nature of work? Persistent informality and more fluid labor markets



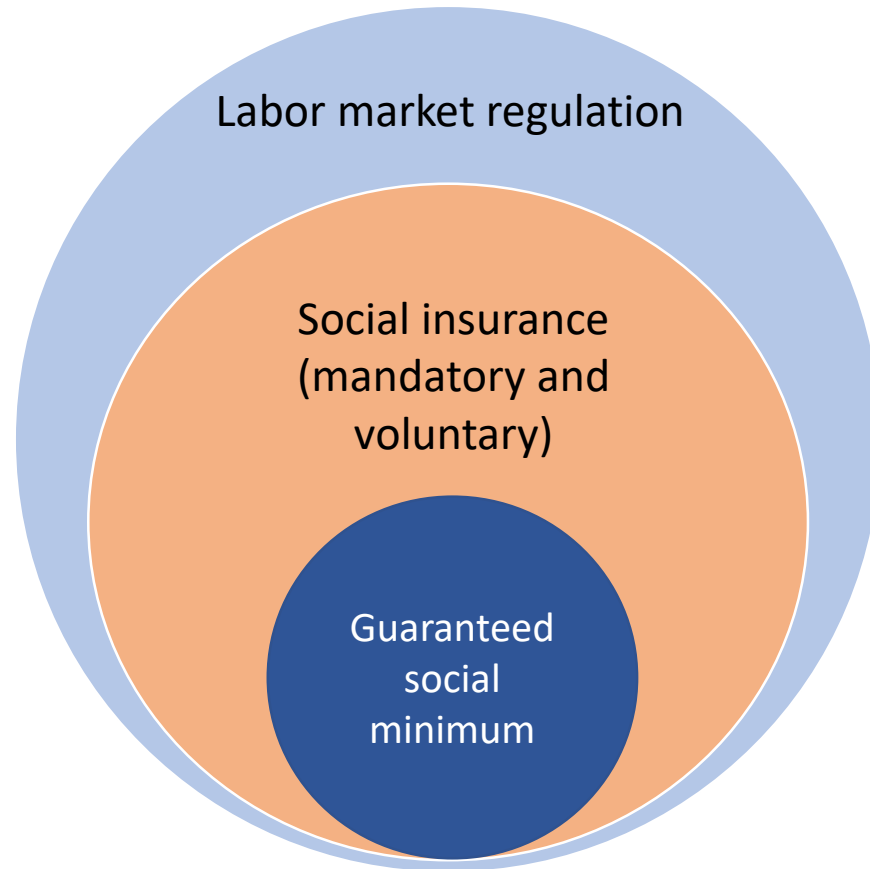
More than 65% average informality in emerging economies

# The employment-based “contributory model” of risk sharing was adopted widely, despite limited coverage



Source: 2019 WDR

# \*\* Rethinking Social Protection: Protect People, Not Jobs



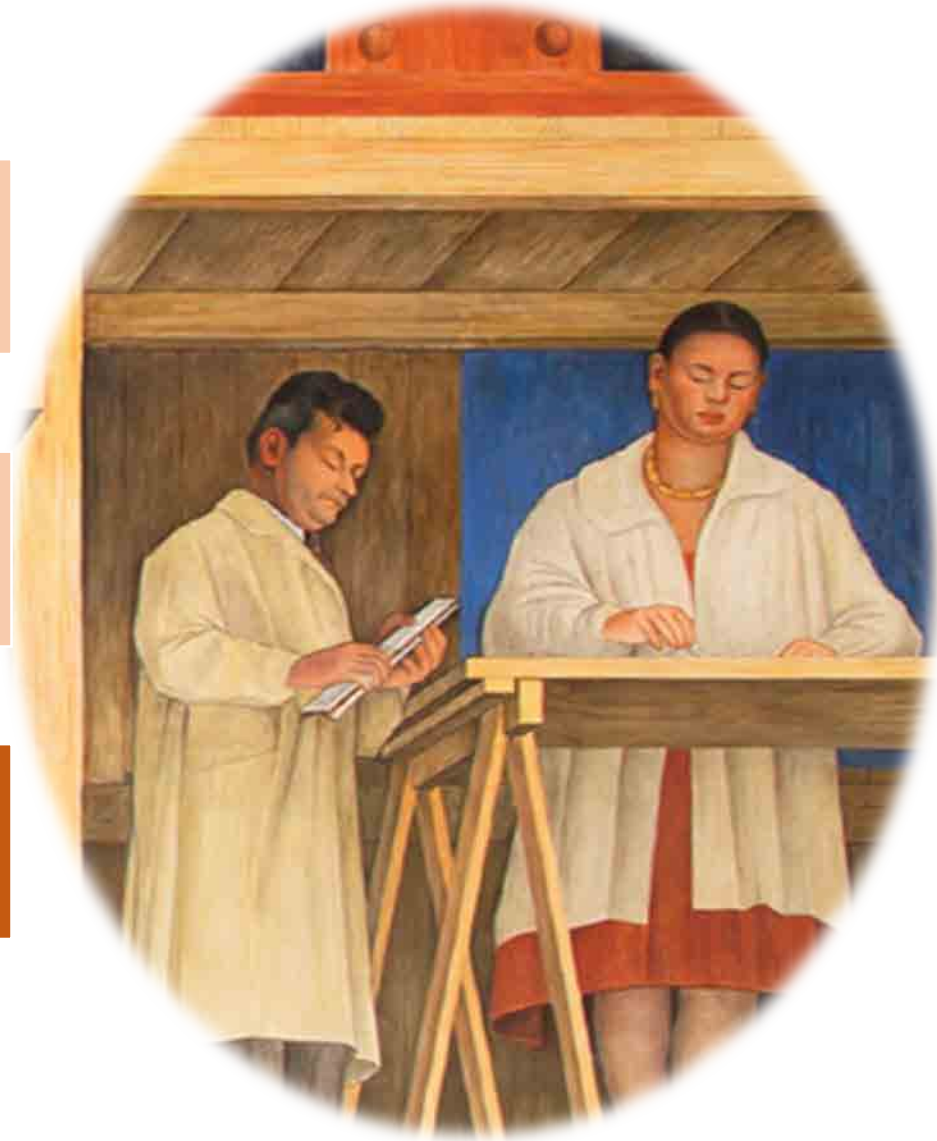
Source: Authors' analysis.

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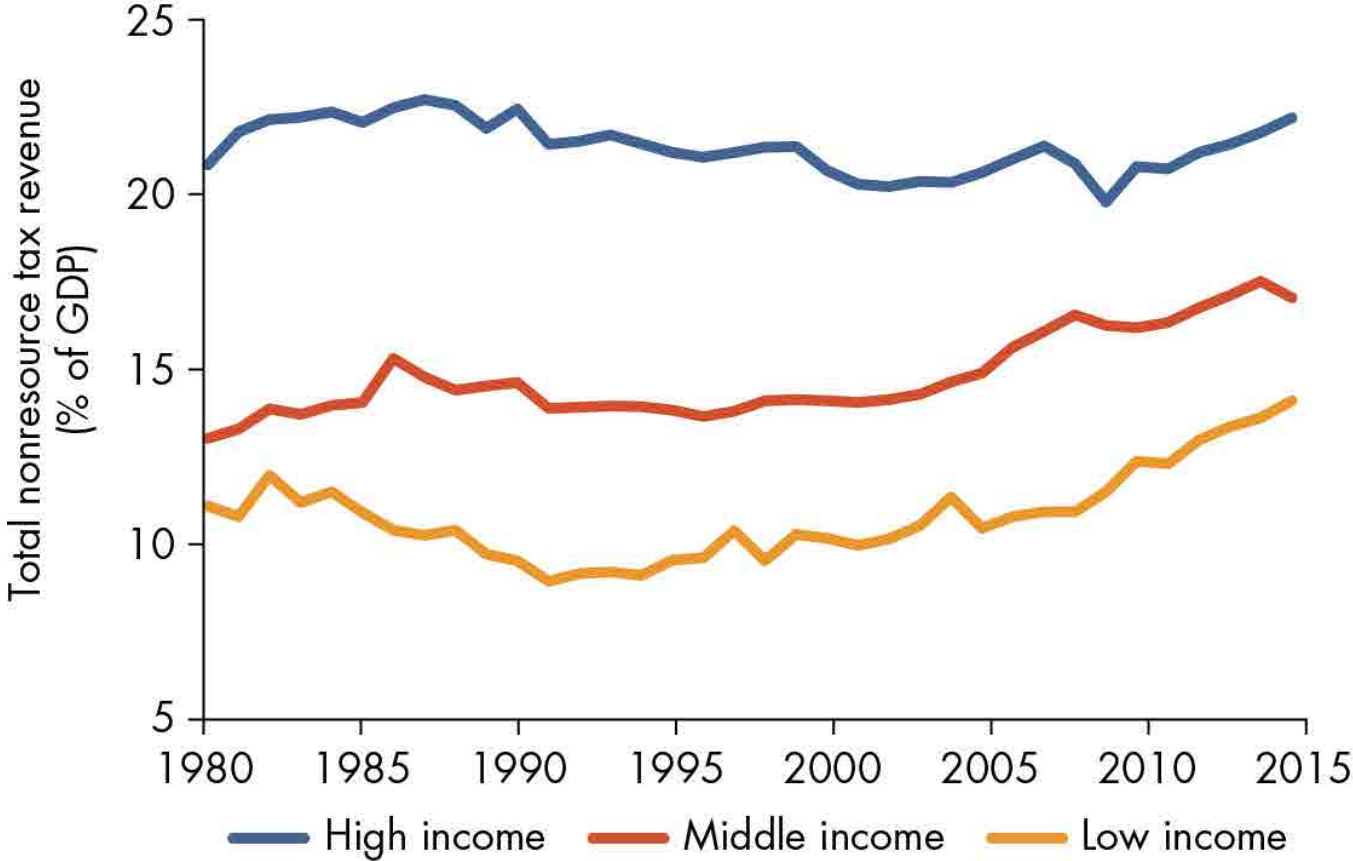
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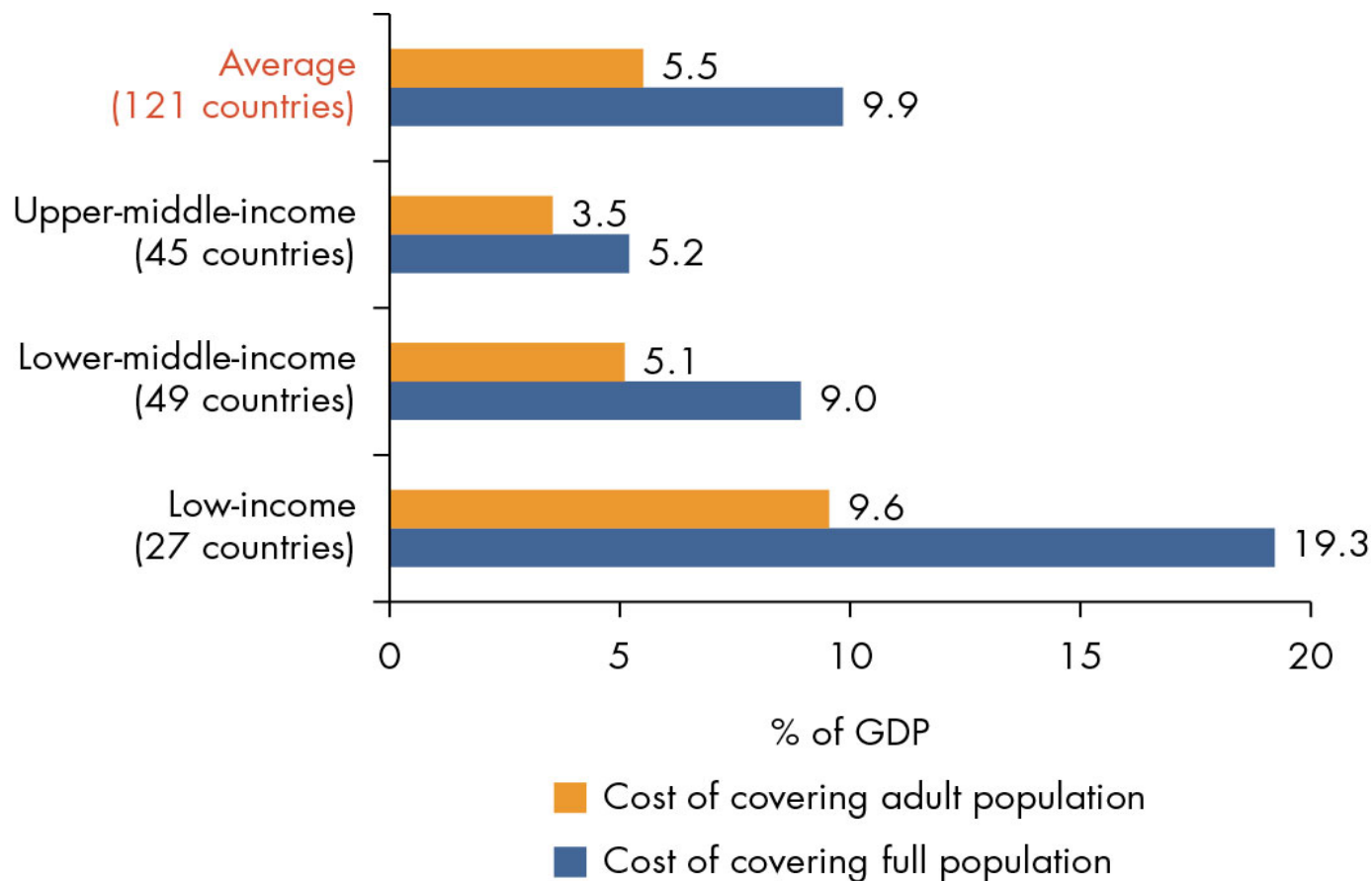


# Tax Revenues Have to Rise, Especially in Developing Economies



Source: Authors' analysis based on International Centre for Tax and Development (ICTD) and UNU-WIDER Government Revenue Dataset 2017.

# Social Inclusion Is Costly



**Simulated cost of UBI for closing the poverty gap by country income group (% of GDP)**

Source: Authors' analysis based on World Bank World Development Indicators, World Bank PovcalNet, and United Nations World Population Prospects.

# 2019 World Development Report



<http://www.worldbank.org/en/publication/wdr2019>