

HOW DOES TECHNOLOGY CHANGE THE NATURE OF WORK? POLAND vs. THE EU

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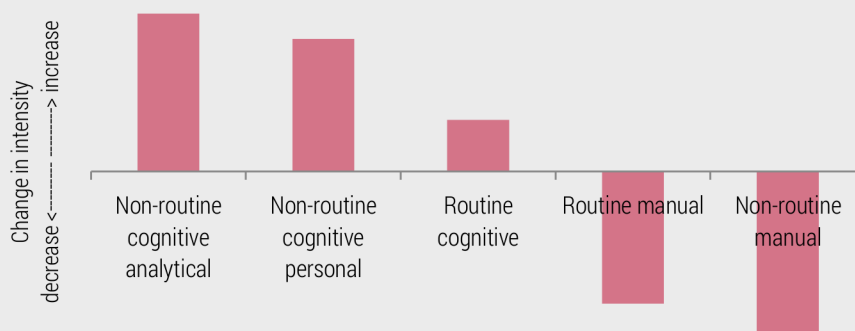
Abstract

Because of technological progress, non-routine cognitive (analytic and interpersonal) tasks are becoming increasingly more important in labour markets across the EU, while manual tasks are in decline. Poland is following this global trend. However, unlike in the more developed EU countries, the importance of routine cognitive tasks is growing in Poland. This is due to the development of the services sector which is dominated by routine cognitive tasks. Deroutinisation and the growing importance of intellectual work worsen the position of workers performing routine and physical tasks: the risk of unemployment in this group is going up and relative wages are falling. The objective of public policy is to prevent polarization caused by technological progress. Education policy has to put a greater emphasis on developing the skills that are necessary to perform non-routine cognitive tasks. Through training courses, social policy should offer help in acquiring new skills to workers displaced by new technologies. It should also use the tax and benefit policies to prevent the widening of income inequality.

Key facts

- **8 pp** – increase (from 1998 to 2015) in the employment share of workers who perform mainly non-routine tasks;
- **30%** – the share of routine workers in total employment in Poland;
- **57%** – the share of routine workers who are not able to use ICT technologies to solve problems at work;
- **37%** – the stock of robots per worker in industry in comparison to the figure for the EU15;
- **1.5%** – the share of workers employed the business services offshored to Poland.

Poland experiences a transition from manual to cognitive jobs



Source: own calculations on LFS and O*NET data.