



ARTIFICIËLE INTELLIGENTIE EN DE ARBEIDSMARKT

Stijn Broecke
Senior Econoom
OESO

Ministerie van Sociale Zaken en Werkgelegenheid
Den Haag, 26 September 2023



Betekent automatisering het einde van de werkgelegenheid?





Vóór COVID-19 was de werkgelegenheid in alle landen gestegen

25%

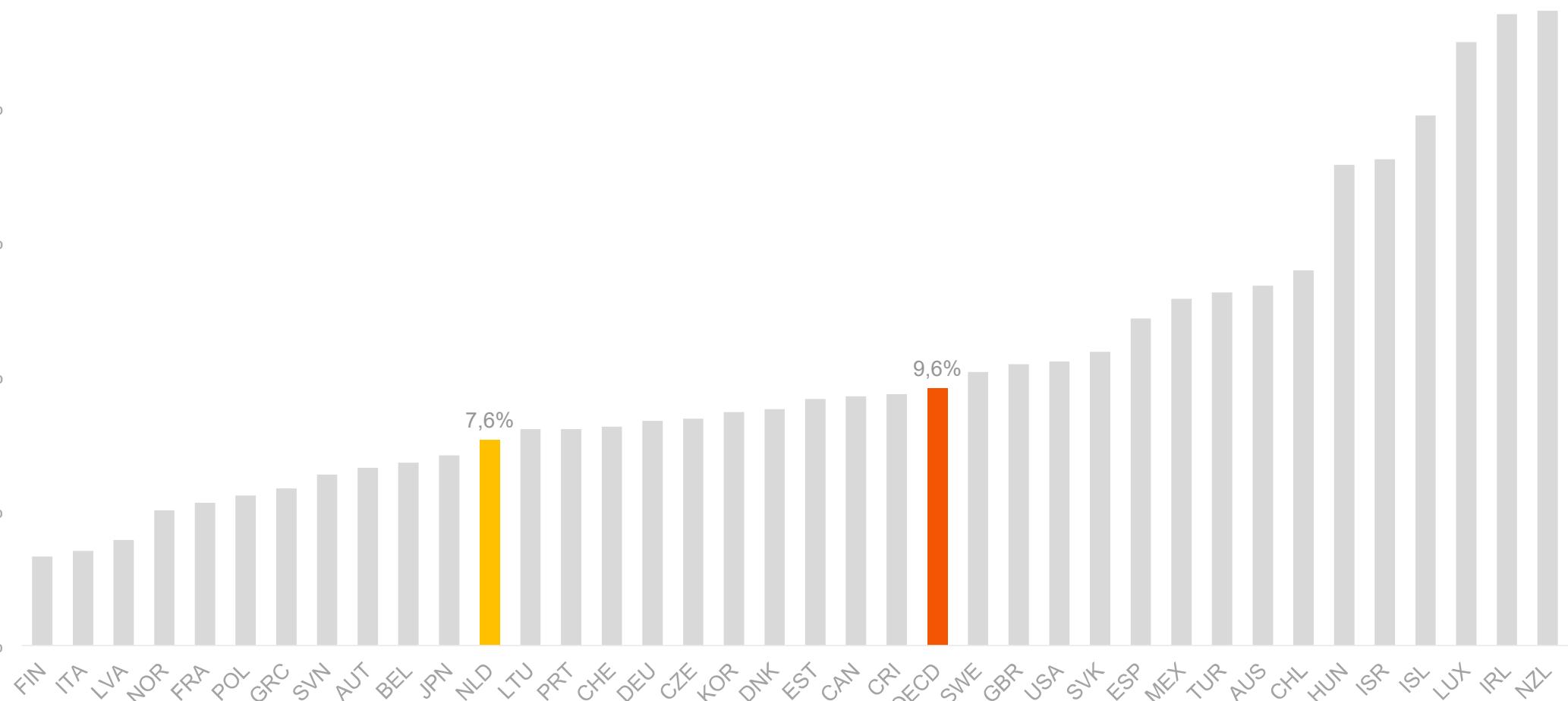
20%

15%

10%

0%

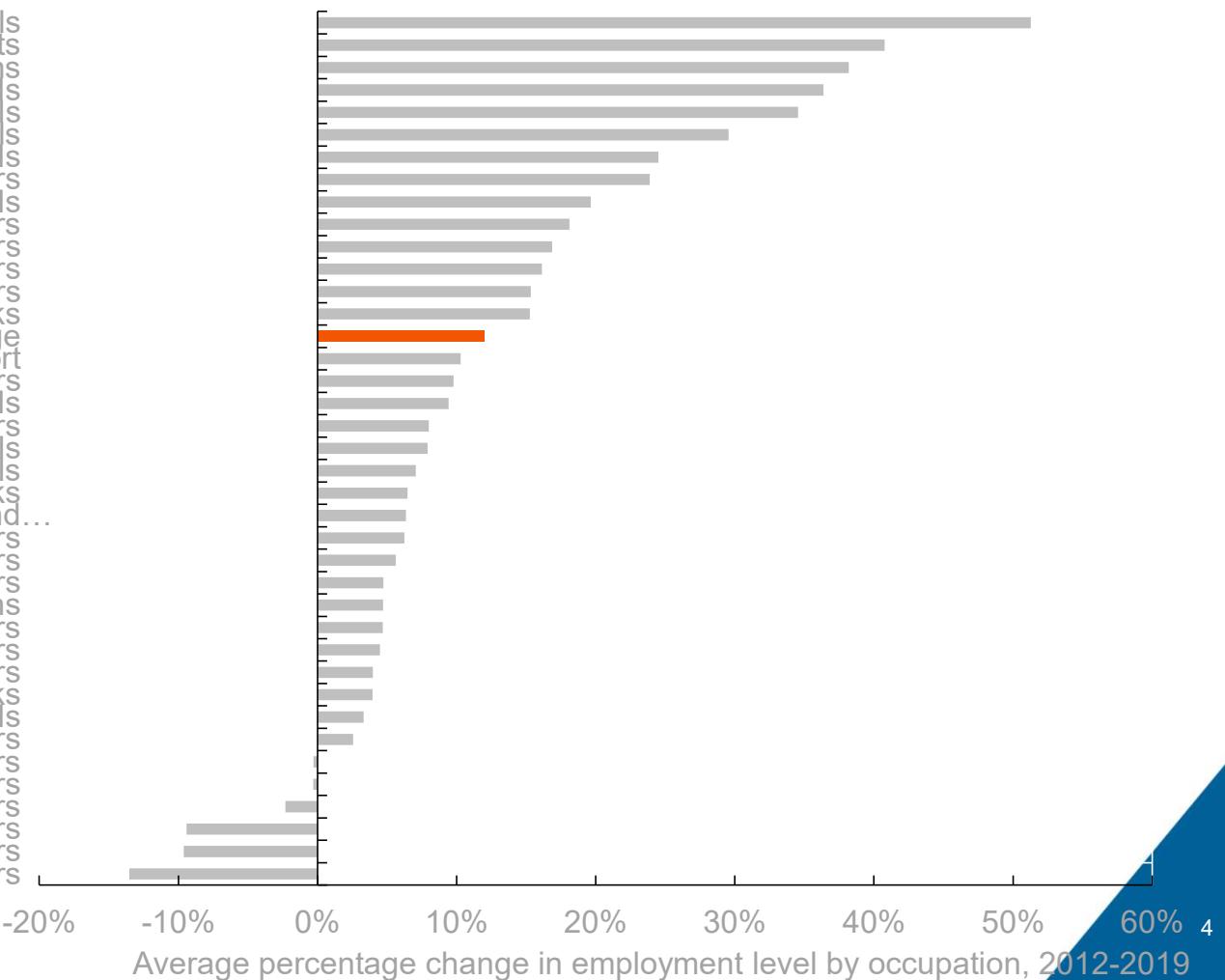
Employment growth 2012-2019, %





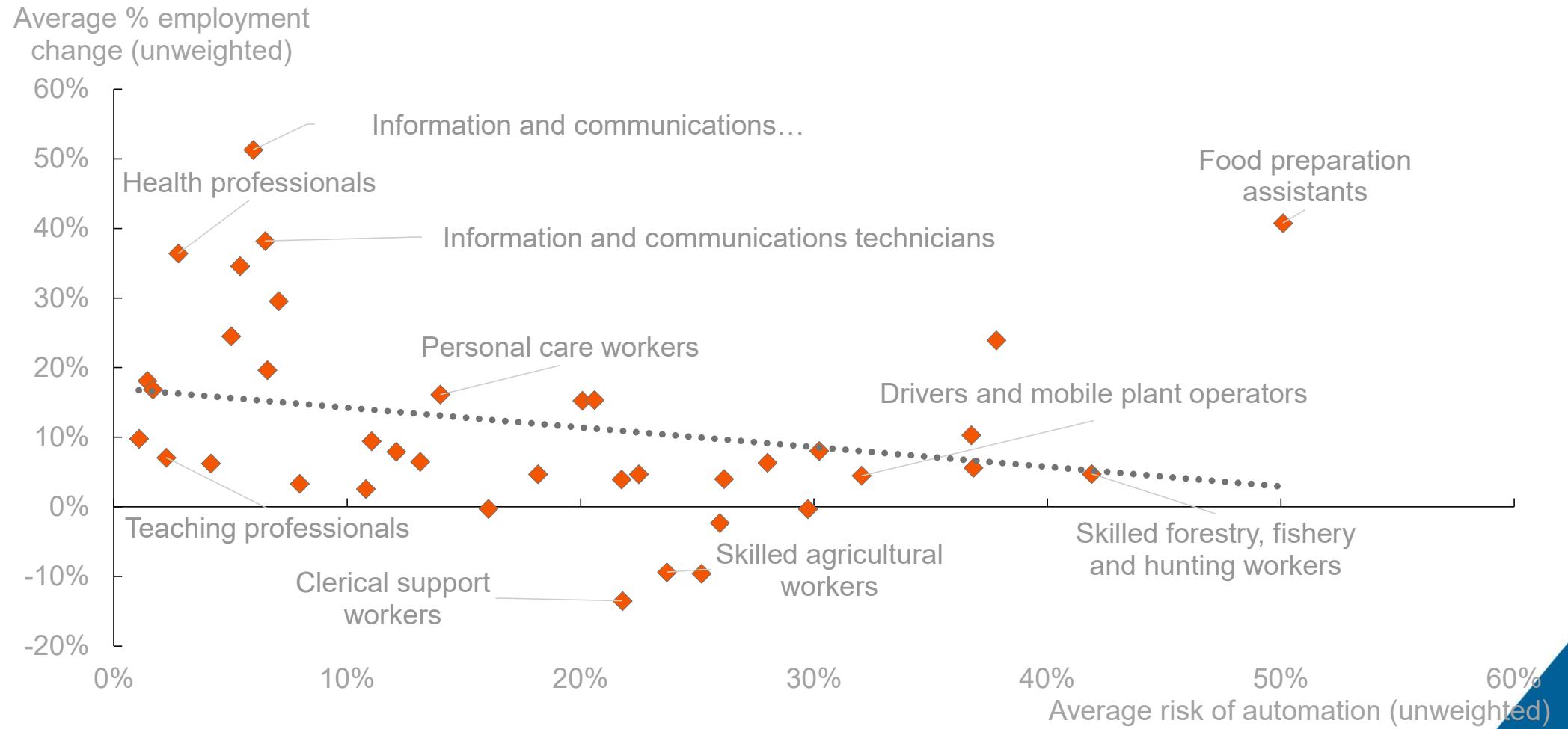
Ook in de meeste beroepen was de werkgelegenheid gestegen

Information and communications technology professionals
Food preparation assistants
Information and communications technicians
Health professionals
Business and administration professionals
Legal, social, cultural and related associate professionals
Science and engineering professionals
Assemblers
Legal, social and cultural professionals
Administrative and commercial managers
Production and specialised services managers
Personal care workers
Personal service workers
General and keyboard clerks
Average
Labourers in mining, construction, manufacturing and transport
Chief executives, senior officials and legislators
Science and engineering associate professionals
Refuse workers and other elementary workers
Health associate professionals
Teaching professionals
Customer services clerks
Food processing, wood working, garment and other craft and...
Hospitality, retail and other services managers
Stationary plant and machine operators
Market-oriented skilled forestry, fishery and hunting workers
Building and related trades workers, excluding electricians
Electrical and electronic trades workers
Drivers and mobile plant operators
Cleaners and helpers
Numerical and material recording clerks
Business and administration associate professionals
Protective services workers
Sales workers
Agricultural, forestry and fishery labourers
Metal, machinery and related trades workers
Market-oriented skilled agricultural workers
Handicraft and printing workers
Other clerical support workers



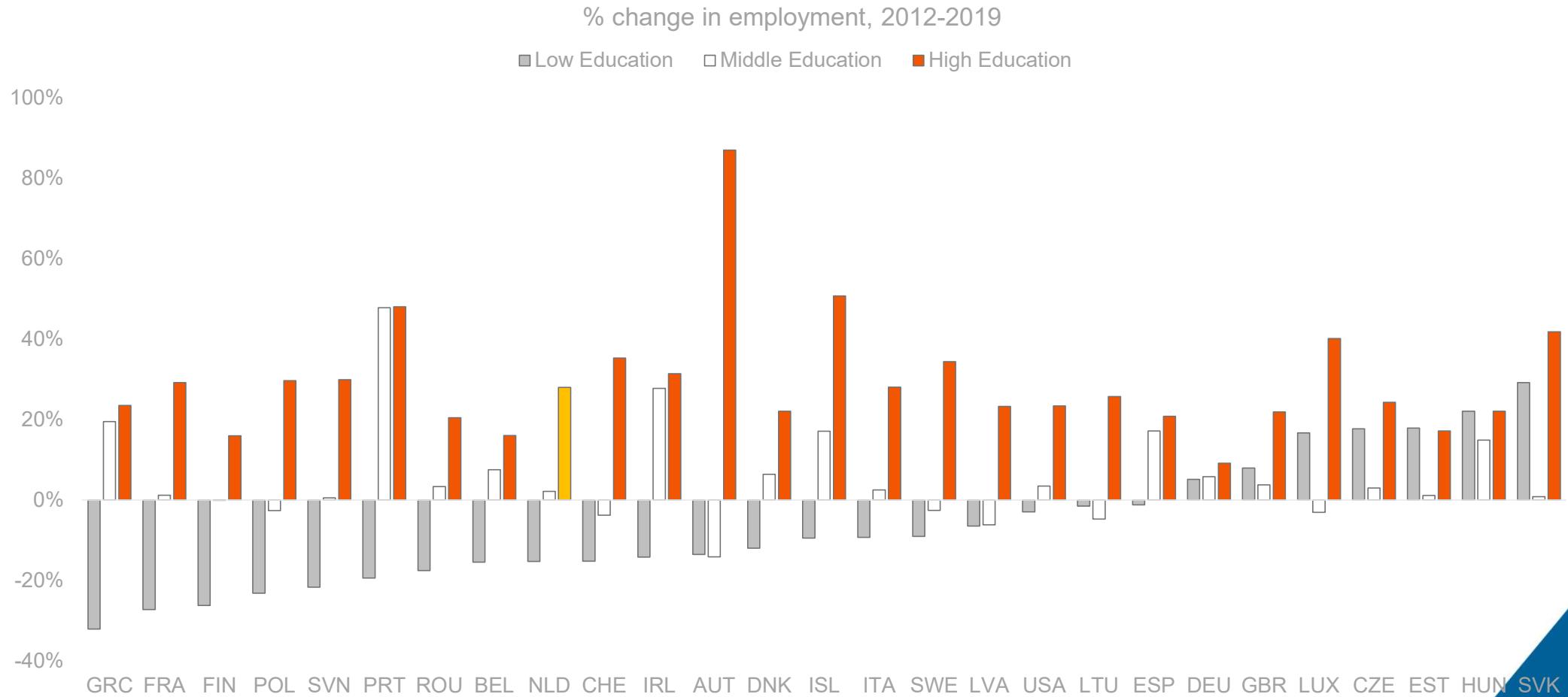


Maar er was een lagere groei in beroepen met een hoog risico op automatisering



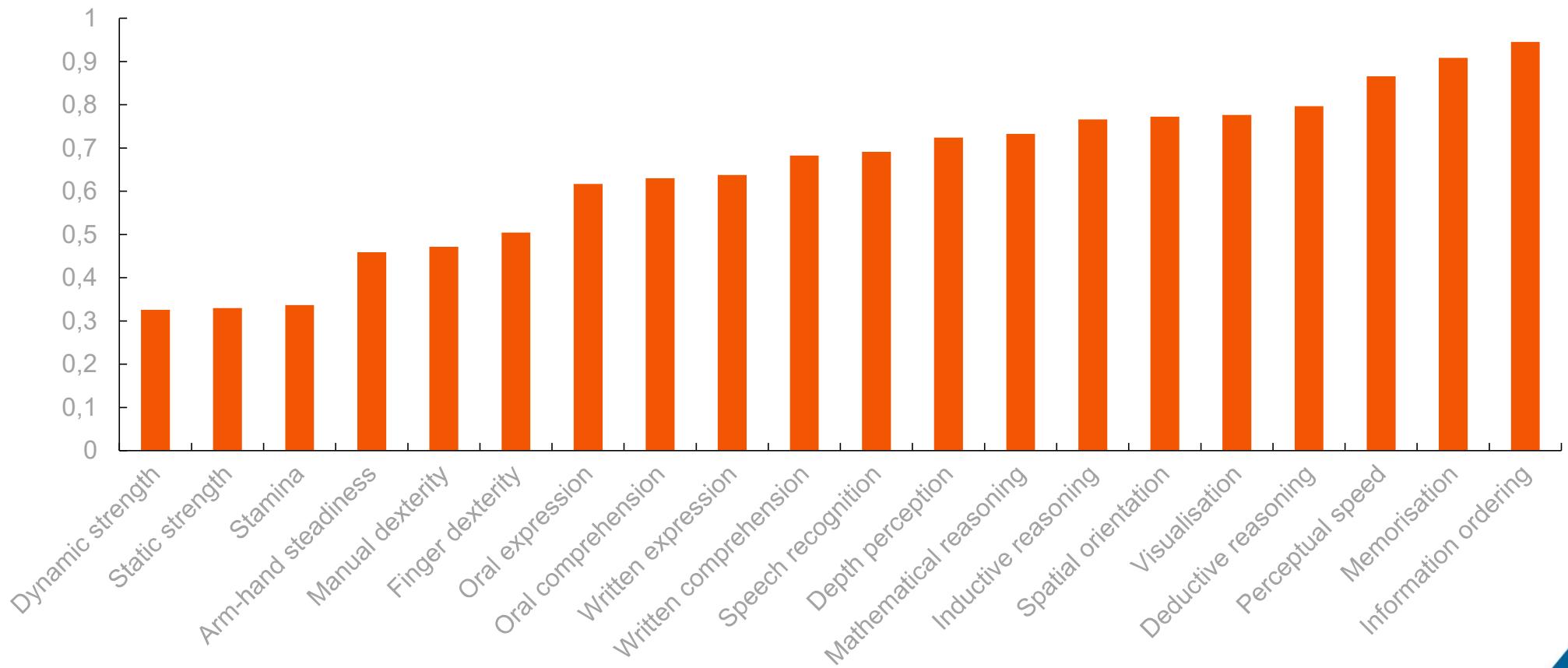


Er zijn steeds minder banen voor laagopgeleiden



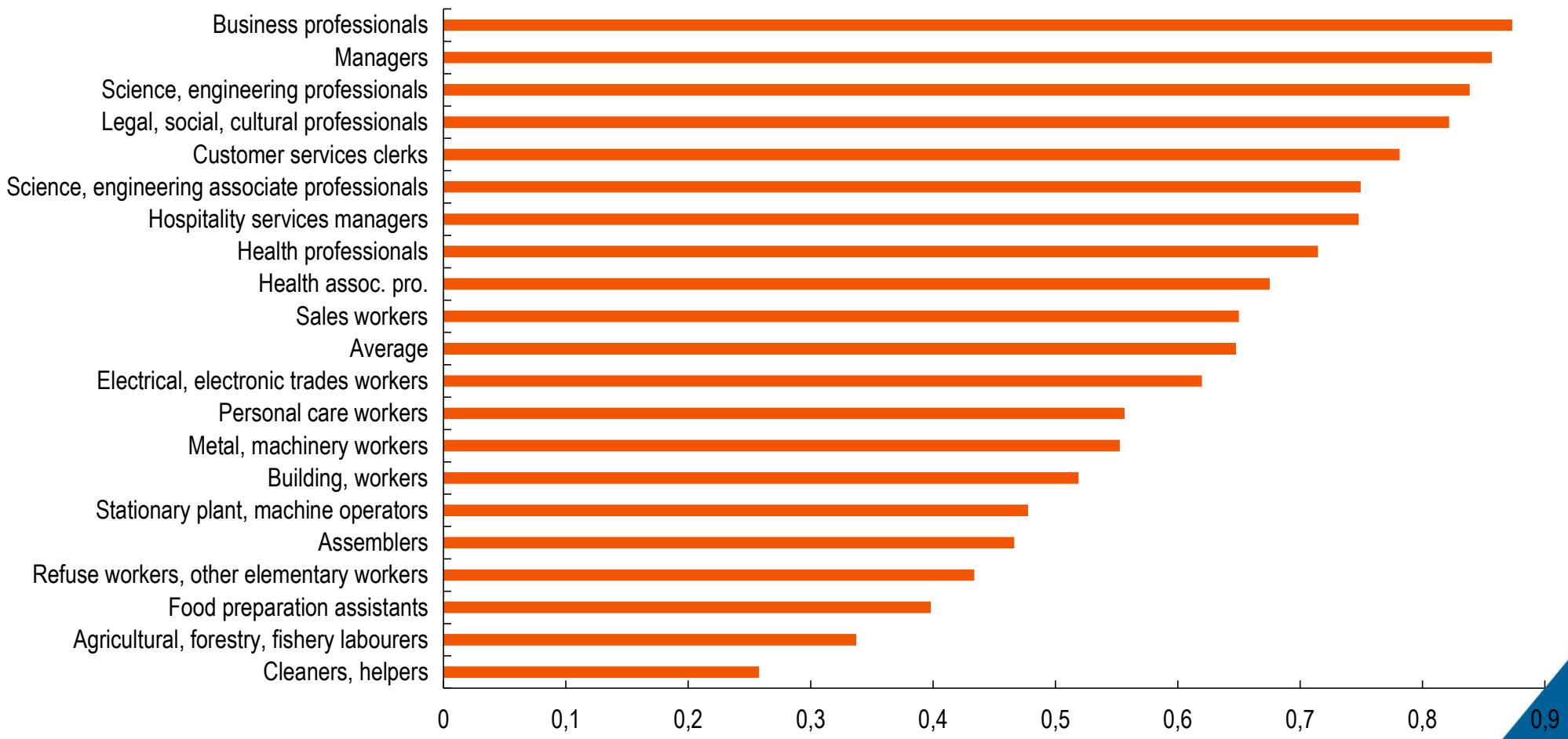


AI heeft de meeste vooruitgang geboekt op het gebied van vaardigheden die nodig zijn om niet-routinematige, cognitieve taken uit te voeren



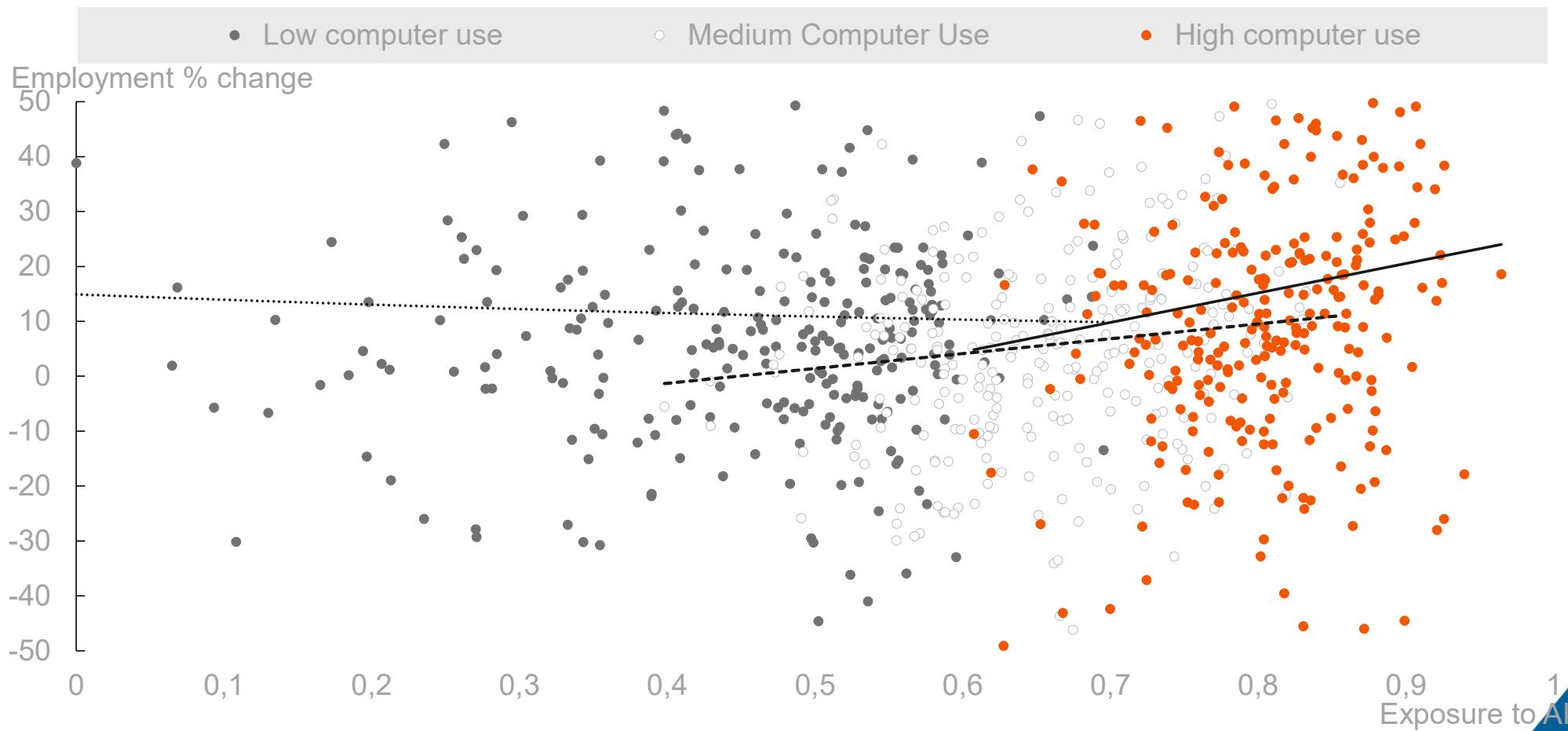


Hooggekwalificeerde beroepen zijn het meest blootgesteld aan recente ontwikkelingen op het gebied van AI





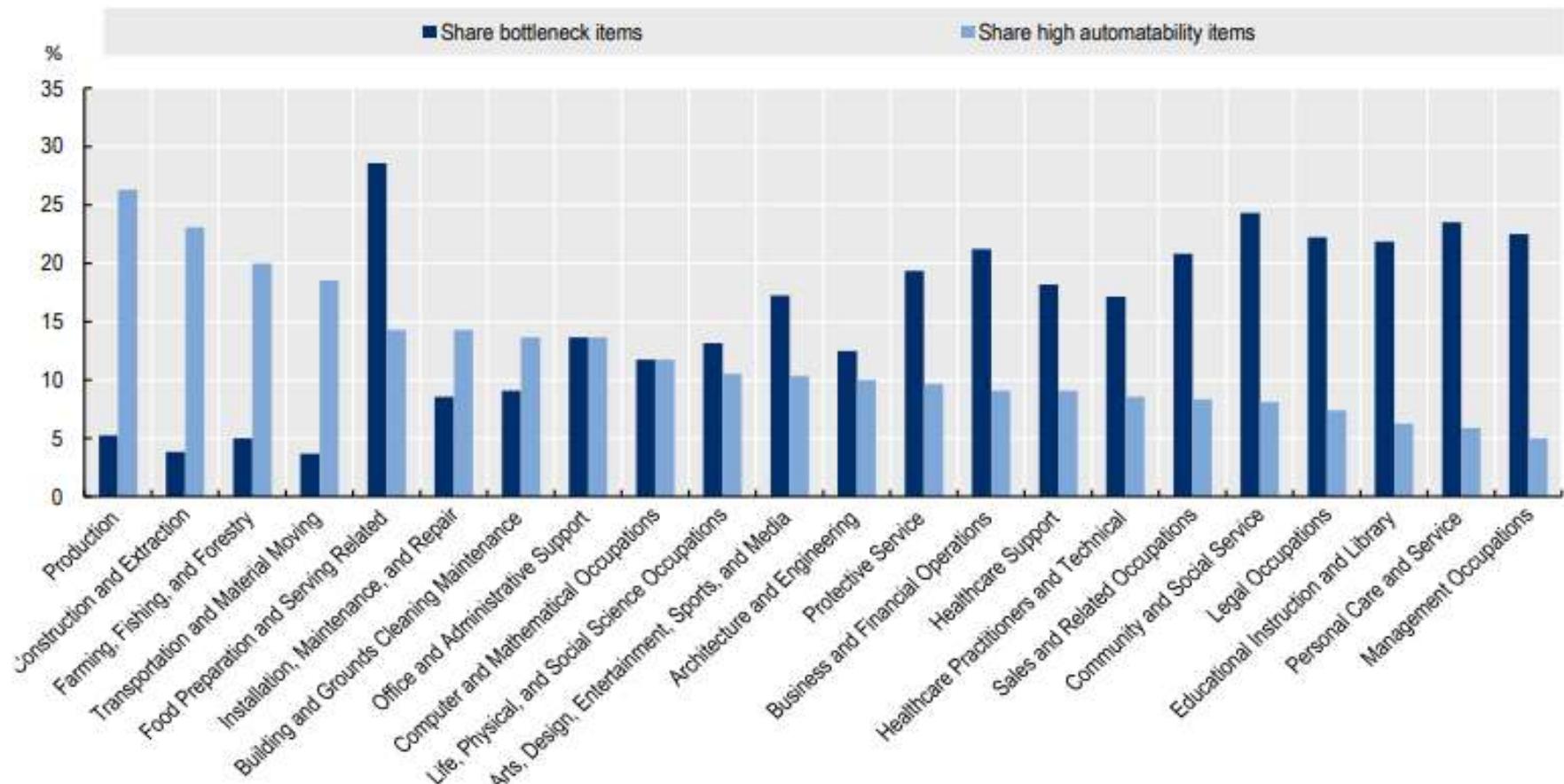
Blootstelling aan AI lijkt verband te houden met een hogere werkgelegenheidsgroei in beroepen met veel computergebruik





Hoogopgeleide werknemers beschikken over meer vaardigheden die nog niet kunnen worden geautomatiseerd (“knelpuntvaardigheden”)

Shares of bottleneck and highly automatable skills and abilities, by occupation

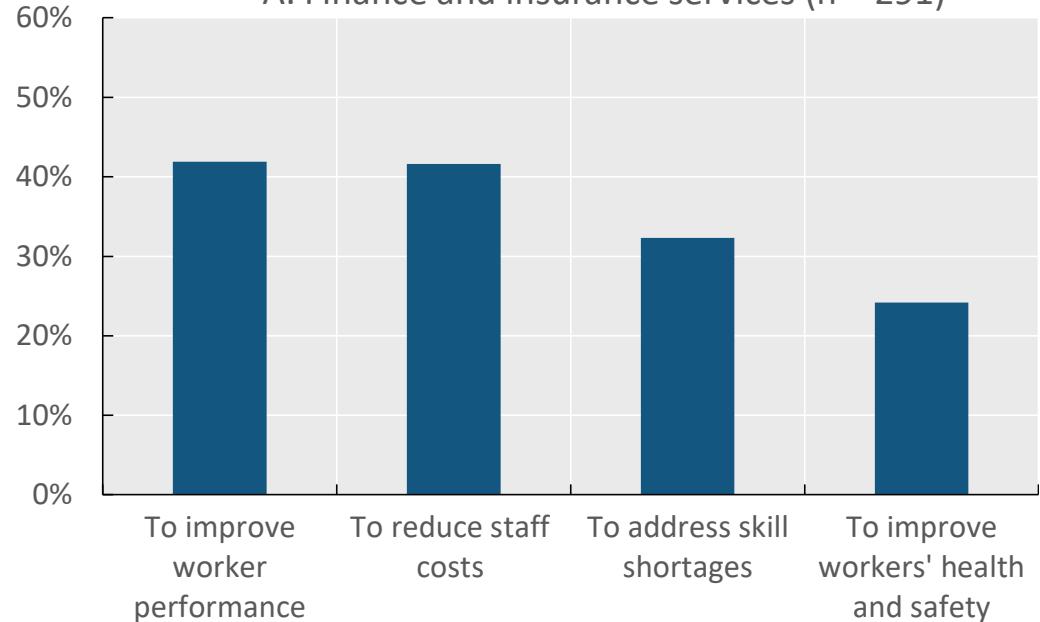




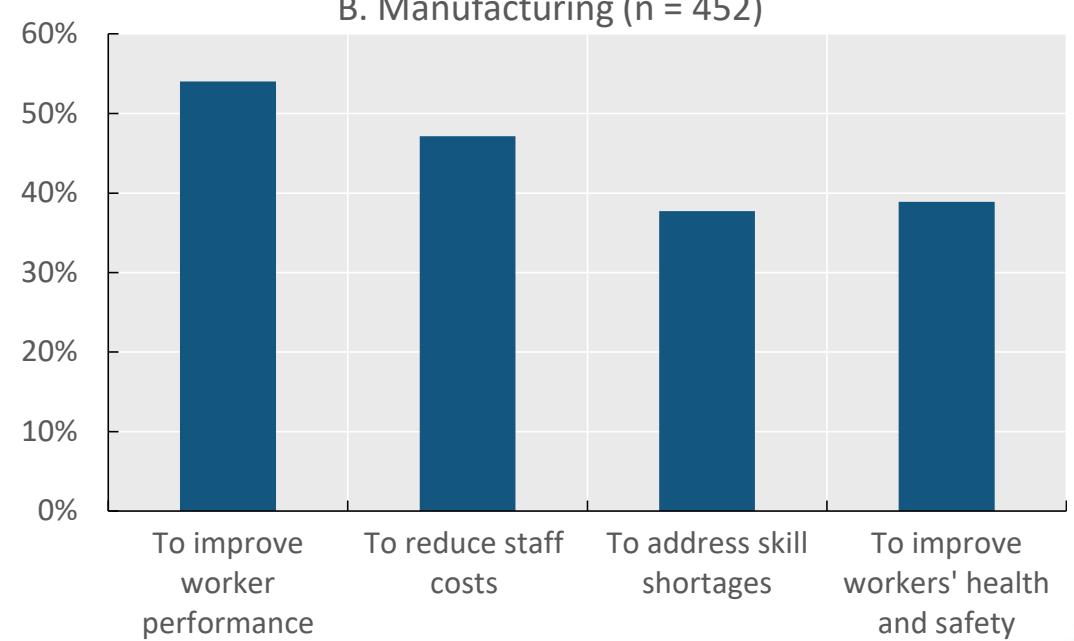
Werkgevers adopteren AI voornamelijk om de prestaties van werknelmers te verbeteren en personeelskosten te verlagen

% of employers that have adopted AI

A. Finance and insurance services (n = 291)



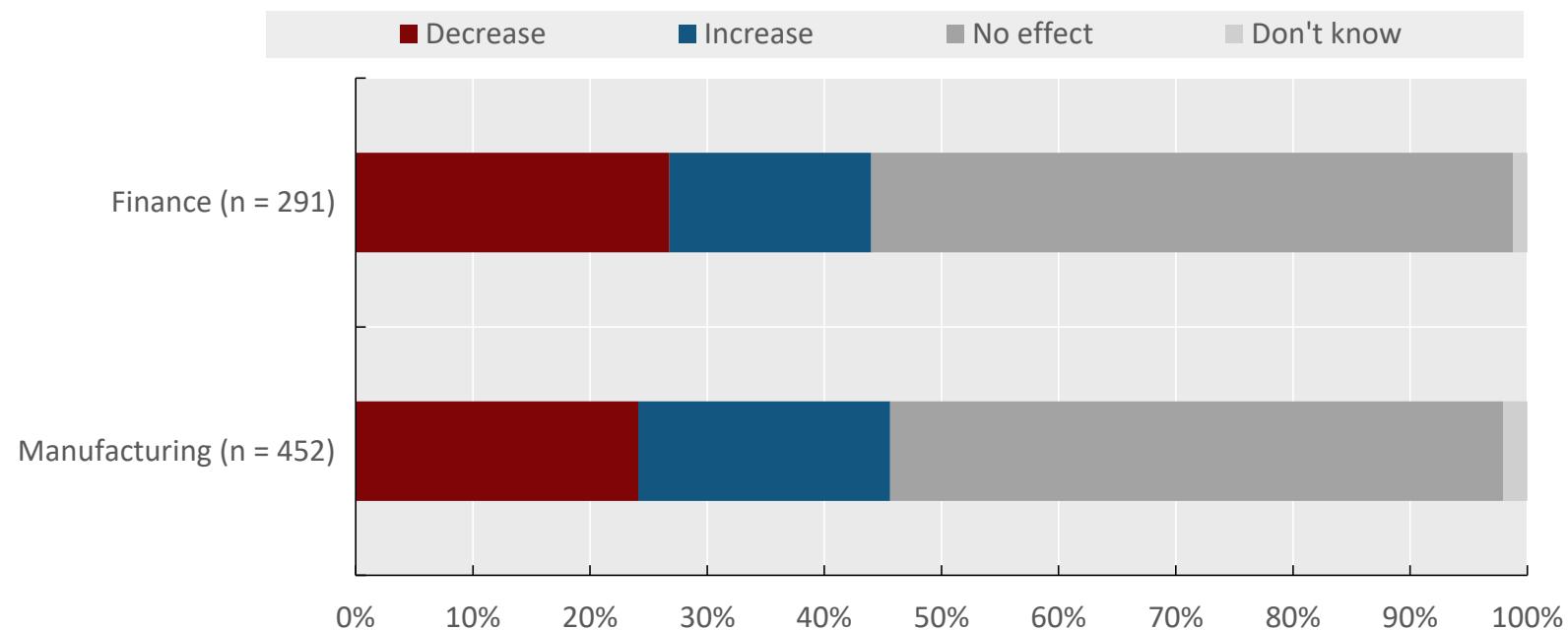
B. Manufacturing (n = 452)





Tot nu toe heeft AI weinig effect gehad op het aantal personeelsleden binnen een bedrijf

% of employers that have adopted AI



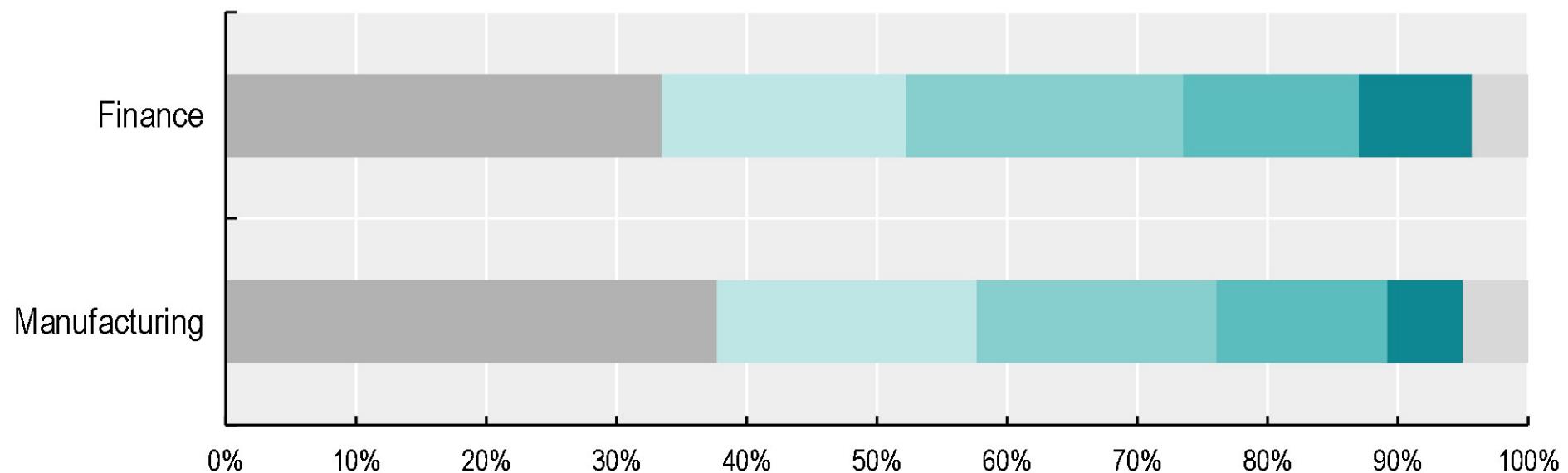


Sommige werknemers uiten zorgen over baanverlies

Workers express some concerns about losing their jobs due to AI in the next 10 years

% of workers

■ Not worried at all ■ Slightly worried ■ Moderately worried ■ Very worried ■ Extremely worried ■ Don't know



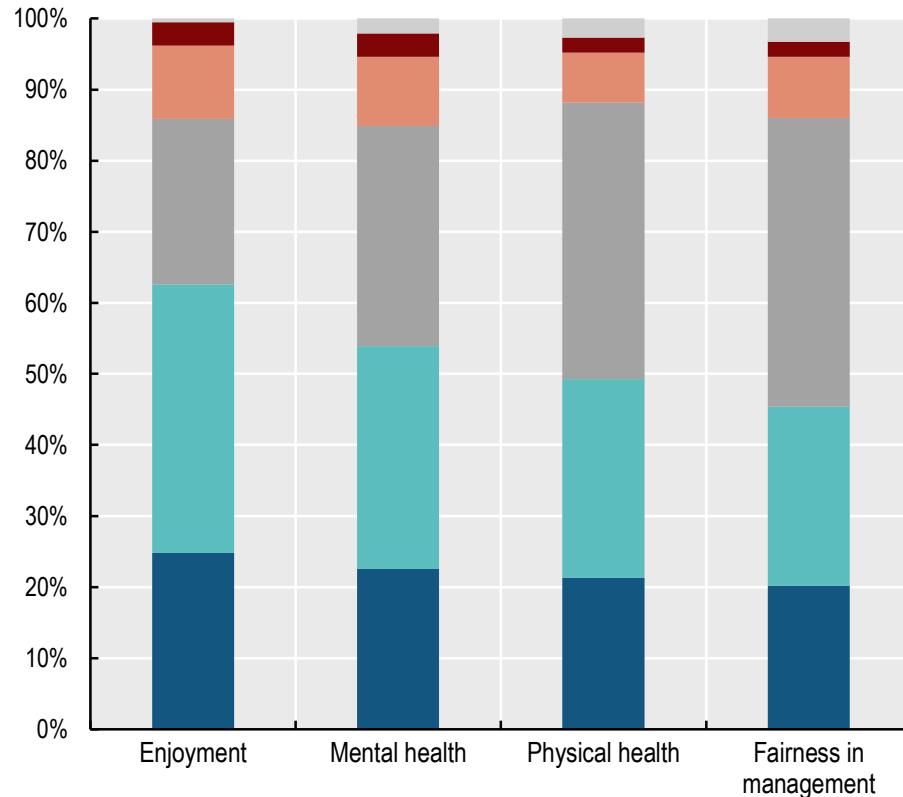


Werknemers zijn doorgaans positief over de impact van AI op de arbeidskwaliteit

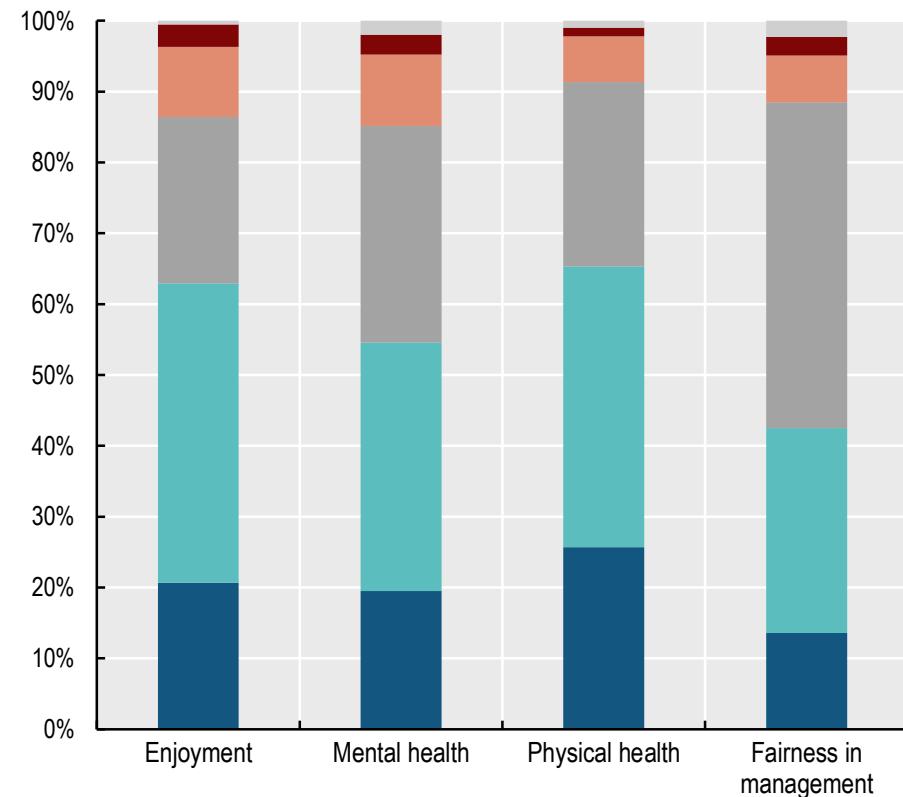
% of AI users

■ Improved it a lot ■ Improved it a little ■ No effect ■ Worsened it a little ■ Worsened it a lot ■ Don't know

A. Finance and insurance services



B. Manufacturing



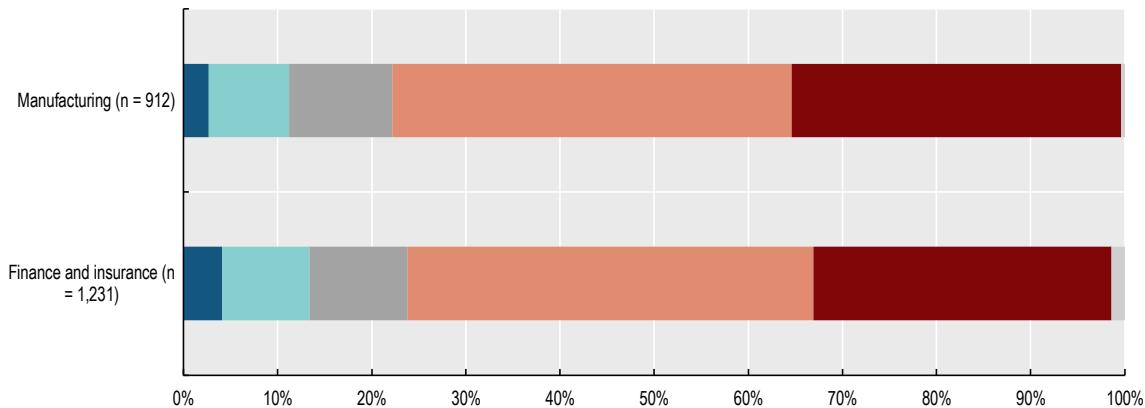


Werknemers melden dat AI het tempo waarmee, en controle over de volgorde waarin, ze hun taken uitvoeren heeft vergroot

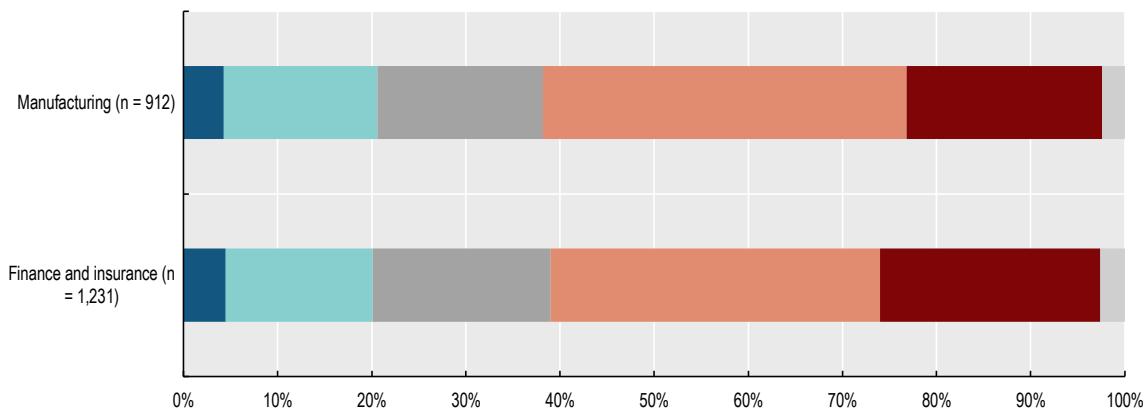
% of AI users



A. Impact of AI on the pace at which workers perform their tasks



B. Impact of AI on the control workers have over the sequence in which they perform their tasks





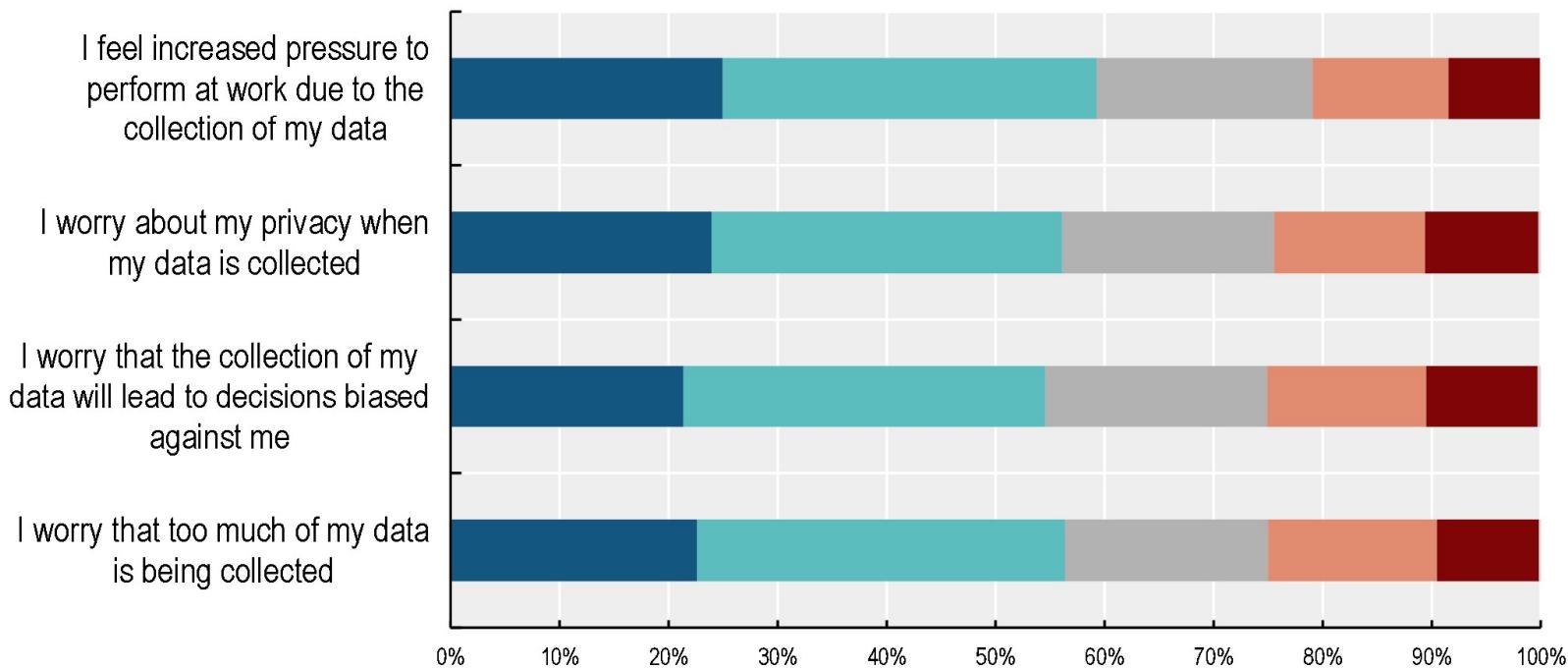
Werknemers maken zich zorgen over de manier waarop AI wordt gebruikt

Workers expressed worries about privacy and excessive data collection

% of workers who reported AI-related data collection

■ Strongly agree ■ Somewhat agree ■ Neither agree nor disagree ■ Somewhat disagree ■ Strongly disagree ■ Don't know

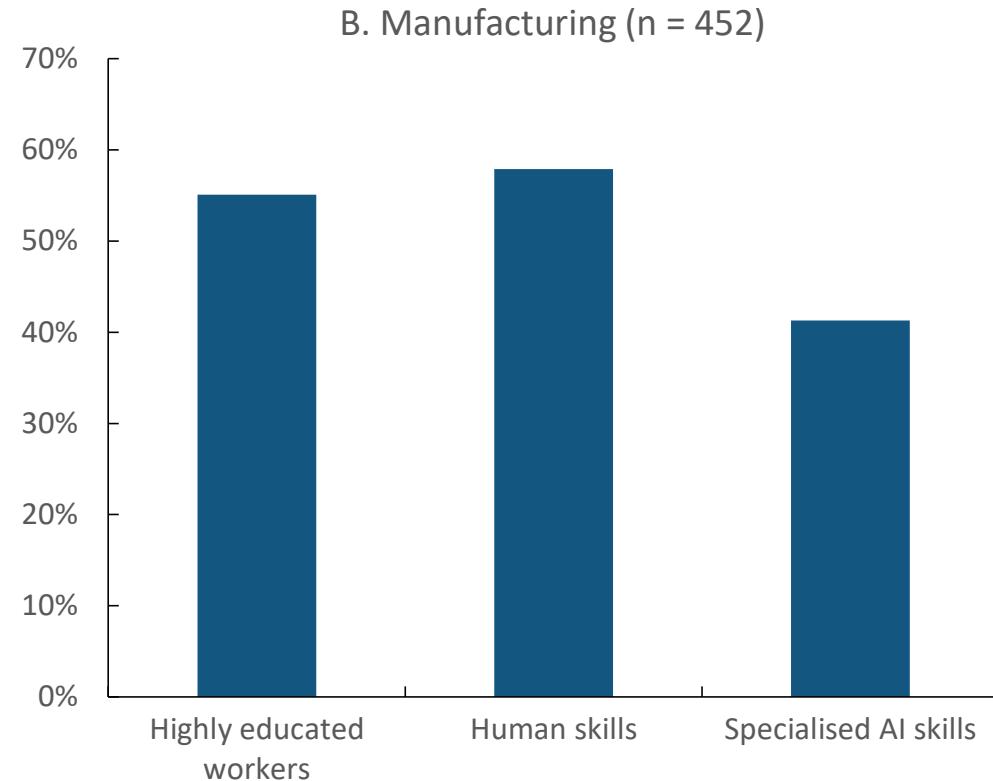
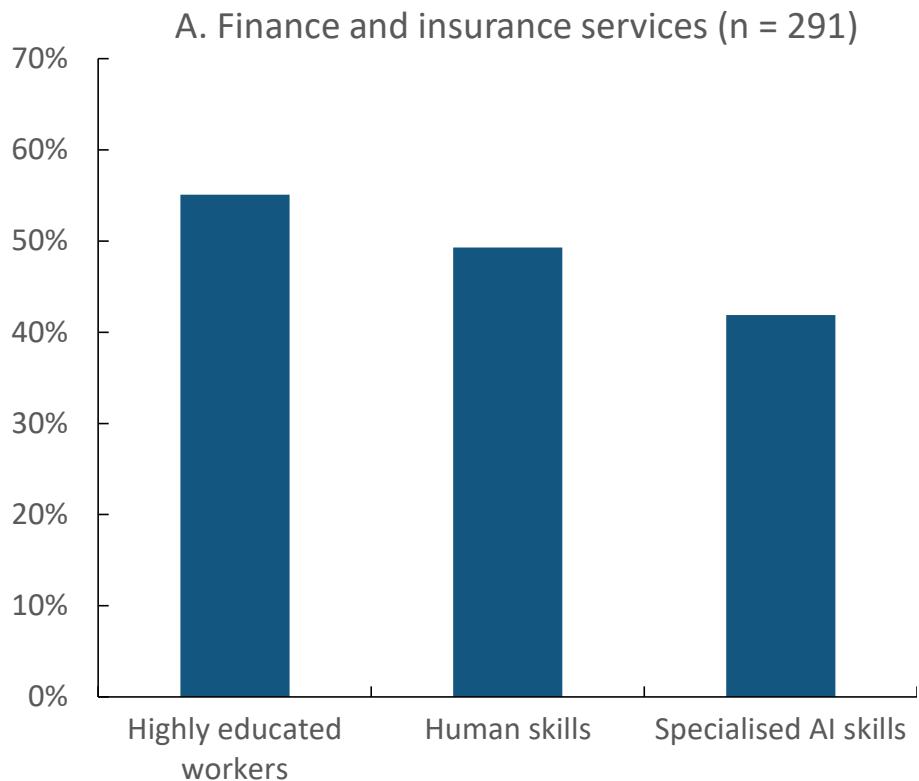
Both sectors - average





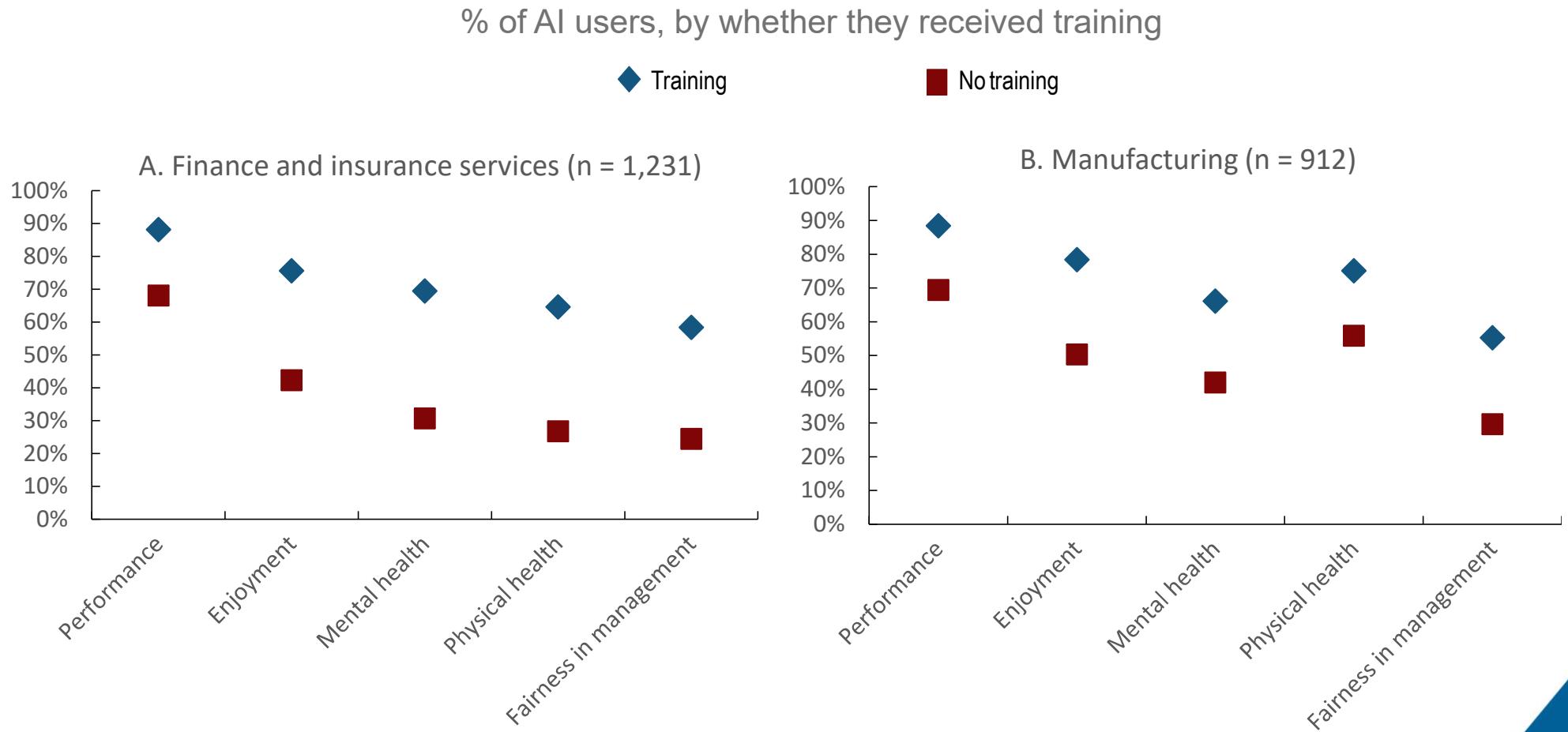
Meer werkgevers zeggen dat AI het belang van menselijke vaardigheden heeft vergroot dan van gespecialiseerde AI-vaardigheden

% of employers that have adopted AI



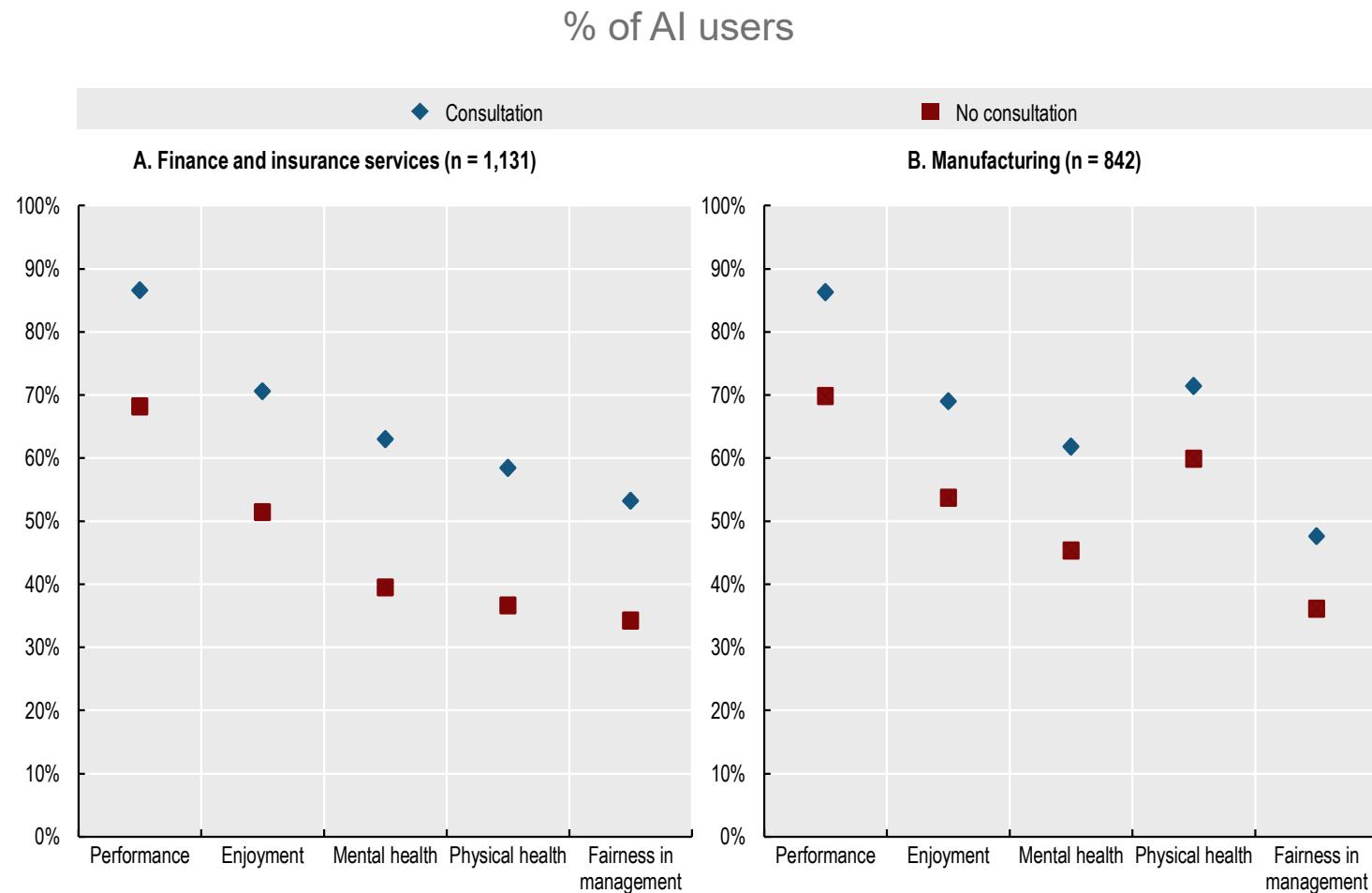


Werknemers die een training hebben gevolgd, zijn positiever over de impact van AI op hun prestaties en werksomstandigheden





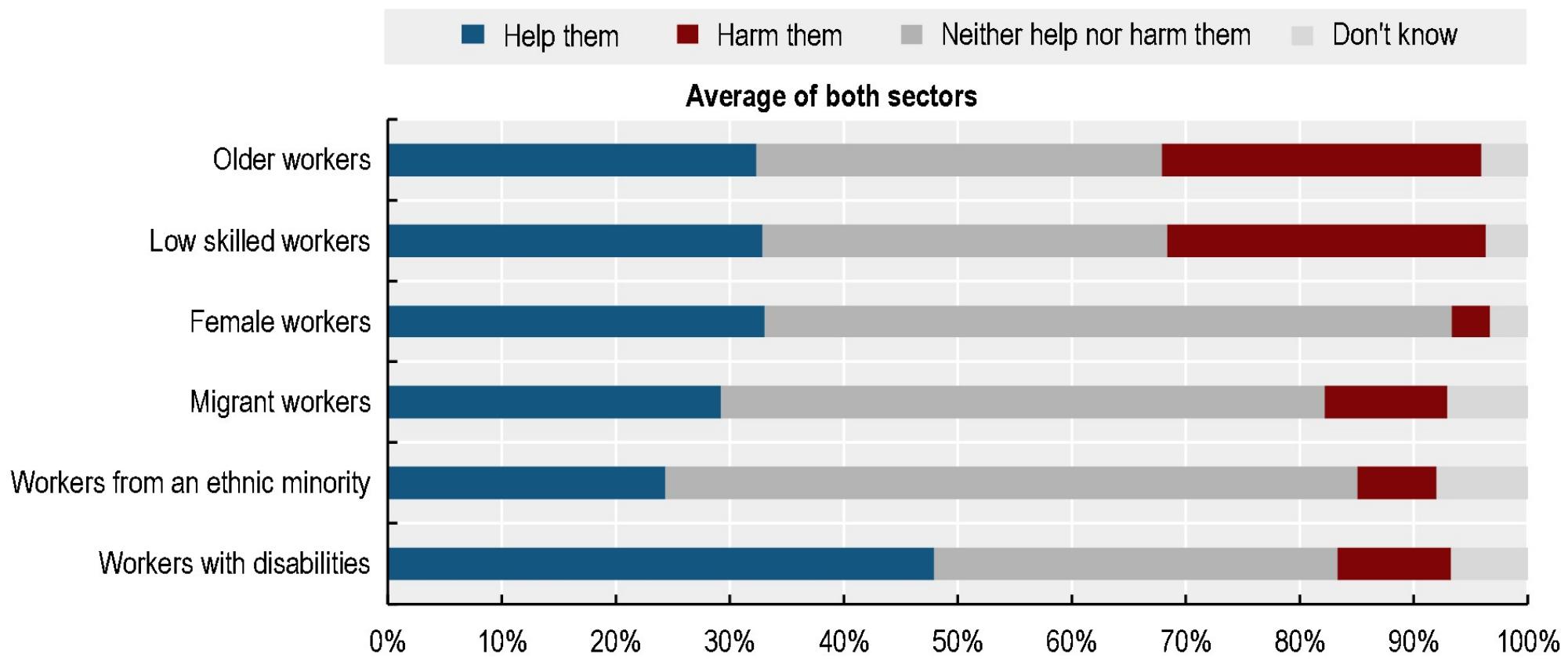
Wanneer werknemers worden geraadpleegd, is de kans groter dat ze positieve effecten van AI op hun prestaties en arbeidsomstandigheden melden





Er is een risico dat sommige groepen achterblijven

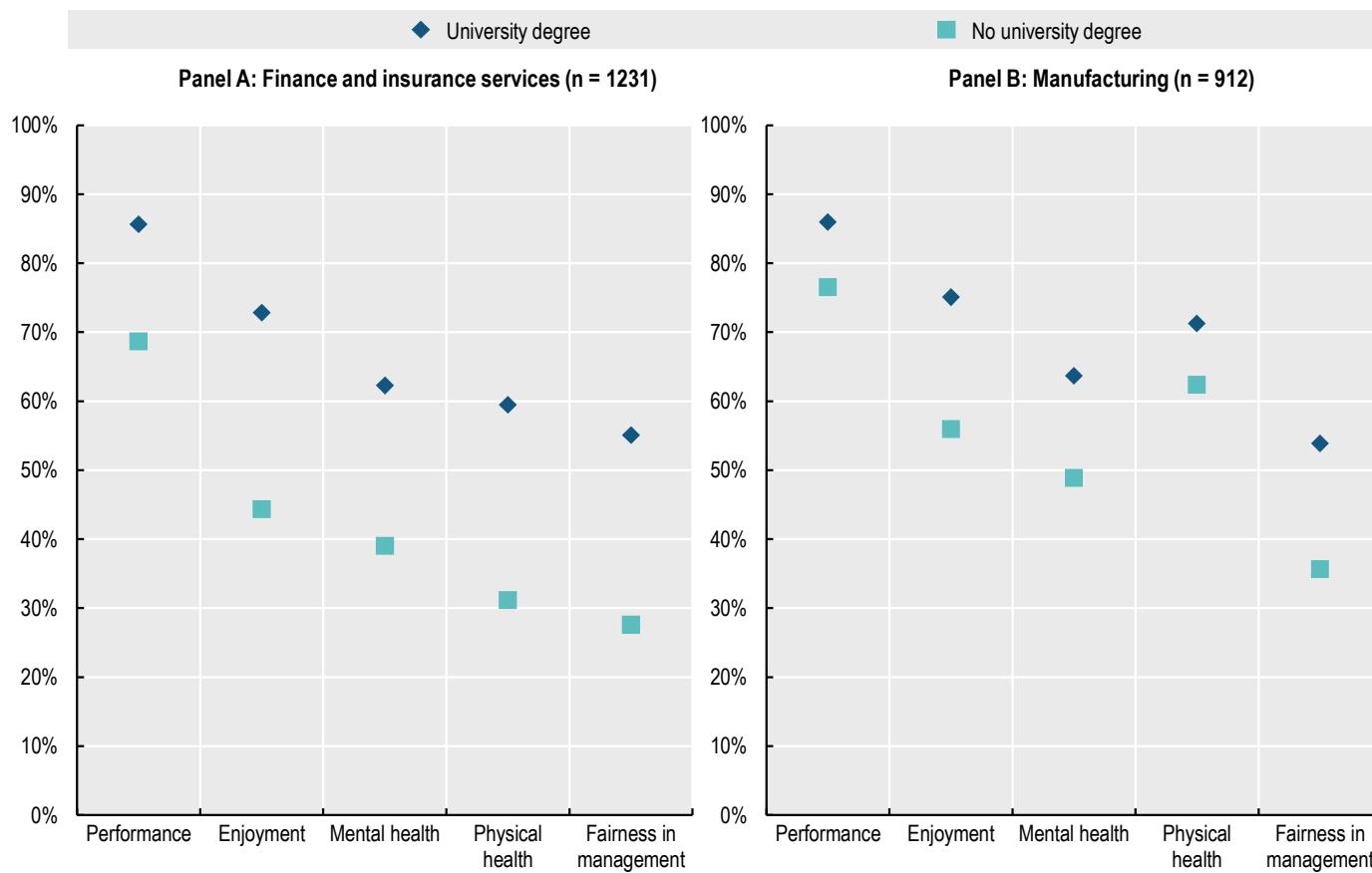
% of all employers saying AI will help/harm certain groups





AI-gebruikers met een universitair diploma melden vaker dat AI hun prestaties en arbeidsomstandigheden heeft verbeterd

% of AI users, by university degree





Er wordt al actie ondernomen, maar meer is nodig

- 2019 OECD AI Principles
- AI does not operate in a regulatory vacuum – but likely need to adapt policies
 - Data protection, anti-discrimination, workplace health and safety
- Need for accessible and understandable information and clearly defined responsibilities
 - E.g. EU AI Act, Blueprint for an AI Bill of Rights in the United States
- Calls and initiatives to act on generative AI: Need for international cooperation



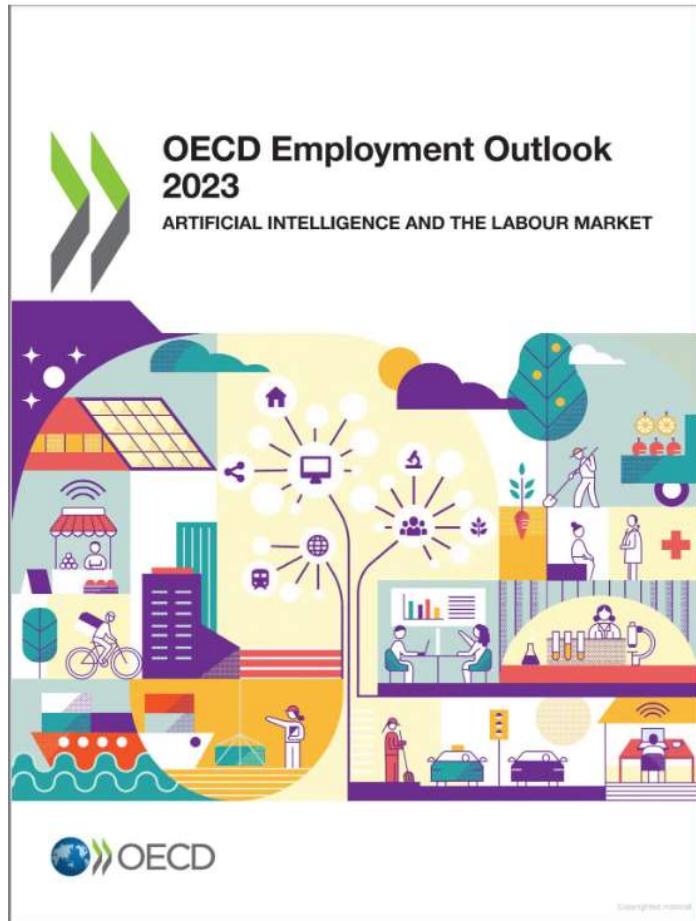
Nieuwe OESO projecten

- Vaardigheden in beroepen blootgesteld aan AI
- AI en ongelijkheid
- Algoritmisch management
- AI & KMOs
- Country reviews





Bedankt voor uw aandacht!



Stijn.Broecke@oecd.org

www.oecd.org/future-of-work/reports-and-data/

Nieuwe gegevensverzameling

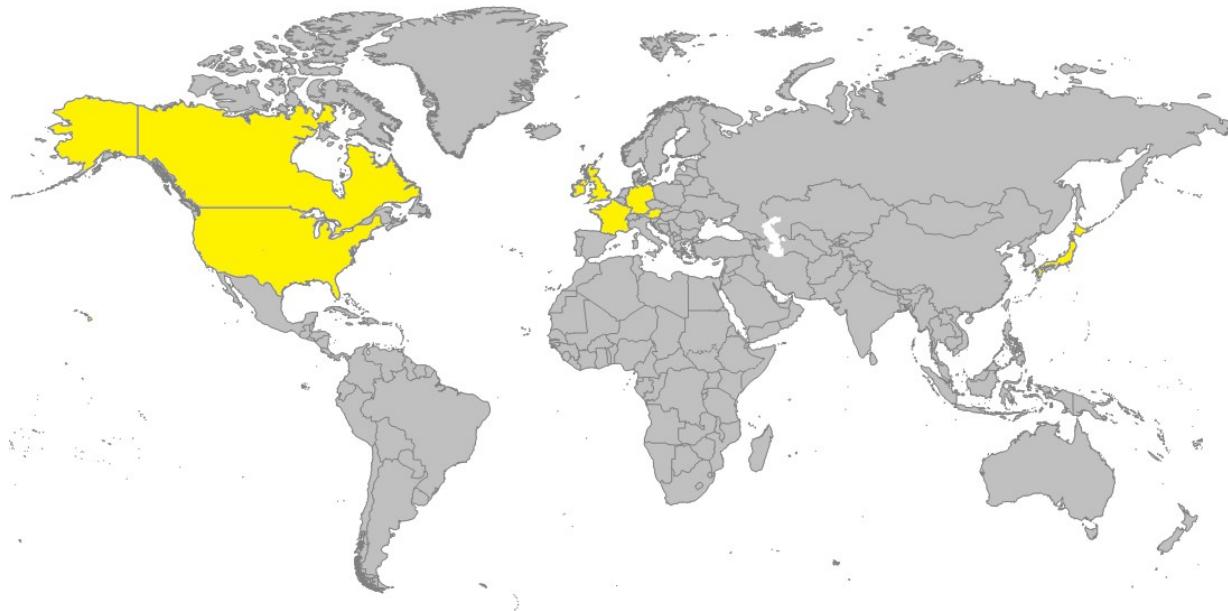
Quantitative

We surveyed **2000+** employers and **5300+** workers in 2 sectors in 7 countries

Qualitative

We interviewed **340+** stakeholders to build nearly **100** case studies in 2 sectors and 8 countries

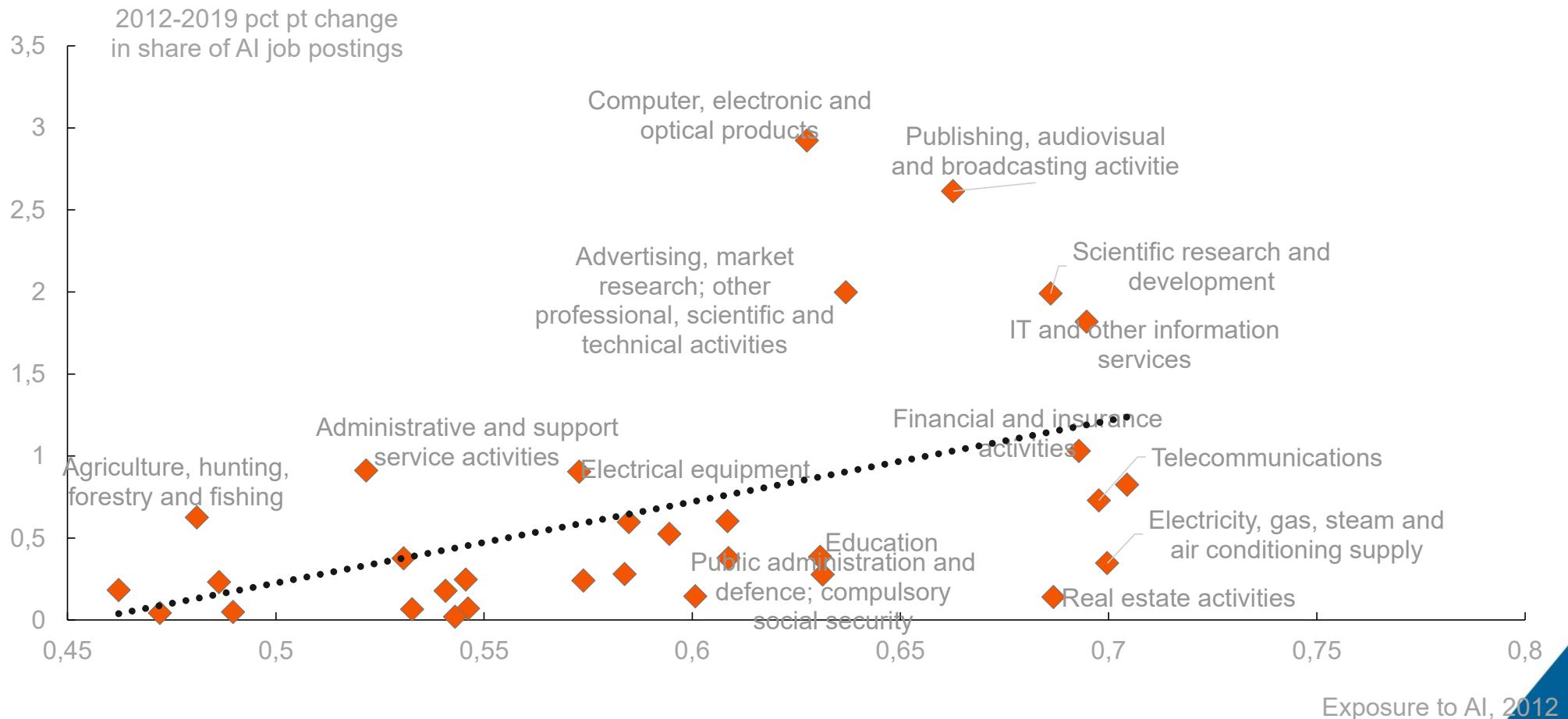
- USA
- Canada
- UK
- Ireland
- Germany
- Austria
- France
- Japan



**Manufacturing
&
Finance**



Sectoren met een hogere blootstelling aan AI zagen een grotere toename van het aandeel vacatures waarvoor AI-vaardigheden vereist zijn (VS)





But the AI workforce remains relatively small...

Share of total AI employment across OECD countries in 2019

