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Digitalisation and central government employer policy
The effects of the new technology on the labour market

- Job polarisation
- Job polarisation and wage differences
- Increased polarisation of productivity and income trends
- Higher rate of change
- **New technology and new business models**
- The jobs that will disappear
- Jobs that cannot be automated
- **The new jobs**
- **The flexible forms of employment of the future**
- New technology reinforces urbanisation
New technology and new business models
The new jobs
The flexible forms of employment of the future

Figure 6. Temporary jobs, according to the OECD, 1995-2015

Figure 7. Permanent jobs, according to the OECD 1995-2015
Flexible forms of employment

- **Indefinite-term employment** is an employment without a specific date. Also referred to as permanent employment.
- **Fixed-term employment** has a defined start and end date. Internationally, the term “temporary employment” is often used.
- **Contractor** person who undertakes to perform temporary assignments for others, without being employed.
- **Outsourcer** engages a contractor to carry out an assignment.
- **Umbrella company** is registered for business tax and invoices its temporary employees outsourcers.
- **Self-employed worker** pays P.A.Y.E. tax and is temporarily attached to an umbrella company.
- **Temporary staffed employee** is employed by a temporary staffing company and rented out to outsourcers.
- **Combiner** is an individual who is both an employee and an entrepreneur.
- **Self-employed entrepreneur** runs a sole proprietorship or a partnership and is thus personally liable for the company’s debts, unlike an entrepreneur who runs a limited company.
- **One-person company** is a company that is operated by one person but has no limitation as to corporate form and may have additional owners.
Consequences for future employer policy 1

- Labour market transition
- Skills development and life-long learning
- Education policy
- **Job protection and flexibility**
- Wage formation
- Taxation policy
- Gender equality
- **Work environment**
- **Leadership and co-workership**
- An innovative climate and approach to work
- An attractive employer and a new generation
- Work time, vacation and leisure time
Consequences for future employer policy 2

- Urbanisation and the localisation of central government operations
- Central government and competence supply
- The role of the modern central government civil servant
- Social security
- Occupation pension
- The legitimacy of the collective agreements
Thank you for your attention!

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