

# ASIAN DEVELOPMENT OUTLOOK 2018

HOW TECHNOLOGY AFFECTS JOBS

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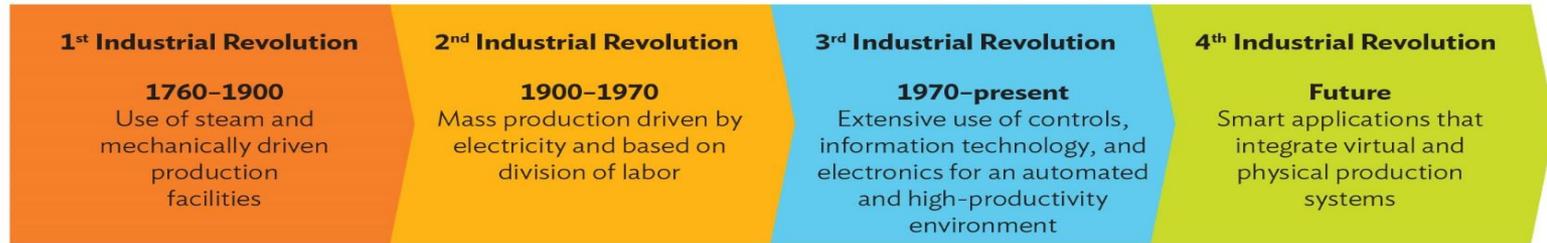
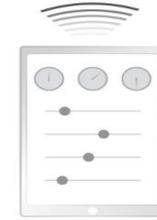
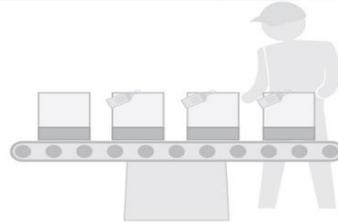
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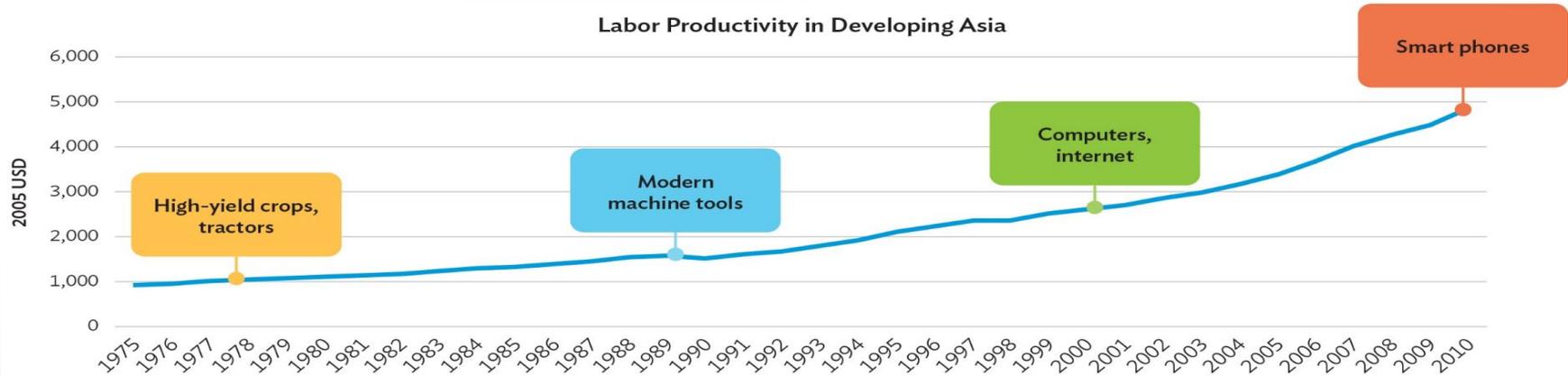
# Outline

- Rising concern over technology displacing jobs
- Reasons for optimism on job prospects in Asia
- Negative consequences for some workers
- What government should do to harness technology for inclusive growth

# Technological advancement drives higher productivity, the foundation for better-paid jobs and economic growth



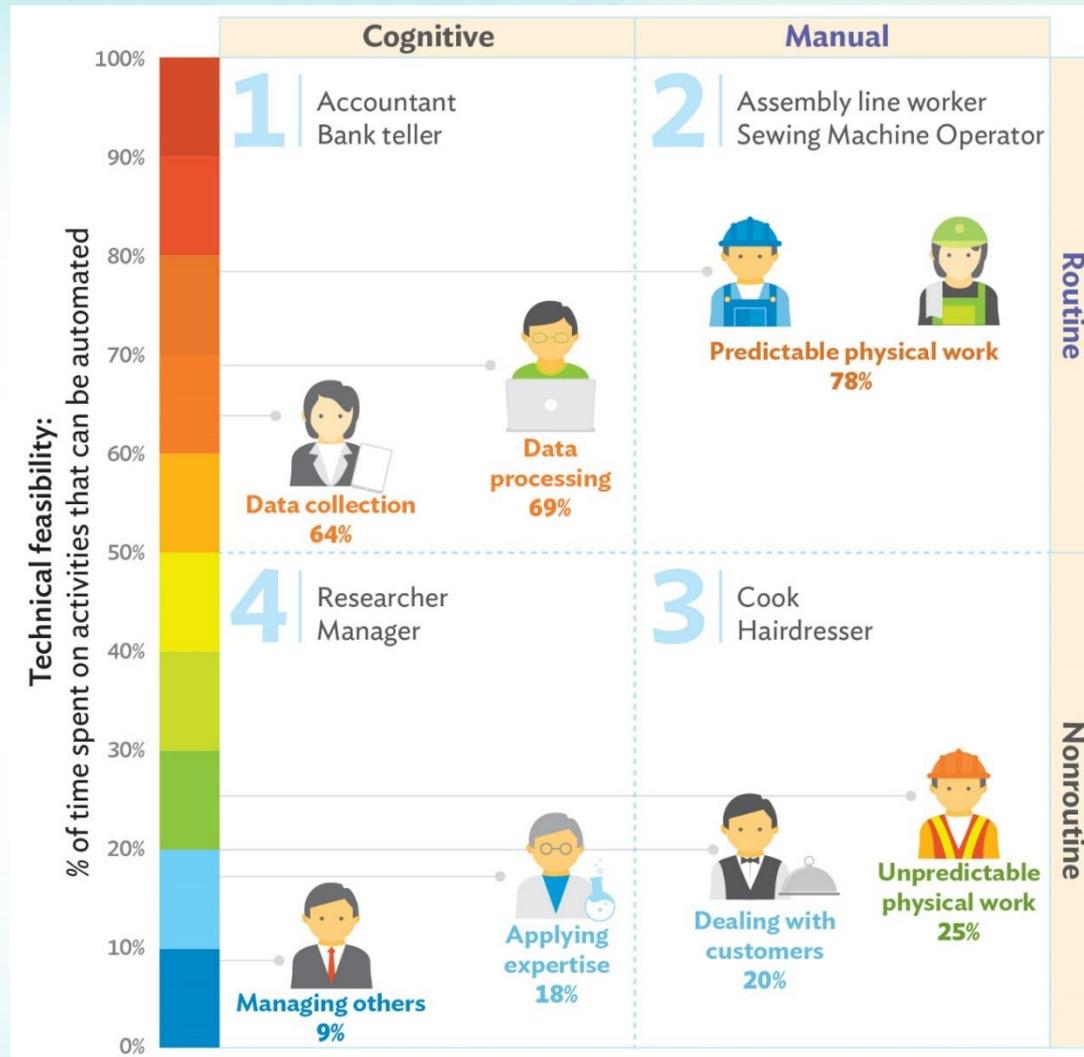
Labor Productivity in Developing Asia



# **There are compelling reasons to remain optimistic about developing Asia's job prospects**

- 1. New technologies often automate only some tasks of a job.**
- 2. Technical feasibility does not guarantee economic feasibility.**
- 3. Rising income and demand.**
- 4. New occupations and industries.**

# New technologies often involve automating specific tasks associated with a job, not the job in its entirety



Note: Percentages refer to Frey and Osborne (2017) estimates on probability of automation. Framework is based on Acemoglu and Autor (2011).

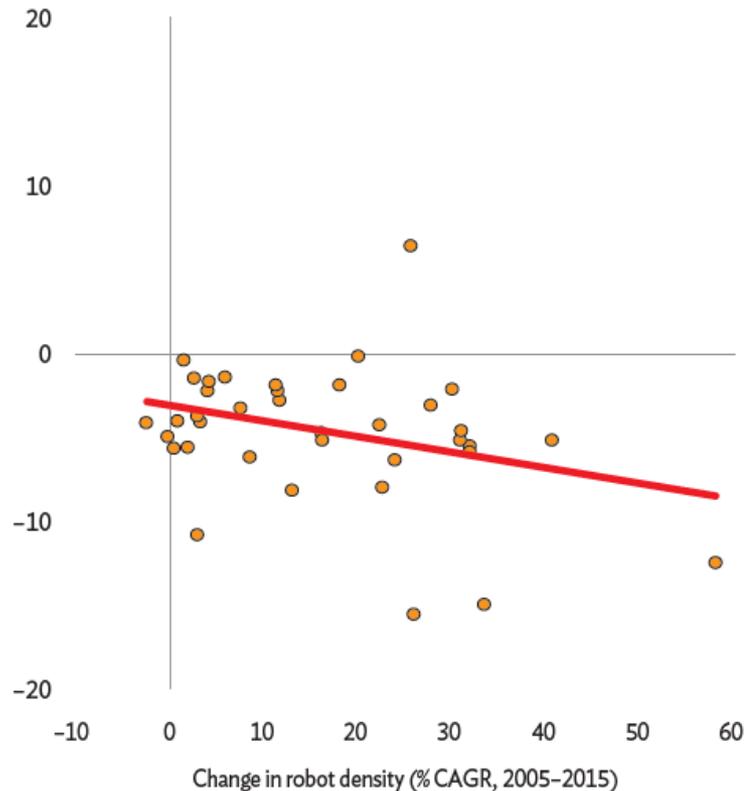
Source: *Asian Development Outlook 2018: How Technology Affects Jobs.*

# Where robots are used, it is associated with a reduction in routine employment

## Robot density and employment (routine versus nonroutine)

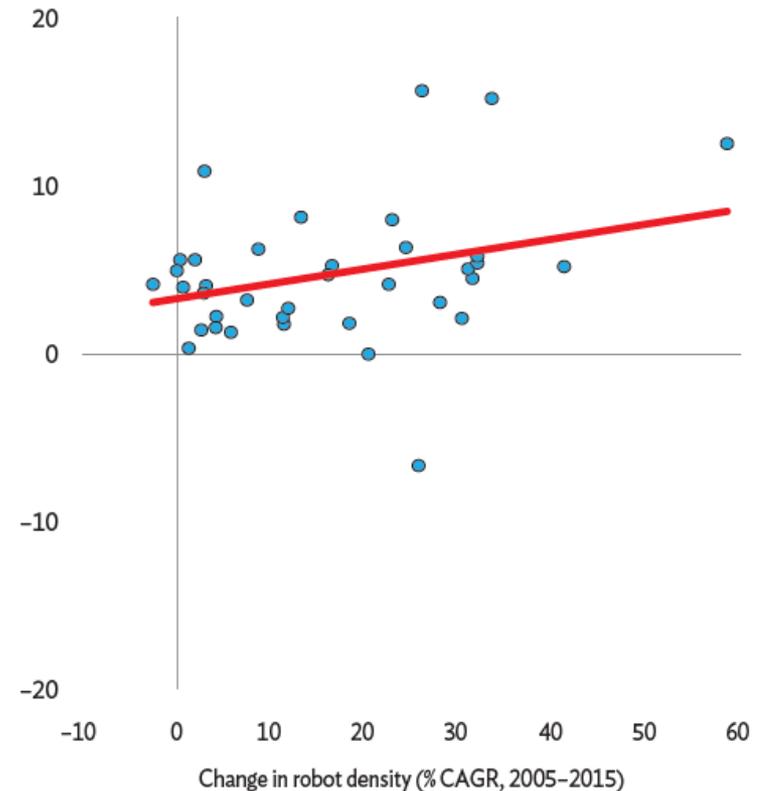
### a. Routine employment

Change in routine employment share (%)



### b. Nonroutine employment

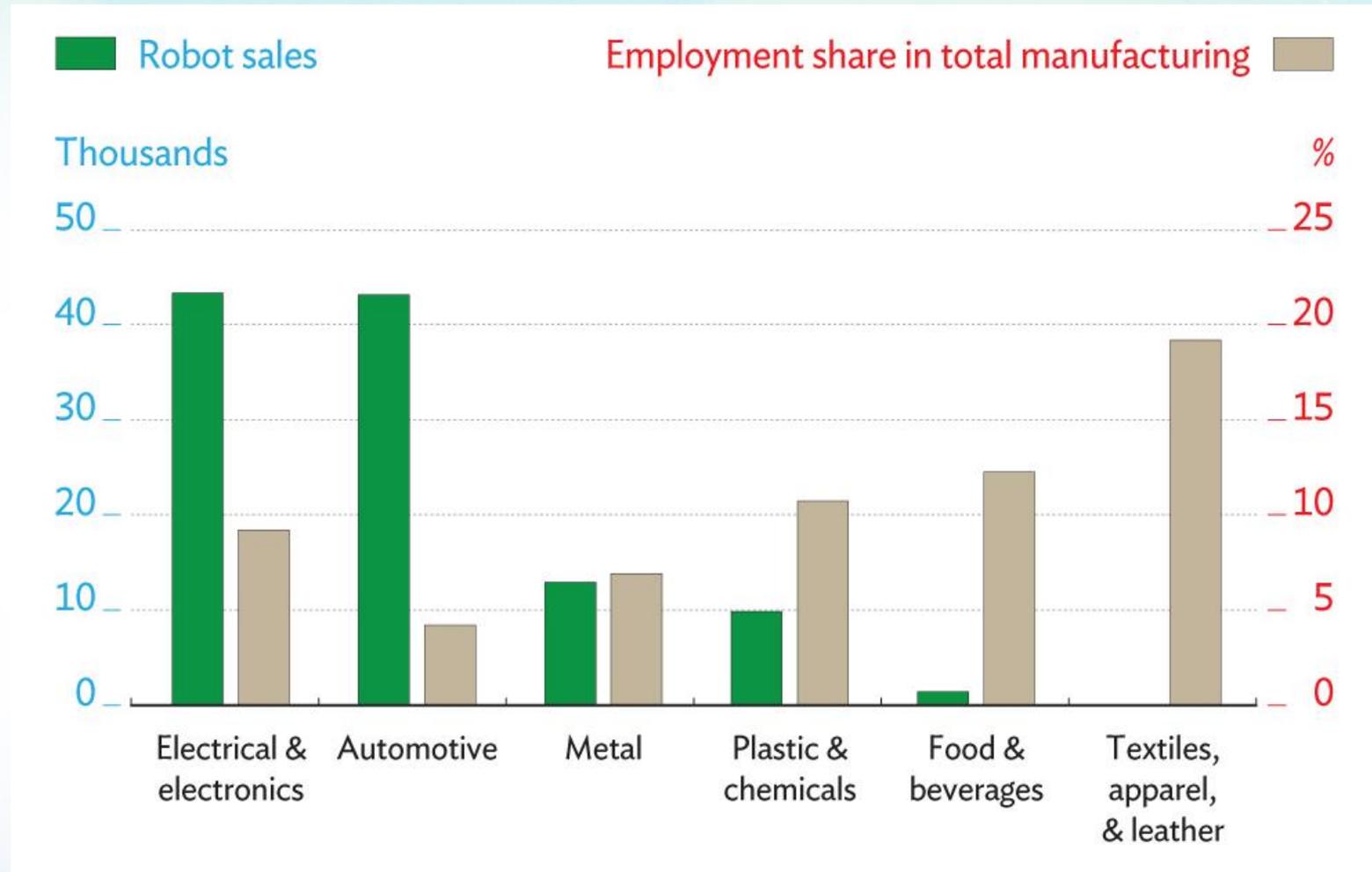
Change in nonroutine employment share (%)



CAGR = compounded annual growth rate.

Notes: Robot density is the number of robots per 10,000 workers. Routine and nonroutine classification is based on Autor and Dorn (2013).

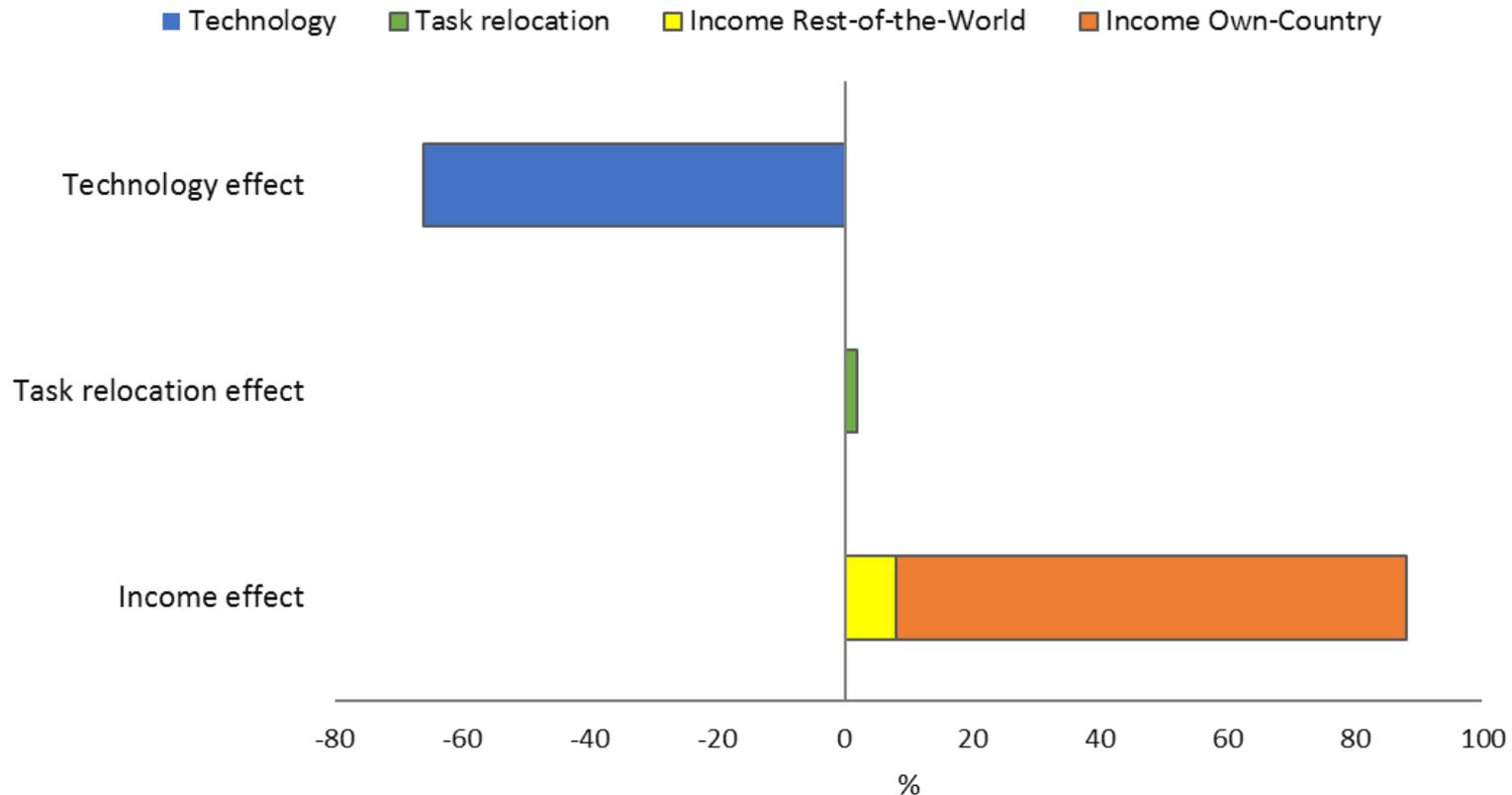
# Industrial robots are concentrated in capital intensive sectors where employment shares are relatively small



Source: *Asian Development Outlook 2018: How Technology Affects Jobs*.

# Rising demand offsets displacement driven by automation

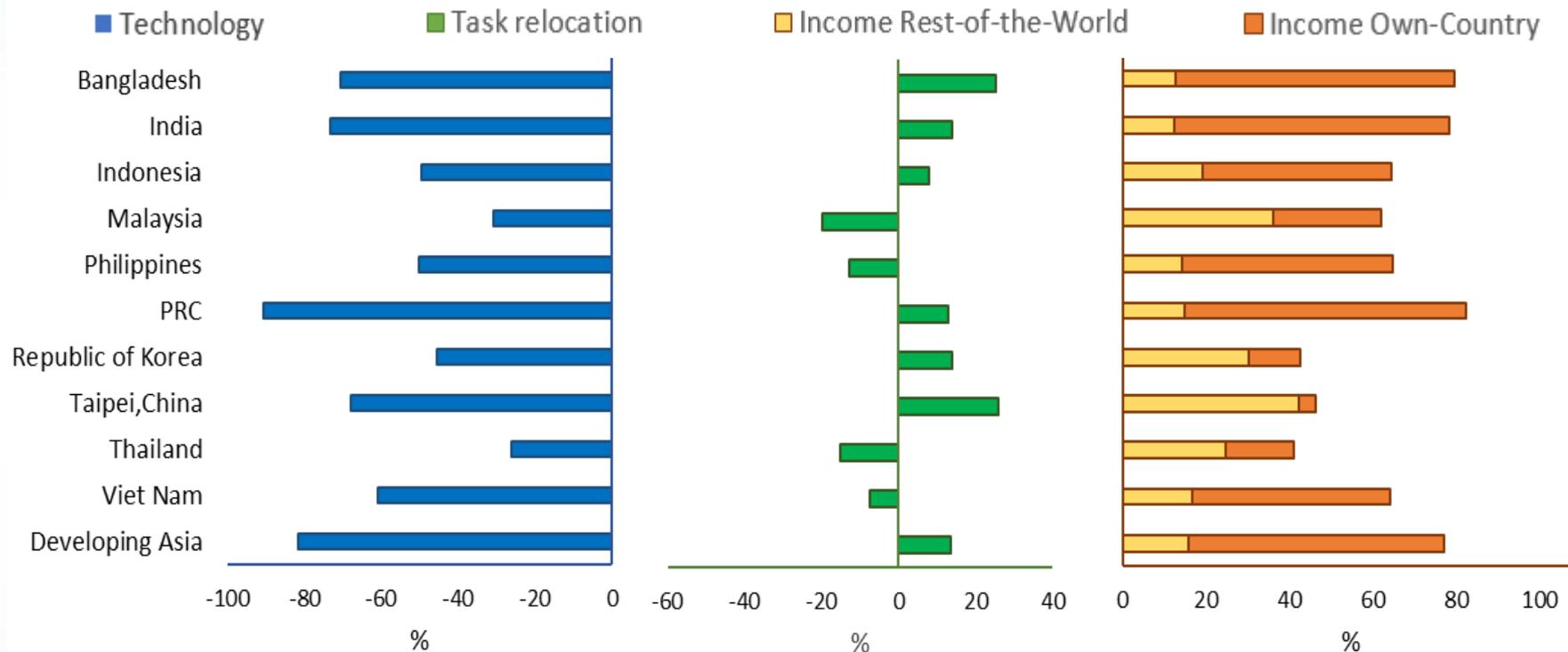
## Decomposing the percentage change in employment, 2005-2015



Note: Developing Asia in the decomposition analysis includes Bangladesh, India, Indonesia, Malaysia, Mongolia, the People's Republic of China, the Philippines, the Republic of Korea, Sri Lanka, Taipei, China, Thailand, and Viet Nam. Sources: Decomposition result using ADB Multiregional Input-Output Database (accessed 20 November 2017); Labor force surveys, various countries; World Input-Output Database—Socioeconomic Accounts (Timmer et al. 2015).

# This countervailing force is at work across the region

## Manufacturing

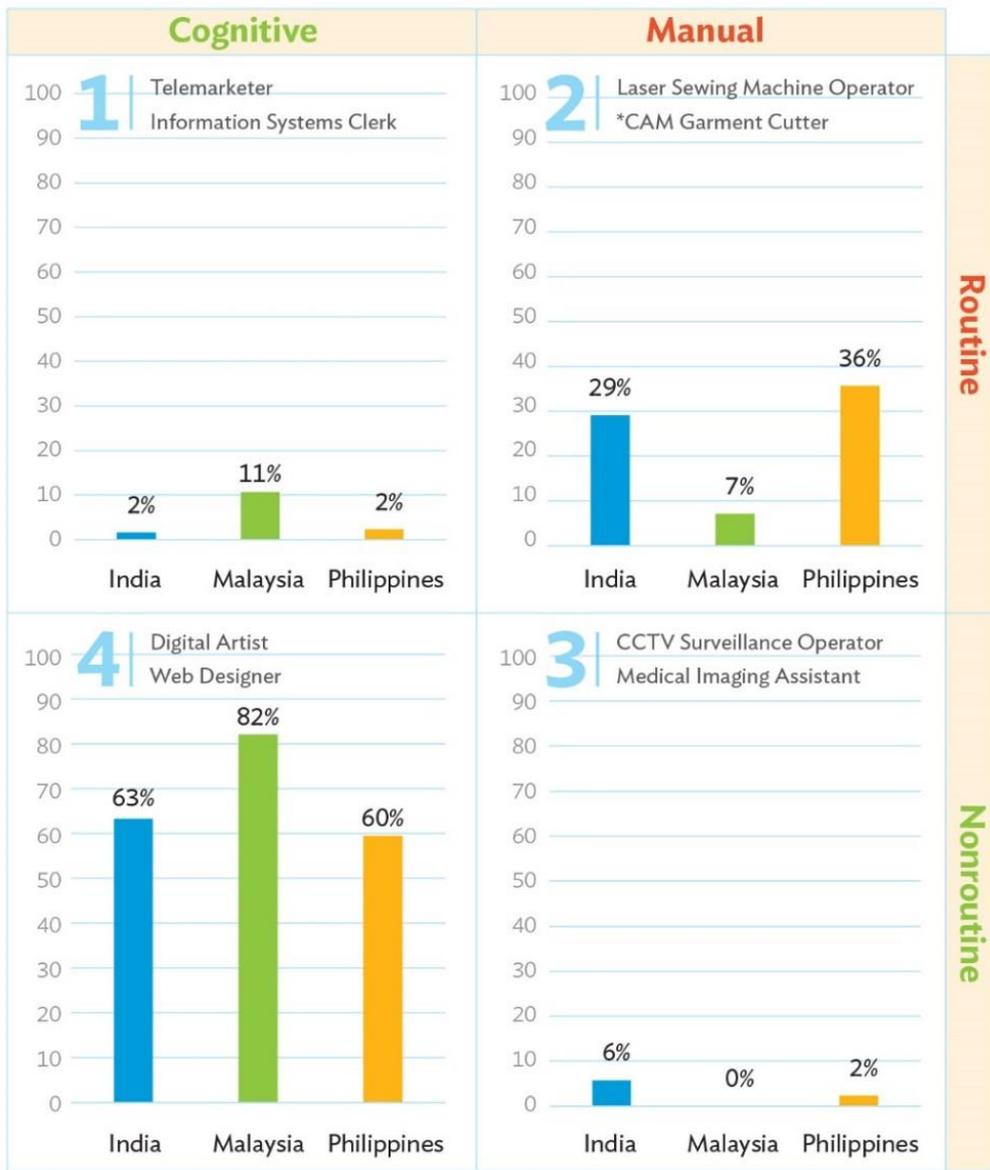


GVC = global value chain, PRC = People's Republic of China.

Note: Developing Asia in the decomposition analysis includes Bangladesh, India, Indonesia, Malaysia, Mongolia, the People's Republic of China, the Philippines, the Republic of Korea, Sri Lanka, Taipei,China, Thailand, and Viet Nam.

Source: ADB estimates using the ADB Multiregional Input–Output Database (accessed 20 November 2017); Labor force surveys, various countries; World Input–Output Database—Socioeconomic Accounts (Timmer et al. 2015).

## Distribution of New Occupations by Job Type



**Technology leads to new occupations... but these tend to be in non-routine cognitive category**

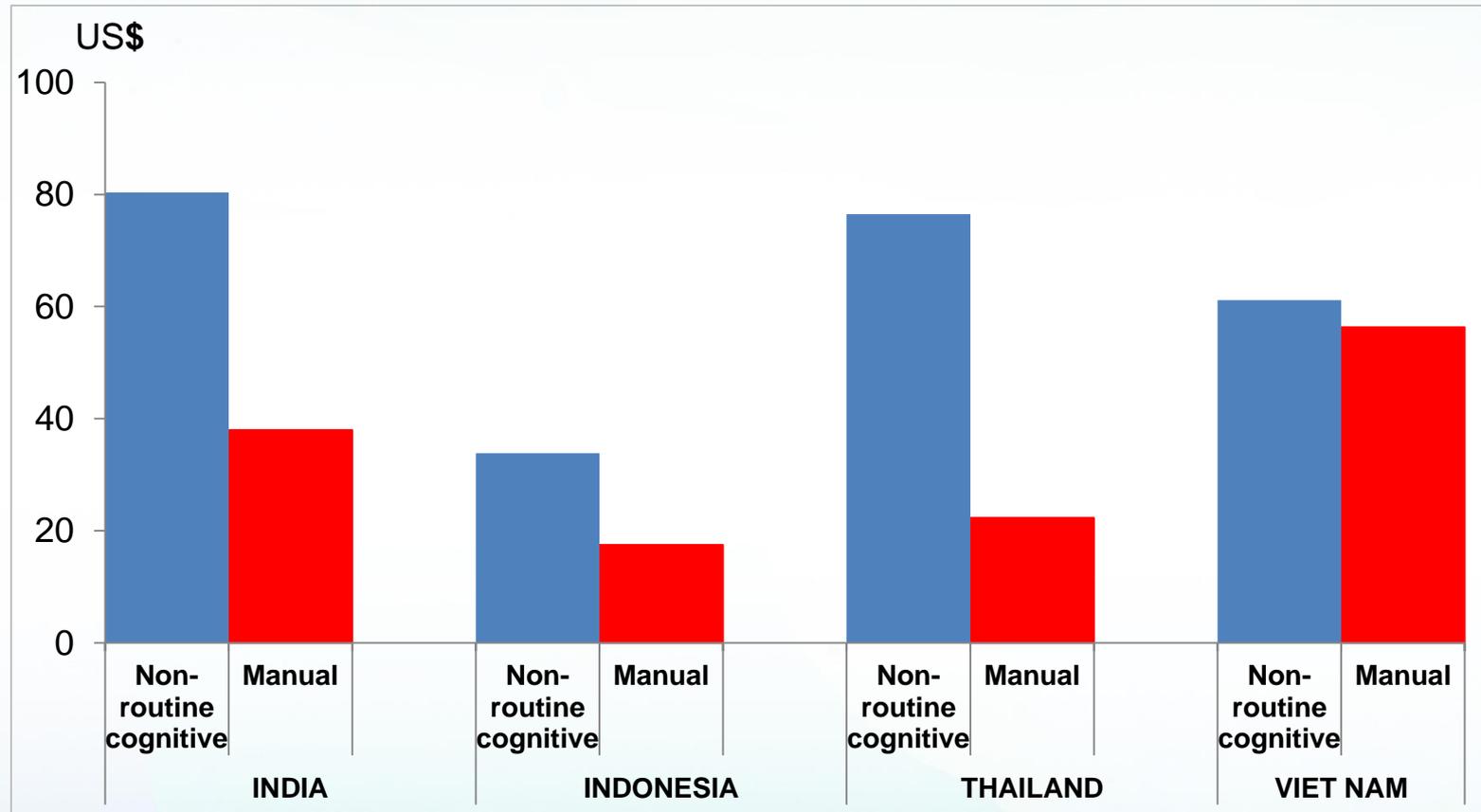
	Total No. of Job Titles (latest year)	No. of New Job Titles	Share of New Job Titles
India	3,600	120	3.33%
Malaysia	2,338	28	1.20%
Philippines	3,698	42	1.14%

Notes: The figures are based on a comparison of National Classification of Occupations (NCO) for each country. Job titles presented in the 4 quadrants are actual new titles.

Source: *Asian Development Outlook 2018: How Technology Affects Jobs*

# Wages have also grown more for these workers, leaving low-skill workers behind

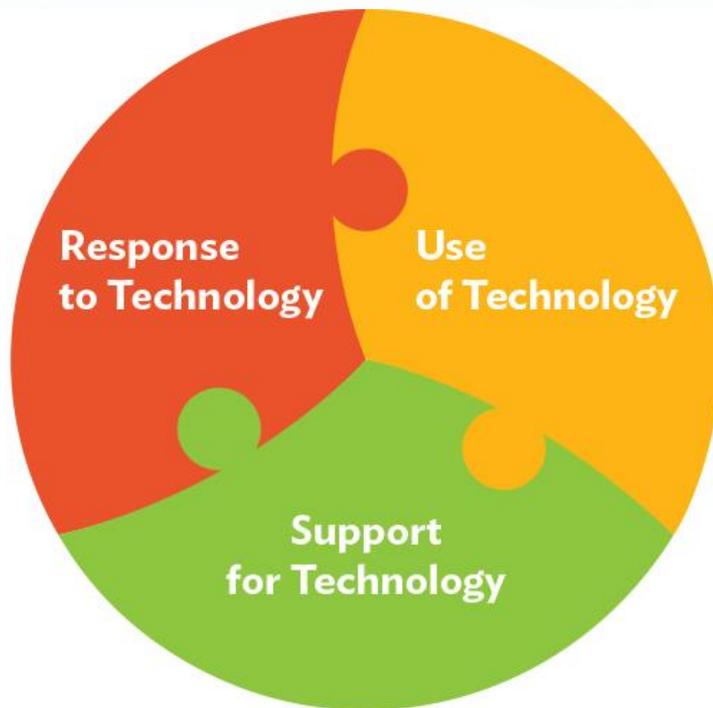
Change in average monthly wages, constant prices (in US\$)



Note: The time frames vary across countries, with Viet Nam the shortest (2007–2015), followed by Thailand (2000–2010), India (2000–2012), and Indonesia (2000–2014). Developing Asia refers to the five countries included in this analysis. Source: *Asian Development Outlook 2018: How Technology Affects Jobs*

# Government has an important role to play in leveraging technological advances for inclusive growth

## The new industrial revolution and the role of government



- Education and training
  - Favorable labor regulation
  - Social protection
  - Tax policies
- Facilitate skills development and job-matching
  - Provision of public goods and services
- Investments in ICT infrastructure
  - Antitrust and consumer protection
  - Innovation and technology adoption

# Key messages

- **New technologies drive higher productivity, the foundation for better-paid jobs and economic growth.**
- **Despite concern about technology induced job losses, there is good reason to be optimistic about Asia's job prospects**
- **New technologies will alter skills requirements and may cause unemployment as some firms downsize or close.**
- **Government has an important role to play in leveraging technological advances for inclusive growth**

- **Appendix**

# Empirical analyses corroborate these descriptive trends

## 2.2.1 Change in robot inputs and impact on employment, 2005–2015 (OLS estimates)

### a. Overall employment

	Change in employment		
	(1)	(2)	(3)
Robot adoption	-0.212 (0.37)	-0.212 (0.73)	-0.663 (0.61)
Country trends	Yes	Yes	Yes
Controls			Yes
Clustered standard errors		Yes	Yes
Observations	758	758	757

### b. Routine employment

	Change in routine employment share		
	(1)	(2)	(3)
Robot adoption	-0.048*** (0.01)	-0.048*** (0.01)	-0.048*** (0.01)
Country trends	Yes	Yes	Yes
Controls			Yes
Clustered standard errors		Yes	Yes
Observations	777	777	776

### c. Occupational employment shares

	Change in employment share of			
	(1)	(2)	(3)	(4)
	Routine manual	Routine cognitive	Nonroutine manual	Nonroutine cognitive
Robot adoption	-0.055*** (0.02)	-0.002 (0.00)	-0.004 (0.01)	0.061*** (0.01)
Country trends	Yes	Yes	Yes	Yes
Controls	Yes	Yes	Yes	Yes
Clustered standard errors	Yes	Yes	Yes	Yes
Observations	776	776	776	776

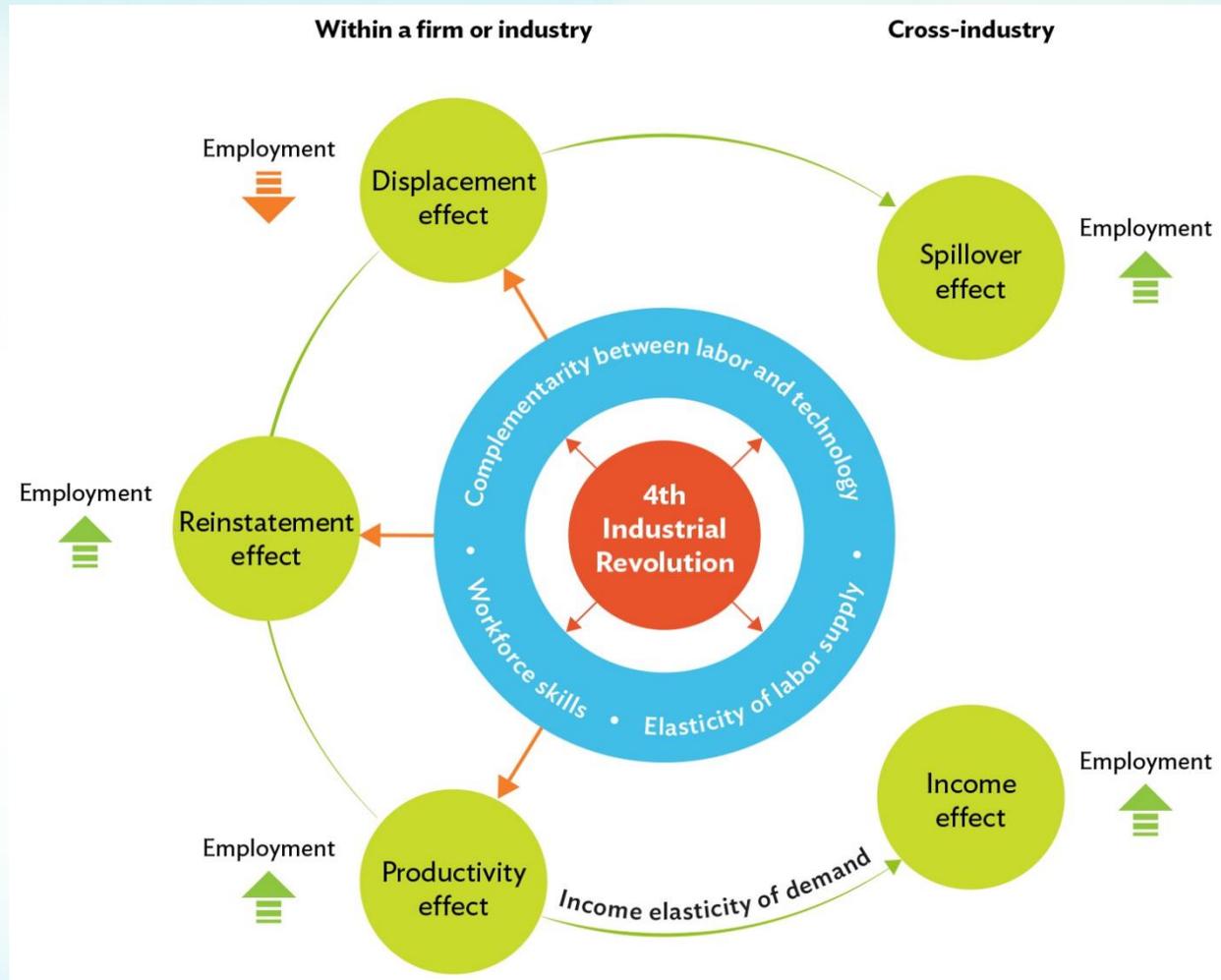
### d. Developed versus developing countries

	Change in routine employment share		
	(1)	(2)	(3)
Robot adoption	-0.056*** (0.01)	-0.056*** (0.02)	-0.056*** (0.02)
Developing country x robot adoption (Interaction term)	0.038 (0.03)	0.038** (0.02)	0.036** (0.02)
Country trends	Yes	Yes	Yes
Controls			Yes
Clustered standard errors		Yes	Yes
Observations	777	777	776

\* =  $p < 0.1$ , \*\* =  $p < 0.05$ , \*\*\* =  $p < 0.01$ , OLS = ordinary least squares.

Note: Robot adoption is the percentile in the weighted distribution of changes in robot density. Controls include real changes in gross fixed capital formation share in value added and changes in value added. Robust standard errors in parenthesis. Regressions are weighted by 2005 within-country employment shares.

# There are different channels at play that determine employment outcomes



Notes: Arrows indicating a rise or fall in employment or wages reflect empirical findings from existing studies, but they do not necessarily mean the result is obtained each time the effects are studied.  
Source: ADB. 2018. *Asian Development Outlook: How Technology Affects Jobs*. Manila.

# Technology and employment in global value chains

The GVC for garments

**2** Spinning, Knitting, or Weaving, Dyeing

Spinners use cotton from a variety of origins to produce yarn; fabric mills produce cloth

**1** Growing, Ginning, Trading

Ginners receive cotton from multiple growers and sell to the global market through traders.

**3** Sewing, Printing, Embroidering, Washing, Packing

3a Cut-make-trim (CMT) factory manufactures garments.  
3b A CMT factory that lacks in-house capacity for smaller processes subcontracts them to another facility, which then sends the garments back to CMT factory.

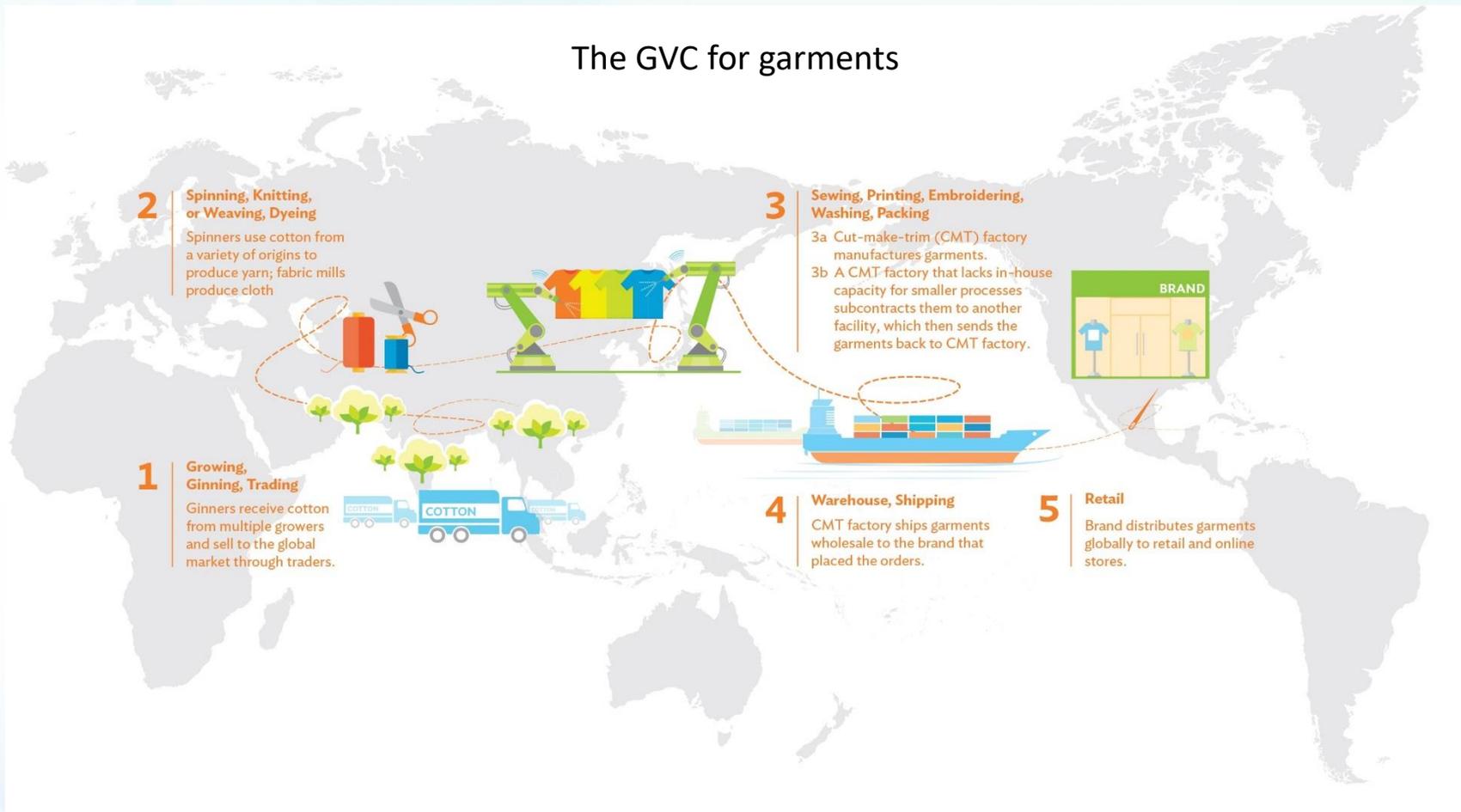
**4** Warehouse, Shipping

CMT factory ships garments wholesale to the brand that placed the orders.

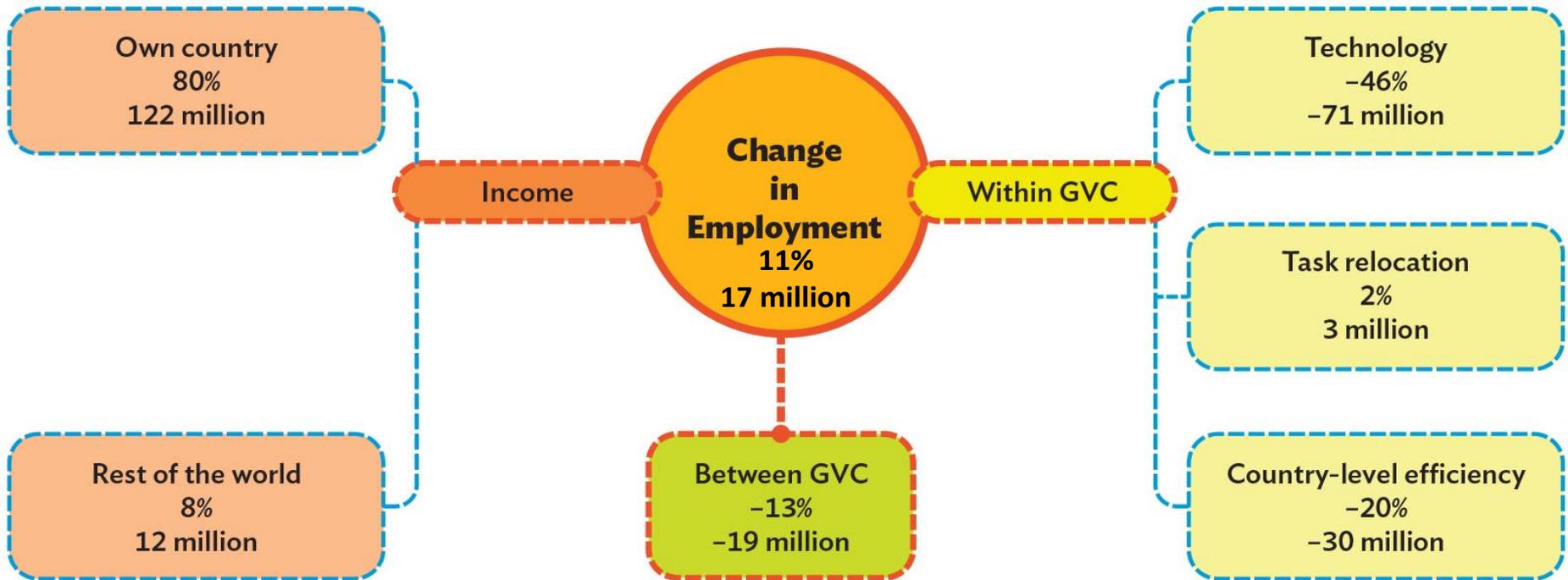
**5**

**Retail**

Brand distributes garments globally to retail and online stores.



# Decomposition of labor demand shows that employment increase from rising incomes overshadow reduction from technology



----- First level    - - - - Second level

# Structural decomposition of change in employment

$$x_{i1} - x_{i0}$$

$$u'_k \hat{\pi}_1^{-1} R_{i1} \hat{l}_{i1}^* [T_1^* \circ (S_1^* \cdot \hat{c}_1)] u - u'_k \hat{\pi}_0^{-1} R_{i0} \hat{l}_{i0}^* [T_0^* \circ (S_0^* \cdot \hat{c}_0)] u$$

change in employment

$$\frac{1}{2} \{ u'_k \hat{\pi}_0^{-1} R_{i0} \langle \hat{l}_{i1}^* - \hat{l}_{i0}^* \rangle [T_1^* \circ (S_1^* \cdot \hat{c}_1)] u + u'_k \hat{\pi}_1^{-1} R_{i1} \langle \hat{l}_{i1}^* - \hat{l}_{i0}^* \rangle [T_0^* \circ (S_0^* \cdot \hat{c}_0)] u \}$$

technology within GVC

$$\frac{1}{2} \{ u'_k \hat{\pi}_0^{-1} \langle R_{i1} - R_{i0} \rangle \hat{l}_{i1}^* [T_1^* \circ (S_1^* \cdot \hat{c}_1)] u + u'_k \hat{\pi}_1^{-1} \langle R_{i1} - R_{i0} \rangle \hat{l}_{i0}^* [T_0^* \circ (S_0^* \cdot \hat{c}_0)] u \} + \frac{1}{2} \{ u'_k \hat{\pi}_0^{-1} R_{i0} \hat{l}_{i0}^* \langle [T_1^* - T_0^*] \circ (S_1^* \cdot \hat{c}_1) \rangle u + \frac{1}{2} \{ u'_k \hat{\pi}_1^{-1} R_{i1} \hat{l}_{i1}^* \langle [T_1^* - T_0^*] \circ (S_0^* \cdot \hat{c}_0) \rangle u \}$$

task relocation

$$\frac{1}{2} \{ u'_k \langle \hat{\pi}_1^{-1} - \hat{\pi}_0^{-1} \rangle R_{i1} \hat{l}_{i1}^* [T_1^* \circ (S_1^* \cdot \hat{c}_1)] u + u'_k \langle \hat{\pi}_1^{-1} - \hat{\pi}_0^{-1} \rangle R_{i0} \hat{l}_{i0}^* [T_0^* \circ (S_0^* \cdot \hat{c}_0)] u \}$$

country-level efficiency

$$\frac{1}{2} \{ u'_k \hat{\pi}_0^{-1} R_{i0} \hat{l}_{i0}^* [T_0^* \circ ((S_1^* - S_0^*) \cdot \hat{c}_1)] u + u'_k \hat{\pi}_1^{-1} R_{i1} \hat{l}_{i1}^* [T_1^* \circ ((S_1^* - S_0^*) \cdot \hat{c}_0)] u \}$$

between GVC

$$\frac{1}{2} \{ u'_k \hat{\pi}_0^{-1} R_{i0} \hat{l}_{i0}^* [T_0^* \circ (S_0^* \cdot \langle \hat{c}_1 - \hat{c}_0 \rangle)] u + u'_k \hat{\pi}_1^{-1} R_{i1} \hat{l}_{i1}^* [T_1^* \circ (S_0^* \cdot \langle \hat{c}_1 - \hat{c}_0 \rangle)] u \}$$

income