



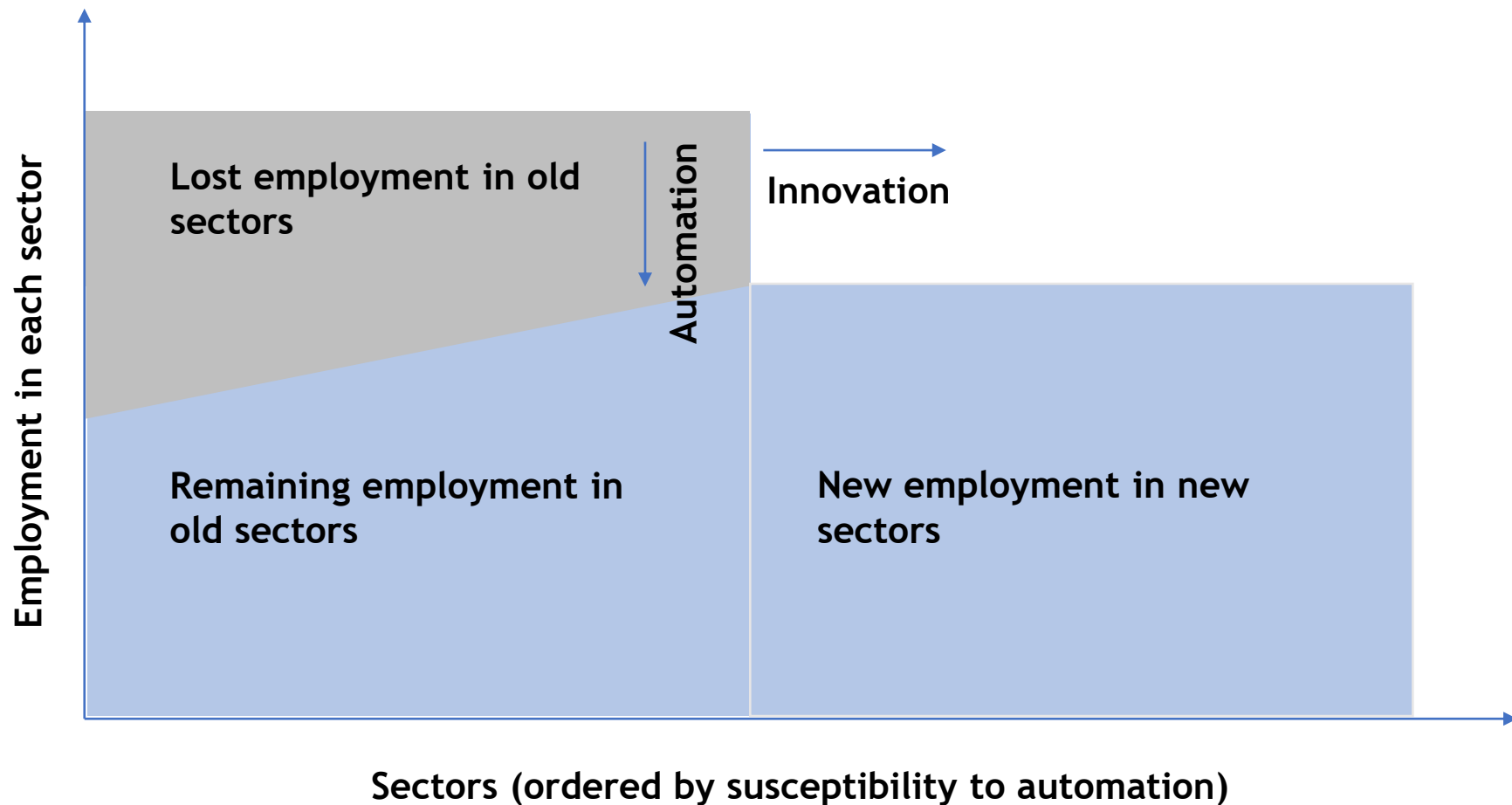
WORLD DEVELOPMENT REPORT 2019

THE CHANGING NATURE OF WORK



WORLD BANK GROUP

Technological Progress Can Expand Job Opportunities



Source: Authors' analyses.

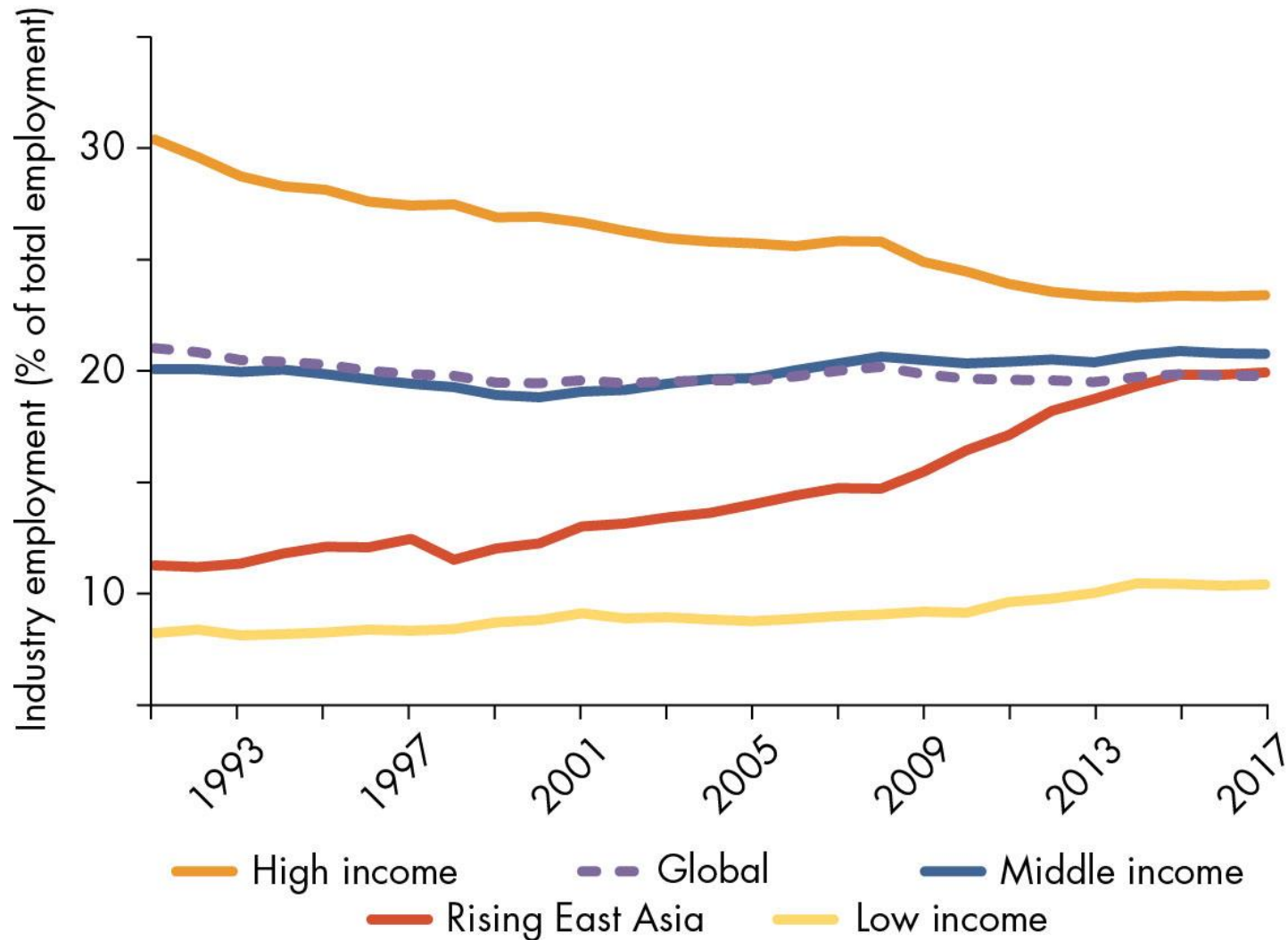
**More than 1 million
downloads**



The background is a surrealist painting by Salvador Dalí, 'The Persistence of Memory'. It depicts a landscape with melting pocket watches, a figure in a red sweater, and a figure in a white shirt. The text 'What is changing?' is overlaid in the center.

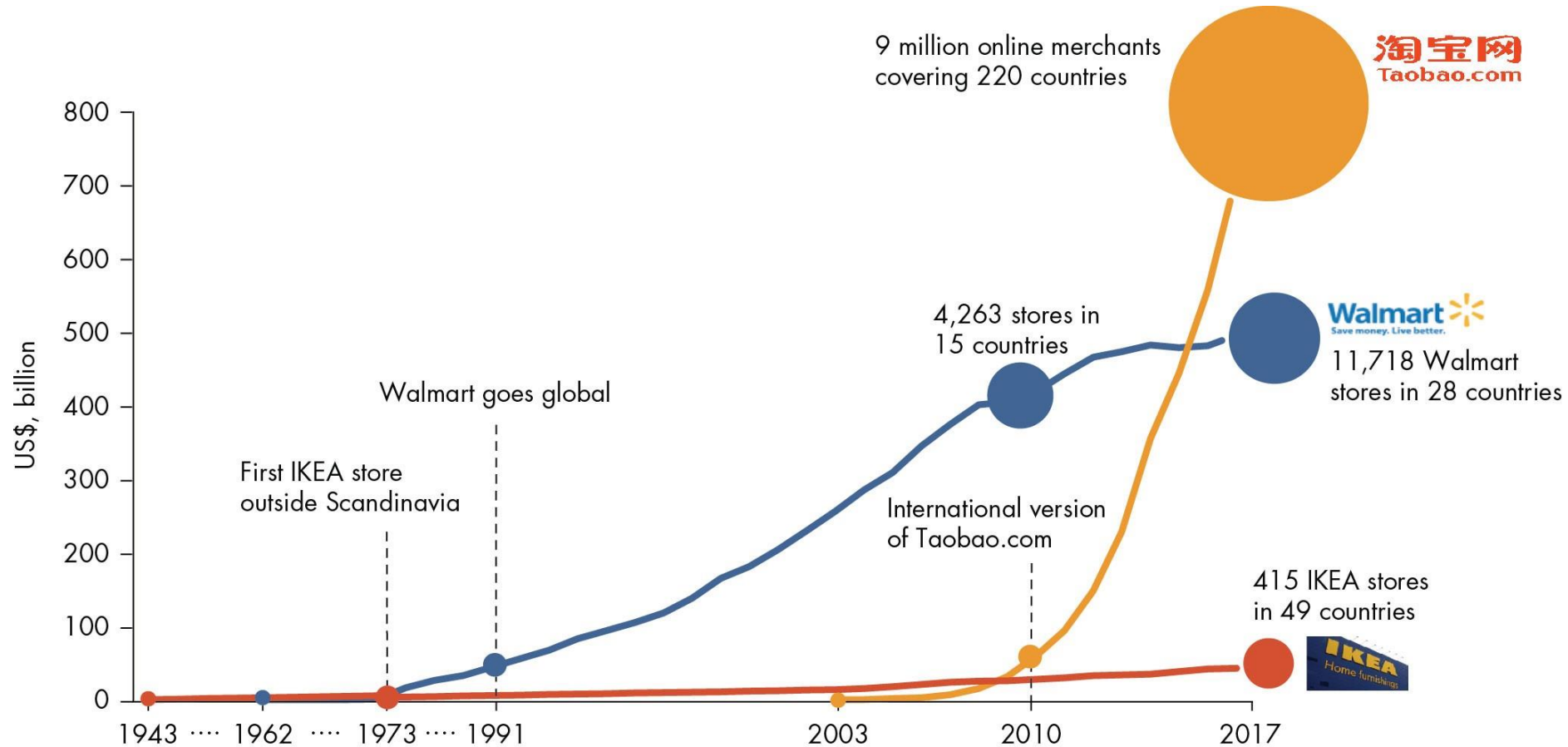
What is
changing?

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



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

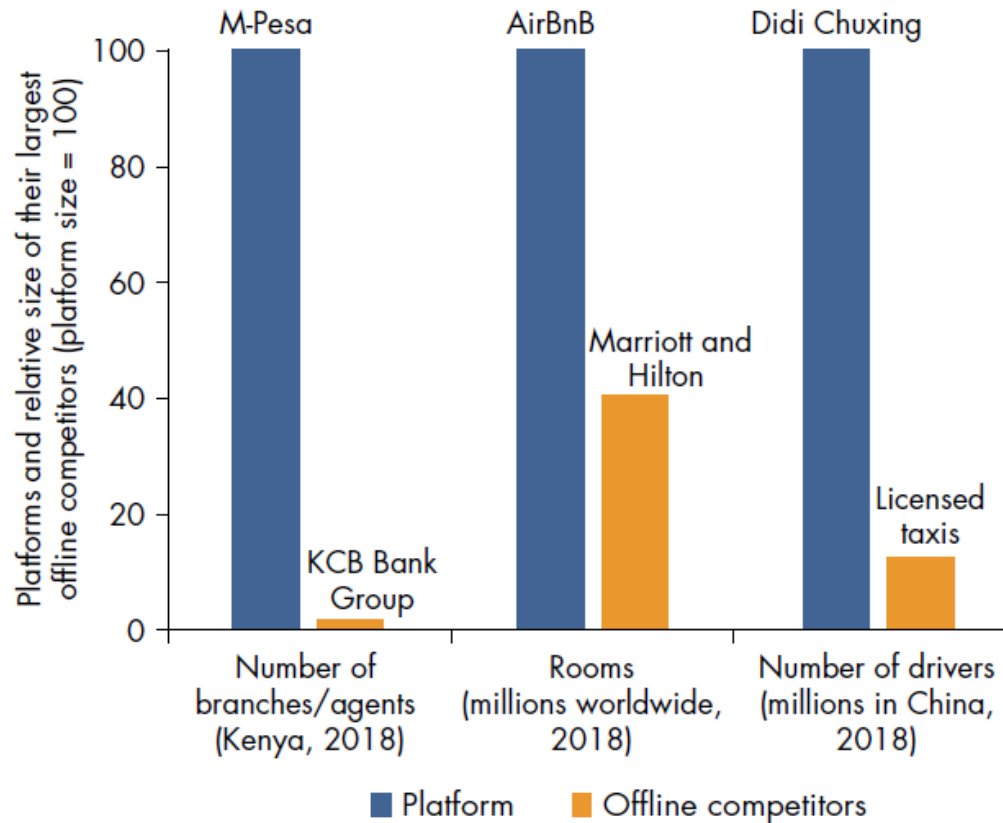
Recent Technological Advances Accelerate Firm Growth



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.



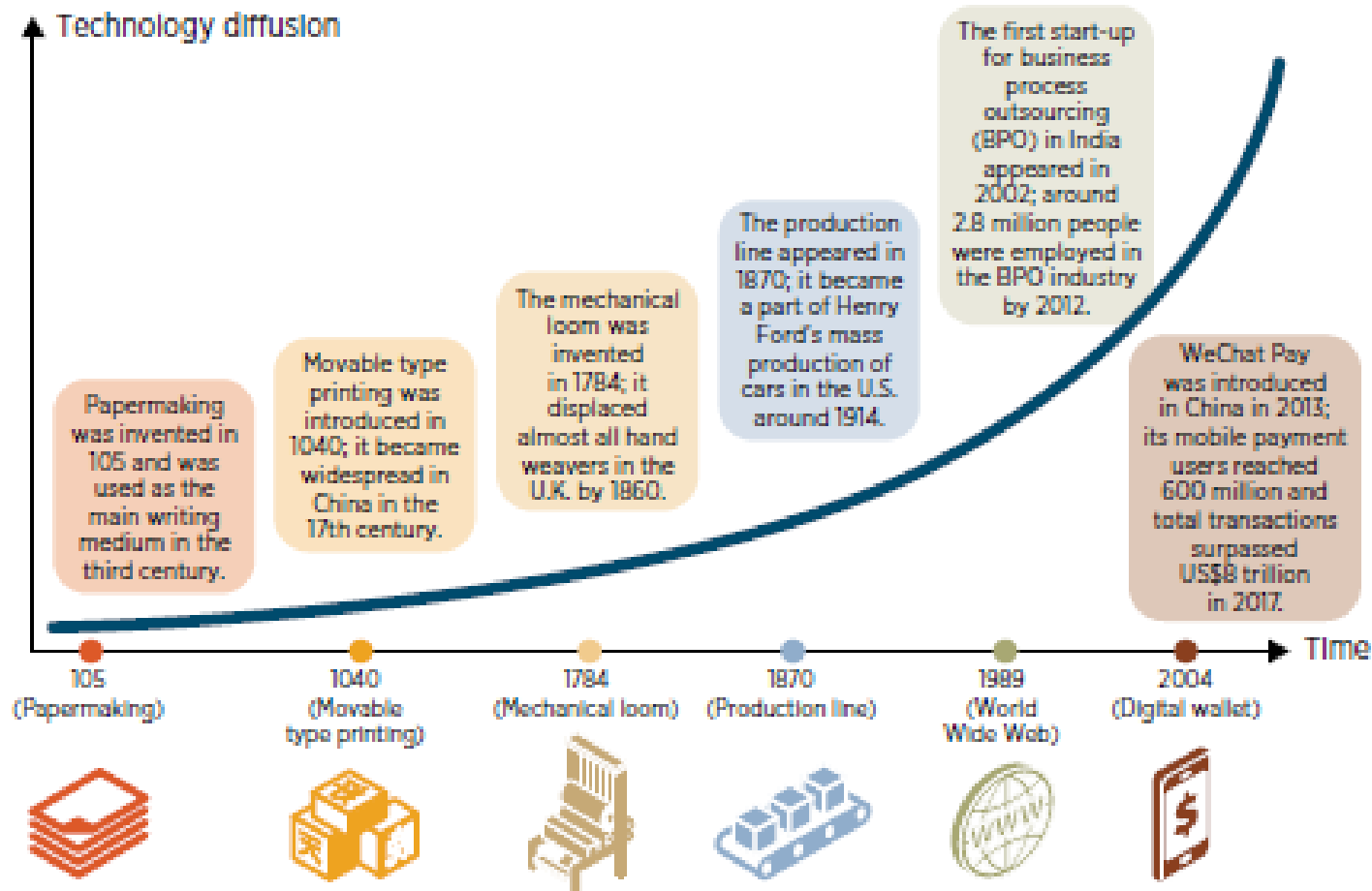
Technology is Changing How People Work and the Terms on Which They Work

LESS standard long-term contract

MORE short-term work often via online work platforms



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:

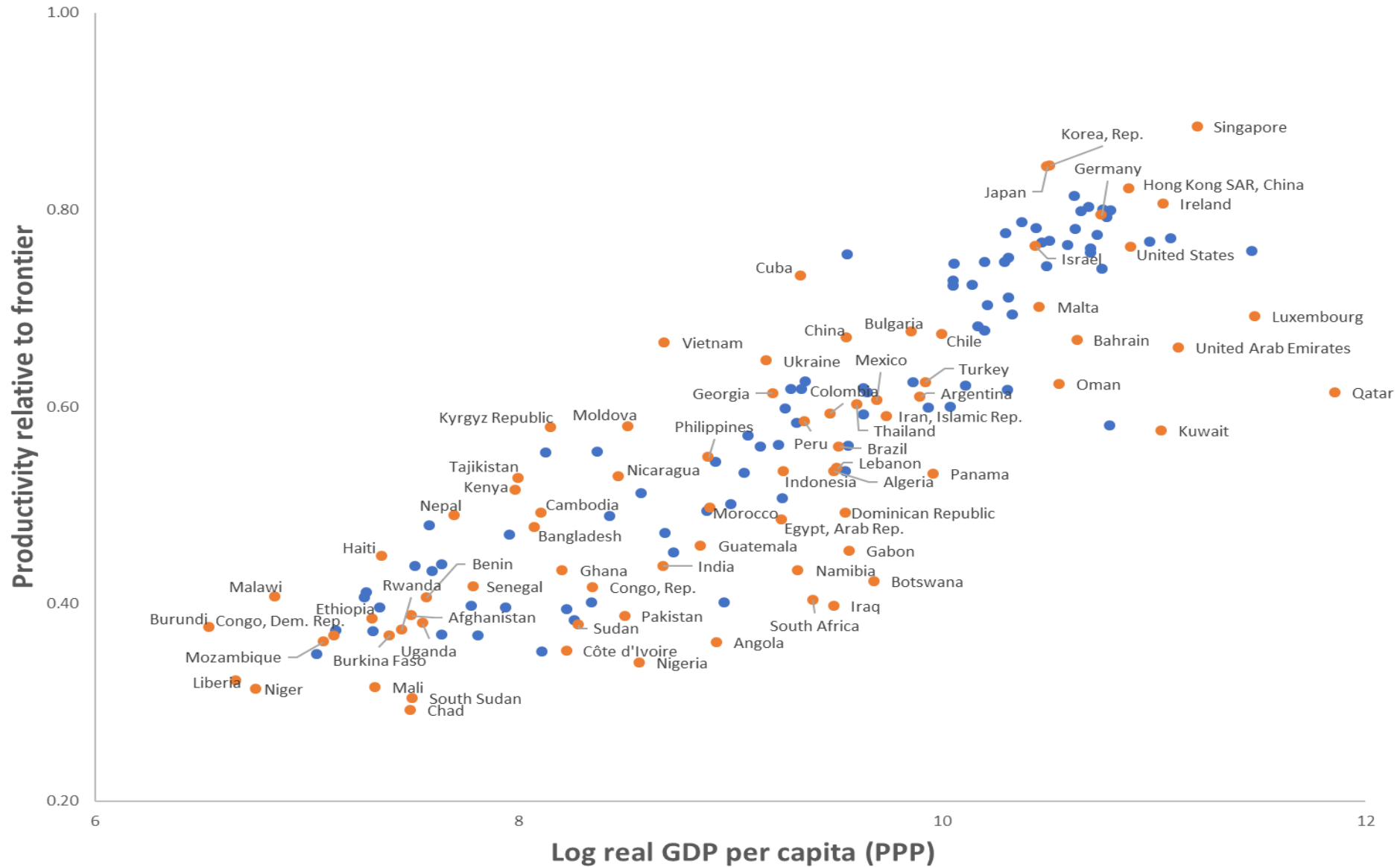
Human Capital and
Lifelong Learning

Social Protection
and Labor Policies

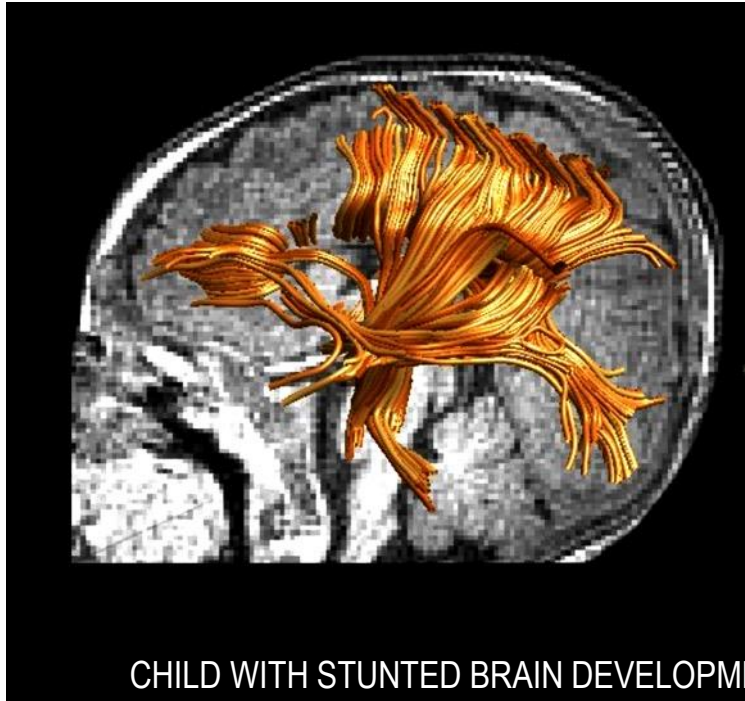
Revenue
Mobilization



The Human Capital Index 2018

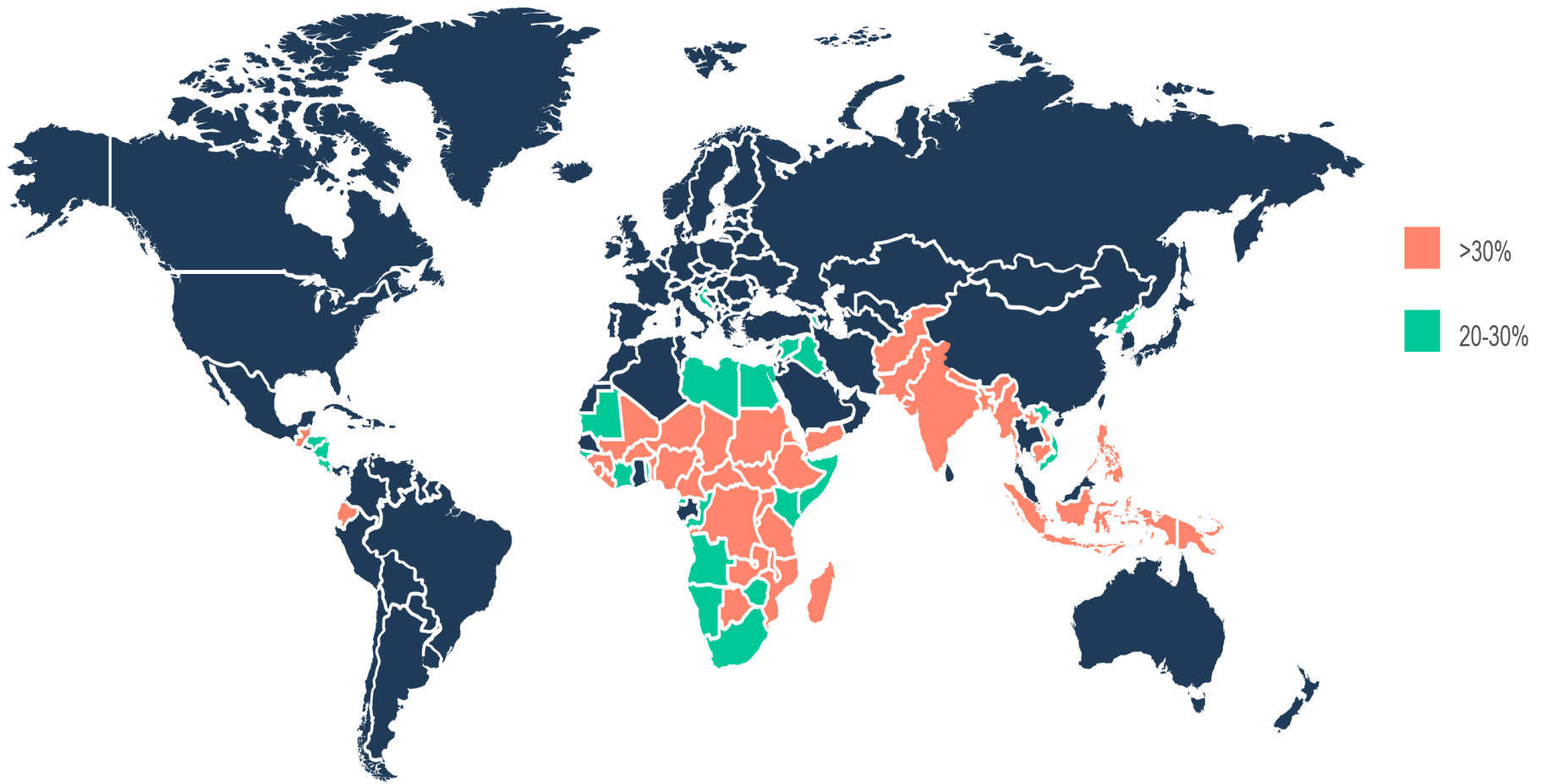


The First 1,000 Days Lay A Lifelong Foundation



Source: Authors' analyses.

151 Million Children Under 5 Are Stunted Worldwide



Source: Authors' analysis

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
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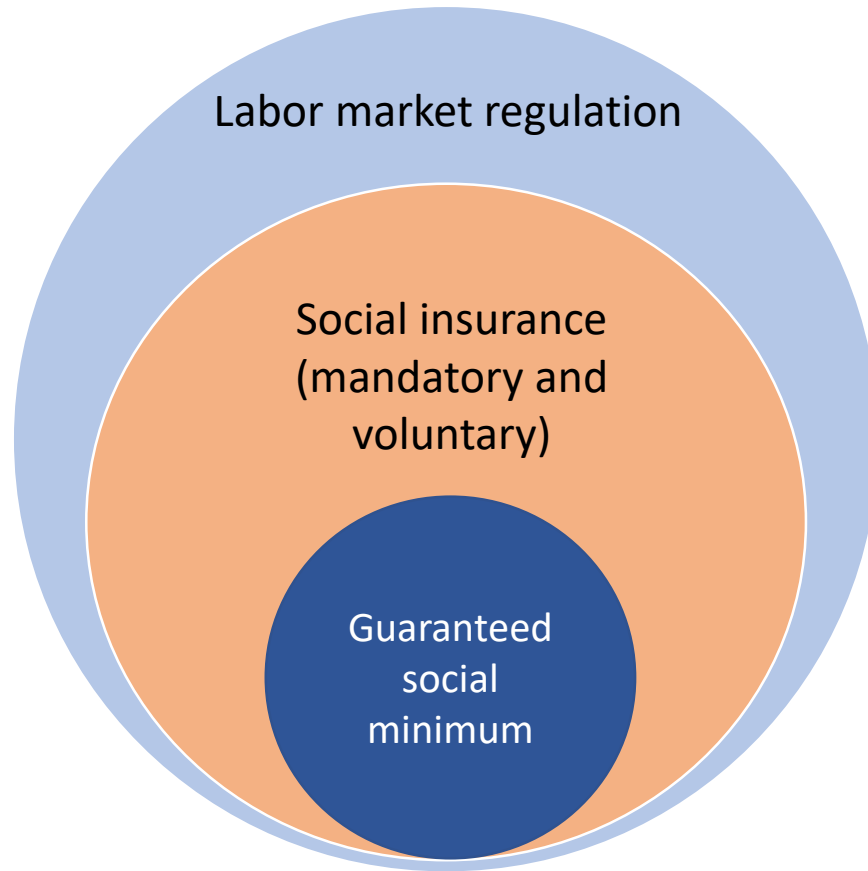


Convergence in the nature of work? Persistent informality and more fluid labor markets

A photograph of a busy outdoor market. In the foreground, a woman wearing a blue and white striped headscarf and a matching jacket is sitting on a black crate, smiling. She is surrounded by yellow plastic crates filled with various fruits and vegetables, including red tomatoes and green leafy plants. Other people are visible in the background, some standing and some moving through the market. The scene is set in front of a blue building with a white roof. The overall atmosphere is one of a bustling, everyday market.

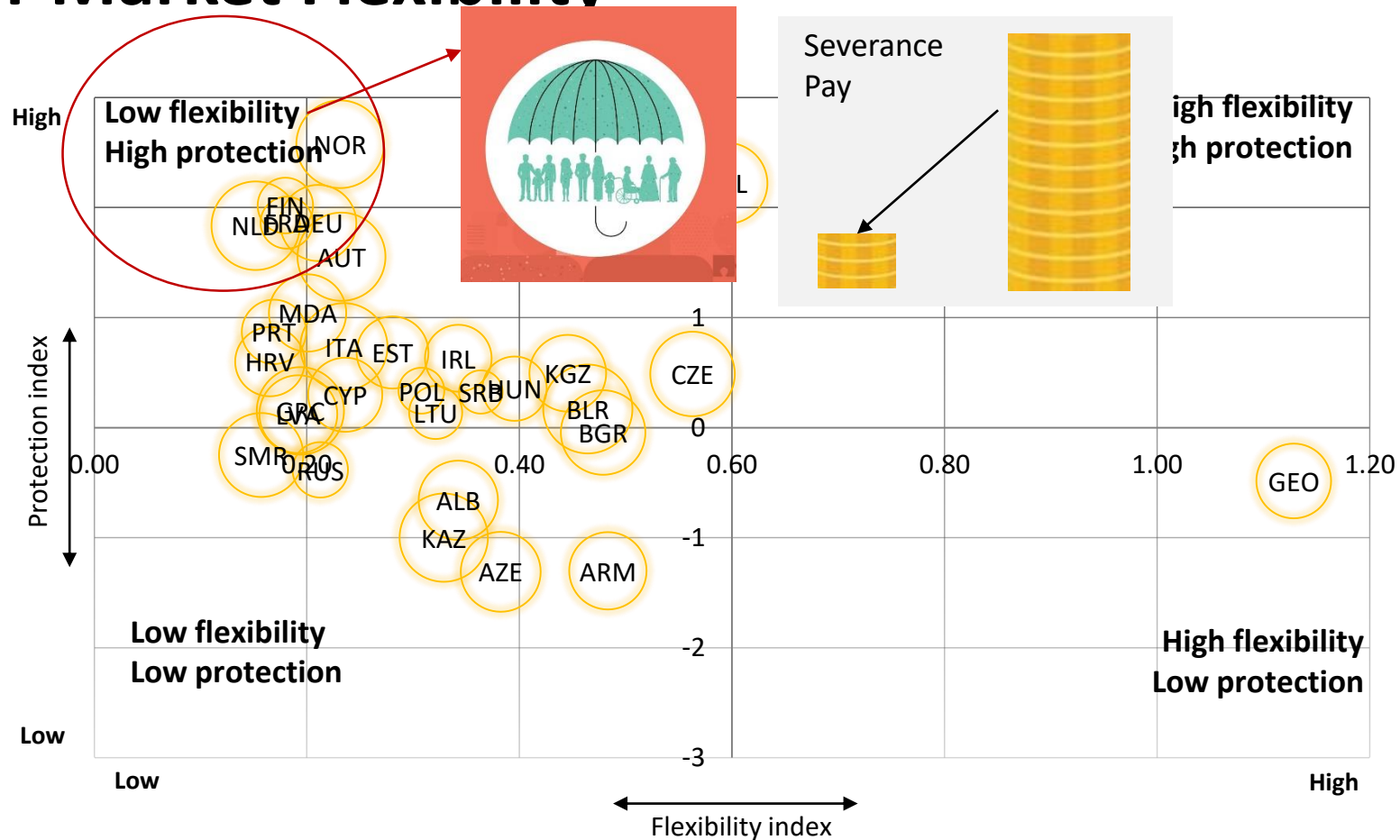
64.7% average informality
in emerging economies

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



Source: Authors' analysis.

Complementing Strong Social Protection with Labor Market Flexibility



Source: World Bank (2018); Ridao-Cano and Bodewig (2018)

Three Areas For Policy Action:

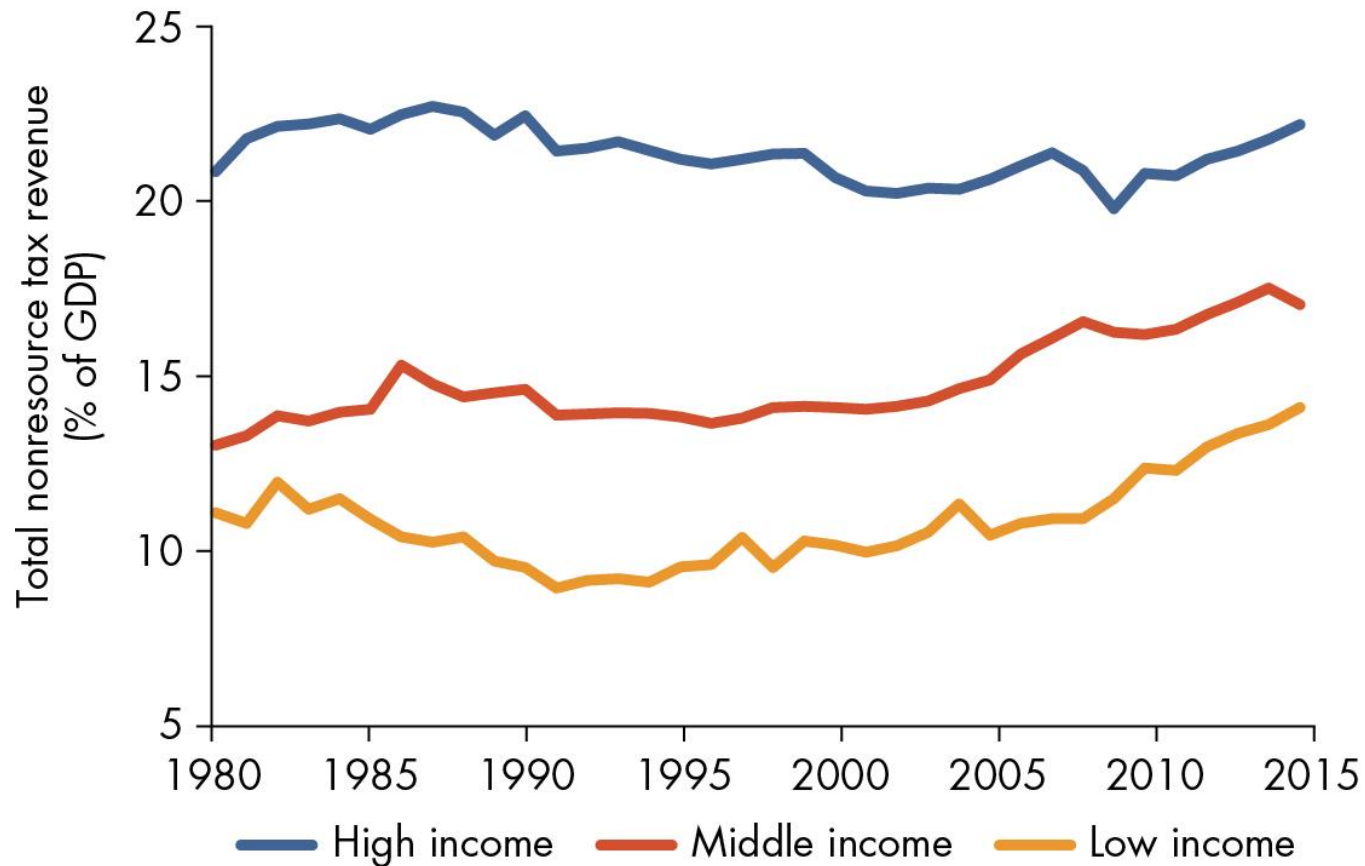
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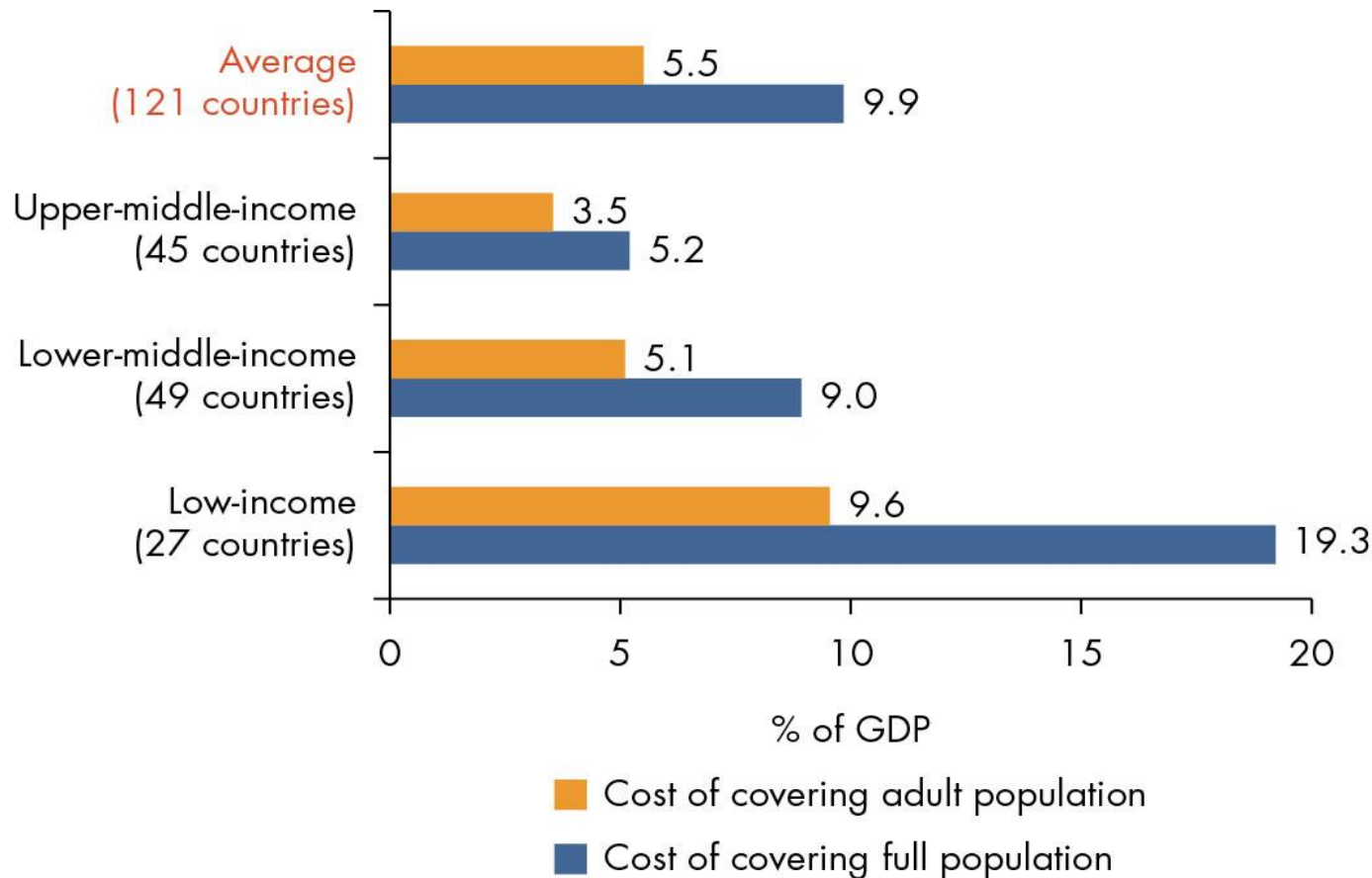


Tax Revenues Have to Rise, Especially in Developing Economies



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

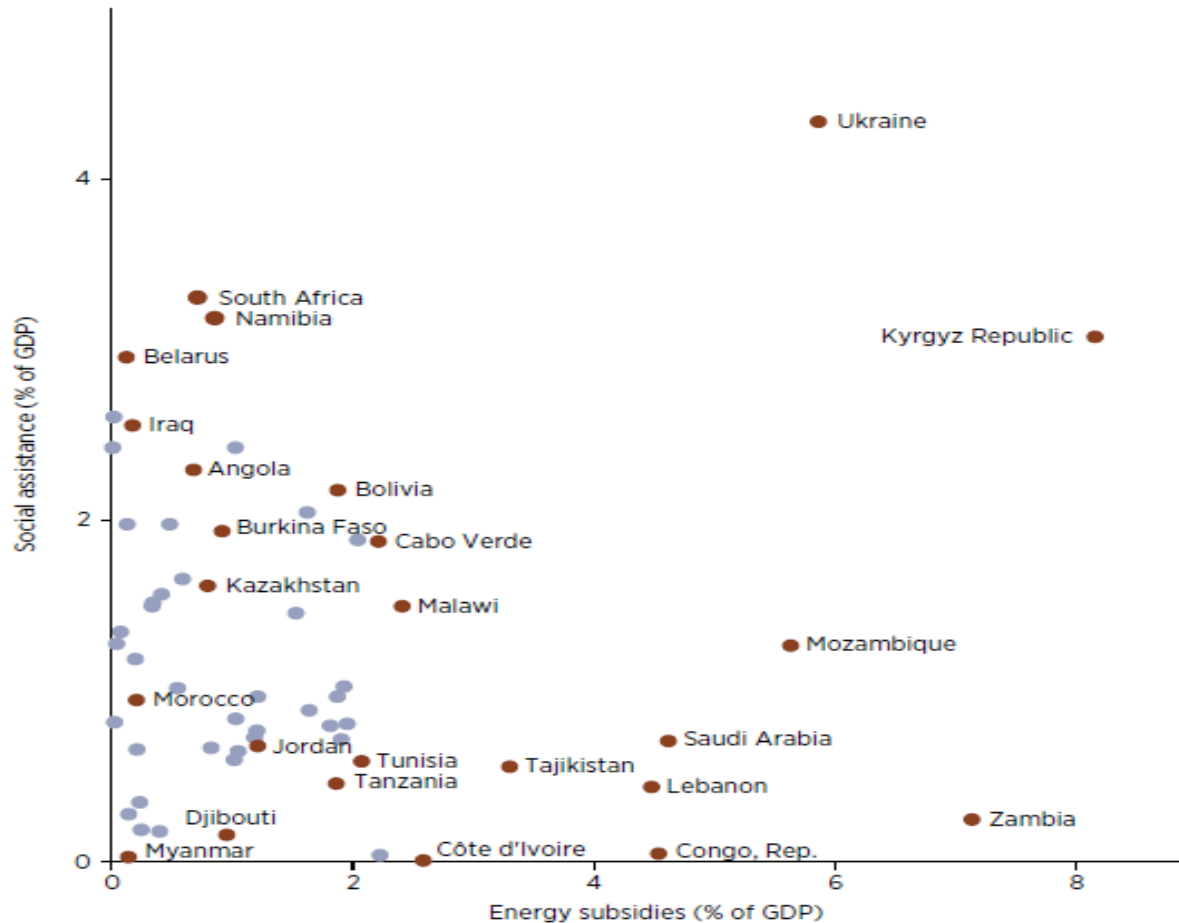
Social Inclusion Is Costly



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.

Some Countries Spend more on Energy Subsidies than on Social Assistance.



Source: Authors' analysis based on World Bank (2018a) and IMF (2015) database on country-level estimates

2019 World Development Report



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