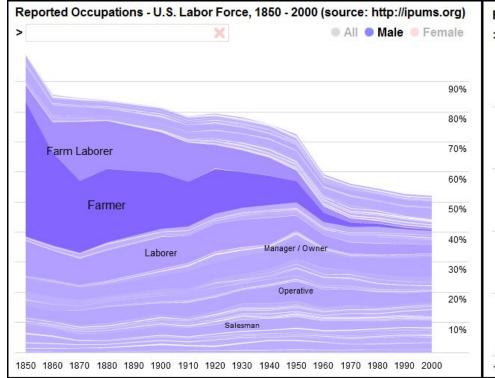


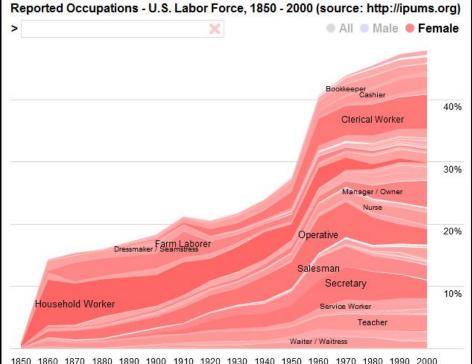
#### James J. Hughes Ph.D.

Executive Director, Institute for Ethics and Emerging Technologies Public Policy Studies, Trinity College, Hartford CT James.Hughes@trincoll.edu

## **Jobs Change**

 As women entered the labor force in pink and white collar jobs, men were leaving farm and manual labor





## Structural Unemployment

- Paid labor force has declined since 2000
- Jobless recovery since 2008
- Aging of population and technological unemployment

The percent of 18-65 year olds in paid labor





#### **Automation and Substitution**

All jobs are potentially automatable,
 done cheaper and better than by human workers





ICT makes it more profitable to invest in machines than to hire workers



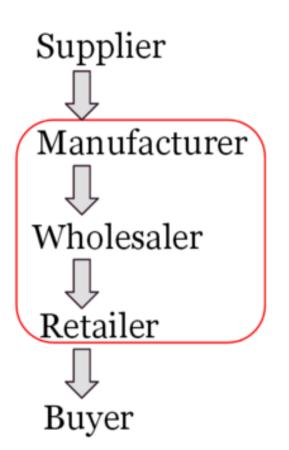






### Disintermediation

ICT reduces number of workers in supply chains







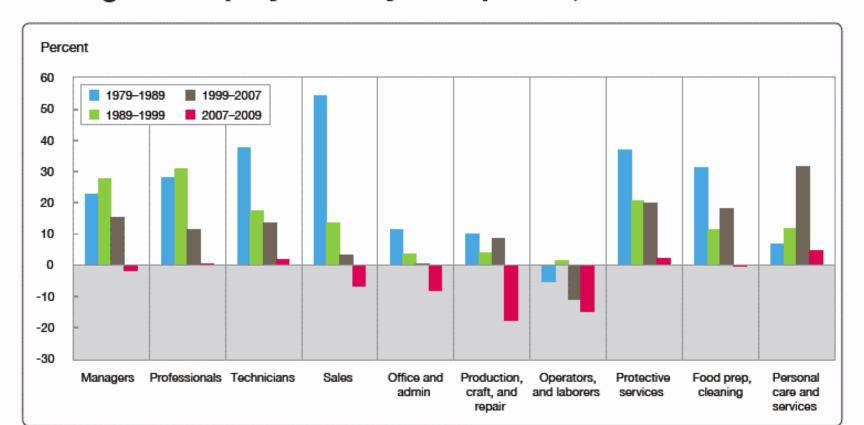




#### **Union Jobs Hit Hardest**

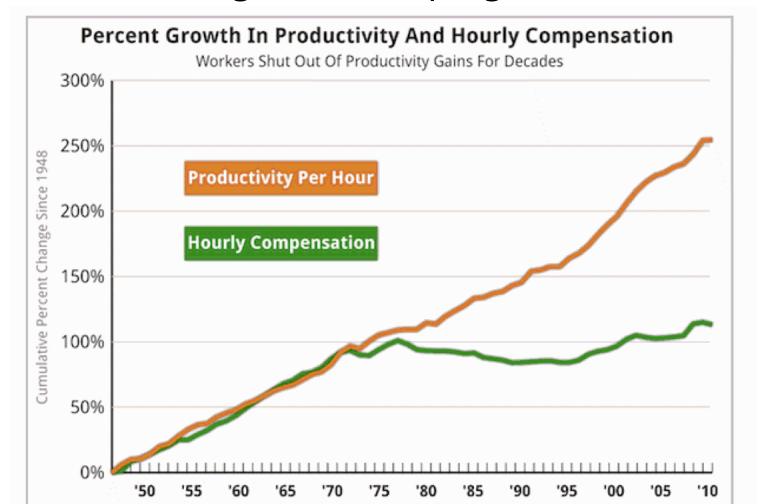
 Since the 1980s the fastest declining occupations had the highest rates of unionization, and the fastest growing occupations had low rates

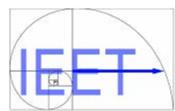
#### Change in employment by occupation, 1979-2009



### Growing Productivity, Stagnant Wages...

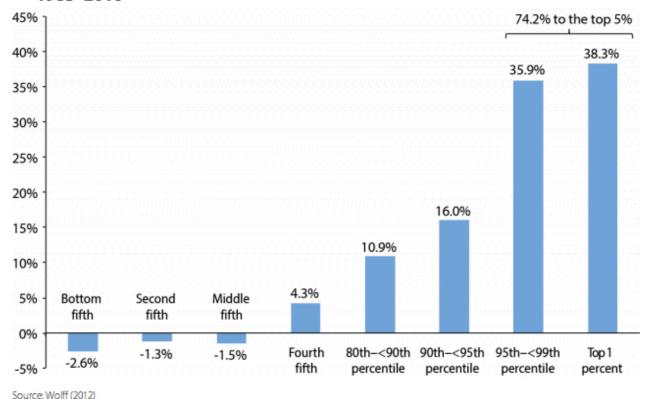
Deskilling Jobs, Keeping the Profits



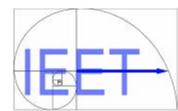


# ...and Growing Inequality

- Redistribution of wealth to the top 10%
  - Share of total household wealth growth accruing to various wealth groups, 1983–2010



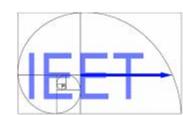




## Last Holdouts: Healthcare, Education

- Professional core with growing hierarchical management
- Complex product resistant to measurement, "efficiency" and automation
  - Learning outcomes and standardized tests and curricula
  - Health outcomes and standardized testing, treatment and care plans





# Hospital Robots and Al

Even diagnosing, prescribing and surgery can be automated



Robot nurses aides



Telepresence doctors



Robotic surgery

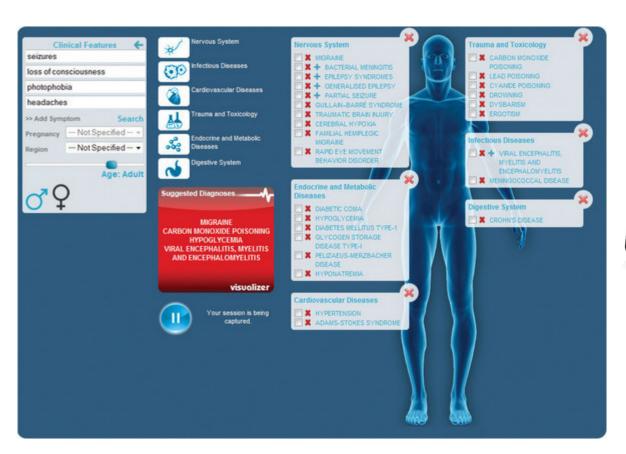


Robot home care



# **Clinical Decision Support**

 Expert diagnostic and treatment systems used by nurses and PAs do better than doctors for most conditions



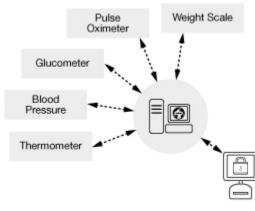




# HomeCare Telemonitoring

 Home and medical telemonitoring of heart, blood pressure, blood sugar, urinalysis, prescription compliance, etc.



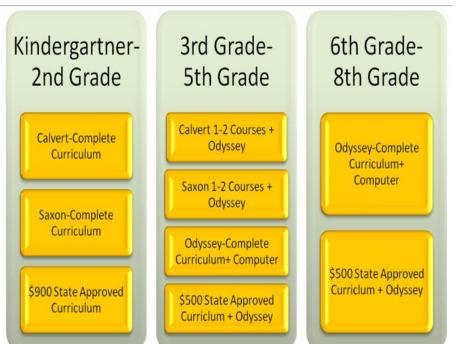




## **Distance and Online Learning**

- Online and hybrid models growing
- The cost bubble in higher education is about to burst

K-12 Courseware

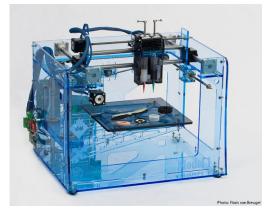


- University of Phoenix is largest in US
- MOOCs at Stanford, Harvard, MIT

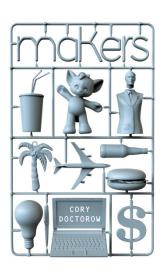


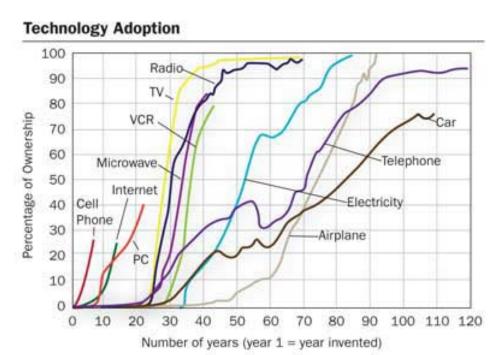
## 3D Printing & Desktop Manufacturing

- Half of all employment is involved in production, transport or sales of things
- Diffusion of desktop manufacturing could be very rapid

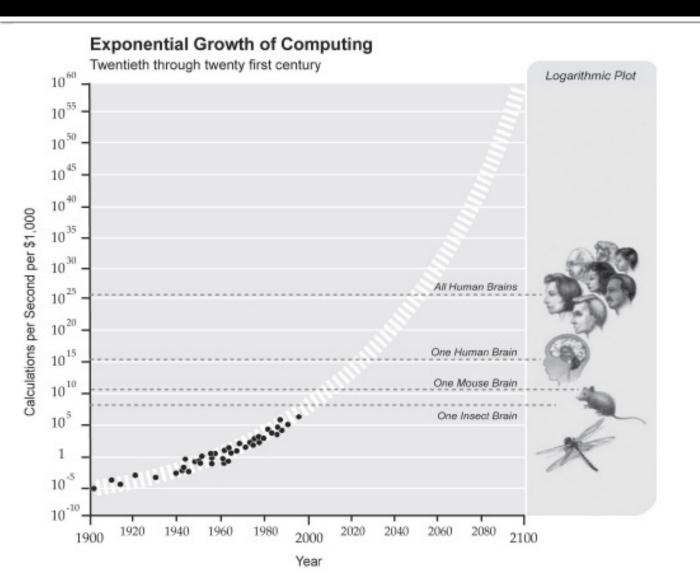




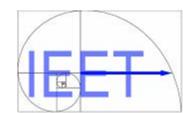




# **Technological Acceleration**



Computer power doubles every two years



## **Any Jobs?**

- Jobs requiring human empathy and insight are probably going to be the last to automate
- But still...



Robot prostitutes



AI Counseling

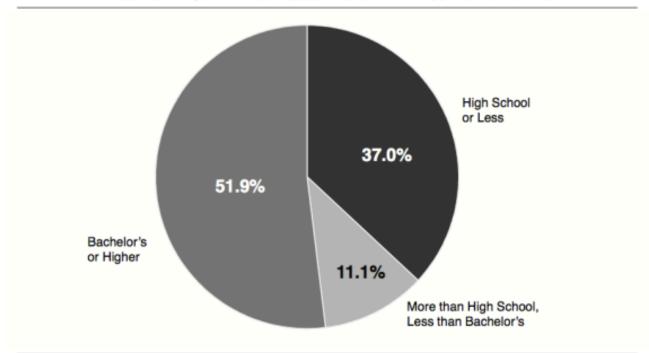


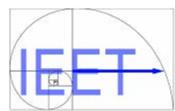
Smartphone confession

# Education is a Shrinking Shield

- So far, education has determined who is most vulnerable
- But un- and underemployment of college grads is rising

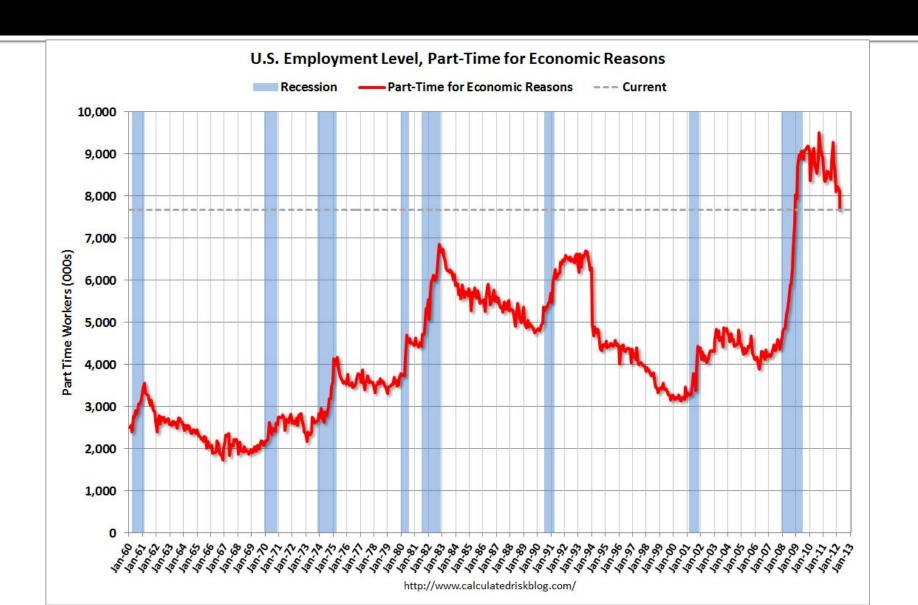






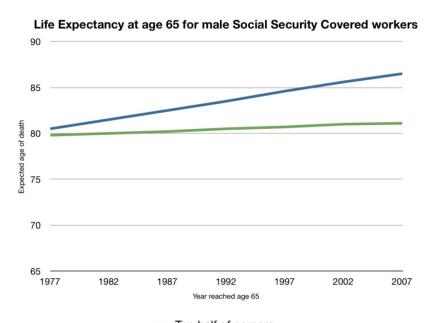
Source: U.S. Bureau of Labor Statistics, authors' calculations

#### Part-time Work on the Rise

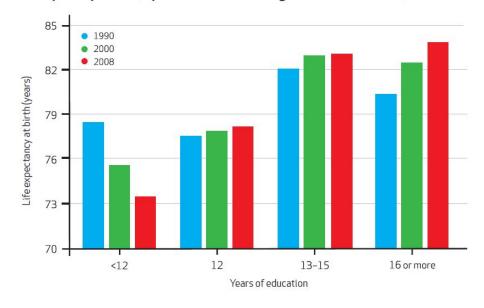


# We're Living Longer

- At least those with education and affluence are
- Life expectancy for poor females is declining



Life Expectancy At Birth, By Years Of Education At Age 25 For White Females, 1990-2008



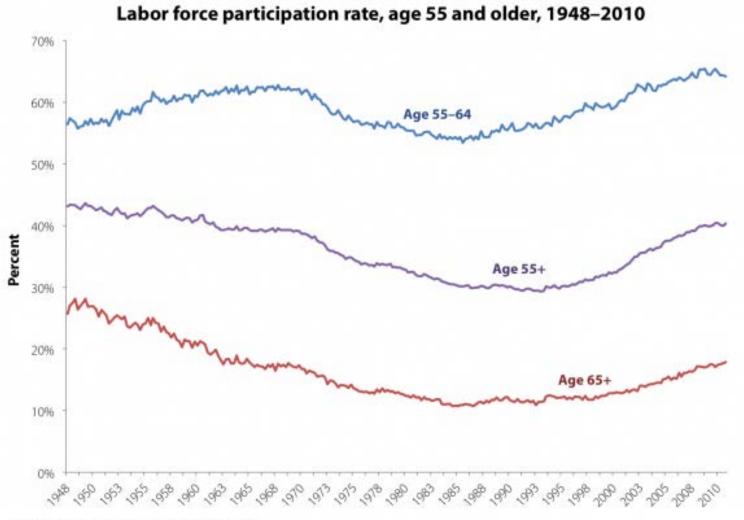
Top half of earners

Bottom half of earners

SOURCE Authors' analysis of data from the National Vital Statistics System and the Census Bureau

## **Working Longer**

 Older workers staying in labor force longer



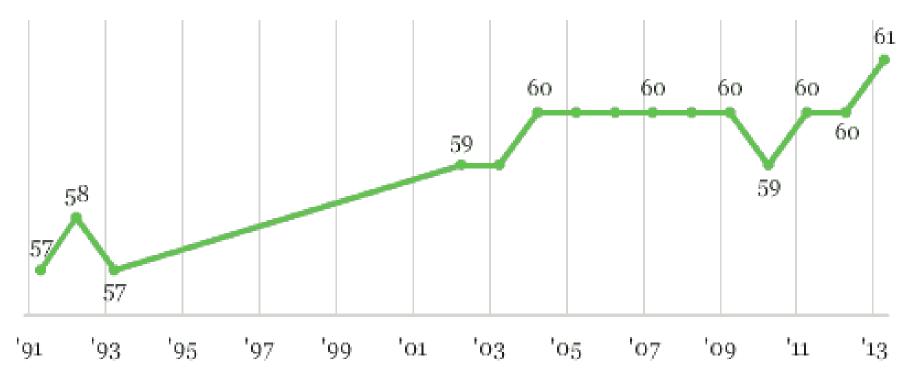
Source: Bureau of Labor Statistics, 1948-2010

# **Retiring Later**

At what age did you retire?

Among adults who are retired

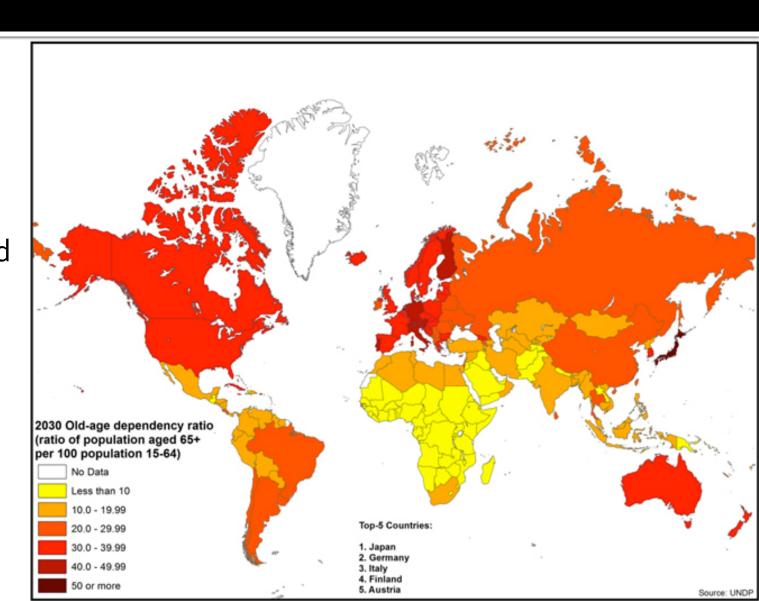




GALLUP'

# Old Age Dependency Ratio

- Crashing fertility rates
- Reform of pension and social security systems
- But where will seniors find jobs if retirement age raised?



### "Entitlement" Debate

- The policy debate in US has not caught up
- Austerity is macroeconomic dead-end

#### Seniors followed by low-income Americans account for most federal money going to individuals Elder care (Social Security) and Medicare) Vetern's and Active Duty 29% Unemployment insurance Low-income target programs 55% 8% Other Source: Office of Management and Budget, Fiscal Year 2012 Budget of the U.S. Government (Historical Tables).

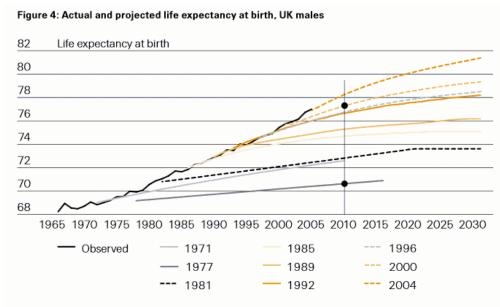
#### AUSTERITY SURVIVAL GUIDE





# Longevity Risk or Dividend?

- IMF 2012 on "longevity risk": If average life spans by 2050 were to increase 3 years more than now expected aging-related costs would increase by 50 percent
- Longevity Dividend
   if therapies slow aging,
   reduce disease and
   disability
- But we still need to address insolvency of pensions and inequity of dependency ratio

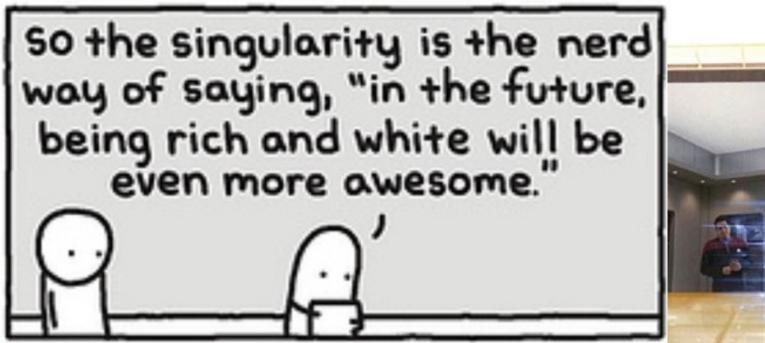


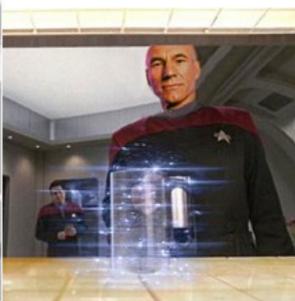
The chart demonstrates how experts have historically underestimated life expectancy. For example, the life expectancy of a UK male born in 2010 was estimated to be 71 years in 1977. By 2000, this estimate was revised to more than 77 years.

Source: Chris Shaw, "Fifty Years of United Kingdom National Population Projections: How Accurate Have They Been?", Population Trends, 128, Office for National Statistics, 2007

# Denial and Magical Thinking

- It won't happen because it didn't happen
- Techno-utopians: If it happens there will be magical nano-boxes and everything will be free





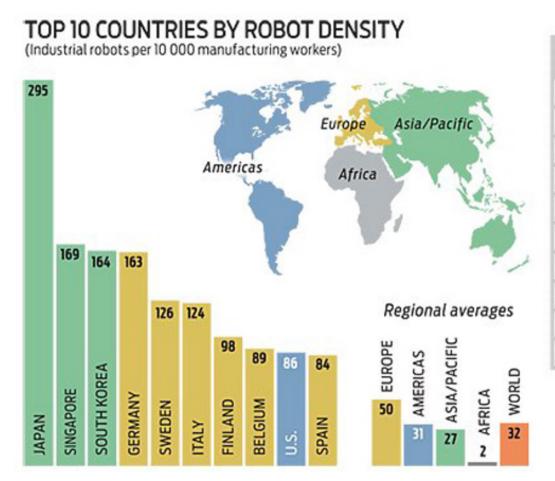
## **Luddite Policies**

- Machine bans will be proposed
- But they will impose high costs on consumers, and lower quality goods & services
- Agricultural subsidies & protectionism
- Adapting is preferable



# Change with Prosperity

In egalitarian countries technological change has led to prosperity



Country	Ratio of Pay CEO : Avg Worker
Japan	11:1
Germany	12:1
France	15:1
Italy	20:1
Canada	20:1
South Africa	21:1
Britain	22:1
Mexico	47:1
Venezuela	50:1
United States	475:1



## **Interim Policies**

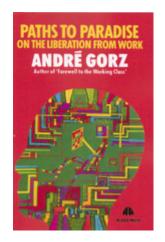
- NBER 2013: "Smart Machines and Long-Term Misery" Jeffrey Sachs & Laurence Kotlikoff – Tax older workers to ensure human capital accumulation for younger underemployed
- Public financing of higher education and job re-training
- Public employment
- Public subsidies for private sector jobs
- Shorter work-weeks

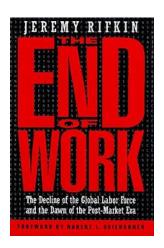


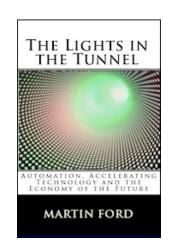
## **Beyond Work**

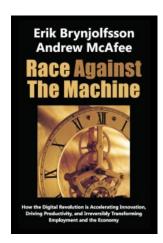
Imagining the liberation from toil since Condorcet





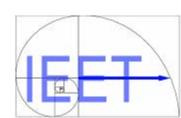








Hans Moravec 1995: "When industry is totally automated and hyper-efficient, it will create so much wealth that retirement can begin at birth. We'll levy a tax on corporations and distribute the money to everyone as lifetime social-security payments."



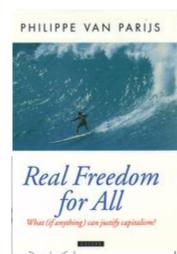
# Divorcing Income from Work

- Tom Paine: Annual payments should be made "to every person, rich or poor...in lieu of the natural inheritance, which, as a right, belongs to every man..."
- Expanding social wage
- Universal basic income guarantee
- Economies need consumers even more than workers





Tom Paine

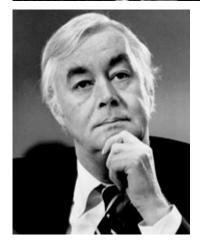


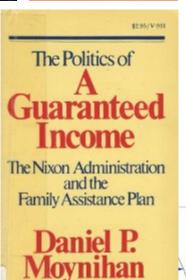
## BIG in 1960s US Policy

- Robert Theobald and Committee on the Triple Revolution (1964)
- James Tobin, John Kenneth
   Galbraith advocate for BIG
- Milton Friedman's "negative income tax"
- 1968: 1000+ economists call for BIG
- Moynihan & Nixon propose
   Family Assistance Plan to replace
   AFDC, passed House, failed in
   Senate









## Fiscal Reforms

- Increase progressivity of the income tax
- But with shrinking employment and dependency ratio...
- Carbon taxes
- Consumption taxes
- Public ownership of resources (Alaskan citizen's dividend)



## For more information

Institute for Ethics and Emerging Technologies ieet.org

These slides:

http://ieet.org/archive

Me: director@ieet.org



