

# Impacto social de la Robótica y Automatización

2022





# EL AUMENTO DE LA ROBÓTICA Y DE LA AUTOMATIZACIÓN ES INEVITABLE



Fuente: Markets & Markets



## PERO NADIE SE PONE DE ACUERDO SOBRE LAS CIFRAS DE SU IMPACTO SOCIAL

Cuándo	Dónde	Puestos perdidos	Puestos creados	Predictor
2025	US	24.186.000	13.605.000	Forrester
2025	US	3.400.000		Science Alert
2030	Global	2.000.000.000		Thomas Frey
2030	Global	400.000.000 – 800.000.000	555.000.000 – 890.000.000	McKinsey

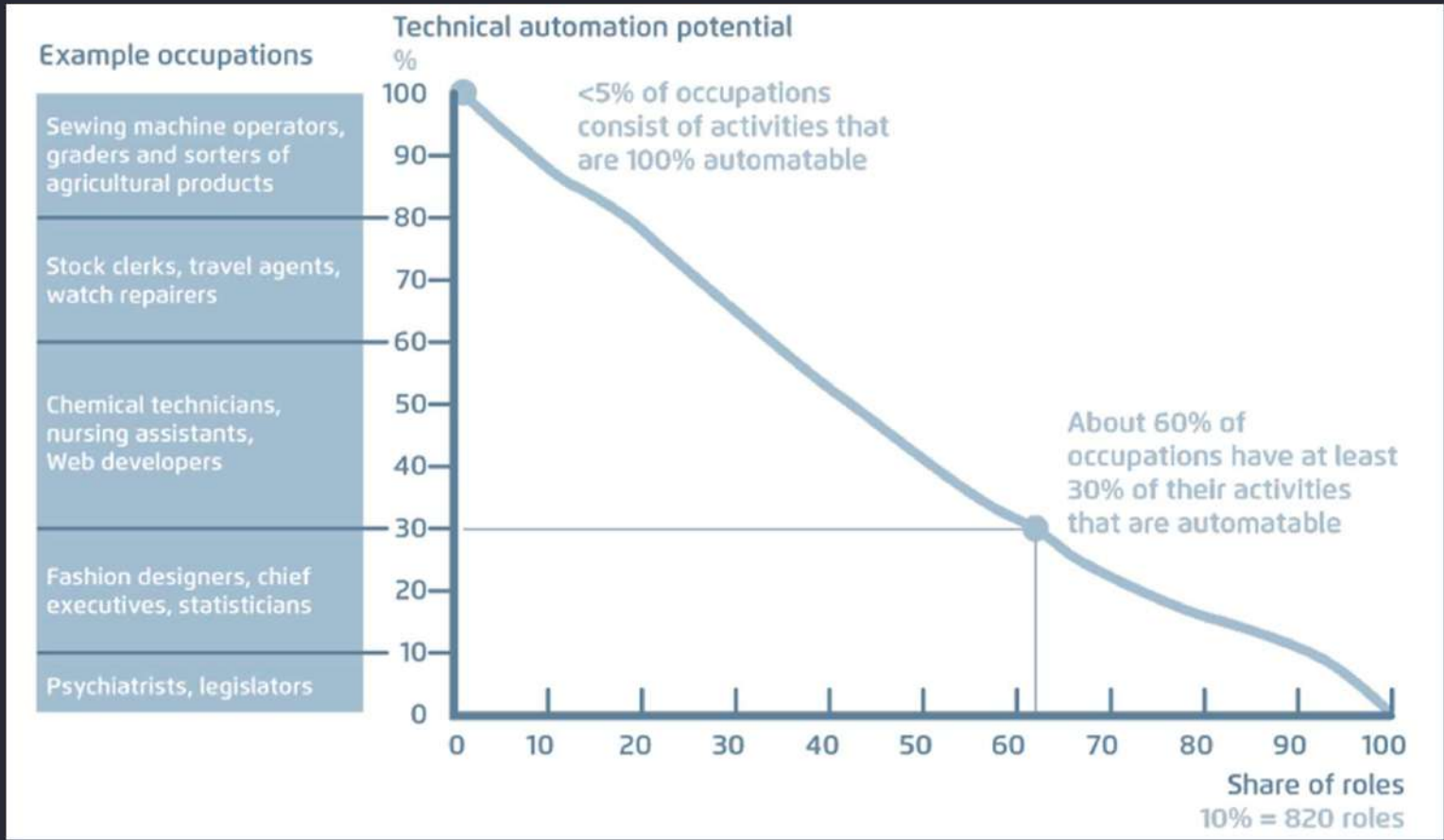
In short, although these predictions are made by dozens of global experts in economics and technology, no one seems to be on the same page. There is really only one meaningful conclusion: we have no idea how many jobs will actually be lost to the march of technological progress.

Fuente: MIT Technology Review





# VEAMOS LA PARTE DE PUESTOS DE TRABAJO EN RIESGO

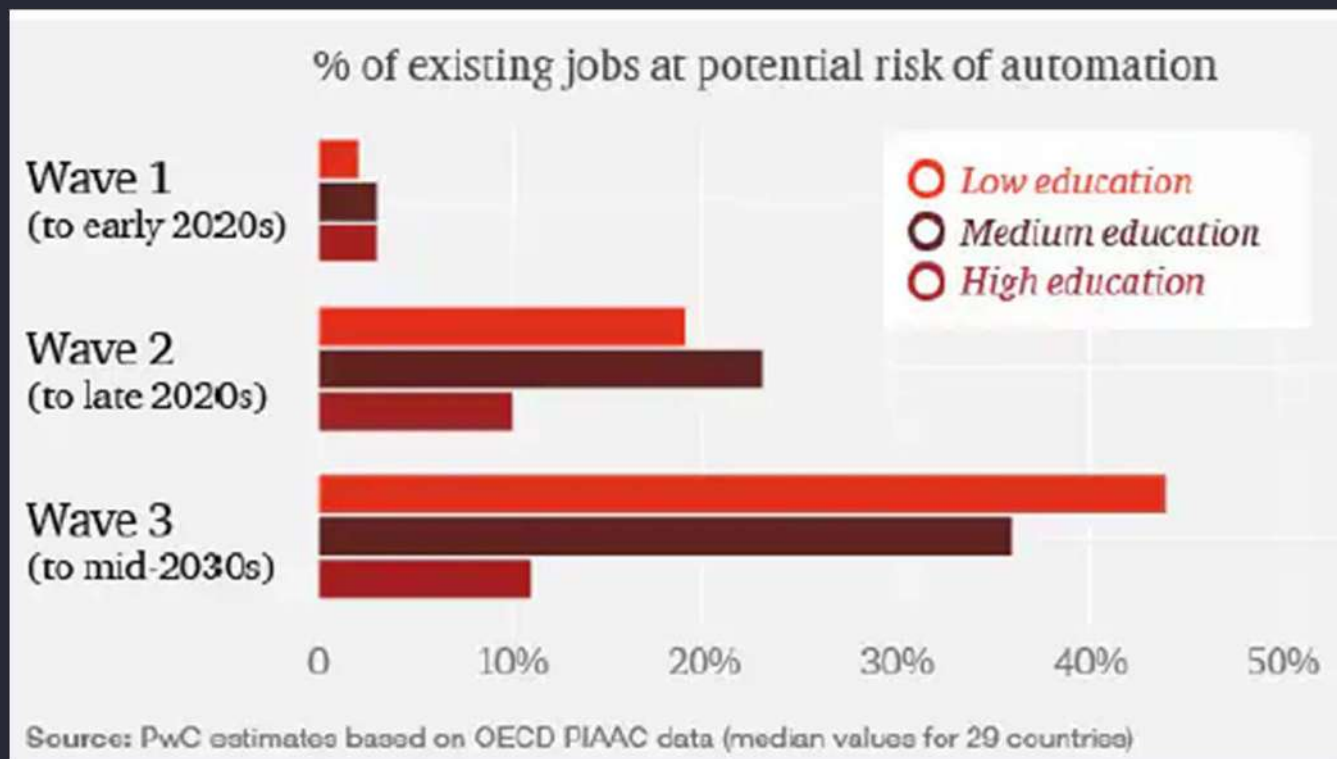


Although half of all jobs have the technical potential to become automated based on currently available technologies, due to social, economic and technical factors, the rate of adoption will be varied and slow. However, over 200 million global workers will need to switch occupational categories by 2030 and most likely re-train because of role changes.

Fuente: Nigel Wright



## VEAMOS LA PARTE DE PUESTOS DE TRABAJO EN RIESGO

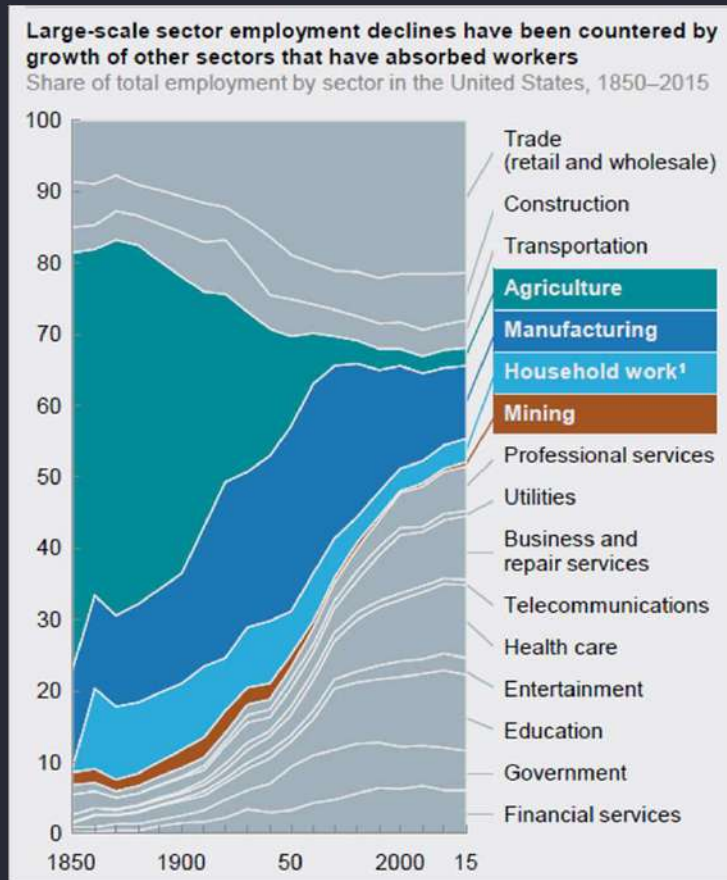


In the short term, the impact of automation may be low for workers of all education levels, but in the long run our estimates show that those with lower education levels could be much more vulnerable to being displaced by machines (see chart).

Fuente: PwC



## ¿Y NUEVOS PUESTOS DE TRABAJO?



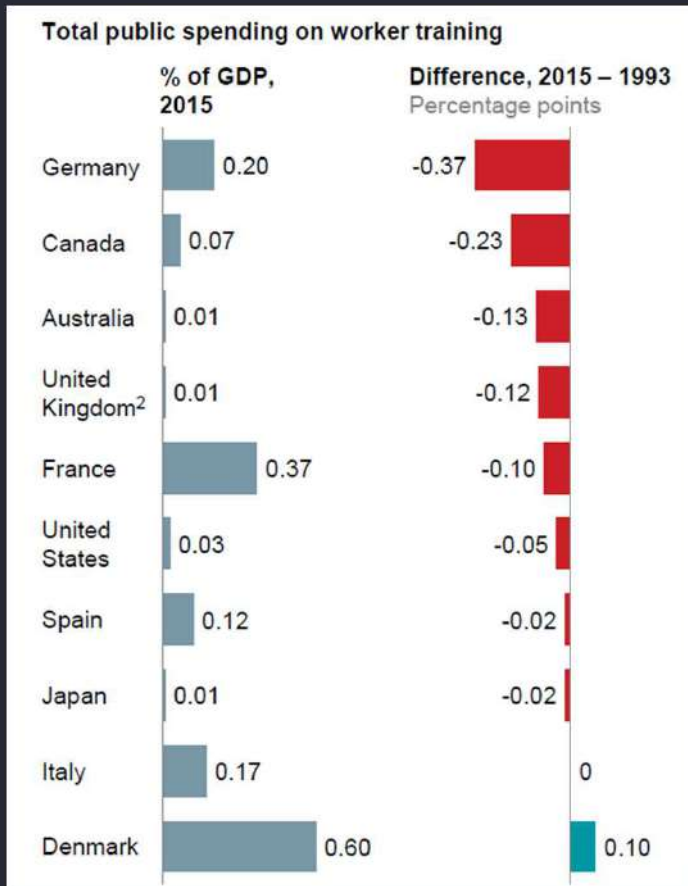
An examination of the historical record highlights several lessons:

- All advanced economies have experienced profound sectoral shifts in employment, first out of agriculture and more recently manufacturing, even as overall employment grew.
- New technologies have spurred the creation of many more jobs than they destroyed, and some of the new jobs are in occupations that cannot be envisioned at the outset; one study found that 0.56 percent of new jobs in the United States each year are in new occupations.
- Robust aggregate demand and economic growth are essential for job creation. New technologies have raised productivity growth, enabling firms to lower prices for consumers, pay higher wages, or distribute profits to shareholders. This stimulates demand across the economy, boosting job creation
- Rising productivity is usually accompanied by employment growth, because it raises incomes which are then spent, creating demand for goods and services across the economy.
- Over the long term, productivity growth enabled by technology has reduced the average hours worked per week and allowed people to enjoy more leisure time

Fuente: McKinsey



## ¿QUÉ SE PUEDE HACER? – ALGUNAS IDEAS



Fuente: McKinsey; Capgemini Engineering

### GOBIERNOS

- Diseñar e implantar políticas de crecimiento económico que lleven a la creación de nuevos puestos de trabajo (tanto políticas fiscales como monetarias)
- Diseñar e implantar planes de formación masivos para que los trabajadores puedan acceder a nuevos conocimientos que les permitan cambiar de trabajo
- Mejorar las condiciones laborales de flexibilidad y movilidad
- Proporcionar apoyo para los trabajadores para que puedan afrontar la transición, más allá de las políticas de formación (incentivos económicos, ayuda para diseñar la transición, etc.)

### EMPRESAS

- Rediseñar su plan de puestos de trabajo
- Rediseñar su plan de captación y retención de talento
- Favorecer la multifuncionalidad y la re-certificación
- Rediseñar los planes de carrera y evolución profesional

### INDIVIDUOS

- Enfocarse en el aprendizaje continuo