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Koronaens konsekvenser for norsk arbeidsliv

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Om C4



Arbejdsmarkedsøkonomer



Strategi, Ledelse og
Sociologi



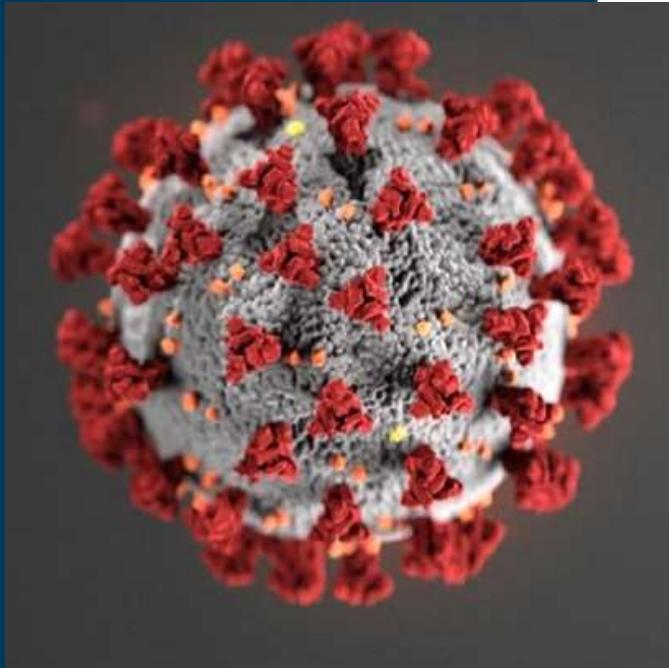
Arbeidsgiverforening



arbeidersforening

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Formål

- **Undersøk**

- Hvordan COVID-19-pandemien påvirker beslutningene selskapene tar angående humankapital,
- Hvordan dette varierer mellom selskaper med forskjellige egenskaper; og
- Hvordan disse beslutningene påvirker personer med forskjellige egenskaper.

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Dataintensiv

Spørgeskemaundersøkelse

- **Norske bedriftsleder**
 - Strategi
 - Respons
 - Forventninger
- **Norske befolkning**
 - Ansattesperspektiv
 - Forbrukersperspektiv
- **Registerdata**
 - Norske bedrifter
 - Befolkningsregister

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COVID 19 I Norge



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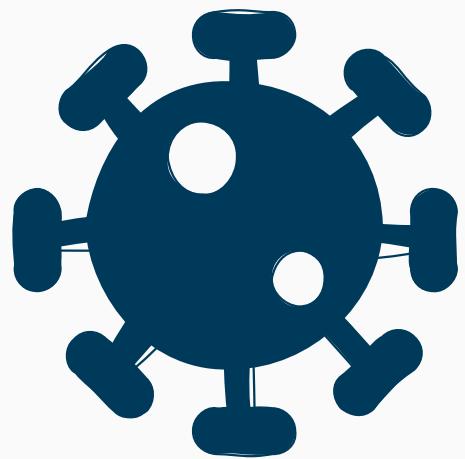




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Påvirkning på Arbeidsliv





Humankapital Respons

Fald i efterspørgsel



Ledig kapacitet



Handtering av ledig kapacitet?

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Handtering av ledig kapasitet

- **Konstruktiv**

- Alternativ anvendelse
- Investeringer

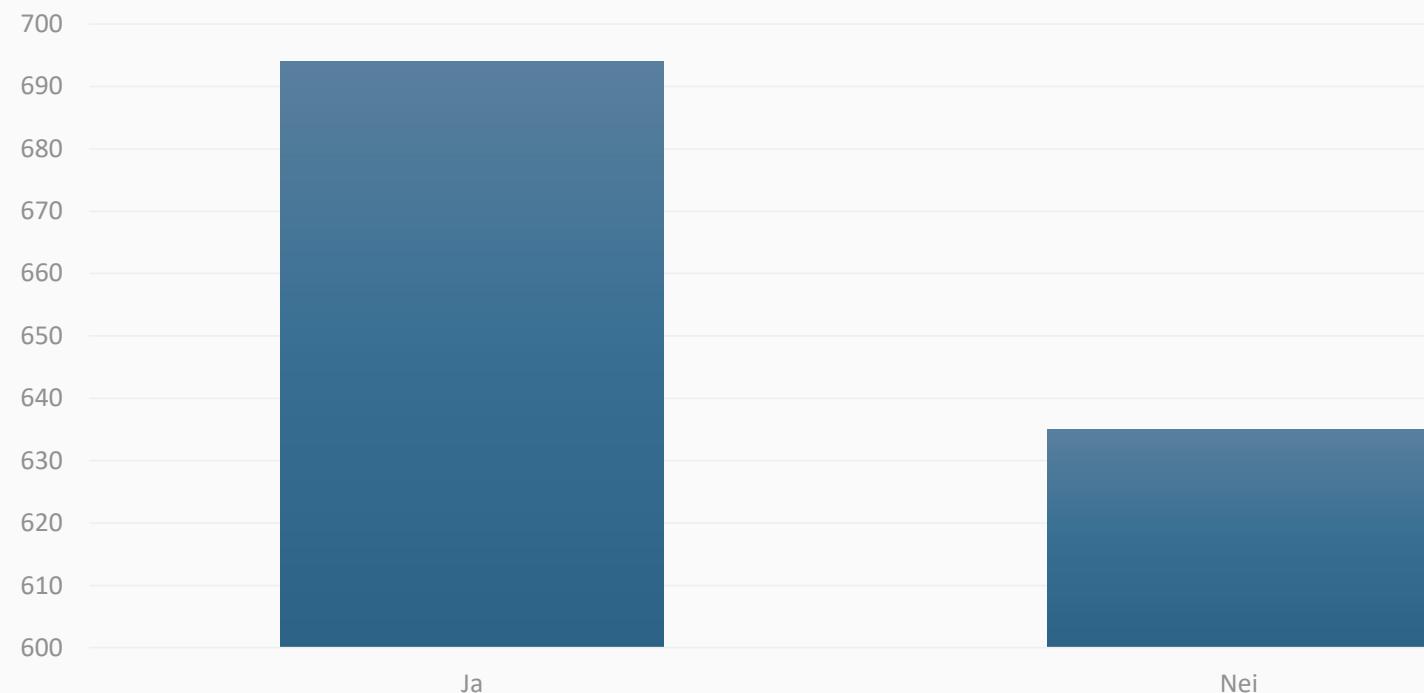
- **Destruktiv**

- Nedbemanning
- Permittering

Hvad sker under Corona?
Hvem påvirker dette?



Nedbemannet som følge av Corona



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Most innovation is a direct response to a decline in capacity utilization

-15 %

The average decline in temporary workers from January 2020 to the height of the first COVID-19 wave in May. In contrast, the same sample of firms only reduced permanent employees by 3.5%



40%

Percentage of Norwegian managers indicating that the furloughing scheme has contributed to furloughing more employees than they otherwise would



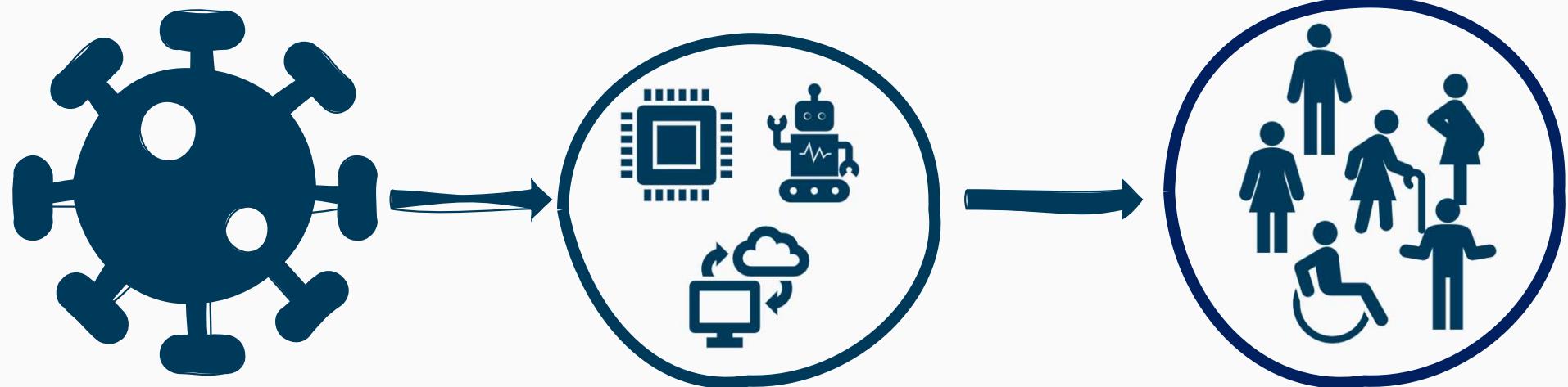
Firms with a distinct innovation strategy increased their investments during the first COVID-19 wave, while most firms reduced them

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Characteristics of those affected (selected studies)

- Gender:
 - women are 24 percent more likely to permanently lose their job than men because of the outbreak (Dang, H., & Nguyen 2020)
 - Women also expect their labor income to fall by 50 percent more than men do (Dang, H., & Nguyen 2020)
 - Mothers pay worked drop to 70%, males to 80% (Andrew et al 2020)
 - Women experience higher increase in physical distress.
- Immigrants
 - The employment rate of immigrant men was 2 percentage points below that of native men (Borjas and Cassidy 2020)
- Remove vs non-remote work
 - Non-remote work 3 times as likely to experience job loss (Angelucci et al 2020)
 - Larger gaps for female, non-Caucasian, no-college degree (Angelucci et al 2020)
 - Social distancing risk falls disproportionately on vulnerable workforce groups, such as women, older employees, non-natives, the lower-educated, those working longer hours and employed in micro-sized workplace (Pouliakas, & Branka, 2020)



“Skill-biased technological change”

Hvordan introduksjon av ny teknologi påvirker, nye produktionsprosesser, eller forandring af arbejdsorganisering øker relativt efterspørgsel til arbejdskraft med ”højt kompetanse” frem for arbejdskraft med lavt kompetanse”





Økt digitalisering

Ændring i arbejdsprocessen



Skift i kompetanse



Ulik påvirkning på arbejdsmarked

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Research on automation

- More teleworking?
 - Lower-wage workers are up to 3 times less likely to be able to work from home than higher-wage workers. Those with lower levels of education, younger adults, ethnic minorities, and immigrants are also concentrated in occupations that are less likely to be performed from home (Yasenov, 2020)
- Replaced by automation:
 - U.S. females are about twice as likely as males to be in occupations that are at high risk of both COVID transmission and automation (Chernoff & Warman 2020)
 - Women with low to mid-level wages and educational attainment in the U.S. standout (Chernoff & Warman 2020)

**Results for Norway
are currently being
gathered**

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- Angelucci, M., Angrisani, M., Bennett, D., Kapteyn, A., & Schaner, S. G. (2020). Remote Work and the Heterogeneous Impact of COVID-19 on Employment and Health. *IZA Discussion Paper*, 13620.
- Borjas, George J., and Hugh Cassidy. "The Adverse Effect of the COVID-19 Labor Market Shock on Immigrant Employment." *IZA Discussion Paper*, No. 13277 (2020).
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