

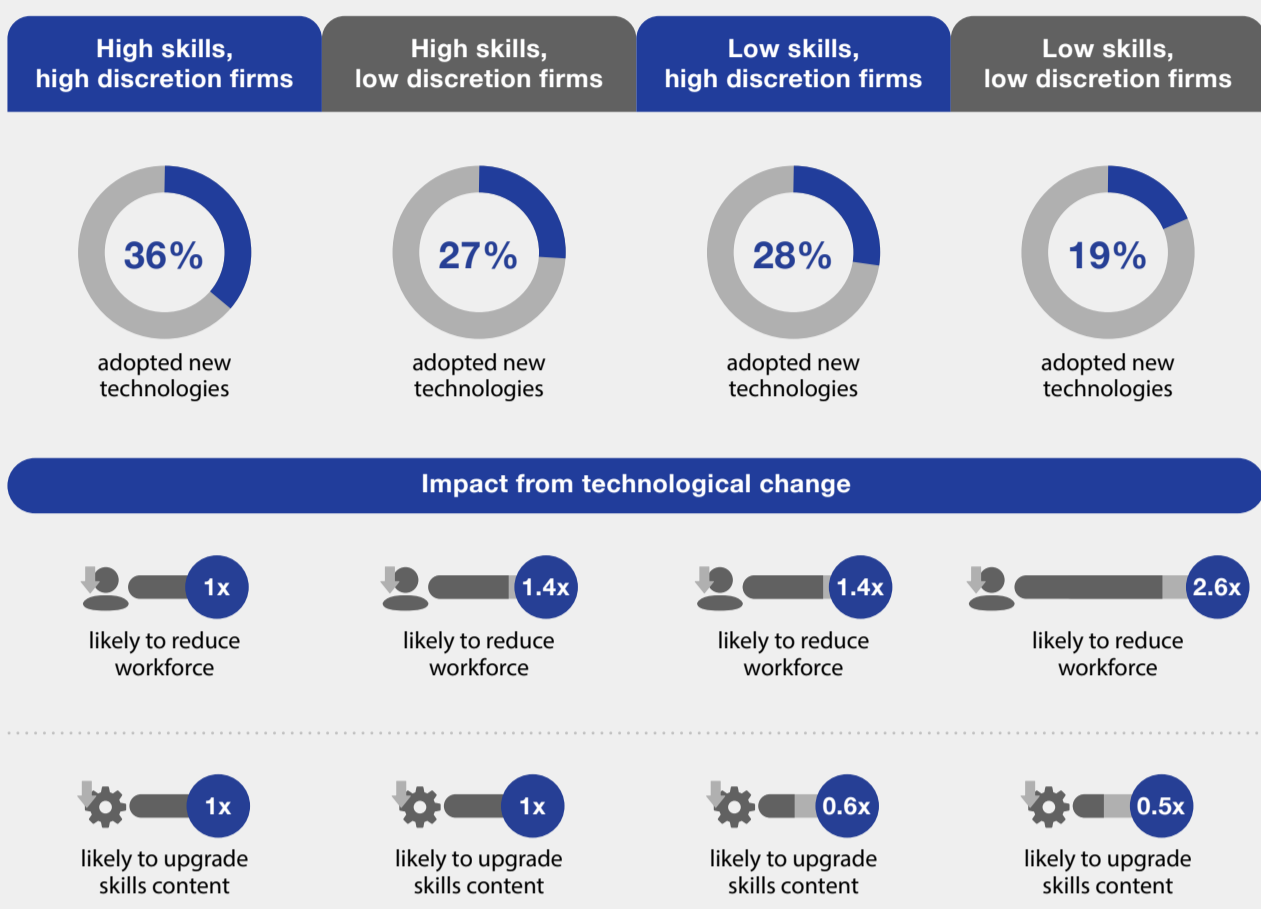
Technology and jobs in Singapore

Does technological innovation always create better jobs? Evidence from Singapore shows that technological change puts high-skills jobs at risk while not augmenting others. An exception is **high skills, high discretion** firms where technology strengthens the broad workforce.

Evidence from firm-level data

High skills are not always more protected from technological change

High skills are not more protected from technological displacement, nor does technological change always lead to upgrading of low-skilled jobs. It is the combination of **high skills and high discretion** in workplaces that strengthens the workforce.



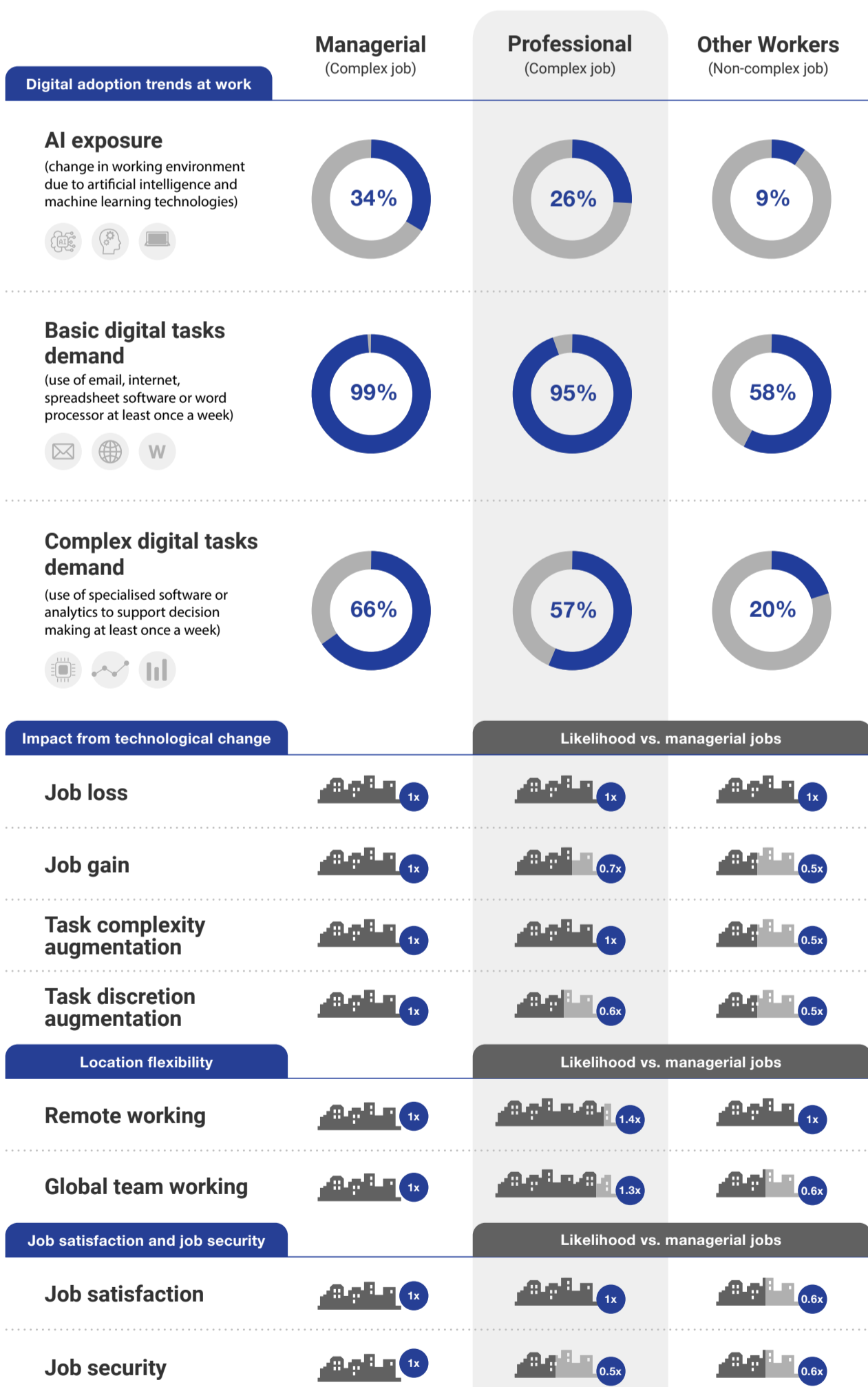
Based on a sample of 3,801 establishments in Singapore, collected in 2017

Source: Business Performance and Skills Survey, Singapore

Evidence from job holders data

High skills re-stratification with technological change

While technological change benefit complex managerial roles, they pose risks to professional roles and have minimal impact on the job quality of other workers.



Based on a sample of 4,218 resident job holders in Singapore, collected in 2021-2022

Source: Skills and Learning Survey, Singapore



With complex jobs in Singapore having the greatest exposure to AI, are there new risks? What can we do to ensure that the AI revolution will benefit the broader workforce and unlock greater value?

About the Digital Futures of Work Research Programme

The Digital Futures of Work Research Programme seeks to support societal actors to make careful assessments and take vital steps to shape the fourth industrial revolution towards human augmentation, social inclusion and shared prosperity. Read the full report at <https://digitalfuturesofwork.com/>.

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