

Workers are not machines, they are humans and
they have the capacity to adjust!

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Research on the impact of technology on the labor market focuses on the potential consequences from automating tasks previously performed by workers. However, the interplay between workers and technology is much more complex. Technology complements the creative, interpersonal and analytical capabilities of workers, for example, and new tasks arise. Using administrative, individual-level panel data for West Germany, we find that workers task inputs change towards tasks that are complementary to the capabilities of technologies. We investigate the heterogeneity in task input redefinition of workers associated with different tools such as computers and robots. In addition, we relate workers' task input adjustments owing to technology-driven adjustment shocks to their labor market success in terms of employment and wages.