



PROCESO SELECTIVO PARA EL INGRESO, POR EL SISTEMA GENERAL DE ACCESO LIBRE, EN LA ESCALA DE TÉCNICOS SUPERIORES ESPECIALIZADOS DE LOS ORGANISMOS PÚBLICOS DE INVESTIGACIÓN, CONVOCADO POR RESOLUCIÓN DE 7 DE NOVIEMBRE DE 2018 (BOE Nº281, DE 21 DE NOVIEMBRE).

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Employment effects of innovation support

Innovation is crucial for the European Union's competitiveness, for economic growth, for well-functioning labour markets, and for providing solutions to economic and social challenges – even more so when considering the digital transformation of businesses and societies. It stands to reason, then, that the EU is placing a strong policy focus on encouraging innovation, research and development (R&D), and the successful conversion of research results into innovative solutions for the market.

Employment is generally acknowledged to be related to innovation. Nonetheless, the nature of this link is not straightforward and differs depending on a number of factors, including the type of innovation and the time horizon considered. Product innovation, for instance, can increase demand, which is likely to stimulate employment. Process innovation, on the other hand, often achieves productivity increases by saving on labour, causing job losses. The overall effect of innovation, though, is unclear, especially in the short term. In the longer term, innovation and job creation tend to go hand in hand (OECD, 2010).

The EU acknowledges the opportunities and threats that innovation implies for employment. Yet, there is often a lack of coordination across its policies on innovation, employment and working conditions. The same is true of Member States. Isolated policy thinking creates the risk that the employment dimension of innovation is undervalued or overlooked in the overall innovation policy cycle, from conception to implementation to evaluation.

[...]

Europe 2020, the EU strategy for growth and jobs for the current decade, seeks to support Europe's transformation into a 'smart, sustainable and inclusive economy delivering high levels of employment, productivity and social cohesion'. It is the key framework for policymaking at European level, alongside its accompanying flagship initiatives, such as 'Innovation Union' and 'An agenda for new skills and jobs'. The former stresses the link between Europe's competitiveness and the capacity to create jobs through a push to innovation in products, services, business and social processes and models, while the latter



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highlights the need for a skilled workforce to achieve a competitive, innovative and sustainable economy. Nonetheless, neither of these initiatives nor Europe 2020 itself provides operational guidance on how to practically support the connection between innovation, employment growth and better working conditions.

Horizon 2020, the EU programme for funding research and innovation, has as one of its main goals the generation of a high-employment economy, where research and innovation are stressed as means of creating jobs, enhancing prosperity and improving quality of life. Nonetheless, the articulation of this main goal into specific objectives does not directly address aspects such as employment and high-quality job creation.

Source: Eurofound (2018), Employment effects of innovation support, Publications Office of the European Union, Luxembourg.