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## RESEARCH ON THE MECHANISM OF ICT AFFECTING EMPLOYMENT

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From the perspective of research, the current scholars have reached a general consensus on the impact of ICT technology on production efficiency [1,2], economic cycle and industrial structure at the macro level, and on the employment of products and demand at the micro level. However, under the influence of globalization, ICT technology has affected the adjustment of employment structure worldwide. With the transformation and upgrading of the industry, enterprises need not only to pay attention to the scale of product design and production, but also to collect consumer preference information, emphasizing the personalization of products and the pertinence of services. The impact of ICT on employment is multifaceted and complex. Secondly, because the R&D and use of intelligent products cause changes in organizational form, the development of ICT industry will adjust the post demand within the industry, promote the organization to develop in a flat direction, and reduce the labor demand to a certain extent.

The substitution and creation effects of ICT technology on employment will have a certain degree of impact on the quality of employment and the employment population. The changes in the quality of employment mainly include: first, the improvement of the working environment [1]. Some of the jobs and tasks replaced by ICT technology are dangerous, repetitive and physically intensive. Many people are unwilling or not suitable for human beings to complete these jobs, the application of ICT technology in these jobs can promote the employment workers to seek a better employment environment. The second is the reduction of working hours. Empirical research shows that the continuous improvement of labor productivity is the fundamental reason for the continuous decline of working hours. There are also changes in wages and remuneration. In general, the development of ICT will improve the wages and salaries of the employees, because technology improves the work efficiency and enables the workers to complete more tasks during the working hours, and the application of new technology will improve their ability, so that people can go to higher levels of work.

### References

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