

**And what if we all become Skillful? The limits of the conventional Up-Skilling Orthodoxy
and the need of reconsidering the Labor Process Debate**

Vardalachakis Ioannis and Tsaliki Persefoni*

There is a general consensus that the theoretical debate about the effects of Technical Change to Labor Process and the accompanying results to Labor Skills, Wages and Employment has reached to an end with the dominance of the Upskilling approach. Within this approach it is argued that New Technologies advance the skills, upgrade the role of the skillful workforce in the production process which enjoys higher remuneration and employment. The verification of the above statement combines arguments derived from the analysis of the trends in labor tasks, occupations, wages, education and employment and suggests workers to acquire better qualifications through education and training in order to avoid the high and persistent unemployment rates, the rise of long-term unemployment and the stable, low wages that labor faces in general. To this analysis we pose simple concerns such as: what if we all become skillful? Would we still be well-paid? And in so doing we attempt to reassess the relevant debate, identify the limits of the conventional approach, construct a framework for an alternative analysis and finally present some relevant empirical evidence.

Key words: Labour Process, Human Capital, Technological Change, Labour Market, Wages, Unemployment

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* Department of Economics, Aristotle University of Thessaloniki
Correspondence author: Vardalachakis Ioannis : Giannis_Vard@hotmail.com
Co-Author: Tsaliki Persefoni, ptsaliki@econ.auth.gr