Megatrends shaping the future of work
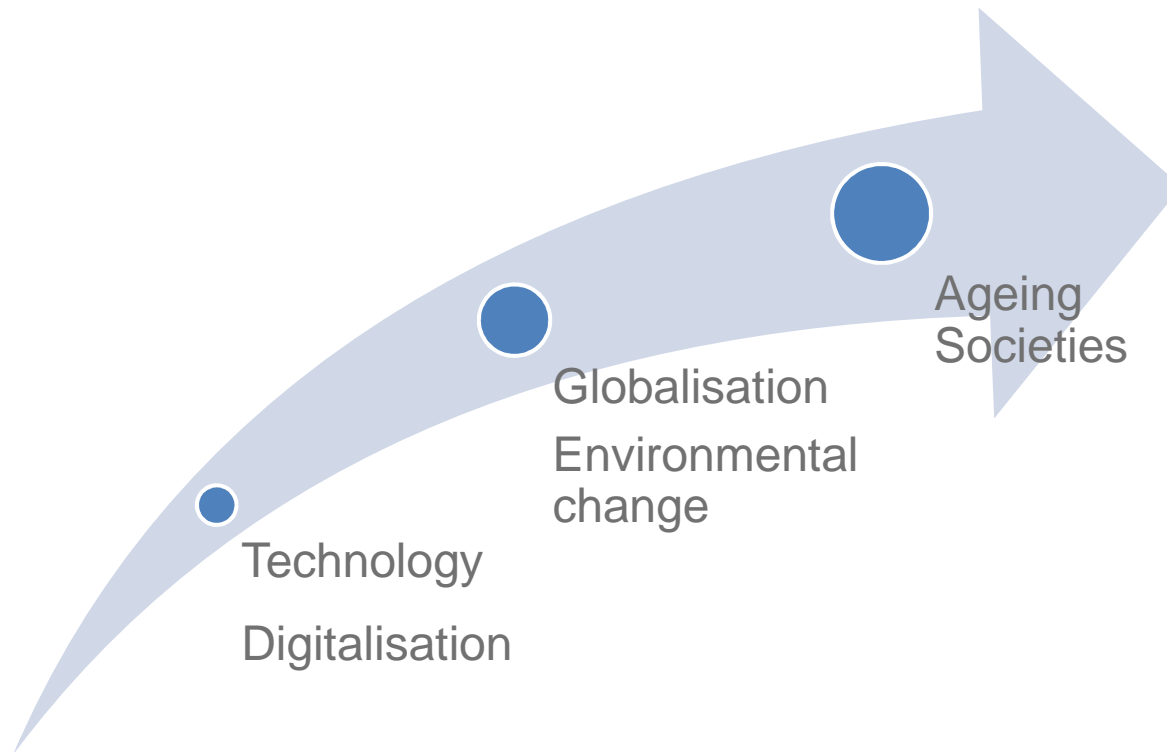
Technology

Digitalisation

Globalisation

Environmental change

Ageing Societies

Changing:

What jobs will be created

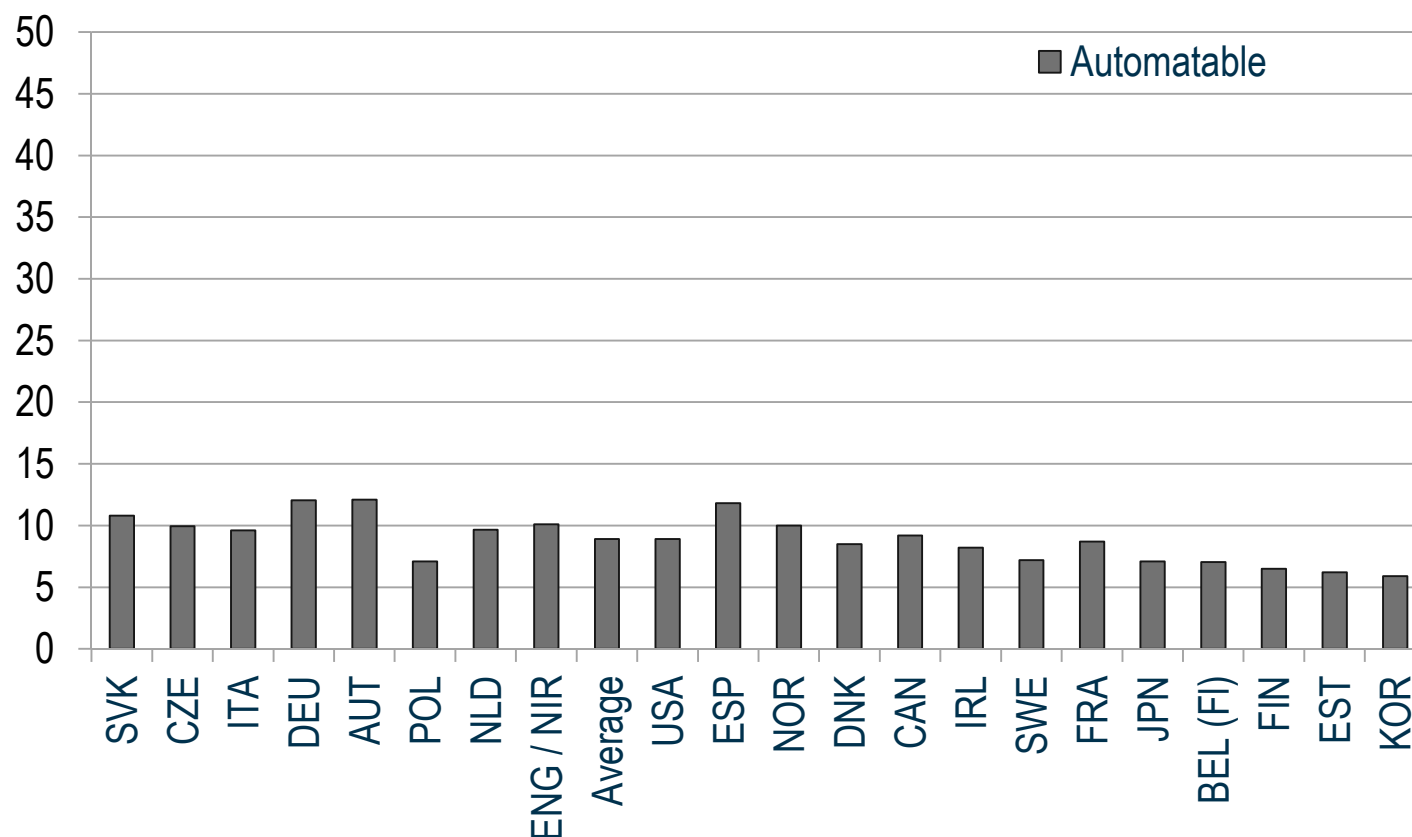**How**, **where** and by **whom** they are carried out

Are we facing mass unemployment?

Jobs with high and medium potential for automation
Percentage of jobs with 70 % and between 50 % et 70 % of substitutable tasks
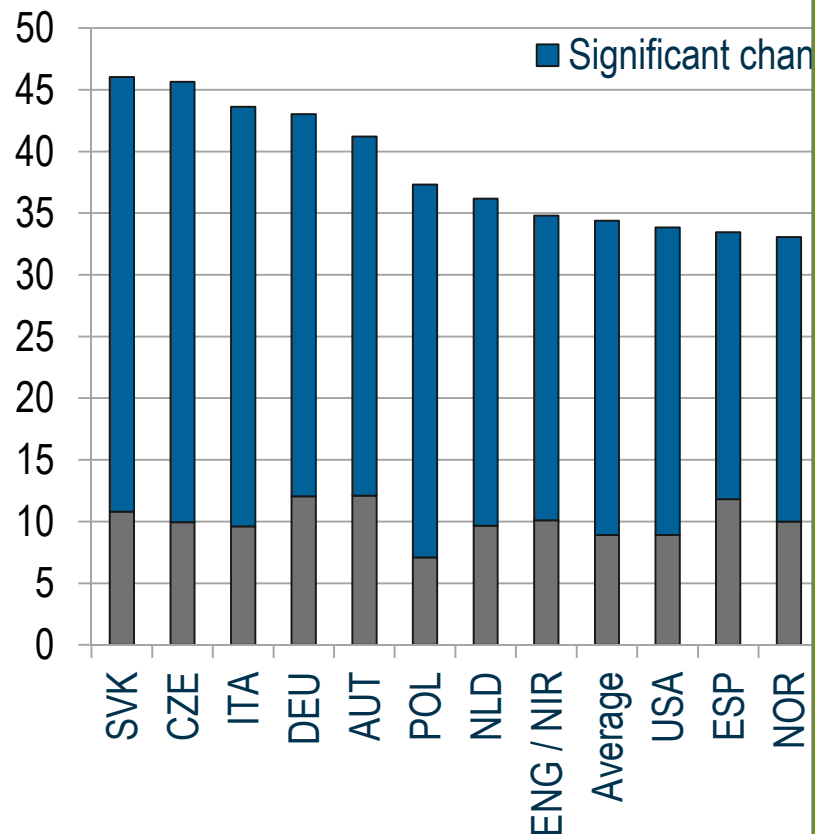

Source: Survey of Adult Skills (PIAAC); Arntz et al (2016)

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Significant chan...

Source: Survey of Adult Skills (PIAAC); Arntz et al (2016)

Tasks that lower risk of automation:
- Presenting
- Influencing
- Reading books and/or professional publications
- Writing articles
- Using programming language
- Training others

Tasks that increase risk of automation:
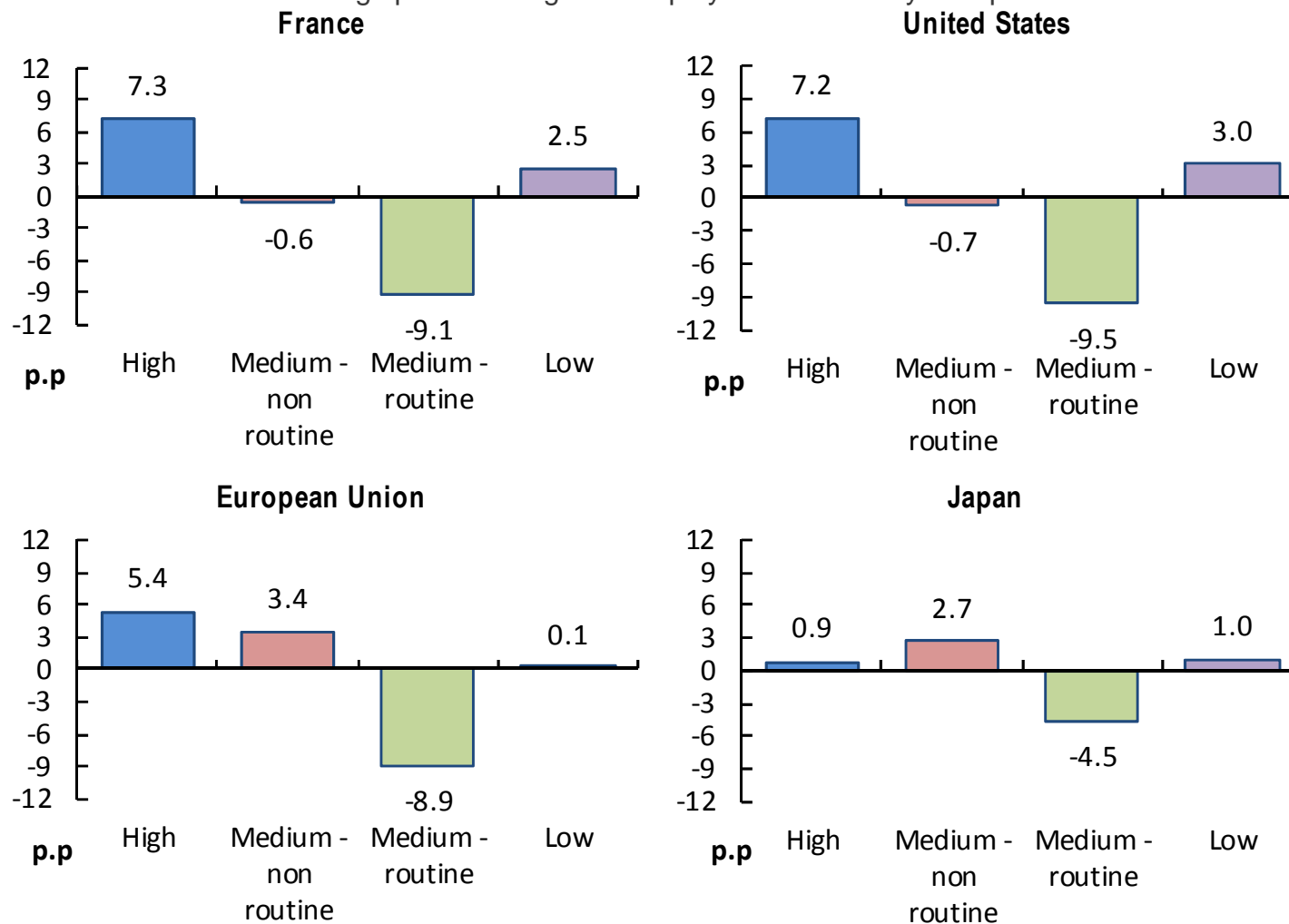- Exchanging information
- Selling
- Using fingers or hands

Source: Arntz et al (2016), Table 3.

The labour market is polarising

Job polarisation in major OECD economies, 2002-14
Percentage points changes in employment shares by occupation

France

- High: 7.3
- Medium - non routine: -0.6
- Medium - routine: -9.1
- Low: 2.5

United States

- High: 7.2
- Medium - non routine: -0.7
- Medium - routine: -9.5
- Low: 3.0

European Union

- High: 5.4
- Medium - non routine: 3.4
- Medium - routine: -8.9
- Low: 0.1

Japan

- High: 0.9
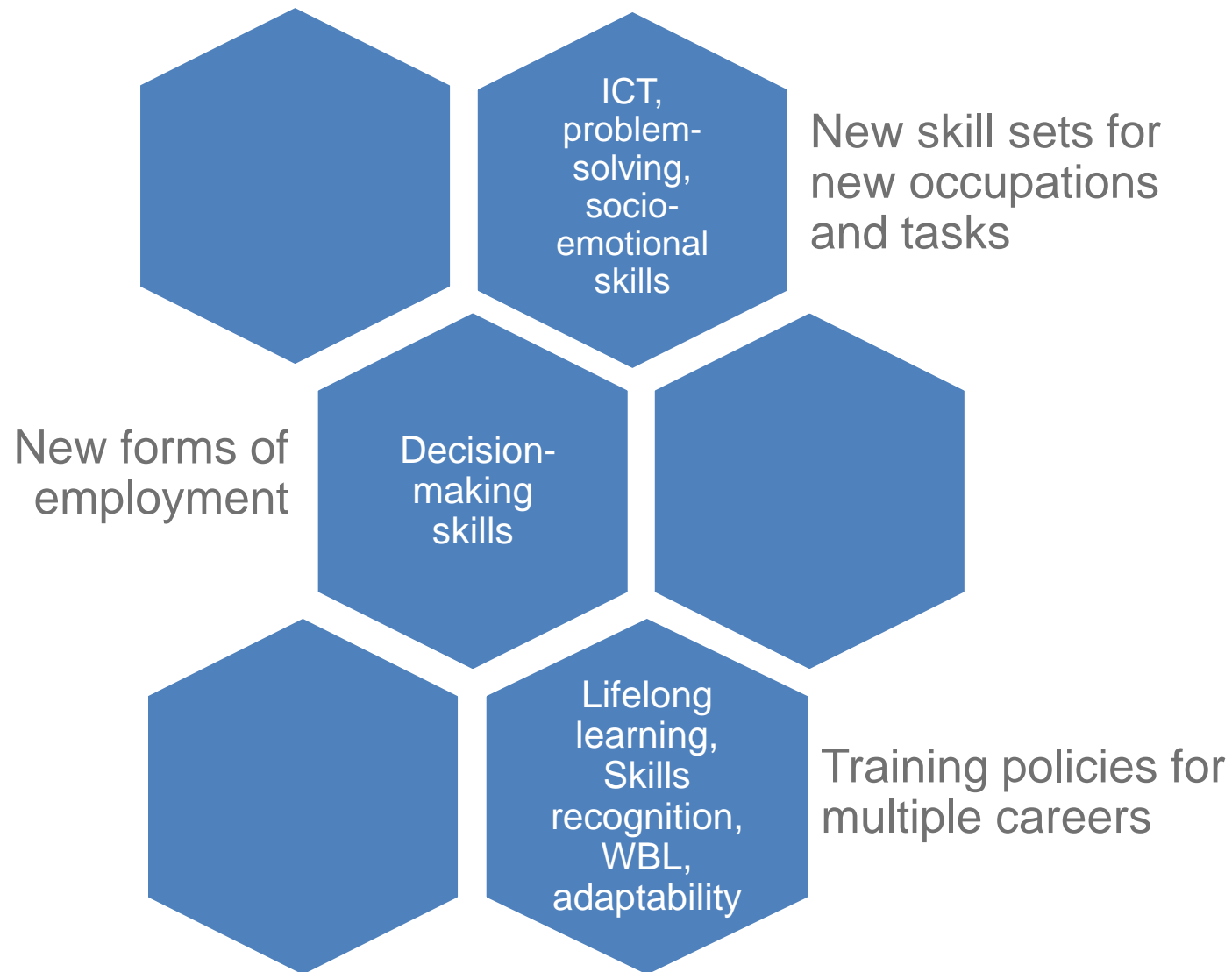- Medium - non routine: 2.7
- Medium - routine: -4.5
- Low: 1.0

Source: OECD estimates based on EU-LFS, Japanese Labour Force Survey and BLS Current Population Survey.

The future of work requires a change to how we think about **skills**

New skill sets for new occupations and tasks

ICT, problem-solving, socio-emotional skills

New forms of employment

Decision-making skills

Training policies for multiple careers

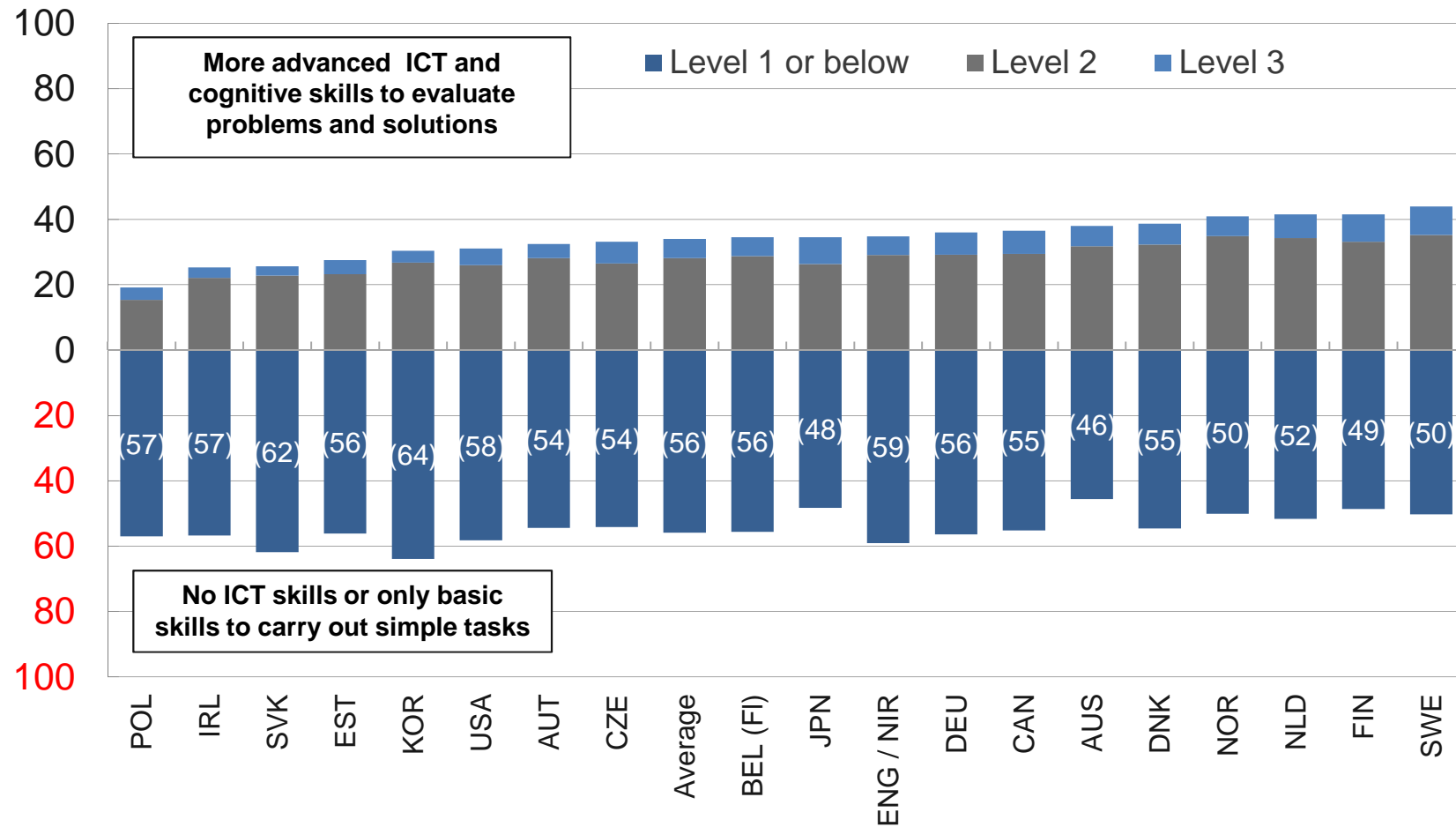Lifelong learning, Skills recognition, WBL, adaptability

Do workers have the skills for the new jobs?

Problem-solving skills in Technology-Rich Environments
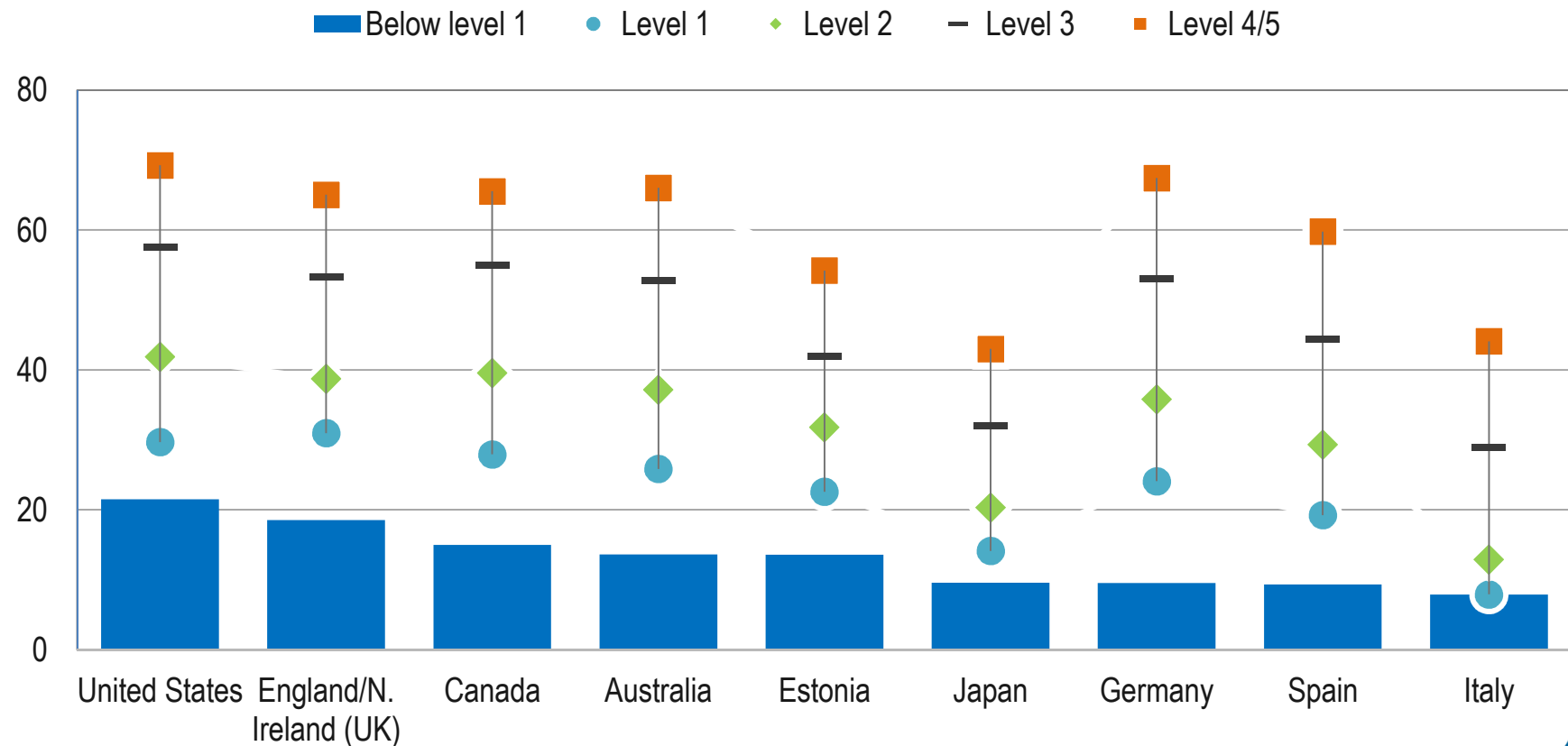*Percentage of the working-age population (aged 15/16-64)*

More advanced ICT and cognitive skills to evaluate problems and solutions

- ■ Level 1 or below
- ■ Level 2
- ■ Level 3

No ICT skills or only basic skills to carry out simple tasks

Chart values (countries): POL (57), IRL (57), SVK (62), EST (56), KOR (64), USA (58), AUT (54), CZE (54), Average (56), BEL (Fl) (56), JPN (48), ENG / NIR (59), DEU (56), CAN (55), AUS (46), DNK (55), NOR (50), NLD (52), FIN (49), SWE (50)

Y-axis: 100, 80, 60, 40, 20, 0, 20, 40, 60, 80, 100

Job-related training – most in need get the least

Percent of working population participating in job-related education and training during the last year by level of proficiency in literacy

Source: OECD (2013), OECD Skills Outlook 2013: First Results from the Survey of Adult Skills , OECD Publishing.