Megatrends shaping the future of work

Changing:

What jobs will be created
How, where and by whom they are carried out

Technology
Digitalisation
Globalisation
Environmental change
Ageing Societies
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)
Are we facing mass unemployment?

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

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.

Source: Survey of Adult Skills (PIAAC); Arntz et al (2016)
The labour market is polarising

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

France

<table>
<thead>
<tr>
<th>Occupation</th>
<th>High (p.p.)</th>
<th>Medium - non-routine (p.p.)</th>
<th>Medium - routine (p.p.)</th>
<th>Low (p.p.)</th>
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<tbody>
<tr>
<td>European Union</td>
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<td>United States</td>
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</table>

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

- New skill sets for new occupations and tasks
- Decision-making skills
- Lifelong learning, Skills recognition, WBL, adaptability
- New forms of employment
- Training policies for multiple careers
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
- No ICT skills or only basic skills to carry out simple tasks

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

- Below level 1
- Level 1
- Level 2
- Level 3
- Level 4/5