

Future of Work a global overview

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 randstad



socio-economic and technological drivers of change



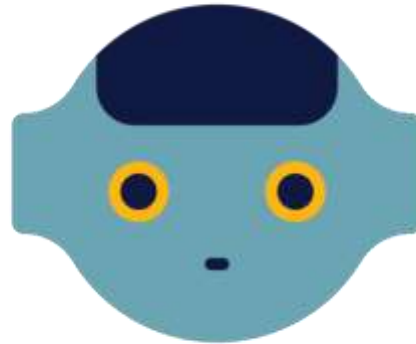
ageing societies,
diversity & inclusion



rapid urbanisation



global mobility &
migration

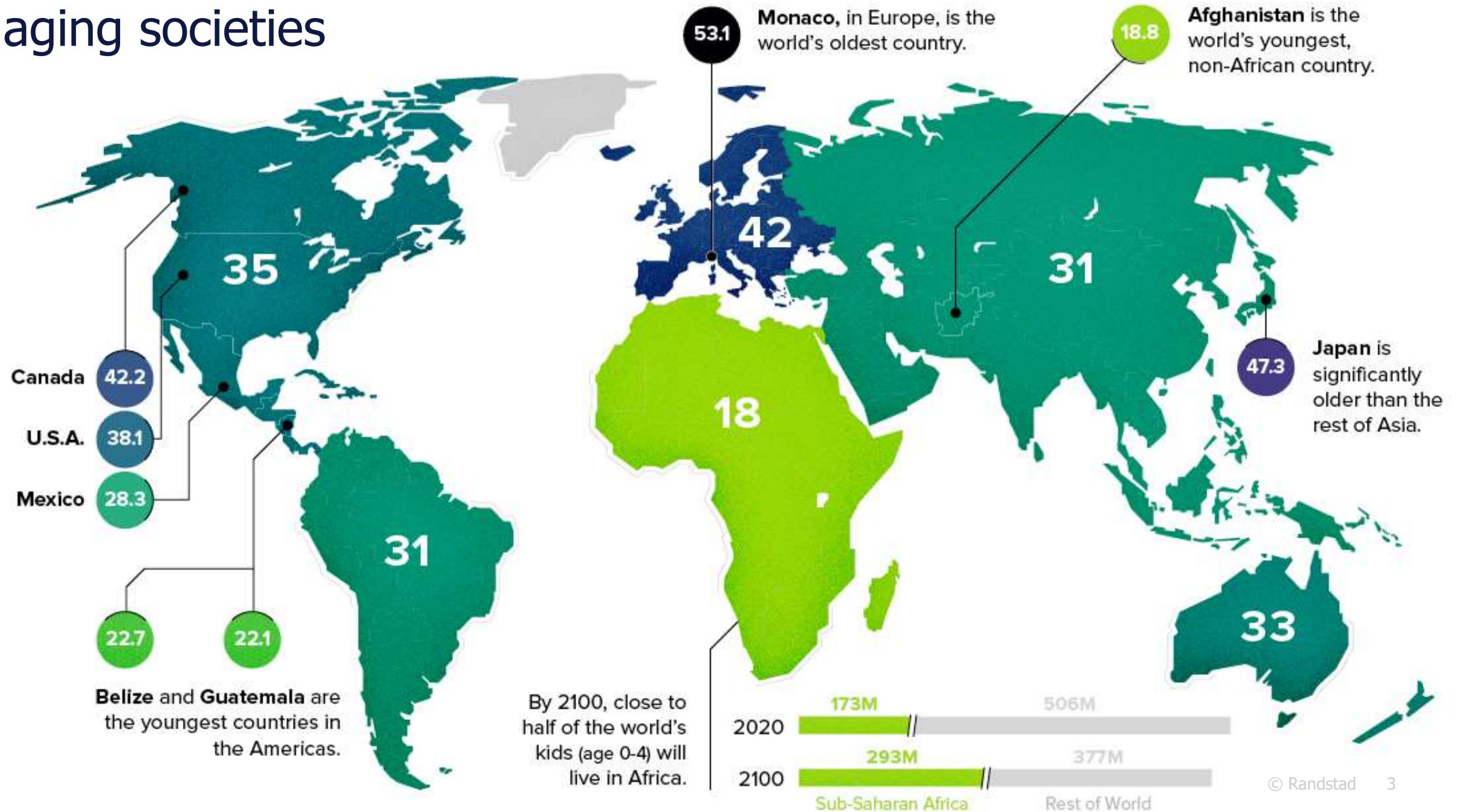


technological progress &
automation



changing nature of work,
flexible work

aging societies



rapid urbanization

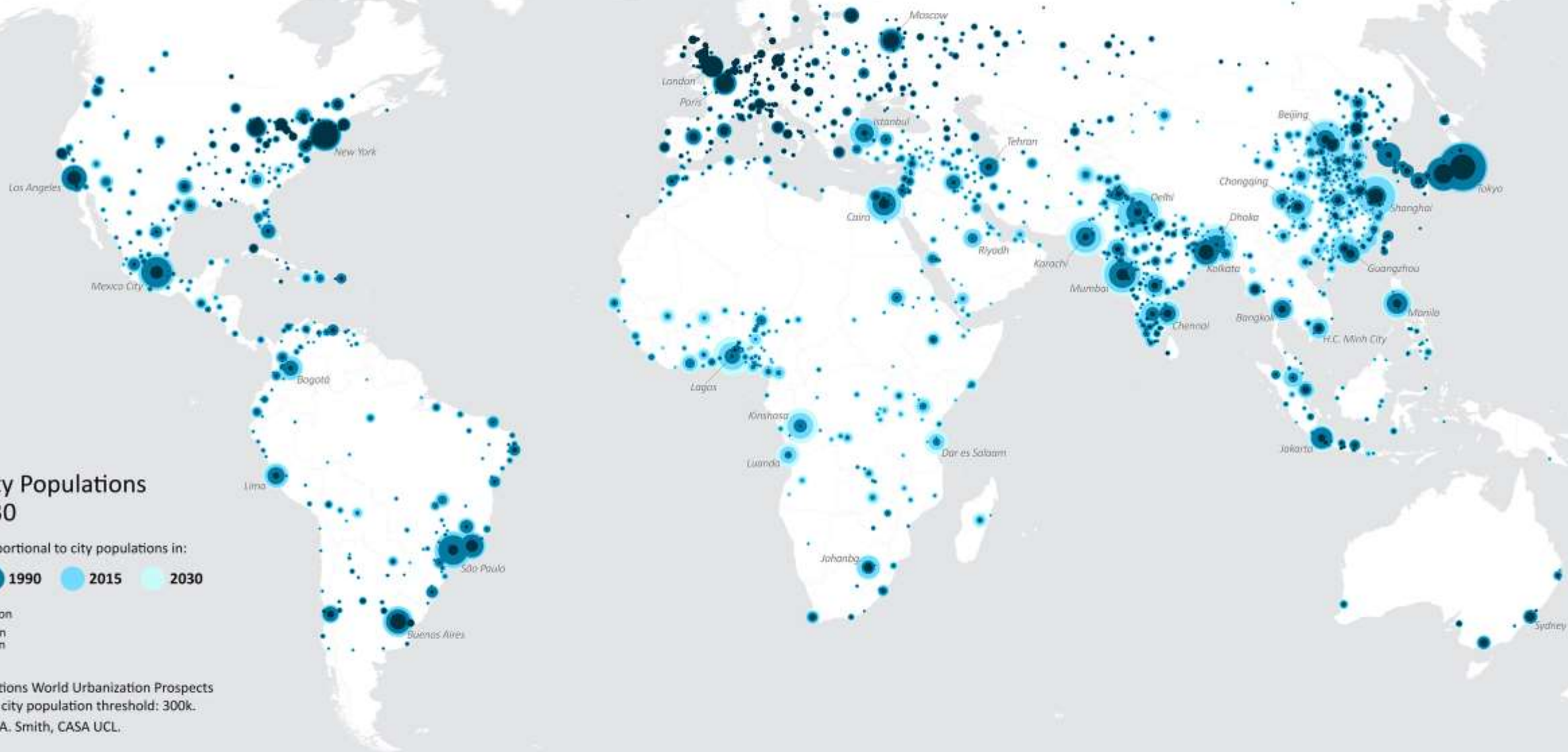
World City Populations 1950-2030

Circle areas proportional to city populations in:

● 1950 ● 1990 ● 2015 ● 2030

○ 20 million
○ 5 million
○ 1 million

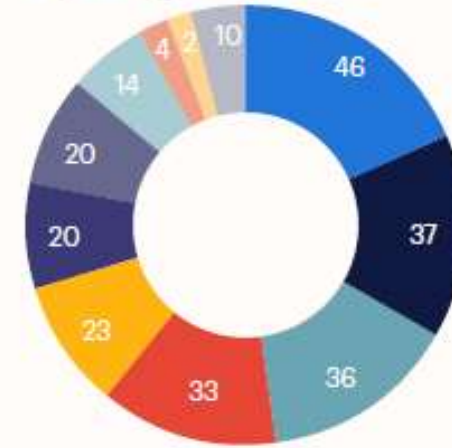
Data: United Nations World Urbanization Prospects
2014. Minimum city population threshold: 300k.
Cartography: D. A. Smith, CASA UCL.



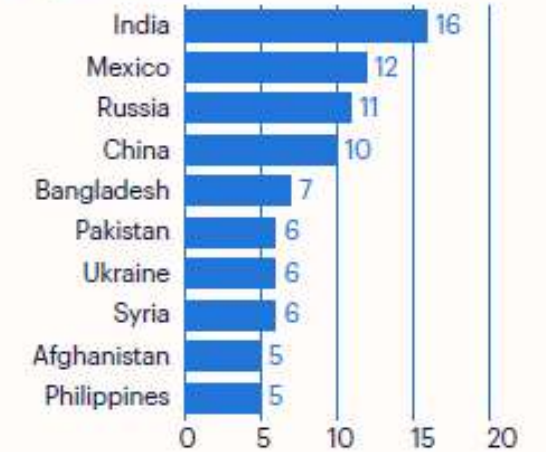
global mobility of people and jobs is increasing



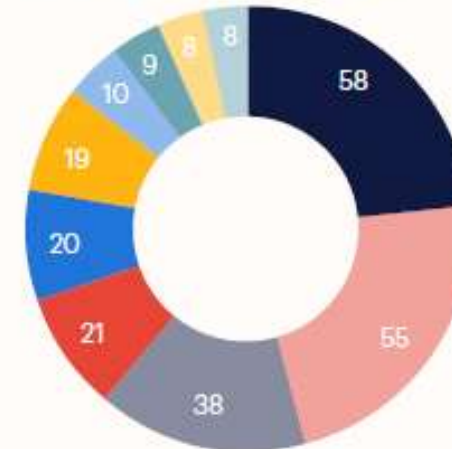
origin of migrants (millions)



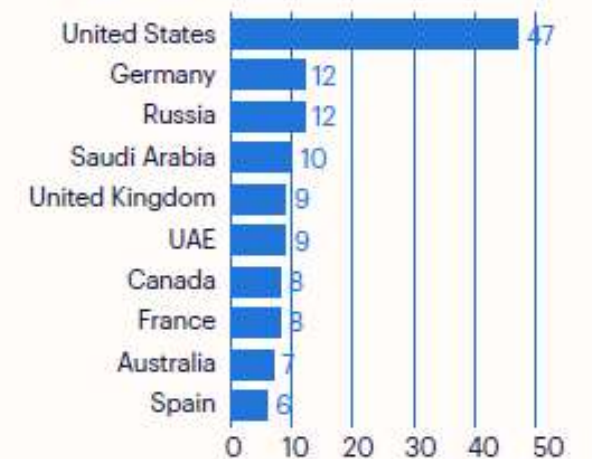
top 10 countries



destination of migrants (millions)



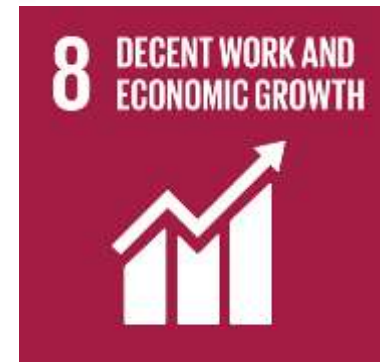
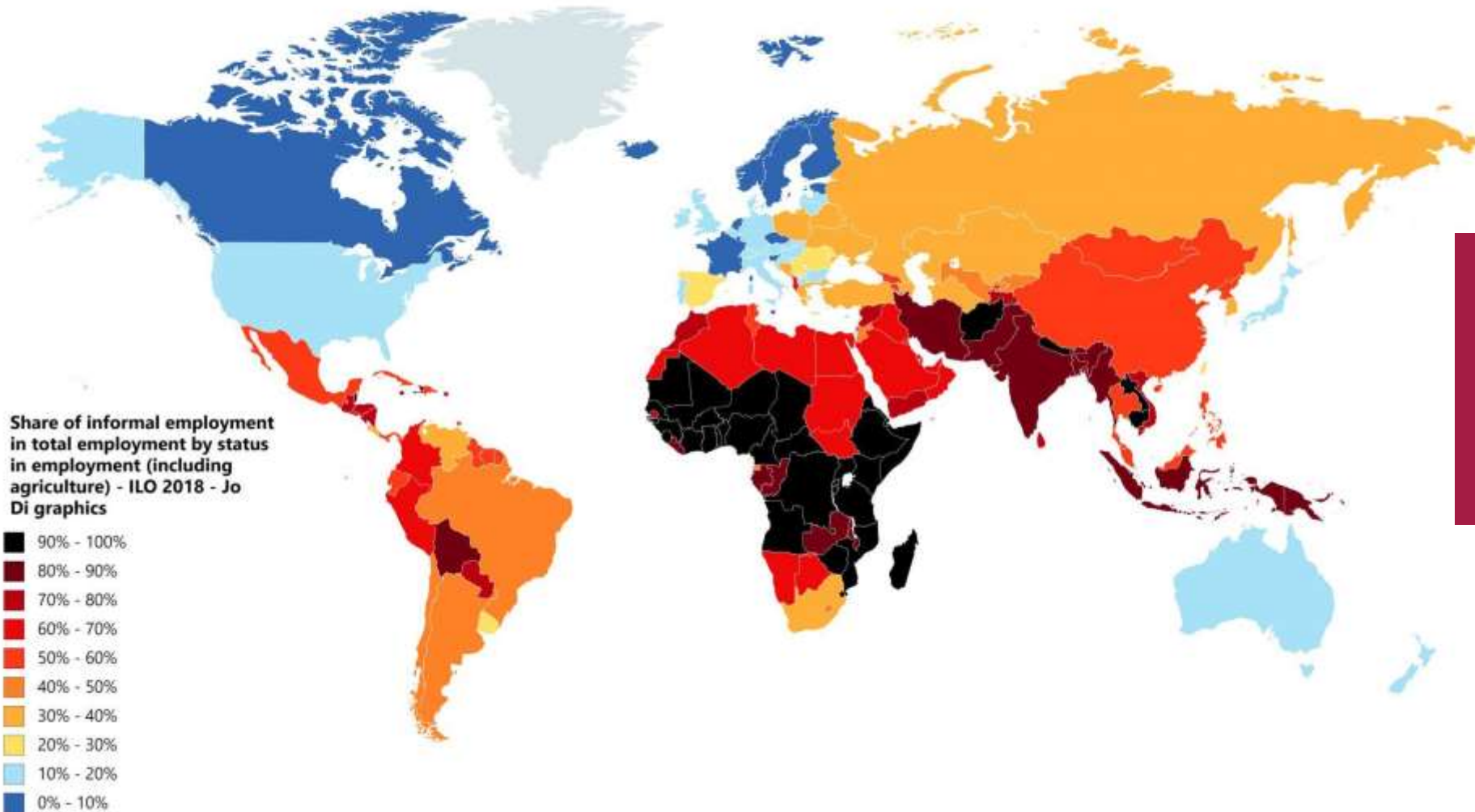
top 10 countries



- South-Central Asia
- Rest of Europe
- Northern America
- European Union
- South-Eastern Asia
- Oceania
- Latin America
- Western Asia
- Undefined
- Africa
- Eastern Asia



UN SDG 8: informal employment biggest global challenge to decent work and economic growth



create the right skills for the future of work
through education and life-long learning.



high-skilled
workforce



specialized in
STEM studies



basic digital literacy
for all workers



soft skills

what will you be doing tomorrow?



redundant roles

- accounting, bookkeeping and payroll clerks
- bank tellers and related clerks
- car, van and truck drivers
- lawyers
- and many many more...



stable roles

- human resources specialists
- ICT professionals
- electrotechnology engineers
- teachers
- healthcare professionals
- and many many more...



new roles

- big data specialists
- innovation professionals

But also the OECD estimates that 65% of the children currently at nursery school will end up doing a job that does not yet exist. Of course, we still love to try and predict what's ahead.

- (vertical) urban gardener
- drone traffic controller
- and many many more...



much room for improvement of skilling in Eastern Africa

	Highest ranking	Kenya	Tanzania	Uganda
Skills	Finland	Rank: 95	120	122
Mean years of schooling	Finland	87	106	115
Extent of staff training	Switzerland	46	96	86
Quality of vocational training	Switzerland	57	65	107
Skillset of graduates	Switzerland	56	84	126
Digital skills among population	Sweden	43	105	113
Ease of finding skilled employees	United States	21	76	42
School life expectancy	Multiple	113	138	121
Critical thinking in teaching	United States	47	77	118
Pupil-to-teacher ratio in primary education	Multiple	110	128	126

Source: WEF, Global Competitive index 2018



holistic approach for emerging economies to the Future of Work



Skills. Invest in human capital, particularly early childhood education, to develop high-order cognitive and sociobehavioral skills in addition to foundational skills. increase access to life-long learning and ensure the education of skilled employees for tomorrow.



Enhance social protection. Promote open, dynamic, and inclusive labour markets while making safety nets strong and portable, by improving labour legislation as appropriate.



Decent work. Facilitate the transition of workers to the formal economy, to promote the creation, preservation and sustainability of enterprises and decent jobs in the formal economy and to prevent the informalization of formal jobs (ILO recommendation 204).



Innovation. Establish innovation-friendly framework in which entrepreneurs can transform ideas into businesses.

through partnerships

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human forward.

