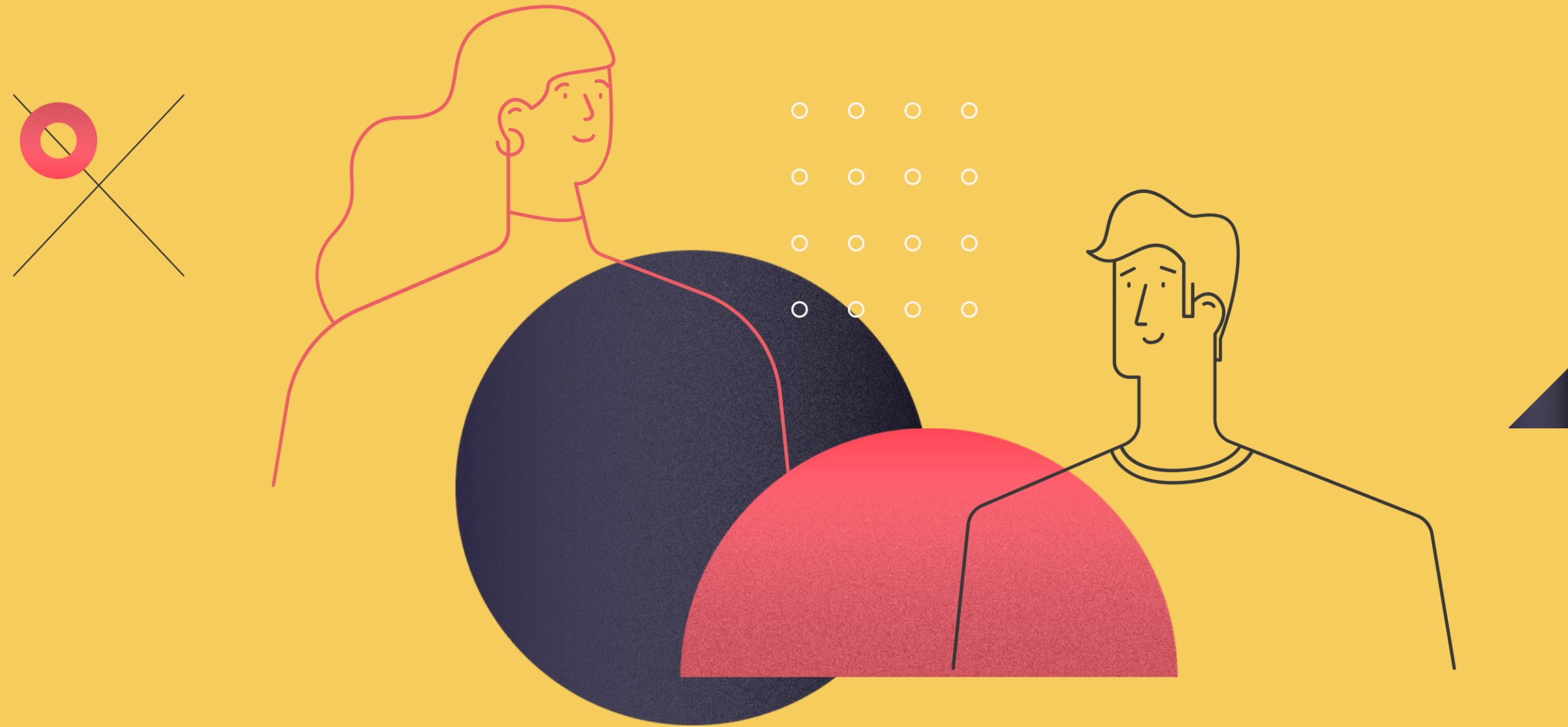


WINNING THE FUTURE

Are we ready for the
Future of Work?



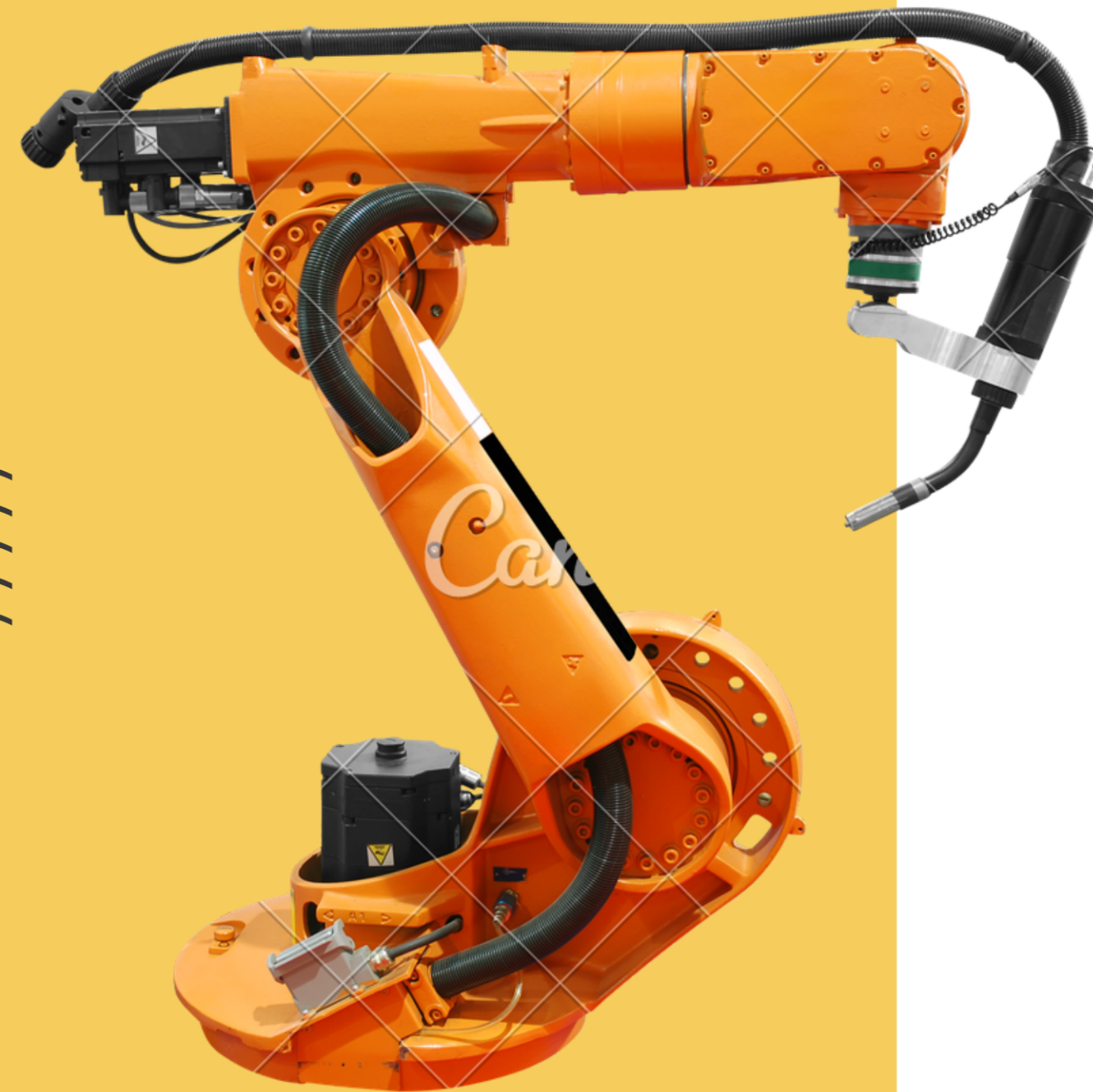
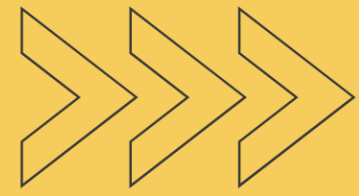
Change is central to how we live
Adaptability will remain a key factor in individual
success

Career Trends Today



WILL
CREATIVE
JOBS BE
SAFE?





INDUSTRY 4.0
ROBOTICS
3-D PRINTING
V.R.
A.I.
AUTOMATION

**WILL REDEFINE MANUFACTURING
IN THE FUTURE**



**"Today's skills will
not match the jobs of
tomorrow...
Newly acquired skills
may quickly become
obsolete"
-ILO, 2019**

Source: Report of the Global Commission on the Future Of Work, 2019
(International Labor Organisation)

Total Hours worked in Europe & the United States (billions)



 **2030**  **2016**

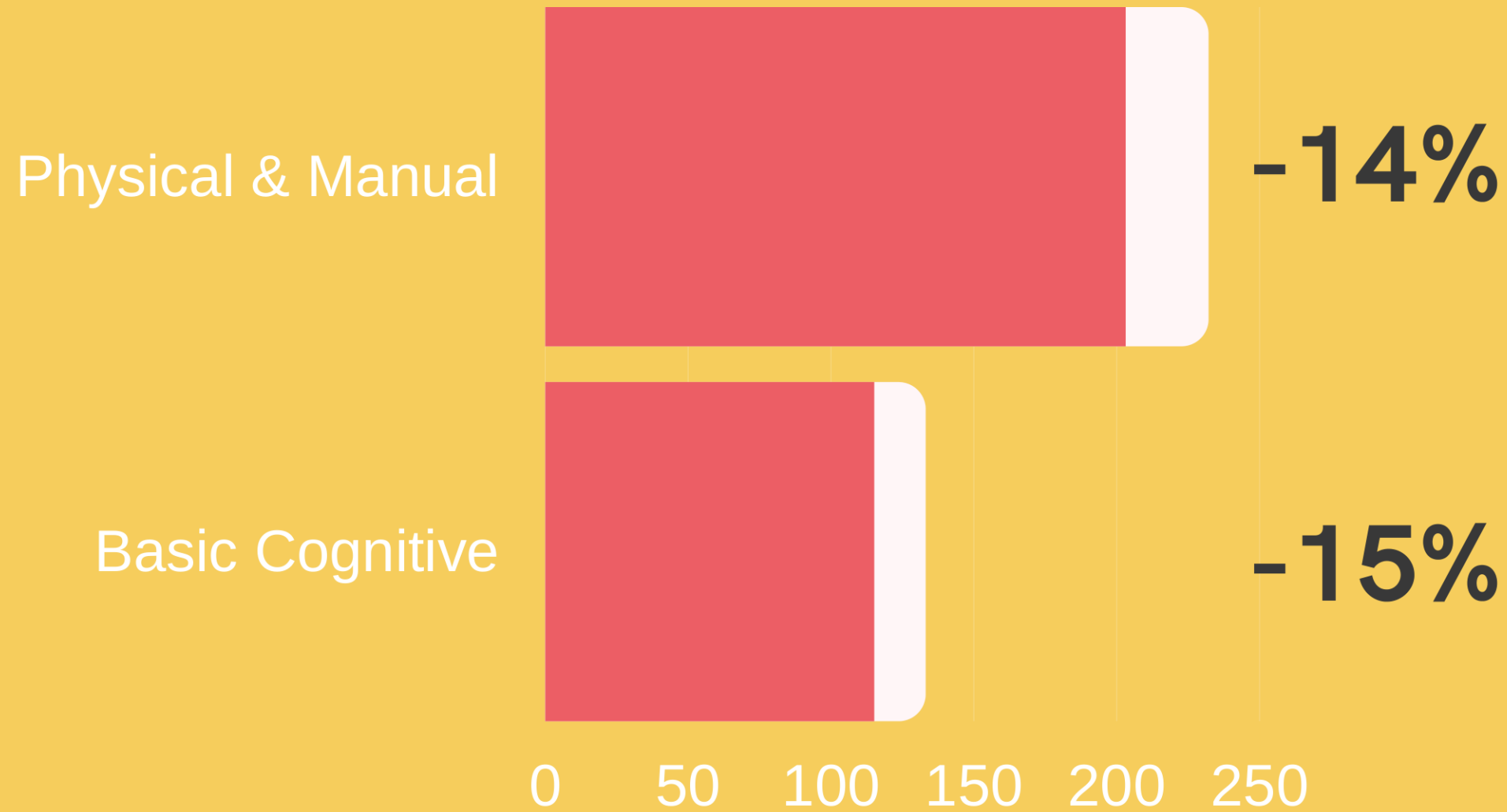
2016 >>> 2030

SKILLS OF THE FUTURE

Source: Skill shift: Automation and the future of the workforce (McKinsey)



Total Hours worked in Europe & the United States (billions)



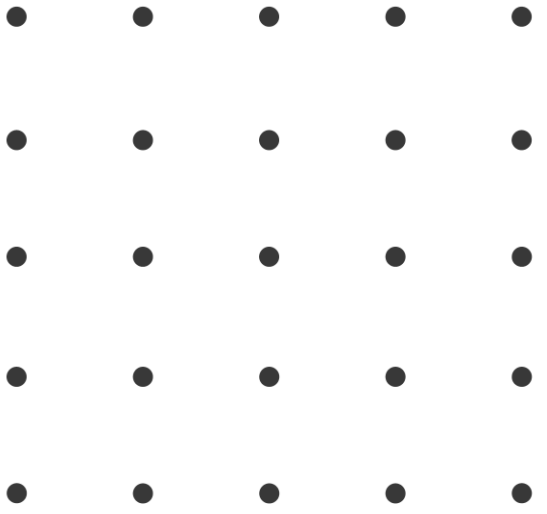
2016 >>> 2030

SKILLS OF
THE
FUTURE

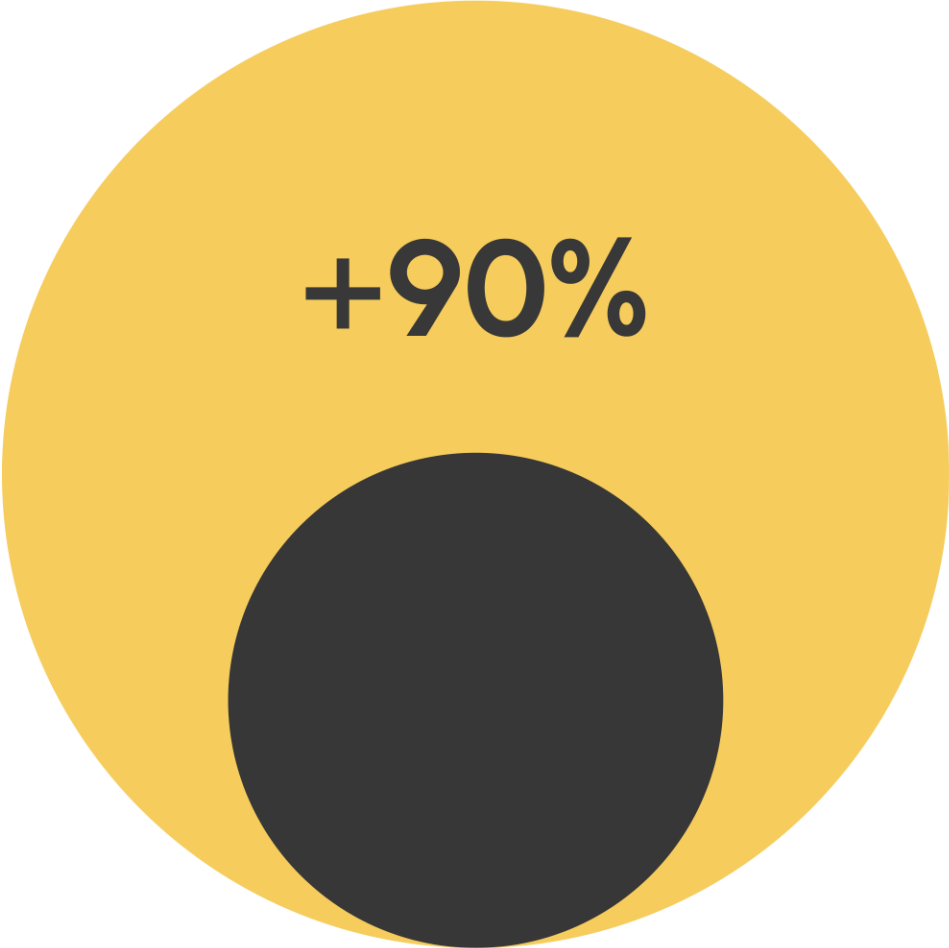
Source: Skill shift: Automation and the future of the workforce (McKinsey)

2030 2016

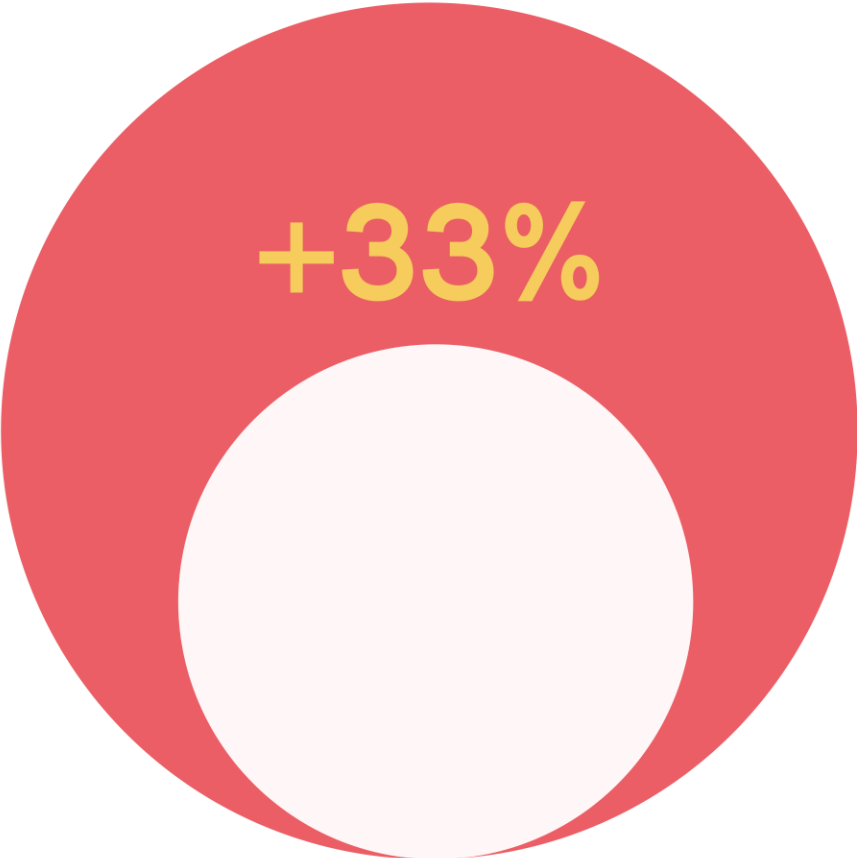
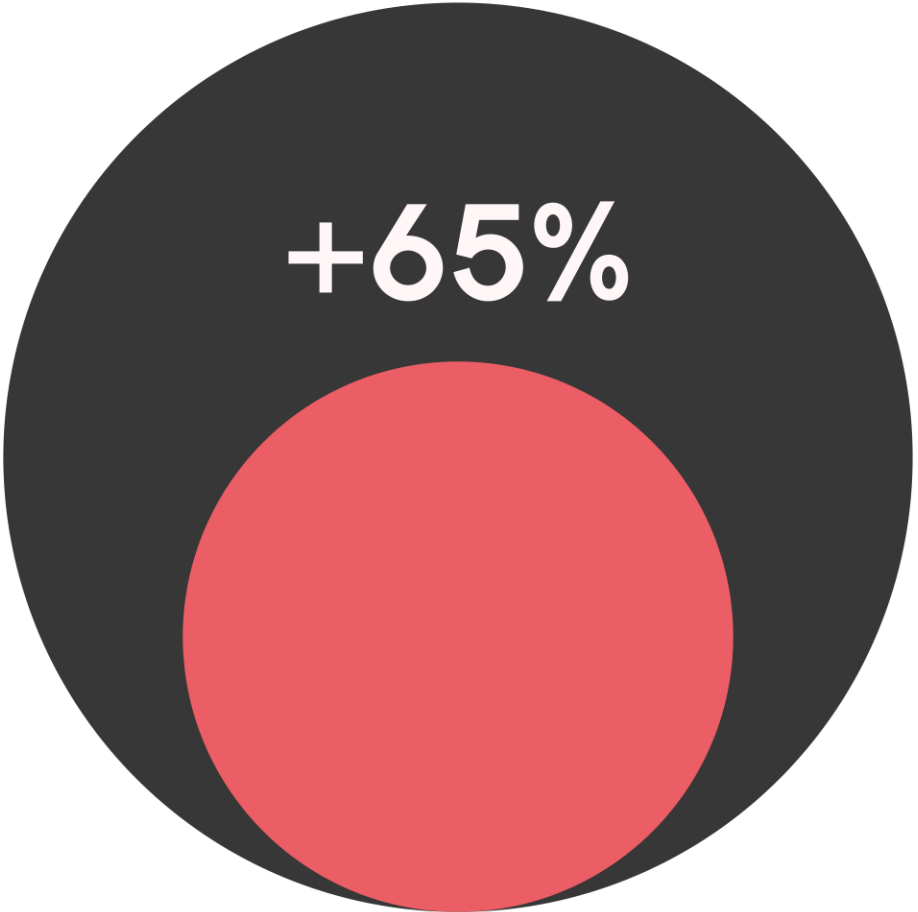
Also growing...



Basic Digital Skills

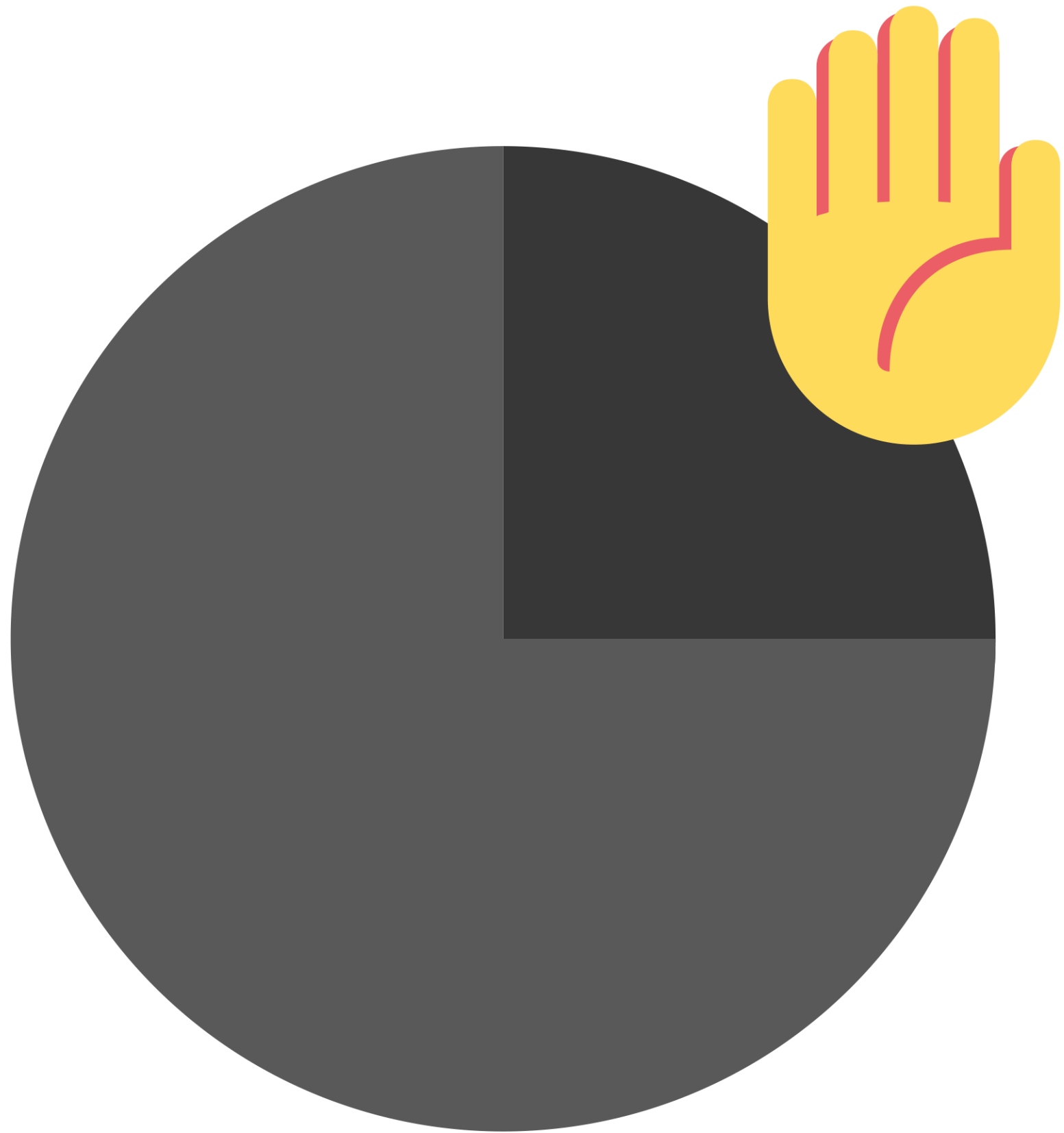


IT & Programming



Entrepreneurship

Source: Skill shift: Automation and the future of the workforce (McKinsey)



In 2030
MANUAL
LABOR
WILL BE A
QUARTER
OF ALL WORK

Source: Skill shift: Automation and the future of the workforce (McKinsey)

A.I. INDUSTRY IMPACT

- **FINANCE**
- **ENERGY & MINING**
- **HEALTHCARE**
- **MANUFACTURING**
- **RETAIL**

Source: Skill shift: Automation and the future of the workforce (McKinsey)



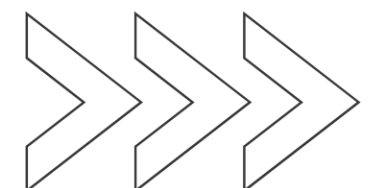
94%

**OF BUSINESS LEADERS
EXPECT JOB OPPORTUNITIES
TO STAY THE SAME (77%)
OR GROW (17%)**

**IN 2030
WILL THERE
BE
ENOUGH
JOBS?**

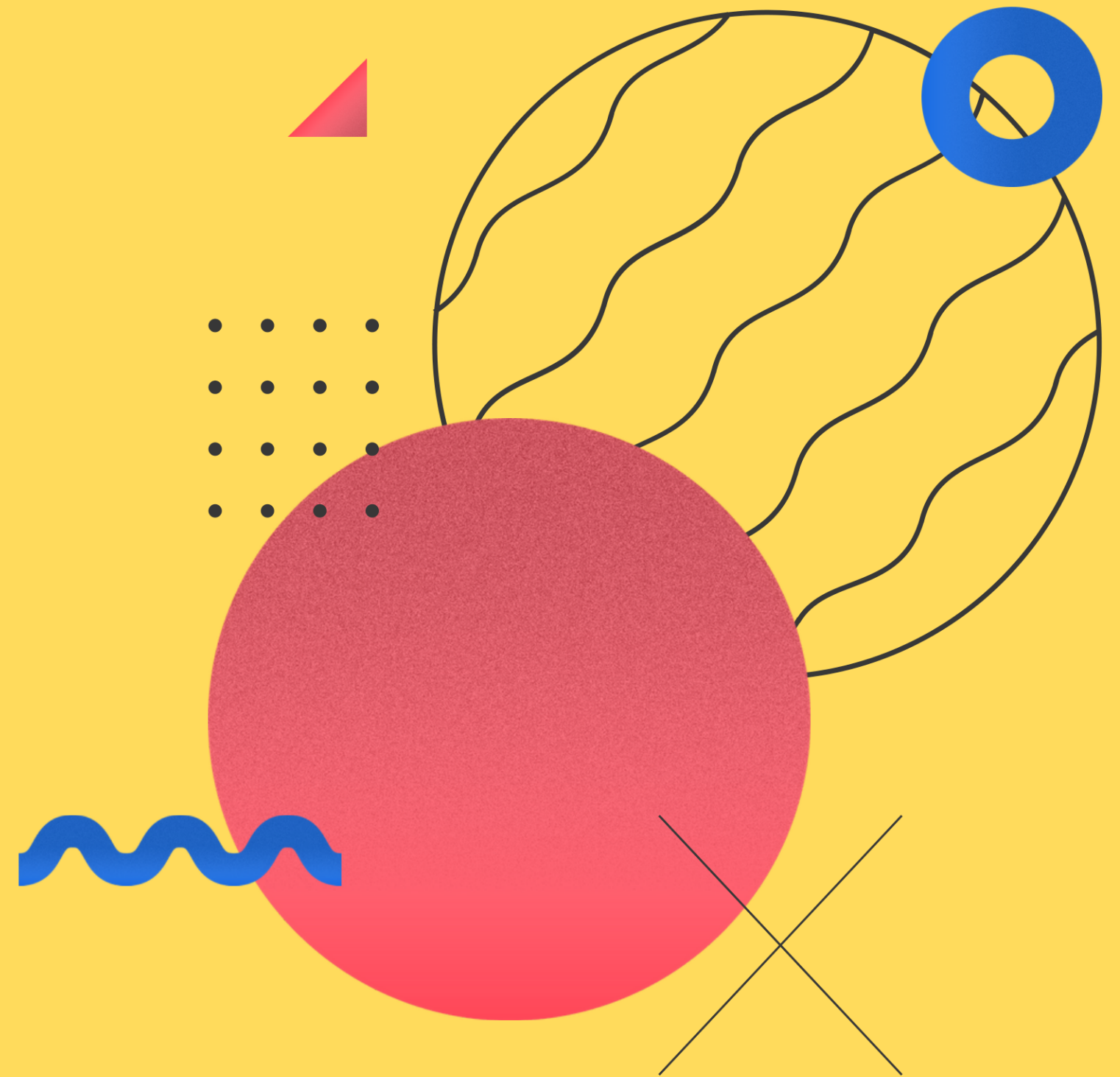
BUT WILL THESE JOBS BE GOOD JOBS?

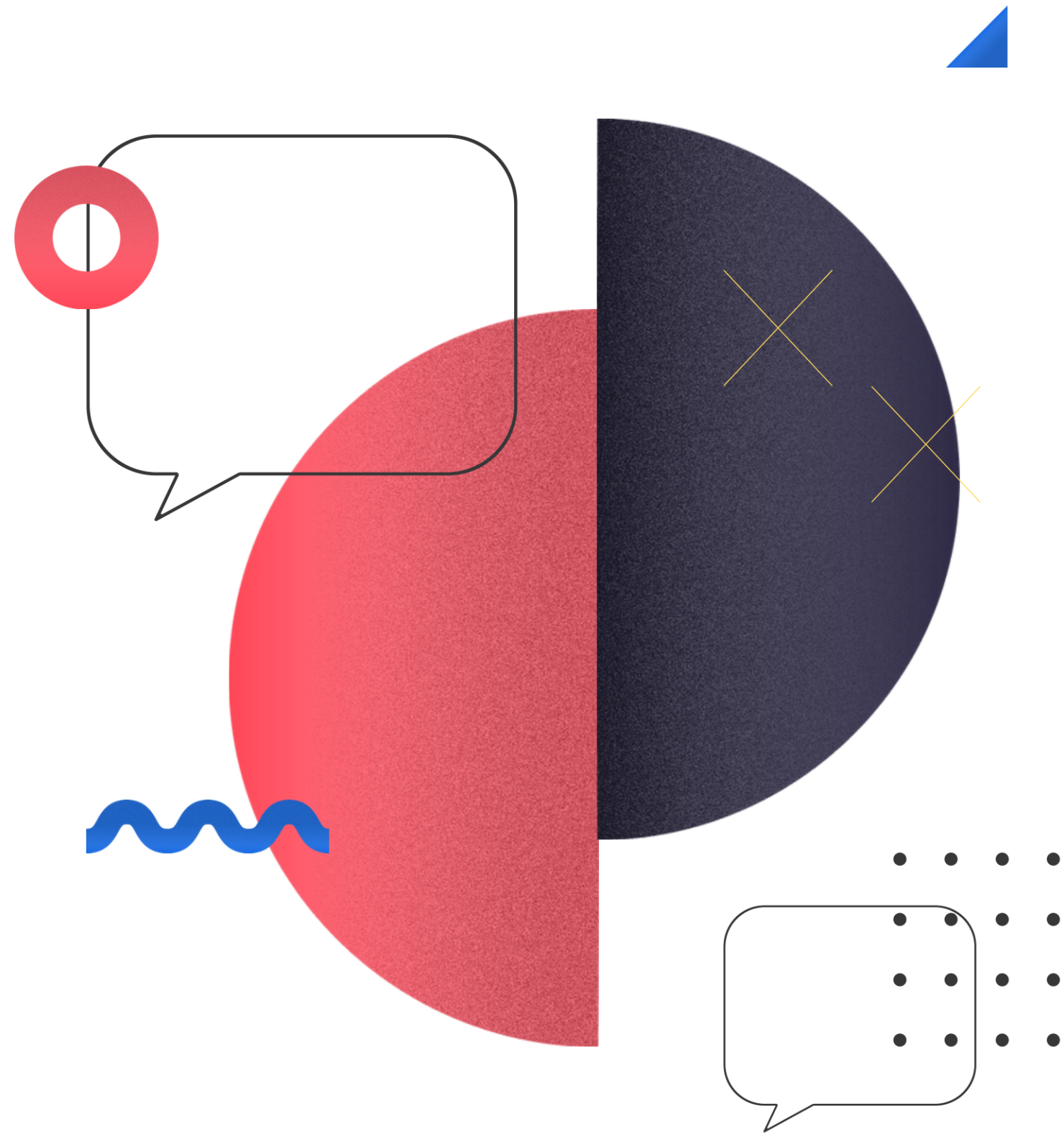
Only if stakeholders can ensure that principles of **solidarity and risk sharing** can be built-in to our work cultures (social protection net), a **universal labour guarantee** can be enacted, and workers can command increased **time sovereignty**



Source: Report of the Global Commission on the Future Of Work, 2019 (International Labor Organisation)

**The
Future of Work
will require us to
embrace A.I. &
Automation,
not fear it**





**A culture of
lifelong learning
will become a
key driver of
future success**



To ensure this, the ILO has asked for
universal entitlement to
lifelong learning

3 PILLARS FOR THE FUTURE:

Investing in
People's **Capabilities**
Investing in the
Institutions of Work
Investing in **Decent &
Sustainable Work**





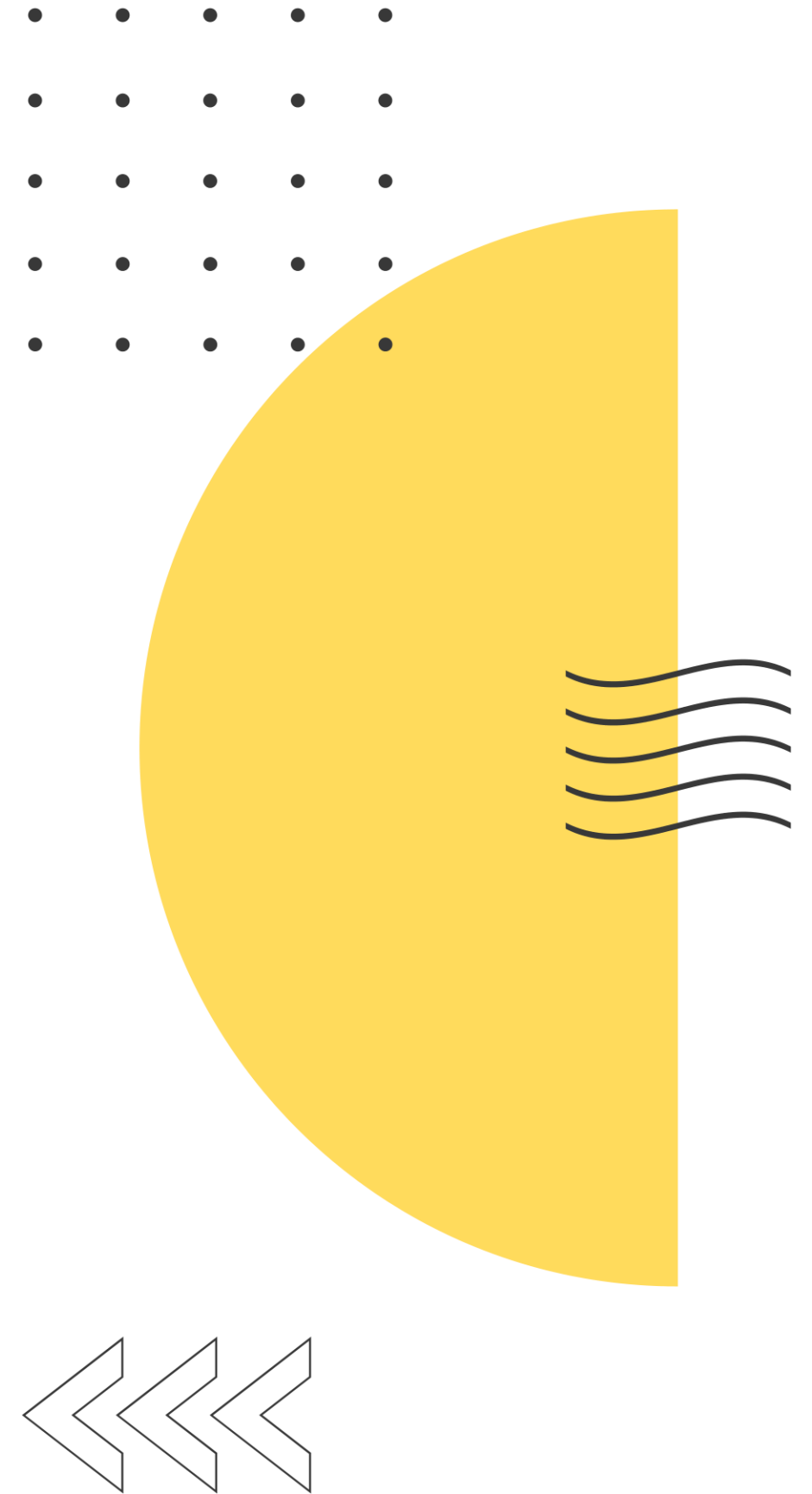
5 Areas of Organizational Change:

Mind-Set
Organizational Setup
Work-Activity Allocation
Workforce Composition
C-Suite and HR Functions

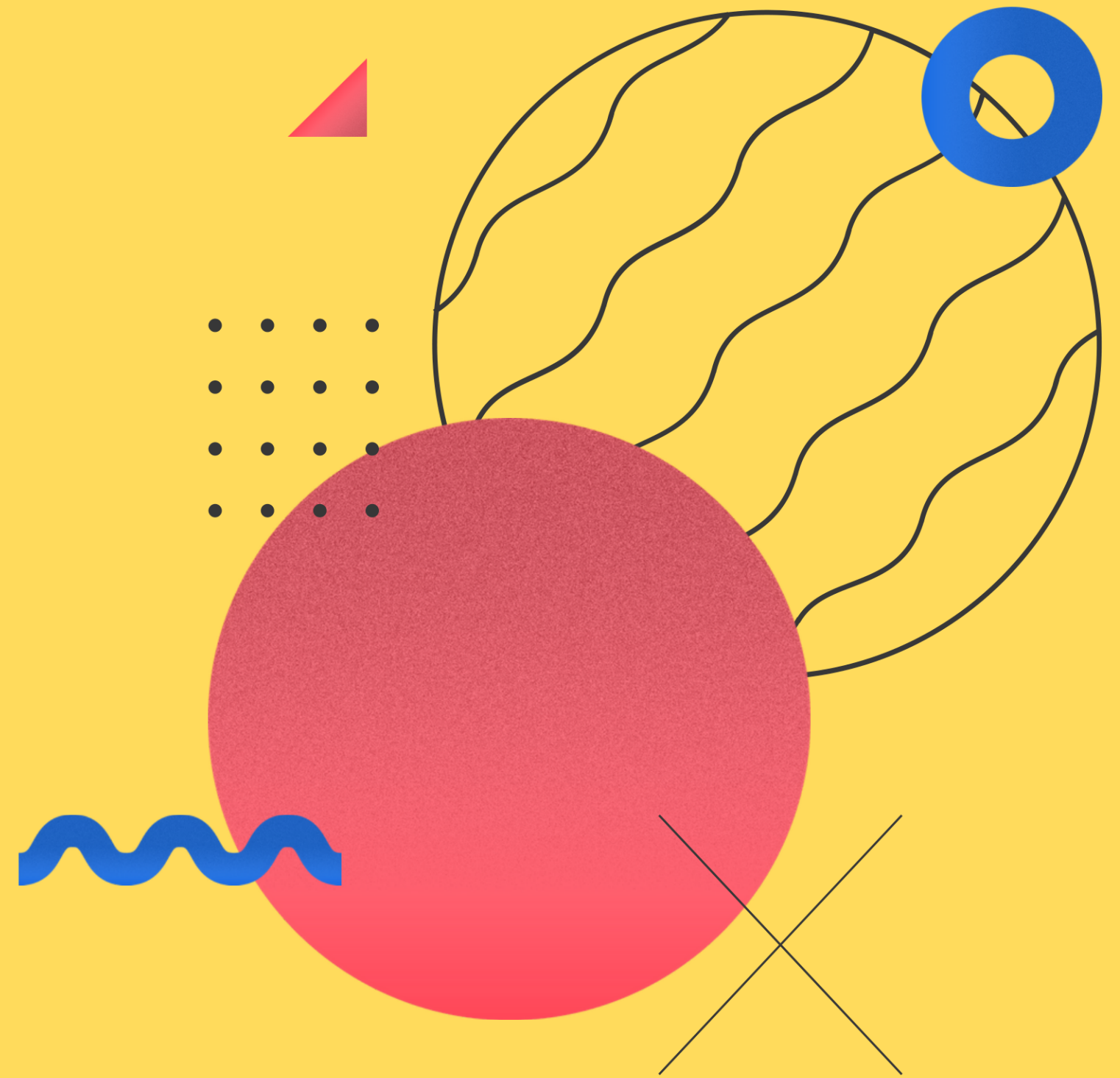
61%

THE GIG ECONOMY WILL GROW

THREE OF FIVE BUSINESS
LEADERS WILL HIRE MORE
TEMPORARY EMPLOYEES BY
2030



**How will
companies
address the
skill-
mismatch?**



45%

OF BUSINESS LEADERS
WILL INVEST IN
RETRAINING

7%

OF BUSINESS LEADERS
WILL INVEST IN HIRING

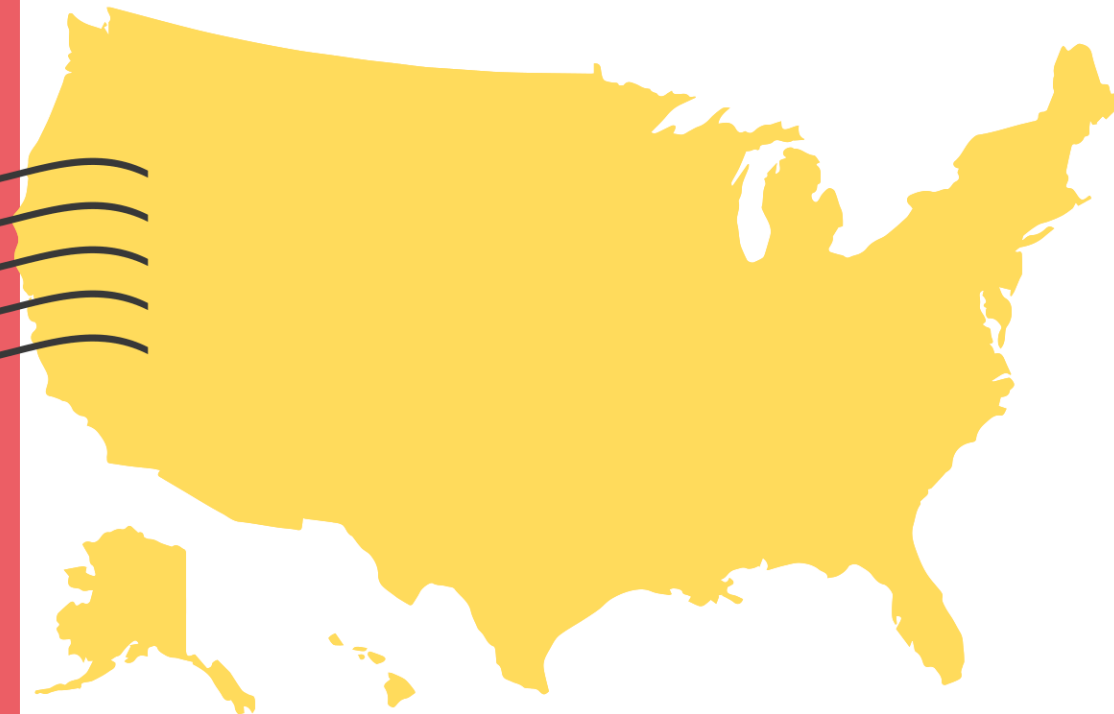


27%

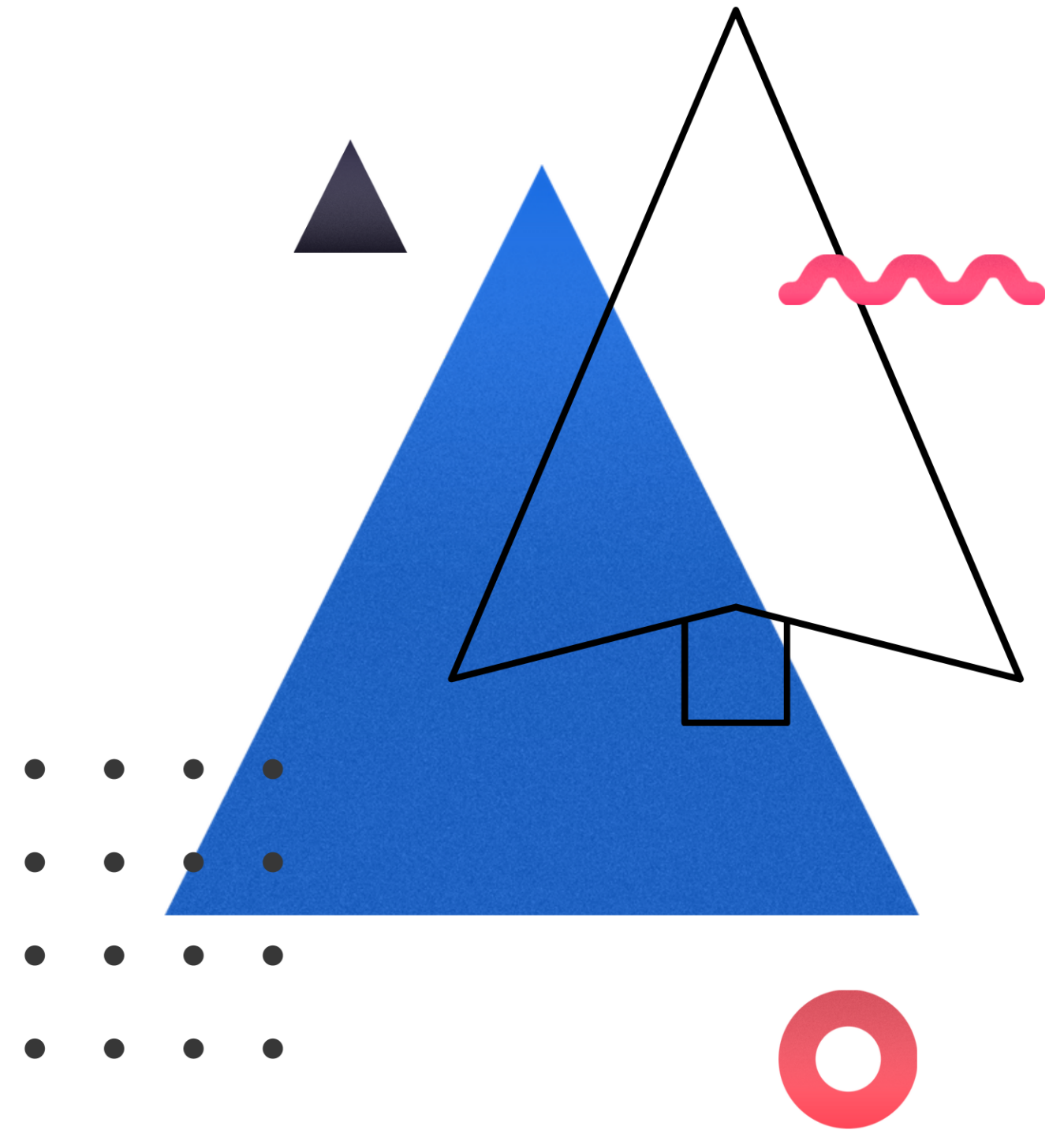
OF BUSINESS LEADERS
WILL INVEST IN
RETRAINING

30%

OF BUSINESS LEADERS
WILL INVEST IN HIRING



Inclusion
will become a
competitive
advantage



Beyond Technology:
**CLIMATE CHANGE
& WORK**



-6 million

+24 million

Jobs lost and gained if the Paris Climate Accord is implemented

Beyond Technology:
**TOWARDS A
NEW ECONOMY**

Green Economy
Digital Economy
Care Economy

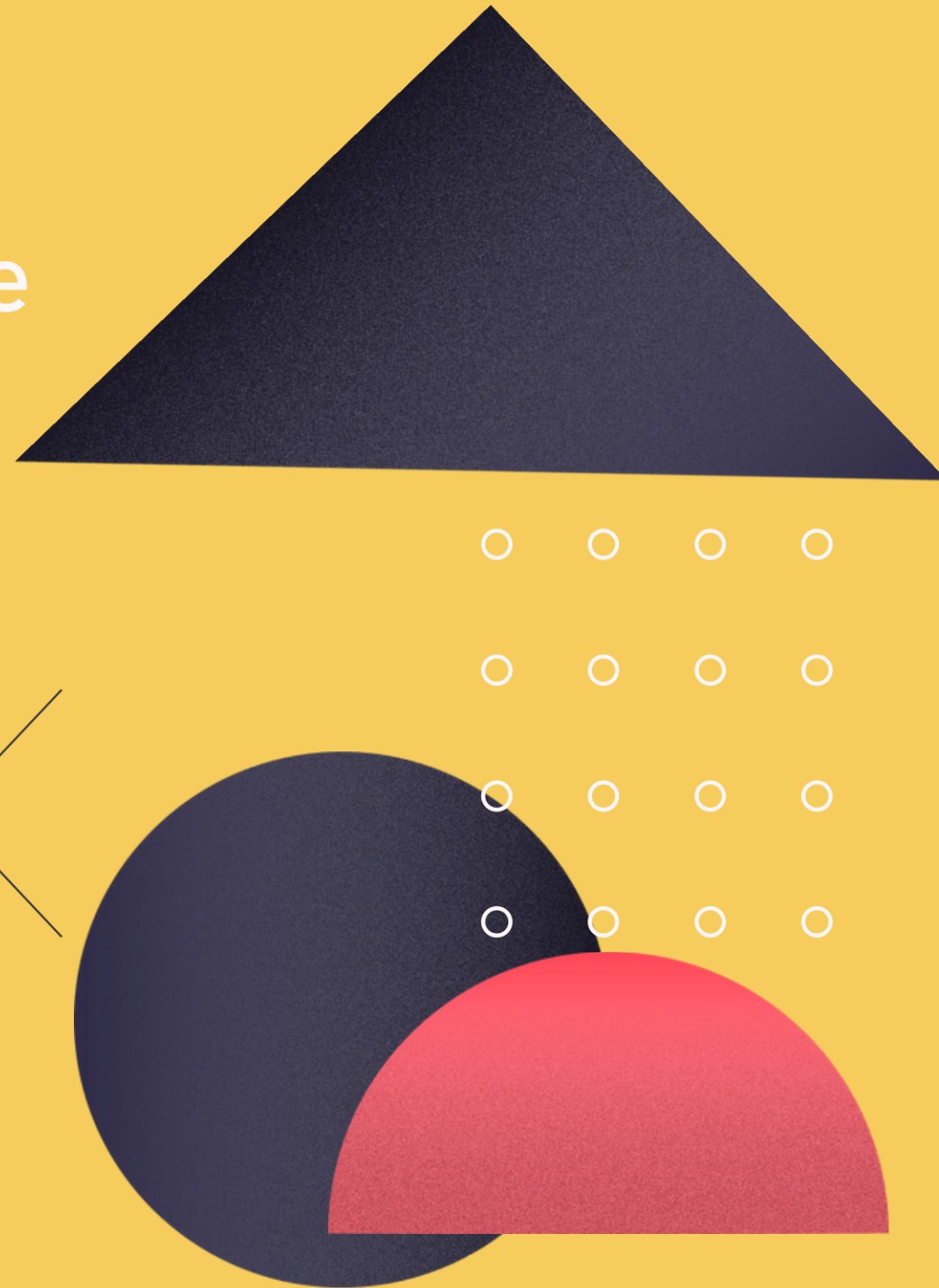
Source: Report of the Global Commission on the Future Of Work, 2019 (ILO)



1. **Anticipate** demand for new skills

2. **Identify** how to acquire in-demand skills

3. **Invest** in the necessary training and up-skilling





THE TIME TO ACT IS **NOW**



"WITHOUT DECISIVE ACTION WE
WILL BE **SLEEPWALKING** INTO A
WORLD THAT WIDENS INEQUALITY,
INCREASES UNCERTAINTY AND
REINFORCES EXCLUSION, WITH
DESTRUCTIVE REPERCUSSIONS"

-ILO, 2019

FUTURE+YOU

Ultimately,
the future of
work is what
we make of it.

