

JOBS OF TOMORROW

New jobs will require hybrid skills

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The [2020 Future of Jobs report](#), from the World Economic Forum suggests a number of trends that will define the world of work in the coming years:

- Automation, in tandem with the COVID-19 recession, is creating a 'double-disruption' scenario for workers.
- Although the number of jobs destroyed will be surpassed by the number of 'jobs of tomorrow' created, in contrast to previous years, job creation is slowing while job destruction accelerates
- Skills gaps continue to be high as in-demand skills across jobs change in the next five years
- The future of work has already arrived for a large majority of the online white-collar workforce
- In the absence of proactive efforts, inequality is likely to be exacerbated by the dual impact of technology and the pandemic recession

The report projects that in the mid-term, job destruction will most likely be offset by job growth in the 'jobs of tomorrow'—the surging demand for workers who can fill green economy jobs, roles at the forefront of the data and AI economy, as well as new roles in engineering, cloud computing and product development.

It is also important to understand that [the constituent activities of many jobs will go or change](#). A significant proportion of the workforce are in jobs that are likely to need redesign and workforce retraining. As almost every job becomes increasingly technology-related, there will be winners and losers. The spread of disciplines and jobs across sectors will also stimulate the hybridisation of skills.

Ensuring the benefits of AI outweigh the negative consequences on the workforce and wider society may require [government intervention and a clear policy framework](#). In the absence of policy intervention, the most likely outcome of automation will be an increase in inequalities of wealth, income and power.

REACH FOR THE DOUGHNUT

A new way to manage the economy, within limits

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Based on a groundbreaking book by British economist Kate Raworth, 'doughnut economics' is a model for creating a balanced economy. It aims to avoid a range of environmental overshoots and address a series of social shortfalls - and so create a safe and just operating space for humanity. Effectively the doughnut replaces GDP growth as the aim of economic policy. Economic growth becomes a means to achieve social goals within environmental limits.

Last year, Amsterdam introduced the doughnut as the guiding principle for how the city operates. [Its ambition is to bring all 872,000 residents inside the doughnut](#), ensuring everyone has access to a good quality of life, but without putting more pressure on the planet than is sustainable.

As a small example, Amsterdam has introduced standards for sustainability and circular use of materials for contractors in all city-owned buildings. Anyone wanting to build on Beach Island, for example, will need to provide a "materials passport" for their buildings, so whenever they are taken down, the city can reuse the parts.

Since then Copenhagen, Dunedin, Portland, Austin and the Brussels region have decided to follow Amsterdam's lead. With endorsements from David Attenborough and the Pope, expect more to follow.

Kate Raworth has established the [Doughnut Economics Action Lab \(DEAL\)](#) for those interested in exploring more.

FURTHER READING

