

FUTURE OF WORK AND SKILLS SURVEY 2018



82% positive about technology

59% think the future will be better

77% Young people critical about education and training

94% Believe their job/area of study will exist in the future

SKILLS FOR THE FUTURE

Digital
Creativity
Analytical
Communication

Technical
Entrepreneurial
Languages
Teamwork

WORKING CONDITIONS

Flexible working hours
Stable / long-term contract
Part-time arrangements
Regular working hours
Teleworking
Work from the office



MOST IMPORTANT

- No1. Job satisfaction
- No2. Salary
- No3. Career prospects
- No4. Working conditions
- No5. Sector

83% would like to work or study in another country

77% ready to change occupation



Managing Transition

THE FUTURE OF WORK AND SKILLS IN ETF PARTNER COUNTRIES PRELIMINARY SURVEY RESULTS

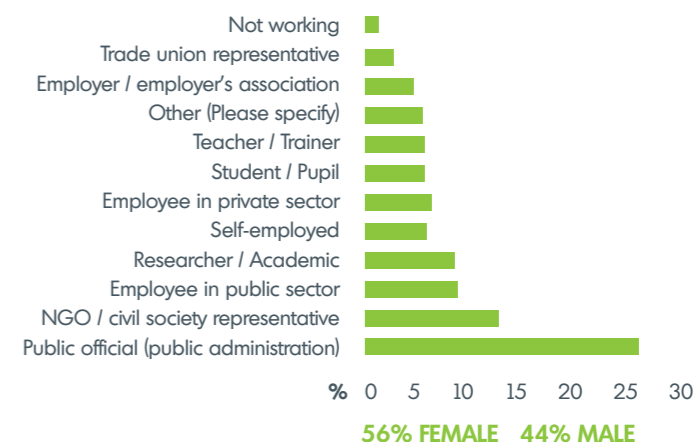
The objective of the survey was to gather the opinion of people on the future, particularly on the future of work and skills. The survey contributes to the ETF 2018 corporate conference: Skills for the Future: Managing Transition, complementing research on the future of work. The results feed into the discussion from the perspective of individuals, by capturing their perceptions.

The survey focused on ETF Partner Countries. A total of 564 participants answered 13 simple questions. As the questions were not compulsory, the analysis covers all the answers, though 136 respondents did not answer all the questions. The majority of respondents (324) are from ETF partner countries, with 239 from other countries, including the European Union Member States. Responses from ETF partner countries have been analysed separately and compared to the responses from other countries.

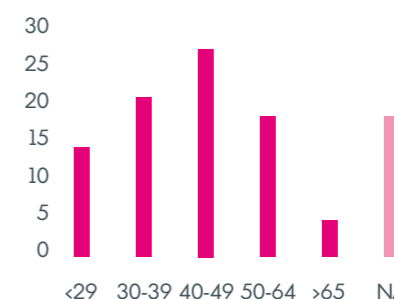
The age distribution varies from the youngest respondents born in 2006 and the oldest in 1941, with the majority ranging between 28 and 55 years old. The largest group of respondents were public officials (28%) – the ETF's main counterparts, followed by civil society representatives (14%).

The gender distribution is quite balanced, with 56% female and 44% male respondents. The vast majority (95%) of respondents hold a university degree.

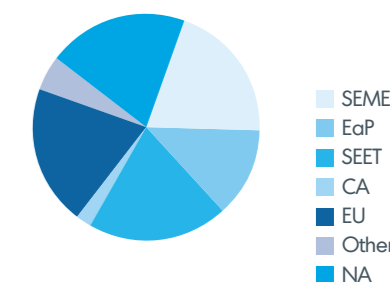
OCCUPATION



AGE



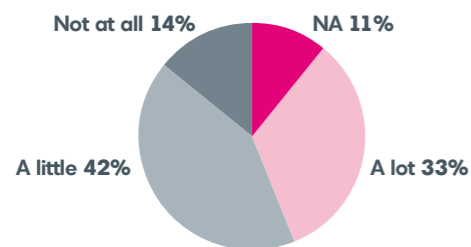
REGION



1 75% of respondents think about the future, people from ETF Partner Countries think about it more than the others

A large majority of respondents think about the future. Some 33% of them think a lot about the future, while 42% think about it a little. A total of 14% of respondents do not think at all about the future. Researchers, civil society representatives and employers are those who think about it the most. Comparing replies from ETF partner countries with others, we note that they think about it more than others (77% against 69%).

HOW DO YOU FEEL ABOUT THE FUTURE?



3 The vast majority (94%) of respondents from ETF partner countries believe their job/area of study will exist in the future, and only 4% of respondents think their job/area of study will not

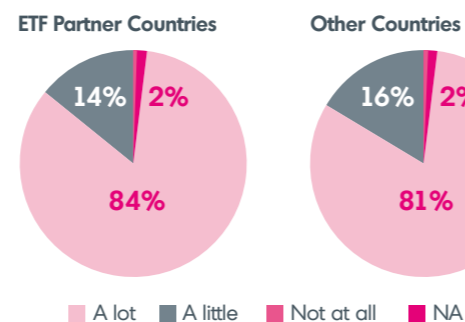
In all, 47% of participants think their job/area of study will exist in 2040 with no change, and 47% that it will exist with some changes. Some 49% of respondents from ETF partner countries believe that their job will exist as it is, in comparison with 43% from other countries. Here, the biggest difference is between the age groups, with older respondents believing strongly (100%) that the future will bring changes by 2040.

The majority of researchers believe their area of work will still exist as it is (67%), while trade union representatives are convinced their work will still exist, but with changes (83%).

4 Some 82% of participants believe that technology will substantially affect their future jobs and see it as an opportunity

A total of 84% of respondents from ETF partner countries believe that technology will substantially affect their future jobs, in comparison with 75% from other Countries, including EU Member States. All employers and teachers (100%) agree that technology will affect them a lot, followed by researchers (90%) and employees in the public sector (87%). Interestingly, while the majority of students (74%) believe that technology will affect them a lot, a big group (22%) think it will affect them only a little. In addition, 42% of trade union representatives are convinced that technology will affect them to a minor extent. Looking at the age distribution of responses, there are no substantial differences, however the youngest respondents (below 29) are not very much afraid, with 52% of the opinion that they will be substantially affected and still 38% thinking that technology will affect them a little. This might be explained by the fact that they are more used to technology, in particular to digital means.

TO WHAT EXTENT WILL TECHNOLOGY AFFECT YOUR JOB/AREA OF STUDY



5 77% of young people is of the opinion that their education has not prepared them sufficiently for future jobs

65% of all the respondents are of the opinion that their education and training has not prepared them for future jobs. Among them, 62% of participants from ETF partner countries are critical with the education system. Young respondents are particularly critical with the education they received, with 77% of those below 29 are convinced that their preparation has not been enough for the future jobs. Students observed as a group confirm the same argument (76%). While respondents are generally sceptical about the education and training systems, they are quite positive about the relevance for the future of the areas they work or study. Teachers (84%) and employers (73%) are the most positive.

YOUNG PEOPLE CRITICAL ABOUT THEIR EDUCATION

77%

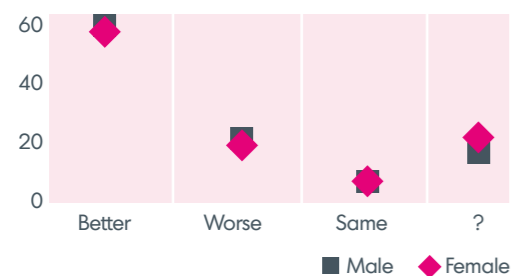


2 People are generally positive about the future, 57% of respondents from ETF Partner Countries think the future will be better.

Some 52% of all the respondents believe the future will be better, compared to 19% who think it will be worse and 10% who think will be the same. Respondents from ETF partner countries are more positive, with 59% believing the future will be better against 40% of respondents from other countries. In total, 16% of participants from ETF partner countries think the future it will be worse, while 27% of respondents from other countries are negative about the future. Employers (70%), teachers (64%) and civil society (64%) are the most positive about the future, while unsurprisingly the unemployed are negative or uncertain, with half not knowing what to answer.

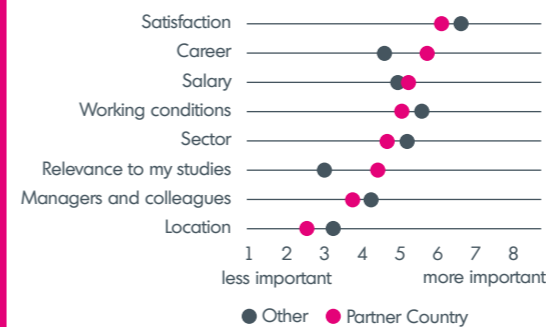
Working age respondents (30-64) are slightly more positive than young people (under 29) and much more positive than people over 65. The gender distribution is quite balanced, however women tend to be less decisive than men.

FEELING ABOUT THE FUTURE BY GENDER



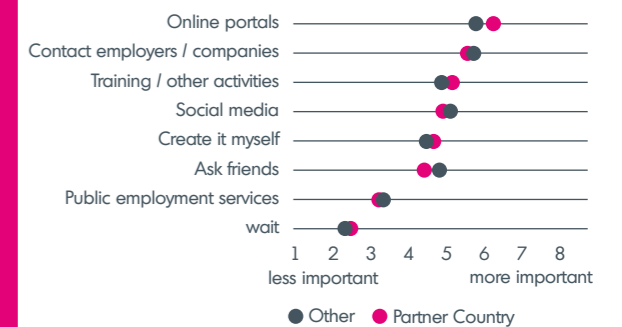
6 Job satisfaction is the most important aspect of a job, followed by the salary and career prospects

MOST IMPORTANT ASPECT ABOUT YOUR JOB



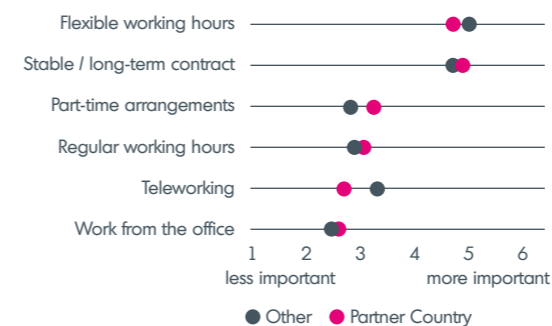
9 Online portals would be the most used tool to find a job

HOW TO GET A NEW JOB?



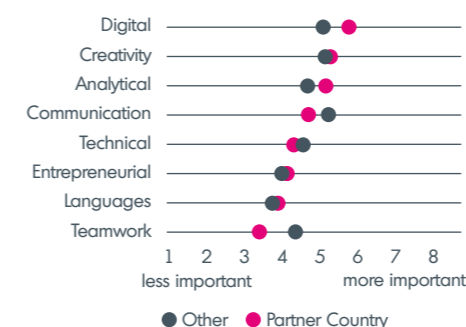
7 Flexible working hours and a stable long-term contact are the most valued working conditions

MOST IMPORTANT WORKING CONDITIONS



8 Digital skills, creativity, analytical and communication skills are rated as the most important for future jobs

MOST RELEVANT SKILLS FOR FUTURE JOBS



10 People are potentially mobile and flexible!

A total of 83% of respondents would like to work or study in another country. Some 78% would change occupation if needed. In all, 79% of participants from ETF partner countries are ready to change occupation, while participants from other countries score slightly lower, with 73% of positive responses. This confirms the previous response on the most important features of a job, with geographical location being the least important.

83%

Would like to work or study in another country



79%

Are ready to change occupation