

Sous la direction de  
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# L'AVENIR DU TRAVAIL

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« The Future of Work »  
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« 12 years after....  
*Critical reading* »

A diverse team of white men .-;)



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## **WHAT'S THE OBJECTIVE ?**

Co-writing and release in quarter a small (150 pages) book on the future of work (two levels Global / France)

No limit to define the scope and content

## **THE OPERATING MODEL?**

A large bunch of documents, studies, surveys

A permanent access to all other resources requested by the Team

4 weekend Workshops : The Team + 2 sherpas for immediate transcription

1st step : Selection of the key items

2<sup>nd</sup> step : Discussion and pre writing for each chapter

3rd step: Challenge the consistency of each topic

4th step: Alignment (when possible) and finetuning

**THE GLOBAL POINT OF VIEW** : After discussion we selected 17 critical topics : Mainstream

- Global demography : « endless increase of job seekers »
- New nature of work
- The future of industrial work (robots and sobots)
- New family jobs of the virtual world
- Future of the sovereignty / homeland services
- Future of high value services
- .... From services to monitoring devices
- Services to individuals
- Corporation and nomad workforce
- The executives
- Self employment and unsecuer employment
- Migration of workforce
- New marginal family jobs : criminal business and relations
- Flexibility at work and job seeking as a real task
- Prepare the family jobs for the day after tomorrow

## WHAT DID WE CAPTURE WELL?

- ❑ Dynamics of demography and migrations and their impact on the workforce, (un)employment and family jobs
  - ✓ Working age population : 1995 : 3,9 billion
    - 2005 : 4,6
    - forecast 2015 : 5,3 (2/3 in developing countries and 60% in Asia)
    - forecast 2050 : 7 = + 40 million per year
  - ✓ Shortage in developed / Northern countries and massive unemployment in the South
    - In the USA : To maintain a +3% GDP / needs for + 35 million new workers / migrants in 30 years
  - ✓ Political acceptance and short-term view
  
- ❑ New nature of work
  - ✓ Technical progress does not kill work Vs post industrial world
  - ✓ Innovation permanently creates a multitude of new products / services

## WHAT DID WE CAPTURE WELL?

- Private currency : bitcoin
- New services : Uber
- New format of work : telework

## WHAT DID WE DEEPLY UNDERESTIMATE ?

- ❑ Dynamics of innovation :
  - ✓ Artificial Intelligence (we called Sobot) emerging in 2040
  - ✓ Power of GAFAs to modify the way-of-life of people and consumer behaviours
  - ✓ Internet and SecondLife (2003 – almost dead) but No Facebook, Instagram....
  
- ❑ Impact of smartdevices
  
- ❑ Trend for self-employment
  
- ❑ Growing power of public acceptance
  
- ❑ Development of « nomadic » companies
  
- ❑ New / remote learning systems (MOOC...)

## QUESTIONS MARKS ?

- Impact of criminal activity and charity
- Decreasing power of social dialogue and unions *\*(F Chereque)*
- Flexisecurity Model