

**Job outlook in France
by 2015... and beyond**
What trades and professions?
What technologies ?
What skills?
In what firms?

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Geneva – ILO – Tuesday 28 April 2009

Sources : *“L’avenir du travail” – IME*
Jacques Attali – 2007 – Fayard
Centre d’analyse stratégique

Anticipating the professions and firms of the future – a top priority

in order to

- guide young people,
- change images and cultures (public opinion, families, the education system),
- develop better programmes and establish appropriate training systems.

Identifying and interpreting trends

- population trends,
- technological trends,
- socio-economic and cultural trends,
- trends in relementation

and their impact on:

- branches of activity,
- sectoral needs with regard to skills,
- the occupations of the future and personnel trends (increase and decrease),
- forms of organization and organizational structures, and corporate modi operandi.

Ever-increasing numbers of job-seekers at the world level by 2015

- 5.35 billion people of working age,
(7 billion by 2050),
- 2/3 of them economically active,
- 3 billion in developing countries,
60 % of them in Asia,
coming mainly from rural areas and shanty towns
in emerging countries.

Shortage of labour in the countries in the North (ageing population) and decreasing unemployment (varying depending on level of skills)

- Impact of the crisis?
- 6 levers for action to maintain growth:
 - ✓ forward-looking skills management,
 - ✓ technological advancement,
 - ✓ sub-contracting abroad,
 - ✓ immigration,
 - ✓ employment of women,
 - ✓ better integration of young people and raising of retirement age.

Job trends

The jobs where the shortage of skilled candidates was most marked in 2007 compared to 2006 (in decreasing order of importance)

Top 10 2007

1. The trades (mainly masons, electricians and joiners)
2. Long-distance truck drivers
3. Technicians
4. Chefs
5. Commercial agents
6. Labourers
7. Hotel and catering professionals
8. Administrative assistants
9. Health professionals
10. Engineers

Top 10 2006

1. Manual occupations (mainly masons, electricians and joiners)
2. Hotel and catering professionals
3. Long-distance truck drivers
4. Chefs
5. Commercial agents
6. Labourers
7. Administrative assistants
8. Technicians
9. Accountants
10. Mechanics

*Manpower survey on talent shortages.
March 2007*

Overall job trend



- **Agriculture and the rural world 39% in 2006 worldwide**
- **Unpaid work performed by women**
- **Mechanization and biotechnologies**



- **Services 40 % in 2006.**
- **Industry 21 % in 2006.**
- **Satisfying the primary demands of a growing population**
- **Industrial productivity x 28 in a century**
- **Economic shift to the tertiary sector and industrialization of services.**
- **Development of increasingly miniaturized automatons with artificial intelligence**

Overall job trend

- Today, 2 billion out of 4.6 billion workers are self-employed.
- Traditional jobs are being destroyed and new jobs created (as demand, technologies and work organization evolve).
- Technological advancement is reshaping work.
 - ✓ It is becoming increasingly difficult to distinguish between work, consumption, transport, training and leisure activity.
 - ✓ Nomadism.

The professions and sectors of the future

- Science and industry
 - researcher
 - engineer
 - computer systems and software designer,
 - telecommunications,
 - energy,
 - aeronautics,
 - genetics,
 - biotechnologies,
 - nanotechnologies,
 - health...
- Health
 - nursing staff,
 - midwifery,
 - medical aid and assistance
- Education,
 - training,
 - Including primary and secondary education
- Security,
 - police,
 - armed forces.

The professions and sectors of the future

- Risk prevention and management
 - (health, energy, environment, compliance with standards, measures to combat wastage)
- Justice
 - lawyer
- Capital management and insurance
- Manager, industrial and commercial production
- Environmental protection
- Leisure activities
- Event organization
- Tourism and travel

The professions and sectors of the future

- Luxury goods, art.
- Stress
- Psychological support and consolation
- Human and home help services
- Computer assistance
- Child-minding
- Remedial teaching
- Dependence
- Gerontologist
- Cultural translator
- Social relations
- DIY activities and gardening
- Design consultant

The professions and sectors of the future

- Industrial cleaning and maintenance
- Materials handling and logistics
- Mobile machine operator

Numerous job creations
The future sources of jobs will have an hourglass structure depending on levels of education.

Highly skilled jobs currently held mainly by men



Low-skilled jobs currently held mainly by women

An outlook of talent shortage

- Demographic decrease in the working population
- Greater mobility needs

and probably a sharp rise in the number of job-seekers

A mismatch between profiles and demand

strong corporate competition to attract the best skills and the best experience

amongst large firms

and between large and small firms.

How can shortages be combated?

- by using immigration resources,
- by improving job content and development prospects,
- by promoting gender parity (more women in skilled jobs and more men in human service jobs)
- by encouraging diversity and promoting the image of professions and occupations,
- by seeking out and training the people who are farthest from employment.

A firm's ability to anticipate and to adapt will be a major asset.

- Specialization of research tasks, designing and manufacturing (more particularly in the case of large enterprises)
- efforts to develop responsiveness, flexibility, versatility and autonomy (more particularly in the case of SMEs)
 - ✓ networks,
 - ✓ “velcro” firms (integral entity with variable components),
 - ✓ projet teams,
 - ✓ theatre companies,
 - ✓ continuing education,
 - ✓ nomadism,
 - ✓ culture of insecurity, performance and innovation,
 - ✓ teleworking and videoconferencing.