

## Jobscape Skills Research

### Rationale – Background information

The transition period we are facing, when digital transformation becomes more present in our lives, is reshaping the way we work and interact, with significant impact on our jobs. As automation will impact the global workforce, together with other rapid technological changes, sectors and workers will require new competencies and adaptability. By the end of 2030, about 400 mils. workers (15% of workers at global level) could be displaced by automation, 6 of 10 current occupations having more than 30% of activities that are technically automatable<sup>1</sup>.

The pandemic crisis has contributed to this shift with an acceleration of the digital trend. Although some companies or sectors will re-invent their operations and ways of working, and adapt to the current context, some other sectors are facing serious issues, which will ultimately affect the entire economy. According to the European Commission<sup>2</sup>, GDP was estimated to fall by over 7% in 2020 and unemployment to reach 9%, up from 6.6% at end of 2019 - with some countries being even more affected, some sectors are projected to experience the largest losses in real gross value added in 2020, ranging from 20% to 40% compared to 2019 levels.

Adaptability, through upskilling and reskilling will be the key for a smooth transition, as work will need to be redesigned to ensure that people work alongside machines. Training/retraining, along with a multi-stakeholder partnership between Governments, the private sector, social partners, and workers will be imperative to ensure coordination among them. The European initiatives, such as the [European Social Partners Framework Agreement on Digitalization](#) could enable the integration of digital technologies at the workplace, investment in digital skills, and skills updating. Moreover, the [European Skills Agenda](#), to which the social partners have contributed, recognizes the need for enhanced digital skills. [The Porto Social Commitment](#) signed on the 7<sup>th</sup> of May 2021, emphasizes investment in skills, lifelong learning, and training responding to the economies and society's needs, to achieve the target, by 2030, of at least 60% of Europeans participating annually in training and promoting access to basic digital skills for at least 80% of people aged 16-74, thus fostering skilling, reskilling, employability, and innovation.

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<sup>1</sup> <https://www.mckinsey.com/featured-insights/future-of-work/ai-automation-and-the-future-of-work-ten-things-to-solve-for#part2>.

<sup>2</sup> EUROPEAN SKILLS AGENDA FOR SUSTAINABLE COMPETITIVENESS, SOCIAL FAIRNESS AND RESILIENCE.

To benefit effectively from these opportunities, there are some important steps to be realized – from **understanding where we are standing, what will be the impact of robotics and automation, new technologies and how these will influence the jobs, skills demand, productivity, labor market**, and human interaction. The pandemic has accelerated digitalization and increased the awareness of its importance and benefits, but this transition brings also **challenges and risks, as some tasks will disappear due to the automation while other new jobs will be created; it is to this environment that the workers need to adapt to**. Although it is easier to see the benefits of digitalization, we need to see the changes they bring along for industries and for people.

**This anticipation of change, and the skills required, along with the role the social partners could play in this equation** are key elements to look at for a strategy to ensure job retention and employment growth. Also, the national governments have an important role in facilitating the proper framework optimizing the benefits of digitalization in the world of work.

While there is a high chance there will still be demand on the labor market, the most pressing issue is that of the **skills match/mismatch in relation to the new jobs. What will be the amplitude of digital transformation in industries and how it will affect the current jobs in relation to the skills sets?** What is the future of our current jobs? Which are the challenges that workers and enterprises are facing? How will the labor market adapt in the context of digitalization? Are the employees' skills highly enough to easily adapt to digitalization? How should the social partners get involved in fostering digitalization, upskilling, and reskilling to adapt to the labor market needs, how should they deal with the future of work? Which jobs will be automated, and which are the required skills for it?

## Scope of work

The research is commissioned by the Employer's Confederation Concordia to provide an independent expert opinion on the amplitude of digital transformation in two industries – automotive and oil and gas, the impact of the automation and digitalisation on current jobs and associated skills, in order to understand where are the risks, challenges, and opportunities for job transition in the new world of work, with a deep dive on the ITC skills, and what are the necessary measures to be taken to ensure a smooth transition.

**The two relevant sectors selected for the study are: automotive and oil and gas. Concordia will ensure the communication management between the data collection entity selected for the study and the representatives of the automotive and oil and gas sectors.**

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RENEWED SOCIAL DIALOGUE FOR THE NEW WORLD OF WORK. JOB TRANSITIONS & DIGITALISATION IN TWO INDUSTRIAL SECTORS IN CEE COUNTRIES – ROMANIA, HUNGARY, SLOVAKIA – WORKTRANSITIONCEE VS/2021/0094

The research is part of the project “Renewed social dialogue for the new world of work. Job transitions & digitalization in two industrial sectors in CEE countries – Romania, Hungary, Slovakia – WorkTransitionCEE”.

The specific project objective we are targeting is to better understand where are the risks, challenges, and opportunities for job transition, with a deep dive on the ITC skills.

More information about the project and all its objectives, available [here](#).

*The Jobscape research includes two components (Lots):*

- 1. Data gathering*
- 2. Data analysis*

*A researcher/team/entity can apply for both components or just for one. In case two different entities are selected for each lot, they must work in close cooperation and coordinate their efforts to respond to the research objectives.*