

Skills for Employment



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Table of contents

Introduction	1
I/ what is the place of the workers in a world where the machines replaced the humans	2
II/ how the humans can improve to remain employable	3
Conclusion	4
References	5

Introduction

Many manual and intellectual tasks can now be performed by machines. Scientific innovations not only restructure the labour market, but also transform all of our professional and even personal relationships. Because society follows the evolution of science and technological progress, the appearance of new humanoid robots, although recent, announces a transformation of the world in which we live.

We will see what is the role of professionals in the world of work and how it must adapt to remain employable.

At first, we will ask us what is the place of the workers in a world where the machines replaced the humans then in a second time how the humans can improve to remain employable.

I / what is the place of workers in a world where machines have replaced humans

Until now, the business world has been spared by the robotization of jobs.

Artificial intelligence is a considerable technological advance. But like all the massive changes, it scares a lot of people. In Europe, for example, we are obsessed with the fact that machines can one day steal our jobs. How many studies have come out to quantify the number of positions that would be disappearing to their detriment?

It is interesting to note that this vision is not shared by the Japanese at all. As their population is aging, they are struggling to find more and more labour. They say that machines will help them maintain their productivity.

The advent of machines is to the detriment of human use: robots replace humans on manual tasks, algorithms on intellectual tasks. Thus, there are 3 million jobs affecting the middle classes, managerial and professional occupations as well as manual trades that could have disappeared by 2025 in France, according to a study by Roland Berger.

The software is moving forward, and we might even underestimate the scale of its development. " We imagine that complex tasks cannot be automated. But the complex tasks are those that are paid handsomely by society, so there is an important incentive to replace them, " said Paul Jorion , example to support: " when I was working in finance I was put in the writing software to replace traders because traders are very expensive. Today the stock markets over 50% of operations are performed by machines «.

The advent of robotization is therefore also the proletarianization of society: " between the person who developed a software that would make automatic operations on the stock markets and the person who now pushes on button, the deskilling is total ». The working class, replaced by the machine, does not benefit from this replacement. For it is the better-off classes who profit from the mechanization, those for whom it is more profitable to use machines than employees. " Ford earned 40 times more than his workers. Today, the leader of a multinational earns 450 times more than the average salary in his company. This money comes from savings made by replacing man with the machine. "

The problem is that it is therefore the upper classes, less well placed to see how this robotization is a major problem, who are at the helm of power, because of the hyper concentration of the world economy. Zurich researchers looked at the relationships between 43,000 multinationals. Their study revealed the existence of a small group of companies that have a great influence on the world economy: 147 companies control 40% of the total wealth of the network.

It is therefore a dark future that Paul Jorion fears if we do not take these issues seriously. Our role in evolution will have been to bring machines to life. But if he warns us, the holder of the chair " Stewardship of Finance" at the Vrije Universiteit Brussel does not want to be defeatist. To change the situation, it evokes voluntary frugality but also a politicization of these issues. " When you are allowed to be closer to where decisions are made, it's not hard to get things done. We all must get closer to these places because we all have a role to play. "

II / how humans can improve to stay employable

Despite the advent of machines, the human remains able to be employable and therefore to support himself. There are several reasons why artificial intelligence can never replace human intelligence. As a result, we can turn the question differently and ask what can be replaced by machines and what will never be replaced.

the OECD estimates that around 30% of workers will face a change in the nature of their work. Jobs that are not fully automatable but in a high proportion (between 50 and 70%).

For the experts, the risk is also to see inequalities between high and low-skilled jobs, but also between indeterminate and more "atypical" jobs. A work market that could still be more polarized.

Moreover, in her book " The Human Condition " Hannah Arendt distinguishes several aspects of a man's active life: work, work, and action. If the machines can perform some type of work like chain work or repetitive intellectual activities. For other professions such as doctors, journalists for example, there is a need for human skills. This is also the case for " the work " namely art, the realization: " it is impossible to translate a poetry for example from one language to another so imagine a machine? " As for the action, politics and information technologies evolve, leading to changing notions of sovereignty. There will never be leaders from a country that will be a robot. " There is no need to be worried, but we must look into the future in the eyes; there are major transformations that will affect our societies " concludes Jean-Gabriel Ganascia.

Frédérique Vidal, Minister of Higher Education, Research and Innovation (former President E of Sophia Antipolis University) ensures that France has about 5,000 excellent experts in AI, specialized in different disciplines. It is imperative to work on a complete sector to fuel innovation in the future. " But the transition from concept to proof of concept to access the market and sell a product is our weakest link. " To improve, research and training work hand in hand: more than 100 training centres now offer IA curriculum. By mixing mathematics and sociology, they try to answer a common problem: how are we going to accept these new forms of technologies of the future?

Conclusion

To conclude, we have seen that the world of work, especially that of business as we know it is changing drastically. However, this does not mean the end of jobs for people not belonging to the most affluent classes because they still have the opportunity to convert to professions of the future that are not within the reach of machines and the artificial intelligence. As seen previously, we can mention medicine or Craft.

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