

The Future of Work: How Can We Navigate Through Disruptiveness of 4IR

Automation, robotics, artificial intelligence and machine learning are impacting how we get things done, how companies operate, and how organisations as well as its leaders and managers relate to their employees. With the rising complexities and uncertainties in today's world, it is crucial for countries and companies to prepare and adapt to a fast-evolving environment in the future by managing disruptions and identifying opportunities. Here we highlighted 7 options to assist leaders to excel in future world of work. These options are gathered based on on-going discussions, expert opinions, and report findings.

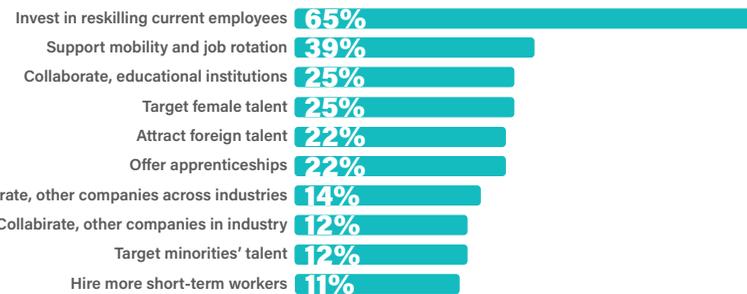
OPTION #1

review of EDUCATION & TRAINING

“high-demand jobs will need a mix of **hard specialist knowledge skills, or STEM skills, and soft people skills**, such as critical thinking, communication, collaboration and creativity”

- the Regional Australia Institute

Figure 13: Future workforce strategies, industries overall
Share of respondents pursuing strategy, %



Source: Future of Jobs Survey, World Economic Forum.
Note: Names of strategies have been abbreviated to ensure legibility.

OPTION #2

universal BASIC INCOME (UBI)

...a fixed amount, at a level sufficient for subsistence, given by the state to all its citizens regardless of income or work status

- Futurism



“I don't think we're going to have a choice. I think it's going to be necessary. There will be fewer and fewer jobs that a robot cannot do better.”
- Elon Musk, CEO of SpaceX and Tesla



“we've got to help create better opportunities for them without just giving up and saying, 'Okay, fine, [...] you don't really have to do anything anymore.' I don't think that works for a democracy and I don't think it works for most people.”
- Hillary Clinton, former US First Lady



“one of the worst possible responses.”
- Mark Cuban, television personality and chairman of AXS TV



“Over time, countries will be rich enough to do this. However, we still have a lot of work that should be done — helping older people, helping kids with special needs, having more adults helping in education.”
- Bill Gates, co-founder of Microsoft



“We should explore ideas like universal basic income to make sure that everyone has a cushion to try new ideas,”
- Mark Zuckerberg, CEO of Facebook



“Whether a universal income is the right model — is it gonna be accepted by a broad base of people? — that's a debate that we'll be having over the next 10 or 20 years.”
- Barack Obama, Former President of the USA

OPTION #3

tax on ROBOTS

- Slow the pace of automation
- Fund alternative careers for those who lose their jobs
- Finance more jobs in education and caring for the elderly
- The Government will need to offset the potential drop in tax revenues from human workers

“The robot that takes your job should pay taxes”

- Bill Gates
Co-founder of Microsoft

OPTION #4

human job QUOTAS

governments to legislate for quotas of human workers, upend traditional working practices and pose novel dilemmas for insuring driverless cars

- the International Bar Association Global Employment Institute (IBA-GEI)

“... Nor does a robot “become ill, have children or go on strike and [it] is not entitled to annual leave” ...”

“... Increased mechanical autonomy will cause problems of how to define legal responsibility for accidents involving new technology such as driverless cars. Will it be the owner, the passengers, or manufacturers who pay the insurance? ...”

“... (In military) Limits will have to be imposed on some aspects of machine autonomy ... there must always be a ‘human in the loop’ to prevent the development and deployment of entirely autonomous drones that could be programmed to select their own targets ...”

OPTION #5

negative INCOME TAX

Giving cash to poor or jobless people instead of taxing them

OPTION #6

government JOB GUARANTEE

The Government would employ the jobless as the “employer of last resort”

“... It all falls over at two points, the first is that labour simply isn't homogeneous these days, which leads to the second, well, which jobs? ...”

OPTION #7

broader SAFETY SAFETY NET

Better welfare state systems to cushion the impact of automation

“... Think universal healthcare, affordable education, accessible childcare options – for better or worse. While some economists have argued such programs have actually been growth retardants in the long-run, it's hard to dispute they make it easier to get through a recession. ...”

“... It operates like a buffer stock: in a boom, employers will recruit workers out of the program; in a slump the safety net will allow those who lost their jobs to preserve good habits, keeping them work-ready. It will also help those unable to obtain work outside the program enhance their employability through training. Work records will be kept for all participants and made available to potential employers. ...”



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