



## The future is flexible

The era of digitalisation is marked by constant changes and, above all, by a context of unpredictability. As a consequence, routines become more and more changeable and all productive operations based on pre-defined and repetitive tasks are questioned and rethought. Technological changes lead to the development of more flexible ways of work, that are more relevant for the future and represent a decisive competitive factor to ensure the sustainability of organizations. The future of work activities will be hybrid, guided by multifunctionality, leading people to work, at the same time, in telework, offices and coworking contexts. In addition, the use of digital tools will become routine, and there will be an increase in independent professionals. Flexibility will dominate schedules, while the pursuit for professional satisfaction will grow in importance.

Remote work can offer greater freedom, but it typically comes, and must come, associated with more responsibilities. Among the main competencies considered essential for good performance in remote work, self-management, organization and emotional intelligence are on top of the list. Telework requires continuous learning and adaptation capabilities, together with an agile and independent execution profile. Business leaders will play a key role as agents of change within organizations, promoting new ways of working in teams and continuous training in order to transform a workforce that is currently, above all, "executing" into one that is "innovative" and "creative". For this new reality, it is necessary that the education system includes more transversal curricula that favor interdisciplinarity, different educational paths, and enable students for this renewed role within organizations.



## Evidences that you are probably already a professional of the future

Talking about technologies, industry 4.0 and digitalization may seem a very distant reality, but we know it is already part of the routine of thousands of professionals. The changes that result from digitalization, will flood the reality across different areas, sectors and market segments in the coming years. We bring here some examples that prove that you are closer than you imagine to be a professional of the future...

### HOME OFFICE

The pandemic context we went through in 2020 has made home office almost the rule in many organizations. The computer and the internet have become the main working tools, supported by various technologies and digital platforms, including videoconferencing and document sharing, have allowed us to always be connected.

According to a Harvard Business Review survey, the productivity of a teleworker is up to 13.5% higher than the face-to-face regime and their satisfaction follows the same pattern, associating the advantages with time and energy savings in travel and traffic. This reality and the increasing flexibility associated with it make home office more in demand and in some cases even the rule in some organizations.



### TECHNOLOGICAL EXPERTISE

If the growth of technological advance is exponential, it means that we will need to master the technology so that it works in our favor. Understanding how technology will change one's area of work and perceiving the emerging technologies of industry 4.0 (such as programming, robotics and artificial intelligence), is vital for a readaptation to the new realities of the labor market.

If we try to identify how many software and automation systems, for example, we already use in our work routine, either as tools to support the results, or as a source for data collection, or even as communication facilitators, we realize that we are already on the right path to be a professional of the future.



### TRANSVERSAL COMPETENCES

According to the World Economic Forum, 52% of work environment tasks will be performed by robots by 2025. This means that we will, in many cases, stop working on routine tasks, where we can be replaced, to work stimulating our human potential, which is irreplaceable.

The labor market yearns for qualified professionals with transversal competence. Also today, it is important to emphasize, the main reason for dismissals points to behavioral issues.

If in your current work reality you already communicate, plan and create more than operates and performs repetitive processes, your career is irreplaceable and can think that you are already a professional of the future.



# Did you know?

The National Institute of Statistics determines the percentage of ICT (Information and Communication Technology) companies on the total number of companies per region, in Portugal. Lisbon metropolitan area concentrates the highest percentage of ICT companies in the whole period (2008-2018). In 2018, the region had 2.09% of all companies are in the ICT sector, a figure higher than the national average, which was only 1.29% for the same year. The North region and Madeira follow slightly below the country average with 1.05% and 1.04%, respectively, in the same year. The central region reached 1% of call companies belonging to the ICT sector in 2018, just behind the autonomous region of the Azores with 0.81%. The regions that deserve the most attention considering the lowest value are the Algarve with 0.71% and Alentejo with 0.67% of total companies in 2018.

It is important to note that the percentage of all companies that are in the ICT sector in all regions is still small but has been increasing (Figure 1). In fact, the ICT sector has been gaining importance in the national economy, expressed through the growth of turnover, the creation of gross added value and the increase in the number of companies. However, being almost entirely composed by micro enterprises, the weight in the total of enterprises is more evident in larger organizations in some particular sectors, with Telecommunications companies assuming special importance. It is important to note that ICT companies tend to generate quality jobs, with the potential to stimulate the development of work, which can stimulate an improvement in the standard of living of the regions' population and an acceleration in the pace of regional economic growth

Figure 1 - % of ICT companies on the total number of companies per region

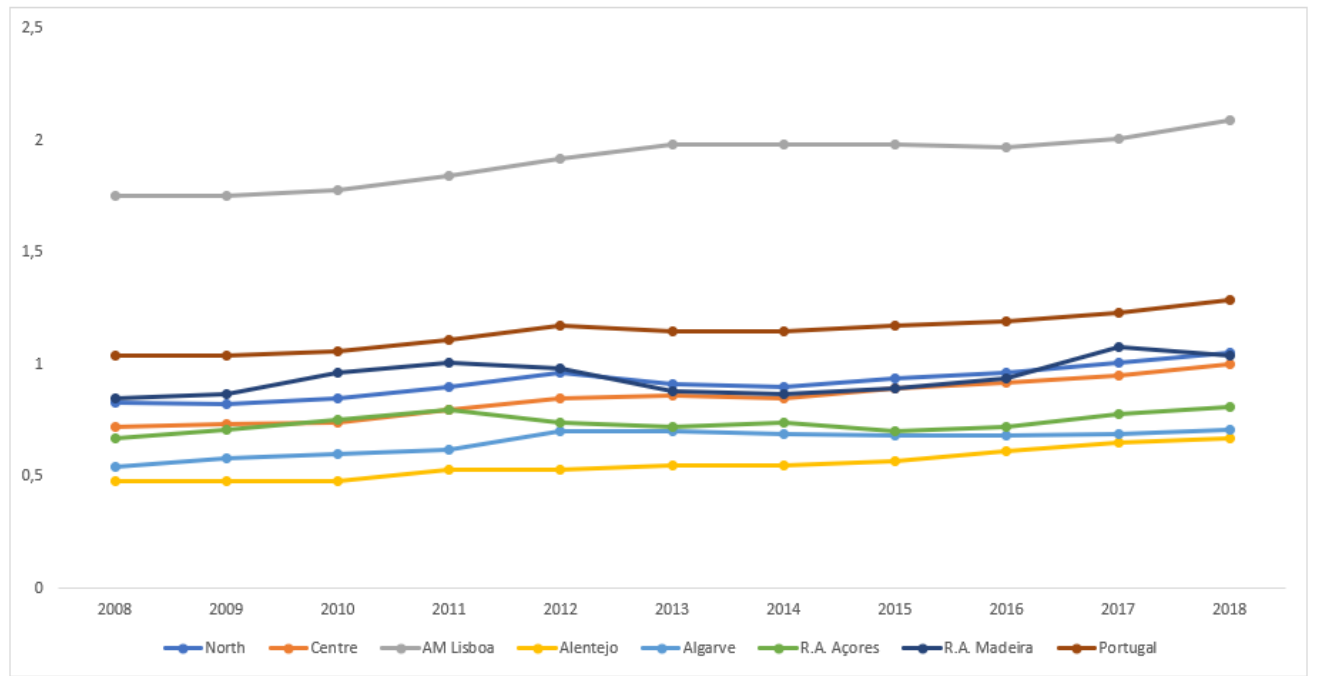
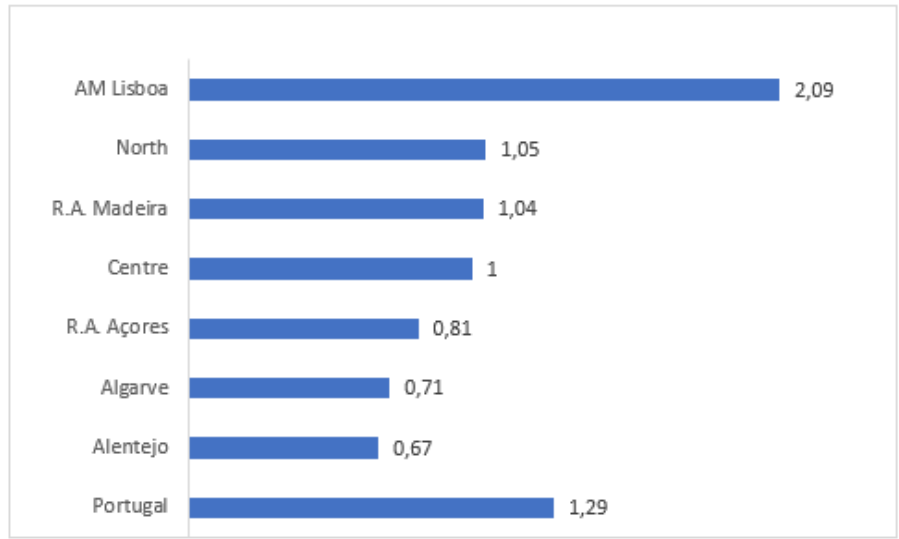


Figure 2 - % of ICT companies towards the total number of companies per region in 2018



Source: INE

# In the next few days...

The recent work developed by the Labour Observatory's research team includes a Dashboard that allows the integration and analysis of job offers from different sources of digital recruitment. Thus being an expeditious way to aggregate information in real time on the dynamics of job offer and skills demand. Identifying which are the emerging professions in the market is of paramount importance for professionals who are looking for opportunities and also for region policymakers in order to attract workers.

Through this tool, the Labour Observatory has been collecting and presented the demanded digital professions in Aveiro during the last month. The data collected pointed out that **IOS Developer** and **Android Developer** were the professions where the ones for which were more opportunities.

According to ESCO - taxonomy of European qualifications, skills and professions - the technical skills needed for the good performance of these professions are integrated environment software, database management systems and graphic editing software. In the associated transversal competences, according to the same source, we have adaptability, customer orientation and stress tolerance.

Figura 1— Opportunities for digital professions offered in Aveiro



Source: Labour Observatory, Online Job Monitoring Dashboard - 17/10 - 17/11

- To learn more about the Aveiro Labour Observatory: <http://observatoriodoemprego.web.ua.pt/>
- To learn more about the Urban Innovative Actions: <https://www.uia-initiative.eu/en/uia-cities/aveiro>
- To learn more about the project: <https://www.aveirotechcity.pt/pt/atividades/observatorio-do-emprego>
- Would you like to receive more information? Register and receive the newsletters: [observatoriodoemprego@ua.pt](mailto:observatoriodoemprego@ua.pt)

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