

WHAT THE CHANGING LABOUR MARKET REALLY DEMANDS



Quick Insight: Work Is Being Redefined

The future of work is not about learning one profession for life. It is about navigating constant change. Across STEM, business and emerging sectors:

- Tasks change faster than job titles
- Automation replaces routines, not people
- Teams are more diverse and interdisciplinary
- Careers are non-linear and flexible

From Fixed Roles to Hybrid Profiles

Yesterday

- Clear hierarchies
- Technical expertise as the main value
- Authority based on position

Today & Tomorrow

- Hybrid profiles (technical + human skills)
- Collaboration across fields
- Influence based on contribution
- Continuous reskilling



In Focus: The Rise of Human Skills

As technology advances, human capabilities become critical.

Skills increasingly demanded across sectors:

- Communication across cultures and disciplines
- Collaboration in diverse teams
- Critical thinking and problem framing
- Learning agility and adaptability
- Ethical judgment and responsibility

These are no longer “soft skills”.

They are core employability skills.



Why This Matters for Young Women

Many of the skills now in highest demand are skills young women already use, but often don't recognise as professional assets.

The risk is not lack of competence. The risk is under-valuing and under-positioning those skills.

Reframing Soft Skills as Strategic Power

What women say:

What labour market hears:

- “I like helping people” → Stakeholder management
- “I'm good at organizing” → Project coordination
- “I am good at listening” → User-centered design
- “I adapt easily” → Change management
- “I care about fairness” → Ethical leadership