



3RD HRDC SUMMIT 2018

*Partnerships revitalising
work and learning*

THE 4TH INDUSTRIAL REVOLUTION



REPUBLIC OF SOUTH AFRICA

Partnering to innovatively develop SA's human potential



HRDC

HUMAN RESOURCE DEVELOPMENT COUNCIL
of South Africa

The 4th industrial revolution is HERE!

**1st
Industrial
Revolution**

1760s-1900
Use of steam and
mechanically
driven production
facilities

**2nd
Industrial
Revolution**

1900-1970s
Electric Power
driven mass
production based
on division of
labor


**3rd
Industrial
Revolution**

1970s to date
Extensive use of
Controls, IT and
Electronics for an
**automated and
high productivity**
environment

**4th
Industrial
Revolution**

Future
Smart: based on
integration of virtual
and physical
production systems

Source: DFKI



Technology-driven transformation is giving rise to various questions and challenges that neither the public nor the private sector can confront in isolation like:

- How will technology-driven automation eliminate jobs and economic growth, or will the labour force evolve and ultimately catch up with technological change?
- What should be done to bridge the growing skill gap in the global workforce?
- How will we collaborate to create regulatory frameworks to speed up the growth and adoption of this new technologies?

4th Industrial Revolution/Future of Work – its negative impacts and opportunities of creating new and sustainable jobs

- ❑ The fourth industrial revolution has both negative and positive impacts on the economy and it has the potential to destroy jobs. As automation substitutes for labour across the entire economy, the net displacement of workers by machines might exacerbate the economic crisis already faced by our country.

- ❑ The government needs to put relevant programs in place to develop the necessary skills to meet the demands of the fourth industrial revolution. The potential challenges which will be imposed by the fourth industrial revolution require a response that will be coordinated at the right level.
- ❑ The impact of technological, demographic and socio- economic disruptions on business models will be felt in transformations to the employment landscape and skills requirements, resulting in substantial challenges for recruiting, training and managing talent.

Future Workforce Strategy

During previous industrial revolutions, it often took decades to build the training systems and labour market institutions needed to develop major new skill sets on a large scale.

- *Rethinking education systems*
- *Incentivizing lifelong learning*
- *Cross-industry and public-private collaboration:*

Labour calls upon the Human Resources Development Council to convene a conference to develop a country response to the threats and opportunities posed by the fourth industrial revolution.

Thank you