

The Future Labour Market

A Paper discussing the future of the Labour Market
for reflection and strategic planning

The World Federation of KSIMC

THE
WORLD
FEDERATION
OF KHOJA SHIA ITHNA-ASHERI MUSLIM COMMUNITIES



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Preamble

In early 2012, the Education Portfolio of the World Federation began to seek for educationalists within our community to help write a paper of **two** of the key action points that are part of the current term. These two topics are:

- ✓ Identify careers of the 2020s and 2030s in Europe, North America, Africa, India and Pakistan.
- ✓ Undertake horizon scanning of education (for our community)

Having discussed with our regional partners and contacts, we were unable to locate such experts within our world-wide community. This then promoted us to advertise for volunteers and specialists in our community via our website and newswire. We had about half a dozen volunteers that did come forward – none of them experts as such but some had been involved in the educational field and had an interest in the general topics. Sadly we could not get anyone to submit such a paper to us despite offering a flexible and much longer deadline. In the end we had to write to specialists outside the community and we were fortunate to get in touch with Mr. Michael Spayne of Focus LMI. Michael who was not only passionate to help us but took a deep understanding and study of statistics regarding our community students and where they chose to study as well as the demographics of our world-wide Khoja community. Michael was also very kind enough to charge us a nominal fee as opposed to his usual fees and these fees were covered by a well-wisher donor. This paper has been reviewed and includes contributions by various community members and the volunteers of The World Federation of KSIMC.

Foreword

This paper has been compiled to provide some insights into developments and trends that are shaping the global labour market. It is intended that this contextual information can be used by the Shia Ithnasheri Muslim Community around the world to help them to make more informed decisions in terms of future career choices. However, it is also important that individuals make use of other sources of information too, including local information from educational institutions and careers services.

Whilst this paper was specifically prepared for the Shia Ithnasheri Muslim Community, the information it contains is equally relevant to other communities and individuals too. This paper reflects data collected and analysed as of the period June – September 2013.

The Problem of Looking to the Future

No one can forecast the future of the job market with any certainty. However, it is possible to look at trends and developments and, in so doing, provide some reasoned assessment of what we think might happen with regard to future employment.

Why We Need to Look to the Future?

The world enters the year 2014 facing a stark reality: one in three workers in the labour force will currently either be unemployed or poor. It is important to anticipate and react to future changes in the environment in advance for the effectiveness and sustainability of our community and economy.

The world keeps changing and so does the labour market. Today in most regions and countries labour markets are characterized by shorter working careers, large informal sectors and vulnerable jobs.

The ISSA megatrends project has highlighted a number of key labour-market trends across all regions:

- Whilst globally, populations are ageing with shortage of labour in some countries and age groups and at the same time, there are increasing challenges relating to **youth and long-term unemployment**.
- **Migration** – both internal and across borders – will remain a challenging issue. Although difficult to predict, and dependent on a number of factors, covering migrant workers remains difficult. The often sensitive public debate regarding migrants will require appropriate management and communication responses from administrations.
- The growth in **service sector employment** and the impact of increased education levels on the workforce were also identified as key trends. The nature of work has changed significantly over the last three decades resulting in new issues – for example, a changing nature of disability cases – no less challenging for administrations.
- **Work-life balance** and the importance of **female participation rates** were highlighted in most regions. Although there are positive trends in the latter, many such jobs are often low-skilled, low-paid and relatively poorly protected which increase the need for social security for this group.

It is clearly important to make some assumptions about the future of employment. Governments need to do this so that they can develop policy which will provide the infrastructure needed for tomorrow's world. Institutions of education and training need to do this in order to plan what courses they will offer their students, so that they can develop the skills and qualifications that will help them into jobs. And individuals need to take a view on the future of employment too, so that they can plan their own future and make informed decisions.

Change Happens

One thing we know from looking at the past is that change does happen to the nature of employment and quite often on a large scale. Sometimes whole industries can disappear from cities or countries - for example shipbuilding was once a major employer in the UK cities such as Belfast and Sunderland. Today this industry has disappeared completely from these cities and countries such as South Korea are now major shipbuilders. Although future is uncertain, we can be certain that change will happen.

1. Drivers of Change in the Global Labour Market

We live in an increasingly globalised economy with large volumes of trade in goods and services taking place among countries. However, in addition, in many parts of the world labour markets are increasingly global too. The World Bank estimates that 200 million people live and work in countries other than where they were born. In the UK one in eight people in employment is a foreign national. This pattern is repeated to a greater or lesser extent in many of the advanced economies of the world, especially those in Western Europe and North America. Of the advanced economies, Japan and South Korea are notable exceptions in having not opened up their labour markets to large numbers of migrant workers.

A range of research has demonstrated that the global economy is linked together by a number of Global Cities. These facilitate globalisation through control of finance and trade. As well as being important financial and business centres, these Global Cities are often centres of politics, education and culture and many have diverse multi-ethnic and multi-cultural populations. They are also centres of human capital and are a magnet for knowledge-based workers from around the globe.

Research by Michael Florida suggests that Global Cities are becoming more dominant in the world economic system. He argues that, in effect, the global economy is more about cities than countries. To this extent Florida argues that living in a Global City can give greater access to jobs and opportunities for those with the right skill-set. Conversely, whilst Global Cities are centres of economic activity - many other towns, cities and, indeed, countries are peripheral to these centres and cannot provide the same level of opportunity available in Global Cities.

“Today's global economy is spiky. What's more, the tallest spikes, the cities and regions that drive the world economy, are growing ever higher” Michael Florida

Top Ten Global Cities

1. New York
2. London
3. Paris
4. Tokyo
5. Hong Kong
6. Los Angeles
7. Chicago
8. Seoul
9. Brussels
10. Washington DC

Other Selected Global Cities

15. Boston
16. Toronto
27. Stockholm
29. Dubai
30. Montreal
45. Mumbai
48. New Delhi
56. Nairobi
58. Bangalore
62. Karachi

Source A. T. Kearney

The main Global Cities have tended to be in North America and Western Europe and this continues to be the case. However, there is a shift of global economic power eastwards. The rise of China and India as major economic powers is one of the current features of the global economy. Beijing (14th) and Shanghai (21st) have climbed up the world rankings of Global Cities and may soon be in the top ten. India's most highly ranked Global City, Mumbai (45th) and New Delhi (48th), are currently some way down the rankings, but it is almost inevitable that they will move higher as the Indian economy grows into one of the largest in the world.

Dubai provides an interesting example of a place that has quickly and purposely developed itself as a Global City, attracting people from all over the world who have gone to live and work in Dubai. The population of Dubai has increased by 10,000% in just a few decades and nine out of ten residents are foreign nationals. The majority of these are low-paid workers from the Indian sub-continent who form an army of low skilled labour, in effect, a servant class. Professional and managerial positions are mainly taken by well educated people from advanced economies of Europe and North America, as well as an increasing number from the wider region, especially India and the Middle East. Like other Global Cities, Dubai offers people with the right qualifications, skills and experience, the opportunity to access comparatively highly paid jobs.

Dubai also hosts the highest number of UK-affiliated universities. The number of international branch campuses in Dubai has increased significantly over the past decade, which has partly contributed to the establishment of the Knowledge Village, a designated zone with academic and student facilities provided for foreign institutions. The Knowledge Village includes more than 19 foreign branches of a University, College or School providing accredited academic programs and degrees. A few of these British-affiliated universities are; British University in Dubai, Cass Business School Dubai, Exeter University Dubai, Heriot Watt University Dubai, London Business School Dubai, Middlesex University, Manchester Business School and University of Bradford Dubai.

These Global Cities represent centres of opportunity for employment for people with the right combination of education, skills and experience. Higher paying professional and managerial jobs are more heavily concentrated in Global Cities.

Tomorrow's Hour Glass Employment Structure

Many economists point out that much of the world, and to some extent emerging economies, is moving towards a knowledge-based, high-tech, low carbon, cyber and digital security economy. From the present perspective this would appear to be the most likely future, but the *hot spots* will be based in Global Cities and peripheral areas will continue to be relatively under-developed. This type of knowledge-based, high-tech, low carbon economy will require highly educated and trained people with specialist knowledge and skills to fill a growing number of professional, associate professional, technical and

managerial positions. These people will, in the main, be graduates and post-graduates or people who have undergone extensive training through technical apprenticeships and tertiary education. However, not everyone will work in these roles. There will still be a need for lower-skilled roles particularly in services, agriculture, construction and manufacturing. These jobs will tend to pay wages close to national minimum wage levels in advanced economies. And in the emerging economies (such as India) and the under-developed economies (such as those in East Africa), those working in the lower rungs of employment will continue to be very lowly paid.

Some economists have suggested that these trends will create an hour glass structure of employment, with the bulk of workers being either in the top or lower strata and with relatively few in the middle.

Knowledge Based

In knowledge-based economy, the specialized labour force is characterized as computer literate and well-trained in handling data, developing algorithms and simulated models, and innovating on processes and systems. The trend across the advanced economies (and in many emerging economies too) has been towards more people working in professional and managerial positions. This has been accompanied by a massive growth in graduates around the globe in recent decades. If we look at the UK as an example, up to the 1970s around 5% to 6% of people went through higher education. It was effectively the preserve of the middle-class elite. However, today the UK has a mass higher education system, with over 40% of young people in the UK going to university. This pattern is repeated across the advanced economies and many emerging economies are also following this trend.

Many emerging economies have invested heavily in further and higher education. Pakistan has a target of getting 15% of its population through university (by 2015). India has even more ambitious plans to take the proportion of graduates from 12% at present to 30% by 2025. This is close to graduate levels in many western economies.

The World Federation responded to this and invested in their communities as well. There as there was a huge demand of students requesting to go study abroad but unable to afford it. This was done in 1980, where The World Federation launched their first Loan Scheme.

The World Federation – Education has distributed and managed funds in excess of approx. USD 2 million to-date to several deserving students who did not

have sufficient funds to support their higher education. These funds were and are being awarded after a comprehensive application process and specific criteria, including reviewing the needs of each student on a case-by-case situation. The awarded students undertake degrees in areas such as Language and Cultural Education, Law, Engineering, IT, Pharmacy and Neuroscience in universities located in Australia, Korea, United States, Canada, India, Malaysia and Europe.

Approximately 35% of these funds were donor based through *The Hiridjee Family Loan Scheme for Female Students, Walji Pradhan Loan Scheme, Education Excellence Scheme, Ibrahim Jaffer Ibrahim Loan Scheme, Ahmedali Khalfan Loan Scheme* and *Australian Loan Scheme* and the rest were *sponsored* by well-wishers through The World Federation - Education.

High-Tech

Throughout history the development and application of technology has transformed society and impacted on the jobs we do and how we do them. The pace at which (high) technology continues to be developed and applied is at a rate not previously experienced in human history. For example, the mobile phone was developed in the 1970s. It was not until the 1990s that these devices became widespread across advanced economies. In the UK today there are more mobile phones than people. Research by phone company O2 reveals that mobile phones have created over a quarter of a million jobs in the UK alone. On a global scale the figure runs into the millions. The lesson here is that new technologies tend to generate new jobs. Developments in knowledge and technology in robotics, advanced materials, bio-sciences and digital applications are transforming the way we live and work. This trend is likely to accelerate in future and offers the potential of additional jobs. There are three emerging areas that offer potential for great new opportunities.

1. **Big Data:** This is a term used for a collection of data set so large and complex that it becomes difficult to process using traditional data processing applications. The data sets range from a few dozen terabytes to many petabytes of data in a single data set. “3Vs” s used to describe Big Data sets: high volume (amount of data), high velocity (speed of data in and out) and high variety (range of data types and sources) that require new platforms of processing. Examples of Big Data sets include social data analysis, Internet searches, mobile phone records, call detail records, medical records, large-scale e-commerce, genomics and complex inter-disciplinary scientific research. Big data is the foundation for creating new levels of business value – to drive efficiency, quality and personalized products and services.
2. **Cloud Computing:** It describes a variety of computing concepts that involve a large number of computers connected through a real-time communication network such as the Internet. Cloud Computing relies on sharing of resources – such as servers, storage and applications – that extend IT’s existing capabilities to maximize effectiveness. Cloud resources are usually not only shared by multiple users but are also dynamically re-allocated per demand.

3. **Internet of Things:** The first version of the Internet was about data created by people, while the next version is about data created by things. IoT is a computing concept that describes a future where every day physical objects equipped with miniscule identifying devices or machine-readable identifiers will be connected to the Internet and will identify themselves to other devices. No longer does the object relate to the user, but it is now connected to objects around it, data from a database, etc. This provides the ability to track as well as inter-relate things.

Low Carbon

Governments around the globe are largely agreed that if we are to slow down climate change, then we need to move to low-carbon economies. At present the world's carbon footprint is still increasing. The amount of CO₂ released into the global atmosphere in 2010 increased by 6%, when compared with 2009 levels. The USA, China and India are amongst the largest producers of CO₂ emissions.

Efforts to tackle climate change and move towards a greener and more sustainable economy will have major implications for employment. For example, there is a move towards using more renewable sources of energy and their storage, the development of low-emission vehicles and changes to the way buildings and infrastructure are designed and built. All this has massive implications, not just for the environment but for jobs too. Indeed, some commentators have suggested that the world is entering a *green-collar revolution* that will see a huge growth in jobs linked to the development of low-carbon economies.

Global warming has made people more aware that the world has limited resources such as fossil fuels, timber, fish stocks and fresh water supplies and that a more sustainable approach is needed.

Cyber and Digital Security

With each new technology, come new IT security threats. Threats are of different kinds – from simple malicious codes called malware and spywares to serious virus and worms that can erase whole contents as well as from hackers that can access and use personal information and employees/whistle blowers that can copy confidential files. Breaches of security can affect every corner of the network, from infrastructure to applications to devices. It has become critical therefore to protect information or any kind of digital asset stored in cyber space, computer or any digital storage device.

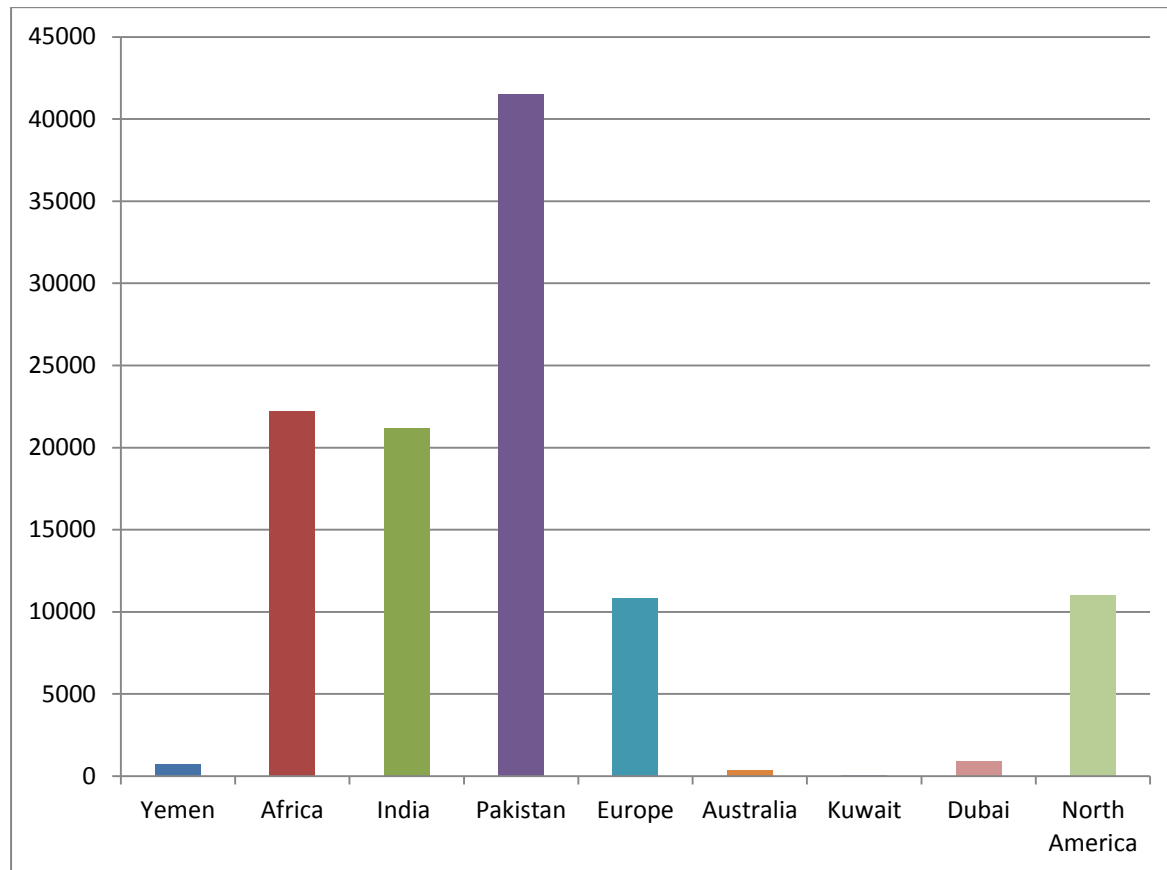
Demographic

In 2011 the world's human population exceeded seven billion for the first time in history. Population projections suggest that the world's population could reach ten billion by 2050, before levelling off. In simple terms, a growing population means that more people are competing for a share of the earth's limited resources. Population growth, combined with the potential problems caused through global warming and climate change, could mean that there is increased likelihood that the world will face shortages of food and water. Indeed, on a global scale, a large proportion of the world's population already lives in absolute poverty and does not have access to enough food or clean water supplies.

Bigger populations mean that countries must find jobs for more people. However, the events of the *Arab Spring* have shown the dissatisfaction of a young population, with rising unemployment and a lack of opportunities for young graduates in many countries across the Middle East and further afield too. Rapidly growing populations, environmental degradation and poor governance all mean that lack of opportunity and discontent will unfortunately be a reality for many people. This creates the potential for conflict. No country is immune from this. The big question is can countries or Global Cities provide enough jobs for the people that live there. Some clearly can and others (it seems) cannot. In an increasingly global labour market more people are moving to locations that offer opportunity.

In advanced economies in Europe and North America the main demographic trend is towards an ageing population. This brings different challenges. Employers already have to rely more on older workers who make up an increasing proportion for the workforce. We are also beginning to see governments increase the retirement age across western economies.

In 2006, The World Federation carried out a survey to find out how many Khoja members they had across the globe. The graph (on the next page), displays these results.



The Dangers of Social and Economic Exclusion

Even during periods of relative economic prosperity there is a significant level of social and economic exclusion, even in the advanced economies. Across most western economies unemployment levels remain high and worklessness tends to hit the young hardest of all. In addition, the current economic downturn has seen more difficult job market(s) for graduates too. Recent research highlighted that more than half of new graduates in the USA were jobless or under-employed.

2. Jobs for the Future

The trend towards knowledge-based, high-tech, low carbon economies means that the nature and structure of employment is shifting and there will be a need for more graduates to fill more professional and managerial jobs. These jobs will be spread across several sectors.

Sector Overview

Corporate and Business Functions

Jobs related to these functions are typically high-level jobs, so they are jobs to aspire to rather than jobs at the entry level. These are in such fields as management, strategic planning, finance, legal, sales and marketing, information technology, business operations, human resources, public relations, social media and procurement.

Healthcare

The healthcare sector is a significant employer of professional and managerial staff. Around 11%-12% of people in the USA, Canada and UK are employed in healthcare. This sector will remain an important employment sector in the advanced economies of North America and Western Europe and a growing sector in emerging economies such as India and Pakistan too.

Examples of healthcare professionals are General and Specialty Physicians and Surgeons, Dentists, Pharmacists, Epidemiologists, Medical Scientists and Counselling and Therapists. Associate healthcare professionals include Medical Assistants, Medical Records Technicians, Radiologic Technologists, Surgical Technologists, Clinical Laboratory Technicians, Audiologists, Optometrists, Speech Pathologists, Stem cell researchers, Physical and Occupational Therapists, Nurses and Dental Hygienists.

IT, ITES and Technology

This is a big growth area across the global economy and is one where emerging economies such as India and Pakistan have developed a degree of speciality. This sector offers good employment opportunities in the advanced economies as well as India and Pakistan. In particular, graduates with good IT qualifications, skills and experience will be in demand.

Within the mobile space, there have been many new innovations in the past few decades from tablet computers to smart phones with a dazzling variety of features and applications. An emerging sub-set of this space is **Wearable Computing (or Body-Borne Computing)**. It refers to miniature electronic

computational and sensory devices that are worn by the user (e.g., clothing, watches, glasses, shoes, etc.) or implanted in their body rather than carried by them. They offer a range of features from heart rate monitoring and pedometer capabilities and advanced functions similar to those of a smart phone, to seeing aids for the blind or visually impaired and memory aids to help persons with special needs.

Jobs are in four areas of hardware, software, operations and web. They range from Computer Hardware Engineers (for server, desktop, mobile, and network), to Software (Apps) Developers and Computer Programmers, to IT Managers, Network Administrators, Systems Administrators, Mobile Application Developers, Simulation Engineers, Robotics technicians, Database Administrators, Storage Administrators and Security Specialists, to Front-end Web Developers and Graphic Designers.

Finance

Financial industry is multi-faceted, offering a variety of positions catering to a number of different skills and interests. Financial services have multiple sub-industries among them Corporate Finance, Commercial Banking, Investment Banking, Financial Planning, Insurance and Accounting.

There is a diverse range of occupations across different sub-industries. Jobs in high demand include Financial Analysts, Personal Financial Advisors, Accountants, Loan Officers, Treasurers and Budget Analysts.

Manufacturing and Engineering

The proportion of people employed in manufacturing in the advanced economies has fallen to around one in ten workers in North America and the UK. However, much of the manufacturing capacity left in the advanced economies is in higher value-added areas such as motor vehicles, aerospace and engineering and there are still excellent employment opportunities in the sector. In the emerging economies, many of those employed in manufacturing will be in lower-skilled and lower-paying jobs. However, there are opportunities in emerging economies - particularly in India and Pakistan and to a lesser extent in Africa, for graduates with specialist degrees in manufacturing and engineering related subjects and for those entering managerial and accountancy jobs within the sector.

Manufacturing jobs exist in several broad areas: Engineering and Technology, Production, Logistics, Maintenance, Installation and Repair and Business Management and Administration.

Engineering opportunities are available in many sub-sectors. Some of the more popular are Aerospace, Bio-Medical, Chemical, Civil, Computer and Electronics, Electrical, Environmental, Industrial, Manufacturing and Mechanical.

Retail

The majority of people involved in retail work are in relatively lower-paying sales positions. However, in advanced economies in recent decades there has been a move to recruit graduates into managerial and specialist head-office functions in PR, marketing, procurement, product development, IT and logistics. It is expected that this trend will be replicated in the retail sectors of emerging economies too, particularly in India.

Land-based / Agriculture and Farming

Land-based employment in advanced economies accounts for a very small percentage of jobs, typically around 2%. However, in emerging economies high proportions of people work on the land. Many of these are low-paid subsistence farmers. However, the application of technology and scientific knowledge to farming in emerging economies has the potential to transform this sector and increase yields significantly such as Organic food farmers. This will require a new generation of graduates with degrees in agricultural science and management subjects.

Business Services

This very broad group of activities which includes marketing, research and law for example has seen major growth in advanced economies over the last three decades or so. Once more, many of the jobs which have been created have been taken by graduates. As the economies of countries such as India and Pakistan grow and mature we should expect to see a corresponding rise in business service activities too. This sector should also see some growth in Africa too, and is dependent on the anticipated economic expansion.

Infrastructure Development

This is a big growth area for a number of emerging economies, especially India which is leading a global investment in infrastructure of \$50 trillion in the next 25 years as it develops its transport, energy and water supply infrastructure. This offers many opportunities for highly paid jobs including civil engineers, surveyors, project managers and architects for example. Pakistan and East Africa, especially Tanzania, are also looking to develop their infrastructure, but may have to rely on inward investment from places such as China to facilitate this.

Raw Materials

Much of Africa is rich in oil, gas and minerals. Africa has 50% of world gold, 90% of platinum, 98% of chromium, 33% uranium, 65% of diamonds, 60% of world uncultivated land. (Food Source Potential) The mining and oil & gas extraction sectors will be key drivers of economic growth in the coming decades. Much of the investment required to extract these natural resources will come from advanced economies and increasingly from China. Many of the skilled jobs will be open to a global workforce or, in the case of Chinese-led developments, will be reliant on immigrant labour from China. However, there will be opportunities for people living in Africa to access these jobs too, providing they have the right skills, experience and qualifications required. Highly-skilled workers in this sector have access to a global jobs market in areas such as the Middle East, Mongolia and Brazil.

A large percentage of the Khoja population live in Africa, therefore the raw materials sector should be looked into in more detail. This will create more jobs for our community members. 500 million people in the working age is expected to increase to 1.1 billion people in Africa by 2040 more than China or India. Africa is the untold story, and could be the big story of the next decade. The presence and significance of our businesses in Africa is far greater than India and China even today. (Bloomberg Business Week, 2010)

Public Sector

The public sector has traditionally been a provider of relatively stable and well-paid jobs. Despite the economic problems of the advanced economies and efforts to reduce the public sector workforce, there will still be a need for good quality public sector workers just to replace those who retire in the next two decades or so. In the emerging economies too there will also be a significant requirement for high quality personnel as the public sector has a leading role to play in facilitating economic development, though due to preferential or exclusionary hiring practices opportunities for managerial positions may be limited.

Education

The growth of higher education in advanced economies has seen an expansion of jobs in the sector. Academic staff increasingly require PhDs and there has also been a trend towards commercialisation which has seen a growth in demand for professionals in areas such as finance, marketing and student recruitment. These trends are likely to be repeated in emerging economies such as Pakistan and India, which will see significant expansion of higher education in the next two to three decades.

There are always job openings for the teaching profession in pre-school and elementary and grammar schools especially in developing countries that are seeking to increase their literacy rates. Even in advanced economies, demand for teachers remains strong as many graduates choose more higher-paying jobs. Teachers, Educationists in both secular and religious subjects, Librarians, Sports/Swimming Instructors, Career Counselors, Administrators – male/female, Journalism for radio/TV/newspapers/magazines are current a few examples of requirements that are needed within our community across the globe.

Creative & Cultural Industries

This is a very diverse area which includes media-related activities, performing arts, fashion & design, software and games development, and meeting, convention and event planning. The sector has a focus on the generation and exploitation of knowledge and ideas. In advanced economies the creative & cultural sector has seen significant growth. Much of this has been in relatively small private sector enterprises. The sector has significant growth potential in emerging economies too and offers potentially good employment prospects particularly for those looking to develop their own enterprises.

Emerging Sectors

The development of new ideas and technologies can lead to the development of new types of employment sector. Some of these emerging sectors have the potential to be significant providers of jobs in the future and include:

- **Robotics:** Technologies that deal with automated machines that take the place of humans in dangerous environments or manufacturing processes. They include the design, construction, operation and application of robots as well as computer systems for their control, sensory feedback and information processing.
- **Nano-technologies:** They involve manipulation of matter on an atomic and molecular scale. Most applications are limited to the bulk use of nano-materials in such products as sunscreen and cosmetics as well as some food products. There are over 1300 manufacturer-identified nanotech products that are publicly available, though people do not realize that they contain nano-particles. Future possibilities are endless – in computer technology, environment and energy, healthcare and medicine.
- **Advanced Materials:** Advanced materials outperform conventional materials with superior properties such as toughness, durability, elasticity and versatility. With a basic understanding of the properties of solid materials, advanced materials can be developed for a variety of new products from computer chips to medical implants.
- **Renewable Energy and Storage:** Energy that comes from natural resources such as sunlight, wind, tides, hydro power, biomass (plant material) and geothermal heat (stored in the earth) together with storage capabilities so energy can be delivered to areas that are deficient in energy supply.
- **Bio-technology:** It involves the use of living systems and organisms to develop useful products. Humankind has used bio-technology for hundreds of years in agriculture and food production but now the technology has been expanded to include the development of pharmaceutical therapies and diagnostic tests.
- **3D Printing or Additive Manufacturing:** It is a process of making a physical object from a 3D digital model. A manufacturer uses a 3D computer-aided program (CAD) to create a digital model that gets sliced into very thin cross-sections called layers. During the print process, the 3D printer starts at the bottom of the design and builds up successive layers of material until the object is completed. This process will lead to local and customized manufacturing in the future as it obviates the need for economies of scale.
- **Building Industry: Construction** is a process that consists of the building or assembling of infrastructure. This is a growing industry and examples of the types of emerging jobs in this sector are Architects, Quantity Surveyors, Topographical/Geological Surveyors, Electricians, Plumbers, Carpenters, Lift Maintainers, Gardeners

No one can know for sure the extent to which these ideas and technologies will bring about social and economic change. However, we can be certain that some of them will. Many of the emerging sectors are science-based and suggest a need for skills and knowledge in Science, Technology, Engineering and Mathematics (STEM). High-demand STEM careers include: Computer and Information Systems Managers, Engineering Managers, Actuaries, Aerospace Engineers, Biomedical Engineers, Software Developers, Computer Hardware Engineers, Construction Managers, Electrical Engineers, Electronics Engineers and Statisticians.

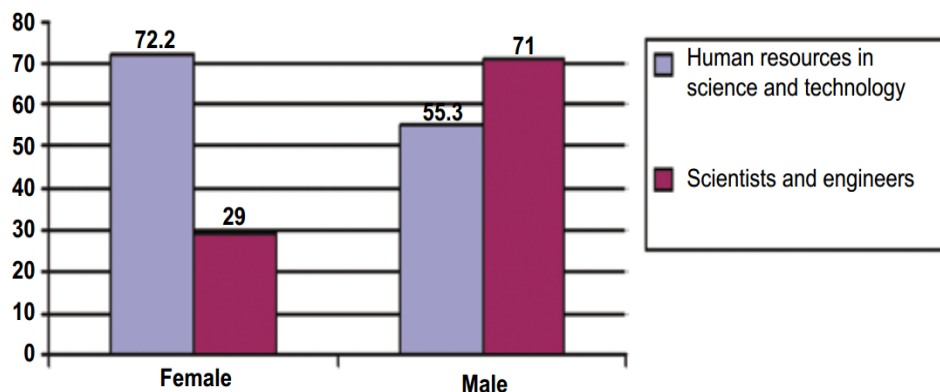
These emerging sectors are likely to be strong in the advanced economies including the USA, Canada and the UK. However, emerging economies including China and India are also investing in these areas and in the STEM skills that underpin them.

Careers in many emerging sectors will require a sound knowledge of science, technology, engineering and mathematics (STEM). Many universities offer degree study in STEM subjects. However, universities are increasingly offering courses and modules in more specialist areas too including robotics and nano-science. Those wishing to pursue careers in emerging sectors may also wish to consider post-graduate study too in order to maximise employment potential.

The Role of Females in the Labour Market

Overall labour market participation rates for women have been rising significantly in the knowledge economy. In 2004, over half of Europe's human resources in science and technology were female, compared to a female share in total employment of just 44 per cent. Nevertheless, this trend is not reflected in science and engineering occupations. Indeed, scientists and engineers are predominantly male, in 2004 not even a third of Europe's scientist and engineers were female.

Figure 8: EU wide gender differences (2004)



Source: Eurostat, HRST database

Note: EU15 HRST: Individuals who have successfully completed tertiary-level education and/or are working in science and technology occupations as professionals or technicians.

The same is the case for the number of female graduates across the world, except for engineering. As more and more females are graduating with degrees it is important that they have the correct skills as examined above to be able to succeed in the future. These skills are technical, communication and entrepreneurial skills as well as an expansion of basic skills for the whole workforce. Although overall education has improved, many systems still struggle to provide these skills to such a large number of people and employers deplore the lack of certain skills within the workforce. (The Work Foundation)

It is important for the WF to form a policy where they have a clear picture as to what these challenges are. It is important for the WF policy-makers to recognise that investment in human capital especially in females contributes significantly to productivity growth; plays a key role in fostering technological change while being consistent with social cohesion objectives. (The Work Foundation)

Western Europe and North America

Hitherto the majority of advanced economies in the world have been in Western Europe and North America. However, the situation is changing and economic power is shifting eastwards. Western Europe and North America will remain important in terms of the size of their economies and as a source of high-quality and well-paying jobs. Indeed, in per capita terms, Western Europe and North America will remain amongst the richest areas in the globe for decades to come.

Western Europe and North America cover large areas and many countries. However, there is sufficient similarity to be able to discuss these nations as one. All have moved to post-industrial service-dominated economies and enjoy (to varying extents) high levels of GDP per capita and stable, democratic political systems with effective governance and legal systems. European Union countries also have a common labour market, which gives citizens of any member state the right to live and work in any other.

Despite the appeal of the advanced economies, they continue to suffer from the effects of the global economic downturn and have relatively high levels of unemployment and social and economic exclusion is also an issue. The job situation for graduates has also become more difficult in recent years too.

India

India is regarded as an emerging economic superpower. However, the majority of its citizens remain poor. Despite this, India is benefitting from major economic growth which is seeing its infrastructure, particularly in the major cities, being modernised at a rapid rate. India has a large and growing middle-class which is estimated to grow from around 5% of the population to around 40% over the next two decades and India is predicated to soon become the world's fifth largest consumer economy and the third largest economy in the world by 2020.

India has instituted a range of economic reforms and is investing heavily in education and physical infrastructure including new roads, railways, airports, shipping ports and energy and water supply infrastructure. As a result, India has one of the world's fastest growing economy which offers a growing range of opportunities for employment for those with the right qualifications, skills and experience.

Five big growth areas in India are predicted to be:

1. Information Technology, ITES and Technology
2. Telecommunications
3. Healthcare
4. Infrastructure
5. Retail

The IT workforce in India is set to reach 30 million by 2020, making it one of the biggest employment sectors. In addition, tens of millions of new jobs are expected to be created in healthcare in the next two to three decades to meet growing domestic demand. India is also emerging as a centre for medical tourism, as it offers foreign visitors access to healthcare services at a fraction of the cost of those western societies.

The manufacturing and engineering sector is also a very large employer and will continue to show decent growth in India for two reasons:

- a. Given the large population size which is gaining prosperity (the increasing size of the middle class), domestic consumption is likely to drive the Indian economy for the coming decades.

- b. Government policies in favour of promoting manufacturing industries in India given the positive impact it has in providing large scale employment to its population especially the not so highly educated ones.

Pakistan

Pakistan has a large textile and manufacturing sector which contributes around a third of its GDP. In addition, it has a growing technology sector too.

Karachi is the economic centre of the country and is Pakistan's main financial, business and higher education centre. Karachi is one of the fastest growing cities in the world with a population estimated at 21 million; it is ranked 62nd in the 2012 Global City Index. For those living in Pakistan, Karachi would appear to be *the place to be* for access to higher education and higher-paying jobs. The World Federation of KSMIC's largest regional body is the Pakistan Federation, who are aggressively helping our community students achieve their career goals.

The report, 'Global Employment Trend 2012' states that Pakistan continues to address a range of complex challenges including political and macroeconomic instability and the impact of the devastating floods for job creation.

On the other hand, the World Economic Situation and Prospects 2012 published by the United Nations says that employment situation in Pakistan remains weak as the sluggish growth rate over the past few years has had a negative impact on employment. Long-standing structural problems such as weak policy implementation, security concerns and low investment in physical and human capital constrain growth. However, economic conditions are expected to improve slightly in 2013/2014, but growth will remain well below potential, according to the survey.

The shares of wages and salaried workers, own-account workers and contributing family workers in Pakistan account for around one-third of employment, estimates a new report on global employment published by International Labour Organisation.

East Africa

East Africa and Africa more generally has been identified as an '*emerging frontier*' by the Khoja Community. However, by *Western* standards much of Africa remains poor and under-developed. In addition, many parts of the continent have suffered from tribal and ethnic conflict, poor governance and widespread poverty. Political and economic power has been enjoyed by relatively small elites and there is a big gap between rich and poor. In addition, demographic trends mean that there is pressure for economic development to keep pace with a rapidly growing population. This places added strain on the environment as more land is needed for housing and agriculture.

Despite these negative features, parts of East Africa including Kenya and Tanzania have seen economic reforms which have led to relatively high rates of economic growth in recent years, which is expected to continue into the future. These reforms have led to more market orientated economies which are more integrated into the global economic system. This has helped to attract additional inward investment from around the world including Europe, North America and most notably from China too. As a result much of East Africa is seeing a growing and diversifying economy.

Agriculture remains the most important sector for most countries. For example it is the main earner of foreign revenue for Kenya (ahead of tourism) with tea, coffee and horticultural produce being the main exports. The increase in basic food prices and growing demand from countries such as China means that there are good business opportunities for Africa to export more agricultural produce around the world in future.

Manufacturing is an emerging sector in many African countries, particularly Kenya and Tanzania. With relatively cheap labour costs African countries could compete with Asian producers. However, there are opportunities for more advanced manufacturing including pharmaceuticals, particularly to meet the demands of the African market. Also there is growth in manufacturing of building supplies, fertilisers, food production and textiles – this growth is in response to both a growing domestic market and an increased global demand too.

Natural Resources such as coal, oil, minerals are abundant across Africa. And there is growing world-wide demand for these - with much of the increase in demand coming from the Chinese market. This represents massive opportunities for jobs, business creation and growth, and economic growth for Africa. The commodities boom in Australia has helped underpin economic growth in that country and the exploitation of these resources across Africa represent a huge opportunity, though there are potential environmental concerns too.

What does Oil and Gas Discoveries Mean for East Africa?

“The discovery of enormous oil reserves in Uganda in 2006 and subsequent discoveries have sparked hopes among investors and large oil companies that the country could become a lucrative new player on the global oil stage. It is now believed that Uganda could be sitting on one of the biggest onshore oil reserves in SSA. If events do go according to plan, Uganda could transform itself into a mid-size oil producer in coming years, with the reality being that the East African country could be one of the top-50 oil producers in the world in time to come. Turning to Kenya, in March 2012 Tullow announced that it had discovered some oil in the Turkana region, although the commercial viability still needs to be determined. Elsewhere, Tanzania has been able to increase the size of its original estimates for natural gas reserves substantially in 2012.

Uganda:

Despite Uganda's enormous discoveries, with the initial discovery of a large reserve of oil dating back to 2006, the country has been slow in getting its oil on stream. However, boding very positively for the development of the oil sector, Kampala recently upwards revised the country's estimated oil reserves to 3.5 billion barrels of crude oil, from a previous estimate of 2.5 billion barrels. As a result, foreign interest in the oil sector is likely to remain strong for years to come. In the interim, however, significant investment by Tullow Oil, CNOOC and Total in oil exploration and infrastructure-related projects continues following the February 2012 approval by Kampala of the \$2.9bn farm down partnership deal. In essence, the partnership is the key to unlocking \$10bn of investment in vital infrastructure by the three oil companies in coming years to allow Uganda to commence commercial oil production and ultimately export oil to world markets. Tullow Oil announced in May 2012 that the three partners will jointly spend up to \$750m in 2012 in exploration and further drilling in the country. By 2014, the three oil majors combined have indicated that they could potentially spend \$14bn to develop the country's oil fields.

Kenya:

Onshore oil discovered, but commercial viability yet to be determined In March 2012 Tullow announced that it had discovered some oil in the Turkana region in Kenya, although the commercial viability still needs to be determined. The Ngamia find is expected to support investment in Kenya over the short-term, and if the oil find does indeed prove to be commercially viable, investment could rise strongly in the medium- to long-term.

Kenya has yet to determine whether it has commercially viable quantities of hydrocarbons, but the search, both on- and offshore continues.

The Kenyan economy has shown annual growth rates of 4-5% in recent times and its capital, Nairobi is ranked 56th in the 2012 Global City Index. Nairobi is a business hub for the region. Kenya has the potential for further growth and economic development. However, as in the rest of the region, this will require inward investment from outside the area. Kenya is the most industrialised economy in East Africa. However, its main sectors are tourism and agriculture. Much of its manufacturing base is involved in the processing of agricultural products including meat, coffee and tea.

With the emergence of so many universities and colleges in Kenya, education has become accessible to many. However, the quality of education has been compromised; lack of enough teaching staff, qualified staff as well as poor education resources/ infrastructure. The results are graduates with degrees who are not well prepared for the job market.

Tanzania:

Substantial natural gas discoveries may place country in new league. Presently, Tanzania's shallow water natural gas reserves of around two tcf have already been commercialised for the domestic market. In addition, recent natural gas discoveries in Tanzanian deep sea have certainly increased hopes and potential prospects for the hydrocarbon industry in the country. On 18 October 2012 Tanzania raised its estimate of recoverable natural gas reserves to 33 tcf from 28.74 tcf, following recent big discoveries offshore. In fact, gas strikes off East Africa's seaboard have led to predictions that the region could become the world's third-largest exporter of natural gas over the long-term. Already in June 2012, Tanzania nearly tripled its estimate of recoverable natural gas resources to up to 28.74 tcf from 10 tcf following major discoveries by firms like Statoil ASA, Ophir Energy and BG Group. According to Tanzania Petroleum Development Corporation (TPDC), about 61 wells have been drilled in Tanzania both offshore and onshore during the past 60 years.

It is reasonable to expect that the next five to 10 years would see continuing exploration. The reality however is that to commercialise Tanzania's offshore reserves of natural gas will take time; estimates are between seven years and a decade. According to the IMF, after commerciality has been declared, this would be followed by design and negotiation of investment proposals. If an LNG export project were to advance, the Fund projects that cumulative foreign direct investment into Tanzania could be in the \$20bn - \$30bn range. According to the IMF, the peak level of investment could be concentrated in the 2017-20 period, with "LNG production starting between 2020 and 2025 and extending over perhaps two decades". The IMF projects that at a price of \$10 per 1,000 cubic foot in the Far East export market, Tanzania's export earnings from gas could significantly exceed \$3bn annually (10% of 2012 GDP)." (kpmgafrica)

This will create a large number of jobs in all sectors in the future for East Africa which include engineering, management, administration, health and safety, accounting etc. There are great expectations for East Africa. The gas strikes off East Africa's seaboard have led to predictions that the region could become the world's third-largest exporter of natural gas over the long-term. There is a large Khoja community in East Africa and the WF highly recommend the youth to look into degrees in this sector as it is continuing to rise and will create a steady job for them, removing them out of poverty.

Infrastructural Development is necessary to attract inward investment and to underpin growth. This means developing transport infrastructure including roads, rail, air and ports. It means investing in energy infrastructure too. This will bring inward investment, jobs and opportunities for businesses in East Africa too. Governments across Sub-Saharan are investing aggressively in infrastructure investment to support demand of public services.

As the economies of the region continue to grow there will be additional opportunities in a wider range of sectors that will help support, underpin and enable further economic development. This could include the security sector, healthcare, education, finance, telecommunications, transport, tourism & hospitality and the media. Africa has the highest rate of urbanisation globally. Over 60% of Sub-Saharan Africa is expected to live in cities by 2050.

Kenya and in particular Nairobi is seen as a regional hub for several sectors including finance, telecommunications. Kenya is seen as the main alternative to South Africa for international business seeking an African base and the country is likely to be at the centre of economic growth in the East Africa region. In addition, Dar es Salaam is also an important regional economic hub and the largest and richest city in Tanzania. Africa has approximately 55 billionaires who are worth to total of US \$143.8

However, prospects for the continent are dependent on two broad factors. Stability and good governance at home and continued demand for commodities, services and goods from the global market, particularly Europe, North America and China.

China has invested heavily across Africa including a number of prominent investments in Tanzania on projects such as a roads, pipelines, ports and off-shore gas facilities. Tanzania in particular has large deposits of minerals including gold, copper, diamonds, coal, iron, uranium and coltan (which are the key component in computer chips and mobile phones). These are of interest to potential inward investors, particularly China.

The Tanzanian economy has grown by around 7% per annum, for the last decade. However, growth is focused around relatively few sectors including mining, construction and tourism. Despite this, further growth is expected in the future and reserves of natural gas are expected to bring an additional wave of inward investment and growth to the economy.

The Caribbean

For the most part the Caribbean is heavily dependent upon tourism and agriculture too, which has created and sustained jobs. However, the bulk of these jobs are relatively low paid. There has been some attempt to develop and diversify economies cross the Caribbean including developments in financial services.

However, the region as a whole remains relatively poor with fragile economies. The creation of jobs has been a major challenge for the region. For many, the opportunity of migration to wealthier advanced economies has offered better employment prospects. As a result, the Caribbean has a *brain drain* problem with many of its most educated and skilled leaving to find jobs elsewhere, mainly in North America and the UK.

Medicine as a subject of study within the Caribbean has become increasingly popular with students from the US. Caribbean medical schools can be categorized as either regional or offshore. Regional medical schools train students to practice in the country or region where the school is located. As of 2011 there are 60 medical schools in the Caribbean, 29 of which are regional, 31 of which are offshore.

Offshore medical schools in the Caribbean primarily train students from the United States and Canada who intend to return home for residency and clinical practice after graduation. Most offshore schools are dual-campus programs, where basic sciences are completed in the Caribbean while clinical clerkships are completed at teaching hospitals in the United States.

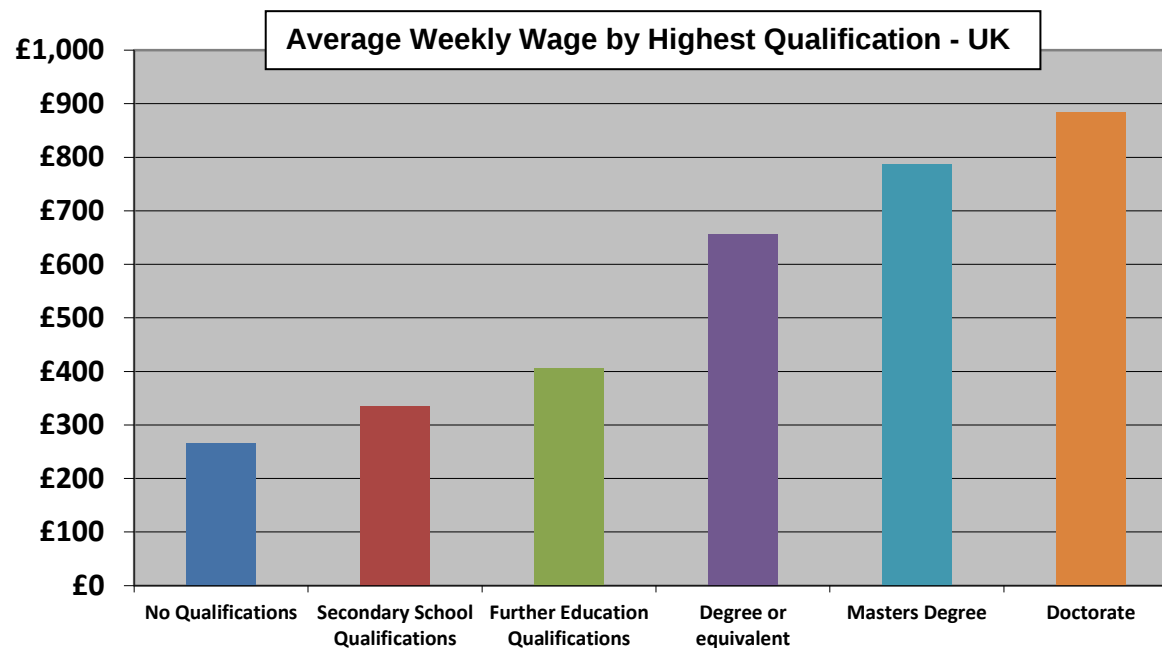
Top Ten Economies by 2020

1. China
2. USA
3. India
4. Japan
5. Russia
6. Germany
7. Brazil
8. UK
9. France
10. Mexico

Source: Euromonitor International

3. Enhancing Employability

We live in a world where more and more people are going to university. In 2010 there were 129 million young graduates (aged 25-34) in the world; by 2020 there will be 204 million. By 2020 four out of ten of the world's graduates will come from just two countries, China and India. In a world where an increasing number of young people are going to university, just having a degree is no longer enough. One must have other assets to enhance employability. Getting a good university education is increasingly expensive. However, it should be viewed as an investment in the future.



Source: Labour Force Survey (2012) ONS © Crown Copyright.

The evidence shows that there is a positive correlation between higher qualifications and higher earnings. In other words, on average people with higher qualifications can expect to earn more than those with lower levels of qualifications or those with no qualifications at all. This is because employers are

prepared to pay higher wages to people who have the qualifications and skills that they want. However, there is evidence that in the advanced economies the graduate premium is falling*. None-the-less, graduates typically are more likely to earn a higher wage than non-graduates.

*The graduate premium refers to the additional money you can earn because you have a degree.

Transferable Skills

Transferable skills are those skills that can be carried from one job to another. These are increasingly important in the global job market. These skills include inter-personal communication skills, presentation skills and also literacy, numeracy and basic IT skills too. In addition, they also cover personal attributes such as motivation and application to work. Having good transferable skills is a big part of enhancing employability. Many of these skills should be (further) developed whilst at university. However, there is evidence that employers are not always satisfied that graduates have the transferable skills necessary to be *work ready*. There may also be opportunities for on-the-job training too as larger companies may offer in-house courses and/or send employees to off-site training classes.

Predominance of the English Language

English is widely used around the globe as the language of business and science and is an official language in many countries including India, Pakistan, Kenya, Tanzania and much of the Caribbean. Having the ability to communicate in the language(s) of the place where you live and work is a vital part of enhancing employability and can also greatly improve one's prospects of working in other countries too.

The United Nations uses six languages in business as follows:

- Arabic
- Chinese
- English
- French
- Russian
- Spanish

Ability in one or more of these or other major languages can increase global employability.

Geographic Mobility

Those who are willing and able to travel both within the country where they live and globally have one of the key qualities required for enhancing their employability in the global economy. Of course, mere willingness to travel is not enough, jobseekers should also have the other qualities which employers are looking for.

Get the Best Degree

Of course degree subject is important and for those who want to pursue certain occupations it will be important to do a particular degree subject. For example, if you want to be a doctor, then it is vital to study medicine; if you wish to be an engineer, then it is critical to opt for physics and maths and, depending upon the area of specialization, chemistry or biology as examples. However, for non-specialty jobs, employers are looking for the best candidates for jobs and sometimes degree subject is less important than transferable skills and work-readiness.

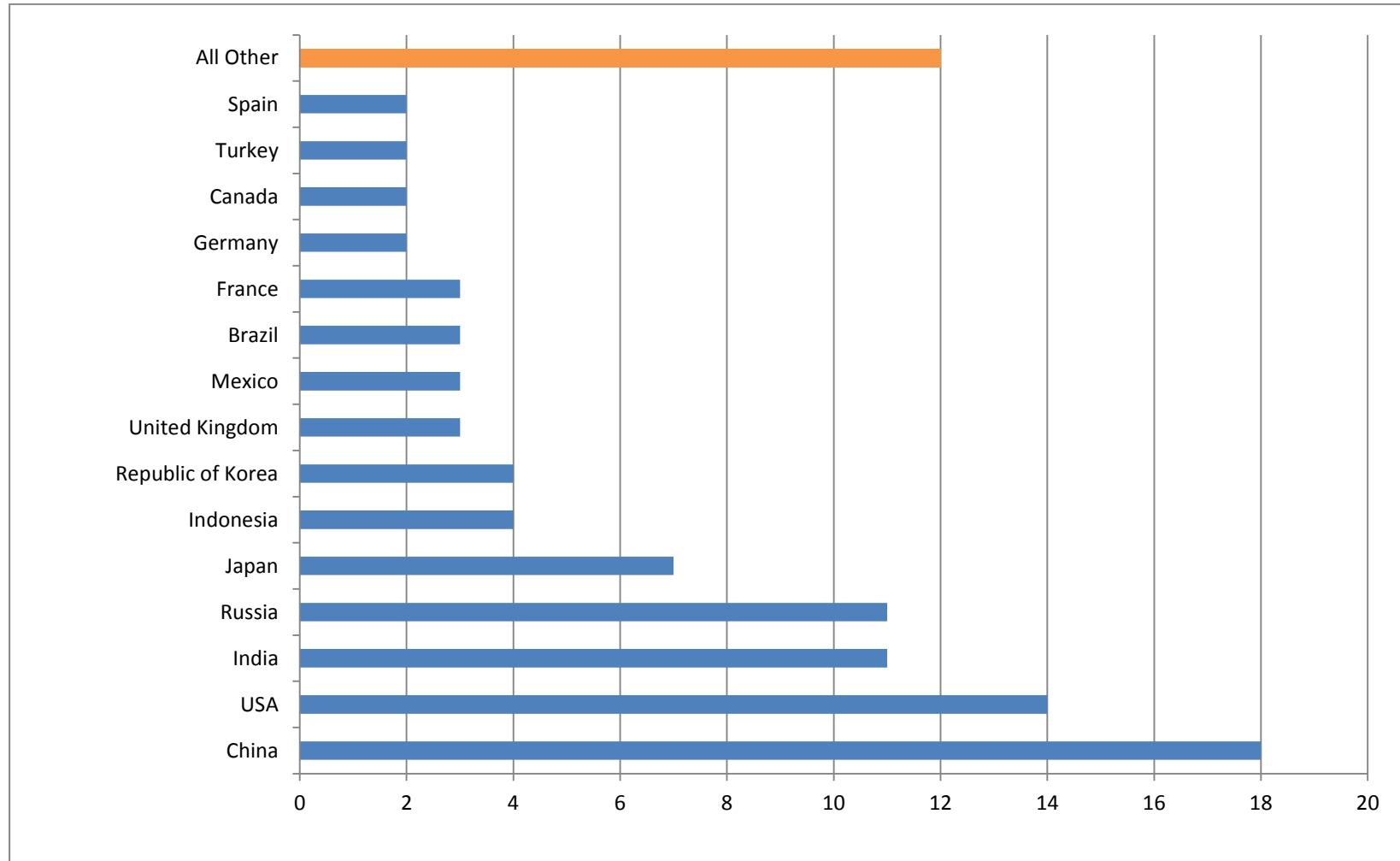
There are many factors which affect the employability of graduates. However, there are arguably three key factors which stand out when looking at employment outcomes. These are:

1. Which university you attended.
2. What class of degree you achieved.
3. Whether you have relevant work experience.

To maximise employability you should:

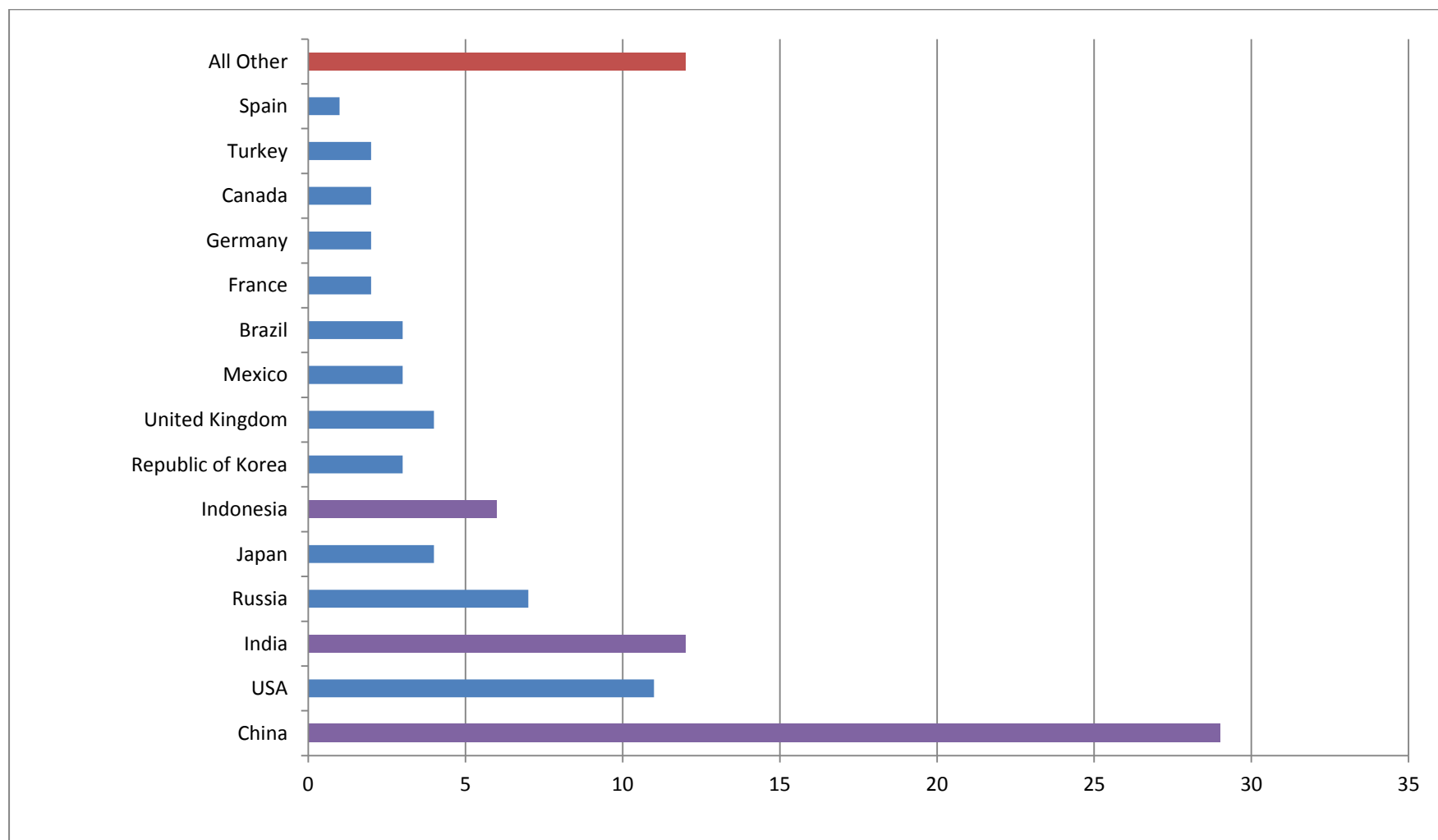
- (i) Go to the best university possible.
- (ii) Choose a degree course or subject courses that are related to the occupation that you wish to pursue
- (iii) Get a good class of degree (preferably a first class/GPA 4.5 or 2:1/GPA 3.8).
- (iv) Make sure that you gain some relevant work experience prior to, during or shortly after, graduating that can help demonstrate that you are *work-ready*.

Share of World Young Graduates 2010



Source: OECD

Projected Share of World Young Graduates 2020



Source: OECD

Not Going to University?

University may not be the best route or even an option for everyone. However, as there is a correlation between qualifications and earnings it is advisable that those who do not want to go to university still try to achieve the highest level of qualification that they can. In addition, it is worth noting that for many people there are training and career progression opportunities available whilst in employment. This is particularly the case with larger employers who are more likely to have structured career development programmes and promotion opportunities. The advice here is to make the most of any training and career development opportunities available within work, in order to improve your career prospects.

Trade Schools and Apprenticeship

Across several advanced economies there has been for many years a shortage of workers with technical and craft skills. Thus students who are mechanically-minded, that is, are dexterous (with their hands) may wish to consider a Trade or Vocational School where they can learn the skills needed to perform a particular job and obtain certification. This type of career path offers several advantages compared with a degree program; courses are typically shorter and cheaper and most schools have placement programs to help graduates find employment upon completion of the course. Students can enrol in any number of skilled trades. Skilled persons in high demand include Plumbers, Electricians, Heating, Air Conditioning and Refrigerator Mechanics, Metal Machinists, Auto Mechanics, Nurses, Dental Hygienists, Medical Assistants and Cosmetologists.

An alternative to a trade school is apprenticeship especially for some areas of employment that are perhaps best developed through an apprenticeship route. Most of the training of apprentices is done while working for an employer who helps the apprentices learn their trade in exchange for their continuing labour for an agreed period after they have achieved measurable competencies. For advanced apprenticeships, theoretical education may also be involved. The German apprenticeship system is perhaps the most successful in the world and arguably a secret ingredient of that country's continued success in advanced manufacturing. Other advanced economies also have quality apprenticeship programmes in place as do countries like India and Pakistan.

Entrepreneurship

The Internet has opened up opportunities for e-Commerce not just for big corporations and department stores, but also for small entrepreneurs to sell any kind of products or services or convert a creative idea into an innovative product or service that can be offered over an electronic network to a regional or even a worldwide market. E-Commerce operates in all four major market segments – business to business, business to consumer, consumer to consumer and customer to business. It is a business model that involves a certain amount of risk but the advantage is that it requires limited capital investment and, provided a good market opportunity has been researched and identified, it can yield decent income. Many youngsters including those with business degrees have gone into e-Commerce in the United States and have become so successful that they have expanded their businesses by hiring several employees.

4. Conclusions and Recommendations

- The trend in the advanced economies of the world is towards knowledge based, high-tech, low carbon and cyber and digital security economies. This trend will also be felt in emerging and developing economies too, particularly in the Global Cities.
- There is a correlation between educational qualifications and earnings. In other words, those with the qualifications and skills that employers want are able to command a higher premium in wages.
- The problems of economic and social exclusion will continue and this will translate into unemployment, lack of opportunity and poverty for many (young) people around the globe, including some people in the advanced economies. Investing in education and skills can help reduce the chances of social and economic exclusion, but there is no guarantee of success. Many graduates struggle to get jobs in both the advanced and emerging economies.
- Being aware of the potential opportunities that may occur in emerging sectors such as robotics and biosciences for example. These emerging sectors offer great potential. Many emerging sectors are science-based and require ability in STEM (Science, Technology, Engineering, Mathematics) subjects.
- The professions have historically been a route into well paid employment. Global trends indicate an increase in professional jobs and so these will continue to be one of the best routes into sustainable, higher paying employment.
- The number and proportion of people working in professional occupations has shown significant increase in advanced economies and this trend is set to continue. In addition, we should expect that emerging economies will follow this trend. There is clear evidence of this in India and China for example. To this extent, those who manage to qualify for a job in the *professions* will be going some way to enhance their chances of securing a well- paid job.
- There are potentially very good sources of employment in technical and skilled trades. Vocational schools offer these kinds of courses; in advanced economies these job opportunities can also be accessed via apprenticeship routes. This avenue may be particularly attractive to students in emerging and developing countries that cannot or do not wish to pursue a degree course and are mechanically inclined.
- Those who are willing and able to be geographically mobile, particularly at the global level, will give themselves a big advantage in the global jobs market.

- Qualifications in themselves appear to be increasingly important in the world-of-work, but are usually not enough on their own to guarantee employability. Members of the Shia Ithnasheri Muslim Community should look to develop their wider employability skills so that they are more attractive to potential employers.
- It is important to take advantage of opportunities to improve and develop the broad range of transferable skills whilst at school, college and university. In addition, it is also important to be able to demonstrate evidence of having and using these skills from experience in education and the world-of-work.
- Students should consider education and degree courses which contain an element of work experience; alternatively, hands-on experience can be gained with relevant employment during the holidays or for a requisite period after graduation. Evidence suggests that having relevant work experience, taking a gap year to work in related career and work exchange programme can really improve the chances of getting a job.
- For those who want to go to university, select the *best* university that you can which is suitable for you. You may also wish to compare employment rates of students on particular courses after they graduate. Student's needs to ensure they aim for the top class of degree possible.
- A coherent review of our current educational needs , achievements or interactions in the Labour Market needs to be achieved in order to offer substantial policy making insights.
- Young professionals need to take every opportunity to develop and improve theirr transferable skills. Those who can impress employers with these are seen as more employable.
- Entrepreneurship is no longer just for people who have a substantial amount of capital to start their own business. The Internet has opened opportunities for people with only limited capital to successfully engage in e-commerce region wide, if not worldwide, provided they identify the right market segment or parlay a creative idea into an innovative product or service.
- The establishment and promotion of part time and distance learning education needs to be highlights for both the younger generation and those already at work, so that they can secure better paying jobs. This type of learning is economical and in some cases the only option for further studies for many of our community members.
- Whilst the report opens the eyes regarding the emerging realities of the world, further studies may be initiated to empirically explore general and country-specific job potential and possibility of other opportunities.

What Next for the World Federation?

At present members of our Khoja community who own their own businesses and employing people other than our own brothers and sisters. In order to take our community out of poverty and to the next level it is important to for these members to employ Khoja's in their businesses.

The World Federation with its regional partners needs to work on a policy to answer the following question; "What are we doing to up skill our entrepreneurs with their own businesses to become more like the western companies with proper structures in place to ensure that we are seen as more professional?"

Solution to the above:

1. The Current Educational Board Setup:

Centralization, if managed well, will allow for the Khoja world to become a serious force in creating a cadre of future leaders and entrepreneurs in different fields. The 'If' is a big one as it involves taking ego's out of the equation. It involves extensive selling by the WF, which is seriously devoid of being perceived as an organization that is dynamic, thus being seen as an organization that is not geared to lead us into the future due to the politics.

This process should be carried out in the following manner:

The WF need to build consensus amongst all the federations so that the fund needs to be managed centrally. What this means is:

- Build a comprehensive database to understand the needs of our communities globally;
- Raise money from HNWI's and create a seed fund for this to succeed;
- The WF puts in place a very professional group to manage this made up of Educational Experts, Investment experts, Career Experts, Research Experts and Religious Experts to guide the team;
- Create a trustee board to oversee this purely from an administrative perspective and not a policy perspective;
- Build a network of professional volunteers who willingly give up their time to coach, mentor and guide the children.

Restructure the loan program to become a lot more targeted and geared towards serving the individual and the community by:

- Giving loans based on advice they receive from the professionals on the choice of a future needed profession and not their own choice if incorrect;
- Telling them where to study in terms of institutions that we can afford;
- Being very honest with them to explain that we are not there to give them a 'green card' entry into a western country for their benefit of getting a passport;
- Give those who are willing to go and settle into new cities a bit more to encourage morphing of our people into different languages and cultures;

- Tie the loan into an agreement to get them to become part of the coaching and mentoring team for the others who follow them;
- Having a proper assessment done by the professionals to encourage those that are merely doing it to please their parents to ideally go down a vocational training route;
- Build an education program around educating parents on why the choices that are being made for their children are the correct ones.

2. The careers conundrum ---

It is important for all our Khoja students to attend a career counseling session. Course selection that is undertaken by our students with no reference to the individual's preference and personality leads to a mismatch. It is important that we train our community teachers with career counseling courses so that they are able to advise students on what course they should take for the future labor market. It is important to sore this area up with external resources whilst we build up our own capability.

The above can be done by incorporating a counseling clinic and offer psychometric testing, which is a sophisticated tool towards aligning ones strengths with the possible vocation that the individual is most likely to succeed.

3. Education Investment ---

A heavy investment of money and time needs to be made over the next 20 years for sustenance of the Khoja communities with main focus of attention towards the sub-continent, Africa and possible Far East. In particular, we need to educate , train and equip our best brains so that they build the infrastructure in the communities, villages and towns they live in. Education, Health, Housing and Welfare should be the cornerstone of any long-term vision.

Although this report does not provide much statistically supported review relating to community labour force dynamics, yet it will serve as ground-breaking information that may lead to design of further detailed studies and setting broad guidelines for the community's future. This will consequently lead towards a promotion of a trend of scientific analysis rather than relying only on information gathered from our community centres as is an on-going practice of community organisations.

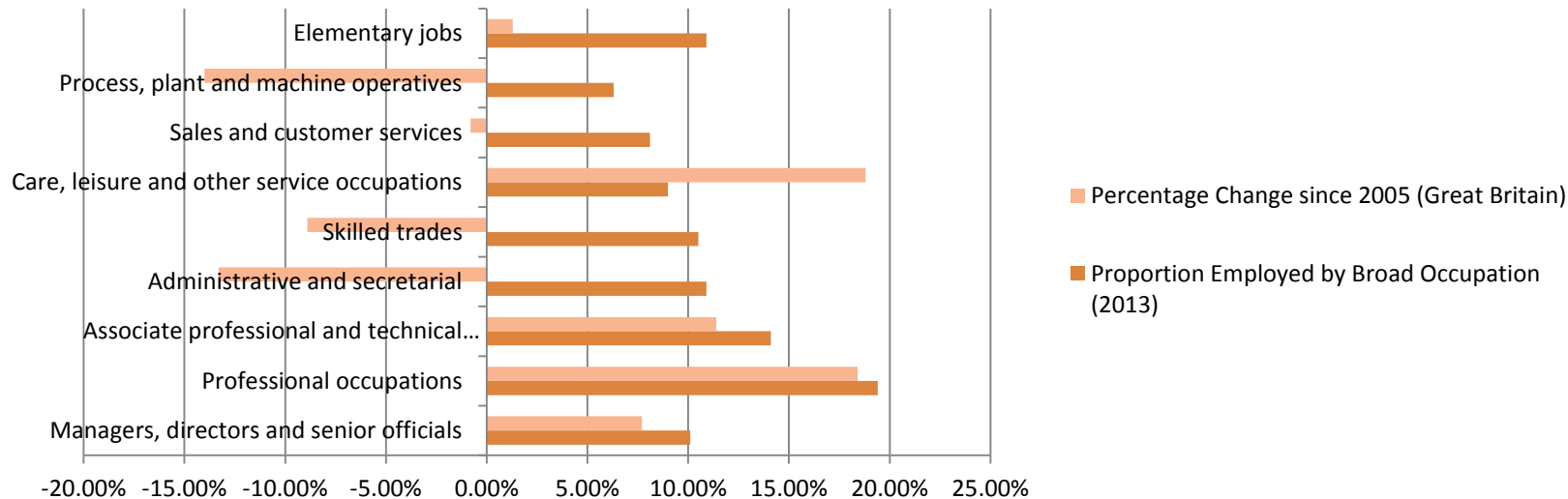
While our educational needs form a vital piece of intelligence in the fight against Relative Poverty or Social Deprivation, if we are going to formulate a policy on the back of this paper, then it would seem prudent to get a functioning statistical and mathematical model of each of our communities, so as to ensure that our policies are not redundant.

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14. **Where Next for the Global Economy?** - Association of Chartered Certified Accountants - (ACCA - 2010).
15. *Who's Your City? How the Creative Economy Is Making Where You Live the Most Important Decision of Your Life*, Richard Florida (2008).
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17. **World Bank's 2012 Report for East African Economies** - African Review (November 2011).
18. **The Future of the Global Economy to 2030** - A Keith, R O'Brien, M Presto (Published by Outsights).
19. **The Nine Billion People Question** - John Parker, The Economist (February 2011).
20. **BBC News on-line, Country Profiles:** Tanzania - Kenya - Uganda - India - Pakistan.
21. **UN Data on-line, Country Profiles:** Tanzania - Kenya - Uganda - India - Pakistan.
22. Official web of City District Government of Karachi.

5. Statistical Annexe

Proportion Employed by Broad Occupation (2013) and Percentage Change since 2005 (Great Britain)



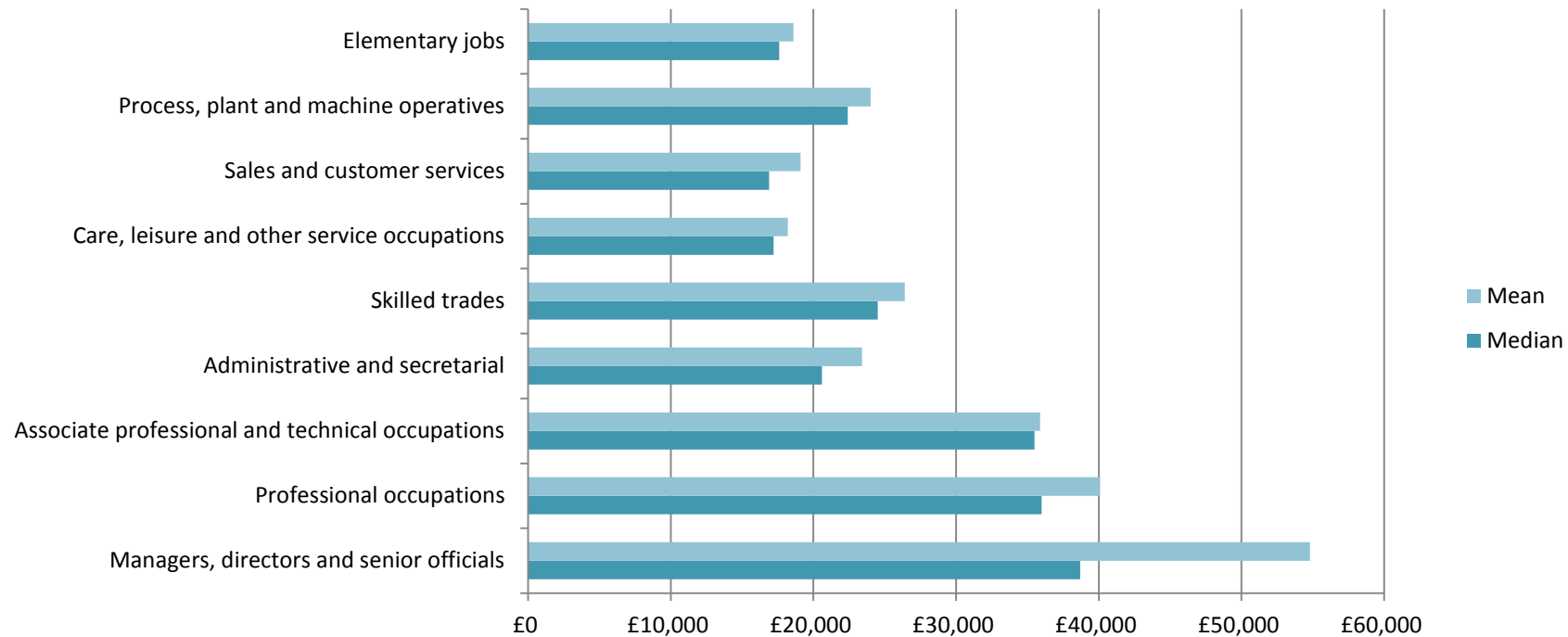
Source: Annual Population Survey (12 months up to March 2005 and 2013)

The first three occupational groups are generally considered to be *graduate jobs*. However, not all people working in these roles are graduates, but new entrants would generally be expected to be graduates. Skilled trades generally require a technical apprenticeship.

The first column of figures highlights the proportion employed in each occupation. The second column of figures shows the percentage change working in each occupation between 2005 and 2013.

The data shows that there has been significant growth in recent years amongst the graduate type jobs (the top three occupational areas) and amongst care, leisure and other service occupations - which are generally considered to be lower skilled and lower paying than graduate roles.

Average Annual Pay by Broad Occupation for Full-time Workers (Great Britain)

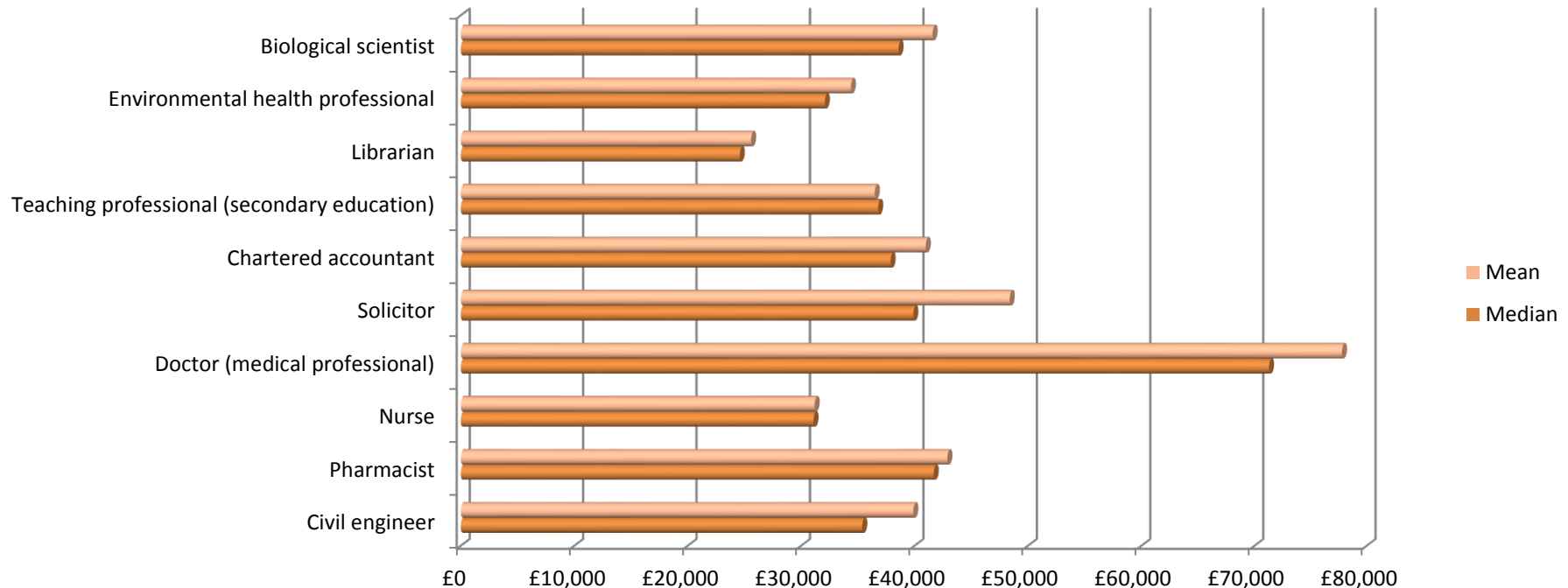


Source: Annual Survey of Hours and Earnings (2012)

The first three occupational groups are generally considered to be *graduate jobs*. However, not all people working in these roles are graduates, but new entrants would generally be expected to be graduates. The data shows that these roles on average clearly pay more than 'non-graduate' roles.

Skilled trades, which generally require a technical apprenticeship, tend to pay more than other occupational categories except graduate type jobs. These figures present average earnings and both median and mean averages are given. Each job category is broad and is made up of many specific occupations and pay between these occupations may vary considerably.

Average Annual Pay within Selected Professional Occupations for Full-time Workers (Great Britain)

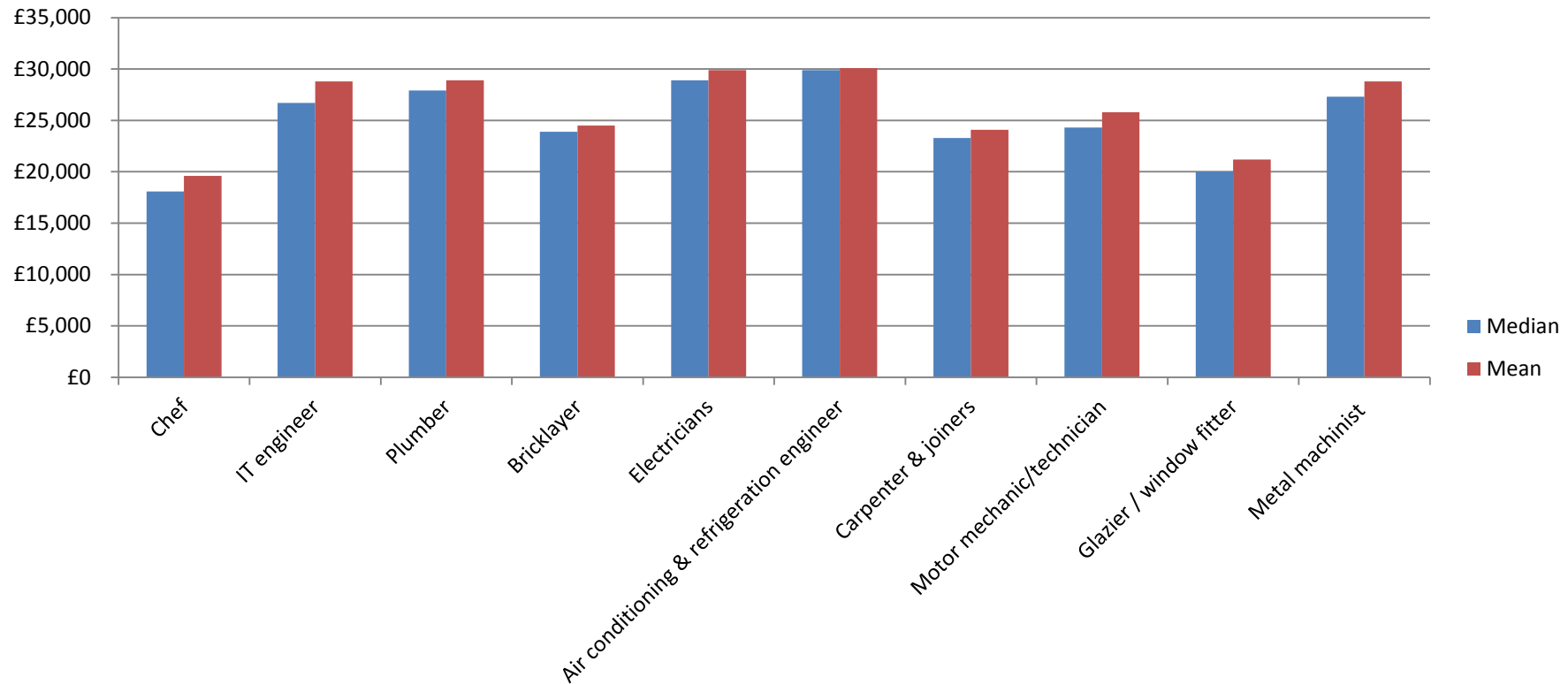


Source: Annual Survey of Hours and Earnings (2012)

The above occupations generally require a degree and in some cases professional qualifications or post-graduate qualifications too.

Professional occupations have shown a higher level of growth in the UK when compared with other broad occupational groups. This trend is also repeated in other advanced economies in Europe and North America.

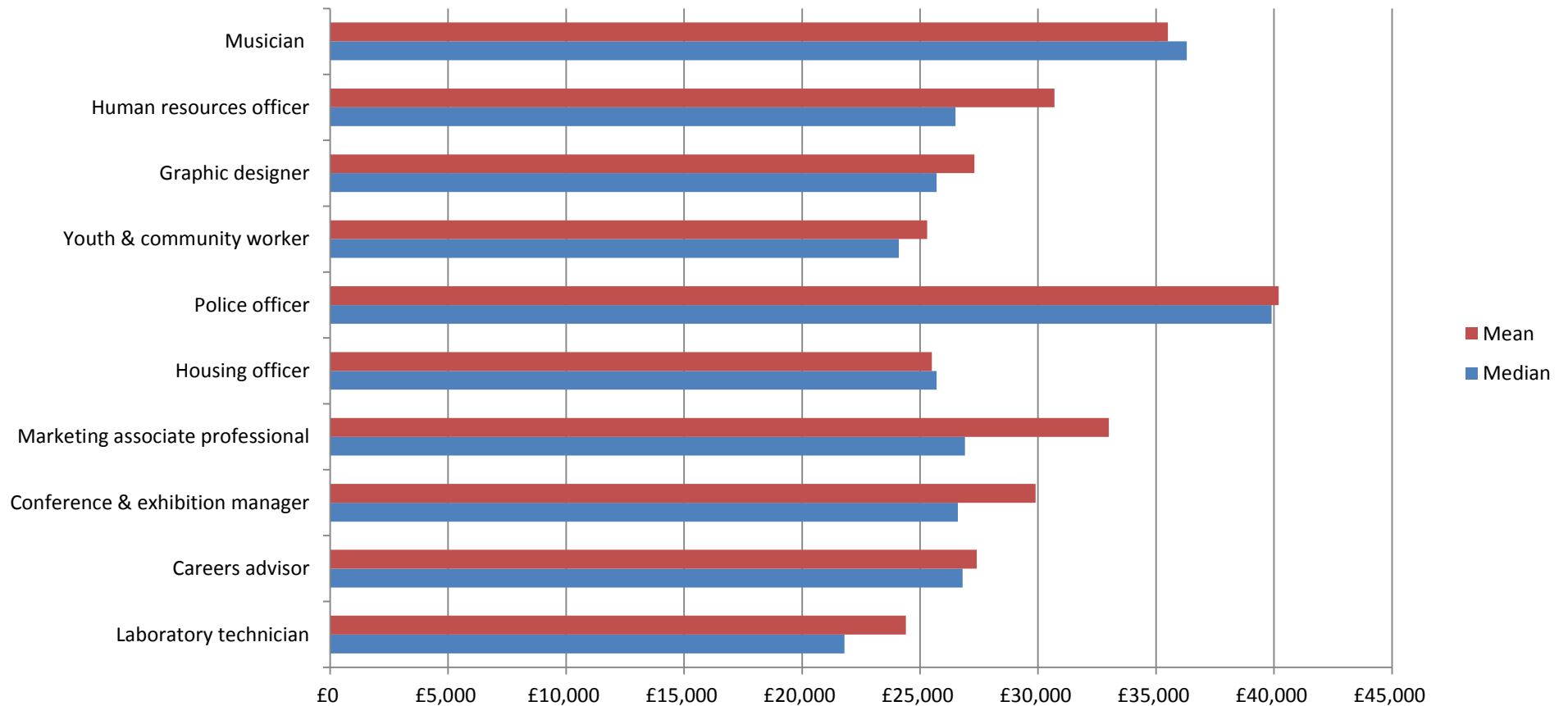
Average Annual Pay within Selected Skilled Trades for Full-time Workers (Great Britain)



Source: Annual Survey of Hours and Earnings (2012)

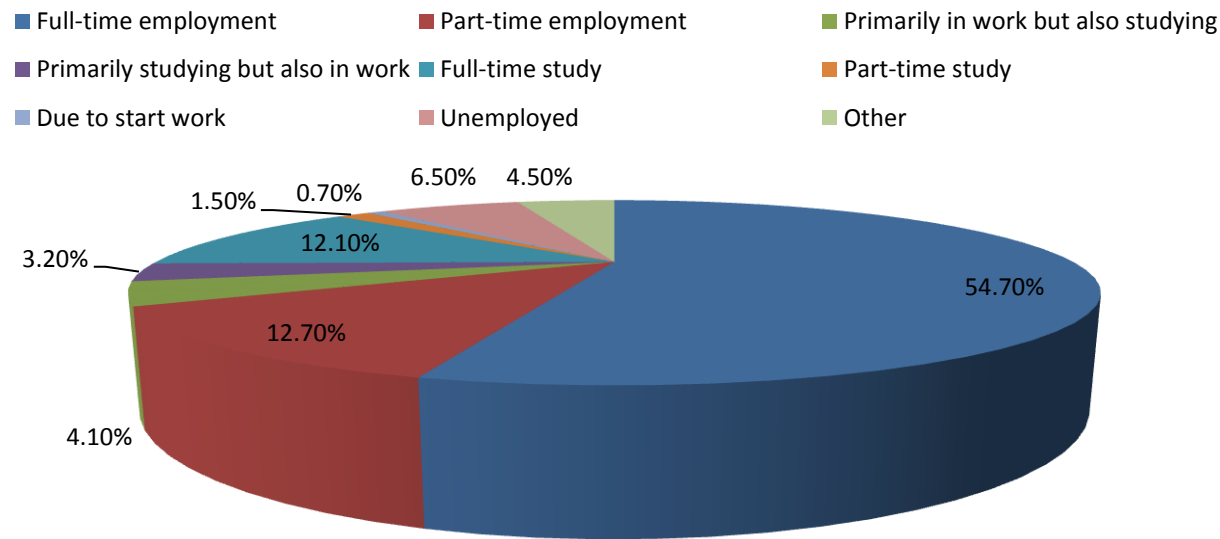
The above occupations involve a high degree of technical skill and knowledge and generally require an apprenticeship, which can last up to three to four years. This involves working towards a vocational qualification at level three - generally considered to be broadly equivalent to A-level standard in the UK.

Average Annual Pay within Selected Associate Professional Occupations for Full-time Workers (Great Britain)



Those entering associate professional occupations increasingly have a degree - though this is not always necessary - having a degree can give an added advantage to those seeking jobs in these occupations. It is arguably the case that associate professional occupations are now widely regarded as *graduate jobs* in the UK.

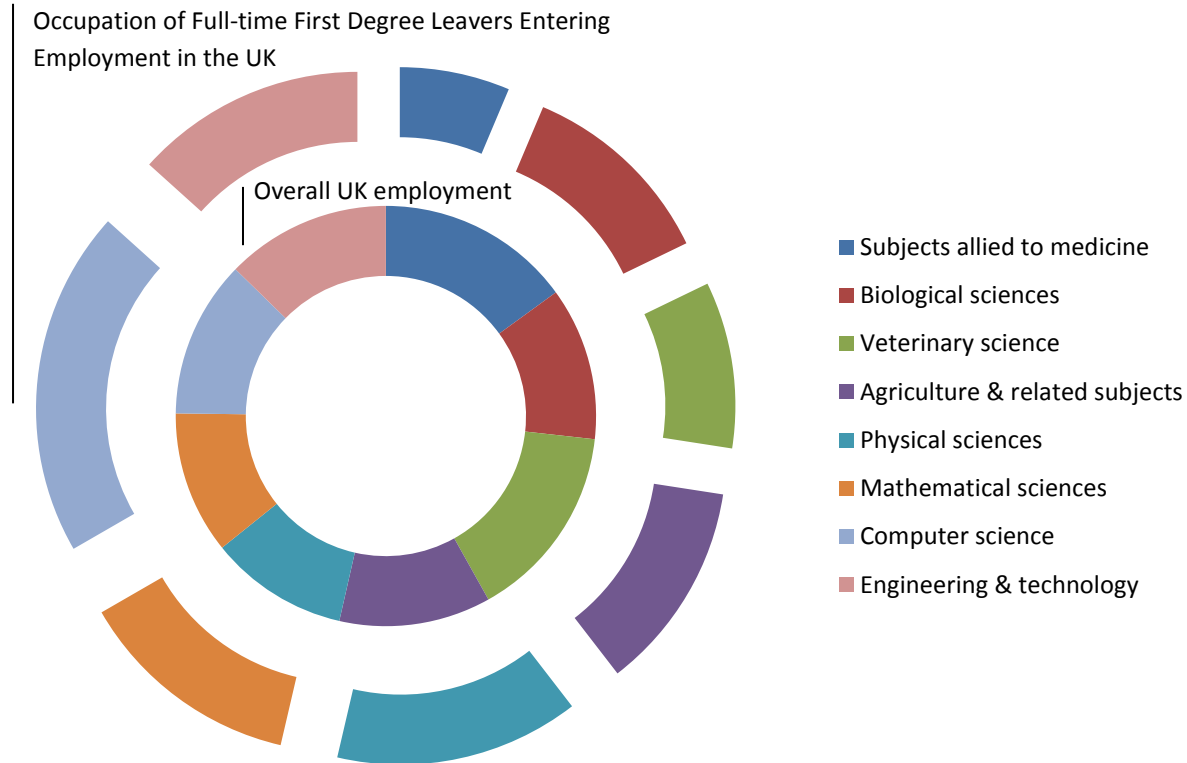
Destination of 2012 UK Graduates Six Months after Graduation



Total employed	74.7%
Total unemployed	7.3%

Source: Higher Education Statistics Agency (HESA)

Occupation of Full-time First Degree Leavers Entering Employment in the UK - 2012 Benchmarked Against Overall UK Employment

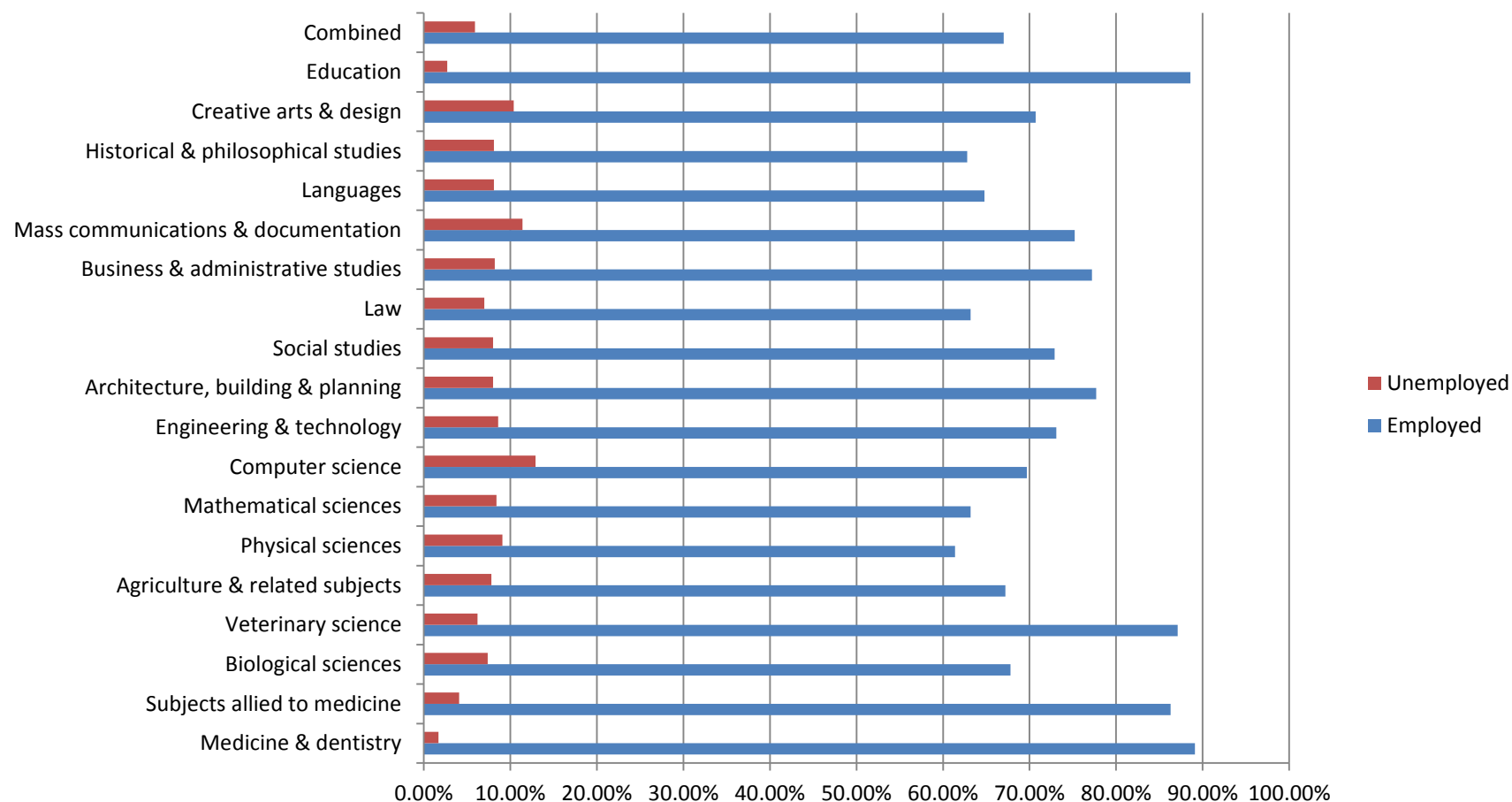


Total professional (first three rows)	63.7%	43.6%
Total non-professional (all other rows)	36.1%	55.7%

Source: Higher Education Statistics Agency (HESA)

Data relates to those graduating from UK universities in 2012 and highlights destination after six months.

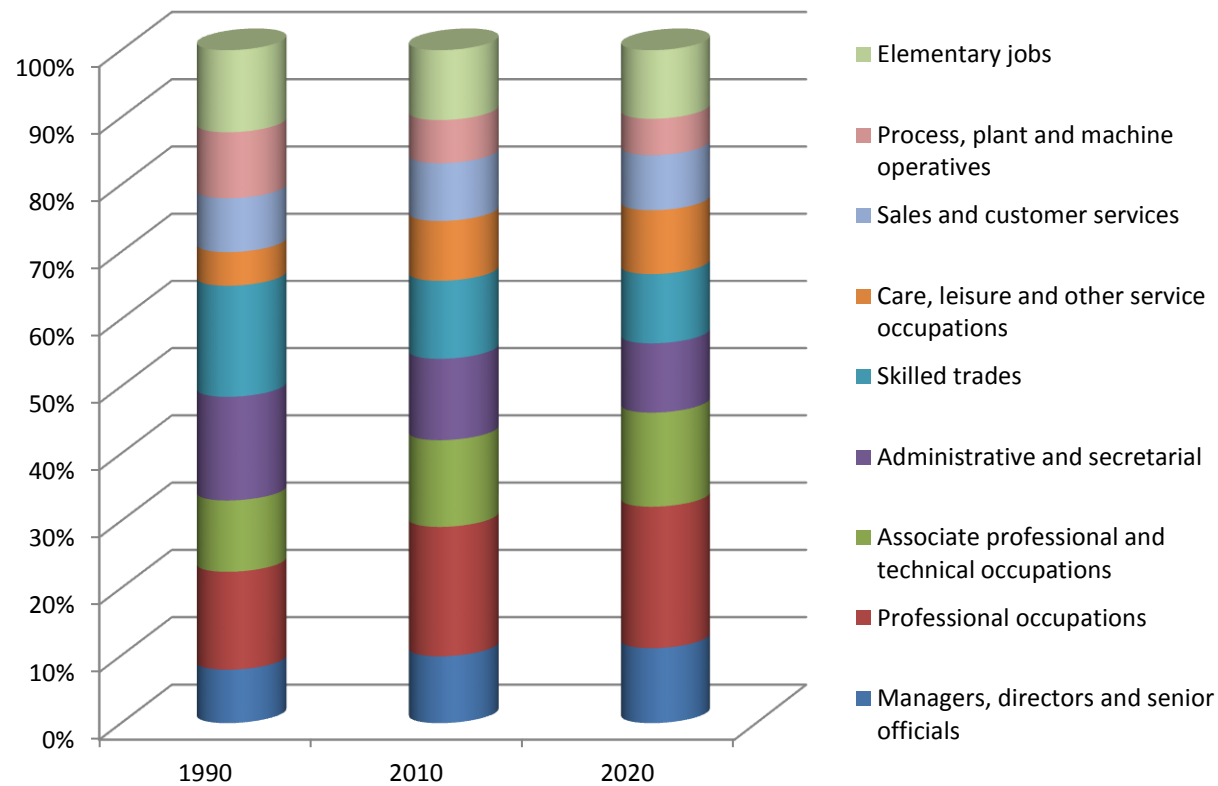
Percentage of UK Graduates Employed by Subject Area – Six Months after Graduating (2012)



Source: Higher Education Statistics Agency (HESA)

Note: data relates to those graduating from UK universities in 2012 and highlights destination after six months.

Changing Share of Share of UK Employment by Broad Occupation Benchmarked 2000 - 2010 - 2020



Net Change 2010-2020

Managers, directors and senior officials	544,000
Professional occupations	869,000
Associate professional and technical occupations	551,000
Administrative and secretarial	-387,000
Skilled trades	-230,000
Care, leisure and other service occupations	313,000
Sales and customer services	2,000
Process, plant and machine operatives	-213,000
Elementary jobs	101,000

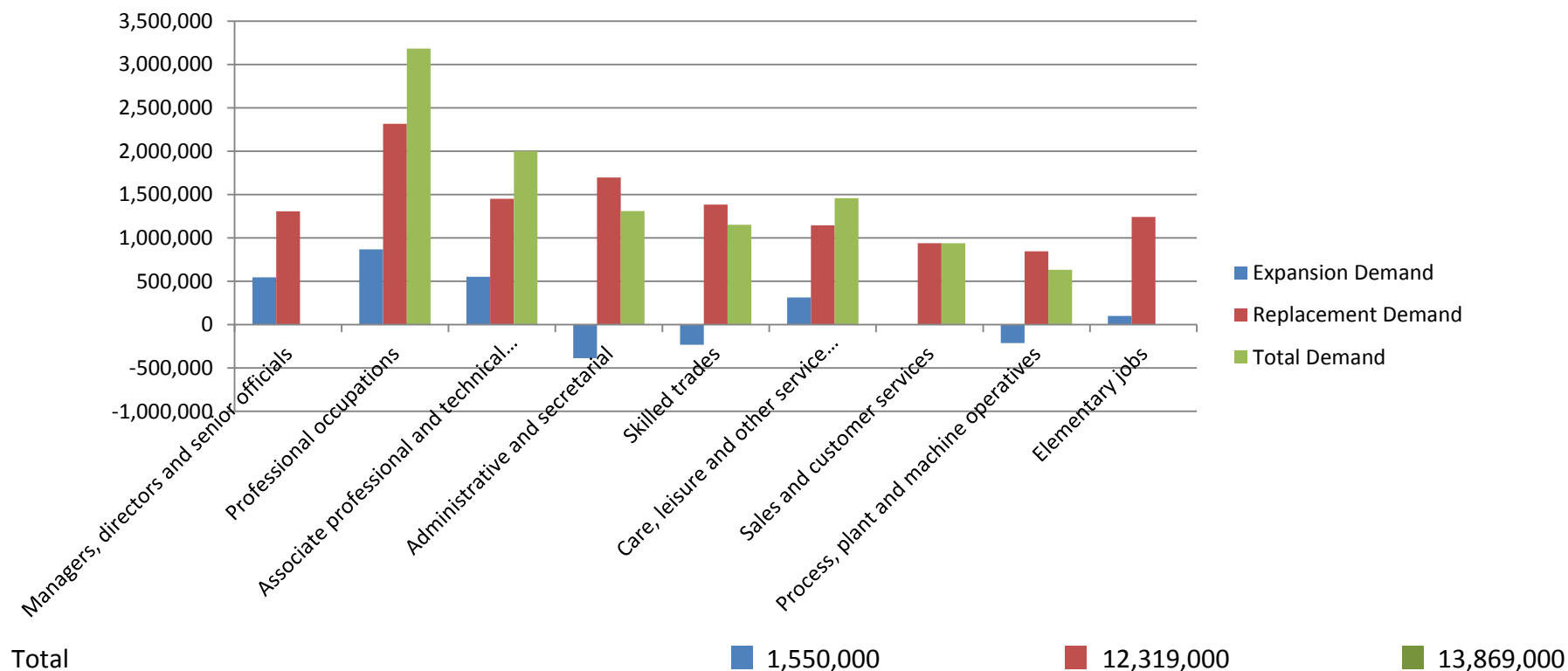
Source Warwick Institute for Employment Research

Note: the data for 2020 is based on econometric forecasts

The data shows that the top three occupational areas - widely considered to be graduate jobs - have increased their share of employment relative to most other non-graduate occupations.

Replacement Demand and Net Change

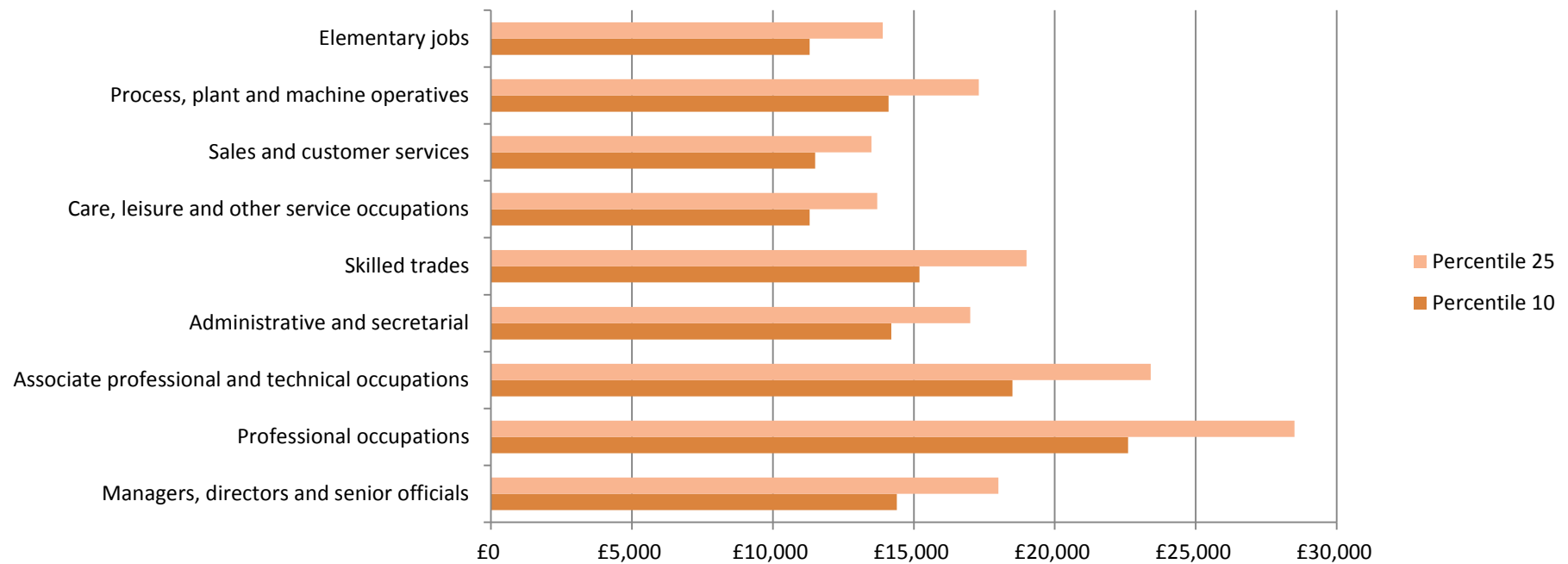
Changing Share of Share of UK Employment by Broad Occupation Benchmarked 2000 - 2010 - 2020



Source Warwick Institute for Employment Research

- The first column shows the number of additional or fewer jobs in each category in 2002 when compared with 2010.
- The second column shows how many job openings they will be to replace those who retire or leave their jobs for other reasons.
- The third column shows the total number of job openings for each occupation due to expansion (or contraction) and the need to replace those who leave their jobs (mainly due to retirement).

Pay by Broad Occupation for Full-time Workers (Great Britain) - Percentiles



Source: Annual Survey of Hours and Earnings (2012)

The data highlights the rate of pay below which lowest earning 10% and 25% of those in each occupation earn. These figures may give a more realistic view of what new starters might expect to earn in these occupations.

What is a Percentile?

Answer: a percentile is a measure used in statistics indicating the value below which a given percentage of observations in a group of observations fall.

High Flyers Research put UK graduate starting salaries at **£29,000** a year for both 2012 and 2013. However, this is based on a survey of the top 100 graduate employers and so perhaps the figure is only accurate as an indicator of graduate starting salaries with large *blue-chip* employers. The Higher Education Statistics Agency (HESA) put the average annual salary for 2012 leavers at **£20,000** (median average) and **£21,000** (mean average). This is perhaps a more accurate figure when looking at the broader picture.