The nature of employment is in flux all around the world, as more diverse forms of work emerge and as human capital has become an increasingly important requirement for many jobs.In advanced economies as well as in Indonesia, Mexico and Brazil, labour markets are polarizing (also termed as hollowing-out), as in addition to growth in high-skilled jobs, low- skilled jobs requiring physical dexterity and interpersonal communication are also on the increase at the expense of the middle-skilled jobs (D. Autor, 2014; D. H. Autor & Dorn, 2013; Maloney & Molina, 2016; Michaels, Ashwini, & Van Reenen, 2014; Acemoglu & Autor, 2011; World Bank, 2019).The emergence of new technologies affects skills requirements through job creation in technology-driven industries and integration in more traditional sectors such as agriculture, requiring adoption, adaptation, operating and managing these technologies (Sudakov et al., 2016).

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