FUTURE OF JOBS AND SKILLS
• Some jobs may **disappear** completely

• A lot of jobs will undergo major changes – a number of tasks will be **automated**

• But it is **not just** technology
Mega-drivers of change

Technological changes

Globalization

Climate change

Migration

Demographic changes
HOW TO PREPARE FOR THE FUTURE?

THE ILO CENTENARY DECLARATION
115 national dialogues:
Conclusions and recommendations

6 ECOWAS countries
ILO Global Commission on the future of work

- Investment in people’s capabilities
- Investment in the institution of work
- Investment in decent and sustainable work
Investing in peoples' capabilities
Investing in institutions of work
Invest investments in **decent and sustainable work.**

SDG 8: Inclusive economic growth, full and productive employment and decent work.
Invest in the care economy

Doubling investments in the care economy could create 269 million new jobs in the care economy by 2030
Invest in the green economy.

6 million job losses
24 million new jobs
18 million net addition in the green economy
INTERNATIONAL LABOUR CONFERENCE
JUNE 2019

5000 PLUS DELEGATES
FROM 187 MEMBER STATES
THE FUTURE OF SKILLS
LIFELONG LEARNING

SKILLING

RE-SKILLING

UP-SKILLING
FOUNDATIONAL SKILLS
through early childhood and basic education

Teamwork
Learning to learn
Innovation
Adaptability
Critical thinking
SKILLS ANTICIPATION
for addressing skills mismatch

Understanding the skills needs of promising economic sectors

integrated approach to economic, education, labour and employment policies
Skills Mismatch question

Employers do not find the right skills;
People do not find the right jobs

Need to address the image issue
Enrolment in TVET in Switzerland at
66 per cent vs. 5-6 % in Sub-Saharan
Africa.
Recognition of Prior Learning (RPL)

- Skills portability
- Common skills
- Recognition frameworks
FLEXIBLE LEARNING OPTIONS

Learning at leisure, will and pleasure

Using mobile based, VR, AR etc
ACTIVE LABOUR MARKET POLICIES
to facilitate transitions

Career guidance and counselling
SOCIAL INCLUSION

- People from rural areas
- Migrants
- Persons with Disabilities
SHARED RESPONSIBILITY

1. Financing LLL
2. Incentivising businesses
3. How expenditure on training is treated in public accounts
Skills and the LLL Ecosystem

Governments

Individuals

Employers

Educational and Training Institutions
recognizing this challenge

UN member states adopted the
Global Compact for Migration
in 2018
calls on Member States to "build global skills partnerships amongst countries that strengthen training capacities of national authorities and relevant stakeholders, including the private sector and trade unions, and foster skills development of workers in countries of origin and migrants in countries of destination with a view to preparing trainees for employability in the labour markets of all participating countries", migration (Objective 18 e)
THANK YOU

For more information: