



International
Labour
Organization

▶ ILO work on skills development in South-East Asia

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► Background

Today's challenges impacting the world of work



Climate change



Digitalization



Globalization



Demographic
change



Migration



Covid-19

► Relevant figures from Asia and the Pacific

Decent work deficits

- 2 in 3 workers (68%) in informal employment.
- 2 in 3 workers are in agriculture, manufacturing, trade and construction.
- Only 3 women work for every 10 men in southern Asia.
- 2 in 3 world's victims of modern slavery are in Asia.

Weak labour market institutions

- Less than half (44%) are covered by at least one form of social protection.
- Very few workers (<5%) are covered by collective agreements.



► Skills & TVET systems - Today's challenges in Southeast Asia



Governance and coordination

Complex institutional arrangements and weak inter-ministerial coordination



Industry engagement

Limited participation of employers in the design and delivery of skills development



Quality & Relevance

Limited teachers' capacities and outdated standards, qualifications, and curricula



Financing

Inadequate funding and financial incentives for training providers, individuals, and enterprises



Access and participation

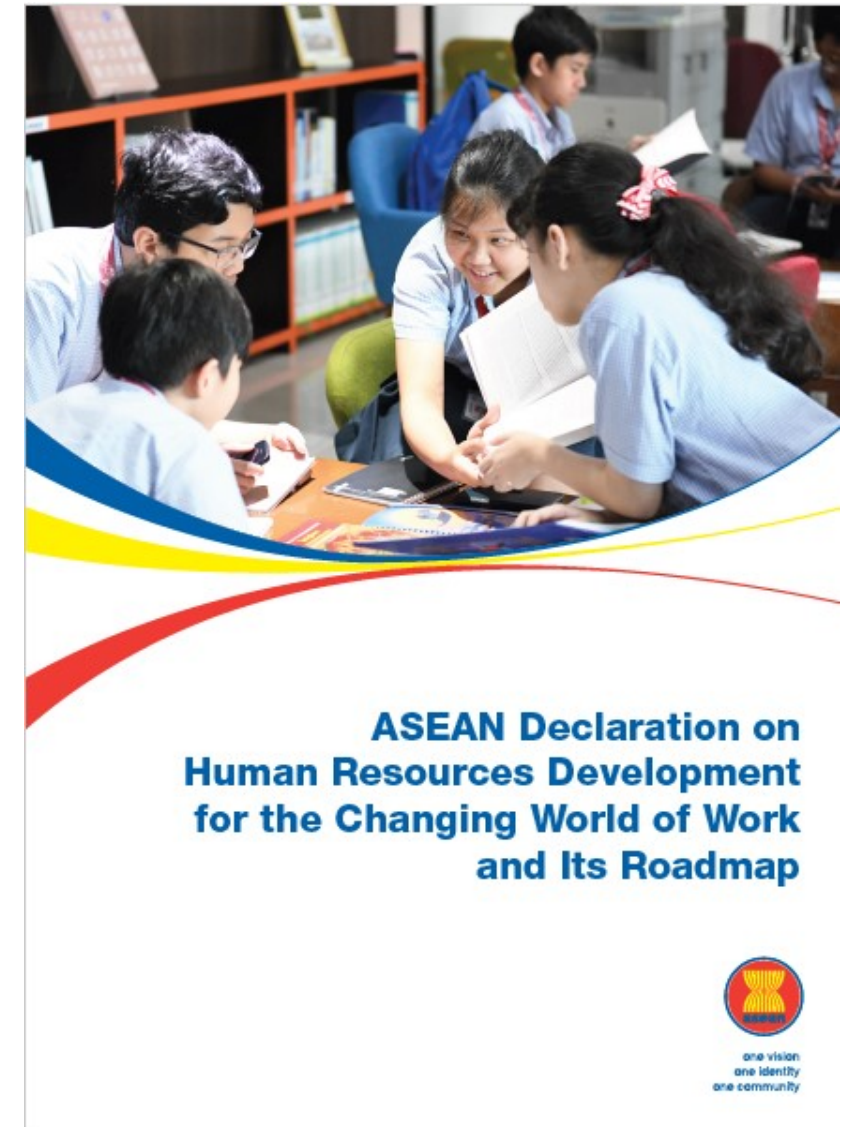
Barriers remain to access, participation, and transition of vulnerable groups

ASEAN Declaration on human resources development in the changing world of work

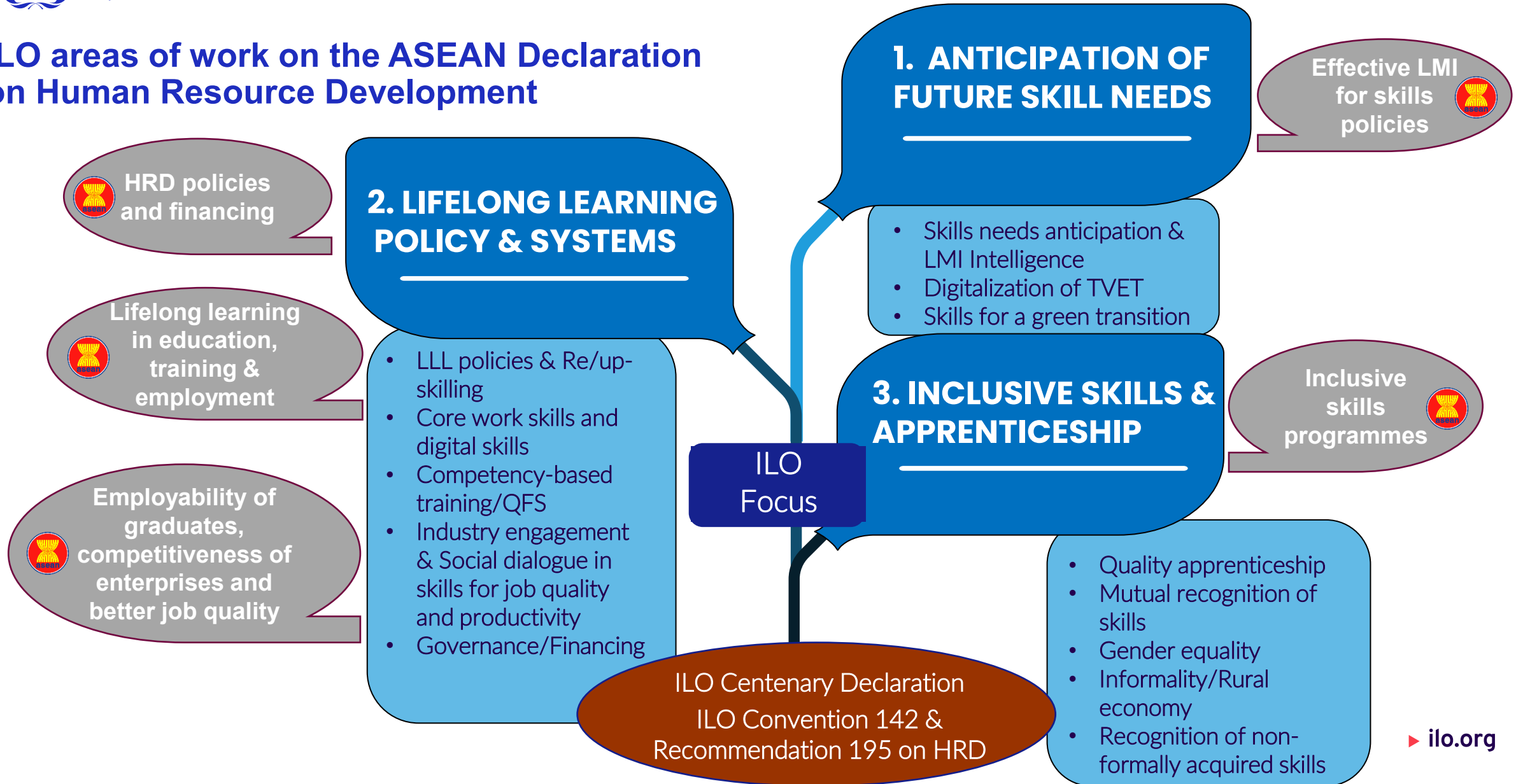
ASEAN Declaration on human resources development

Vision: An ASEAN workforce that is future-ready and equipped with competencies that enable them to actively and effectively contribute to the sustainable development, competitiveness and resilience of ASEAN.

- ▶ **Outcome 1:** Cultivated lifelong learning culture (LLL).
- ▶ **Outcome 2:** Improved inclusiveness in education and employment for all.
- ▶ **Outcome 3:** Demand-driven competencies and qualifications that meet labour market needs.
- ▶ **Outcome 4:** More employment opportunities, better employability, higher quality of jobs and enterprise competitiveness.
- ▶ **Outcome 5:** Sound HRD policies and financing.

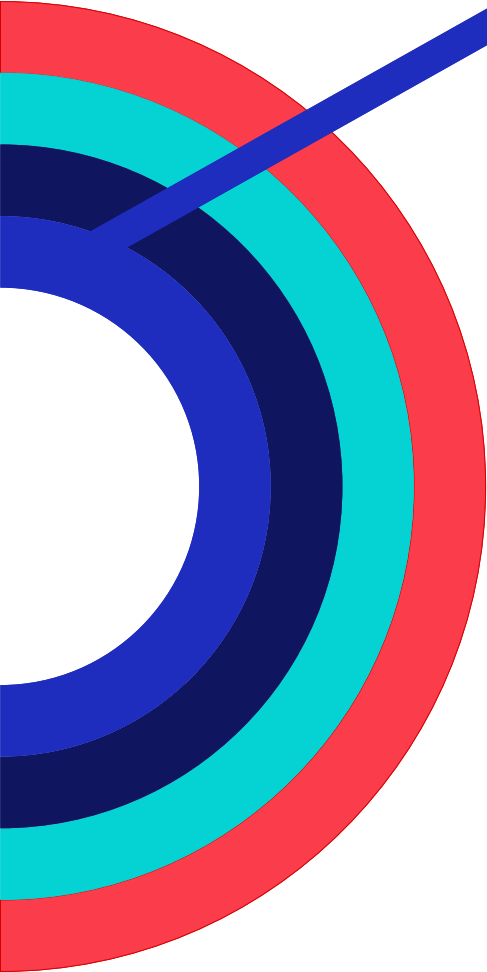


ILO areas of work on the ASEAN Declaration on Human Resource Development





Key areas of ILO skills development work in ASEAN



01 Skills and TVET governance and coordination

Current challenges

- ▶ Institutional arrangements with competing organizational mandates.
- ▶ Weak inter-ministerial coordination with overlapping policies and strategies.
- ▶ Ineffective policies to address the diverse lifelong learning needs of beneficiaries.

ILO technical assistance

- ▶ Promote effective multi-level governance and coordination mechanisms.
- ▶ Develop national capacities to respond to future skills needs.
- ▶ Support review and enhancement of national lifelong learning systems.
- ▶ Facilitate social dialogue during the policy cycle.

Cross-cutting policy issue: gender equality and social inclusion



02 Industry engagement on skills development and TVET

Current challenges

- ▶ Limited engagement of employers and business membership organizations in the development of skills and TVET policies and strategies.
- ▶ Lack of labour market information for effective skills needs assessment and anticipation.
- ▶ Low skills utilization as a result of quality and relevance of training programmes.

ILO technical assistance

- ▶ Facilitate participation of employers in the governance arrangements and co-creation of skills strategies and programmes.
- ▶ Develop sectoral capacities to produce systematic and relevant labour market and skills intelligence.
- ▶ Promote work-based learning, particularly quality apprenticeships, and other enterprise-based training.

Cross-cutting policy issue: gender equality and social inclusion



03 Quality & Relevance of the TVET system

Current challenges

- ▶ Lack of qualified teachers with industry experience.
- ▶ Professor-centered forms of education and training.
- ▶ Occupational standards, qualifications, and curricula are not digital and future-ready.

ILO technical assistance

- ▶ Improve the pedagogical capacities of teachers.
- ▶ Support the digital transformation of the TVET system.
- ▶ Promote people's mobility by recognition of skills.
- ▶ Enhance standards, qualifications, and curriculum by integrating core skills.

Cross-cutting policy issue: gender equality and social inclusion

04 Skills and TVET system financing

Current challenges

- ▶ Limited employers' participation in skills development and TVET financing.
- ▶ Low public investment in TVET, adult learning, and work-based learning.
- ▶ High shares of informal employment and small and medium-sized enterprises that invest less in training.

ILO technical assistance

- ▶ Facilitate participation of employers in the design and implementation of financing instruments.
- ▶ Increase efficiency in the allocation of resources and provision of demand-driven and quality training.
- ▶ Promote effective levy-financed training funds, performance-based financing and collaboration with intermediate organizations for enterprises in the informal sector.

Cross-cutting policy issue: gender equality and social inclusion

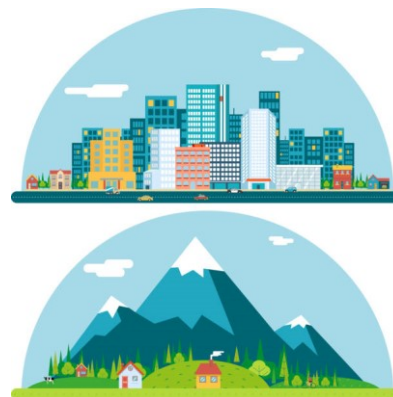
ILO investment in skills development and TVET addresses...



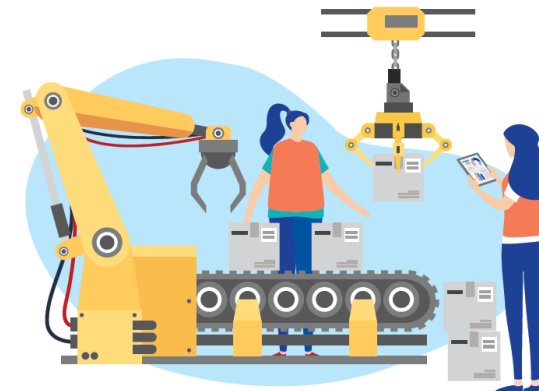
1. Gender divide



2. Business needs



3. Urban vs Rural divide



4. Technology adoption

▶ Outcomes of the Skills for Prosperity in Southeast Asia programme

- ▶ **Improved pedagogies and TVET system leadership** through the development of demand-driven standards, qualifications and quality assurance systems and processes.
- ▶ **Increased employers' participation** in the anticipation of future skills needs and development, delivery and assessment of skills and TVET programmes.
- ▶ **Increased collaboration** between government, TVET institutions, industry and individuals resulting in more effective TVET financing.
- ▶ **Strengthened policies and strategies on gender equity and social inclusion** in relation to access, participation and school-to-work and labour transitions of vulnerable groups.

Thank you!

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