

Responsible Business, Human Rights and
Decent Work in Asia: Harnessing synergies
between human rights and inclusive growth

Session 2

Skills Development as a Contribution to the Synergies
between Human Rights, Decent Work and Inclusive Growth

Key skills challenges, skills contributions and ILO examples



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Presentation outline

1. Overview of skills challenges in the region
2. Skills' contribution to decent work, inclusive growth and business & human rights
3. ILO's examples

1-1. Responding to new skills demands

- Advancement of technology and green transition remain the key drivers of change for jobs and skills
- These drivers have led to a significant demand for digital talent, and greater emphasis on non-cognitive skills
- Green transition has strong job potential and requires new and updated skills



Opportunities



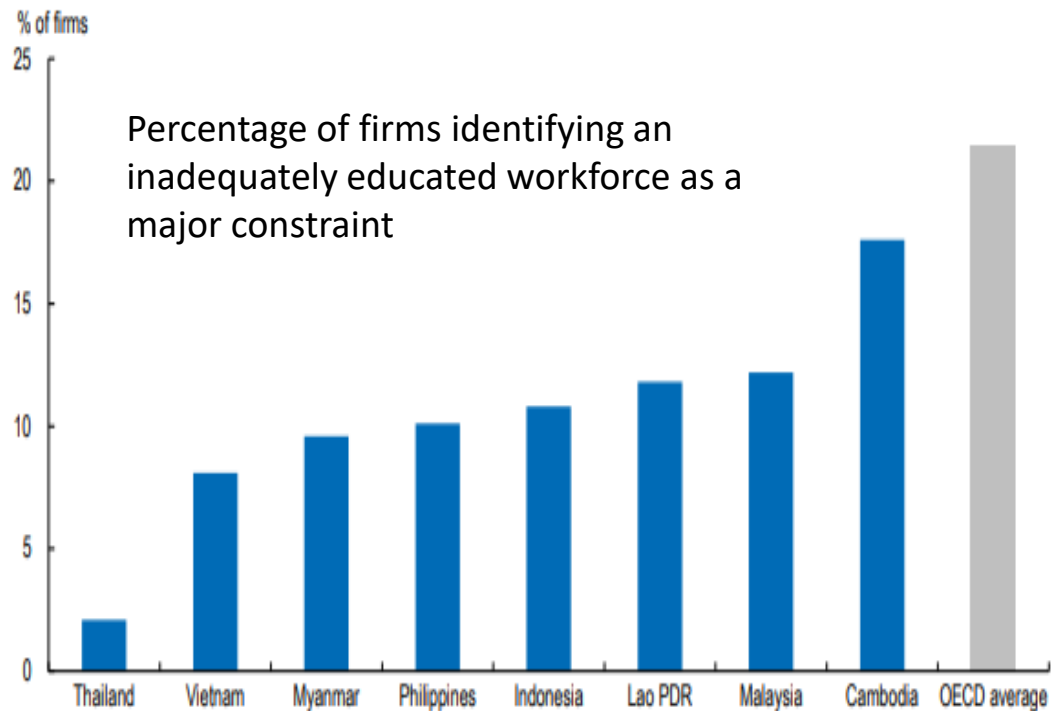
Secretary-General's Policy Brief Investing in Jobs and Social Protection for Poverty Eradication and a Sustainable Recovery, [UN, 2021](#)



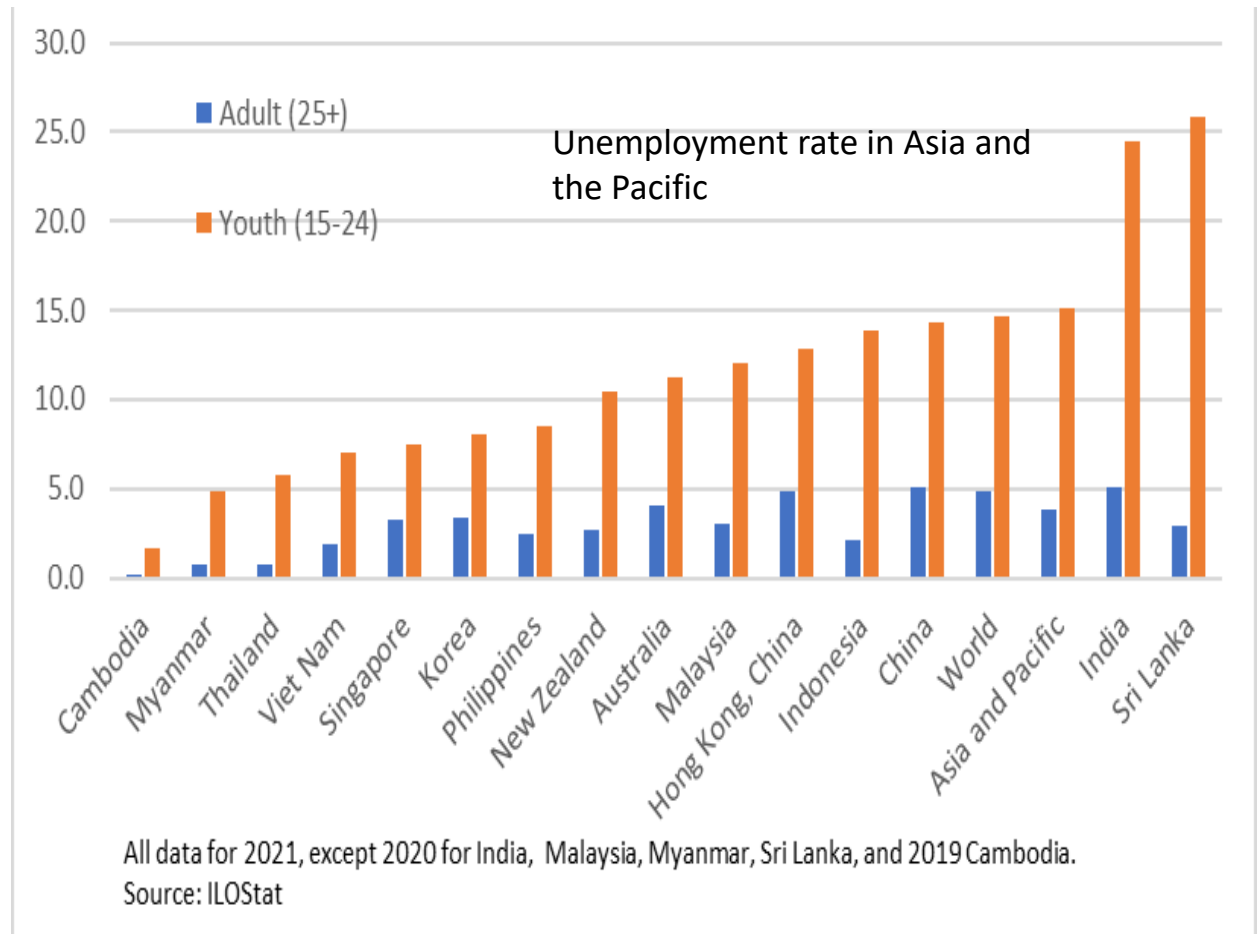
The ILO estimates that **14.2 million** jobs could be added in the region by **2030** if countries adopt changes in energy use that limit global warming to **2°C**.

1-2. Addressing persistent skills mismatch – TVET needs to be more agile and responsive to labour market needs

Many firms struggle to find workers with the right skills



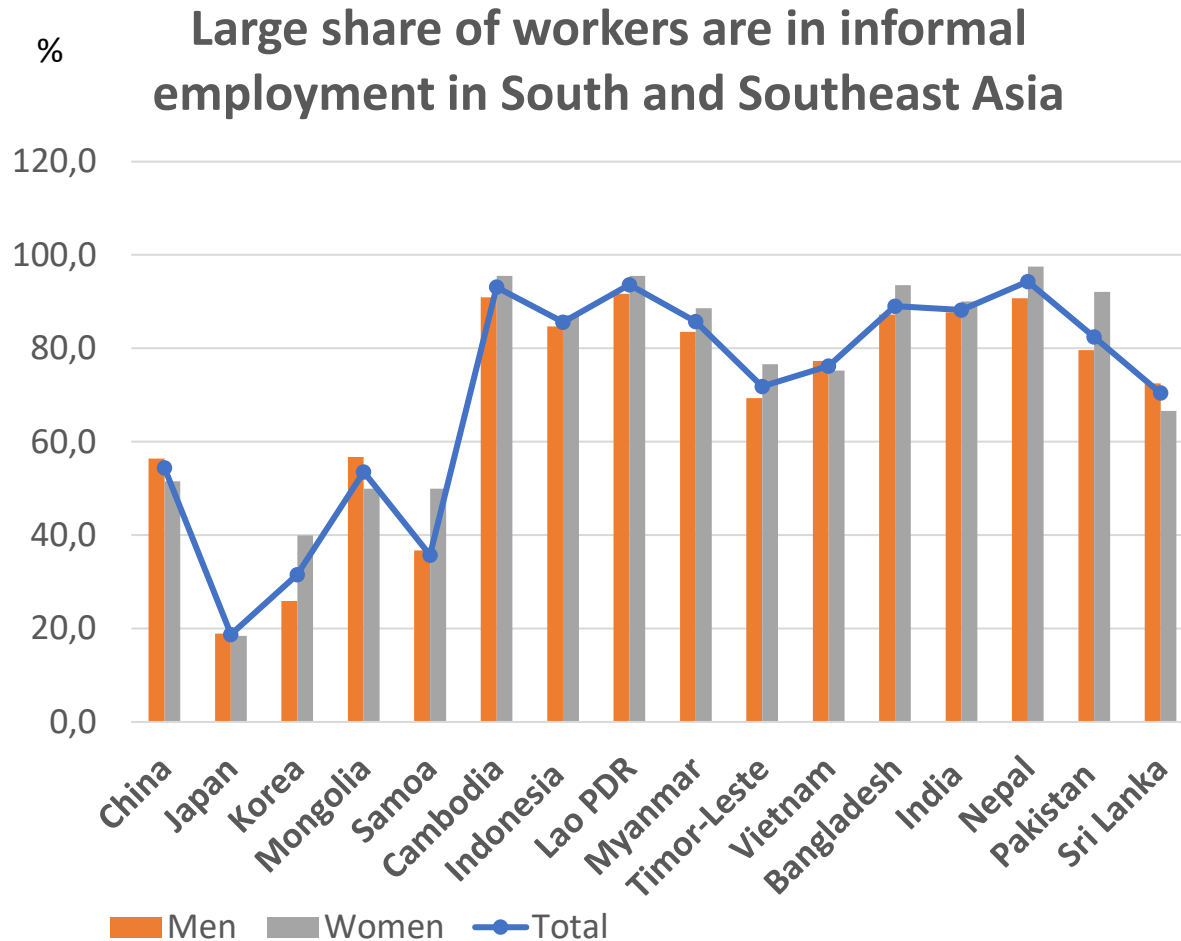
Many workers, especially youth, struggle to find jobs



Note: Refers to 2015 for Indonesia, Malaysia, Philippines and Vietnam; 2016 for Cambodia, Myanmar and Thailand; 2018 for LAO PDR. OECD average includes Chile (2010), Czech Republic (2013), Estonia (2013), Greece (2018), Hungary (2013), Israel (2013), Italy (2019), Latvia (2013), Lithuania (2013), Mexico (2010), Poland (2013), Slovak Republic (2013), Slovenia (2013), Sweden (2014) and Turkey (2019).

Source: World Bank (2020), "Enterprise Surveys", <https://www.enterprisesurveys.org/>.

1-3. Broadening access to skills/TVET – For women and vulnerable groups to access better jobs and promote inclusive growth



Source: Women and Men in the Informal Economy: A Statistical Picture ILO, 2018

Vulnerable workers at high employment risk due to automation in ASEAN-5



Women workers are **1.9x** as likely as men to be at risk



Workers with **primary education** are **2.1x** as likely to be at risk as those with tertiary education

1-4. Promoting re/upskilling and lifelong learning – to mitigate job losses and support career transitions (Just transition)

- Job creation is likely to outpace job losses in green transitions
- But those who will get the new jobs are not necessarily those who will lose their jobs
- A significant number of workers who will lose their jobs can be re-absorbed through re/upskilling

Potential job growth and reskilling needs in the transition to a greener economy by 2030



Notes: Estimates based on the energy sustainability scenario - if countries adopt changes in energy use that limits global warming to 2 degrees, based on analysis of 163 industries across 44 countries.

Sources: ILO (2019) Skills for a Greener Future

2. Skills development for decent work, inclusive growth and business & human rights (BHR)

Improve competitiveness and promote sustainable business

- This facilitates businesses to shift away from a low-cost, low-wage business model and enables business transformation required for growth
- As competition grows, companies that invest in people and training, assist their carrier progression will have a distinct competitive edge.

Broaden employment prospects and choice for workers

- This improves access to decent jobs and enables workers to have a choice in employment -not to be forced to take 'any job' regardless of working conditions.
- Improved skills help workers to seize new employment opportunities, assist career transitions and fill skills gaps in the labour market

Raise awareness and understanding on key subjects critical for BHR

- This can be done by directly providing training to a group of employers and workers on subjects such as OSH, harassment in the workplace, labour rights, forced/child labour.
- Improved understanding not only impacts the bottom line; but also improves brand value, reputation, and ethical standing in the global market.

Mainstream BHR principles by incorporating them in training curriculum and practice

- The key BHR related subjects can be incorporated in skills standards and curriculum. Training programme such as quality apprenticeship is also helpful for promoting BHR.

HOW to invest in Skills Development, Responsible Business Conduct and Human Rights

Examples from ILO skills projects

MBAM-ILO Pilot Quality Apprenticeship Programme (Site Safety & Lifting Supervisor)

ILO example of incorporating BHR principles (OSH) in training curriculum and practice

- ▶ **Objective:** To improve skills utilisation, employability, and career development paths of women and youth in the vulnerable groups in the construction sector through the improvement of practical skills.
- ▶ **Program:** **Quality apprenticeship programme**, that combines 15 days classroom training & 3 months on-site work-based learning
- ▶ **Target occupations:** **Site safety and lifting supervisors**
- ▶ **Target Group:** **50 youth and women in vulnerable groups, including employees and TVET graduates.**
- ▶ **Target Women Participation:** **30% out of total participants**
- ▶ **Certification:** **2 certificates** issued for Site Safety Supervisor and Lifting Supervisor Training
- ▶ **Partner Companies:** **construction companies (G5 – G7 grade)**
- ▶ **Partner Assessment Centres:** Member companies of MBAM



Training Duration: 1st pilot - 23 June – 25 October 2022 & 2nd pilot - 15 May - 14 August 2023

Structure of Pre-apprenticeship Classroom Training (15 days)

Site Safety Supervisor (SSS) Training – 10 days

Module 1:	OSH Management, Communication & Training
Module 2:	OSH Legislation, OSH Related Code of Practices and OSH Related Guidelines
Module 3:	Occupational Safety Covering 10 Industries Under OSHA 1994
Module 4:	Occupational Health & Industrial Hygiene
Day 10:	Site Visit, Reporting, Presentation & Briefing on Paper 2

Slinging & Rigging and Lifting Supervisor Training – 5 days

Module 1:	Company HSE Policy and Regulatory Requirement
Module 2:	Introduction to Lifting Activities
Module 3:	Lifting Equipment, Appliances & Gears
Module 4:	General Safety
Module 5:	Roles & Responsibilities of Lifting & Hoisting Team
Module 6:	Basic Safety Understanding
Module 7:	Safe Rigging & Slinging of Loads
Module 8:	Lift Plan
Module 9:	Safe Lifting
Module 10:	Case Study
Day 5:	Practical Hands On and Assessment

ILO example of how skills training contributes to raising awareness and understanding on key subjects critical for BHR

- **Objective:** Promote skills development and cultivate **inclusive workplaces that respect human rights**.
- **Target Occupations:** **Sectors with a significant refugee labour force** –i.e. Textile and Garment
- **Target Groups:** Refugees, host community members, and intermediate-level managers
- **Programme:** Two 4-hour interactive **sessions emphasizing labor rights, workplace ethics, and inclusion** complemented by a "workplace buddies" system fostering peer-level social engagement.
- **Partner Companies:** Collaborations with **Inditex Group** (brands including Zara, Mango, Stradivarius, etc.) & **H&M**, incorporating WAP within their supply chains.
- **Impact Achieved:** Benefitted over **4,000 individuals since 2019**, leading to skill enhancement, **amplified inclusivity**, **fortified workplace cohesion** and improved productivity.

Workplace Adaptation Programme in TÜRKİYE

