

Draft

## **Suggested points for discussion**

1. How could governments, employers and workers address the skills shortages in the oil and gas industry, given the general and industry-specific challenges, such as: (a) technological advancements; (b) demographic challenges; (c) geopolitical challenges; (d) the policies in relation to immigration; and (e) working and living conditions in remote areas? How could governments, employers and workers with longer experience in vocational education and training (VET) promote knowledge transfer in collaboration with their counterparts who have less experience?
2. How could human resources development programmes such as recruitment, retention, career development schemes as well as VET programmes be adapted to attract talented workers from diverse labour supply pools that have previously not been fully utilized (i.e. young women and men, and people with disabilities), so that the oil and gas industry will remain competitive, productive and attractive? Is it possible to have a global training strategy for the oil and gas industry: how could it be asserted? What roles should social dialogue play to promote career development programmes and apprenticeship, including innovative partnerships such as industry-educational and training systems partnerships?
3. What measures should governments, employers and workers take to ensure that training effectively promotes a “preventative safety and health culture”<sup>1</sup> in a sustainable manner for all workers, including contract workers, in the oil and gas industry? How can it be ensured that occupational safety and health inspectors receive adequate training to address the oil and gas industry specificities of occupational safety and health measures, taking into consideration the advancement of technology? What roles could governments, employers and workers play in this respect?
4. Recommendations for future actions by the International Labour Organization constituents and the International Labour Office.

<sup>1</sup> The Promotional Framework for Occupational Safety and Health Convention, 2006 (No. 187) defines the term “preventative safety and health culture” as “a culture in which the right to a safe and healthy working environment is respected at all levels, where government, employers and workers actively participate in securing a safe and healthy working environment through a system of defined rights, responsibilities and duties, and where the principle of prevention is accorded the highest priority (Article 1)”.