



## Technical meeting on the future of work in the education sector in the context of lifelong learning for all, skills and the Decent Work Agenda

Geneva (virtual), 17–21 May 2021

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### ► Draft points for discussion

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1. What challenges and opportunities have arisen regarding work in the education sector as a result of technological advances, climate change, globalization, demographic shifts and other drivers of change, including the lifelong learning agenda and the coronavirus disease (COVID-19) pandemic?
2. Which policies and practices have worked, which have not worked, and what needs to be done further to address these decent work challenges and opportunities?
3. Taking into account the great diversity in different countries in the organization of education, what recommendations can be made for future action by the International Labour Organization and its Members (governments, employers' and workers' organizations) regarding the promotion of decent work and quality learning in the education sector, in the context of lifelong learning for all, skills and the Decent Work Agenda?

## Annex

### Point for discussion 1:

The Meeting may wish to discuss opportunities and challenges in the education sector in the context of lifelong learning and quality education for all as set out in the ILO Centenary Declaration for the Future of Work (2019), Sustainable Development Goal 4 on inclusive and equitable quality education and promote lifelong learning opportunities for all, and Sustainable Development Goal 8 on sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all.

In this respect, the Meeting may wish to consider opportunities and challenges relating to fundamental principles and rights at work, principles set out in international labour standards, as well as those set out the 1966 ILO/UNESCO Recommendation concerning the Status of Teachers.

These might include:

- Education objectives and policies in relation to education personnel
- Training and development of education personnel, including continuous professional development
- Recruitment and retention of education personnel
- Professional autonomy and freedom
- Rights and responsibilities of education personnel
- Working conditions, including hours of work and leave
- Wages
- Assessment of educators and learners
- Role of educators in curriculum development
- Expanding role of educators in relation to social issues such as health and well-being;
- Impact of hybrid and blended learning on work of educators
- Social protection
- Occupational safety and health, including protection from violence and harassment
- Social dialogue

with non-discrimination and gender equality considered to be cross-cutting issues in the above subjects.

### Point for discussion 2:

The Meeting may wish to discuss this point in the framework of the human-centred approach set out in the ILO Centenary Declaration for the Future of Work (2019) as well as the 1966 ILO/UNESCO Recommendation concerning the Status of Teachers, such as:

- Education, training and CPD initiatives, including those related to ICT, 21st century skills, and the social functions of educators

- Policies and practices to ensure education and training systems are responsive to labour market needs, and take into account the evolution of work
- Professional support initiatives such as peer collaboration networks, partnerships with tertiary education institutions and businesses
- Policies and practices to ensure teacher quality and performance
- Policies and practices to support teacher retention, motivation, and career development
- Policies and practices to support education support personnel
- Policies and practices to ensure occupational safety and health, including mental health, protection from violence and harassment, and COVID-19
- Policies and practices to address teacher workload and well-being
- Policies and practices to ensure adequate wages and social protection for education workers
- Policies and practices to address gender issues in education
- Social dialogue initiatives

**Point for discussion 3:**

When discussing recommendations for future action by the ILO, governments and social partners, the Meeting may wish to consider:

- the role of governments and social partners in implementing relevant principles of the 2030 Agenda for Sustainable Development, the ILO Declaration on Fundamental Principles and Rights at Work (1998), the ILO Declaration on Social Justice for a Fair Globalization (2008), the ILO Centenary Declaration for the Future of Work (2019) and the 1966 ILO/UNESCO Recommendation concerning the Status of Teachers;
- the options for governments and social partners to promote effective lifelong learning and quality education for all, through the strengthening of education and training systems and the promotion of decent work for education personnel, with the full involvement of the ILO's constituents;
- the promotion of international labour standards relevant to the education sector;
- respect, promotion and realization of the fundamental principles and rights at work, which are of particular significance, as both rights and enabling conditions that are necessary for the full realization of all of the strategic objectives of the Decent Work Agenda;
- to request the Office to develop and share knowledge on the future of work and emerging skills development needs in the education sector;
- to request the Office to develop guidance in the area of work in the education sector with respect to emerging opportunities and challenges;
- to request the Office to design and implement development cooperation programmes and projects to ensure a human-centred approach to the future of work in the education sector; and

- to request the Office to continue to strengthen collaboration with other international organizations in this regard.