ILO’s Global Vision on Skills Development

Srinivas B, Reddy
Chief, Skills and Employability Branch
International Labour Organization (ILO)
reddy@ilo.org
A dynamic and evolving world of work

- Trade and skills jointly affect productivity, growth and wage distribution
- Can spark innovation, fill skills shortages, allow for mutual learning
- 18 million jobs by achieving 2°C goal
- Care economy can create 475 million jobs by 2030

- Disruptive technologies
  - Digital divide
  - High informality in LA

- Globalization
- Climate Change
- Migration
- Demographics
Challenges and Opportunities: Skills for the future

**Challenges**

- Increasing skills mismatches
- Changing demand for skills, due to a changing composition of tasks
- Evolving forms of employment relationships
- Increasing inequalities

**Opportunities**

- Evolving sectors and new occupations
- Creativity and innovation
- More inclusive and environmentally responsible societies
- New training methods through technology
Key priorities

• Promote employability
• Increase businesses’ competitiveness and economic growth
• Strengthen the relevance and effectiveness of education and training through social dialogue
• Build sustainable lifelong learning ecosystems
• Promote social inclusion in Skills Development
Some key tools

- Assists countries to take full advantage of global trade
- Reinforces countries’ efforts to shift to a greener economy
- Supports governments efforts on reskilling worker’s to succeed in their transitions over the lifetime
- Prepares the most vulnerable to access decent jobs
- Helps rural communities to create employment while increasing food security
ILO Centenary Declaration for the Future of Work

The declaration calls for:

• **Human-centred** approach to the FoW

• Enabling people to **benefit** from changes in the WoW

• **Strengthening the institutions** of work to ensure adequate protection of all workers

• Promoting **sustained, inclusive and sustainable** growth and full and productive employment

“What we have adopted today is a roadmap, a compass to take us forward in the future of this Organization, because the future of work is the future of our Organization,” ILO DG
Strengthening the capacities of all people to benefit from the opportunities of a changing world of work through:

(i) the effective realization of gender equality in opportunities and treatment;

(ii) **effective lifelong learning and quality education for all**;

(iii) universal access to comprehensive and sustainable social protection; and

(iv) effective measures to support people through the transitions they will face throughout their working lives.
SKILLS vision to promote centenary commitments through:

- New Skills and LLL ecosystem
- Skills Anticipation
- Social Inclusion
- Apprenticeships
- New delivery methods and skills Recognition

Lifelong learning ecosystem
Why is Social Dialogue relevant for Skills Development

- Decisions by all key relevant labour market players
- Provides **information** for effective policy design
- More **effective implementation** of Skills Development policies
- Policy balance by **mitigating adverse effects on the most vulnerable groups**
- Skills Development related negotiations provide a platform to dialogue with representatives of workers and employers
Skills for Employment Priority Countries

Legend
- Target Countries
- Pipeline Countries
Partnerships for Latin America

ILO SKILLS – CINTERFOR collaboration

- Joint Programming: Setting up regional priorities, sharing and complementing resources
- Joint capacity development efforts
- Resource Mobilization
- Partnerships with Latin-American Institutions
- Skills Academy for Latin America
- Interregional knowledge and experience sharing
THE WORLD OF WORK IS RAPIDLY CHANGING.
AND SO SHOULD OUR SKILLS.
Muchas
Gracias !