

EMPLOYMENT Research Symposium

Jobs and Skills Mismatch: Job-rich Growth for Sustainable Development

November 27-28, 2017 Geneva, Switzerland.



Background

The Employment Policy Department carries out policy-oriented research under the Global Product on Jobs and Skills Mismatch as part of its contribution to achieving ILO's Outcome 1 on "More and better jobs for inclusive growth and improved youth employment prospects".

In May 2017, we organized a research and inter-agency exchange on the issue of skills mismatch. This November 2017, we will share with a wider audience - including Geneva-based Permanent Missions and Employers' and Workers' representatives – the results of ongoing studies on demand for jobs and dynamics of job creation, and bottlenecks in that context in developed and developing countries. The themes discussed will cover research carried out by the Department on the future of full employment; the impact of automation and digital technologies on labour demand; pro-employment macroeconomic frameworks and trade policies; matching skills to the needs of trade and employment; employment-impact assessments and methodologies; youth and women's employment; and the design and implementation of comprehensive employment policy frameworks.

The symposium will invite participation from external experts, academia and other agencies working on the above issues to have an informed exchange on those subjects in the context of the fast-changing world of work. The meeting will also provide an opportunity to take stock of lessons learned since the crisis and their policy implications, and to follow-up on the calls for action by the ILO constituents who, in the Conclusions concerning the second recurrent discussion on employment adopted at the 103rd Session of the International Labour Conference (ILC), requested the Office to, inter alia, build knowledge on emerging issues that are shaping the world of work.

A full decade since the financial crisis which turned eventually into a global economic and jobs crisis, we still see its impact. Medium-term economic growth expectations have diminished, described by some as a secular stagnation or a "new normal." Some 200 million women and men are unemployed worldwide – and long-term unemployment rates in particular remain well above pre-crisis levels. Gender disparities in the labour market continue to be widespread, as does informality and working poverty. Young women and men are entering a labour market that not only already has a disproportionate share of young unemployed and/or underemployed jobseekers, but that increasingly offers less secure and well-

remunerated jobs. Technological changes, including automation, are disrupting existing jobs while creating new ones, changing the nature of work in some industries while contributing to re-shoring of jobs in others. As a consequence, their implications on the future of work and how it affects different regions and countries, different labour market segments and different age groups are being carefully considered.

Indeed, the crisis and its aftermath have provided a critical opportunity for rethinking of pre-crisis policies. The role of macroeconomic policies, which were undertaken in unprecedented scope to address the crisis, are being reconsidered, including broadened mandates of central banks and a new view of fiscal policy. New debates on how best to foster structural transformation and enterprise development have emerged. Faced with a jobs crisis, countries have increasingly adopted comprehensive national employment policies and integrated employment goals into national development plans. Consideration on strengthening active labour market policies have been revitalized, particularly on increasing their effectiveness in the context of limited fiscal resources.

Goals of the 2030 Agenda for Sustainable Development focus on promoting sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all, as SDG goal 8. The quantity and quality of jobs, especially for young women and men, is at the top of the policy agenda in all regions. The notion of “full employment” remains as relevant as ever, but there are constraints on both the demand and supply side of the labour market that create a mismatch in terms of jobs created and jobs needed by the labour force. Going forward, a key question for the future is – where will the new jobs come from? And what kind of policy and institutional frameworks are most conducive for the creation of full and productive employment?

Conference Objectives

The conference will bring together researchers, academics, development partners, ILO staff and others to:

- share lessons learnt in fostering job-rich growth, emanating from policy interventions and research, that are particularly relevant for the Department’s work going forward;
- contribute knowledge to the ILO’s Future of Work initiative with respect to the future of employment and skills;
- present and discuss results of new research and selected tools and evidence from experience at the country level;
- strengthen the knowledge sharing network amongst academia, other UN agencies and development partners on the goal of full, productive and freely chosen employment.

Participants

The participants in this conference will be ILO staff, experts including academics and experts from other international agencies, representatives from permanent missions based in Geneva, workers’ and employers’ representatives.

Day 1 : Monday, 27 November 2017

8:30-9:00	Registration
9:00 - 9:30	<p>Welcome Azita Berar Awad, Director, Employment Policy Department, ILO</p> <p>Opening Remarks Deborah Greenfield, Deputy Director-General for Policy (DDG/P), ILO</p>
9:30 - 11:00	<p>The future of full employment <i>ILO Employment Policy Convention (No. 122) calls upon States to “declare and pursue as a major goal an active policy designed to promote full, productive and freely chosen employment.” Taking lessons from the global economic and jobs crisis, what are the key elements of the “post-crisis” policy agenda for achieving full employment in both developed and developing country contexts? What are the opportunities and challenges towards the goal of full employment provided by a just transition to environmental sustainability and the recent wave of technological change?</i></p> <p>Moderator: Azita Berar Awad, Director, ILO Employment Policy Department Panellists/discussants:</p> <ul style="list-style-type: none"> • Joan Muysken, Professor, Faculty of Economics and Business Administration, Maastricht University • Sandra Polaski, expert on Labour Markets • Sebastián Nieto Parra, Deputy head, Latin American and Caribbean unit, Development centre, OECD • Santosh Kumar Mehrotra, Centre for Informal Sector and Labour Studies, Jawaharlal Nehru University • Essah Aniefiok, Labour Attaché, Nigerian Mission in Geneva • Pablo Dávila Jaramillo, President, DLL Law Office, Ecuador • Ronald Janssen, Economic Policy Adviser, Trade Union Advisory Committee (TUAC), France
11:00 - 11:30	Morning Tea/Coffee
11:30 - 13:00	<p>New Automation Technologies, Employment and the Global Division of Labour <i>The employment impacts of new automation technologies have been the subject of a number of recent studies of both developed and developing countries. Among the issues that arise are whether there is likely to be substantial reshoring of production back to developed countries, bringing production into closer proximity with consumption. These issues have fundamental implications for sectoral and trade policies and development strategies more generally, especially those based on export-oriented development and integration into global supply chains. Alongside concerns about job loss, debates have arisen about implications for labour market regulations. The panel will address these issues by providing an overview of the relationship between technological and economic feasibility in developed and developing countries, case studies of industries that have been strategic in export-oriented development paths as well as of new technologies in agriculture, and challenges to labour market regulations in light of concerns about job loss resulting from new automation technologies.</i></p>

	<p>Moderator: Sukti Dasgupta, Chief, Employment and Labour Market Policies Branch, ILO</p> <p>Panellists/discussants:</p> <ul style="list-style-type: none"> • David Kucera, Senior Economist, Development and Investment branch, Employment Policy Department, ILO and Fernanda Barcia de Mattos, Junior Research Officer, Employment and Labour Market Policies Branch, Employment Policies Department, ILO • Rossana Galli, Lecturer, Department of Political Sciences, University of Zurich • Jörg Mayer, Economic Affairs Officer, United Nations Conference on Trade and Development, UNCTAD • Valerio de Stefano, Professor, Institute for Labour Law, University of Leuven • Plamen Dimitrov, President, Confederation of Independent Trade Unions of Bulgaria
<p>13:00 – 14:30</p>	<p>Lunch</p>
<p>14:30 – 16:15</p>	<p>Promoting pro-employment macroeconomic policies</p> <p><i>Monetary and fiscal policies are powerful tools to stimulate labour demand and job creation. Monetary expansion and fiscal spending in some major economies helped sustain employment levels and stop the global financial crisis from becoming a global depression. This session will review main lessons from the post-crisis experience and how they could be applied to make macroeconomic management more employment-friendly in emerging and developing economies. Topics will include the remit of monetary authorities, the “new view” of fiscal policy, and the need for comprehensive, coherent and evidence-based approaches and solutions. As called for by tripartite constituents at the 2014 ILC, pro-employment macroeconomic frameworks that are tailored to national circumstances and priorities are an indispensable means to enhance social cohesion and political stability and facilitate attaining the sustainable development goals.</i></p> <p>Moderator: Sangheon Lee, Special Advisor to the DDG/P on Economic and Social Issues, ILO</p> <p>Panellists/discussants:</p> <ul style="list-style-type: none"> • Aurelio Parisotto, Unit head, Country Policy Development and Cooperation, Employment Policies Department, ILO • Francesco Saraceno, Senior Economist, French Observatory of Economic Conditions (OFCE) Paris, and Libera Università Internazionale degli Studi Sociali Guido Carli (LUISS) Rome • Jorge Leon, Economic Researcher, Central Bank of Costa Rica • Hannah Bargawi, School of Oriental and African Studies (SOAS), University of London • Yi Huang, Assistant Professor, The Graduate Institute, Geneva • Ronald Janssen, Economic Policy Adviser, Trade Union Advisory Committee (TUAC), France
<p>16:15 - 16:45</p>	<p>Afternoon Tea/Coffee</p>
<p>16:45 – 18:00</p>	<p>Employment and investment programmes - How to measure their impact on jobs</p> <p><i>Sectoral policies and employment programmes can have lasting effects on sustainable job generation and development if they are transformative through increasing investment, incomes, employability and productive assets and services. Many countries have increased their investments and revisited their</i></p>

	<p><i>policies and programmes with a view to increase quantity and quality of jobs. International financing and development partners are seeking ways to document that their programmes are reaching higher levels of employment outcomes. Others are seeking to bridge the gap between short-term, sometimes humanitarian based employment programmes, and longer term development objectives in order to facilitate the nexus between humanitarian assistance and development. All are demanding more rigorous assessment of the employment impact in order to improve design and delivery of investment programmes in sectors like agriculture, construction, infrastructure, energy, etc. This session will present case studies and research findings about these developments and discuss the outlook for further improvements.</i></p> <p>Moderator: Terje Tessem, Branch Chief, Development and Investment branch, Employment Policy Department, ILO</p> <p>Panellists/discussants:</p> <ul style="list-style-type: none"> • Chris Donnges, Economist, Development and Investment branch, Employment Policy Department, ILO. • Maikel Lieuw-Kie-Song, Expert, Development and Investment branch, Employment Policy Department, ILO • Francis Kim Upgi, ITUC-AP, Singapore
18:00-19:30	<p>Close Day 1 Cocktail Reception</p>
<p>Day 2 : Tuesday, 28 November 2017</p>	
9:00 – 10:00	<p>Trade policies, employment and skills</p> <p><i>Trade has helped to drive economic growth and generate jobs and it is one of the main factors that shapes skills needs. At the same time, skills are important for achieving economically efficient outcomes from trade including growth and productivity gains, but also for achieving inclusive and socially just outcomes from trade and technology change. Making education and training provision more responsive to demand for skills can reduce imbalances between supply of and demand for workers, creating more equal outcomes. In this context, the ILO carried out new research jointly with WTO on “Investing in Skills for Inclusive Trade”. The session will present and discuss the outcomes of this initiative.</i></p> <p>Moderator: Olga Strietska-Ilina, Skills and Employability Branch, Employment Policy Department, ILO</p> <p>Panellists/discussants:</p> <ul style="list-style-type: none"> • Cornelius Gregg, Technical Specialist, Skills and Employability Branch, Employment Policy Department, ILO • Marc Bacchetta, Counsellor, Economic Research and Statistics Division. WTO • Kwabena Nyarko Ottoo, Director, Labour Research and Labour Institute of Trades Union Congress (TUC), Ghana
10:00 - 10:30	<p>Morning Tea/Coffee</p>
10:30 - 12:30	<p>Focus on youth, women’s employment and transition to formality: New evidence on key policy issues</p> <p><i>Every young person entering the labour market today faces a daunting task in seeking to find a decent job and to keep it once they do. High youth unemployment is only the tip of the iceberg and the quality of jobs available to young people is increasingly an issue for concern. Gender disparities remain high and labour force participation of women still remains low in some regions,</i></p>

	<p><i>while work quality, is a global concern. Women and young workers are often disproportionately represented in informal and vulnerable employment in developing and emerging countries, whilst temporary and other diverse forms of employment are increasingly becoming common in developed countries. Successfully addressing these challenges for targeted groups requires the formulation and implementation of comprehensive strategies which recognise the importance of interactions and complementarities between context, institutions, policies and programmes.</i></p> <p>Moderator: Dorothea Schmidt-Klau, Head, Department Management and Coordination Unit, Employment Policy Department, ILO 10:30-11:10 Focus on Youth</p> <p>Panellist/discussant:</p> <ul style="list-style-type: none"> • Niall O’Higgins, Senior Specialist, Youth Employment Program, Employment Policy Department, ILO • Gideon Rutaremwa, Population and Youth Section, Social Development Policy Division, Economic Commission for Africa (TBD) <p>11:10-11:40 Focus on Women</p> <p>Panellist/discussant:</p> <ul style="list-style-type: none"> • Sukti Dasgupta, Branch Chief, Employment and Labour Market Policy Branch, Employment Policy Department, ILO • Micheline Goedhuys, Research fellow, UNU-MERIT, United Nations University <p>11:40-12:20 Focus on Transition to formality</p> <p>Panellists/discussants:</p> <ul style="list-style-type: none"> • Juan Chacaltana, Specialist, Employment Policy Department, ILO • Frédéric Lapeyre, Senior Specialist, Development and Investment branch, Employment Policy Department, ILO • Santosh Kumar Mehrotra, Centre for Informal Sector and Labour Studies, Jawaharlal Nehru University. <p>Comments from: Plamen Dimitrov, President, Confederation of Independent Trade Unions of Bulgaria</p>
12:30 – 14:00	Lunch
14:00 – 15:45	<p>More and better employment for all: Lessons learnt from 15 years of employment policy making</p> <p><i>Making more and better employment possible for all is a main challenge for policy-makers across the globe. Scattered interventions without synergies do not lead to sustainable results. Comprehensive employment strategies that draw on quality diagnostics and are well integrated with other national policy frameworks bring the coherence necessary to achieve employment goals, both in quantity and quality. The efforts of all actors towards the achievement of a common goal through a common platform underpin such strategies. This session will look back on 15 years of country level policy advice and explore how it brought about a change of mind-set to place employment at the centre of economic and social policies, how it strengthened national institutions and empowered local actors to develop and implement the right solutions, and how it enhanced social dialogue and policy coherence to arrive at shared ownership of these solutions. The session will also explore areas for further improvements of the ILO’s policy advice in the employment field</i></p>

	<p>Moderator: Claire Harasty, Senior Specialist, Country Policy Development and Cooperation, Employment Policies Department, ILO</p> <p>Panellists/discussants:</p> <ul style="list-style-type: none"> • Eléonore d’Achon, Specialist, Country Policy Development and Cooperation, Employment Policy Department, ILO • Saad Belghazi, Independent Researcher and Economist • Doljinsuren Jambal, Director National Development Agency (Mongolia) • Sheila Marnie, former UNDP Advisor Eastern Europe and Central Asia • Elina Scheja, Lead Economist, Chief Economist Team, Sida • Morne Mostert, Director, Institute of Futures Research, South Africa • Ronald Janssen, Economic Policy Adviser, Trade Union Advisory Committee (TUAC), France
<p>15:45 – 16:15</p>	<p>Afternoon tea/coffee</p>
<p>16:15 – 17:00</p>	<p>Jobs and skills mismatches – Wrap-up session</p> <p>Moderator : Azita Berar Awad, Director, Employment Policy Department</p> <ul style="list-style-type: none"> • Recap of the Research Symposium: Sukti Dasgupta, Branch Chief, Employment Policies Department, ILO • Recap of Jobs and Skills Mismatch symposium in May: Olga Strietska-Ilina Skills and Employability Branch, Employment Policy Department, ILO (ILO) and Seamus McGuinness, Professor, Economic and Social Research Institute, Dublin