

# AGENDA

EVENT NAME	Experts Workshop on the Future of Work and Skills
LOCATION	ETF, Villa Gualino, Viale Settimio Severo 65 Turin, Italy
DATE(S)	26 – 27 April 2018



## SUMMARY

The world is undergoing significant transformations. Global trends including technological change, digitalisation, climate change, demographic shifts and migration are all affecting the world of work by displacing, replacing and reshaping existing jobs. Many studies highlight the automation of routine tasks, job polarisation between low and high-skilled jobs, widening non-standard forms of employment, and rising demand for non-routine cognitive skills. Digitalisation changes the task composition of all occupations. All these inevitably impact skills, as countries need people equipped with right skills, able to work in both domestic and international labour markets and flexible enough to cope with constantly changing economic demands.

Although no country is immune to these global trends, the impact on labour markets and skills are very different in every country. Global forces interact with local realities differently in every country context and this affects the demand for skills in specific ways. The ETF launched a new thematic work to bring these discussions on the future of work and skills into the contexts of transition and developing countries, which are diverse in terms of economic and socio-political structures and skills development systems.

The Experts Workshop is part of this ETF thematic work to bring the relevant experts together and organise a structured debate on the topic. The workshop aims to have an open debate for a collective reflection among the experts on the impact of global developments on the future of work and skills in the developing and transition countries. It is designed specifically to create a productive 'peer exchange', contribute to the spirit of teamwork and generate new ideas on the issue. The debates in the workshop are structured around four clusters below:

- **Understanding global trends in economies and labour markets:** What are the most important factors (global and local) that influence the future of work and ultimately skills? What skills sets are more important for the future? What are the opportunities and risks that change brings (positive

and negative developments)? What is the role of different actors (governments, employers, trade unions, communities) in managing change and how can they work together?

- **Specific challenges for the transition and developing countries:** How global forces interact with local realities of the ETF Partner countries? How do country-specific trends and sectoral drivers shape current and future labour markets, such as diverse economic structures, trade flows, exports, FDIs, demography, migration, climate change? Are there region-specific trends that characterise the demand for skills and skills formation systems in the ETF Partner Countries?
- **Type and degree of changes identified in the ETF Partner Countries:** What are the concrete changes spotted in the economic structures and labour productivity in each region (i.e. changing share of sectors, offshoring, reshoring, FDIs, free-lance online work)? What are the opportunities identified; e.g. productivity gains, flexibility, more trade and exports, integration in the global value chains, information availability, access to know-how? What are the possible risks; e.g. lower participation/ unemployment, inequalities, segmentation, forced emigration? Has the EU (through accession or AA/DCFTA) affect or support the trends?
- **Policy responses and strategic choices to manage transition in the ETF Partner Countries:** What vision exists for the future of economy and society in the ETF Partner Countries? Do their economic and human capital development policies support the transition to the future by taking into account future skills needs? What has been done in foresight or forecasting the future skills? Are there specific policy targets set for the future (ie. digital skills, key competences, soft skills)? Are “new” visions, concepts and curricula arisen within the education and VET systems?

## OBJECTIVE

The objective of the workshop is to have a structured debate among the relevant experts on the impact of global developments on the future of work, and ultimately, on skills in the developing and transition countries.

## OUTCOME

The results of the workshop will feed in the drafting of “issues paper”. The paper will be presented at an ETF International Conference on the future of skills in developing and transition countries on 21-22 November 2018 in Turin (Italy).

## Day one, 26 April 2018, Thursday

Chairperson: Xavier Matheu de Cortada, ETF

09:15 – 09:30	Registration
09:30 – 09:40	<b>Welcome and introduction</b> , Cesare Onestini, Director of ETF
09:40 – 11:30	<p><b>Session 1: Global trends in economies and labour markets that influence the future of work</b></p> <p><b>Moderator:</b> Xavier Matheu de Cortada, ETF</p> <ul style="list-style-type: none"> <li>• Keynote presentation, Rafael Popper, VTT Technical Research Centre of Finland (15')</li> <li>• A round table of reflections (10' each) on specific aspects of the future of work <ul style="list-style-type: none"> <li>✓ Ivana Pais, Catholic University of Milan</li> <li>✓ Jiri Branka, Cedefop</li> <li>✓ Giorgio Vernoni, Luigi Einaudi Centre of Research (Torino)</li> <li>✓ Olga Strietska-Ilina, ILO (video connection- tbc)</li> <li>✓ Mantas Sekmokas, European Commission (DG Employment)</li> <li>✓ Funda Celikel Esser, EC Joint Research Centre (JRS) (tbc)</li> </ul> </li> </ul> <p>Questions and discussion</p>
11:30 – 12:00	Coffee Break
12:00 – 13:00	<p><b>Session 2: Introduction to the ETF work and team on the future of work and skills and methodological discussion</b></p> <p><b>Moderator:</b> Francesca Rossi/ Daniela Clara, ETF</p> <ul style="list-style-type: none"> <li>• Introduction of the ETF work and team (ice-breaker)</li> <li>• Presentation of the analytical framework on the impact in developing/transition countries, Rafael Popper, VTT</li> <li>• Short interventions of six regional/national experts on their suggested regional/national inputs (1-page abstracts)</li> </ul> <p>Questions and discussion</p>
13:00 – 14:00	Lunch Break
14:00 – 15:30	<p><b>Session 3: Panel discussion on specific trends spotted in economic and demographic developments in transition and developing countries</b></p> <p><b>Moderator:</b> Ummuhan Bardak, ETF</p> <ul style="list-style-type: none"> <li>• Oleksandra Betliy, Eastern Partnership region</li> <li>• Mihail Arandarenko, Western Balkans region</li> </ul>

	<ul style="list-style-type: none"> <li>• Sami Zouari, Maghreb region</li> <li>• Gulmira Asanbaeva, Central Asia</li> <li>• Mehtap Akguc Coublucq, Turkey</li> <li>• Eli Eisenberg/ Osnat Ester Hacmon, Israel</li> </ul> <p>Questions and discussion</p> <p><b>Emerging trends:</b> Rafael Popper/ Torsti Loikkanen, VTT</p>
15:30 – 16:00	Coffee break
16:00 – 17:30	<p><b>Session 4: Panel discussion on specific trends spotted in labour market and employment in transition and developing countries</b></p> <p><b>Moderator:</b> Ummuhan Bardak, ETF</p> <ul style="list-style-type: none"> <li>• Oleksandra Betliy, Eastern Partnership region</li> <li>• Mihail Arandarenko, Western Balkans region</li> <li>• Sami Zouari, Maghreb region</li> <li>• Gulmira Asanbaeva, Central Asia</li> <li>• Mehtap Akguc Coublucq, Turkey</li> <li>• Eli Eisenberg/ Osnat Ester Hacmon, Israel</li> </ul> <p>Questions and discussion</p> <p><b>Emerging trends:</b> Rafael Popper/ Torsti Loikkanen, VTT</p>
17:30 – 18:00	<b>Conclusions of day one,</b> Rafael Popper/ Torsti Loikkanen, VTT
19:30	Dinner

## Day two, 27 April 2018, Friday

Chairperson: Francesca Rosso, ETF

09:30 – 09:45	<b>Summary of the day one</b> , Francesca Rosso, ETF
09:45 – 11:30	<p><b>Session 5: Round table on policies and strategies to respond to future challenges in transition and developing countries</b></p> <p><b>Moderator:</b> Rafael Popper/ Torsti Loikkanen, VTT</p> <ul style="list-style-type: none"><li>• Oleksandra Betliy, Eastern Partnership region</li><li>• Mihail Arandarenko, Western Balkans region</li><li>• Sami Zouari, Maghreb region</li><li>• Gulmira Asanbaeva, Central Asia</li><li>• Mehtap Akguc Coublucq, Turkey</li><li>• Eli Eisenberg/ Osnat Ester Hacmon, Israel</li></ul> <p>Questions and discussion</p> <p><b>Emerging findings:</b> Ummuhan Bardak, ETF</p>
11:30 – 12:00	Coffee break
12:00 – 13:00	<p><b>Session 6: Conclusions and next steps</b></p> <ul style="list-style-type: none"><li>• Wrap-up and conclusions, Rafael Popper, VTT</li><li>• Inputs for the ETF corporate conference, Joanna Anstey, ETF</li><li>• What to do next (roles, tasks and timetable), Ummuhan Bardak, ETF</li></ul>
13:00 – 14:30	Lunch