

Inter-regional Technical Forum on

Skills for Trade, Employability and Inclusive Growth

Sharing knowledge and lessons learned from implementing the ILO STED programme and applying the G20 Training Strategy for A Skilled Workforce for Strong, Sustainable and Balanced Growth

Concept Note and Agenda

Siem Reap, Cambodia

30 - 31 May 2017

Purpose

Organised within the framework of the Swedish International Development Cooperation (SIDA)–funded “Scaling up Skills for Trade and Economic Diversification (STED)” project and the Korea International Cooperation Agency (KOICA)-funded “Skills for Employment and Productivity in Low-Income countries” project, this Inter-regional Technical Forum provides an opportunity to share knowledge experiences, ideas and lessons learned among a range of stakeholders from different countries.

Conference objectives:

- Discuss skills challenges and drivers of change and implications for skills development for trade, employability and inclusive growth;
- Highlight lessons learned and increase visibility of good practices in the ILO development cooperation projects on skills for trade and skills for inclusive and sustainable growth.

Rationale and background

Globalization offers opportunities to accelerate economic development, increasing output and incomes, and to diversify in economic sectors offering opportunities for growth in productive and higher value-added employment. It also brings challenges where investment in human capital becomes vital for workers and enterprises to adjust to change and remain competitive in global markets. Skills development is also instrumental for access to productive employment and in ensuring that no one is left behind. The International Labour Conference concluded in 2008 that connecting skills development to broader growth, employment and development strategies requires that “governments, working with the social partners, build policy coherence in linking education and skills development to today’s labour markets and to the technology, investment, trade and macroeconomic policies that generate future employment growth”. Inter-ministerial collaboration and mobilisation of social partners are key to building policy coherence between trade and skills development. Engaging employers and trade unions in aligning skills development and trade policies can resolve the paradox



of high levels of unemployment or underemployment coinciding with large numbers of unfilled vacancies. Pillars of successful training strategies for development identified by the [G20 Training Strategy](#) in 2010 include: anticipating future skills needs, participation of social partners and sectoral approaches, labour market information and employment services, broad access to training to disadvantaged groups, amongst others.

This Technical Forum builds on the discussion of the previous regional knowledge-sharing workshop on Trade and Skills organised in Cairo in October 2014 and highlights the vast experiences obtained implementing the G20 Training Strategy, more concretely including sectoral approaches in skills needs anticipation and provision. The shift in projects' implementation from the Arab States to other parts of the world, in particular Asia and Africa, is now reflected in the current Forum. Discussions will share global findings and at the same time benefit from a greater representation of constituents from the Asian region which have been particularly active in the development cooperation in skills for trade and inclusive growth while also providing a platform for others who are not familiar with the STED programme to learn from the experiences shared and its practical application within their country's context.

Moreover, the event provides a stage for the ILO and its implementing partners to share information, successes and lessons learned on skills for productive and decent work in low-income countries, in line with the G20 Training Strategy.

About ILO STED programme

The ILO's STED programme provides sector level technical assistance in identifying the skills development strategies required for future success in trade and economic diversification. STED initiatives work with national and sectoral stakeholders to understand the strategic development challenges of each target sector, and the contribution that skills development can make to address those challenges. They enhance coordination between trade, development and skills policies. They identify strategies to meet the skill needs identified. STED projects continue beyond the analysis to assist stakeholders and other development partners in implementing these skills development strategies. The Programme aims to develop the capacity of national partners to institutionalise this analytic and implementation process within their country.

STED was piloted in four countries between 2010 and 2012. Since then, it has been mainstreamed under projects supported by SIDA, the Russian Federation and the Aid for Trade Initiative for the Arab States. STED has been implemented in Cambodia, Egypt, Jordan, Malawi, Myanmar, Tunisia and Viet Nam. The most recent addition to the STED family are Benin, Ghana, Guatemala, Morocco and Philippines, funded through the EU-funded "Strengthening the Impact of International Trade on Employment" project.

About the Skills for Employment and Productivity in Low-Income Countries project

The KOICA supported project aims to implement the commitments of the G20 Development Working Group (DWG) in the area of human resources development by supporting target countries in designing, implementing and assessing improvements in selected "building blocks" of their skills development systems in order to better connect training to productive and decent work.

The project is active in two countries. In Mozambique, this objective is met through the effective delivery of a community-based training programme designed to promote local economic and



employment opportunities and related skills training for rural women and men in targeted communities in the Cabo Delgado Province. In Nepal, it focuses on the Key building blocks of public employment services and labour market information systems and aims at increasing the capacity of district Employment Centres to identify job growth potential, assess skill needs, and provide better information to young persons, their families, and local training providers.

A third and equally important component is knowledge sharing. Specifically, the project provides for expanded outreach of information, statistics, and lessons learned among low-income countries (LICs) and G20 members and works to strengthen institutional capacity to maintain knowledge sharing among countries, international agencies and between the public and private sector on skills for employment.

Intended audience

The Technical Forum is intended to facilitate technical discussion and knowledge sharing among experts and project partners including development partners and donor agencies, government officials, employers' and workers' organizations and providers of education and training in countries targeted under relevant ILO programmes and projects, and international organisations.

Agenda (30-31 May, 2017)

Tuesday 30 May, 2017	
08:00-08:30	Registration
08.30-09:00	Opening Session
Opening remarks	<p>Moderator: Mr. Peter Rademaker, Head of Development Partners Relations Unit, ILO</p> <ul style="list-style-type: none"> • Ms. Olga Strietska-Ilina, Leader of Work Area Skills Strategies for Future Labour Markets, Skills and Employability Branch, ILO • Mr. Magnus Saemundsson, First Secretary, Embassy of Sweden in Cambodia • Mr. Jeong Yun Gil, Country Director, KOICA office in Cambodia • Mr. Mauro Ferrão, Confederation of Economic and Business Associations of Mozambique (CTA) • Mr. Indra Deo Mishra, Executive Member/Formal General Secretary, Joint Trade Union Coordination Committee (JTUCC) • H.E. Ith Sam Heng, Minister of Labour and Vocational Training of Cambodia
09:00-10:40	Introduction session: Scene setting
Plenary presentations	<p><i>The session will set out the context, main themes and issues for the Forum. It will address the role of skills in trade and inclusive growth. It will also address the role that anticipating and matching skills needs plays in relation to broader policy globally and in the Asia-Pacific region.</i></p> <p><i>Curtain raiser video</i></p>



	<p>Moderator: Mr. Peter Rademaker, Head of Development Partners Relations Unit, ILO</p> <p><i>Keynote address: Prof John Buchanan</i></p> <ul style="list-style-type: none"> Do skills matter for trade and inclusive growth? <p><i>Presentations:</i></p> <ul style="list-style-type: none"> Ms. Olga Strietska-Ilina, ILO Geneva Anticipating and matching skills for key drivers of change and policy mix Ms. Laura Brewer, ILO Geneva Skills and inclusive growth Ms. Akiko Sakamoto, ILO Bangkok Matching skills for the future of work and regional integration in Asia and the Pacific <p>Q&A</p>
10:40 – 11:00	Coffee break and group photo
11:00 – 12:30	Thematic session 1: Skills and Trade
Plenary presentations	<p><i>This session will explore opportunities and challenges created through globalization and trade and how this translates into skills for better jobs and strong businesses. It will focus on the findings of joint research between the WTO and the ILO on Investing in Skills for Inclusive Trade and Growth. This will be followed by three case studies on skills needs in tradable sectors identified and addressed under the ILO's STED Programme.</i></p> <p>Short Video on STED in Cambodia, Myanmar and Malawi</p> <p>Moderator</p> <ul style="list-style-type: none"> Dr. Godfrey Kafere, Ministry of Labour of Malawi <p>Keynote presentation on ILO-WTO research on Skills and Trade</p> <ul style="list-style-type: none"> Mr. Cornelius Gregg, ILO Geneva, and Mr. Marc Bacchetta, Economic Research and Statistics Division, WTO <p>Case studies from STED (key partners, main skills issue, key skills needs, actions)</p> <ul style="list-style-type: none"> Ms. Daw Khin Than Win, Deputy Director General, Ministry of Hotel and Tourism (MOHT) <ul style="list-style-type: none"> STED Myanmar (Tourism) Mr. Beyani Munthali, Employers' Consultative Association of Malawi <ul style="list-style-type: none"> STED Malawi (Horticulture Sector) Mr. Tep Navy, Deputy Director General, DGTVET, MOLVT, Cambodia <ul style="list-style-type: none"> STED Cambodia (Light Manufacturing and Food Processing Sectors) <p>Q&A</p>
12:30-14:00	Lunch



14:00-15:15	Thematic session 2: Skills and Economic Diversification
Panel discussion	<p><i>Skills play an important enabling role in strategies to diversify economies, thereby improving employment opportunities and increasing economic resilience. In many cases, the range of products produced in developing countries is overly narrow and largely focused on basic products. In a fast changing world, this tends to lock them into a poor economic structure with limited opportunities for decent productive employment. What is more, the lack of diversification exposes them to trade shocks. The panelists will address the practical role of skills in meeting the challenges of economic diversification.</i></p> <p>Moderator</p> <ul style="list-style-type: none"> Mr. Magnus Saemundsson, SIDA <p>Panelists</p> <ul style="list-style-type: none"> H.E. Penn Sovicheat, Director General, Internal Affairs, Ministry of Commerce of Cambodia Mr. Kouch Somean, Deputy Director General , National Employment Agency of Cambodia Mr. Joy Hara, Chief Economist, Ministry of Industry and Trade and Tourism, Malawi Mr. Hyungkyoo Kim, Country Director, KOICA Office in Nepal Mr. Carmine Soprano, Trade & Gender Specialist , World Bank Ms. Eman Alaraj, Policy consultant for Lebanon and Jordan <p>Q&A</p>
15:15-15:45	Coffee break
15:45-17:15	Thematic session 3: Skills, technology and the changing work organization
Presentations followed by a panel discussion	<p><i>Technological change and innovation drive ever changing demand for skills and push for changes in work organisation to achieve higher productivity and competitiveness. Yet, skills constraints and lack of modern business strategies of human resource management impose limits in deploying technologies and adjusting to change effectively. Transfer and access to modern technologies and related skills are vital for achieving a fair distribution of the economic returns. Skills are central for high performance work organization. The panelists will share their perspectives on changing skill needs and implications, including the perspectives of workers and employers.</i></p> <p>Moderator</p> <ul style="list-style-type: none"> Ms. Olga Strietska-Ilina, ILO Geneva <p>Presentations</p> <ul style="list-style-type: none"> Mr. Dmitry Sudakov, Moscow School of Management SKOLKOVO, Russian Federation (Skills and Technology Futures)



	<ul style="list-style-type: none"> • Ms. Renée Tan, Institute for Adult Learning Singapore (high performance work organisation, incl. MSMEs) <p>Panelists</p> <ul style="list-style-type: none"> • Mr. Alexandre Munguambe – General Secretary of The Workers ' Organization of Mozambique – Central Sindical (OTM-CS) • Ms. Eng Sopheap, Cambodian Federation of Employers and Business Associations (CAMFEBA) • Mr. Joseph Kankhwangwa, Malawi Congress of Trade Unions • Mr. Tameem El Dawy, Egyptian Food Export Council • Mr. Mauro Ferrão, Confederation of Economic and Business Associations of Mozambique <p>Q&A</p>
17:15-18:15	Networking reception

Wednesday 31 May, 2017	
09.00-10.20	Thematic session 4: Skills and Inclusive growth
Presentations followed by a panel discussion	<p><i>Effective skills development is central to productivity, innovation and social inclusion. Countries have committed to eliminate gender disparities in education and ensure equal access to all levels of education and vocational training for the vulnerable (SDG4, target 4.3). This session presents practical examples of action on the ground, focused on women, rural communities and disadvantaged youth.</i></p> <p>Short video</p> <p>Moderator</p> <ul style="list-style-type: none"> • Ms. Laura Brewer, ILO Geneva <p>Presentation</p> <ul style="list-style-type: none"> • Ms. Makiko, Matsumoto, Employment Specialist, ILO Bangkok • Ms. Karina S. Veal, Senior Education Specialist, Asian Development Bank <p>Panelists</p> <ul style="list-style-type: none"> • Ms. Naomi Lintini, CTA of ILO's "Scaling up STED" project in Malawi • Mr. João Massingue, Delegate of the National Institute for Employment and TVET, Cabo Delgado, Mozambique • Mr. Jiwan Kumar Rai, Under Secretary, Ministry of Labour and Employment, Nepal • Mr. Mahendra Prasai, Employment Counsellor/Employment Service Centre, Nepal



	Q&A
10:20-10:50	Coffee Break
10:50-12:10	Thematic session 5: Skills and just transition to environmental sustainability: lessons learned from projects
Plenary presentations	<p><i>Environmental sustainability is necessary for preserving the environment and to sustain economic activities that depend on it. Greening economies can mean replacing existing activities with more sustainable alternatives, or it can imply modifying economic activities to make them more environmentally sustainable. Both have major skills implications. The panellists in this session will share experiences of skills-focused initiatives to achieve more environmentally sustainable and inclusive development.</i></p> <p>Moderator</p> <ul style="list-style-type: none"> • Christine Hofmann, ILO Cairo <p>Presenters</p> <ul style="list-style-type: none"> • Mr. Bienvenido Claravall, International Expert (Green competencies for tour guides in Myanmar) • Mr. Vu Quoc Tri, Vietnam National Administration of Tourism (Sustainable Tourism Vietnam) • Mr. Mahando Assane, National Fund for Energy (FUNAE) of Mozambique in Nampula, Mozambique • Mr. Eunsang Cho, UNESCO Bangkok office <p>Q&A</p>
12:10-13:40	Lunch
13:40-15:10	Thematic session 6: Effective Skills Response Measures: lessons from projects
Presentations followed by a panel discussion	<p><i>This session will start by sharing practical experiences of implementation of skills development responses drawn from ILO projects. This will be followed by a panel discussion on good practices in bridging skills to trade, employability and inclusive growth and effective skills response measures.</i></p> <p>Moderator</p> <ul style="list-style-type: none"> • Ms. Carmela Torres, ILO Bangkok <p>Presentations</p> <ul style="list-style-type: none"> • Ms. Bolormaa Tumurchudur-Klok and Mr. Karim Toumi <ul style="list-style-type: none"> ○ STED lessons and implementation measures – synthesis ○ STED implementation in Tunisia • Mr. Saurav Ram, National Project Coordinator, ILO CO Kathmandu <ul style="list-style-type: none"> ○ Lessons from the LiFE project



	<p>Panelists</p> <ul style="list-style-type: none"> • Ms. Ana Cristina Paulo, National Project Coordinator, “Skills for Employment and Productivity in Low Income Countries” Project/TREE • Ms. Virpi Stucki, Business Partnership Officer, UNIDO • Ms. Irene Isaac, International Expert, Philippines <p>Q&A</p>
15:10-15:40	Coffee Break
15:40-16:40	Concluding Session
Concluding panel discussion	<p><i>The panel will address lessons learned from projects during the Forum and the potential for adaptation of measures in other countries. The panellists will discuss skills policy implications to meet the challenges of the future and the way forward to build upon the achievements and ensure their sustainability.</i></p> <p>Moderator Ms. Olga Strietska-Ilina, Leader of Work Area Skills Strategies for Future Labour Markets, Skills and Employability Branch, ILO</p> <p>Panelists:</p> <ul style="list-style-type: none"> • Dr. Godfrey Kafere, Director of TVET, Ministry of Labour of Malawi • U Myo Aung, Permanent Secretary, Ministry of Labour, Immigration and Population of Myanmar • Mr. Alexandre Munguambe – General Secretary of The Workers ' Organization of Mozambique – Central Sindical (OTM-CS) • Mr. Hansa Ram Pandey, Director, Federation of Nepalese Chamber of Commerce and Industries, FNCCI, Nepal • Mr. Magnus Saemundsson, First Secretary, Embassy of Sweden in Cambodia • Mr. Hyungkyoo Kim, Country Director, KOICA Office in Nepal

The Global Skills for Employment Knowledge Sharing Platform (Global KSP)

The Global KSP is a collaborative tool for accessing information and sharing experiences from international organizations, governments, employers, businesses and trade unions on *what works* to improve employability and productivity. Content on the site covers a number of policy issues or themes addressing some of the most pressing skills challenges facing economies today, including, among others, anticipating future skills needs, rural employment, labour market information and employment services, gender equality, and youth employment.

Forum participants will have an opportunity to discover and learn more about the Global KSP as well as how to contribute their knowledge products during registration and selected coffee breaks.

To access the site: www.skillsforemployment.org

