



International Labour Conference

109th Session, Geneva, 2021

Date: 15 September 2021

► Shaping skills and lifelong learning for the future of work

Suggested points for discussion

Considering the opportunities to be seized and challenges to be addressed, the ILO constituents are asked to provide guidance on the following matters.

1. What are the key challenges and opportunities for skills and lifelong learning in a changing world of work, further impacted by the COVID-19 pandemic, to: (a) foster the creation of decent work and productive employment for all; (b) enhance workers' capacity to make use of the opportunities available for decent work and improve productivity of enterprises (including with a focus on SMEs); and (c) promote inclusive, gender-sensitive, and sustainable development while contributing to the achievement of the Sustainable Development Goals?
2. How can key elements of skills systems including policies, governance, skill needs anticipation, financing and delivery be shaped and, where needed, modernized, while addressing the changes and disruptions caused by the COVID-19 pandemic, to: (a) ensure more equitable and effective access to high-quality lifelong learning for developing productive capabilities and providing access to productive and freely chosen employment and decent work for all; (b) reduce skills mismatches, underutilization, and gender segregation; (c) enable more effective engagement by key actors (including teachers, trainers, TVET centers and tripartite constituents); (d) capitalize on the potential of new technologies to foster digital learning and digitization of skills systems accessible to all; (e) recognize all forms of formal, and where appropriate, informal and non-formal learning; (f) promote the development of core skills (including human and social skills); and (g) foster supporting culture and mindset to facilitate this transformative process.
3. What are the roles and responsibilities of governments and social partners for realizing the transformative potential of skills, lifelong learning, training and education for all, including for the empowerment of women? How can governments and social partners develop and introduce more effective and sustainable governance and financial models? What are the most effective ways to strengthen social dialogue and tripartite governance in skills development and lifelong learning?
4. In line with the ILO Centenary Declaration for the Future of Work and to strengthen ILO's global leadership on skills and lifelong learning, what should be the core

elements of an ILO skills and lifelong learning strategy that makes use of all means of action including research, standards, technical assistance and development cooperation? What would enable the Office to provide enhanced support to constituents to facilitate the adaptation to changes, move beyond the crisis and build back better through skills and lifelong learning, foster policy coherence and co-ordination and ensure decent work and productive employment for all? How can such a strategy take into account the diversity of countries and regions, gender equality, and the needs of all workers including disadvantaged groups? How can the ILO provide support to constituents on the potential impacts of digital and other technologies on skills and lifelong learning? How can the ILO improve investments to implement this strategy?