



**Session name: Session 1.2 Future of work: realizing young people’s full potential**

**Session date: Day 1, 23rd May 2022, 13:30 – 15:00**

**Session Objective**

The future of work (FoW) is being shaped by four main mega trends: globalization, technology, demography, and climate change. Each of these trends brings about new opportunities for the region’s labor markets but also new challenges in terms of the new and emerging modes of work. This session aims to identify the sectors and jobs that are most promising for FoW in the region. Furthermore, it will highlight existing promising practices, and recommend measures to make skills and lifelong learning activities, as well as social protection policies and labor regulations, responsive to these global drivers of change, and take full advantage of demographic changes and dividends, ensuring inclusive prosperity.

This session aims to discuss the main opportunities as well as challenges that the Future of work presents to youth in the region, and to develop clear recommendations on how best to take advantage of the opportunities and tackle the challenges.

Objectives:

- Highlight the changes that the mega trends (technology, demography, climate change and globalization) would bring in the world of work and impact young people’s transition to work
- Develop a common understanding on the policies that are needed for linking skills training, social protection, and active labour market programs to ease young people’s transition to decent work
- Identify the sectors and jobs that are most promising for FoW in the region, as well as the challenges it presents in terms of the types of jobs it can destroy\_
- Highlight promising practices and recommend measures to make skills and lifelong learning activities, social protection systems and employment service systems responsive to the global drivers of change

**Session Speakers**

Panel:

<b>Nathalie Bouche [Moderator]</b>	Senior Strategic Advisor, Inclusive Growth, UNDP RBAS
<b>Mr Naserddine Nsibi</b>	Minister of Employment and Vocational Training, Tunisia
<b>Dr Salim Araji</b>	Senior Economic Officer, ESCWA, Lebanon
<b>Mr Ghaleb Al Azeh</b>	Technical Director and Principal Investigator of Studies, Jordan
<b>Ms Farah Hourani</b>	Fashion Designer, Jordan
<b>Mr Mohamad Saif Eddin</b>	Minister of Social Affairs and Labor, Syria
<b>Mr Amr Farouk Abdelkader</b>	Meshwary Program Director, Egypt

**Session Outcomes**

**Mr Naserddine Nsibi** spoke about how the Future of Work brings with it new opportunities for the region’s youth but also new challenges- one key challenge is to adapt social protection systems and labour regulations to ensure these new jobs are decent jobs.

**Dr Salim Araji** talked about the well-documented skills mismatch in Arab Labor markets today, and with the new and emerging modes of work the importance of skills rather than degrees or certificates is even higher.

**Ghaleb Al Azzeh** gave an intervention on the fact that Arab labour markets are rapidly changing due to the change in the age structure of the population. This is commonly referred to as the “demographic dividend”

**Ms Farah Hourani** shared insights on the challenges and opportunities in the creative industries based on her personal experience and those of her fellow creative entrepreneurs.

**Mr Mohamad Saif Eddin** elaborated on how governments can enhance the capacities of young people to successfully transition from school to work in light of the fast-changing labour markets and continuous needs for reskilling and upskilling beyond formal education.

**Dr Amr Farouk Abdelkader** provided his insight on the most pertinent policy reforms needed to promote the future of work and how we can ensure that we are on the right path towards skills transformation and what are the critical ingredients for success.

#### **Key messages and takeaways**

- The importance of learning digital skills
- Discrepancy between required skills, disciplines and the labor market.
- Importance of cooperation with the private sector (to support young people)
- The importance of integrating technology with human resources
- The most important skills required today are digital skills and soft skills (communication, creative thinking...)
- All panelists highlighted the importance of enhancing women's and young people's economic participation in policymaking, telecommuting (we learned this during the coronavirus pandemic), young people's engagement and participation in policymaking, searching for the required skills in the market.
- The need for green jobs and the importance of raising awareness about them.
- The need for resources available in Arabic (to be accessible to creators' males and females, For simple or free costs.
- The importance of providing flexibility, social protection, continuity, development... and other standards in the work environment.
- Promote the so-called culture of work i.e., awareness about rights, obligations, policies...
- Digital literacy will be accessible for all.
- The big need for remote learning
- Working with young people to promote an education and training system based on their needs.
- The need to integrate technology with human resources.
- Rehabilitation of sectors to activate demand for digital skills.
- Operationalizing the National Human Resources Development Strategy.
- Develop an entrepreneurship path.
- Establishment of youth empowerment programs.
- Need for contemporary research and the importance of having research programs led by youth.

#### ● **Policy recommendations**

- Activate compulsory and free lifelong education policies in addition to vocational guidance.
- Amend the Labor Code to take into account workers' health and legal safeguards.
- Adaptation of Curricula
- Promoting collaboration between the Private and Public sector.
- Young people's involvement in the formulation and development of labor market and education policies
- Provide government mechanisms to support youth employment through the provision of contributions.
- Rehabilitation of sectors to activate demand for digital skills.
- Operationalizing the National Human Resources Development Strategy.
- Develop an entrepreneurship path.
- Establishment of youth empowerment programs.
- Need for contemporary research and the importance of having research programs led by youth.