

International Conference on Jobs and Skills Mismatch

May 11-12, 2017 Geneva, Switzerland.



Background

High and persistent levels of unemployment, together with job vacancies that remain unfilled, are often attributed to mismatches between jobs and skills. However, the idea of skills mismatch does not always explain why employers are unable to fill the vacancies they have. Skill mismatches are driven by low quality education and systems, demographic change, rapid technological development, new sources of job creation and newly created forms of work organization. Regardless, skills mismatch can negatively affect labour market outcomes, workers' productivity, competitiveness and economic growth. Consequently, due to its impact on rising unemployment, the topic is a priority for ILO tripartite constituents and directly linked to the ILO's work on employment and its Future of Work Initiative. In this context, the ILO's Global Product on Jobs and Skills Mismatch has been launched to undertake new research, develop new knowledge products and provide support to constituents on how they can better understand the labour market impact of various forms of skill mismatch. The Global Product will also contribute to the 2030 Sustainable Development Agenda by proposing measures for both developed and developing countries to promote jobs and reduce skills mismatches, as well as to improve the quality and relevance of skills and job creation systems.

Introduction

The International Conference on Jobs and Skills Mismatch is being held to discuss some of the outputs of the ILO Global Product on Jobs and Skills Mismatch. It will discuss both new research on the different forms of mismatch and the measurement challenges that impact our understanding of this issue. For this reason, the Conference will provide a global perspective on the topic by presenting insights from the Asia Pacific, Europe, Latin America and Africa regions. The Conference will also discuss the policy implications of skills mismatch and suggest useful measures to counteract the different types of mismatch that occur.

The Conference aims to deepen understanding of the labour market effects of various types of skill mismatch and how they can be best measured in different country contexts. It will include ILO research and also present the work of other partner international organizations.

Conference Objectives

The first Conference on Jobs and Skills Mismatch will be held in the ILO from 11-12 May 2017. The Conference will focus on presenting the outcomes of research and analysis conducted by the ILO under the global product and will make emphasis on the labour market impact of skills and jobs mismatches in different countries. The research under the ILO global product on jobs and skills mismatches aims to develop an understanding of the drivers and impacts of skills mismatch in different country circumstances and to assess the impact of the informal economy, including undeclared work on skills mismatches. In this context, the Conference will focus on:

- defining, measuring and understanding skills mismatch and its consequences in different country settings;
- the relationship between skills mismatches and patterns of job creation and destruction in different country contexts;
- different combinations of employment and skills policies to more effectively counter mismatches in developed and developing countries.

The Conference will also draw on related work from other organizations including CEDEFOP, OECD, the World Bank, the Inter-American Development Bank and the World Economic Forum to take stock of global perspectives on mismatches between skills and jobs.

The Conference will provide a unique opportunity for information sharing and discussion on the issue of jobs and skills mismatch. The event will also serve to validate the development of tools and resources proposed through the ILO's global product on Jobs and Skills Mismatch, and will inform the ILO Future of Work initiative and ILO's contribution to the 2030 Sustainable Development agenda.

Finally, the Conference will also offer a space to present draft statistical guidelines on skills mismatch intended for discussion at the 2018 Conference of International Labour Statistics (ICLS) and will provide an opportunity to consider policy implications of this work in its entirety so that ILO constituents in the field can be better prepared to deal with the issue of jobs and skills mismatch.

Participants

Among the Conference participants are representatives of the International Labour Office (ILO), the International Organisation of Employers (IOE), the International Trade Union Congress (ITUC), the Organization for Economic Co-operation and Development (OECD), the World Bank (WB), the European Centre for the Development of Vocational Training (CEDEFOP), the World Economic Forum (WEF), the Inter-American Development Bank (IDB), the Asian Development Bank (ADB), the Global Education Forum (GEF) and the United Nations Educational, Scientific and Cultural Organisation (UNESCO) amongst others.

Day 1 : Thursday, 11 May 2017

9:00 - 9:15	<p>Welcome and Introductions Azita Berar Awad, Director Employment Policy Department, ILO</p> <p>Opening Remarks Deborah Greenfield, Deputy Director-General for Policy, ILO</p>
9:15 - 10:15	<p>Keynote Address: Skills Mismatch and Labour Market Signals Prof. Peter Cappelli, Director, Centre for Human Resources, Wharton School, University of Pennsylvania</p>
10:15 - 10:30	<p>Introducing the ILO Global Product on Jobs and Skills Mismatch Paul Comyn, Skills & Employability Branch, ILO</p>
10:30 - 11:00	Morning Tea/Coffee
11:00 - 12:30	<p>The Labour Market Impact of Skills Mismatch: A Global View ILO: Labour Force Survey Data - Seamus McGuinness, Economic and Social Research Institute, Dublin. World Bank: STEP Data on Skills Mismatch - Michael Handel ILO: School-To-Work Transition Survey - Olga Kupets OECD: PIACC Data on Skills Mismatch - Glenda Quintini Convenor: Olga Strietska-Ilina, Skills & Employability Branch, ILO</p>
12:30 - 13:15	<p>Panel Discussion: The Global View of Skills Mismatch University of Pennsylvania: Prof. Peter Cappelli NITI Aayog India: Sunita Sanghi Singapore National Trades Union Congress: Tan Chye Hee Gilbert Business Unity South Africa: Mannie Nazrene Moderator: Azita Berar Awad, Director, Employment Policy Department, ILO Q&A in plenary</p>
13:15- 14:15	Lunch
14:15 - 15:45	<p>Regional Presentations Asia Pacific - ADB: Tania Rajadel Europe - CEDEFOP: Konstantinos Pouliakas Latin America - IDB: Graciana Rucci Eastern Europe, Central Asia & Arab States - ETF/ILO: Eduarda Castel Branco & Patrick Daru Convenor: Sukti Dasgupta, Employment & Labour Market Policies Branch, ILO</p>
15:45 - 16:15	Afternoon Tea/Coffee

16:15 - 17:00	<p>Panel Discussion: Regional Skills Mismatch OECD Local Employment & Economic Development Program: Jonathan Barr Department for Work and Social Economy, Government of Flanders: Raf Boey ITUC Africa : Rhoda Boateng CEOE Spain: Miriam Pinto Lomeña Moderator: Patrick Daru, Decent Work Team for the Arab States, ILO Q&A in plenary</p>
17:00 - 17:45	<p>Panel Discussion: Skills Mismatch Policy Responses ETF: Xavier Matheu University of Witwatersrand South Africa: Prof. Stephanie Allais TUAC France: Anna Byhovskaya EC: Donatella Gobbi Moderator: Paul Comyn, Skills & Employability Branch, ILO Q&A in plenary</p>
17:45	<p>Close Day 1 Cocktail Reception</p>
Day 2 : Friday, 12 May 2017	
9:00 - 9:20	<p>The Future of Work & Labour Markets Sangheon Lee, Research Department Officer-in-Charge & Special Advisor to the Deputy Director-General for Policy, ILO</p>
9:20 - 10:30	<p>The Future of Work & Skills WEF: Till Leopold Manpower Group: Elsa Amouzgar ILO: Olga Strietska-Ilina Convenor: Paul Comyn, Skills & Employability Branch, ILO</p>
10:30 - 11:00	<p>Morning Tea/Coffee</p>
11:00 - 12:30	<p>Panel Discussion on Education and Training Systems and the Future of Work ETUC Brussels: Thiebaut Weber Swiss Federal Institute for Vocational Education and Training: Erik Swars Adecco Group: Menno Bart Employers' Federation of India: Vineet Kaul Moderator: Azita Berar Awad, Director, Employment Policy Department, ILO Q&A in plenary</p>
12:30 - 13:30	<p>Lunch</p>
13:30 - 14:00	<p>Keynote Address: How Useful Is the Concept of Skills Mismatch? Prof. Seamus McGuinness, Economic and Social Research Institute, Dublin. Q&A in plenary</p>

14:00 - 15:00	<p>Measuring Skills Mismatch ILO: Draft ICLS 2018 Statistical Guidelines on Skills Mismatch, Valentina Stoevska ILO: Measuring Skills Mismatch Globally, Andre Gama ILO: Skills Mismatch amongst Migrant Workers, Theo Sparreboom Convenor: Sukti Dasgupta, Employment & Labour Market Policies Branch, ILO</p>
15:00 - 15:45	<p>Panel Discussion on Measuring Skills Mismatch ESRI: Seamus McGuinness OECD: Glenda Quintini ADB: Tania Rajadel Kyiv School of Economics: Olga Kupets Moderator: Olga Strietska-Ilina, Skills & Employability Branch, ILO Q&A in plenary</p>
15:45 - 16:00	<p>Closing Address Azita Berar-Awad, Director, Employment Policy Department, ILO</p>
16:00	<p>Close Day 2 Afternoon Tea/Coffee</p>