



# **FUTURE OF WORK & EDUCATION**

Taskforce Factsheet

TRANSFORMING FOR INCLUSIVE GROWTH

## ▶ B20 Future of Work & Education Taskforce

The future of work and education is at the top of government agendas around the world. New jobs and ways of working are being created while old ones disappear. The 4th Industrial Revolution is transforming the demand for skills and requiring rapid changes in working practices, contractual relationships and training and education systems. Advances in science and technology and new pressures, such as climate change, are creating new fields and industries that require workers, whilst other industries see inevitable decline. The institutions preparing our future generations of workers seem ill prepared for these changes.

The COVID-19 pandemic adds further upheaval. It is accelerating automation and generating the greatest global employment crisis in living memory. A new sense of urgency to tackle these issues is reflected in the priorities of the B20. The current spotlight on employment has strengthened our resolve to implement long-awaited transformations to the way we live, work and learn. This is a chance to repair persistent cracks related to inclusion, equality and social protection. It is also a tremendous opportunity to prepare for the accelerated changes in technology, demographics and environment that are now in sharper focus than ever.

The B20 has consistently advocated for reforms to labor markets and to education and training systems in order to adapt to the fast-evolving future of work. Progress in implementation has been steady, but persistent challenges remain. This year, the B20 Future of Work and Education taskforce recommends policy actions across three broad themes:

### Building confidence, dynamism and resilience in future labor markets

While the immediate need is to ensure a safe economic and employment recovery, we must continue making progress towards an inclusive, diverse and dynamic labor market. This would also mean creating a conducive environment for the formalization of the informal sector.

### Jumpstarting the engines for growth

SMEs and entrepreneurs will have a critical role to play in reviving economic growth and creating jobs. A supportive environment is essential to help SMEs scale and gain access to finance and new markets. The next generation of entrepreneurs need to be equipped for success, including access to necessary training and skills.

### Designing future-ready human capital

Revival from this employment crisis offers a rare opportunity to orient current and future workers towards the skills and jobs of the future. Today's workers need access to lifelong learning, with training and skill-building mechanisms that support the transition to the roles of the future economy. New generations of workers need to be prepared with relevant skills for the future, through upgrades to education curricula and teaching approaches.

The B20 business community is ready, willing and eager to collaborate with G20 governments in mobilizing action to secure a swift and smooth recovery, and in taking clear steps to build a resilient future of work and education.

## Relevance of Taskforce Recommendations for the G20 topics: “Empowering People”, “Safeguarding the Planet”, and “Shaping New Frontiers”



| Future of Work and Education   | Empowering People  | Safeguarding the Planet   | Shaping New Frontiers   |
|--|--|---|---|
| Implement reforms to ensure a safe employment recovery, within a more resilient  | Strengthen inclusiveness and diversity of labor markets, supporting work formalization and social protection           | Promote international standards on occupational health and safety to prevent future waves of COVID-19         | Promote a stable and inclusive technological transformation in the labor market   |
| Proactively enable SMEs and entrepreneurs  | Promote education for entrepreneurship, especially for youth, women and under-represented groups                       | Promote student entrepreneurship that leverages the creativity and energy of young people for societal impact | Implement the G20 SMART Innovation Initiative to enhance access to digital infrastructure, connectivity and digital skills training |
| Boost employability at scale through transformed education and lifelong learning | Build lifelong learning and work transition support, to empower workers at risk of job-loss or technology displacement | Recalibrate education priorities, teaching metrics and incentives towards building a sustainable future       | Embrace new learning models and technologies to improve teaching techniques and environments  |

B20 Saudi Arabia: Transforming for Inclusive Growth

## Recommendations:

### **Building confidence, dynamism and resilience in future labor markets**

**Recommendation 1:** The G20 should implement reforms to ensure a safe employment recovery within a more resilient labor market

#### **Policy Action 1.1: The G20 should coordinate global action to ensure a safe economic and employment recovery**

- Continue to work with social partners and international organizations to monitor the implementation of announcements, the rate of revival and need for further stimulus
- Ask the ILO to promote technical cooperation in the implementation of international standards on occupational health and safety, with the objective of preventing future waves of the COVID-19 pandemic
- Ensure the integrity and continued facilitation of regional and global supply chains
- Coordinate national and regional frameworks and operational mechanisms to facilitate the efficient mobility of workers and flow of skills to where they are most needed to stimulate a swift recovery, including trans-border flows

#### **Policy Action 1.2: The G20 should strengthen inclusiveness, dynamism and diversity of formal labor markets**

- Promote and enable diverse forms of work
- Strengthen inclusiveness of labor markets
- Promote a stable and inclusive technological transformation in the labor market
- Improve overall effectiveness of Active Labor Market Policies (ALMPs)

#### **Policy Action 1.3: The G20 should incentivize the informal sector to formalize**

- Accelerate implementation of ILO Recommendation 204 on transition to the formal economy, which was reinforced in the ILO Centenary Declaration
- Review, reduce and simplify tax, bureaucratic and other structures to encourage formal sector participation, including the digitization of relevant public services (e.g. licensing and permitting)
- Support the formalization of businesses through improved access to business services and basic training on bookkeeping and finance, as well as information on registration systems and tax regimes

## Jumpstarting the engines for growth

**Recommendation 2:** The G20 should proactively enable SMEs and entrepreneurs

### **Policy Action 2.1: The G20 should promote education for entrepreneurship**

- Encourage the teaching of entrepreneurship skills for all through schools, universities, incubators and accelerators, especially for under-represented groups such as women and minorities
- Promote student entrepreneurship that leverages the creativity and energy of young people for societal impact
- Support training opportunities for SMEs and entrepreneurs, including engagement with capacity-building initiatives by businesses, civil society and international organizations

### **Policy Action 2.2: The G20 should develop and implement ambitious support strategies for entrepreneurs**

- Simplify the regulatory environment for SMEs and entrepreneurs by reducing administrative and financial barriers, fostering diverse forms of work and digitizing relevant government processes
- Enhance access to digital infrastructure, connectivity and digital skills training for SMEs and entrepreneurs, through implementation of the G20 SMART Innovation Initiative
- Foster and support female entrepreneurship and female-owned SMEs

### **Policy Action 2.3: The G20 should facilitate access to international markets and finance for SMEs and entrepreneurs**

- Help SMEs to scale and move into foreign markets
- Strengthen SME access to and integration into global supply chains
- Ease access to finance for entrepreneurs seeking global expansion, especially for women

## Designing future-ready human capital

**Recommendation 3:** The G20 should boost employability at scale through transformed education and lifelong learning

**Policy Action 3.1: The G20 should upgrade education systems to align with future labor market needs**

- Close basic education gaps to promote a level playing field for future workers
- Recalibrate teaching metrics and incentives towards future-relevant skills
- Strengthen public-private collaboration to align skills supply and demand

**Policy Action 3.2: The G20 should embrace new learning models and technologies to improve teaching techniques and environments**

- Incorporate learning approaches that focus on non-automatable, advanced “human” skills
- Promote education in technology-related skills
- Invest in technologies that will improve the accessibility, effectiveness and relevance of learning at scale

**Policy Action 3.3: The G20 should build lifelong learning systems that are adapted to adult needs**

- Build lifelong learning infrastructure, including funding models, that are relevant to adult life and work realities
- Identify and empower workers vulnerable to technology displacement
- Ensure portability and transferability of financial means for skilling

## B20 SAUDI ARABIA

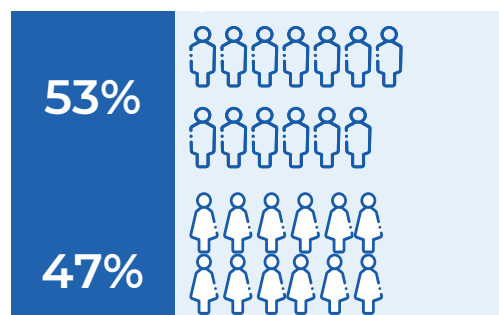
The Business Twenty (B20) is the official G20 dialogue with the business community. On 1 December 2019, Saudi Arabia assumed the G20 and B20 Presidency and became the first country in the MENA (Middle East and North Africa) region to host a G20 Summit. **'Transforming for Inclusive Growth'** is the motto and promise of B20 Saudi Arabia. To deliver on its promise, B20 Saudi Arabia engaged the local and global business community through an action council, six taskforces, two cross-cutting themes and a special initiative.

## FUTURE OF WORK & EDUCATION TASKFORCE

|                    |  |  |
|--------------------|--|--|
| Chair              | <b>Dr. Ilham Mansour Al-Dakheel</b><br>CEO, Dur Alkuttab   |  |
| Deputy Chair       | <b>Dr. Haifa Jamalallail</b><br>President, Effat University  |  |
| Co-Chairs          | <b>David Iakobachvili</b><br>Founder & President, Orion Heritage<br>(Russia)<br><b>Erol Kiresepi</b><br>President, IOE (Switzerland)<br><b>Martin Umanan</b><br>Chief of Staff & Co-Founder, Globant<br>(Argentina)    | <b>Mónica Barragán</b><br>Managing Regional Director,<br>ManpowerGroup (Mexico)<br><b>Naadiya Moosajee</b><br>Co-Founder, WomHub (South Africa)<br><b>Renate Hornung Draus</b><br>Chair of Employment, Labor, and Social<br>Affairs Committee, Business at OECD<br>(BIAC) (France) |
| Knowledge Partners | <b>Accenture</b>   |  |
| Network Partners   | <b>Business at OECD (Organisation for Economic Cooperation and Development)</b><br><b>Council of Saudi Chambers (CSC)</b><br><b>International Organisation of Employers (IOE)</b><br><b>World Economic Forum (WEF)</b> |  |



GEOGRAPHIC REPRESENTATION



GENDER REPRESENTATION

## POLICY DEVELOPMENT PROCESS

