



Turning challenges into opportunities for sustaining jobs and skills during the COVID-19 pandemic

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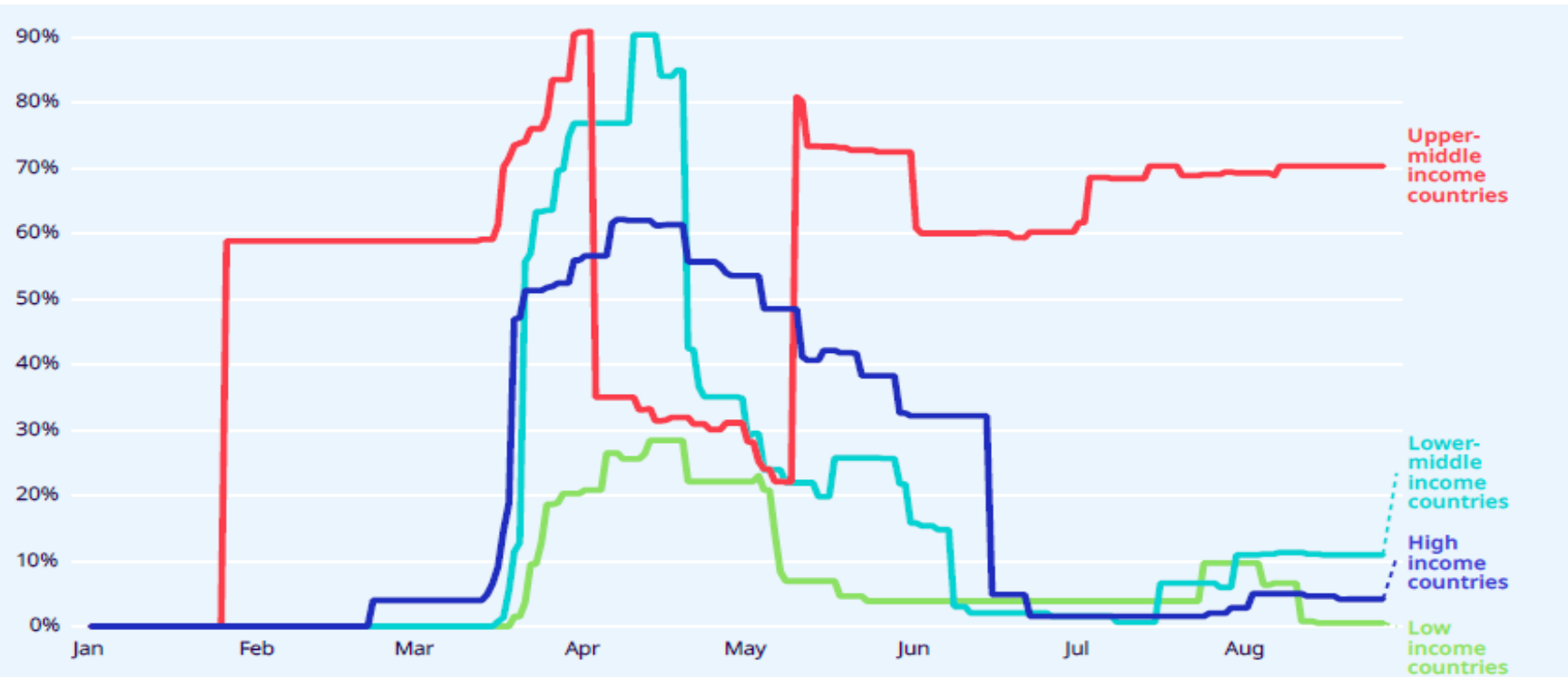
Joint event: COVIDIMPACT – ACT ON SKILLS
10 December 2020



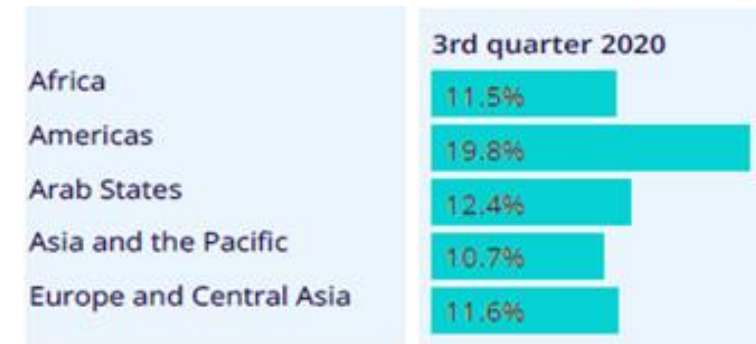
Impact of COVID-19 on labour markets

COVID-19 new lockdown-like conditions...

Share of workers living in countries with required closures for all but essential workplaces covering either the entire economy or targeted areas, by country income group, 1 January–26 August 2020 (percentage)



Job losses
Global: 345 million full-time jobs

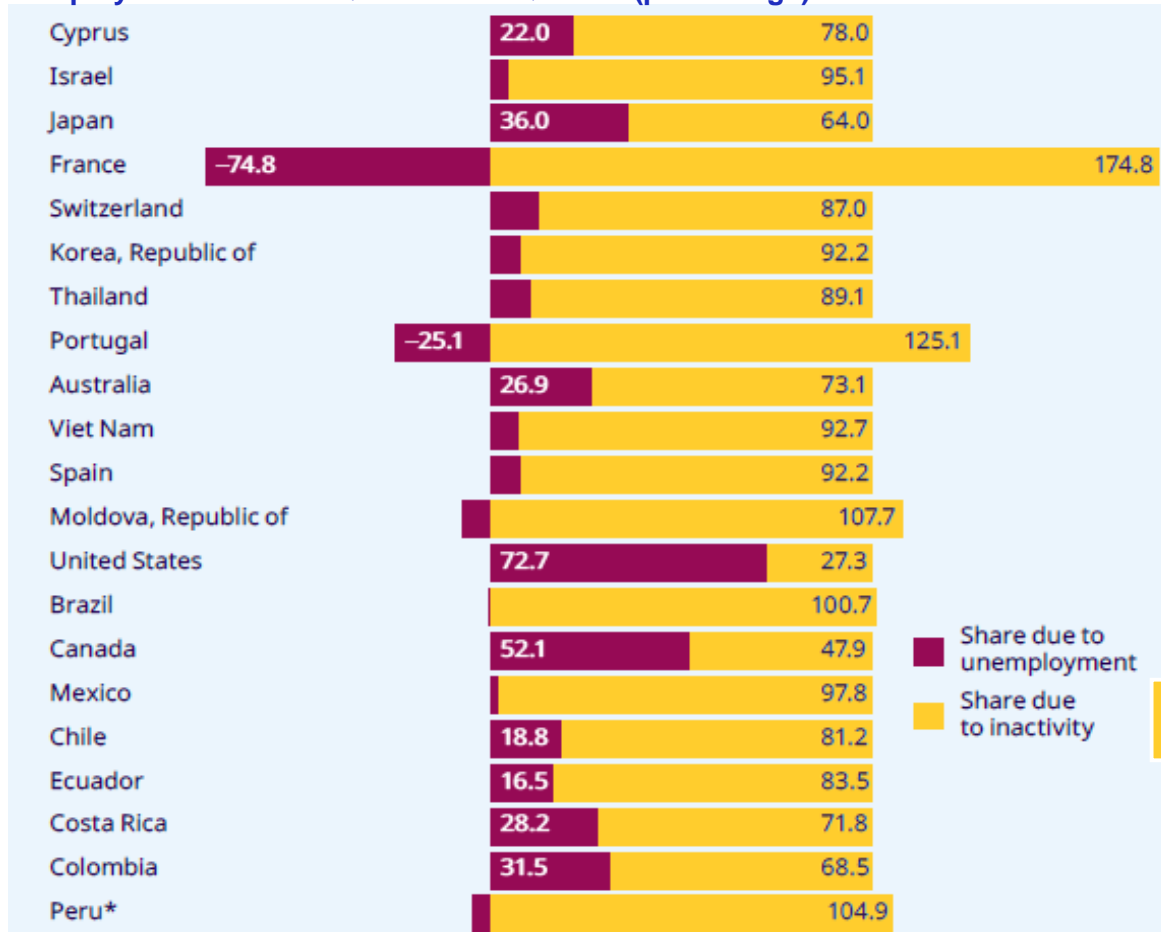


Note: Within each country income group, the share of workers living in countries with required closures for all but essential workplaces includes workers both in countries that enforce such measures for the entire economy and in countries that enforce them only in the most infected areas (i.e. measure types 5 and 4 in figure 1).

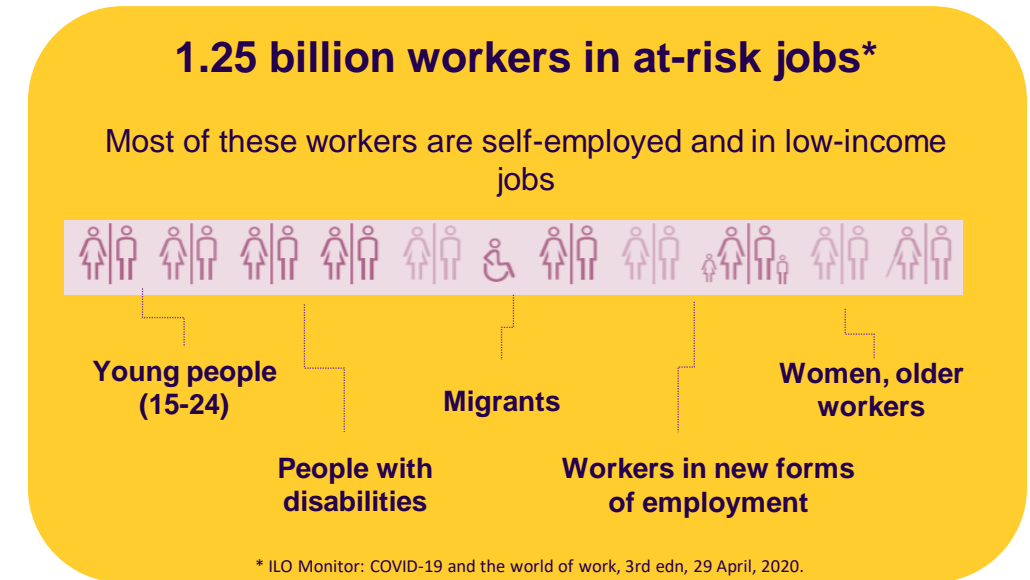
Source: ILOSTAT database, ILO modelled estimates, November 2019; Oxford COVID-19 Government Response Tracker.

Greater increase in inactivity than in unemployment...

Share of increases in unemployment and inactivity in the aggregate decline in employment between Q2/2019 and Q2/2020 (percentage)



Greatest impact on some groups of the population





Responses by public employment services

What has changed?

COVID-19: Labour market policy toolbox

Containment and stabilization



Immediate relief

Cushioning income loss

- Unemployment insurance
- Cash payments
- Universal basic income

Measures of labour market attachment

- Online-based & limited on-site support: counselling and advice, labour market information
- Online skills training, distance learning
- Workers/enterprise reconversion

Recruitment and placement services in essential/active sectors and industries

- Online-based job-matching
- Enhanced recruitment
- Seasonal work programmes, including overseas territories



Facilitation and preservation of jobs

Prevention of lay-offs

- Short-time work / furloughs / work-sharing
- Temporary (agency) work
- Wage subsidies

Re-activation



Lockdowns relaxation



Recovery...

Employment creation

- Public employment programmes
- Temporary work
- Wage and hiring subsidies

Incentives to create own employment

- Self-employment
- Entrepreneurship

Workforce reallocation

- Geographical mobility
- Workforce reallocation
- Skilling, upskilling, re-skilling

Job-searching and matching

- Online-based & on-site delivery: job-matching, career counselling, job counselling, labour market information, case management

▶ What has changed?

- ▶ **Ultimate priority** is the virus containment and mitigation
- ▶ **Service continuity** requires from PES creative and expeditious actions in the context of the pandemic
- ▶ **Wider scope** and need to scale up capacity to cope with soaring demand, still limited use of massive public employment programmes
- ▶ **Delivery methods** with a more intensive use of technology-based delivery channels, face-to-face maintained to ensure inclusiveness
- ▶ **Fiscal gaps** risk of budget cuts to ALMPs as a result of fiscal consolidation

In responding to the impact of COVID-19 on labour markets, there is the need to address...

a double challenge...

Avert a massive surge in employment and inactivity

Technology is also transforming the world of work



Reskilling needs



The global economy needs...

Promoting labour market
attachment

Investments in a human-centred
recovery through sustaining
skills and jobs

Providing
employability-
oriented support



How countries are turning challenges into opportunity?

Sustaining jobs and skills

Improving digital skills for target groups

Some countries have reinforced support for target groups in need of improving and/or acquiring digital skills to keep themselves afloat in the job market

Singapore

Australia



<https://imsilver.imda.gov.sg/test-my-digital-skills/basic-digital-skills>

Delivering support as an integrated package

Improving access to new and emerging jobs

Virtual MEGA internship
and placement to bring
together tech companies
and young jobseekers

India



FICCI Centre of Excellence for Career Counselling

Online training and job
fairs online

Uruguay

Smart training and Education systems

Online access to skills training and learning resources for developing and maintaining the ability of individuals to learn and adapt, skills that can make a big difference to successful reintegration in the labour market

South Korea



▶ More on distance and digital learning

[Online survey for TVET providers, policy-makers and social partners on addressing the COVID-19 pandemic \(ilo.org\)](#)

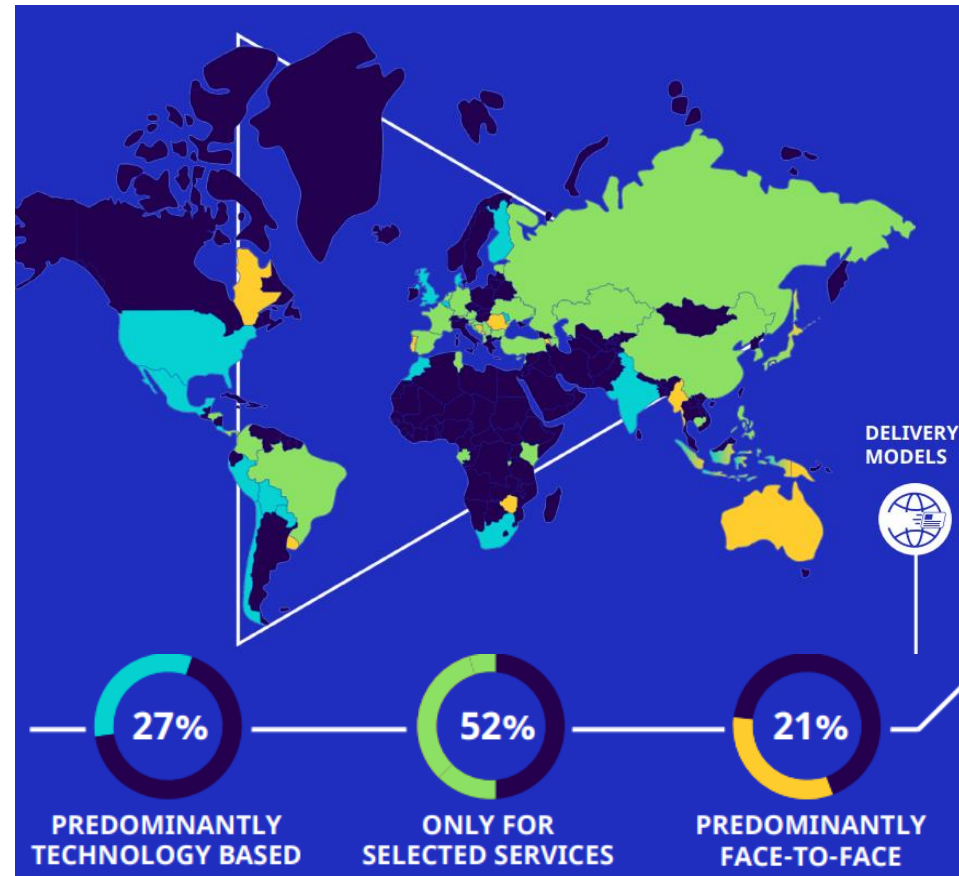
- ▶ Shift to distance 76% fully or partially remote
- ▶ Wide use of tele-conferencing and online tools – Google classroom in Nigeria

[Global survey on the impact of COVID-19 on staff development and training including apprenticeships and internships/ traineeships](#)

More on adoption of technology by PES visit:

Infographic: ILO maps out how Public Employment Services are using technology to improve service delivery

- **Results reflect** that all 75 surveyed PES provide services online such as client's registration to search and apply for jobs,
- with nearly one third of these now also offering **AI-driven solutions**



▶ OIT publicaciones

- ▶ **ILO Policy brief. COVID-19: Public employment services and labour market policy responses**
https://www.ilo.org/emppolicy/areas/covid/WCMS_753404/lang--en/index.htm
- ▶ **Labour market policies and employment services are critical ingredients of the COVID-19 policy responses**
https://www.ilo.org/employment/Whatwedo/Publications/WCMS_753447/lang--en/index.htm
- ▶ **ILO Monitor: COVID-19 and the world of work** https://www.ilo.org/global/topics/coronavirus/impacts-and-responses/WCMS_749399/lang--en/index.htm
- ▶ **COVID-19 and the world of work**
<https://www.ilo.org/global/topics/coronavirus/lang--en/index.htm>