

Commission : International Labour Organisation

Question: Training and practicing the professions of 2030

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As we move through 2030, the International Organization of Employers (IOE) sees that advancements in artificial intelligence (AI), automation, and digitalization have really changed the global workforce. These changes have reshaped the skills that workers need and changed normal workplaces. While this change brings exciting opportunities, the IOE believes that human workers are still crucial in this new landscape. It's more important than ever to make sure employees have the skills they need for the future and to support their well-being and sense of purpose.

By now, AI systems are a big part of many industries, making things better in sectors like healthcare and logistics. Even though machines can handle repetitive tasks well, the IOE believes that human skills like creativity, critical thinking, and emotional intelligence are things machines just can't replace. The organization supports the ILO Centenary Declaration for the Future of Work (2019), which talks about how important continuous learning and reskilling are for helping workers adapt to a digital economy.

The rise of teleworking has changed how we think about jobs, with virtual work becoming common in many fields. But the IOE argues that in person collaboration is still very much important. The organization backs a mixed work model that combines the flexibility of remote work with the benefits of meeting face to face. There are many benefits to a mixed work model, IOE expresses that having a flexible work model not only integrates AI and technology in advancing work, but it also demonstrates that the human interpretation allows both humans and technology to further understand the tasks it's faced with.

Education has also changed a lot by 2030. While AI-driven platforms offer personalized learning, the IOE thinks that teachers still play a crucial role. Educators are key for helping students build social and emotional skills and critical thinking areas where human guidance is important. The IOE supports using AI as a tool in education, letting teachers prepare students better for the challenges and opportunities of future jobs.

The IOE has been involved in many initiatives that tackle workforce challenges due to technological change. Back in 2017, the organization took part in the Global Commission on the Future of Work, which helped set up a human centred approach to the evolution of work. The recommendations from this commission highlighted the need for reskilling, social protection, and decent working conditions to deal with the quick technological change.

In 2019 the IOE was part of talks that led to the ILO Centenary Declaration for the Future of Work, which stressed how important continuous learning and adaptability are. This declaration keeps guiding the IOE as it helps businesses and workers face the challenges of the digital economy.

In the early 2020s, the IOE helped shape teleworking policies to make sure that remote work arrangements respected workers' rights and well-being. These efforts set the stage for the mixed work models that are now widely used in 2030, balancing flexibility with job satisfaction.

As we look ahead, the International Organization of Employers stays committed to a human centered approach to the future of work. The organization believes that AI and digitalization should help human capabilities and not replace them. The IOE envisions a labour market where teleworking and automation offer flexibility, while physical workplaces and human educators continue to help collaboration, creativity, and personal growth.

The IOE is dedicated to promoting policies that make sure the digital economy is inclusive, sustainable, and protects workers' rights. In this fast-changing environment, the IOE calls on governments, businesses, and educational institutions to work together to create a future of work that supports all workers.