



SUMMARY

VOCATIONAL TRAINING : A CORNERSTONE FOR STRATEGIES OF SUSTAINABLE DEVELOPMENT 2030 IN THE ARAB WORLD

REPORT OF THE DIRECTOR GENERAL
OF THE ARAB LABOR ORGANIZATION
(ITEM ONE - SECTION ONE)

44TH

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The report of ALO Director General for the 44th session of the Arab Labor Conference responds to the challenges currently faced by the Arab countries. At the top of the challenges list, there is the challenge of creating sustainable and decent job opportunities for the youth in order to guarantee decent life and to avail peace, security, and stability for the Arab peoples and societies. The Arab Labor Organization seeks this report to recover hope to the potentials of Arab human resources so that the youth may regain confidence in a promising future. The report highlights that this is particularly attainable through suitable training and acquisition of the essential competence to access the labor market, from the easiest way.

The **Note of the Director General** at the outset of the report predominantly underscores that attaining the goals of development, decent work, and elimination of unemployment needs a whole set of settings, the groundwork of which is human resources equipped with competence, high skills, and specialization. The note also underpinned the need to discuss realities of the current Arab conditions, relevant to the interests of the Arab Labor Organization such as labor and training issues, from the perspective of the Sustainable Development 2030 Agenda as suggested by the UN. Unfortunately, profound transformations, accelerating variables, and new conditions impose these tough situations.

The Director General also stresses that the swift current events in the Arab world should not restrain the solid conviction of the Organization that there is always hope for a more prosperous and developed Arab world. Overcoming the difficult Arab situation is possible once the Arab peoples believe that their conditions must be changed, and they need to return to work, perseverance, exerting efforts, diligence, and self-reliance, while considering good education, especially vocational training, the best way to acquire knowledge, competence, and skills to build a better future for our peoples and countries.

The Director General also emphasizes that challenges that face the Arab world today dictate exerting more efforts to develop the educational system, and to reconsider the vocational training, in regard of the harmony of the different components of this system. Therefore, vocational training

is seen as a guarantor to provide decent work, develop the abilities of the Arab youth for entrepreneurship, creativity, and innovation in the work field, and to cater them with the needed knowledge so that they would be creative, and go for modern activities and approaches. This increases their awareness of the significance of entrepreneurship as a guarantor for creating more job opportunities, generating income, and fighting poverty. The percentage of Arab youth entrepreneurs is one of the lowest, compared to the other world regions. Therefore, the Arab world is left with no option but to develop the competences of the youth and to upgrade their qualifications to international standards, in all fields, depending on advanced training programs and curricula that are based on quality and operation.

In this regard, it is noted that the current Arab situation necessitates finding a common action plan as the best way to achieve our hopes in realizing a sustainable development. Concluding his note, the Director General states that the Arab Labor Organization shall support all initiatives, plans, and programs that aim at creating job opportunities for our youth, within an approach that adopts social dialogue, and the participatory approach between production tripartite parties as the most appropriate solution. The Director General concludes with expressing the hope that his personal initiative may help creating an Arab center for training on developing the competences and skills in all fields and activities related to ALO scope of work.

The report **introduction**, titled “Hope for an entrepreneur and creative Arab World that develops by the competence of its human resources” reviews the current events in the Arab world, which witnesses a decisive period in its political, social and economic life. This period poses a set of challenges.

These challenges generate manifestations of social crises and humanitarian problems, as the most significant features of them are signs of a decline in living standards, increase of unemployment rates, loss of job opportunities, and the emergence of the phenomenon of poverty, especially in rural areas and areas that witnessed tensions. What adds insult to injury is the influx

of the displaced people to European and neighboring Arab countries. This led a broad sector of Arabs to feel a growing sense of anxiety and concern about the present and future, as well as a sense of insecurity and instability.

The report stresses that the Arab Labor Organization hopes that the Arab countries shall meet all the challenges. The Organization is fully convinced that once the the desire of change exists, the Arab world, rich with its natural wealth and human potentials, can bridge the gap with the developed world within a reasonable period. This is attainable if it gathers pace to get the optimal benefit of implementing the Sustainable Development 2030 plan, and its goals that include all fields and harmonize the three dimensions of sustainable development: economic, social, and ecological dimensions.

A set of questions is asked at the outset of the report, including the following: What is required from the Arab world to embark in sustainable work sectors in the field of vocational training? Do we have options, or is it obligatory? What are the basic components that must be provided to successfully take advantage of the goals of the sustainable development in vocational training? These are the main questions that shall be addressed from various standpoints.

The report answers these questions based on restructuring its contents in three basic themes:

- **First:** Challenges and prospects of developing sustainable labor sectors;
- **Second:** Developing vocational training to meet the needs of the labor market; and
- **Third:** Strengthening means of implementing and stimulating global partnerships for sustainable development.

The **first theme** discusses challenges and prospects of developing 2030 sustainable sectors through highlighting that 2030 sustainable development plan is decisive to promote to the best, including different dimensions of

the plan's comprehensive development goals and the active participatory approach to implement it.

From this perspective, the Arab countries need in the current phase to turn the vision of the goals of the sustainable development into reality. This requires a joint Arab stance to support Arab endeavors in this area for the next 15 years.

The theme also discusses some goals related to the main interests of the Arab Labor Organization relevant to labor and unemployment issues, as part of the 17 goals of the 2030 sustainable development plan. These goals include eradication of poverty, elimination of hunger, promotion of sustainable economic growth, and development of Arab educational system. These goals are in direct relation to the labor markets and their variants, as eradicating poverty and hunger requires creating more jobs, and economic growth requires highly qualified and skilled labor force and human resources. This cannot be achieved in the shade of the absence of an education and training system, whose outputs match labor market needs and economic sectors' requirements. This shall develop investment and hence the creation of decent work opportunities to eliminate poverty and hunger. As illustrated, these goals are interrelated, integrated, and consistent.

Tackling the goal relevant to eradicating poverty, this theme stresses that although the Arab countries succeeded in eradicating poverty in many areas in the past, observers acknowledge that recent years have witnessed an accelerated and worrying increase in poverty rates in some Arab countries. This requires integrated government programs to combat this serious social plague.

The report investigates the ways to make the Arab world a model in 2030 in eradication of poverty, underlining that poverty exists in all communities but the difference lies in the degree and percentage of poverty in a community, the real causes of poverty, and the success of the adopted policies, which must focus on the following:

- 1) Intensifying scientific and goal studies on percentages of poverty, its rates, reasons, and characteristics, based on efficient Arab and international expertise;
- 2) Adopting national development programs and projects that serve the poorest families by creating new income-generating jobs, as well as increasing services to the poor areas to improve the quality of life;
- 3) Implementing finance programs which provide zero-interest loans to the poor to establish small enterprises in different fields and sectors, including agriculture;
- 4) Creating networks that link government with civil society bodies, particularly with societies active in the field of development and rural development;
- 5) Focusing on transition to agricultural and trade activities that meets the demands of local markets in villages and cities through introducing new production techniques, increasing productivity of agricultural projects and commercial enterprise, and rehabilitation of craftsmen and workers in these projects to cope with these techniques; and
- 6) Creating social safety services to promote the conditions of the most vulnerable sectors of the population, because addressing the poverty problem and its causes, and mitigating its devastating effects is not only an urgent humanitarian need but also a requirement for social safety.

The first theme also tackles the goal of 2030 sustainable development plan relevant to realizing food security through promoting sustainable agriculture to eradicate hunger and poverty. Moreover, the theme highlights the challenging reality of the agricultural sector, which is reflected in the Arab food security.

It also addresses the concerns of the Arab agricultural sector, including migration from rural to urban areas, which hampers the development of agricultural activities due to lack of basic services in rural areas, such as health, education, social services, low wages, and low living standards.

The report emphasizes the need to formulate Arab programs and plans to secure sustainability of agricultural activity, which is essential in catering for jobs and incomes, hence participation in eradicating poverty and hunger, and ensuring Arab food security. The most important points to consider include:

- 1) Agricultural land improvement to diminish its degradation, and to improve its cost-effectiveness;
- 2) Allowing land ownership to farmers and their sons, especially the graduates of agricultural schools and training centers;
- 3) Using water resources more efficiently to stop wasting water, and adopting tailored training programs to develop Arab potentials in the field of irrigation techniques;
- 4) Developing scientific agricultural research and promoting applying them to the agricultural land;
- 5) Expanding the umbrella of social protection for farmers, especially to small farmers and workers in the agricultural sector;
- 6) The need to focus on educating and training woman in rural areas and to empower her economically to play her role in developing the community; and
- 7) Encouraging farmers to participate in the activities of the union and cooperatives in their areas to mobilize local resources to serve the residents of the area

The report notes that the Arab farmer needs training, awareness, and guidance to change how agricultural areas are used, and to introduce modern technologies in agricultural activities. The most important issue to review is to raise training levels of workers to promote qualitative and quantitative production factors available for small and vulnerable farmers.

Tackling the goal of promoting sustainable economic growth, productive workers, and creation of more job opportunities, the report highlights that growth in all Arab countries is modest, wondering about the reasons that hinder further development of alternative economic sectors to oil in the approaches adopted by oil-producing countries. The structure of the Arab economy is largely dominated by the sector of raw commodities, namely

oil and natural gas; standing alone, they represent more than one third of the Arab GDP for several decades. In this context, developing the Arab economy is associated primarily with this important natural resource. Therefore, it is necessary to have a profound insight into the future of the economies of Arab countries.

The report indicates that development models in the Arab world are incapable of meeting the challenge of employment and unemployment. Although the Arab region is characterized with massive financial returns from oil and gas, and revenues from several other natural resources such as phosphates, many social and human development indicators deserve more profound consideration. Unemployment in the Arab countries has yielded serious social repercussions and led to phenomena not common to Arab communities such as extremism, terrorism, and smuggling. As a result, correct development approaches should be in place to pull the youth out of their isolation, eliminate their sense of humiliation for not having a decent work to preserve one's dignity, and to restore their sense of true citizenship.

The report stresses that the Arab world needs an alternative and sustainable development model, capable of providing decent work to accommodate the growing workforce in all areas, and to all groups. The model should be able to improve and diversify income, develop rural areas, cope with internal and external shocks and twists, help increasing the competitiveness of Arab countries through adopting a development policy that is more open to the world, more dependent on modern technologies, and more reliant on knowledge. These attitudes should be embodied as development policies and programs that take into account recent changes and developments on the regional and international levels.

The new development model may be based on several factors, including:

- 1) Engaging Arab potentials and capabilities in drafting a new vision for promising and sustainable future-oriented sectors, in light of the resources and potentials of each country, through which Arab economic integration is promoted;

- 2) Putting in place a legislative and regulatory environment that is appropriate, attractive, and motivating for investment that would ensure integration between the public and private sectors, and would increase gross productivity as a key element to improve competitiveness of Arab economies, both internally and externally;
- 3) Giving priority to directing sectoral investments towards promising activities that are associated with innovation and scientific research;
- 4) Developing partnerships between the public and private sectors to implement major development schemes, and putting in place the regulatory and motivating legislative and legal framework;
- 5) Promoting business incubators, especially through social responsibility in entrepreneurship, as Arab experiences differ in terms of taking advantage of these incubators to spread the culture of entrepreneurship and support for entrepreneurs;
- 6) Development of entrepreneurial culture and the value of working for youth within tripartite national programs, as entrepreneurship is a culture and education rooted since childhood, ever since the first years of learning. Several Arab countries need to pay attention to this point, as it is not included in their education systems.

The fourth goal of the 2030 sustainable development agenda, as discussed in the first theme of the report, is concerned with the Arab education system and labor markets, which are found to be in a repulsive relationship, rather than in integration.

The report highlights that the education system is unable to adapt itself to labor market needs, and prepare the outputs to variables of production and work. Education policies are based on curricula and programs that do not help graduates to acquire the skills that respond to the requirements of innovation, competition, and productivity at work places. Instead, the education system contributes to stress the notion of working for the public sector, as most of the outputs of Arab universities are graduates of traditional tracks that seek employment in the public sector, which is saturated and unable to accommodate larger numbers of employees.

The report also reviews obstacles to the Arab education system, pointing out that although several Arab countries accomplished obvious successes regarding publicizing education, reducing illiteracy levels, and increasing the number of youth joining university education, the Arab education system are still characterized by several manifestations of imbalance, in addition to the following:

- The wide gap between higher education and labor market needs, and the low employability of higher education outputs, as nearly one quarter of the unemployed in the Arab region are higher education graduates;
- Lack of data and studies on labor market needs and the required specializations, either within the country or throughout the Arab world; in several Arab countries, there is no coordination with the bodies concerned with employment such as employment agencies and specialized centers to know labor market trends and labor needs of enterprises;
- Lack of interest in vocational training; in addition to all obstacles, there are difficulties in the Arab countries to introduce vocational training as an effective and essential trend to guide youth to high-employability tracks that would ensure wider horizons in the labor market;

The report concluded that it is necessary to put in place an education system that ensures sustainable development and job creation, through:

- 1) Diagnosis of vulnerabilities of the education quality to improve and promote it to accredited international standards;
- 2) Directing the goals of the education system to serve development goals and to change the notion of “Education for Certification” to a new notion: “Education for skill”;
- 3) Working to achieve better and effective interaction between the education system and the businesses in the most promising areas of research and development;

- 4) Opening the way for universities, and the education system as a whole, to be open to successful experiments at the international level;
- 5) Developing the private sector in the field of education to alleviate the burdens shouldered by the state, mobilizing more resources, and responding in the manner and quality required to accommodate the societal demands for education, especially in regard of securing employability of graduates.

The **second theme** in the report tackles the pros of developing the vocational training to meet the needs of the labor markets, and developing sustainable development sectors, through projecting the current reality of vocational training in the Arab countries. Despite some promising and successful experiences, vocational training is still suffering from some shortcomings and difficulties on several levels, including regulations, governance, financing, and lack of a unified comprehensive vision for the human development system, including vocational training as one of its main components. As a result, vocational training becomes unable to adapt itself quickly to the needs of economic enterprises, individuals, society, and regions.

The report highlights that in the successful systems, vocational training is an essential component of the human resources system, and a main component for development. It interacts and integrates with education, higher education, and labor sectors to qualify individuals who seek training on the vocation, cultural, and social levels, as well as developing vocational capabilities of workers, as it enables economic enterprises to improve productivity and hence competitiveness.

Earlier, the Arab labor Organization worked to avoid the current situation, as it put in place in 2010 an Arab strategy for training, and technical and vocational education.

This strategy coincides with adopting the period (2010 – 2020) as the Arab decade for employment, as stated in Doha Declaration of the Arab Forum for Development and Employment (November 2008). There is an obvious

link between the orientations of vocational and technical training on the one hand, and requirements of the Arab decade for employment, which stresses the significance of the social and economic development, and the facilitation of labor mobility across Arab countries, on the other. This calls for paying more attention to the appropriate preparation and rehabilitation of such labor¹.

Therefore, it is necessary today to think about the rehabilitation of this system as part of a comprehensive vision that takes into account the economic and social choices and the particularities of each Arab country and recent world changes.

This vision is assumed to take into account the new goals and objectives of the sustainable development plan 2030, which would contribute to the upgrading of vocational training to higher levels of quality and efficiency in preparing human capital that has the skill and ability to keep abreast of developments and interacts with them. This human capital can increase the returns of economic enterprises, and attract domestic and foreign investments to ensure prosperity of individuals and society.

The report also tackles Arab and international labor standards relevant to vocational training and guidance, highlighting that several Arab countries are engaged in Arab and international standards for training and human development.

The report also points to the weak capacity of vocational training system to adapt quickly to the needs of economic enterprises, individuals, society, and regions due to the absence of an effective mechanism to identify skills and training needed, and due to lack of accredited curricula in the vocational training system. Despite their flexibility on the theoretical level, application of the adopted approaches and pedagogical curricula in vocational training programs faces several difficulties. This is mainly due to several reasons, including lack of appropriate physical and regulatory conditions, the mismatch of the qualifications and knowledge of trainers

¹ Remarks of ALO Director General on presenting the document for Arab Strategy for technical and vocational training and education

and staff to the requirements of the realm of work, and continuous reliance on memorization skills in several disciplines, despite the fact that training is different in nature from education.

In the second theme, the report points out that the management of the vocational training system is not up to the level of governance, as there is lack of regular follow up and actual assessment to the Arab vocational training systems. In addition, there is also lack of studies for regular evaluation of the integration of the system outputs in the labor market, which hinders governance of the system, and hence improvement. Moreover, remote regions were not set as an active party in the vocational training sector, as most of the models are excessively central.

True partnerships with social parties, such as unions and employers, are also missing, with the exception of few experiments that included employers but excluded unions. However, they were not up to the level of actual embodiment and implementation, and sometimes remain as unimplemented intentions. Given that the parties involved are non-binding, the partnerships were not successful to direct the system to the actual needs of institutions and individuals.

The report focuses on prospects of developing the vocational training sector in the Arab world. It highlights that by following the steps of successful international experiments and Arab experiments that succeeded in building sustainable vocational training elements that looks forward to the finest certified international standards, the main goals to build a vocational training system cope with the requirements of competition and productivity. They can be identified in three major orientations:

First: Vocational training should be included within a comprehensive vision for human resources development system through putting in place a strategic vision to prepare and qualify human resources. This should take into account the real needs of institutions to develop the economies of the Arab countries, the needs of individuals to contribute to community building, and aspirations of individuals to continue training through

opening the prospects for Lifelong Learning. In this respect, it is suggested to:

- 1) Create a human development advisory body in each Arab country (or a higher council for human resources), in which all parties concerned, such as employers, unions, academics, experts, administrative structures, and cooperatives may participate;
- 2) Reinforce Lifelong Learning concept through coordination of elements in the vocational training system, and between the system and the elements of the human development system;
- 3) Put in place a unified system for vocational guidance and information for the benefit of individuals, families and institutions that would include creating a vocational guidance and information body to unify and coordinate efforts of all concerned parties;
- 4) Develop programs of training and integration for the dropouts from school, such as creating preparatory vocational training centers for those who dropped out early from education;
- 5) Adopt the 'Skills Scheme' as a unified framework for vocational training in each country, which may strengthen ties and organize channels and mobility inside the vocational training system and with the components of human development system, such as education and higher education.

Second: Quality assurance of the vocational training system should match the requirements of economy and labor market. The report focuses in particular on the following orientations:

- 1) Creation of an integrated system for exploration, vigilance, and identification of the needs of skills and competencies,
- 2) Development of training engineering through adopting pedagogical regulations and approaches to ensure appropriate training quality,
- 3) Support of the private sector to vocational training and boosting the quality of its services,
- 4) Development of an "essential and continuous" training system for trainers as well as training and support staff,

- 5) Creation of a system for pedagogical assessment in vocational training and assessment of experience gains,
- 6) Restructuring and modernization of vocational training centers, and promoting the concept of training among youth, and
- 7) Reviewing the continuous training system to improve its profitability for the benefit of institutions and professionals & social partners (employers and unions)

Third: Rational governance for the vocational training system should be in place. The report adopts several approaches that are based on the following basics:

- 1) Developing the management and administration of the system through restructuring the ministries and bodies that supervise vocational training to respond to the requirements of governance,
- 2) Institutionalizing partnership in vocational training through dedicating vocational training units to the professional structures of employers and unions, especially at the regional levels, and duly support them financially to boost their capacity as a partner and key player,
- 3) Establishing an integrated information system for vocational training through restructuring the function of IT in the ministries and bodies that are concerned with vocational training, and to dedicate an advanced IT system to follow up vocational training activities,
- 4) Dedicating a follow up and evaluation system for the vocational training system through the establishment of system performance measuring system and assigning management boards on all levels that adopt the principle of acting by objectives and results, and put in place regulations and procedures to follow up and assess the success and cost-effectiveness of the vocational training system,
- 5) Consolidating the capacities of administrative structures of the vocational training system through developing the skills of administrative staff in the areas of financial management and operations, and providing administrative bodies with developed

approaches and means in preparing, implementing and following-up projects, and

- 6) Dedicating a communication strategy on vocational training that is based on drafting and implementing an integrated communication plan that communicate vocational training as a path of success and a main component of development.

In the second theme, the report also reviews in more details the initiative of the Arab Labor Organization to create an “**Arab Training Center,**” displaying the aspirations and functions of this center, while stressing that they are based on ALO awareness of all the recent developments, especially the major challenges to the Arab world.

This center comes as a response to ALO conviction with the importance of training to equip Arab youth with the required skills to join the Arab and international labor markets, to prove their merit to be engaged in the process of production and innovation, and to benefit from the new work patterns, especially entrepreneurship in all sectors and professions. The center aims in particular to:

- 1) **Assist the youth to join the labor market** and abandon unemployment,
- 2) **Open new horizons for education dropouts to pursue training** in specializations needed in the labor market,
- 3) **Identify those who lose their jobs to acquire new skills** to join the labor market again,
- 4) **Develop the skills and abilities of workers in the public sector, the government, and private sector institutions** to support and enhance productivity and to develop Arab human resources,
- 5) **Make available the necessary information about labor markets** to information and vocational guidance bodies,
- 6) **Support the Arab countries to develop training packages** geared to the interested individuals and institutions, and
- 7) **Support the efforts of governments to make good choices for policies and approaches** in training.

Putting these aspirations and goals into account, the functions of the center are:

- a) **Developing potentials and skills of young people from different Arab countries** and enabling them to pursue training courses in a variety of specializations to prepare highly skilled national cadres according to the highest internationally accepted standards based on the latest information and techniques, use of the latest technology, and employ an elite group of experienced trainers who have scientific, professional, efficient, and high capabilities in designing, developing, implementing and teaching training curricula professionally,
- b) **Giving the opportunity to organizations and individuals to participate in the courses and activities aimed at raising awareness of topics relevant to the needs of the labor markets**, and developing skills, resources, manpower, and planning and management,
- c) **Training of trainers (ToT) and training staff working in different Arab centers** to train in public and private sectors,
- d) **Developing the adopted curricula and policies on information and vocational guidance in the Arab countries** to help in developing the skills and specializations most needed for employment,
- e) **Adopting modern technologies in the field of training, including distance training**, which contributes in preparing efficient cadres who can efficiently lead the Arab institutions in a changing world and successive international developments,
- f) **Launching an advanced lab in vocational health and safety** for training and evaluation of the work environment,
- g) **Exploring variables in the Arab and international labor markets and monitoring imbalance in supply and demand at the level of skills** once happens or expected to happen, providing appropriate approaches to avoid them, and informing this to governments and the various specialized bodies,

- h) **Providing advisory services & advice, and support initiatives and efforts of the Arab countries in drafting their national policies in training** through the provision of Arab and international experts and evaluation of the adopted policies, to found training systems that cope with advanced international systems and serve the goals of sustainable development in the Arab countries,
- i) **Facilitating the exchange of successful experiences in training** among Arab countries and take advantage of them,
- j) **Developing channels of cooperation and coordination with specialized international training centers, bodies, organizations, and agencies**, including in particular enhancing cooperation with international training institutions and centers for qualification and accreditation of several training programs relevant to the needs of the labor market training programs,
- k) **Interacting with various sectors, professionals, employers and unions** to identify their training needs and duly transfer them in programs to be implemented in partnership with them,

Activities in the early stages of the Arab Training Center shall focus on providing training services in a variety of disciplines that are connected to the needs of labor markets, individuals, government bodies, and private institutions, including for example:

- Vocational safety and health
- Entrepreneurship program (entrepreneurship requirements and stimulating creative abilities)
- Statistics and generating a data base for labor market information
- Human development – all levels of human resources
- Developing Arab departments and offices of Arab employment
- Labor inspection
- Environmental safety

- Quality assurance systems
- Training of Trainers (ToT) programs
- Labor psychological support programs
- Management of small and micro enterprises

The Center shall develop its training activities and disciplines in the light of future developments, and in consultation with various concerned parties, or according to the emerging needs of labor markets.

The **third theme** of the report tackles the issue of entrepreneurship and ALO areas of intervention to support implementation and stimulate global partnerships for sustainable development through adopting a national plan thereof, to accelerate progress to achieving the set goals, and to develop the capacity of implementation and follow-up bodies.

In this context, the report stresses that despite the recorded progress in achieving Millennium Development Goals in the past 15 years, there is lack of satisfactory official development assistance to implement Arab development strategies for sustainable labor sectors, even if the figures show otherwise. Insufficient access of the developing Arab countries to the developed and rich countries' markets with their broad prospects in marketing, and lack of affordable new technologies to be widely used in different economic activities, is one of the most prominent development dilemmas the Arab world should solve to find a ground to achieve the 2030 sustainable development goals.

The report also reviews ALO leading role in supporting the implementation of sustainable development 2030 plan. The report point out that the success of this plan requires more efforts from specialized organizations to support Arab countries' endeavors to achieve their goals, within a framework that is based on appropriate planning, programming, finance, and follow up through boosting the capabilities of the concerned bodies.

ALO support in this context includes five key points, namely:

- 1) Encouraging the adoption of a national plan for sustainable development 2030, as the Organization shall work in this area to help integrate the goals of sustainable development plan 2030 in national plans and budgets; this can be achieved through providing the necessary mechanisms that will enable the Arab countries to properly associate liaison channels with the relevant executive and management bodies through sponsoring the organization of meetings, seminars, and workshops in this area,
- 2) Accelerating the pace of achieving sustainable development plan 2030 by helping to deploy Arab and international experts working in the field of policy control, programming, evaluation, and follow-up, and make this at the disposal of the Arab countries. In this context, ALO shall coordinate with the Arab countries to achieve two complementary approaches: the first is to create a Data Bank for Arab expertise in all fields to be at the disposal of the Arab countries, and the second is to establish an Arab mechanism to finance the cost of deploying these experiences to serve Arab development programs,
- 3) Developing administrative structures for implementation and follow-up by supporting accountability and control mechanisms, applying them to all administrative structures in all sectors, bypassing traditional approaches to evaluate administrative work, avoiding typical performances, and training employees on advanced management methods to improve management performance,
- 4) Adopting mechanisms and a National Council for Social Dialogue by inviting Arab governments to develop a legislative framework to moderate social dialogue between production parties, creating a National Council for Social Dialogue on economic and social issues to enhance ways to develop and implement a plan of actions relevant to goals of the 2030 sustainable development agenda; establishing an Arab Association for economic and social councils, under the patronage of the Arab Labor Organization, is a cornerstone to promote establishing economic and social councils

in the rest of the Arab countries, to continue the efforts to build the capacity of unions and associations of employers to actively participate in social dialogue, and to call on governments to support a culture of social dialogue and promoting trust among production parties within a framework of promoting respect for Arab and international labor standards and conventions in this regard,

- 5) Supporting associations and their the contribution through helping to establish a favorable environment that enables civil society to carry out an effective role as a partner in the development process and create vocational training and employment opportunities as per the goals of 2030 sustainable development plan.

The third theme of the report is also interested in areas of strengthening global partnerships, stressing that the Arab Labor Organization shall promote more global partnerships in order to help the Arab countries achieve sustainable development goals in areas related to the tasks entrusted to ALO. Using its relationships and partnerships to develop and trigger funding from various international agencies, ALO shall attract other resources from various international parties for financial and technical support to help achieving present and future goals of the Arab governments and enhancing their relationship with development partners. ALO shall also work for suggesting priorities, policies, and areas of technical and economic cooperation with world countries, organizations, and blocks within the general Arab policies.

The Arab Labor Organization shall be particularly keen to contribute to strengthen cooperation between the Arab countries and the developed countries on the one hand, and between the Arab countries and the rest of the developing countries on the other to develop the sectors associated with new technologies and innovation. ALO shall also support the trilateral cooperation mechanism, which proved its success in technology transfer and development, and it shall support efforts of Arab and international specialized bodies to develop environmentally sound

technologies and transfer them to the Arab countries with favorable and preferential terms. Furthermore, ALO shall actively participate with relevant Arab organizations and bodies to the full implementation of the policies adopted in the fields of science, technology, and innovation for the benefit of Arab countries, and promote the use of enabling technologies, especially information and communications technology in various economic activities, including providing additional job opportunities for university graduates.

ALO shall assist in promoting international support in the actual and objective implementation of integrated programs to build capacities in the Arab countries. This is meant to support national plans that aim at embodying all sustainable development goals through mechanisms that include bilateral, trilateral, and multilateral cooperation relations, and strengthen national, regional, and international networking as well as information and experience exchange, and to enhance utilizing the necessary international experiences for the benefit of Arab countries.

The Organization shall mobilize its potentials to strengthen efforts that aim at supporting building the capacities of the Arab countries to achieve a significant increase in providing information at best quality, time, reliability, and categorized by income, gender, age, and status regarding immigration, disability, geographic location and other relevant characteristics in national contexts. ALO aims also at taking advantage of existing Arab and international initiatives to put in place scientific standards to develop data and information banks. The Arab Network for Labor Markets Information falls within this framework as one of the significant projects supported by the Organization to manage and provide the necessary data and information to the bodies that manage labor markets to assist them make correct decisions and provide a map that reflects the workforce in the Arab world.

The idea of creating a network of Arab labor markets is based on creating a mechanism to increase interaction between production parties by participating in an electronic portal for Arab labor market statistics. This portal portrays the realities of manpower in each state and precise

information about population, labor force, education, economic activities and data, and competitiveness indicators on the one hand, and provision of electronic services for training and distance employment. It also provides an E-library that encompasses a database of Arab labor legislations and standards, labor studies and research, Arab standard classification for professions 2008, and a data bank on Arab experts in areas of work of the Arab Labor Organisation.

The Network aims primarily at providing informatic directories such as statistics and information that give a comprehensive understanding to all the issues and dimensions of the Arab labor markets. In addition, it provides an information interface of Arab labor markets to serve Arab decision makers, and another public interface to serve those interested in Arab labor markets. The Network also aims at supporting education and training activities and services in the Arab world through the provision of a clear and precise description of all the required skills and specializations, and through supporting national, Arab, and international investment activities concerned with Arab labor markets to integrate Arab labor markets.

The project has four implementation phases, namely:

1. Phase of building and deploying the participatory infrastructure,
2. Phase of initiating the information infrastructure and information networking,
3. Phase of stimulating the support for the Arab decision for Arab labor markets, and
4. Phase of information publishing and availability.

The 44th session of the Arab labor Conference (April 2017) witnesses the launching of actual operation of the Network, and the launch of the initial version of the unified directory for Arab labor market statistics and information. Through this directory, ALO aspires to gain access to unified Arab labor market statistics.

The **conclusion** of the report stresses the significance of the sustainable development plan 2030 in ensuring progress of all Arab peoples, underlining the goals associated with vocational training as a means to decent work, eradication of poverty, and sustainability of the sectors that generate income and decent living. The conclusion also points out that employers, unions and other civil society players have a significant role in supporting these approaches. This support is embodied in the opportunities that may be provided to meet with supervisors of various economic activities, particularly in the field of vocational training. Such meetings shall be used to discuss the skills they need, the need to open institutions and work places to train young people, and to participate in everything that belongs to the training process as part of a mutual interest participation.

It has been noted that the Arab Labor Organization is convinced that the Arab world needs to develop the concept of education so that it may be able to equip the youth with competencies and skills that respond to the needs of labor markets. This should interact and integrate with the adopted development approaches.




The Arab Labor Organization also praises several Arab countries, which achieved real progress in development, attaining millennium goals, making important reforms in several sectors, and adopting clear visions for 2030. The conclusion points out that much work is still waiting for the Arab world to promote its economies to the level of developed economies.

The report points out that all industrial sectors shall be changed by cutting-edge technologies, and that the world is facing effects and challenges of "the Industrial Revolution IV." The report says that I the previous three industrial revolutions, the Arab world could not control their inputs and outputs, as it was always a consumer. However, the Arab world is able to avoid repeating this in the fourth industrial revolution as education systems of some Arab countries are developing to keep pace with advanced world systems, although research centers, curricula, and vocational training still need more development, the report adds.

The report concludes stressing that more efforts should be made to disseminate knowledge, education, and training, while expanding, develop, and guarantee their quality in the Arab world. As this becomes an inevitable, the Arab world can be engaged in comprehensive and sustainable progress and technological development once it employs its potentials, puts in place the appropriate strategies, and believes in its ability to change the current conditions. This is highlighted by some successful Arab experiences, which become an example of the ability of Arab countries to cope with and simulate the most developed countries in their prosperity, development, and openness to knowledge and innovation.



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