



Detailed Program

Updated 28 January

CONFIDENTIAL, NOT FOR CIRCULATION

Detailed Program 29th January 2025

TIME	SESSION TYPE	SESSION DESCRIPTION	SPEAKERS
11:30-11:35	PERFORMANCE	OPENING CEREMONY	
11:35-11:45	OPENING REMARKS	OPENING REMARKS BY H.E. ENG. AHMAD BIN SULAIMAN ALRAJHI, PRESENTED ON BEHALF OF THE CUSTODIAN OF THE TWO HOLY MOSQUES	H.E. Eng. Ahmad bin Sulaiman AlRajhi, Minister of Human Resources and Social Development, Saudi Arabia
11:45-11:55	PARTNERSHIP ANNOUNCEMENT	GLMC & WORLD BANK ANNOUNCEMENT Keynote and photo opportunity	Keynote Safaa El Tayeb El-Kogali Country Director for the Gulf Cooperation Council (GCC), World Bank Group H.E. Dr. Abdullah Nasser Abuthnain Vice Minister of Human Recourses and Social Development for Labor, Saudi Arabia Dr. Ahmad bin Abdul Jaber Al Yamani, CEO, Takamol Holding
11:55-12:25	MINISTERIAL PANEL	TAKING THE LONG VIEW: GOVERNMENTS' ROLE IN BALANCING SHORT – AND LONG -TERM LABOR MARKET CHALLENGES Against the backdrop of shifting demographics, global economic transitions, and evolving migration patterns, this panel will explore how to balance today's pressing labor market issues with those on the horizon. Topics will include skills readiness, employment and unemployment, social protection, and managing labor surpluses and shortages both now and in the future as demographic trends evolve.	Moderator: Tumi Makgabo, Broadcaster and Founder, AfricaWorldwide Media H.E. Sandra Pettovello, Minister of Human Capital, Argentina H.E. Narek Mkrtchyan, Minister of Labor and Social Affairs, Armenia H.E. Mónica Recalde De Giacomi. Minister, Ministry of Labour, Employment and Social Security of Paraguay H.E. Pia Takita Glover-Rolle, Minister of Labour and Public Service, Bahamas H.E. Prof. Dr. Vedat İşikhan, Minister of Labour and Social Security, Turkey
12:25-12:55	2 CONSECUTIVE RAPID FIRES	SCALING SKILLS – WHEN TIME IS OF THE ESSENCE When new industries emerge or industries grow very fast, how to ensure that the availability of skills and talent follow suit to avoid slowing down the growth of the industry. Importing talent can be a highly effective short-term solution but not may not be fir-for-purpose longer term. How to ensure the foreign talent becomes part of the rapid local skills creation challenge?	Keynote H.E. Ahmed Al Khateeb, Minister of Tourism, Saudi Arabia Keynote H.E. Eng. Saleh bin Nasser Al Jasser, Minister of Transport and Logistic Services, Saudi Arabia
12:55-13:10	KEYNOTE	THE PRODUCTIVITY CONUNDRUM What does the recipient of the 'Sveriges Riksbank Prize in Economic Sciences in Memory of Alfred Nobel' make of the disappointing labor productivity growth? Institutions play a crucial role in shaping labor productivity through their influence on policy, investment, innovation, and labor market institutions. How to design an institutional framework that can create an environment conducive to higher labor productivity and economic growth?	Prof. James A. Robinson, Nobel Laureate, The Reverend Dr. Richard L. Pearson Professor of Global Conflict Studies; Institute Director, The Pearson Institute for the Study and Resolution of Global Conflicts, University of Chicago Harris School of Public Policy, 2024 Nobel Laureate

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TIME	SESSION TYPE	SESSION DESCRIPTION	SPEAKERS
REALITY CHECK: AI AND THE GLOBAL LABOR MARKET			
13:10-13:25	FIRESIDE CHAT	AI is reshaping the global labor market, but where will its greatest impact be felt? While Generative AI, like ChatGPT, disrupts information-driven roles such as call centers, hardware AI—humanoid robots, autonomous vehicles, and drones—promises even greater real-world applications. From baristas and taxi drivers to pilots, the scope of disruption is vast. How can businesses and governments prepare for this shift? Can AI-driven advancements enhance productivity while creating new opportunities?	Moderator Aaron Heslehurst , Former News Anchor & Presenter BBC World News Dr. Andy Xie , Independent Economist
PLENARY PILLAR 1 - FOREVER SKILLING			
LIGHT AT THE END OF THE TUNNEL? LABOR MARKET MISMATCHES AND SKILLS GAPS			
13:25-13:55	PANEL DISCUSSION	This panel addresses the critical issue of aligning workforce skills with the rapidly shifting demands of today's – and tomorrow's – economy. As industries transform and new sectors emerge, the disconnect between what employers' need and the skills workers possess continues to widen, resulting in inefficiencies and untapped potential. This discussion will explore the root causes of these mismatches and consider solutions like targeted education, upskilling initiatives, and enhanced collaboration between the private sector, government, and educational institutions. The focus is on finding practical approaches to better match talent with opportunities, ensuring a more adaptive labor market.	Moderator Becky Anderson , Anchor and Journalist, CNN Dr. Badr Al Badr , CEO, Misk Foundation Dr. Evan Shellshear , Managing Director, Ubidy Stefano Scarpetta , Director, Employment, Labour and Social Affairs (ELS) Directorate, OECD
13:55-14:40	BREAK		

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TIME	SESSION TYPE	SESSION DESCRIPTION	SPEAKERS
14:40-15:10	FACE-OFF	THE TASK OF FINANCING RESKILLING – HERCULES MET SISYPHUS? The challenge of financing reskilling initiatives can be likened to the combined labors of Hercules and Sisyphus—immense and seemingly unending. As technological advancements and changing market demands render some existing skills obsolete, the need for comprehensive upskilling and reskilling programs becomes critical. However, developing sustainable financial strategies to support these efforts remains a significant obstacle. Sharing the costs between governments, businesses, and individuals is essential to ensuring that workers can adapt to the evolving job market without placing excessive financial strain on any single entity.	Moderator: Aaron Heslehurst, Former News Anchor & Presenter BBC World News Feras Abdulaziz Abalkhail, Deputy Director General of the Human Resources Development Fund for Business Sumanta Roy, President & Regional Head, Tata Consultancy Services (TCS), Middle East and Africa Renate Hornung-Draus, Vice-President, IOE; Vice-Chair, ILO H.E. Azar Bayramov, Director General of the Labour Centre of the Organisation of the Islamic Cooperation
15:10-15:30	IN CONVERSATION	LEVERAGING THE “SILVER” DIVIDEND As populations age, many economies face challenges related to shrinking workforces and rising dependency ratios as well as experience and knowhow disappearing at an uncomfortable rate. However, with the right policies and strategies, an aging population can be seen as an asset rather than a burden. This discussion focuses on how businesses and governments can tap into the expertise of older workers by promoting lifelong learning, flexible work arrangements, and inclusive employment practices. By doing so, the "silver dividend" can be realized, turning demographic shifts into opportunities for sustained growth and productivity.	Moderator: Sagar Goel, Managing Director & Partner, Boston Consulting Group Prof. Elsa Fornero, Honorary Professor of Economics, University of Turin Dr. Phumzile Mlambo-Ngcuka, Founder & President, Umlambo Foundation
15:30-15:55	LAUNCH CONVERSATION	NUMBERS DON'T LIE – THE GLMC RESEARCH STUDY NAVIGATING TOMORROW: MASTERING SKILLS IN A DYNAMIC GLOBAL LABOUR MARKET This session will delve into the wealth of insights from the GLMC Research Study, with a focus on the surprising insights, policy recommendations and calls to action for the key labor market stakeholders.	Moderator: Ben Thompson, Anchor & Presenter Dr. Ahmed A. Alzahrani, Deputy Minister for Skills and Training, Ministry of Human Resources and Social Development, Saudi Arabia Johannes Koettl, Senior Economist, Social Protection and Labor Global Practice, World Bank Group Dr. Séamus McGuinness, Research Professor, ESRI Dublin, Adjunct Research Professor, Department of Economics, Trinity College Dublin Roberto Suarez Santos, Secretary General, International Organization of Employers
15:55-16:05	KEYNOTE	THE CURRENT SITUATION, TRENDS AND PRACTICAL REFLECTIONS OF THE CHINESE LABOR MARKE	Bu Yulong, Chairman, CIIC Group
16:05-16:15	FIRESIDE CHAT	THE FUTURE OF SKILLS IN THE CAPITAL MARKET	Moderator: Aaron Heslehurst, Former News Anchor & Presenter BBC World News H.E. Mohammed A. El-Kuwaiz, Chairman, Capital Market Authority

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TIME	SESSION TYPE	SESSION DESCRIPTION	SPEAKERS
16:15-16:25	FIRESIDE CHAT	FROM TRADITION TO TRANSFORMATION: ARAMCO'S JOURNEY IN UNLOCKING POTENTIAL THROUGH TRAINING AND DEVELOPMENT	Moderator: Tumi Makgabo , Broadcaster and Founder, AfricaWorldwide Media Faisal Al-Hajji , Senior Vice President - Human Resources, Aramco
 PLENARY PILLAR 2 - Youth In a Bind			
16:25-16:45	PANEL DISCUSSION	WOULD YOU WANT TO BE YOUNG TODAY?! Today's youth face unprecedented challenges and opportunities: From navigating a new technology landscape, to coping with increasing costs of living, challenges pertaining to getting that coveted first job, to coping with high costs of living, advancing in the flatter career pyramids career, young people are redefining work and life expectations. This session will explore whether the prospects for youth today are empowering or overwhelming, and what this means for the future of work, education, and social mobility.	Moderator: Tumi Makgabo , Broadcaster and Founder, AfricaWorldwide Media Stephen Cotton , General Secretary, ITF Jerry Inzerillo , CEO, Diriyah Gate Development Authority Bettina Schaller , President WEC, Word Employment Confederation
16:45-17:05	KEYNOTE	THE NEXT GENERATION IN NUMBERS: GROUNDS FOR OPTIMISM?	Dr. Angus Hervey , Founder, Fix The News
17:05-17:20	2 CONSECUTIVE RAPID FIRES	TAKE A CHANCE ON ME We will hear from two seasoned leaders how employers benefit from taking a chance on new labor market entrants and how to make it work for both parties.	Kersti Kaljulaid , Former President of Estonia & President, Estonian Olympic Committee Yvonne Watson , Executive Dean, Parsons School of Design
17:20-17:45	PANEL DISCUSSION	WANTED: DECENT JOBS FOR OUR YOUTH As youth unemployment and underemployment remain critical global challenges, the demand for decent jobs for youth is huge, and growing. This session will examine strategies for creating sustainable employment opportunities that offer fair wages, security, and growth prospects for young people. From vocational training and entrepreneurship programs to public-private partnerships and digital economy initiatives, we'll explore innovative approaches that can bridge the skills gap and align youth aspirations with market needs. The discussion will also focus on addressing systemic barriers, promoting inclusivity, and ensuring that today's youth are equipped and empowered to thrive in an evolving labor market.	Moderator: Aaron Heslehurst , Former News Anchor & Presenter BBC World News Will Straw , Chief Executive Officer, King's Trust International Jamal Al Kishi , Chief Executive Officer Middle East & Africa, Deutsche Bank AG Alya Alaali , Chief Strategy & Data Analytics Officer, Tamkeen Maha Mofeez , CEO, Tamkeen Mayank Patel , SVP & Head of EEMEA, Adecco
17:45-17:55	KEYNOTE	THE FUTURE OF WORK IS FEMALE	Silvina Moschini , CEO, Unicorns
17:55-18:00	MC REMARKS	WRAP-UP OF DAY 1	

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TIME	SESSION TYPE	SESSION DESCRIPTION	SPEAKERS
9:30-9:40	SPECIAL ADDRESS	OPENING REMARKS THE SAUDI LABOR MARKET LEARNING CURVE	H.E. Dr. Abdullah Nasser Abuthnain, Vice Minister of Human Recourses and Social Development for Labor, Saudi Arabia
9:40-9:55	FIRESIDE CHAT	LABOR MARKET TRANSFORMATION IN THE 21ST CENTURY	Moderator: Ben Thompson, Anchor & Presenter H.E. Gilbert F. Hounbo, Secretary-General, International Labor Organization (ILO)
9:55-10:05	SPECIAL MESSAGE	SPECIAL MESSAGE	Amina J. Mohammed, Deputy Secretary-General, United Moderator
10:05-10:25	KEYNOTE	NOT WORKING: DECODING MARKET SIGNALS ABOUT THE FUTURE OF WORK In a world where job market information is becoming more abundant, why are people not moving to better opportunities? This session will explore how AI can drive labour mobility can unlock access to new talent around the world.	Prof. Carl Benedikt Frey, Associate Professor for AI & Work, Oxford University
PLENARY PILLAR 3 - THE WIN-WIN OF A MOBILE WORKFORCE			
10:25-10:55	PANEL DISCUSSION	LEVERAGING AI & TECH CROSS-BORDER TALENT Leveraging AI and technology to tap into cross-border talent offers a transformative opportunity for global labor markets. While remote work becomes increasingly normalized and digital platforms evolve, businesses can now, in principle, access a diverse pool of skilled professionals regardless of geographic location. This approach not only addresses talent shortages but also fosters innovation by integrating diverse perspectives. However, to fully capitalize on cross-border talent, organizations must navigate challenges related to regulation, data security, and equitable access. The focus is on how to make cross-border talent work in an equitable manner for all parties involved.	Moderator: Omar Christides, CEO & Founder, Arabnet H.E. Dr. Abdullah bin Sharaf Alghamdi*, President, SDAIA Cenly Chen, Chief Growth Officer, SVP & MD, Supermicro Ed Williams, President, International, Edelman
10:55-11:25	PANEL DISCUSSION	(TARGETED) IMMIGRATION – IS THAT EVEN A THING? In today's rapidly evolving global economy, targeted immigration has emerged as a critical tool for addressing labor market challenges and demographic shifts. This session will explore how countries strategically design immigration policies to attract talent and fill skill gaps, focusing on the impact of selective criteria like education, industry expertise, and language proficiency, and whether they work, and for whom: the discussion will delve into the ethical and social considerations, such as integration, inclusivity, and the balance between economic goals and humanitarian values.	Moderator: Tumi Makgabo, Broadcaster and Founder, AfricaWorldwide Media Speakers Dr. Deepak Nayyar, Professor Emeritus of Economics, Jawaharlal Nehru University; President, Indian Society of Labour Economics Dr. Philani Mthembu, Executive Director, Institute for Global Dialogue (IGD) Kholoud Saif Abdullah Alkubaisi, Executive Director, Workers' Support and Insurance Fund Dr. Çağlar Özden, Lead Economist in Development Economics, World Bank Group

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11:25-11:55	LAUNCH CONVERSATION	WORLD BANK YOUTH REPORT This session will launch the joint GLMC-World Bank Youth approach paper. By 2033, there will be 1.2 billion youth in the Global South; however, at the current rate, only 420 million of them are projected to be employed, while 480 million will be in school, leaving 295 million idle. The discussion about the paper focuses on the significant challenges faced by youth in transitioning into the labor market.	<u>Introductory Keynote:</u> Jamele Rigolini , Senior Advisor, Social Protection and Jobs, World Bank Group <u>Panel Discussion:</u> Moderator: Omar Christides , CEO & Founder, Arabnet Dr. Cristobal Ridao Cano , Practice Manager for MENA SPJ Global, World Bank Group Jude AlThagafi , MA Candidate, Johns Hopkins University
 PLENARY PILLAR 4 - Productivity On The Mend. Maybe			
11:55-12:25	PANEL DISCUSSION	PRODUCTIVITY IMPROVEMENT: IGNORE AT YOUR PERIL Productivity is the linchpin for growth, innovation, and economic resilience. Yet, many organizations and economies overlook the importance of sustained productivity improvements, often focusing on short-term gains or cost-cutting. This session will delve into why enhancing productivity is crucial for long-term success, covering key drivers. The panel will examine how ignoring productivity upgrades can lead to stagnation and lost opportunities, while highlighting best practices and strategies that can transform output, efficiency, and overall competitiveness.	Moderator: Jorg Schubert , Partner and Expert in Labor, McKinsey H.E. Daniel Maurate Romero , Minister of Labor, & Promotion of Employment, Peru Marc Giannoni , Managing Director, Chief US Economist, Barclays Dr. Erica L. Groshen , Senior Economic Advisor, Cornell University Amb. Dr. Valérie Berset Bircher , Deputy Head Labour Directorate, State Secretariat for Economic Affairs Prof. Cho Dongchul , President, Korea Development Institute (KDI) & KDI School of Public Policy and Management (KDIS)
12:25-12:55	FACE-OFF	GLOVES OFF: IS AI/TECHNOLOGY REALLY IMPROVING PRODUCTIVITY? Amid the excitement surrounding AI and advanced technologies, the question remains: Are they truly delivering on their promise to boost productivity? This session takes a critical look at whether these innovations are translating into real-world efficiency gains or simply creating new complexities. We'll explore the impact of AI and automation across different sectors, discussing both the successes and the challenges—like skill gaps, job displacement, and the diminishing returns of tech investments.	Moderator, Tumi Makgabo , Broadcaster and Founder, AfricaWorldwide Media Denis Pennel , Global Labor Expert and Work Futurist Sven Otto Littorin , Former Minister of Employment, Sweden Eng. Khalid Alhogail , MD & CEO, SAPTCO Group David Barnes , Workforce Policy Consultant, DNBGlobal Consulting Christopher Warhurst , Professor & Director, Institute for Employment Research, University of Warwick

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12:55-13:20	IN CONVERSATION	IT'S ALL ABOUT SKILLS (GAPS) As industries evolve and the nature of work transforms, the gap between the skills workers have and those employers need remains wide, and some even say it is widening. This session will examine the pressing issue of skills gaps, focusing on how education, training, and reskilling programs can better align with market demands. We'll explore strategies for closing these gaps, from digital literacy and specialized technical training to soft skills development and lifelong learning initiatives. The discussion will also address the role of businesses, governments, and educational institutions in equipping the workforce with the skills required to thrive in a rapidly changing economy.	Moderator: Tumi Makgabo, Broadcaster and Founder, AfricaWorldwide Media Dr. Rama Chandra Khuntia, National Vice President, INTUC Con Kittos, Executive Chairman, Asuria
13:20-13:40	KEYNOTE	WHAT TOMORROW WILL BRING – A SNEAK PREVIEW	Gerd Leonhard, Author & CEO, The Futures Agency
13:40-14:30	BREAK		



PLENARY PILLAR 5 - GROWING GREEN JOBS FOR A JUST ECONOMY

14:30-15:00	IN CONVERSATION	GREEN JOBS ABOUND. TALENT IN SHORT SUPPLY - WHY THE LAG? With the rise of the green economy, there is a burgeoning demand for green jobs aimed at sustainability and environmental impact. Yet, despite the growth in opportunities, there is a noticeable shortage of skilled talent to fill these roles. This session will explore the reasons behind this disconnect, examining factors such as inadequate training programs, poor communication to the market, and slow industry adaptation. We'll discuss strategies to bridge the gap, including targeted educational initiatives, industry collaborations, and policy measures to align talent with the needs of the green sector.	Moderator: Omar Christides, CEO & Founder, Arabnet Omar Shahzad, Group CEO, Meinhardt Group Prof. Eugenie Birch, Professor, University of Pennsylvania
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TIME	SESSION TYPE	SESSION DESCRIPTION	SPEAKERS
15:00-15:30	PANEL DISCUSSION	YOU LOSE SOME, YOU WIN SOME - THE UNEQUAL JOB IMPACT OF CLIMATE CHANGE Climate change is reshaping economies, impacting jobs. While some sectors, like renewable energy and green technologies, are experiencing growth, others face decline or displacement due to environmental regulations, changing demands, and disappearance of livelihoods due to natural disasters. This session will explore the uneven impact of climate change on employment, highlighting both the opportunities and challenges faced by different industries and regions.	Moderator: Ben Thompson, Anchor & Presenter Prof. Enrico Giovannini, Professor, University of Rome & Former Minister of Labour and Social Policies Prof. Joseph Akinkugbe Adelegan, Secretary-General & Executive Head, International Rubber Study Group
15:30-15:55	FIRESIDE CHAT	FROM BRAIN DRAIN TO BRAIN GAIN: INNOVATIVE SOLUTIONS This session will explore how innovative strategies are reversing this trend, turning brain drain into "brain gain" by promoting knowledge exchange, attracting returning experts, and retaining talent. We'll discuss initiatives such as diaspora networks, remote work opportunities, and targeted investment programs that enable countries to reclaim and capitalize on their human capital. As the competition for global talent intensifies, this conversation will emphasize the importance of collaboration in converting the challenges of brain drain into pathways for growth and innovation.	Moderator: Omar Christides, CEO & Founder, Arabnet Marek Benio, Co-Founder & Vice-President, European Labour Mobility Institute
15:55-16:10	IN CONVERSATION	JOBS WITH A PURPOSE: TRUE OR FALSE The idea of "jobs with a purpose" has gained traction as more people seek work that aligns with their values and contributes to societal good. But is this trend truly transforming the job market, or is it more of a buzzword than a reality? Are jobs there to create meaning or pay the bills? This session will critically examine whether jobs that offer a sense of purpose are genuinely on the rise or if they remain a niche segment. We'll explore factors driving this demand, such as corporate social responsibility and personal fulfilment as well as whether meaningful jobs have a demonstrable impact on job satisfaction, productivity, and organizational success.	Moderator: Ben Thompson, Anchor & Presenter Dean Turner, Chief EMEA Economist, UBS Global Wealth Management Melina Taprantzi, Founder, Earth & Co Consulting

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TIME	SESSION TYPE	SESSION DESCRIPTION	SPEAKERS
16:10-16:20	FIRESIDE CHAT	DESIGNING RETIREMENT MODELS FIT FOR TOMORROW'S LABOR MARKETS Addressing the challenge of (re)designing retirement models that encourage workers to stay in the workforce for longer and make both government and the private sector equally attractive requires innovative thinking. Such models must aim to ensure the availability of enough workers needed to fill vacant jobs, whilst offering social protection to those that are no longer fit to work – and ensure the financial sustainability of the pension schemes. Is the solution pension benefits, increase the retirement age, to abandon the notion of retirement age altogether – or something completely different?	Moderator: Tumi Makgabo , Broadcaster and Founder, AfricaWorldwide Media
 PLENARY PILLAR 6 - SMES AND NEW WORK MODELS AS JOB CREATORS			
16:10-16:50	PANEL DISCUSSION	SMALL BUT MIGHTY: MAXIMIZING SMES' JOB CREATION POTENTIAL Small and medium-sized enterprises (SMEs) are often hailed as engines of job creation and economic growth. However, realizing their full potential requires overcoming specific challenges and leveraging strategic opportunities. This session will explore how SMEs can maximize their impact on job creation, focusing on effective strategies for scaling operations, fostering innovation, and accessing funding. The panel will discuss the role of supportive policies, technological advancements, and entrepreneurial ecosystems in enabling SMEs to thrive and contribute significantly to employment.	Moderator: Ben Thompson , Anchor & Presenter Amanda Pullinger , Founder & Principal, Global Female Investors Management Alin Ioaneș , CEO, Rombat SA Dr. Ayth Al Mubarak , CEO, The National Center for Family Business
16:50-17:05	IN CONVERSATION	SMES - THE FRONTRUNNERS OF 'GOOD WORK'? SMEs contribute to 'Good Work' by creating diverse job opportunities and promoting fair labor practices and are credited with being better at doing so than bigger companies? Why are they better at creating good work – is it easier in younger companies because the profit expectation is less, or is it due to the founders/leaders having a different focus when they are closer to the workers?	Moderator , Tumi Makgabo , Broadcaster and Founder, AfricaWorldwide Media Virginia Reese Coles , Co-founder, Aretas AI Waleed Fatani , Group CEO, Savola Group
17:05-17:20	IN CONVERSATION	AI IN SMES DRIVER OR ROADBLOCK FOR JOB CREATION? If/when AI in the corporate world becomes common business practice, will SMEs continue to drive job creation? There are different schools of thought about whether they're early adopters of AI or late-bloomers.	Moderator: Omar Christides , CEO & Founder, Arabnet Richard Rothenberg , CEO, Global AI Sarita Patil , Producer, Matchbox Shots

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17:20-17:40	IN CONVERSATION	GENERATIONAL SOLIDARITY OR RACE FOR THE JOBS?	Moderator , Tumi Makgabo , Broadcaster and Founder, AfricaWorldwide Media Hasan Faisal Hammad , Group Chief Human Resources Officer, Saudi National Bank Amani Alkhiami , Initiatives and Coalitions Senior Manager, FII Institute
17:40-17:45	CLOSING REMARKS	GLMC COMMITS! THE ROADMAP TO GLMC 2026	H.E. Dr. Abdullah Nasser Abuthnain , Vice Minister of Human Recourses and Social Development for Labor, Saudi Arabia

TIME	ACADEMIC MAJLIS	The Career Compass	HRDF	Skills Hub	GLOBAL LABOR MARKET CONFERENCE
12:30-12:45			PARTNER AGORA (HRDF)	PARTNER AGORA (ITCILO)	
12:45-13:00			INNOVATIVE SOLUTIONS FOR EMPOWERING JOB SEEKERS	THE DESERT ECONOMY: UNLOCKING OPPORTUNITIES FOR SUSTAINABLE DEVELOPMENT AND DECENT WORK	
13:00-13:15	Country Case Study HONG KONG				
13:15-13:30		YOUTH TRACK	CONTROVERSIAL CONVERSATION	CONTROVERSIAL CONVERSATION	
13:30-13:45		WHAT SKILLS DO I NEED TO BE READY FOR THE LABOR MARKET?	IR: TENSION ON THE RISE IN A CONTEXT OF WAGE STAGNATION AND JOB INSECURITY	REDUCING THE GAP BETWEEN MALE AND FEMALE NEET RATES	
13:45-14:00					
14:00-14:15					
14:15-14:30					
14:30-14:45	ACADEMIC TRACK		ROUNDTABLE	PARTNER AGORA (ILO x DCO)	
14:45-15:00	Deep Dive 1 POLICY SOLUTIONS FOR YOUTH @ WORK	SILVER TRACK (Kearney)	THE WORKFORCE IN THE LOW-CARBON FUTURE	ADVANCING AI AND DIGITAL TRANSFORMATION FOR DECENT JOBS	
15:00-15:15					
15:15-15:30				PARTNER AGORA (NLO)	
15:30-15:45			COUNTRY CASE United Kingdom	LEVERAGING DATA AND FORESIGHT TO EMPOWER STRATEGIES FOR OLDER WORKERS	
15:45-16:00	ACADEMIC TRACK				
16:00-16:15	Deep Dive 2 A JUST TRANSITION? GOOD AND INCLUSIVE GREEN JOBS	YOUTH TRACK			
16:15-16:30		WHY SHOULD YOU HIRE US?			
16:30-16:45	ACADEMIC TRACK		CLOSED SESSION (ILO x Chambers)	PARTNER AGORA (Misk Foundation)	
16:45-17:00	Deep Dive 3 THE PRODUCTIVITY CONUNDRUM		PREPARATORY MEETING: THE ROLE OF BUSINESS AND EMPLOYERS' ORGANIZATIONS IN PROMOTING MORE DIGITAL, GREEN AND RESPONSIBLE BUSINESS IN THE GULF COUNTRIES	YOUTH IN A BIND: BRIDGING THE GAP BETWEEN YOUNG WORKERS' ASPIRATIONS AND THE LABOR MARKET	
17:00-17:15					
17:15-17:30					

TIME	ACADEMIC MAJLIS	The Career Compass	HRDF	Skills Hub	GLOBAL LABOR MARKET CONFERENCE
10:00-10:15	ACADEMIC TRACK Deep Dive 4 THE REAL IMPACT OF AI ON THE WORKFORCE	SILVER TRACK IS AGE THE NEW DISCRIMINATION FRONTIER? & WHY YOU SHOULD KEEP US - BREAKING THE COST SPIRAL	PARTNER AGORA TBC (MAYBE HRDF)	PARTNER AGORA (World Bank x ILO) POLICY LAB ON EFFECTIVE SECTOR SKILLS COUNCILS	
10:15-10:30					
10:30-10:45					
10:45-11:00					
11:00-11:15	ACADEMIC TRACK Deep Dive 5 MULTI-DISCIPLINARY APPROACH	YOUTH TRACK HYBRID, REMOTE OR IN-OFFICE – A YOUTH PERSPECTIVE	PARTNER AGORA (ILO x Chambers) THE ROLE OF BUSINESS AND EMPLOYERS' ORGANIZATIONS IN PROMOTING MORE DIGITAL, GREEN AND RESPONSIBLE BUSINESS IN THE GULF COUNTRIES.	PARTNER AGORA (Workers' Support Insurance Fund) ENHANCING MENTAL AND PSYCHOLOGICAL WELL-BEING IN THE WORKPLACE: EXPERIENCES FROM THE GCC COUNTRIES	
11:15-11:30					
11:30-11:45					
11:45-12:00					
12:00-12:15					
12:15-12:30					
12:30-12:45					
12:45-13:00					
13:00-13:15	PARTNER AGORA (World Bank) INNOVATIVE APPROACHES TO SKILL REFORM: EXPERIENCE OF SAUDI ARABIA	GENERATIONAL TRACKS TOGETHER BRIDGING THE EXPERIENCE GAP: VALUE THROUGH AGE DIVERSITY	LEADERS TALK ROUNDTABLE A FUTURE WHERE EVERYONE CAN THRIVE: A HEALTHY ENVIRONMENT FOR ALL	PARTNER AGORA (RBIC) BEHAVIORAL SOLUTIONS TO LABOR MARKET CHALLENGES IN SAUDI ARABIA	
13:15-13:30					
13:30-13:45					
13:45-14:00					
14:00-14:15	Country Case Study GERMANY	CONTROVERSIAL CONVERSATION LIVING WAGES – KILLING LIVELYHOODS?	PARTNER AGORA (World Bank) WORLD BANK YOUTH REPORT	CLOSED SESSION (NLO) Navigating Tomorrow: Charting the Path Forward for Transformative Supply Demand Foresight.	
14:15-14:30					
14:30-14:45					
14:45-15:00					
15:00-15:15	Country Case Study SAUDI ARABIA	PARTNER AGORA (World Bank) WORLD BANK YOUTH REPORT	CLOSED SESSION (NLO) Job Creation Index (JCI): Added Value and Lessons Learned in Measuring and Tracking Job Creation at the National Level		
15:15-15:30					
15:30-15:45					
15:45-16:00					
16:00-16:15	Country Case Study SOUTH KOREA	PARTNER AGORA (World Bank) WORLD BANK YOUTH REPORT	CLOSED SESSION (NLO) Job Creation Index (JCI): Added Value and Lessons Learned in Measuring and Tracking Job Creation at the National Level		
16:15-16:30					
16:30-16:45					
16:45-17:00					
17:00-17:15	PARTNER AGORA (World Bank) POLICY LAB – ACTIVE LABOR MARKET PROGRAMS (ALMPS)	Country Case Study SOUTH AFRICA			
17:15-17:30					
17:30-17:45					
17:30-17:45					



Academic Majlis

GCC Room

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TIME	TRACK	SESSION DESCRIPTION	SPEAKERS
12:45-13:45	COUNTRY CASE STUDY	HONG KONG	Lead Contributor: Anthony Lau* , Director, Hong Kong Talent Engage, Labour and Welfare Bureau Olga Strietska-Ilina Senior Specislist, Skills and Employability, International Labour Organization (ILO) Prof. Elsa Fornero , Honorary Professor of Economics, University of Turin Denis Pennel , Global Labor Expert, and Work Futurist Facilitator: Maurice Salem , Principle, Arthur D. Little
14:00-15:30	ACADEMIC TRACK	Deep Dive 1 POLICY SOLUTIONS FOR YOUTH @ WORK	Dr. Pedro S. Martins , Professor, Nova School of Business and Economics Dr. Çağlar Özden , Lead Economist and Co-Director, World Development Report 2023, World Bank, USA
15:45-16:30	ACADEMIC TRACK	Deep Dive 2 A JUST TRANSITION? GOOD AND INCLUSIVE GREEN JOBS	Christopher Warhurst , Professor & Director, Institute for Employment Research University of Warwick
16:30-17:15	ACADEMIC TRACK	Deep Dive 3 THE PRODUCTIVITY CONUNDRUM	Dr. Erica L. Groshen , Senior Economic Advisor, Cornell University

Detailed Program 30th January 2025

TIME	TRACK	SESSION DESCRIPTION	SPEAKERS
10:00-11:30	ACADEMIC TRACK	Deep Dive 4 THE REAL IMPACT OF AI ON THE WORKFORCE	Dr. Evan Shellshear , Managing Director, Ubidy
11:00-13:15	ACADEMIC TRACK	Deep Dive 5 MULTI-DISCIPLINARY APPROACH	Prof. Dr. Abdullah Almansour , Head, Economic Research GOSI Prof. Enrico Giovannini , Professor, University of Rome & Former Minister of Labour and Social Policies
13:30-14:30	PARTNER AGORA (World Bank)	INNOVATIVE APPROACHES TO SKILL REFORM: EXPERIENCE OF SAUDI ARABIA The session explores innovative approaches to advance skill reform in Saudi Arabia. These approaches include development of national skills strategies; AI-driven skill taxonomy and advanced technical and vocational training. Collectively, these approaches foreground an evidence-based approach to policy making, contribute to skill reform in Saudi Arabia, and serve as good practice examples for others to learn from. Presenters will introduce each approach, followed by facilitated engagement with delegates.	Presentations: Dr. Ahmed Al Zahrani, Deputy Minister for Skills and Training, Ministry of Human Resources and Social Development Neil Butcher, Consultant, World Bank presentation Ekaterina Pankratova, Senior Social Protection Specialist, World Bank – presentation Ulrich Scharf, Managing Director & Co-Founder, SkillLab - presentation Panel: Moderator: Carole Chartouni, Senior Economist, World Bank Hatem Alballaa, Assistant Deputy Minister of Skills & Training, MHRSD Mohammed Al-Muhaisen, Head, Career Counselling, HRDF Eng. Sultan Alsunaya, Director General, International Cooperation
15:15-16:15	COUNTRY CASE STUDY	SAUDI ARABIA	Lead Contributor: Dr. Ahmed A. Alzahrani Deputy Minister for Skills and Training, Ministry of Human Resources and Social Development, Saudi Arabia Eng. Nasser A. Al-Jaryad, Chairman, Saudi National Committee of Workers' Committees (SNC) H.E. Fayez Ali Al-Mutairi*, General Director, Arab Labor Organization Susanne Eldhagen, Regional Director, United Nations Entity for Gender Equality and the Empowerment of Women for the Arab States, UN Women Dr. Cristobal Ridao Cano, Practice Manager, MENA SPJ Global Practice, The World Bank Facilitator: Paul Mithun, Strategy Manager, Kearney

Detailed Program 30th January 2025

TIME	TRACK	SESSION DESCRIPTION	SPEAKERS
16:15-17:45	PARTNER AGORA (World Bank)	POLICY LAB – ACTIVE LABOR MARKET PROGRAMS IN ACTION (ALMPS)	
		Active labor market policies (ALMPs) play a crucial role in helping youth find employment by addressing various barriers and enhancing their employability. These policies include a range of interventions such as skills training, wage subsidies, and job search assistance. For instance, training programs tailored to local employers' needs can significantly increase youth employment rates by equipping them with relevant skills.	<u>Presentations:</u> Nayib Rivera , Economist, World Bank Ashwag Bahha , Executive Director of HRDF programs Esra Sermin Ata , Labor Expert, Unit Coordinator, Ministry of Labor and Social Security (Türkiye) Riyad Shammout , Director, National Employment Program, Ministry of Labor, Jordan Eugenia Cortona , Subsecretaria de Empleo y Formación Laboral, Secretaría de Trabajo, Empleo y Seguridad Social de la Nación Aliya Alaali , Chief Strategy & Data Analytics Officer, Tamkeen
		Additionally, job search assistance and public employment services help bridge the information gap between young job seekers and potential employers, facilitating better job matching. Overall, while the effectiveness of ALMPs can vary, well-designed and targeted programs that involve the private sector and address local labor market needs tend to be more successful in improving youth employment outcomes.	
		This policy lab session discusses experiences from various countries in delivering ALMPs for youth. The session will include one short introductory session, three short country lightning talks featuring practitioners in the field, followed by a panel discussion on best practices and implications for youth employment programs globally. The Lab will include a Q&A session with the audience.	<u>Panel:</u> Moderator: Carole Chartouni , Senior Economist, World Bank



The Career Compass

Silver & Youth Track

Program

YOUTH TRACK - FORMATS

TRACK	FORMAT	FORMAT DESCRIPTION
YOUTH TRACK	Skills Quest	Divide the room into teams and provide each team with a set of questions related to essential skills for the future labor market. Each group will discuss their ideas and then present them to the entire group. Interactive elements like bubble maps and visual aids can be used to facilitate the discussions.
		Participants engage in mock interviews with leading contributors in their respective fields to refine their elevator pitches, showcasing unique skills and experiences, followed by a discussion on the gathered viewpoints
	Inspire Me – Mock Interviews	1. The session facilitator introduces the session objectives and format, emphasizing the importance of crafting an effective elevator pitch in the labor market. 2. Participants take 10 minutes to highlight their unique skills, experiences, and value proposition. This could involve group brainstorming sessions or reviewing examples of successful pitches. 3. Mock Interviews: Participants are divided into smaller groups and take turns conducting mock interviews with industry experts. Each participant delivers their elevator pitch, while the experts assess their communication style, content, and overall effectiveness.
YOUTH TRACK		This straightforward format brings together individuals with differing perspectives on a specific youth labor market issue for an engaging group discussion. Participants share their viewpoints, challenge one another's ideas, and collaborate to find common ground or potential solutions.
	Resolve & Evolve	1. Introduction: The session facilitator introduces the discussion topic and participating speakers, each representing a unique perspective or viewpoint. 2. Presentation of Viewpoints: Each speaker presents their perspective on the topic, providing arguments and evidence to support their stance. Time limits may be imposed to ensure equal representation. 3. Audience Engagement: The audience is invited to ask questions or provide comments to the speakers, fostering a broader conversation and encouraging active engagement. 4. Reflection and Conclusion: Speakers share their final thoughts and reflect on the discussion, identifying key takeaways and potential areas for further exploration.
YOUTH & SILVER TRACKS	Circle of Generations	This casual and interactive format encourages participants to engage in informal discussions, fostering a relaxed atmosphere for knowledge sharing and networking across generations. Participants gather in small, circular groups, allowing everyone to contribute their thoughts, experiences, and insights on relevant topics or themes from both the silver and youth tracks.

Detailed Program 29th January 2025

TIME	TRACK	FORMAT	SESSION DESCRIPTION	SPEAKERS
13:15-14:00	YOUTH TRACK	Skills Quest	WHAT SKILLS DO I NEED TO BE READY FOR THE LABOR MARKET? This session will focus on the essential skills and knowledge needed to adapt and excel in today's ever-changing job market. We will cover a range of in-demand technical and soft skills sought by employers across industries. Emphasizing the importance of continuous learning, we'll provide practical strategies for career growth and advancement.	Facilitator: Jude AlThagafi, MA Candidate, Johns Hopkins University Fazal Bahardeen, CEO, CrescentRating & HalalTrip Andrew Bone, Managing Director, Saudi Arabia, APCO Farooq Ahmed, Secretary-General & CEO, Bangladesh Employers' Federation Ahmed AlNuman, Chief Shared Services Officer, ASFAR
14:15-15:30	SILVER TRACK (Kearny)	In Conversation	THE NEED FOR GLORY AND MONEY ON THE WANE - WHAT COMES AFTER? As populations age and birth rates decline globally, the shrinking workforce presents a critical challenge to economic growth and the sustainability of social support systems. Rethinking how we engage older workers is essential. In this session, we will explore global trends, policy gaps, and misconceptions about employing older workers. Through diverse perspectives from policymakers, employers, and workers, we'll discuss actionable solutions to overcome cultural and structural barriers, enabling older workers to continue contributing meaningfully to the economy. Join us for an insightful discussion on how to create a more inclusive and dynamic workforce that benefits all generations.	Moderator: Mohamed Elimam, Associate, Kearney Middle East and Africa Sebastian Siseles, CEO, Vibrant App Dr. Mansour AlRumayyan, Supervisor General, Ministry of Economy and Planning, Saudi Arabia
15:45-17:00	YOUTH TRACK	Inspire Me – Mock Interviews	WHY SHOULD YOU HIRE US? In this session, we will showcase the potential and unique value that today's young professionals bring to the table. By exploring the qualities, skills, and innovative mindset of the youth workforce, we will demonstrate why investing in young talent is essential for any organization looking to thrive in the modern labor market. Digital literacy and tech training play a crucial role in equipping young professionals with cutting-edge skills, such as content creation and leveraging social media for marketing and social change.	Facilitator: Sara AlMeshari, Riyadh Global Shaper, Global Shapers Community Yigit Alp Elmas CEO & Co-Founder, T-Fashion Imran Qureshi, Head, North America, WTW (Willis Towers Watson)

TIME	TRACK	FORMAT	SESSION DESCRIPTION	SPEAKERS
10:30-11:30	SILVER TRACK	Panel Discussion	IS AGE THE NEW DISCRIMINATION FRONTIER? In today's competitive labor market, embracing a diverse, multigenerational workforce is key to unlocking untapped potential and fostering innovation. To overcome age-related stereotypes and biases, businesses must prioritize inclusivity by implementing measures such as blind recruitment, unconscious bias training, flexible work arrangements, and reskilling opportunities for employees of all ages. Governments play a crucial role in addressing age discrimination by enforcing anti-discrimination laws and supporting reskilling initiatives. Embracing the evolving landscape of work and promoting age diversity allows companies to benefit from the wealth of skills, perspectives, and experiences that a multigenerational team offers, ultimately contributing to a more equitable, sustainable, and successful future for all.	Dr. Amlan Roy, Partner & Research Associate, LCP & LSE Prof. Dr. Young Bum Park, Professor Emeritus of Economics, Hansung University, Korea. Luc Triangle, General Secretary, International Trade Union Confederation Dr. Alessandra L. González, Research Assistant Professor, Duke University Dr. Anasse Bouhal, Higher Education and TVET Regional Programme Specialist, UNESCO
11:45-13:15	YOUTH TRACK	Resolve & Evolve	HYBRID, REMOTE OR IN-OFFICE – A YOUTH PERSPECTIVE As workplace models evolve, understanding the preferences and challenges of young professionals is key to shaping the future of work. This session will explore how today's youth workforce views the shift to hybrid, remote, and in-office environments. We'll discuss their priorities around flexibility, work-life balance, and location, as well as the role of technology in supporting productivity and collaboration. The session will also cover how hybrid and remote setups affect career development, mentorship, and well-being, along with how companies can maintain culture and engagement in a dispersed workforce. Finally, we'll examine the gap between expectations and reality for young employees. Attendees will gain insights into adapting workplace strategies to meet the evolving needs of emerging talent.	Maha AlAbduljabbar* Mirik Milan, Former Night Mayor Amsterdam, VibeLab Nadia Harris, Founder, Remote Work Advocate Baker Khundakji, Young Transport Workers & Future of Work Officer, International Transport Workers' Federation (ITF)

TIME	TRACK	SESSION DESCRIPTION	SPEAKERS
13:30-14:15	GENERATIONAL TRACKS TOGETHER	BRIDGING THE EXPERIENCE GAP: VALUE THROUGH AGE DIVERSITY This session will focus on the importance of bridging the experience gap and fostering age diversity in the labor market. By drawing on key insights from both the Silver Track and Youth Track, participants will explore strategies to promote intergenerational collaboration, address age-related biases, and create inclusive work environments. Key topics include the benefits of mentorship, overcoming stereotypes, and harnessing the unique strengths of different generations to drive innovation and problem-solving in the workplace.	Hasan Faisal Hammad , Group Chief Human Resources Officer, Saudi National Bank
14:30-15:30	COUNTRY CASE STUDY	GERMANY	Lead Contributor: Renate Hornung-Draus , Vice-President, IOE; Vice-Chair, ILO Marek Benio , Co-Founder & Vice-President, European Labour Mobility Institute Bettina Schaller , President WEC, Word Employment Confederation Nadia Harris , Founder, Remote Work Advocate Facilitator: Ashok Kaul , Senior Partner, Roland Berger
15:45-16:45	COUNTRY CASE STUDY	SOUTH KOREA	Lead Contributor: Dr. Andy Xie , Independent Economist David Barnes , Workforce Policy Consultant, DNBGlobal Consulting Dr. Munirul Nabin , Senior Lecturer and Director International, Department of Economics, Deakin Business School Prof. Cho Dongchul , President, Korea Development Institute (KDI) & KDI School of Public Policy and Management (KDIS) Prof. Dr. Young Bum Park , Professor Emeritus of Economics, Hansung University, Korea. Facilitator: Laila Kuznezov , Director, Oliver Wyman



HRDF

Detailed Program 29th January 2025

TIME	TRACK	SESSION DESCRIPTION	SPEAKERS
INNOVATIVE SOLUTIONS FOR EMPOWERING JOB SEEKERS			
12:30 – 13:15	PARTNER AGORA (HRDF)	This session will explore the Human Resources Development Fund's (HRDF) comprehensive programs designed to support employment, training, and professional development, enhancing job opportunities and workforce skills in Saudi Arabia. Additionally, we will delve into the Unified National Employment Platform, "Jadarat," which offers access to suitable job opportunities and streamlines recruitment processes.	Ashwag Bahha Executive Director of HRDF programs, Human Resource Development Fund
IR: TENSION ON THE RISE IN A CONTEXT OF GLOBAL CHANGE			
13:15-14:00	CONTROVERSIAL CONVERSATION	Global change—including mergers and reorganizations, acceleration of artificial intelligence in the workplace, continuing automation, shifting supply chains, and “greening” of economies—reach across national borders yet contribute to local concerns about skills, job security, economic disruption, and wage stagnation. This session will explore the industrial relations challenges presented by these trends and the roles of governments, employers, and worker organizations in promoting workplace harmony and fostering constructive engagement across varied cultures and legal and regulatory frameworks.	Facilitator: Tom Mackall , ILO Governing Body Member Prof. Tom Bewick , Visiting Professor in Skills & Workforce Policy, University of Staffordshire Abdulmalik Abdulkareem Al Balushii , Group Chief People Officer, Asyad Group Ghaleb Hijazi , Director General, Amman Chamber of Commerce Bilal Malkawi , Regional Secretary, International Transport Workers' Federation (ITF)
THE WORKFORCE IN THE LOW-CARBON FUTURE			
14:15-15:00	ROUNDTABLE	The global shift to a low-carbon economy is reshaping labor markets, driving changes across energy, manufacturing, and transportation sectors. As new roles emerge and others decline, gaps in green skills and equitable access are becoming evident. This session explores the challenges and opportunities organizations face in preparing their workforce for this transformation.	Facilitator: Dr. Robert Manning , Managing Partner & Director of Research, WashingtonDCinsider.com Ashraf Hamed Al Mamari , GCEO, OQ Group Dr. Rasmi Hamzeh , Executive Director, Jordan Renewable Energy & Energy Efficiency Fund (JREEEF) Norberto Januzzi , Partner Private Equity, Patria Investments Toby Switzer , Chief Human Capital Officer, Agility

Detailed Program 29th January 2025

TIME	TRACK	SESSION DESCRIPTION	SPEAKERS
15:15-16:15	COUNTRY CASE STUDY	UNITED KINGDOM	Lead Contributor: Prof. Tom Bewick* Visiting Professor in Skills & Workforce Policy, University of Staffordshire Tom Flynn* , Partner, Whiteshield Will Straw* , Chief Executive Officer, King's Trust International Stephen Cotton* , General Secretary, ITF Facilitator: Abdullah AlDahmash , Managing Director, Accenture
16:30-17:15	CLOSED SESSION (ILO x Chambers)	THE ROLE OF BUSINESS AND EMPLOYERS' ORGANIZATIONS IN PROMOTING MORE DIGITAL, GREEN AND RESPONSIBLE BUSINESS IN THE GULF COUNTRIES This session will examine the evolving role of Gulf EBMOs in addressing labor market challenges amid economic diversification, digital and green transitions. Leaders will share insights on integrating ESG principles, the impact of AI, and developing strategies to support sustainable enterprises and responsible business practices.	Moderator: Deborah France-Massin , Director of the Bureau of Employers' Activities, ILO Sonya Janahi , Board of Directors- Bahrain Chamber of Commerce and Industry Tom Mackall , Senior Counsel, USCIB- Responsible business practices and role of EBMOs Aayat Abusulumain , Vice Chairwoman of the Labour Market Committee- Federation of Saudi Chambers Firas Al Oda , Kuwait Chamber of Commerce and Industry

Detailed Program 30th January 2025

TIME	TRACK	SESSION DESCRIPTION	SPEAKERS	GLOBAL LABOR MARKET CONFERENCE
10:15-11:15	PARTNER AGORA	TBC Description	Name Position Company	
11:30-12:15	PARTNER AGORA (ILO x Chambers)	The Role of Business and Employers' Organizations In Promoting More Digital, Green and Responsible Business in the Gulf Countries This session will explore the evolving role of EBMOs in transforming labor markets, addressing digital and climate transitions, and promoting sustainable, socially responsible development. It will highlight key challenges and opportunities faced by EOs in the Gulf region while showcasing best practices and innovative solutions. Participants will gain insights into how EBMOs adapt to the changing world of work and contribute to a sustainable and equitable future.	<u>Welcome:</u> Deborah France Massin , Director of Bureau of Employers' Activities, ILO <u>Opening Remarks:</u> H.E. Dr. Abdullah Nasser Abuthnain , Vice Minister of Human Recourses and Social Development for Labor, Saudi Arabia Dr. Eng. Abdulghani Bakur Alsayegh , Governing Body Member, ILO & ITCILO; Chairman, Saudi Labor Market Committee Gilbert Hounghbo , Director General of the International Labour Organization Renate Hornung-Draus , IOE Vice-President to the ILO <u>Panel:</u> Moderator: Roberto Suarez Santos , Secretary General, International Organization of Employers Sonya Janahi , Board of Directors- Bahrain Chamber of Commerce and Industry Turki Alamro , Representative of the Federation of Saudi Chambers Farooq Ahmed , Secretary-General & CEO, Bangladesh Employers' Federation	
12:15-13:00	LEADERS TALK	Government, civil society and corporate leaders talk about labor market challenges and opportunities that matter to them.	Moderator: Ben Thompson , Anchor & Presenter H.E. Dr. Hala Bint Mazyad Altuwaijri , President, Human Rights Commission, Saudi Arabia Dr. Abdullah Alabdulkarim , CEO of Saudi Logistics Academy Sanjeev Jain , Global COO, Wipro <i>Skill is the New Currency</i> Maha Taher , Head, Nestlé Academy Ahmed Mohammed Al Sharqi , Deputy Minister of Labor Affairs, Ministry of Human Resources and Social Development, Saudi Arabia	

TIME	TRACK	SESSION DESCRIPTION	SPEAKERS
13:00-13:45	ROUNDTABLE	A FUTURE WHERE EVERYONE CAN THRIVE Most countries have become more multicultural and seek to be more inclusive of a diverse workforce. Businesses are beginning to embrace the transformative potential of a diverse workforce - one that goes beyond gender, race and ethnicity - to fuel innovation, creativity and empathy. Inclusion takes diversity a step further by fostering an environment of support empowering each employee to thrive and to be the best of themselves. Diversity and inclusion are increasingly seen as a strategic advantage, beyond a moral or statutory obligation. Organizations that champion inclusive and diverse environment and embrace the holistic potential of their workforce position their business for a competitive and sustainable advantage resonating with the customer base.	Moderator: Karim Henain, Partner, Bain & Company Middle East Pascal Bijleveld, Chief Executive Officer, ATscale Dr. Adnan Telawi [only speaks Arabic and French] Secretary-General, Arab Swiss Center for Research on Employment and Human Rights at Work Sonya Janahi, Board Member, Bahrain Chamber; VP, International Organization of Employers, Asia Abdulelah Alkharshi, General Director of Social Enablement, Ministry of Human Resources and Social Development, Saudi Arabia Katy Kalitowska, CEO, Valuable 500
14:00-14:45	CONTROVERSIAL CONVERSATION	LIVING WAGES – KILLING LIVELIHOODS? This session explores the global debate on living wages and their impact on the labor market. While living wages aim to ensure dignity and financial security for workers, critics argue they could strain small, drive outsourcing, and threaten livelihoods. Bringing together experts from various sectors, the discussion will examine how businesses, governments, and policymakers can balance fair wages with economic sustainability, addressing the ripple effects on supply chains, labor migration, and international competition in an increasingly globalized economy.	Moderator: Dr. Séamus McGuinness, Research Professor, ESRI Dublin, Adjunct Research Professor, Department of Economics, Trinity College Dublin Dr. Eng. Abdulghani Bakur Alsayegh, Governing Body Member, ILO & ITCILO; Chairman, Saudi Labor Market Committee Dr. Munirul Nabin, Senior Lecturer and Director International, Department of Economics, Deakin Business School

TIME	TRACK	SESSION DESCRIPTION	SPEAKERS
14:45-15:45	PARTNER AGORA (World Bank)	WORLD BANK YOUTH REPORT	Presentation: Dr. Jamele Rigolini (+ 20/25 mins Presentation) Senior Advisor, Social Protection and Jobs Facilitated Q&A session: Johannes Koettl , Senior Economist, Social Protection and Labor Global Practice, World Bank Group Michele Zini , Senior Economist, The World Bank
16:00-17:00	COUNTRY CASE STUDY	SOUTH AFRICA	Lead Contributor: Dr. Philani Mthembu , Executive Director, Institute for Global Dialogue (IGD) Dr. Amlan Roy , Partner & Research Associate, LCP & LES Michele Zini , Senior Economist, The World Bank Facilitator: Yasmin Alkhwaiter



Skills Hub

Detailed Program 29th January 2025

GLOBAL
LABOR MARKET
CONFERENCE

TIME	TRACK	SESSION DESCRIPTION	SPEAKERS
12:30 – 13:15	PARTNER AGORA (ITCILO)	THE DESERT ECONOMY: UNLOCKING OPPORTUNITIES FOR SUSTAINABLE DEVELOPMENT AND DECENT WORK Deserts, covering 20% of the Earth's surface and supporting over one billion people, present unique challenges and opportunities for sustainable development. This session explores how the Desert Economy can address global issues such as desertification, climate change, and economic exclusion by leveraging renewable energy, sustainable agriculture, and desert tourism while promoting decent work and environmental preservation.	Co-Moderators: Stefano Merante, Head of the CATALYST initiative, International Training Centre of the ILO (ITCILO) Giuseppe Zefola, Deputy Director of Training, Chief of Partnerships, International Training Centre of the ILO (ITCILO) Speakers: Haytham Abdo, Manager of Development, Desert Technologies Dr. Hasan Haroglu, Department Head, Construction Engineering – College of Engineering and Technology – University of Doha for Science and Technology Peter Rademaker, Deputy Regional Director for Arab States, International Labour Organization (ILO)
13:15-14:00	CONTROVERSIAL CONVERSATION	REDUCING THE GAP BETWEEN MALE AND FEMALE NEET RATES The global NEET rate for young women (28.1%) is more than double that of young men (13.1%), with some regions like the Middle East and Asia seeing rates exceed 40%. Barriers such as limited education access, cultural norms, and caregiving responsibilities persist. This session explores these disparities and actionable solutions to promote equity in education and employment.	Facilitator: Dr. Amlan Roy, Partner & Research Associate, LCP & LSE Vito Intini, Senior Economist, UNDP Patricia L. McCarney, President and CEO, World Council on City Data (WCCD) Dr. Robert Manning, Managing Partner & Director of Research, WashingtonDCinsider.com Jawaher Al Sudairy, CEO, Alwathba Consulting
14:15-15:15	PARTNER AGORA (ILO x DCO)	ADVANCING AI AND DIGITAL TRANSFORMATION FOR DECENT JOBS In this workshop we will explore the implications of AI and digitalization on the labour market and discuss how various stakeholders can collaborate to ensure a more inclusive and equitable transition.	<u>Keynote Presentation:</u> Alaa Abdulaal, Chief of Digital Economy Foresight, Digital Cooperation Organization <u>Panel Discussion:</u> Moderator: Sher Verick, Adviser to the Deputy Director-General, International Labour Organization Dr. Salim Araji, Economist and Team Lead of the Future of Work Initiative, UN-ESCWA Dr. Ahmad AbuSalah, Director of the Center for Healthcare Intelligence, King Faisal Specialist Hospital and Research Center. Dr. Fahad Alenezi, Director of Knowledge Excellence at the National eLearning Center (NELC) Dr. Hoda Alkhzaimi, Economy National Expert on Advanced Sciences Research and Future Economy The UAE National Experts Program Aya Jaafar, Labour Economist at the ILO's Regional Office for Arab States

Detailed Program 29th January 2025

TIME	TRACK	SESSION DESCRIPTION	SPEAKERS
15:15-16:00	PARTNER AGORA (NLO)	LEVERAGING DATA AND FORESIGHT TO EMPOWER STRATEGIES FOR OLDER WORKERS This session will explore innovative approaches to understanding and enhancing the contributions of older workers in today's labor market. Using data analytics and foresight techniques, panelists will discuss the critical role older workers play in addressing labor shortages and driving economic growth. Key topics include identifying and overcoming barriers to their participation, the impact of declining fertility rates on workforce dynamics, and strategies for upskilling and reskilling older employees to meet evolving market demands.	Moderator Dr. Mehmet Ali Soytas, Senior Advisor, NLO of Saudi Arabia Elnur Safarli, Chairman, National Observatory on Labour Market and Social Protection Affairs, Azerbaijan Dr. Ulrich Walwei, Deputy Director, Institut Für Arbeitsmarkt- Und Berufsforschung, Germany Wong Weiqi, Deputy Director, Manpower Research & Statistics Department, Singapore
16:00-17:30	PARTNER AGORA (Misk)	YOUTH IN A BIND: BRIDGING THE GAP BETWEEN YOUNG WORKERS' ASPIRATIONS AND THE LABOR MARKET The workshop will explore the challenges young workers face, such as market-skills mismatches, limited mid-management opportunities, and the risks of informal economy employment. It will focus on identifying actionable strategies to align youth aspirations with the realities of the labor market, empowering them to contribute meaningfully to economic growth.	Omar AIOqaili, Partner - Business Consulting, EY Thahab AIOtaibi, Director - Business Consulting, EY

Detailed Program 30th January 2025

TIME	TRACK	SESSION DESCRIPTION	SPEAKERS
10:00-11:30	PARTNER AGORA (World Bank x ILO)	POLICY LAB ON EFFECTIVE SECTOR SKILLS COUNCILS The Policy Lab aims to provide high-level policymakers, CEOs and thought leaders with a dedicated space to facilitate knowledge exchange on recent global policy innovations and success stories, fostering an environment of shared learning. More specifically, it will draw on case examples from different contexts to reflect on the successes and challenges that have been experienced with establishing and sustaining Sector Skills Councils (SSCs) as a means to proactively respond to labor market needs. The session, hosted collectively by the Ministry of Human Resources and Social Development (MHRSD), World Bank, and International Labor Organization (ILO) will include speakers from the UK, South Africa, and Saudi Arabia, with additional contributions from countries, such as Jordan, Canada, and Australia.	Moderator: Neil Butcher, Consultant, World Bank Annamarie Lawrence, Technical Specialist - Skills, International Labour Organization Ekaterina Pankratova, Senior Social Protection Specialist, World Bank Professor Barney Glover (video contribution), Commissioner, Jobs and Skills Australia Olga Strietska-Iliina, Senior Skills and Employability Specialist, ILO Carmel Marock (video contribution), Manager Singizi, SINGIZI CONSULTING AFRICA Prof. Tom Bewick, Visiting Professor in Skills & Workforce Policy, University of Staffordshire Amira Qarqash (video contribution), Digital Skills Development Manager, Ministry of Digital Economy & Entrepreneurship Jordan Khalid Al-Shahrani, General Manager, Sector Skills Councils, MHRSD
11:45 – 12:30	PARTNER AGORA (Workers' Support Insurance Fund)	ENHANCING MENTAL AND PSYCHOLOGICAL WELL-BEING IN THE WORKPLACE: EXPERIENCES FROM THE GCC COUNTRIES Workers' mental and psychological health is a vital issue affecting productivity and well-being in workplaces. In light of the increasing economic and social challenges and the difficulties posed by the work environment, workers face psychological pressures that can negatively impact their physical and mental health and affect productivity and the sustainability of work relationships. This discussion session aims to raise awareness, exchange experiences, and explore the GCC ministries of Labour initiatives in this regard.	Moderator: Khalil Buhazaa, Labour Dept. Director (Executive Bureau of the Labour Ministers Council in GCC States) Kholoud Al Kubaisi, Executive Director (Workers' Support and Insurance Fund) Eng. Majed Alfuwaiz, Secretary-General, the National Council for Occupational Safety and Health Nabhan Al Batashi, Chairman of the General Federation of Oman Workers
12:45-13:45	PARTNER AGORA (RBIC)	BEHAVIORAL SOLUTIONS TO LABOR MARKET CHALLENGES IN SAUDI ARABIA What if tackling labor market challenges did not require sweeping reforms but smarter, behavior-focused approaches? This session delves into how behavioral insights are revolutionizing labor activation, job matching, and firm compliance through innovative platforms. Discover actionable, evidence-based strategies that are shaping a more dynamic and responsive labor market in Saudi Arabia, offering evidence-based solutions to persistent challenges, one decision at a time.	Ahmed Aldarrak, Senior Director of Business Excellence, Integrated Solutions, Qiwa Portfolio Dr. Camellia Alibrahim, Head, Behavioral Insights, Ministry of Culture, Saudi Arabia Mohammed F. Al-Kabour, Director, Riyadh Behavioral Insights Center for Labor Policies, Ministry of Human Resources and Social Development, Saudi Arabia Dr. Monerah Almahmoud, Director, Behavioral Science Department, The Human Resource Development Fund

Detailed Program 30th January 2025

TIME	TRACK	SESSION DESCRIPTION	SPEAKERS
14:00-15:00	CLOSED SESSION (NLO)	Navigating Tomorrow: Charting the Path Forward for Transformative Supply Demand Foresight This session will focus on labor foresight, highlighting data analytics and predictive modeling tools for proactive policymaking. Discussions include sharing best practices, cross-sector collaboration, and insights from Saudi Arabia's Labor Foresight Unit.	
15:30- 16:30	CLOSED SESSION (NLO)	Job Creation Index (JCI): Added Value and Lessons Learned in Measuring and Tracking Job Creation at the National Level This session will showcase the JCI as a key tool in labor market strategies, sharing lessons from Saudi Arabia and discussing the challenges and benefits of national job creation forecasting efforts. The session will conclude with a recognition of exemplary job creation efforts..	

PROGRAM TRACKS

TRACK

TRACK DESCRIPTION

ACADEMIC TRACK

One of the highlights of this year's GLMC, the Academic Track has been specifically designed for researchers and academics to present their latest findings and engage with peers. This platform is intended to showcase research in progress, past studies, or areas of interest that the speakers are passionate about, sparking knowledge sharing, potential collaborations, thought-provoking discussions with event attendees, and contributions to the ongoing conversation around the chosen theme.

SILVER TRACK

Our Silver Track at the Global Labor Market Conference serves as a platform designed to gather experienced professionals, experts, and industry leaders for insightful panel discussions and in-depth conversations on the unique challenges and opportunities faced by seasoned professionals in today's global job market. By addressing these challenges, we aim to contribute to the creation of a more inclusive and dynamic workforce that benefits professionals of all ages and experience levels.

YOUTH TRACK

Our Youth Track at the Global Labor Market Conference is an engaging and interactive platform designed to bring together young minds, experts, and industry leaders for thought-provoking discussions on the pressing challenges and emerging opportunities that today's youth encounter in the global job market.

Each session is carefully curated to foster collaborative learning and debate, enabling participants to dive deep into the critical issues affecting the youth labor market. Our formats encourage co-creation, ensuring that participants don't just listen to experts, but actively engage in conversations with them.

COUNTRY CASE STUDY

The Country-Case Studies aim to deliver a comprehensive examination of labor market dynamics in specific countries, focusing on how global trends, national policies, and economic conditions influence the employment ecosystem.

PARTNER AGORA

The Partner Agora at GLMC is a vibrant platform dedicated to showcasing the expertise and initiatives of our partners. Inspired by the ancient Greek "agora," this space fosters collaboration, innovation, and dialogue on key topics shaping the global labor market. Through informative sessions, workshops, and interactive discussions, partners will share insights, present case studies, and engage with a diverse audience of professionals, academics, and policymakers. The Partner Agora enriches the conference experience by integrating diverse perspectives, sparking innovation, and building meaningful connections.

FOOD FOR THOUGHT

This track is designed to foster a stimulating dialogue on the pressing challenges currently influencing and reshaping the labor market. Industry experts will present their insights and perspectives, in some cases opposing insights on key issues. The session encourages active participation, inviting the audience to engage in meaningful discussions, share their viewpoints, and explore diverse perspectives in an open and thought-provoking environment.

PLENARY

The Plenary offers a dynamic platform for influential speakers and thought-provoking discussions. Focusing on the conference's 6 content pillars, the Plenary features diverse formats such as exhilarating Face-Offs, fast-paced rapid-fire keynotes, stimulating debates, and Ministerial talks and panels, designed to engage, challenge, and inspire.
