

Skills for Productivity and Resilience in the Post Covid-19 Era

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ILO

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2020**



International
Labour
Organization

No historical precedence to the impact of Covid-19

Global Economy

+ Add to myFT

Loss of working hours to equal 195m full-time jobs, UN agency warns

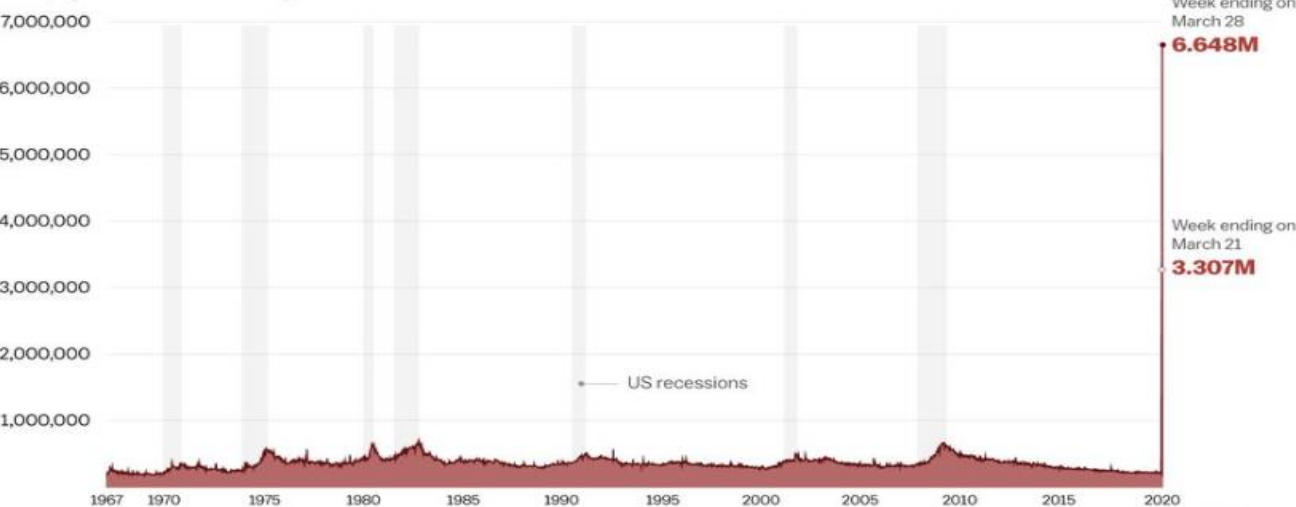
Almost 7% of working hours worldwide set to be wiped out in second quarter, says ILO



The Eiffel Tower in Paris is one of many attractions closed

An unprecedented rise in unemployment

Unemployment insurance claims by week



Source: US Department of Labor

Vox



ANALYSIS

How the World Will Look After the Coronavirus Pandemic

The pandemic will change the world forever. We asked 12 leading global thinkers for their predictions.

BY JOHN ALLEN, NICHOLAS BURNS, LAURIE GARRETT, RICHARD N. HAASS, G. JOHN IKENBERRY, KISHORE MAHBUBANI, SHIVSHANKAR MENON, ROBIN NIBLETT, JOSEPH S. NYE JR., SHANNON K. O'NEIL, KORI SCHAKE, STEPHEN M. WALT

MARCH 20, 2020, 7:02 PM



MAGAZINE

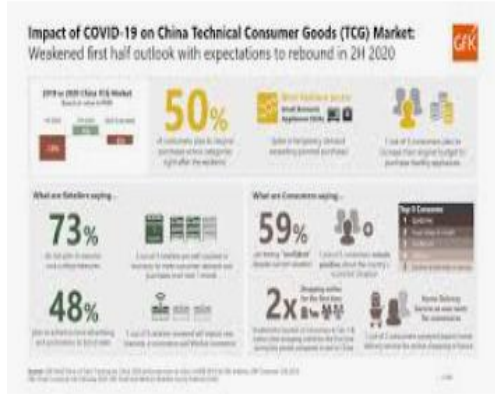
THE FRIDAY COVER

Coronavirus Will Change the World Permanently. Here's How.

A crisis on this scale can reorder society in dramatic ways, for better or worse. Here are 34 big thinkers' predictions for what's to come.

Colossal crises are often followed by deep, permanent and multi-dimensional social and economic shifts

At the wake of the crisis, society could likely be:



Press release | GfK Switzerland
gfk.com



COVID-19: Online grocery platforms to benefit as co..
businessday.in



COVID-19 Drives Consumers to Online Shopping, Del..
wholefoodsmagazine.com



COVID-19: DTC Sales Tips for Your Winery
winedirect.com

- **Pandemic conscious** – inducing changes in attitude and behavior
- **Resilience-focused** – inducing changes in business models as well as the roles of government
- Less **trusting** in the invincibility of humanity and government
 - but more aware of the importance of effective leadership and governance systems (and science of course)
- **Emphatically digital** - with increased sense of community and more through digital connectivity

As a result, seismic shifts are likely in:

Social interactions



The way we relate with each other & approach technology

- Behavioral, attitudinal & cultural shifts
- Change in purchasing and consumption behavior

Political institutions



The way we relate with government

- Concepts of government & governance
- The profile we look for in political leaders

Business models



Resilience as a new business currency

- Change in choice of technology, production, marketing and delivery systems
- Work place arrangement – telecommuting and other flexibilities

The big question: What do these changes mean for businesses ?

i.e. productivity, competitiveness, growth and resilience

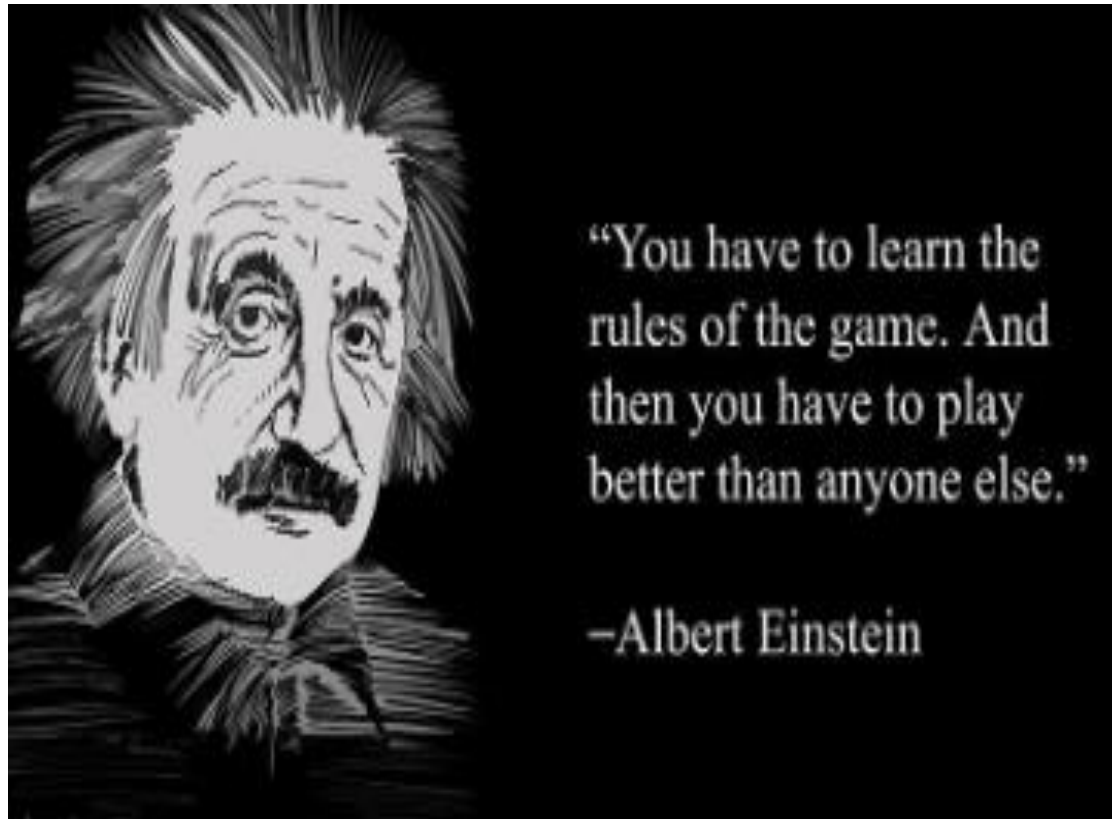


Two related questions that businesses may increasingly ponder on ...



- What type of enterprises demonstrated better resilience, flexibility and innovation during the crisis?
- What factors were at play in fostering (or curtailing) flexibility, innovation and resilience?
 - What business eco-systems? – (What policies, rules and regulations)
 - What business models, organizations set-ups and leadership systems? – (What team formats, sets of employees' skills; incentive systems; technological choices and infrastructures etc ...)

As the game changes so should the rules of the game ...



- Lifestyle changes: Emphatic Digitalization of life and work (including clients, suppliers, workplace arrangements etc ...)
- Strong demand and better social perception for automation technologies

Skills for productivity and resilience: a new business mantra?



- Shift of competitive edge towards enterprises with strong digital infrastructure, footprints and savviness
- Stronger demand and competition for high skills, with emphasis on soft skills,



Thank you