



## Outcome Document

### UfM Future of Work Workshop 26 September 2024 – Sarajevo, Bosnia and Herzegovina

#### **Background:**

Last Ministerial Declaration of the Union for the Mediterranean Ministers in charge of Employment and Labour (Marrakech, 2022) recognized the need to address the employment-related challenges in line with the commitments taken by the United-Nations for the realization of the UN Sustainable Development Goals (2030 Agenda) and the International Labour Organisation towards *“a just transition to a green economy and skills necessary to adapt the workforce to the changing skills needs in view of an adjustment to the future of work.”*

Acting upon the Ministerial mandate, the UfM Secretariat, with the support of the German Development Cooperation, held a second edition of the UfM Future of Work Workshop in Sarajevo, Bosnia and Herzegovina, on 26 September 2024. The Workshop, co-funded by the European Commission (DG Employment, Social Affairs and Inclusion), benefitted also from the expertise of the European Training Foundation (ETF), the Labour and Employment Agency of Bosnia-Herzegovina (PES) and the Social Innovation Incubator (MUNJA).



The workshop brought together over 70 young people, policymakers, private sector’s representatives, business support organisations, as well as other stakeholders from 22 Member States to exchange insights and best practices, foster dialogue, collaboration, and set a course for future initiatives.

#### **Content:**

The Workshop was inaugurated by H.E. Edin Forto, Minister of Communications of Bosnian and Herzegovina, who expressed his pleasure to have a UfM event in Bosnia and Herzegovina, hoping it would be a first step into a structured engagement that would include other areas of common priority. For their part, Mr. Ivan Barbalic, Director of the State Agency for Labour and Employment, and Mrs. Biljana, Secretary of the Ministry of Civil Affairs, took stock of the current labour realities in Bosnia and Herzegovina and in the Western Balkans at large, stressing the importance of investing in human capital, the necessity for policy reform, and the challenges associated with migration and brain drain.



### Modality:

Throughout three sessions that incorporated elements of gamification to ensure full engagement of all the participants, the audience was introduced to the modality and the thematic, then engaged in interactive discussions in a fishbowl setting on three interlinked dimensions of the Future of Work, namely Opportunities, Challenges, and Best Practices with an emphasis on green and digital transitions, as well as career guidance and skilling strategies. The participants were introduced to several best practices from Bosnia and Herzegovina, Spain and Morocco, as well as the work underway by the European Training Foundation, the Bosnian Social Innovation Incubator MUNJA, and the Mozaik Foundation. This was preceded by a scene setter delivered by the European Training Foundation with a focus on global trends on future of work, the skills necessary for the future, labour market trends in the EU Neighbourhood, as well as some up-and-coming economic sectors that promise growth, including the Silver Economy (associated with the elderly).

### Key findings:

Through focused discussions, the participants coincided on several opportunities, threats, and best practices in green and digital transitions, as well as career guidance and skilling strategies. The table hereunder lists the most prominent findings:

Opportunities	Threats	Best Practices
Flexible, responsible and smart working conditions	Persisting skill gaps between and within both shores	Continuous gap analysis, upskilling and reskilling
New pathways for entrepreneurship	Structural youth unemployment	Youth-led and youth-centric initiatives and networks
New horizons for Public-Private Partnerships	Regional conflicts and their repercussions	Attracting global impact investment
Greater outreach and rural areas coverage	High entry barrier and start-up costs	AI and new technologies driving innovation
Broad horizon for the creative industries	Brain-drain and demographic imbalances	EU support and growing body of legislation
New technologies leverage on platform economy	Governance loopholes and conflict of interest	Multistakeholder dialogue and co-creation of value
Higher competitiveness and democratized access to jobs	Absence of a level-playing field	Inclusive policies anchored to current realities