

Terms of Reference for the EUROSAI Project Group on “...”**General provisions**

Name of the Project Group: Workforce 2030 - Challenges and Opportunities.

Background and objective of the Project Group:

Major Changes in Workforce - International organizations and experts (OECD, ILO, Mckinze and others) assess that due to global, technological and demographic changes, in the coming years and decades the world will experience major transitions in the workforce:

1. About 50% of Jobs are at risk of automation (some will disappear some will change).
2. By 2030, 400-800 Million individuals around the world could be displaced by automation and need to find new jobs .The global, technological and demographic changes create opportunities for new jobs, as well.

While it is difficult (if not counter-productive) to try and plan in detail for the potential changes that might affect the world of work in years to come, it is crucial that countries strengthen the resilience and adaptability of labour markets so that workers, organizations and businesses can manage the transition with the least possible disruption, while maximising the potential benefits.

Link with EUROSAI Strategic Plan:Yes

1.3.1. Strategic Goal / portfolio to which is linked:

The suggested parallel audit is compatible with strategic goal 1 - Supporting effective, innovative and relevant audits by promoting and brokering professional cooperation.

1.3.2. No duplication or overlaps with other activities of the EUROSAI Strategic Plan

No

Structural provisions

2.1 Lead SAI(s): SAI Israel plans to lead the parallel audit, but will be happy to collaborate with a SAI that has significant experience in parallel audits.

2.2 Contact person(s):

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2.3 **Participants:** We are still in the process of building the group of SAIs that will participate in the audit. SG1 assistance will be much appreciated. So far agreed to participate in the parallel audit the following SAIs: Finland; Poland; Netherlands; Estonia; Bulgaria; and from ASOSAI - South Korea. We are still waiting for confirmation from a few other SAIs.

3. Technical and procedural provisions

3.1 Intended Results:

The final product of the international parallel audit - the concluding joint audit report - will be a guiding document and a working tool for all governments that wish to prepare for the future labour markets.

3.2 Benefits to EUROSAI Membership:

While each country has its own characteristics and challenges, the radical and rapid changes in the workforce are global and trans-boundary. SAIs have systemic vision of the government. The audit may play an important role in placing this issue on the national agenda.

We believe that a coordinated parallel audit between SAIs may be extremely useful. We can thereby: (a) learn how other countries address this issue; (b) identify core issues; (c) coordinate audit plan, methodology and recommendations.

The audit may include three main themes:

1. The Education System (K-12) and Higher Education - How are they preparing for changes in the future labor market?
2. Adult Vocational Training - How is the government adjusting its vocational training plans to the evolving and disappearing professions and industries? How is it addressing the growing need for reskilling, upskilling and lifelong learning?
3. Governmental planning – How does the government address market failures and plan its investment faced with a dynamic labor market?

3.3 Duration & Key Milestones:

The general time frame for the audit:

- Kickoff meeting - July-Sept. 2019;
- Presenting audit plans – Dec. 2019;

- Presenting main findings - May 2020;
 - Finalizing the report - end of 2020;
 - Publication - beginning of 2021;
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- 3.4 Working Methods:
 - A parallel audit under common themes as mentioned above. Each SAI can choose either an audit on all sub-themes, or on some of them.

3.5 Necessary Resources:

- Financial

We will have more details once we know about the country's participating in the audit.

- Other

- Request to EUROSAI

We will much appreciate SG1 recruiting key SAIs that this audit is relevant to them. Since it is a global issue, it will be affective and will grant a wider angle if leading members in ASOASAI will also participate. As you can see above, the SAI of South Korea has already agreed to participate.

3.6. Reference documents and materials:

4. Accountability provisions