

International Stakeholders Conference

Investing in People and Skills in the Danube Region

The Future of Work: A World of New and Changing Skills

9 of October, Chisinau, Moldova
Radisson Blu Hotel, Mitropolit Varlaam Str 77

Conference Report

1. Background and Context

This conference, held in Radisson Blu Hotel Chisinau on 9th of October 2017, was planned and organized as a launching event of the new project “Investing in People and Skills in the Danube Region”; which has been developed and financially supported by European Union funds (ERDF, IPA, ENI) and Moldovan state bodies.

The conference was a very good opportunity for participants to discuss how globalization, technological progress and innovation influence society, labour market (the impact of globalization and digitalization on quantity and quality of jobs) and policies (including skills policies), how people face challenges for an increasing digital and globalized world.

The conference was attended by the heads of the Ministry of Health, Labour and Social Protection, Republic of Moldova; also heads of the Ministry of Education, Culture and Research and State Chancellery, Republic of Moldova; representatives from Embassy of Hungary; several representatives from Federal Ministry of Labor, Social Affairs and Consumer Protection, Austria and Federal Ministry of Education, Austria. No doubt the representatives of international organizations, such as EU Delegation Moldova, World Bank and ILO could not miss the event. Full list of participants, with their contact details, is provided in **Annex 2**. Conference Programme is attached (**Annex 1**).

2. Expected Outcomes

The conference was designed to improve and share knowledge by providing:

- a clear understanding of the Danube Trans-regional Strategy, the challenges and opportunities;
- better understanding of the Impact of globalization, technological progress and innovation on society, including labor markets, policy recommendations;
- to share the knowledge about the skills development at macro regional level: achievements and future perspectives of EUSDR cooperation

3. Proceedings from the Conference

3.1. Welcome/Introduction

The conference was opened by the moderator Mr Sergiu Beznitchi who greeted the audience and listed the topics of the day. He mentioned the impact of globalization, technological progress and innovation on society, including labor markets, policy recommendations and skills development at macro regional level: achievements and future perspectives of EUSDR cooperation and the challenges of digitizing society. He lighted up the role of the Ministry of Health, Labor and Social Protection, who is coordinating the priority area of the EU strategies for Danube Region and he offered the floor to the Deputy Minister of Health, Labor and Social Protection, Republic of Moldova, Anastasia Oceretnîi.

Mrs Oceretnîi welcomed the participants and showed so honoured to open the conference investing in People and Skills in the Danube Region. Professional skills are an important factor that increases chances of employment and prosperity. Having the appropriate skills, people will be prepared for good quality jobs and will be able to harness their potential as confident and active citizens. In a global economy in a continuous change, competencies will determine competitiveness and the capacity to stimulate innovation. These are factors of attraction for investments and represent a catalyst in the virtuous circle of job creation and economic growth. Competences are the key to social cohesion and the professional achievement of each person. Improving people's abilities is a plus for everyone: for the economy, for society, for employers and for each individual. In 2016 was launched the initiative of the European Commission "New Skills for New Jobs", which sets out the priority directions for the development of competences within the European Union, such as: a better anticipation of demand, a better correlation of skills with the needs of the labor market and the proximity of the educational and professional environment. Participation in this conference of the relevant actors in the field of education and labor market of the Republic of Moldova as well as of the countries of the Danube region, actors as employers, trade unions, universities, professional schools, non-governmental organizations involving international projects, ministries and other authorities, once again show the need to develop education and labor market policies at national and regional level. She greeted the local and international authorities related to the conference topic and expressed her gratitude to discuss together the influence of globalization on the labor market, the impact of technological progress on jobs and future skills for the integration of citizens into the workplace. Mrs Oceretnîi thanked the audience and wished them good luck.

The Government coordinates the problems of external technical assistance from the State Chancellery, so the Deputy Secretary General of the Government was invited to offer a speech. Mr Valentin Guznac greeted the audience in the name of the Government of the Republic of Moldova. The very generic of the event records the value and importance of investing in people and creative capacities in the Danube region through the future of work in a world with new skills and in the process of change. This European area exploited by these peoples over the years, today creates new opportunities for the multilateral and interdependent development of the countries located in the Danube region. Despite the fact that it has a segment of only 430 m of Danube exit, the Republic of Moldova is considered to be a riparian state interested in participating in the political and economic development of the Danube region and to be an active part of the European Union Strategy for the Danube Region. This is one of the most important objectives of the Association Agreement between the Republic of Moldova and the EU. Today's conference is also a powerful platform that could address several topics of major importance for participating countries. For Mr Guznac the

conference was a good opportunity to address, on behalf of the Government of the Republic of Moldova, the thanks to the European Commission, to colleagues from the countries of the Danube region, conference participants and those who have provided the necessary support for the successful event. He was honored to host this large-scale event and to continue the collaboration with the states in the Danube region. He thanked everybody and wished successful work for the conference.

Minister of Education, Culture and Research is one of the coordinators of the event and Mr Beznitchi gave the floor to the Deputy Minister Lilia Pogolsa. Mrs Deputy Minister addressed to the audience, colleagues present at the event and greeted them all on behalf of the Minister of Education, Culture and Research. She says they will continue to support all the partners and she enjoys the ministry being part of this important project. Ms. Pogolsa mentioned that the skills and competences begin as early as the general education. The Educational System of the Republic of Moldova has implemented international standards for competency-based education. It is very important that priority documents related to the occupational classifier, as well as partnership activities with sector committees for the development of educational standards to be developed as soon as possible. For the higher education level, the Ministry is making a lot of effort to develop a new specialty nomenclature, to compete in the labor market. Moreover, even at the post-graduate level, scientific specializations must be linked to the most important priorities of the national economy development. Mr Pogolsa thanked the Austrian partners for support and involvement. She was glad that together with the Austrian partners they managed to bring many large events to the Republic of Moldova. She stressed out that Moldova need to exchange best practices with countries that have advanced this issue. She was convinced that the works of this international conference will provide new knowledge and new insights into how to link the process of education reforms to the needs of the labor market and the globalized world of today.

Roland Hanak, Federal Ministry of Labour, Social Affairs and Consumer Protection, Austria, welcomed the participants and the colleagues from the Danube countries present at the event. Since the launch of the Danube Strategy in 2011 the Austrian Ministry of Labour, Social Affairs and Consumer Protection together with the Austrian Ministry of Education and the corresponding ministries of the Republic of Moldova are responsible for the coordination of Priority Area 9 "Investing in People and Skills". Since 2017 the coordination is financed by the Danube Transnational Programme and the Priority Area 9 coordination is the first project combining partners from EU-Member States and European Neighbourhood Countries.

On the issue of digitalization the Austrian Ministry puts a focus on labour law, and Roland Hanak announced that Mr. Strohmeier from the Austrian Trade Unions would speak more about this topic later on. Roland Hanak wished the participants an interesting and successful conference.

Jürgen Schick, Federal Ministry of Education of Austria, greeted the participants and expressed his joy to open the conference. He expressed his gratitude and thanked all the contributors from the Republic of Moldova; the European Commission and all partners for jointly working together in this project.

In the field of education, PA9 is working on several important issues in the Danube strategy, as improving the quality and efficiency of education systems, fostering creativity and entrepreneurship as well as making education more inclusive. During the last six years of work, there are clear results in terms of new projects and improved networking. A very important reason for this success was the fact that PA9 and Austria could build on existing cooperation and networks in the region. The Austrian Federal Ministry of Education has long-standing partnerships with countries from South

Eastern Europe for improving education and training systems. He also mentioned the topics of the day and stressed the importance of the conference.

Mr. Marko Gemmer, EU Delegation Moldova, welcomed the new project which would help all the parties involved. It is a great opportunity of cooperation for the Moldovan part as well as for the EU member states. He spoke about different founding instruments involved in this action in the Republic of Moldova, although it was tricky to program it in this particular way. The topic of skills is very important in the Republic of Moldova, but the role of the EU and member states is decisive. There are several member states active in the Investing in People and Skills in the Danube Region and EU has few palettes for cooperation. The recent efforts that Moldova took also by coordinating this project with the Austrian partner shows the commitment of Moldova to play a much more active role in the Danube transnational programme. On behalf of the EU Delegation, he welcomed this approach, especially this year. Even if it was a slow start, the things are moving ahead. Moldova also participates in other cross-border projects and it is important for the conference Invest in People and skills, to see what is the best instrument to implement it, what are the needs that all the parties have and it is a good opportunity to experience exchange. In his final address, Mr Gemmer offered all the support of the EU delegation in the implementation of the on-going projects.

3.2. Session 1: The impact of digitalisation on labour markets and skill profiles

(Ummuhan Bardak, European Training Foundation)

Mrs Bardak, represent the European Training Foundation, an EU Agency specialized in the field of occasional education, training and employment policies. She started with a short overview of the technological changes and digitalization; after she explained the Fourth Industrial Revolution terms. Later on she listed the the developments people are witnessing. Digitalisation also enhances globalisation because of the deeper integration of all production factors, more fragmented industrial production, because of the increased integration into Global Value Chains (GVC). Mrs Bardak highlighted signs for changing world of work: Work 4.0, mentioned increased automation in manufacturing: complement and/or substitute labour; transformations in industrial and occupational structures; changing nature of work; sharing economy. She came with a new word – Uberisation that means work on-demand/ just-in-time labour: shift from jobs to tasks/ services, shift from employees to independent contractors. Mrs Bardak spoke about “Creative destruction of jobs” in labour markets. She concluded that in the new era of digitization there is a need of changing composition of sectors: labour reallocation. There will be a fight between Jobs in ICT versus non-technology sectors. For a better understanding in her presentation she came with Pros and Cons of Digitalisation in Labour Markets, however it always requires skills and resilience for a world of change. The final part of her presentation was dedicated to digitalisation in developing and transition countries. She said digitalisation affects all without exception, with different paces of technology adoption and impact. They are more ‘technology-absorbers’ than ‘technology-drivers’. By 2020 a shortage of 40 million graduate workers is estimated globally, but developing countries will experience a shortage of 45 million workers with upper secondary/ VET education. There may be different results by the end of the century, but one thing is clear: the future work is all about skills. Refitting education is the key!

3.3. Session 2: Panel Discussions 1

Impact of globalization, technological progress and innovation on society, including labor markets, policy recommendations

For the discussions were invited on the floor Ummuhan Bardak, ETF; Ala Lipciu, ILO Country Office; Iurie Morcotilo, Expert-grup, Republic of Moldova; Oxana Barbaneagra, Center for marketing and carrier guidance Academy of Economic Studies, Republic of Moldova; Daniela Pojar, Technical University, Republic of Moldova; Raisa Dogaru, Director of NEA. The last participant, Mrs Margo A. Hoftijzer, World Bank was connected through WebEx.

First question was addressed to Mrs Margo A. Hoftijzer from the World Bank and it referred to how globalization influences society in general and the labor market in particular. She was asked the positive and negative impact; the policies that could help countries' economies meet the challenges of globalization. She thanked for inviting her to discussions, even virtually. Mrs Hoftijzer focussed on the changing future of work on the labor market and the impact on skills. It is a very narrow topic. When speaking about globalization, especially technology, the digital revolution, it is represented in a good and positive way. We are expecting a positive impact that will promote growth; poverty reduction, it will bring people together; it would advance medicine. But the digitalization and robots, all this industrialization seems to be a risk for the simple jobs. So from a positive idea of this development, we've moved to some stage that worries people. A part of the negative is that this development and globalization do not bring similar benefits to everyone. There are different developments across the countries, including the countries parts of the transnational project for Danube region. The higher income countries order the higher cognitive jobs. The need of problem solving skills, ICT skills and communication skills is increasing. In the low income countries we see a change in transaction from manual jobs to services. One thing is important to highlight is that every country we look at, there is a need for better skills. But not everyone has equal opportunities to acquire good quality or high level skills. There is an increasing gap between the opportunities of children from lower economic status than those from higher economic status. She suggested 5 point to be taken into consideration for the future discussion: looking at the future of skills and future of work, we can see that skills become more important. The quality of education would need to rise. Because of the globalization and industry, the top ends of the education become more important. They are the ones who bring the innovation and continue to keep the economy competitive. Fourthly, skills demands are changing very quickly. It means that when students finalize formal education they should be prepared not only to carry out a particular type of work; they should be able to function, including the ability to learn, transversal skills and joining a working life that person should have the opportunity and the incentive to continue learning. With this entire changing environment it is very important to ensure equality and the opportunity to learn, especially for children with lower economic status.

Mrs Lipciu, ILO, highlighted not only the globalization, but the demographic changes that greatly affect the structure of a country's population, the way they change the nature of the labor market and the working relationships; the effect of climate change. She also stressed out both positive and negative aspects of these effects. During the discussions they have identified two more negative effects, namely the poor quality of the jobs offered, but also their low durability. As far as technological progress and innovation are concerned, workers hired by firms investing in research are highly skilled, benefit from strong workplace training programs, but at the same time, 75% of them are temporary workers. The knowledge-based economy offers dividends for cognitive capabilities, but there is no longer the current experience of a single job throughout your life, a single career.

Mr Morcotilo has expressed another view on globalization and the effect on the Republic of Moldova. Most of the effects outlined earlier refer to developed countries that have industrial and robotic capabilities. Countries underdeveloped as the Republic of Moldova have no competence and industrial base to robotize. But the main risk for the Republic of Moldova is how indirect,

robotization and offshoring are affecting the population. Moldova aspires to development and to attract foreign investments has much to lose if it does not regroup the economic model. Foreign companies could return with investments in their own countries, under the political pressures of the foreign country or being attracted by the technologies in their own country. Another critical point is the premature industrialization. In countries with competitive manufacturing industry, there is a competition service that serves this branch. At a conceptual level, we say that we are an agrarian country and agriculture will serve as a driver for economic development, but this is wrong. Without technical assistance, aids with projects to improve the institutional capacities of the industrial sector, Moldova has little chance of accelerating economic growth.

Mrs Oxana Barbaneagra, Center for marketing and carrier guidance AESM, was asked about the how to invest smarter in competencies. Mrs Barbaneagra said that the education institution is always looking for an answer to this question, but it is certain that the modern world imposes a wide range of competencies both at work and in society. More and more evidence shows that only policies to raise the level of education are not enough. Competency skills are a lifelong process. The long-term positive effects of quality education in the first years of life are significant and well documented. Formal education systems should offer all people a wide range of competences to open the way to personal fulfilment and development, social inclusion and professional insertion. The collaborative economy, today changes the business environment, opens up new opportunities and new ways to work. Access to services includes changing e-services requiring users, providers and public administrations to have their respective digital competences. For our days, it is important to understand the performance of graduates. Universities and all educational service providers prepare young people for professional life. Another way of developing the competences applied and used by the educational institution is the monitoring mechanisms of the higher education graduates.

Daniela Pojar, Technical University, Republic of Moldova, was asked how to develop analytical, creative, problem-solving, communication skills and other skills required in our days. She has given great importance to higher education institutions. She presented the practice of the institution she represents, focusing on two on-going projects. The first project tells us about learning based on the problem. It aims to strengthen the employability of future graduates. She mentioned German experience practicing curriculum development in a certain specialty together with employers of future graduates. The employer provides the job description and the University decides which subjects can create those skills needed for the job. The second project focuses on competencies and professional reconversion. The project is called Teach me and aims to strengthen the center of continuous training of higher education institutions by offering opportunities for distance learning of potential candidates. It is suitable for those who want to change their professional training.

Raisa Dogaru, Director of NEA, had a question about her opinion about the labor force in our country in order to meet the competencies at the employers' request. She looks for the role of the NEA in terms of globalization. The agency is a labor market actor who works with both employers and potential employees. Moldovan labor market has many challenges. They annually question employers and develop a forecast of the short-term labor market. In the forecast there are shown the main problems and gaps in the process of finding the best employee. The needs indicated in these questionnaires should be taken into account when developing the specialized training. Another problem in the country is the lack of knowledge in labor ethics, in self-motivation and staff initiative. Another issue raised by Mrs Dogaru concerns unofficial employment, payments in the envelope that do not provide the employee with adequate social protection.

3.4. Session 3: Presentation of relevant projects implemented within PA9

- **“SEE Technology”**

Eduard Hirbu, Academy of Economic Studies, Republic of Moldova

Mr Hirbu Started his presentation on SEE Technology with main figures for SEETechnology (EU) project and SEETechnology (MOLDOVA). The project aims to assist innovative SMEs by bridging existing gaps in the innovation chain. The main objective is to improve and develop support services to innovative SMEs provided by university based SME-support centres and science parks in order to facilitate the take-up of research ideas and products through better access to knowledge, resources and markets locally and at a transnational level. The specific objectives are to improve the market potential and entry of research-intensive and high-added value; to improve the access of innovative SMEs to human and physical resources through university-based SME support centres; and to improve the access of SMEs to research ideas and products and to services offered by universities by developing effective means. The project is implemented in 3 phases allocated to 4 content related work packages (WP3-WP6) and Mr Hirbu explained the structure of content related work packages. He spoke a lot about the main results such as at least 2 new or improved process methodologies used in implemented services; 40 staff trained and employed in transnational (pilot) services and established and operating local Innovation Labs. He ended his presentation with the description of up-coming events in Moldova.

Mrs Bardak addressed him a question about how many SMEs in Moldova has benefited from this project and from which sectors? Was there a selection criterion in selecting the SMEs? On what bases? Or you focussed on one economic sector?

There were about 30 companies from all over the Republic of Moldova. The selection was made by the availability. Farmers and trade representatives participated; fewer participants in the production areas. There were no strict selection criteria.

- **“Lead your way to business”**

Eugenia Ursu, Organization Medium Enterprises sector development, Republic of Moldova

Mrs Eugenia Ursu began with a brief description of her presentation. The project is called “Lead your way to business”, It implemented under the joint operational program Moldova-Romania-Ukraine to the UN's priority towards a more competitive economy in the frontier zone. The aim of the project is to improve cross-border relations between Moldova and Romania by encouraging and supporting young people to initiate and develop their own businesses. Objectives of the project: creating a favorable framework for supporting cross-border business; improving the skills and knowledge of young people in developing their own business; assisting young people in analyzing and planning their own businesses; fostering dialogue and bilateral partnerships. Mrs. Ursu was pleased with the level reached in achieving the objectives. She talked about the target group of the project and about partner countries that supported the project. She presented some of the results achieved, with the description of the consulting centers; she talked about the web page and social page that are still active. She told about the 76 business plans in various areas, developed within the project. The most interesting part of the presentation focused on the impact of the project that has developed existing businesses and has stimulated Moldovan-Romanian partnerships. Mrs Ursu finished the presentation with the project contact details and wished the participants success.

- **“Danube@work”**

Marcus Strohmeier, Austrian Trade Union

Mr Strohmeier started with the main purpose of the project that is to enhance existing cooperation between the social partners in Austria, Bulgaria, Romania and Serbia in order to develop a common approach for the upcoming challenges. Moldova is not included in this project, but the Moldovan Trade Union has a link to it and they are working together on daily basis.

The topic of digitalisation is changing all social and economic areas of life and has a great influence on work and employment. He listed the partners and highlighted the objectives of the project such as raising awareness of the challenges through digitisation; working on common solutions; exchanging knowledge; evaluating branches most affected by digitisation and establishing a common approach for future developments. The time-lines for the 2017-2019 were very optimistic. In the second part of current year they plan to look deeply at the workers on the new jobs on the market, to understand their feeling and needs. For next two years they plan to organize conference and meetings so they could close up with some clear ideas and find new solutions for the existing problems and challenges for the trade union.

- **“InnoSchool”**

Jan Kubalik, DEX Innovation Centre, Czech Republic

Mr Kubalik presented himself and the Innovation Center that he represents. He started his presentation with InnoSchool initiative and the changes in the technological sphere, in the environment, changes in society that leads to new social needs. At their innovation center they believe that the new generation is ready because they understand and can identify the social needs. He spoke about the target group and the difference between the mind-set and the skills. He presented the 3 steps and what happens on every stage. It was very interesting when speaking about the InnoSchool Ecosystem that develops leadership, excellence and policy. Mr Kubalik answered to several questions regarding the target group for the project, the age and the speciality they are teaching. He explained once again that they focus not on the skills, but on the mind-set change. They are teaching entrepreneurship, but in a different way. They work mostly with generally and secondary schools. Mrs Bardak intervened with an interesting comment about the entrepreneurship key competence that should be told in the school starting with the primary education, in her opinion. On the other hand she asked Mr Kubalik his opinion about the right time, right age to introduce the term of entrepreneurship and the mind-set changes? He answered that is better sooner to start teaching them and in their innovative center they try to present the material in a very attractive way, in a different way, even they want to follow the basic entrepreneur skills, they believe it will have a different impact on the mind-set process.

3.5. Session 3: Panel discussions 2

Skills development at macro regional level: achievements and future perspectives of EUSDR cooperation

For the second part of the panel discussions, on the floor were invited Roland Hanak, Priority Area Coordinator, Federal Ministry of Labour, Social Affairs and Consumer Protection, Austria; Jurgen Schick, Priority Area Coordinator, Federal Ministry of Education, Austria; Anna Gherganova, Priority Area Coordinator, Ministry of Health, Labour and Social Protection, Republic of Moldova; Ludmila Pavlov, Priority Area Coordinator, Ministry of Education, Culture and Research, Republic of Moldova; Oxana Paierele, Ministry of Agriculture, Regional Development and Environment and

Tatiana Udrea, State Chancellery. The first question was addressed to Mrs Anna Gherganova and Mrs Ludmila Pavlov. They were asked about the role of coordinator of the priority area within the strategy and what are the challenges and the successes of the coordinator of the priority area in Moldova. Mrs Gherganova explained some details about the EU Strategy for the Danube Region, specifying that it is a macro-regional strategy that has emerged as a necessity in the context of globalization. The strategy was designed to respond to common challenges and complement the national policies of the Danube region. For EU countries, this strategy contributes to achieving territorial cohesion. For the Republic of Moldova, as a neighboring country, it is an opportunity to strengthen ties with the EU and to take on advanced practices in different fields. Implementation of this strategy takes place by providing three levels of governance: policy, coordination and implementation. As coordinators of the implementation area, they aim to support the implementation and governance of this strategy in each country. The Coordinators have the task of informing the general public about the opportunities for funding different projects, as well as developing, maintaining the links between the main actors.

Mrs Pavlov focused on the challenges brought in the process of implementation of the strategy. She said it was a very serious commitment. Acquisition of new knowledge, skills training, communication networks and people-to-people contacts that they have been able to establish over the years is a priceless challenge. The main matter was to manage new trends in education and the labor market, to correlate those trends with those at regional and international level. Another problem regards the tools within the strategy that are not accessible to the Republic of Moldova yet and the human resources inside the country. For the last six-seven years, more people are crossing the ministries than stays for a permanent job. This means new training and new explanations of the strategies under implementation. Mrs Pavlov thanked the Austrian partners for their support and the audience for interesting event.

Mrs Tatiana Udrea was asked to speak about the successes of the Republic of Moldova's cooperation within macro regional strategies. She decided not to repeat the information given by colleagues, but to refer more to the financial instruments that helped the Moldovan beneficiaries to implement the strategy. When the programs for the period 2014-2020 were developed, Moldova was questioned whether it could participate in the current program, because there were no funds that would allow Moldova to participate. It was a great success for the country participating in this project. The European Commission always says that the Danube strategy is not considered to be the only tool to ensure the implementation of the strategy. But for the Republic of Moldova this is the only major instrument, the other are very insignificant. Another achievement mentioned by Mrs Udrea was the success of beneficiaries in these programs.

For the new program under implementation, maximum support is given to future beneficiaries and institutions at national level. The third achievement mentioned, was the nationally approved management and control system, including a governmental decision approving the institutional and legal framework at national level on the management and control of these projects.

Mr Roland Hanak focused in his contribution on the Danube Strategy in general. The Danube Region includes 14 states (9 EU-Memberstates, 2 European Neighbourhood Countries and 3 Accession Countries). The Danube Region Strategy addresses a wide range of issues; these are divided among 4 pillars and 12 priority areas. Each priority area is managed by two countries as Priority Area Coordinators (PACs). Priority Area 9 'Investing in People and Skills' is coordinated by Austria and the Republic of Moldova with the involvement of a wide network of key players and

stakeholders from the 14 States of the Danube Region and in cooperation with the European Commission. From 2017 on the coordination is financed by the Danube Transnational Programme and we are the first project with an European Neighborhood Country, therefore we are a good practice project. And especially the know-how-transfer and collaboration of EU-Memberstates and Non-Memberstates is one of the most relevant aspects of the Danube Strategy.

Mr Jurgen Schick added some more thoughts on the same topic. He considers the achievements in education, employment by including the marginalized groups of the society, are really visible in the framework of the Danube strategy. The implementation of the strategy in the policy fields of PA9 however requires a long time frame. Jürgen Schick states, that the topics and projects for education that are being implemented in the Danube Region are in correlation with the EU 2020 targets. He considers that the topics are also well represented in the Danube Transnational Programme.

When the Commission started the strategy, there was a condition of 3 NOs: No new budgeted No new legislation; No new institutions. The EUSDR is in principle a strategy without a specific budget, covering 14 countries and having a structure of 12 priorities. Nevertheless, there are various and different opportunities which specific countries and institutions can take advantage of.

It is an important fact, that Moldova takes part in the strategy without being an EU member state nor a candidate country, as fostering cooperation between member states and non-MS is an essential component of the strategy. At the end of the conference, moderator Sergiu Beznitchi outlined some conclusions.

globalization can bring benefits to countries in the Danube region through the exchange of human resources and products. Globalization and digitization require new skills. The challenge for the future of work is automation and robotization of work. Emotional intelligence will soon prevail over artificial intelligence.

Annex 1 – CONFERENCE PROGRAMME

8.30-9.00	Registration
9.00-9.45	Opening statements Anastasia Oceretnii, Deputy Minister of Health, Labor and Social Protection, Republic of Moldova Valentin Guznac, State Chancellery, Republic of Moldova Minica Babuc, Minister of Education, Culture and Research, Republic of Moldova Roland Hanak, Federal Ministry of Labor, Social Affairs and Consumer Protection, Austria Jürgen Schick, Federal Ministry of Education, Austria Marko Gemmer, EU Delegation Moldova N.N., Embassy of Hungary (tbc)
9.45 - 10.10	The impact of digitalization on labour markets and skills profiles, Ummuhan Bardak, ETF
10.10-10.30	Coffee Break
10.30 -12.30	Panel discussions 1 <i>Impact of globalization, technological progress and innovation on society, including labor markets, policy recommendations</i> Margo A. Hoftijzer, World bank Ummuhan Bardak, ETF Ala Lipciu, ILO Iurie Morcotilo, Expert-grup, Republic of Moldova Tatiana Bucos, Center for marketing and carrier guidance, Academy of Economic Studies, Republic of Moldova Daniela Pojar, Technical University, Republic of Moldova Raisa Dogaru, Director of NEA
12.30-13.30	Lunch
13.30-15.00	Presentation of relevant projects implemented within PA9: - “SEE Technology”, Associate Professor PhD Eduard Hirbu, Academy of Economic Studies, Republic of Moldova - “Lead your way to business”, Eugenia Ursu, Organization Medium Enterprises sector development, Republic of Moldova -”Digital skills for a successful career”, Daniela Munca-Aftenev, Academy for innovation and changes through education, Republic of Moldova - “Danube@work”, Marcus Strohmeier, Austrian Trade Union - InnoSchool, Jan Kubalik, DEX Innovation Centre, Czech Republic
15.00-15.20	Coffee Break
15.20-16.20	Panel discussions 2 <i>Skills development at macro regional level: achievements and future perspectives of EUSDR cooperation</i> Roland Hanak, Priority Area Coordinator, Federal Ministry of Labour, Social Affairs and Consumer Protection, Austria Jurgen Schick, Priority Area Coordinator, Federal Ministry of Education, Austria Anna Gherganova, Priority Area Coordinator, Ministry of Health, Labour and Social Protection, Republic of Moldova Ludmila Pavlov , Priority Area Coordinator, Ministry of Education, Culture and Research, Republic of Moldova Tatiana Udrea, State Chancellery Oxana Paierele, Ministry of Agriculture, Regional Development and Environment
16.20-16.35	Main outcomes from Conference
16.35 – 17.35	Reception, networking

Annex 2 – List of Participants

Nr.d/o	Name/Surname	Institution	E mail	Signature
1.	Stela Grigoraș	Ministry of Health Labor and Social Protection	Stela.grigoras@mmpsf.gov.md	
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3.		Embassy of Hungary		
4.	Daria Stratu	State Chancellery	Daria.stratu@gov.md	
5.	Tatiana Udrea	State Chancellery	Tatiana.udrea@gov.md	
6.	Monica Babuc	Ministry of Education, Culture and Research	Monica.babuc@edu.gov.md	
7.	Marko Gemmer	EU delegation, Moldova		
8.	Alexandru Mocanu	EU delegation, Moldova	alexandru.mocanu@eeas.europa.eu	
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12.	Alexei Ionascu	World Bank	aionascu@worldbank.org	
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14.	Daniela Pojar	Technical University (UTM)		
15.	Oxana Barbaneagra	Technical University (UTM)		
16.	Raisa Dogaru	NEA (ANOFM)	Raisa.dogaru@anofm.md	
17.	Iurie Morkotilo	Expert-Grup	iuriemorcotylo@expert-grup.org	
18.	Eduard Hirbu	Academy for Economic Science (ASEM)	harbued@gmail.com	
19.	Oxana Paladiciuc	Organization for small and medium enterprises development (ODIMM)	oxana.paladiciuc@odimm.md	
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Annex 3 – Conference Photos





