



## WAPES ASIA-PACIFIC REGIONAL CONFERENCE 2025

### Conference Resolution

*“The Future of Work: Inclusive Public Employment Services  
Adapting to Demographic Realities in the Asia-Pacific”*

*Royce Hotel, Clark City, Pampanga, The Philippines  
06-07 November 2025*

**WHEREAS**, the World Association of Public Employment Services (WAPES) provides a global platform for cooperation, knowledge sharing, and innovation among national and regional employment services, committed to advancing full, productive, and freely chosen employment for all;

**WHEREAS**, the WAPES Asia-Pacific Regional Conference 2025, hosted by the Department of Labor and Employment of the Republic of the Philippines, convened delegates from various governments, partner institutions, development organizations, and social partners to exchange insights on the theme, “The Future of Work: Inclusive Public Employment Services Adapting to Demographic Realities in the Asia-Pacific”;

**WHEREAS**, the Conference reaffirmed the region’s shared values of partnership, inclusiveness, and mutual learning, consistent with the principles of the WAPES By-Laws;

**WHEREAS**, through four substantive panel sessions and a study visit, the participants explored practical and forward-looking approaches to help older workers remain employable, guide young people in school-to-work transitions, ensure fair and well-managed labor mobility, and enhance the digital transformation of public employment services systems;

**WHEREAS**, the discussions underscored the vital role of public employment services *as catalysts of opportunity which bridge workers, employers, and stakeholders*, and enable economies to adapt to demographic shifts, technological change, and the evolving nature of work;

**NOW, THEREFORE, WE, THE PARTICIPANTS OF THE 2025 WAPES ASIA-PACIFIC REGIONAL CONFERENCE, HEREBY RESOLVE TO:**

- **Promote active ageing and support the continued employability of older workers.** Strengthen employment services that help older persons remain

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economically active through targeted re-skilling, flexible work arrangements, and inclusive workplace policies that value their experience and productivity.

- **Empower the youth through technology-enabled pathways to employment.** Develop and expand digital platforms, career development support systems, and industry partnerships that facilitate smoother transitions from school to work and nurture the next generation of skilled, resilient workers.
- **Enhance cooperation on migration and workforce mobility.** Encourage collaboration among sending and receiving countries to address skill shortages, protect migrant workers, and ensure that mobility policies contribute to balanced and sustainable labour markets.
- **Accelerate the digital transformation of public employment services.** Promote the modernization of employment systems through interoperable databases, analytics-driven planning, and accessible online services that respond efficiently to the needs of jobseekers and employers.
- **Deepen regional partnerships and capacity-building within WAPES.** Reinforce solidarity across member countries by sharing data, tools and guides, expertise, and best practices, while providing technical assistance and training opportunities for developing public employment services institutions in the region.

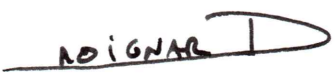
**RESOLVED FURTHER**, that the insights gained from the WAPES–Japan Joint Project 2025–2026 and the study visit to a Philippine Public Employment Service Office (PESO) shall inform future collaborative initiatives, highlighting how shared learning can improve public employment services systems across the Asia-Pacific region.

**RESOLVED FINALLY**, that the delegates extend their appreciation to the Government of the Republic of the Philippines and to all WAPES partners for fostering this space of collaboration and reaffirm their commitment to advancing inclusive, adaptive, and future-ready employment services for all.

**ADOPTED** this 7<sup>th</sup> day of November 2025, in Clark City, Pampanga, Republic of the Philippines, during the World Association of Public Employment Services (WAPES) Asia-Pacific Regional Conference 2025.

Signed by:

  
**BIENVENIDO E. LAGUESMA**  
*Department of Labor and Employment*  
*(DOLE)*

  
**AMANDINE MOIGNARD**  
*World Association of Public Employment*  
*Services (WAPES)*