**Seoul Declaration on Lifelong Learning**

As participants in the Special Session on Lifelong Learning in Workplaces at the 2018 International Labour and Employment Relations Association World Congress in Seoul, we recognize that the dawning of the Fourth Industrial Revolution has made it absolutely crucial for all people to refresh their skills on a continuous basis.

We assert that this is true, no matter what their occupation is or where they are in the course of their career, if they are to enjoy economic opportunity, fulfillment and dignity.

We further recognize that, while it is incumbent upon every person to cultivate a habit of lifelong learning and that the governmental and NGO sectors have important roles to play in reskilling and upskilling workers, business has a special responsibility in this regard. It must provide robust opportunities for training so that everyone—from the front lines to the executive suite—is able to easily acquire new knowledge and upgrade their abilities.

We believe that this is not only the right thing for business to do, but it is also the smart thing to do, for there is a proven positive return on investment when private enterprise develops human capital.

We recognize, as well, that despite this proven return, many employers have not invested adequately in training and education in recent years, especially for low-skill workers, and that this must change if society is to flourish.

With all of this in mind, we pledge to:

* Do all we can within our own organizations to ensure that every worker has ample opportunities for learning.
* Use our influence to encourage as many organizations as possible to offer reskilling and upskilling programs, in part by highlighting exemplary businesses that can serve as models and inspire others.
* Promote partnerships among companies and across sectors, wherever we can, to enable lifelong learning.
* Support development of a new standard for lifelong learning (initially to be called LLL-88000), giving companies all over the world a mark of excellence to aspire to.