

Decent Jobs and the Future of Work

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Vision for Working People's Lives

Working people will experience basic economic security, dignity on the job, and greater opportunity for themselves and the next generation.

Goal

All workers, regardless of work status, have **equal rights to labor protections** ; **social protections** are decoupled from work status and **guaranteed to all** ; and **workers shape the policies and economic models** that affect their lives

We are focused on:

**Modernize
social
contract
and labor
policies**

**Reimagine
capital
flows and
markets**

**Foster
responsible
innovation
and
technology**

To expand pathways to build worker voice and influence in our changing economy

Forces Transforming the World of Work



Climate
Change



Technology



Globalization



Demographic
Shifts

Major Global Challenges



The ILO Commission on the Future of Work Report in Jan 2019

- Employment: 334 Million jobs need to be created by 2030, in addition to the 190 million jobs that are needed to address unemployment today.
- Unemployment: 190 million people are unemployed, of whom 64.8 million are youth.
- Working Poverty: 300 million workers live in extreme poverty - on less than \$1.90/day.
- Informal Employment: 2 billion people make their living in the informal economy.

Major Global Challenges



The ILO Commission on the Future of Work Report in Jan 2019

- Injuries and Illnesses: 2.78 million workers die every year due to occupational accidents or work-related illnesses.
- Working time: 36.1% of the global workforce works excessive hours (more than 48 hours/week).
- Wages: Wage growth declined from 2.4% to 1.8% between 2016 and 2017.
- Gender Pay Gap: a 20% gender pay gap exists between men and women.
- Digital Divide: Only 53.6% of all households have internet access. In emerging countries, the share is only 15%.

We now face

Concentration of
Wealth

Market Concentration

Financialization
of the Economy

Rise of precarious
and informal work



Rising Inequality

Will we harness technology to improve living standards and create decent work?

Workers Shaping the Future of Work

In order to keep the conversation focused on people, we need to ensure workers have both a seat and voice at the table.

VOICE

Representation

POWER- collective bargaining and other forms

ILO Commission on the Future of Work

This agenda consists of three pillars of action, which in combination would drive growth, equity and sustainability for present and future generations:

- Increase investment in people's capabilities
- Increase investment in the institutions of work
- Increase investment in decent and sustainable work

Characteristics of Decent Work



ILO definition:

- Productive and delivers a fair income
- Security in the workplace and social protection for families,
- Better prospects for personal development and social integration,
- Freedom for people to express their concerns, organize and participate in the decisions that affect their lives
- And equality of opportunity and treatment for all women and men.

ILO Decent Work Agenda



The ILO has developed a decent work agenda, which includes four pillars –

- employment creation,
- social protection,
- rights at work,
- and social dialogue.

And these became **integralelements** of the new 2030 Agenda for Sustainable Development.

COVID-19 and Economic Recovery

As countries, industries, and advocates develop plans for economic recovery, there are many opportunities to adopt this decent work agenda to build back better.

Increasing labor protections in sectors most impacted

Global social protection systems

Partnerships to Build a Better Future

Reimagining and designing a future characterised by more equitable prosperity and economic security for all will require shifts in our perspectives, conversations, and practices

A truly multi-stakeholder approach that brings together governments, businesses, academics, workers, and other civil society groups



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