1. Seizing the Moment, Context, Challenges

New challenges: (p.18)

- Unchanged, digital economy is likely to widen all types of inequalities;

- Platform Economy could recreate 19th Century working conditions;

- Paris climate agenda could lead to 6 million global job losses, but 24 million job gains;

- By 2050 working age populations will decline (Europe - 14%) but Africa (+12%);
New challenges could exacerbate existing/continuing challenges: (p. 20)

- Unemployment: 190 million workers unemployed (65 million youth);
  - Need for 344 million jobs in 2030 (+190),
  - 2 billion people in informal economy;

- Working poverty: 300 million workers in extreme poverty, currently;

- Wages failing to reflect productivity growth:
  - the richest 1% captured 27% of global income,
  - while poorest 50% had just 12%;
- Societies becoming more unequal: women earning 20% less than men;

- Modern slavery;

- Excessive hours: 1/3 global workforce more than 48hrs/week;

- Work-related accidents/disease: 2,78 million people/year die.

- Digital divide: 53.6% households have internet access
Comments:

- We asked to include all challenges more explicitly,
  - because workers need to recognize themselves,
  - and will be confronted with a mix of transitions;

- First versions:
  - more clear language;
  - challenges for democracy and danger for populism;
  - actual business-models;

- We miss ‘freedom from fear’ idea;
2019: Not the first time, there is a fundamental disruption; (p. 23)

1919: Foundation of ILO = MOST AMBITIOUS SOCIAL CONTRACT in history;

- Depending on development: national social contracts, labour legislation and social protection;
- Social dialogue;
- Incidence child labour has fallen dramatically;
- Rising incomes have lifted millions out of working poverty;
- Women entered labour market in greater numbers;
- Annual working hours progressively reduced;
- Social protection systems, at least basic ones;
- Workers have a say;
- Workers’ and employers’ organizations have increasingly a seat;
- Social justice, full employment and decent work figure in UN 2030 Agenda.

Governments, employers’ organizations and unions need to ...

REINVIGORATE THE SOCIAL CONTRACT to meet actual and future challenges

Comment (p.23): Important to stress that unions - and ILO-work was and is important but that a lot remains to be done. Philip: this is the only place where the past and actual role of unions (workers’ organizations) is clearly mentioned.
2. Delivering the social contract: a human-centred agenda

This approach re-orientates the economy towards human-centred growth.

Comment, we asked for this sentence: (p.28) ‘It is not about adjusting people to fit into this new landscape. It is a bolder vision that seeks to steer the transformations under way towards a future of work that affords dignity, security and equal opportunity, expanding human freedoms.’

First pillar (of 3) of action: Investing in people’s capabilities: (p. 29)

Not just investing in human capital but supporting human development (including rights)

1. Universal and formal recognition of a universal entitlement to lifelong learning and the establishment of an effective lifelong learning system to skill, re-skill and up-skill;
2. More **support for people in work transitions**:

1. Call for investment in institutions and strategies to guide people through transitions;
2. Extra attention towards young (unemployed) people;
3. Interaction between ‘old’ and ‘young countries’;
4. Older workers may make the choice to work, if wanted; (lifelong active society?!);
5. Reconfiguring training systems and public employment services;
6. Employers’ and workers’ organization have a leading role to play.

Comment: ‘Those who want to remain economically active should have assistance to do so’. OK but remains dubious with ‘*Ensuring at least a basic pension*’. But old age pensions are lowering in a lot of countries which pushes people to remain at work, even if this is impossible for a lot of them for health reasons. The formulation is not in concordance with C102 Old age benefit.
3. A transformative and **measurable agenda for gender equality** (p. 34) with:
   - Gender-balanced parental leave;
   - Public care services;
   - Pay transparency and mandatory reporting;
   - Measures for equal opportunities (technology, digital business models perpetuate gender bias);
   - Eliminating violence and harassment in the workplace.

4. **Life-long universal social protection:**
   - Including social protection floors;
   - Social Protection enables workers to navigate work transitions;
   - Will require reallocating public spending and increasing tax revenues and contributory systems;
   - Individual schemes are not enough.
Second pillar of action: Investing in institutions of work: (p. 37)

Institutions of work, labour-relations, contracts, collective agreements, inspection systems, etc. are the building blocks of a just society. They must be revitalized.

5. Establishment of a **UNIVERSAL LABOUR GUARANTEE** as a protection floor:
   - Employment relationship remains the centrepiece of labour protection;
   - Protection for all regardless employment/contract;
   - Freedom of Association, negotiation, collective bargaining;
   - Freedom from Child- and Forced Labour;
   - Freedom of discrimination
   - + Adequate living wage;
   - + Limits on hours of Work;
   - + Safe and healthy workplaces.

Comment: this proposal makes a real difference. Problem for E’ group
6. **Time sovereignty:** (p. 40)
   - Giving workers greater choice/control over their working time, including maximum limits, while aware of employers’ needs for flexibility.
   - Guaranteed minimum for ‘on call’ workers.

Comment: good is relationship between productivity, wages and working time. What is role ILO in this? The employers have taken distance from this point.

7. **Revitalizing collective representation and social dialogue**
   - Clear message about role collective bargaining and wage-setting;
   - Digital means can be used to create forms of connected action: unions must adapt strategies to include informal workers;
   - Employers: representativity GSC and informal economy;
   - State as guarantor of role of unions and employers organisations.

Comment: we proved with examples how some unions work with the new realities. We have to adapt. Weaknesses of member-states is not withheld.
8. A human-in-command approach to technology (p.43)

- Labour not a commodity or a robot;
- Labour can free workers from dirty, difficult, dangerous tasks,
- Or reduce worker control and employment opportunities;
- Responsibility in design work and algorithmic accountability;
- Recommendation an International governance system for digital labour platforms (such as Maritime Labour Convention, 2006, an existing cross-border labour code).

Comment: missing, compared with draft sentence about business models: ‘data and value extracted from digital work is most often used for private gain rather than public good’. And ‘As data becomes a key source of profit and increases efficiency for companies, it can pose risks for workers.’
Third pillar of action: Increasing investment in decent and sustainable work (p.46)

9. Supporting long-term, sustainable investment in key areas that support transformations we want, can create millions of new jobs:
   - Care economy (500 million in 2030)
   - Green economy;
   - Rural economy account for 2 in 5 workers; stronger land tenure rights, women’s rights, access to energy; infrastructure and financial services create small business opportunities and support decent work.
10. Reshaping business incentive structures to encourage long-term, responsible investment in real economy:
   - New indicators of progress beyond GDP. Need to track human-centred progress;
   - Forms to make companies more accountable (stakeholder representation?)
   - Measuring success long-term and more inclusively.

Comments: Here the problems of short termism, tax evasion and concentrated power of tech companies are lightly mentioned. That ‘...many companies have already embraced this (long-term approach)’ is not through. The alternative measurement and indicators are well situated. It remains a general recommendation. Who needs to take responsibility and what about the ILO-role?
3. Taking responsibility

Need for urgent action. World of Work not prepared. Danger: polarize opinions between self-perceived ‘winners’ and majority of ‘losers’. (p.54)
Recommendations are contribution to SDG 8
- To all countries: create national strategies on FOW;
- ILO needs to be focal point for development and policy analysis and strategies;
- ILO needs to review universality of mandate, relating to informal workers.
- Review standards to ensure they are relevant, up-to-date and supervised;
- ILO should take strategic role in evaluating effects of digitalization, automation and NT and create an ‘innovation laboratory’ and an ‘expert monitoring group’.
- More cooperation between ILO, WTO, IMF and WB. On safety and health and lifelong learning with WHO and UNESCO,
Comments:
- Agree with national strategies but where are the responsibilities of MNE’s, companies, Global Supply Chains? We miss a strategy on this point. What about Global Agreements and Cross-border negotiations and agreements. These points were in second draft.
- Agree on responsibilities of ILO, but why asking ‘to evaluate its standards’ at a moment of difficult and delicate Standards Review Process.

What I miss:
- Drafts were stronger on trade agreements.
- Not sufficient on Quality Public Services (4x mentioned)
- Different references to business-models compared with drafts: on short-termism and buybacks, shareholder value, tax evasion and avoidance and the need for reforms, a global financial register, new tax systems for digital economy, addressing the concentration of power.
The strong points:

The human centred agenda gives us in some strong points on how to deliver the social contract.

- Investing in people with a universal entitlement of lifelong learning within their working time and guidance through transitions;
- The transformative and measurable agenda for gender equality;
- The horizontal and vertical extension of social protection, no one can be left behind, also the rural workers and the workers of the informal economy need to be protected;
- The remaining role of the employment relationship as centrepiece of the Labour protection and a protection of every worker notwithstanding his or her statute;
- The Universal Labour Guarantee;
- The expanding time sovereignty; the right to digitally disconnect, the regulation for "on call" workers and guaranteed working hours;
- The call towards governments to promote workers' and employers' representation;
- The "human in command" approach;
- The International governance system (standard) for digital labour platforms
- The investments in care, green economy and infrastructure to create work;
- The new indicators of social progress beyond GDP.
- The ‘innovation laboratory’ and an ‘expert monitoring group’.

Thank you