

WORK FOR A BRIGHTER FUTURE

Report of the Global Commission on the Future of Work

Conference Future of Work
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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

