

WORK FOR A BRIGHTER FUTURE



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25 July 2019



Work for a Brighter Future

New forces are transforming the world of work:
Technological development. Climate change.
Demographic shifts. Globalization.

These transitions call for decisive action. We need to
seize the moment to unlock the opportunities that
these changes bring.

The **Global Commission on the Future of Work** has
undertaken an in-depth examination of the future of
work. Its landmark report outlines the steps needed to
achieve a future of work that provides decent and
sustainable work opportunities for all.





Seizing the moment



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Seizing the moment

Countless opportunities lie ahead to improve the quality of working lives, expand choice, close the gender gap, reverse the damages wreaked by global inequality and much more.

Yet none of this will happen by itself. As was the case in 1919 when the ILO was founded, without decisive action we will be heading into a world that widens existing inequalities and uncertainties.

Forging a new path requires committed action on the part of governments, employers' and workers' organizations by reinvigorating the **social contract**.



Today's challenges



344

MILLION JOBS

Employment

344 million jobs need to be created by 2030, in addition to the 190 million jobs needed to address unemployment today.

ILO Economic Trends Model (May 2018)



190

MILLION PEOPLE

Unemployment

190 million people are unemployed, of whom 64.8 million are youth.

ILO, 2018b



2

BILLION PEOPLE

Informal employment

2 billion people make their living in the informal economy.

ILO, 2018a



300

MILLION PEOPLE

Working poverty

300 million workers live in extreme poverty (<\$1.90/day).

ILO, 2018b



2.78

MILLION PEOPLE

Fatal work-related injuries and illnesses

2.78 million people die every year as a result of occupational accidents or work-related illnesses.

ILO, 2018b

Today's challenges



36.1%

Working time

36.1% of global work-force works excessive hours (more than 48 hours per week).

Messenger, 2018



1.8%

Wages

Wage growth declined from 2.4% to 1.8% between 2016 and 2017.

ILO, 2018d



20%

Gender pay gap

Women are paid around 20% less than men.

ILO, 2018d



1%

Inequality

Between 1980 and 2016, the richest 1% of the world's population received 27% of global income growth whereas the poorest 50% received only 12%.

Alvaredo et al., 2018



53.6%

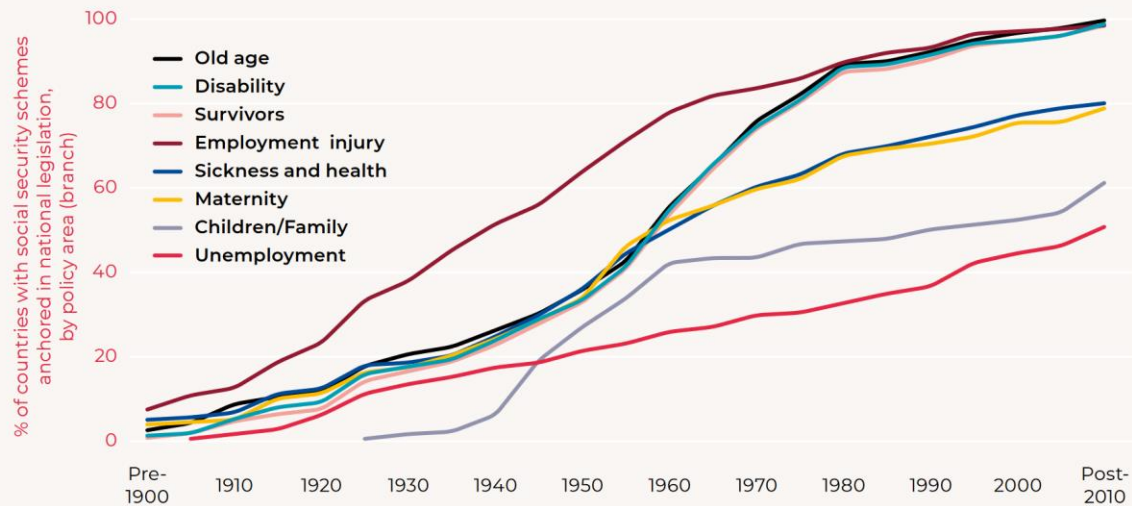
Digital divide

Only 53.6% of all households have internet access. In emerging countries, the share is only 15%.

ITU, 2017

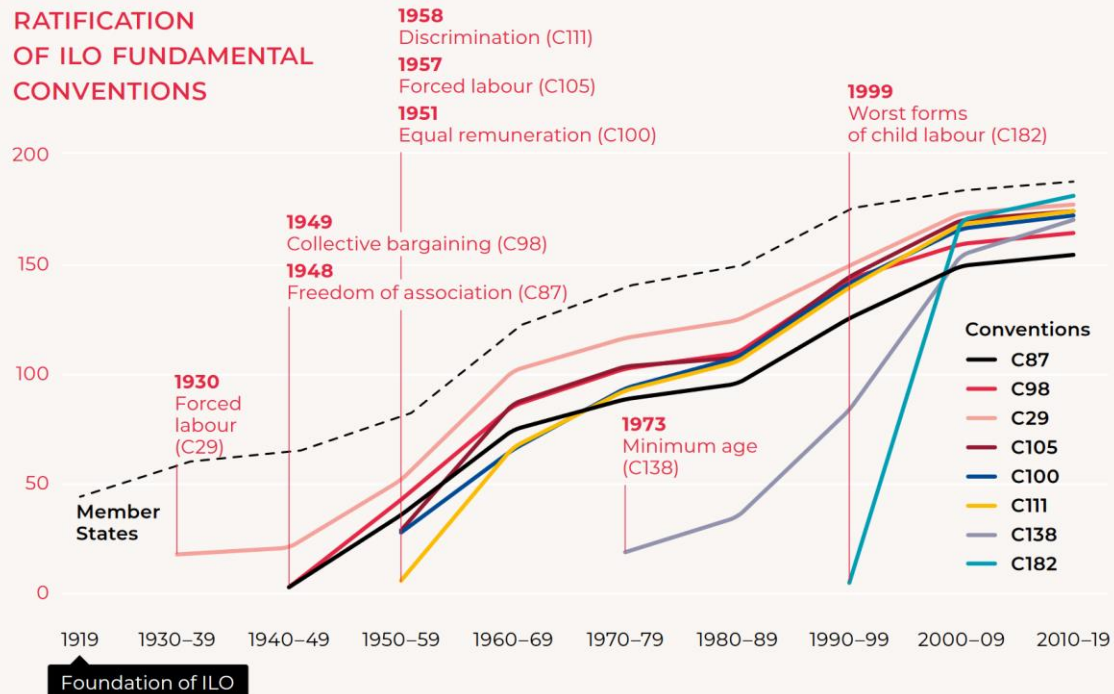
Progress Made

DEVELOPMENT OF SOCIAL PROTECTION PROGRAMMES ANCHORED IN NATIONAL LEGISLATION BY POLICY AREA, PRE-1900 TO POST-2010



Source: ILO, 2017d.

Progress Made



Source: ILO NORMLEX.



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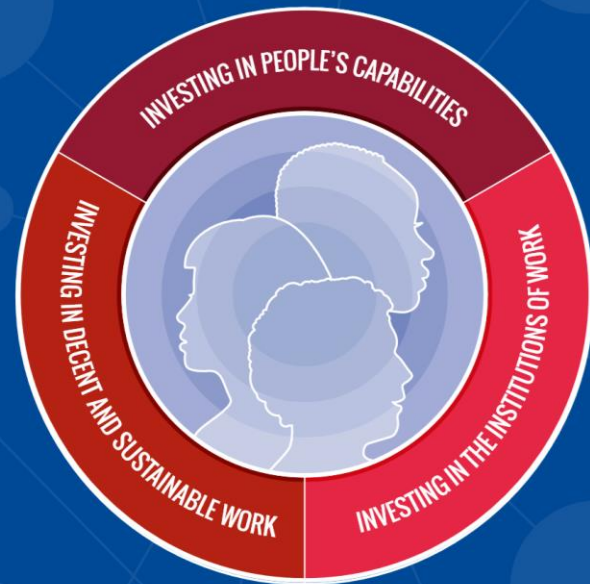
A human-centred agenda

A human-centred agenda

The report calls for a **human-centred agenda for the future of work** that strengthens the social contract by placing people and the work they do at the centre of economic and social policy and business practice.

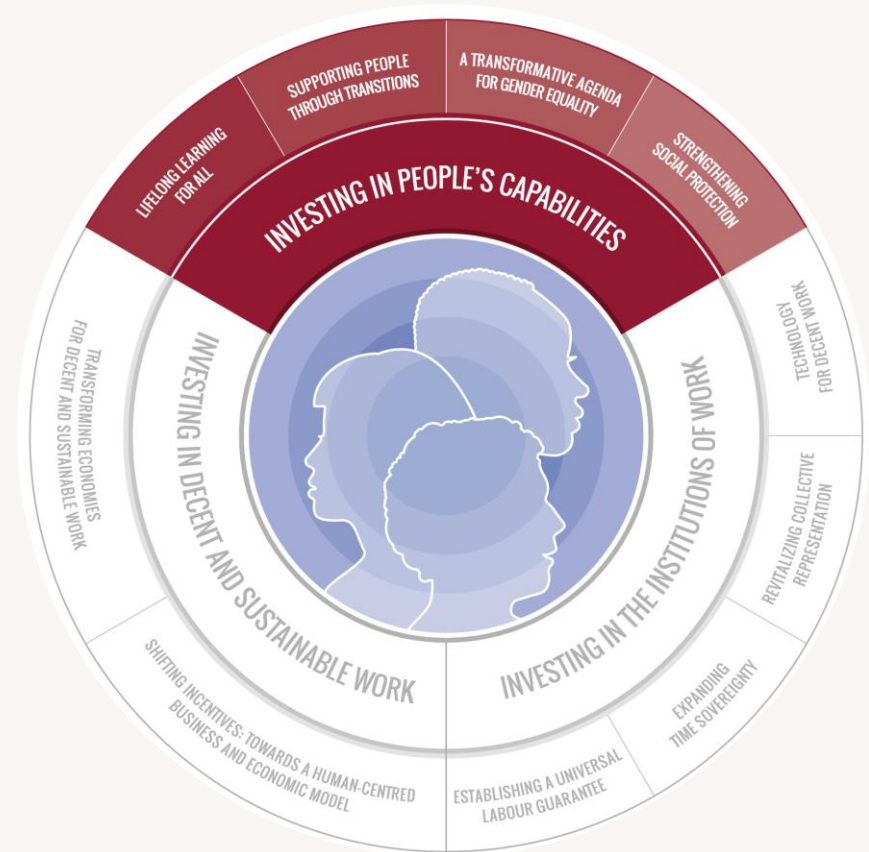
This agenda consists of three pillars of action, which in combination would drive growth, equity and sustainability for present and future generations:

1. **Increase investment in people's capabilities**
2. **Increase investment in the institutions of work**
3. **Increase investment in decent and sustainable work**



Increasing investment in people's capabilities

If people are to thrive in a carbon-neutral digital age, the broader dimensions of development and progress in living standards need to be considered, including the rights and enabling environment that widen people's opportunities and improve their well-being.



Increasing investment in people's capabilities

A universal entitlement to lifelong learning

Lifelong learning encompasses formal and informal learning from early childhood and basic education through to adult learning. A universal entitlement to lifelong learning will enable people to skill, reskill and upskill.

Governments, workers and employers, as well as educational institutions, have complementary responsibilities in building an effective and appropriately financed lifelong learning eco-system.

Support people through future of work transitions

Young people will need help in navigating the increasingly difficult transition from school to work.

Older workers will need expanded choices that enable them to remain economically active for as long as they choose and to create a lifelong active society.

All workers will need support through the increasing number of labour market transitions over the course of their lives.

Increasing investment in people's capabilities

A transformative agenda for gender equality

The world of work begins at home. From parental leave to investment in public care services, policies need to foster the sharing of unpaid care work in the home to create genuine equality of opportunity in the workplace.

Strengthening women's voices and leadership, eliminating violence and harassment at work and instituting pay transparency policies are preconditions for gender equality. Specific measures are also needed to address gender equality in the technology-enabled jobs of tomorrow.

Guaranteed universal social protection from birth to old age

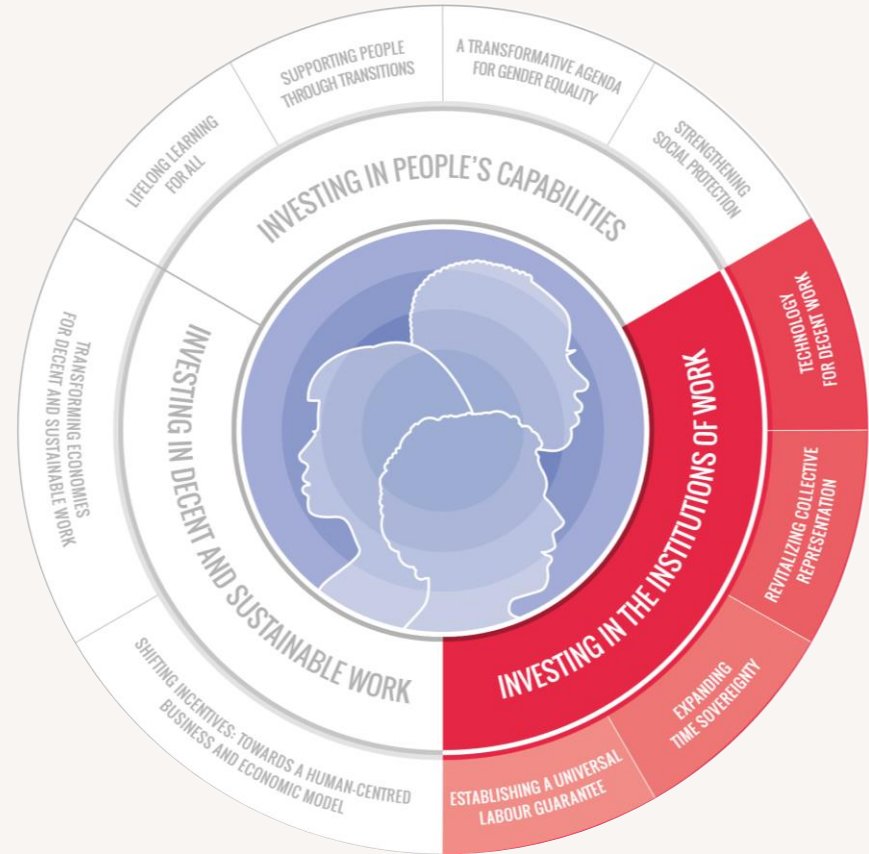
The future of work requires a strong and responsive social protection system based on the principles of solidarity and risk sharing, which supports people's needs over the life cycle.

This calls for a social protection floor that provides a basic level of protection to everyone in need, complemented by contributory social insurance schemes that provide increased levels of protection.

Increasing investment in the institutions of work

These recommendations seek to strengthen and revitalize the institutions of work.

From regulations and employment contracts to collective agreements and labour inspection systems, these institutions are the building blocks of just societies. They forge pathways to formalization, reduce working poverty and secure a future of work with dignity, economic security and equality.



Increasing investment in the institutions of work

Establishing a Universal Labour Guarantee

All workers, regardless of their contractual arrangement or employment status, should enjoy fundamental workers' rights, an "adequate living wage" (ILO Constitution), maximum limits on working hours, and safety and health at work.

Collective agreements or laws and regulations can raise this protection floor. This proposal also allows for occupational safety and health to be recognized as a fundamental principle and right at work.

Expanding time sovereignty

Workers need greater autonomy over their working time, while meeting enterprise needs.

Harnessing technology to expand choice and create a balance between work and personal life can help achieve this goal and address the stresses that come with the blurring of boundaries between working time and private time.

It will take continued efforts to implement maximum limits on working time alongside measures to improve productivity, as well as minimum hour guarantees to create real choices for flexibility and control over work schedules.

Increasing investment in the institutions of work

Revitalizing collective representation

All workers must enjoy freedom of association and recognition of the right to collective bargaining, with the State as the guarantor of those rights.

Workers' and employers' organizations must strengthen their representative legitimacy through innovative organizing techniques that reach those who are engaged in new business models, including through the use of technology. They must also use their convening power to bring diverse interests to the table.

A “human-in-command” approach to technology in support of decent work

This means workers and managers negotiating the design of work. It also means adopting a “human-in-command” approach to artificial intelligence that ensures that the final decisions affecting work are taken by human beings.

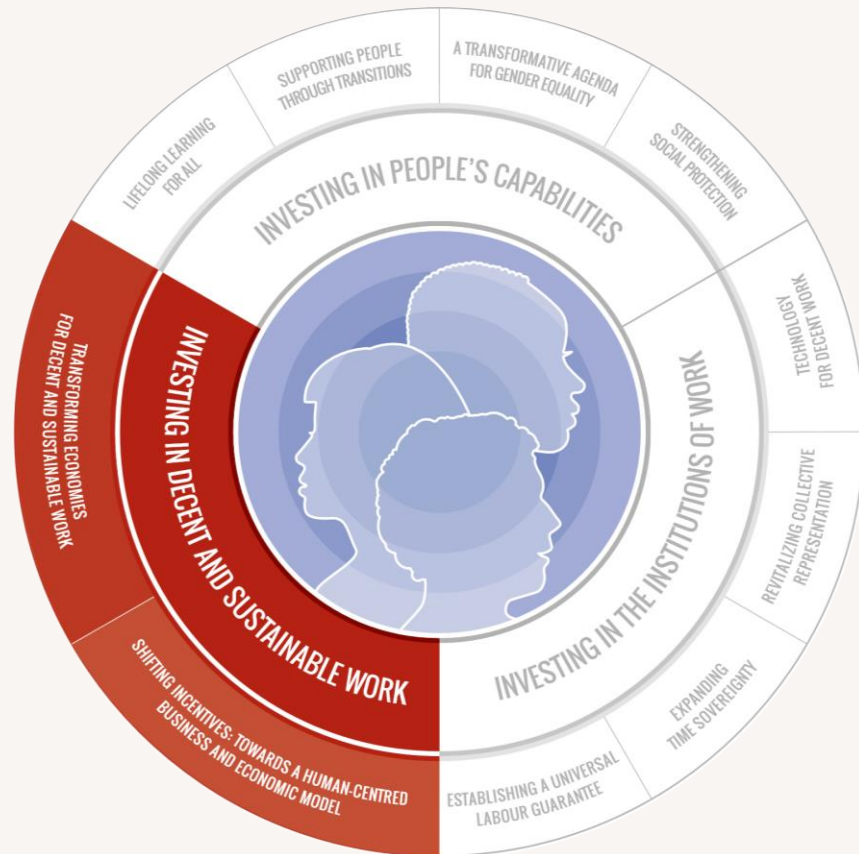
An international governance system for digital labour platforms should be established to require platforms (and their clients) to respect certain minimum rights and protections.

Technological advances also demand regulation of data use and algorithmic accountability in the world of work.

Increasing investment in decent and sustainable work

The major economic shifts under way – involving new technologies, demographic upheaval and climate change – will have both disruptive and transformative effects on our economies and on work.

Major investments are needed to shape and guide these transformations to create decent work. Countries must now prioritize long-term, sustainable investments that favour human development and protect the planet, in line with the UN 2030 Agenda for Sustainable Development.



Increasing investment in decent and sustainable work

Transforming economies

The report calls for incentives to promote investments in decent and sustainable work. Such investments will also advance gender equality and can create millions of jobs and new opportunities for micro-, small and medium enterprises.

The development of the rural economy, where the future of many of the world's workers lies, should become a priority.

Directing investment to high-quality physical and digital infrastructure is necessary to close the divides and support high-value services.

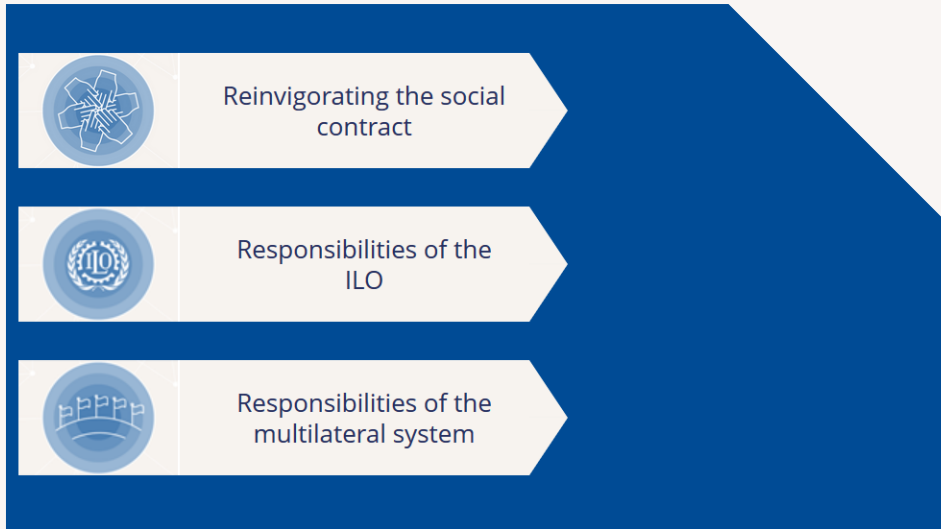
A human-centred business and economic model

Business incentive structures need to be reshaped towards well-being, environmental sustainability and equality. These actions can include fair fiscal policies, corporate accounting standards, enhanced stakeholder representation and changes in reporting practices. There is also a need to explore supplementary indicators of human development and well-being.

New measures of country progress must be developed to account for the distributional dimensions of growth, the value of unpaid work performed in the service of households and communities and the negative side-effects of economic activity, such as environmental degradation.

Taking responsibility

All stakeholders must take responsibility for building a just and equitable future of work.



This report is the beginning of a journey. Because the ILO brings together the governments, employers and workers of the world, it is well suited to be a compass and guide for the journey ahead.

More details in www.ilo.org

Download the [Report](#)



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Thank you!