



International Labour Office

A graphic on the left side of the page features a circular design with red and blue segments. Inside the circle, the text 'The future of work centenary initiative' is written in a mix of red and blue fonts.

The future of work centenary initiative

National Dialogue Concept Note

18 November 2016
Holiday Inn, Harare, ZIMBABWE

In 2019, the ILO will celebrate its 100th anniversary. This provides an opportunity to reflect on the significant progress that has been made in advancement of the decent work agenda and the broader pursuit of social justice since 1919. It is also timely to reflect on the role the ILO has to play in this twenty-first century. To mark the centenary in 2019, the ILO Governing Body endorsed seven centenary initiatives namely the governance initiative; the standards initiative; the green initiative; the enterprises initiative; the end to poverty initiative; the women at work initiative and the future of work initiative.

“Centenary Conversation on the Future of Work”

The “Future of Work Initiative” is one of the ILO's activities in Zimbabwe to mark its centenary in 2019. The initiative will allow dialogue among the tripartite plus partners, on the emerging and future changes in the world of work. The conversations should also deepen stakeholder's appreciation of impending transformations in order to meet effectively the policy challenges it poses and so advance our shared commitment to decent work for all and the Organization's mandate for global social justice.

These national discussions will culminate at the 108th Session of the International Labour Conference in 2019. Zimbabwe's national “Future of Work Dialogues” will be structured around four thematic “Centenary Conversations” on: work and society; decent jobs for all; the organization of work and production and the governance of work. The proposed “Centenary Conversation on the Future of Work” resonates well with the recently launched Global Initiative on Decent Jobs for

Youth and the adoption of the SDG's, which places decent work at the heart of sustainable development. At the regional level “Addis Ababa Declaration” of the 13th ARM (2015) envisages national tripartite dialogues with a view to identifying country-specific policy priorities in light of the ILO's global discussion on the “Future of Work”.

Objectives of dialogue

The rationale underpinning the future of work initiative stems from the fact that it is difficult for the ILO (or any comparable international organization) to address all the implications of transformational change in its regular day-to-day activities. The proposed dialogue offers an opportunity for us all to step back and to look at the broader picture or the longer term, overall dynamics and direction of change in the world of work and to think through what they require of all actors.

Dialogue participants and process

The discussions will fully involve the tripartite constituents, but also to reach beyond them to the academic world, young people (including those in primary school), women groups, development partners, think tanks, civil society and all other relevant and interested actors. This wide range of actors will be invited to contribute to the reflection on the future of work.

In order to generate a considerable body of inputs, the dialogue will occur on various platforms to ensure a wide reach.

Grade 6 Students: Children from three schools (an upmarket city school; peri urban informal settlement based and a rural school) will be invited to submit a one page essay or art work of what they hope to find at the work place when the complete higher or tertiary education (assuming they go to university – this will be 10 years from today) an insight into their aspirations. (Estimate cost: USD 300 for prices)

Young people: An advert was disseminated through social media, providing a WhatsApp phone number and inviting young people to make submissions on what they think about the future of work – “the future of work in 20 words”. A number of submissions were received and a draft analysis of young people's voices has been prepared.

In addition to the online discussions, the Office collaborated with the Space, Zimbabwe's only international platform convened by young people designed to discuss issues of concern to young people. This year's event was convened on 16 September 2016. Part of the discussion was on the future of work a high level panel discussion led to the production of a video and a working paper.

Thought leaders survey: An online questionnaire (Survey Monkey) was developed and administered to experts in various technical fields relevant to the decent work agenda and who have an impact on policy making. The questions probed the respondents across all the seven centenary initiatives, with a special focus on:

- Work and society
- Decent jobs for all
- The organization of work and production
- The governance of work

The respondents were drawn from 6 key government ministries¹; employers and business

associations; workers associations; 4 academic institutions; human resources practitioners; labour law experts; the “big 3 audit firms” – KPMG, Ernest and Young; Deloitte and Touche – particularly their units responsible for the reorganization of firms, work and production and their HR consultants; development partners; industrialists; economic analysts and civil society. A draft paper has been prepared synthesising the outcomes.

The women at work initiative: A consultant was engaged to undertake research on the status of women in Zimbabwe and the future of work for women. A one day symposium was discussed to validate the findings and make recommendations on what Zimbabwe can do to ensure equality is a reality in the future.

Proposal

National Dialogue on Zimbabwe position: In line with the above, CO Harare will convene a half day tripartite led discussion to discuss the various outcomes from the fore mentioned processes as well as to provide the tripartite partners an opportunity to weigh in on the emerging ideas and share their insights on the future of work.

The outcome from this meeting will be a *National Synthesis of the future of work*: A paper forecasting the path Zimbabwe is likely to take in the future in relation to gender equality in the workplace; labour market governance; labour standards; the green and blue economy; enterprises and poverty.

The meeting will be convened on 18 November 2016

¹ Ministry of Public Service, Labour and Social Welfare; Ministry of Primary and Secondary Education; Ministry of Finance; Ministry of Higher & Tertiary Education, Science and Technology Development; Ministry of Industry & Commerce; Ministry of Information Communication Technology, Postal and Courier Services; Ministry of Small & Medium Enterprises and Cooperative Development; Ministry of Youth Indigenization, and Economic Empowerment