

The Future of Work We Want: A Global Dialogue An ILO Centenary Initiative

April 6-7 2017, Geneva
Coordinated by the Research Department

Governing Body Room and Room II (R3)
International Labour Office
4 route des Morillons, 1211 Geneva, Switzerland

Around the world, in economies at all stages of development, profound changes in the nature of work are underway. Numerous and diverse drivers account for these: demographic shifts, climate change, technological innovation, shifting contours of poverty and prosperity, growing inequality, economic stagnation and the changing character of production and employment. The transformations we witness now challenge us to imagine the future of work over the long term in order to steer this evolution in the direction of social justice. Rising widespread anxiety about whether the future will produce greater polarization within and between countries brings urgency to this task.

Recognizing the pressing need to begin marshalling global expertise to make the future of work the one we want, the ILO launched the Future of Work Centenary Initiative in 2013. Under the Initiative, this Symposium presents an important step to gain greater understanding of the changes we are witnessing and to develop effective policy responses that can shape the future of work. The Symposium will be structured around the Initiative's four "centenary conversations" – work and society, decent jobs for all, the organization of work and production, and the governance of work – and will gather international thinkers and actors who are at the forefront of debates on each topic. A special session will discuss the perspectives for and views of young people – including representatives of the social partners – in the future of work they will experience.

Day 1: April 6, 2017

8:00 - 9:00	Registration and Coffee
9:00 - 9:15	Deborah Greenfield: Overview and introduction Welcome and Opening: Guy Ryder, Director-General
9:15 - 10:00	Keynote Speaker: Robert Skidelsky, University of Warwick, UK
10:00 - 10:30	Discussion with audience & e-audience
10:30 - 11:00	Coffee break

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Session One: Work and society

In the last century work became not only a means of material fulfilment, but also a fundamental tool for personal development and community participation. The connection between work and society will always remain. Transformations in the world of work are disrupting this connection, with uncertain outcomes. On one hand, social identities built on stable work relationships risk replacement by those that leave individuals isolated, insecure and alienated. In some countries, whole generations of adults are getting older without having experienced formal employment, with all the psychological and social tensions that disjunction entails. On the other hand, the pace and dynamics of economic change offer workers and businesses unprecedented choice and rewards, at least for those individuals with the skills and opportunities to take advantage of this change.

How will societies manage these contrasting possibilities and their impact in a world of individuals whose differences in gender, age, education, migration status, financial resources and many other characteristics pose enormous challenges? Will these opportunities lead to increased inequality, segregation and polarization? Will they bring together or pull apart developed, emerging and developing economies?

Moderator **Nina dos Santos**

11:00 - 13:00 **Panel remarks to moderator questions**

Isabelle Daugareilh, CNRS, France

Thandika Mkandawire, Chair at London School of Economics (LSE)

Imraan Valodia, University of Witwatersrand, Johannesburg, South Africa

Marcel van der Linden, International Institute for Social History, the Netherlands

Reaction from Discussants (Workers and Employers Organization)

Philip Jennings, UNI Global Union, Switzerland (Worker discussant)

Peter Woolford, Clairmark Consulting Ltd / Canadian Employers Council (Employers discussant)

Panel interaction with audience & e-audience

13:00 - 14:30 **Lunch Break**

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Session Two: Decent jobs for all

Innovation and technological change are transforming economies and societies while generating new paths to achieving prosperity and development. These processes may disrupt existing forms of work and the current mix of occupations; simultaneously, they are creating new forms of work and new occupations, thereby transforming the nature and organization of work. Against a backdrop of profound demographic imbalances with ageing cohorts in some countries, exploding youth populations in others and complex challenges resulting from deepening environmental constraints, the outcomes for businesses, workers and societies become increasingly hard to predict and plan against.

Where will the jobs come from and what will they look like? This panel will focus on that critical question by discussing the interplay of technological innovations, structural transformation, economic development and social change, and how these interlinked processes are expected to shape the future of work, particularly in relation to the longstanding policy commitment to full employment. Whether traditional policy levels for economic and employment policy remain relevant is a further consideration. Panellists will also address the role of governments, social partners and other groups in guiding and shaping this process for the next generation. They will focus on the policies and institutions necessary to ensure that innovation and technological advances create new and better forms of work.

Moderator **Nozipho Mbanjwa (CNBC Africa)**

14:30 - 16:30 **Panel remarks to moderator questions**

Cai Fang, Chinese Academy of Social Sciences, China

Xiaolan Fu, University of Oxford, China Centre

Richard Freeman, Harvard University, US

Tatyana Olegovna Razumova, Lomonosov Moscow State University, Russia

Reaction from Discussants (Workers and Employers Organization)

Mthunzi Mdwaba, TZoro IBC / Business Unity South Africa, South Africa (Employers discussant)

Eric Manzi, CESTRAR, Rwanda (Workers discussant)

Panel interaction with audience and e-audience

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Day 2: April 7, 2017

9:00 - 9:15 **Opening, remarks and summary by the Moderator Nozipho Mbanjwa (CNBC Africa)**

Special Session: How youth of today see the future of work and how they will contribute to ensuring the future we want

Young people of today are the future drivers of our economy, our society and are the next generation to serve as stewards of our planet. They are the next set of leaders for our governments, employers- and workers-organisations and have a significant role to play in the discussion on how to shape the future that we need as a society.

The panel will provide an opportunity to develop a better understanding of the youth perspective through their reactions to the discussions on “*Work and Society*” and “*Decent Work for All*” and by hearing their views on the upcoming discussions on the “*Organisation of Work*” and “*Governance of Work*”. It will feature questions such as, therefore, what are the challenges and opportunities young people are facing as they make the transition into the world of work? What do they see as the path forward to achieve sustainable inclusive growth for future generations? What does it mean for young people if the employment relationship is no longer the standard contractual arrangement? What new or alternative governance structures are needed to regulate and promote work effectively?

Moderator **Nozipho Mbanjwa**

9:15 - 10:45 **Panel remarks to moderator questions**
Clémentine Moyart, Policy Officer, European Youth Forum
Ammin Youssouf, Impact Technologist & CEO at Afrobytes
Thiebaut Weber, ETUC Belgium
Salonie Hiriya, Intern at the ILO

10:45 - 11:00 **Coffee break**

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Session Three: The organization of work and production

In an increasingly globalized economy, technological advancement and competitiveness are stimulating rapid evolution in the organization of work and production. Enterprises, which remain key vehicles of change, will continue to have a major impact on this evolution. But these developments, as well as geographical fragmentation, growing financialization of the economy and the expansion of global supply chains increasingly call into question the paradigm of the enterprise as a producer of goods and services through the direct employment of a workforce. Work that was previously integrated within one firm is increasingly diffused through a network of entities and individuals, with blurred lines of responsibility.

These developments are reflected in the increase in “non-standard” forms of work, which include self-employment in industrialized economies and vulnerable and/or informal employment in many emerging and developing economies. Furthermore, information technology including the digital economy has led to the emergence of new forms of production and employment, including the ‘gig economy’ and crowdsourcing, as well as forms of telecommuting that include crowd-work, casual work and ICT-based mobile work. While these trends can lead to more efficiency for business and flexibility for workers, they also generate new and different forms of precarious work and have profound consequences for policies and institutions designed to promote social justice and social protection systems. Increased insecurity may also cause political instability as electorates opt for volatile changes that may then entail additional business and employment uncertainties. This session examines changes in the way businesses work, including the implications for our current understanding of what it means to be an employer and an employee. Panelists will discuss new forms of the employment relationship and whether and to what extent that relationship will continue to be the locus for many of the protections now afforded to workers.

Moderator **Nozipho Mbanjwa**

11:00 - 13:00 **Panel remarks to moderator questions**

Fabrizio Cafaggi, European University Institute, Italy

Florence Palpacuer, University of Montpellier, France

Youba Sokona, the South Centre

David Weil, Boston University, US

Reaction from Discussants (Workers and Employers Organization)

Catelene Passchier, FNV, Netherlands (Workers discussant)

Kris de Meester, Fédération des Entreprises de Belgique (Employers discussant)

Panel interaction with audience & e-audience

13:00-14:30 **Lunch break**

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Session Four: The governance of work

The twentieth century saw the development of a framework of social dialogue, norms and institutions for regulating work, including international labour standards, labour inspection systems, workplace representation, specialist labour courts and tribunals. At the same time, these norms and institutions, which are well-suited to formal, stable and straightforward employment relationships, are far more complex to implement where public governance is weak, and are under pressure in many parts of the world.

How can societies respond to the erosion of the established regulatory framework? Do we need new or different governance structures to regulate work effectively? This session examines initiatives that revitalise existing norms and institutions and/or create new forms of regulation that may help to meet present and future governance challenges. The session focuses on both international and national initiatives, highlighting those that strengthen tripartism. Participants will address state-based forms of governance (such as national laws and public enforcement agencies) and innovations emerging from the social partners and other members of civil society (including new forms of collective organization and action), as well as the evolving relationship between public and private governance.

Moderator **Nozipho Mbanjwa**

14:30 - 16:30 **Panel remarks to moderator questions**

Jennifer Bair, University of Virginia, US

Richard Hyman, London School of Economics, UK

Roberto Pires, Instituto de Pesquisa Econômica Aplicada, Brazil

Kamala Sankaran, University of Delhi, India

Reaction from Discussants (Workers and Employers Organization)

Roberto Suárez Santos, Deputy Secretary General IOE (Employers discussant)

Luc Cortebeeck, CSC-ACV, Belgium (Workers discussant)

Panel interaction with audience and e-audience

16:30 - 17:00 **Concluding session**