

ILO Future of Work Initiative

*An informal briefing note**

12 May 2017

* This is an unofficial note for informal briefing and discussion only.



Contents

Why the FoW initiative and why now?

- Megatrends and consequences
- ILO mandates

“Four conversations” as a guiding framework

- Work and Society
- Decent Work for All
- Work and production
- Governance of Work

Roadmap towards the ILO centenary anniversary



Mega Trends: Old and new challenges

- Main mega trends affecting world of work
 - Not just technological & demographic changes
 - But also other profound (new) changes: inequality, insecurity, climate, (democratic) institutions
- Impacting labour market and social conditions at global level:
 - Quantity, quality, distribution of jobs
 - Social and political impacts
- Multiple methods of analysis (including scenario analysis) & multi-disciplinary approaches



And what do they mean for ILO?

- Debates on “future of work” are not new (e.g. ILO debates on automation from the 1950s when the term was coined)
- But, in light of new changes, ILO has always been (re)positioning (or articulating) social justice mandate of ILO
 - e.g., Philadelphia Declaration
- For this purpose, the Global commission will be invited to discuss and debate key issues with a view to providing their views for the consideration of ILO constituents



Conversation 1: Work and society

“The well-being” of “all peoples everywhere” (T. of Versailles)

Understand role of work in society and how it is evolving in light of current transformations:

From “industrial man” to “working women and men”?

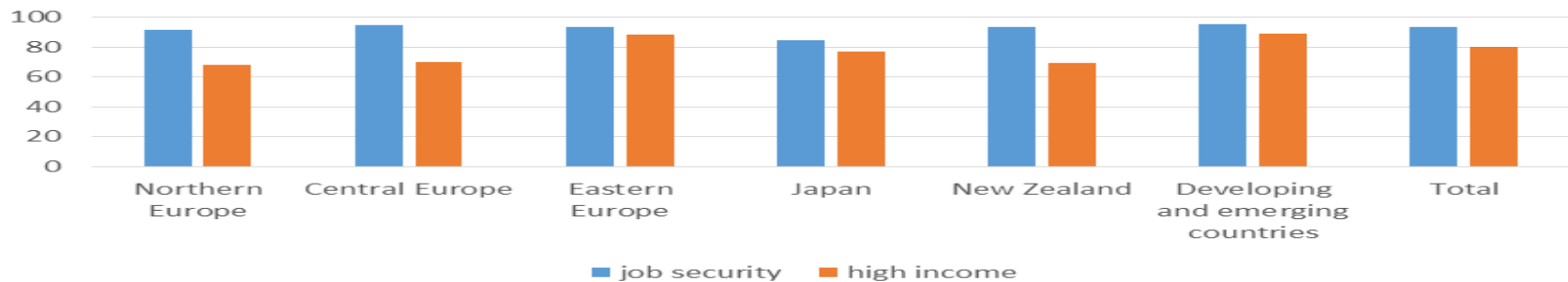
- How does society consider and value work, notably across countries and over time? (e.g. disconnect between work and society)
- “Invisible” work: how to make it “visible”?
- How to address new health risks (e.g. stress) in and out of work?
- How have our conception of work shaped our laws and policies governing work? (e.g., basic income)



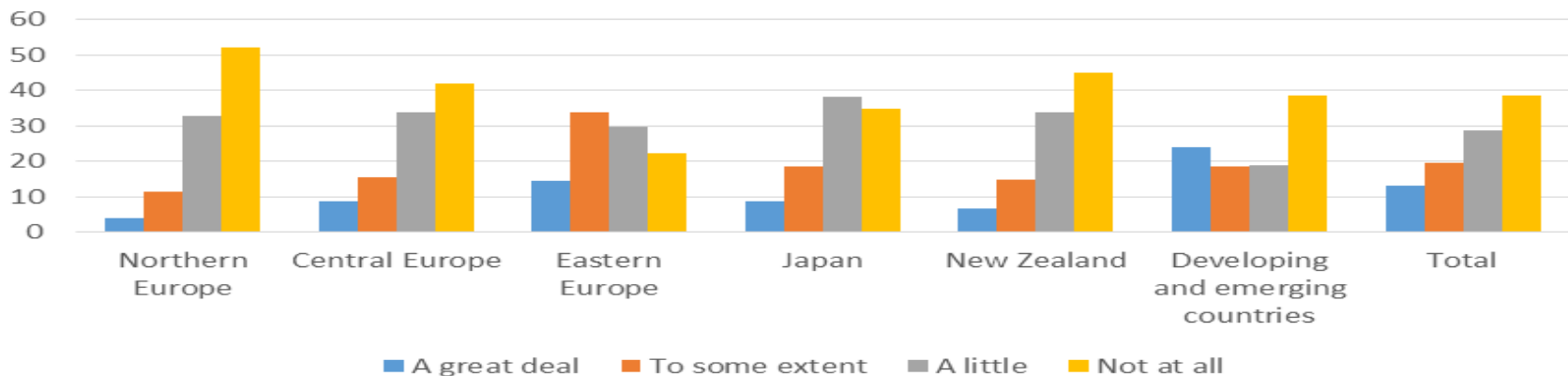
Conversation 1: Work and society

Example: New work, or new concern?

Share of individuals who feel that job security / high income to be important or very important in a job (extrinsic value), 2015



Extent to which workers worry about the possibility of losing their job, in %, 2015



Conversation 2: Decent work for all

“Full employment and the raising standards of living” (Philadelphia D.)

Revisit relevance of the goal of full (and quality) employment for all

- What changes in terms of employment quantity and quality?, e.g.
 - New technologies: job creator or job destroyer?
 - Population ageing and new opportunities?
 - How will composition of jobs changes?
 - What are the distributional consequences?
- Role of skill in determining labour market and societal integration
- How to respond to the growing demand for care work?
- What future for “full employment”?



Conversation 2: Decent work for all

More on distributional dimensions of changes

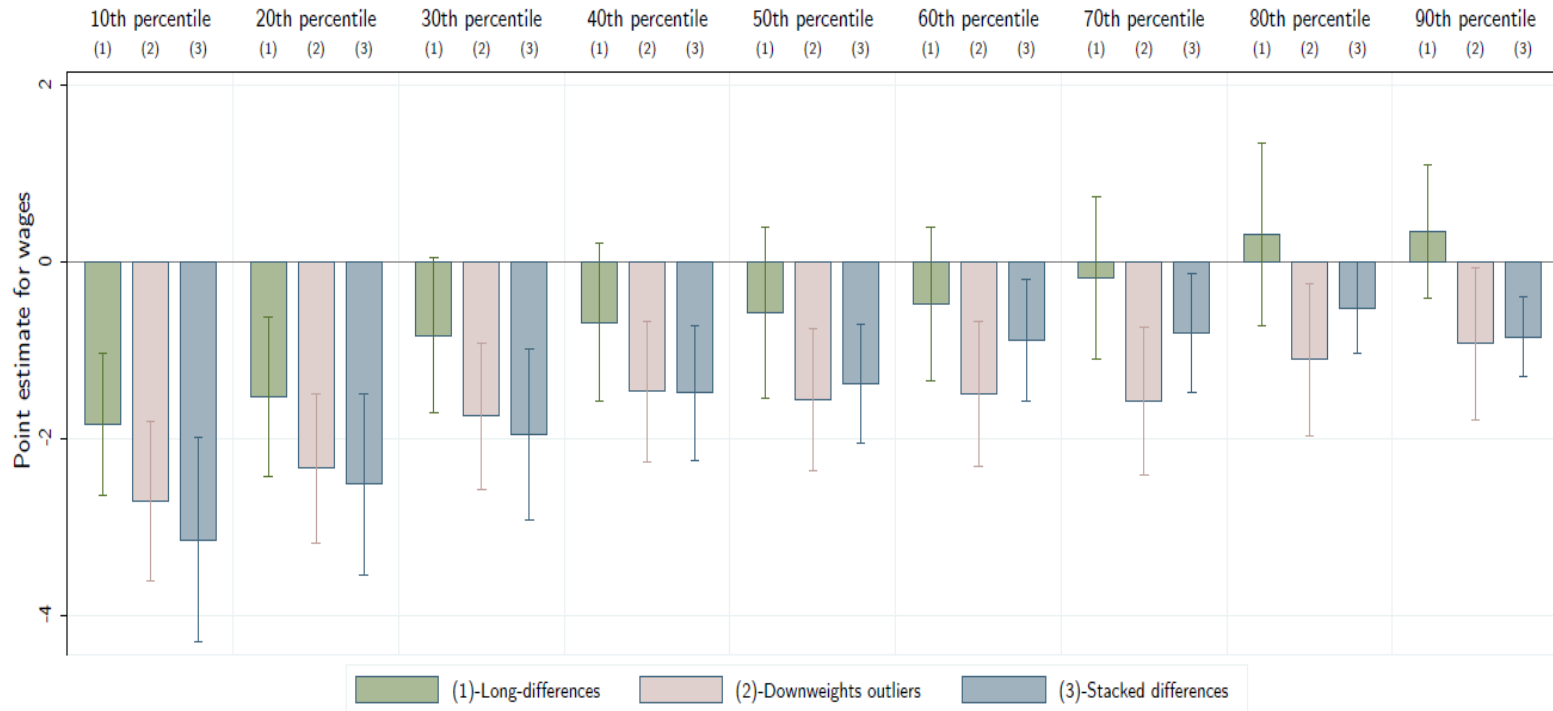


FIGURE 13: RELATIONSHIP BETWEEN THE EXPOSURE TO ROBOTS AND THE WAGE DISTRIBUTION.

Acemoglu and Restrepo 2017, NBER



Conversation 3: Work and production

“Labour is not a commodity” (Constitution)

- How does (will) global supply chains affect enterprises and workers?: Ensuring market access for firms and quality employment outcomes for workers
 - Implications of trade protectionism?
 - Re-shoring of production and new technologies?
- Organizing work: How and why are contractual employment relationship evolving? (e.g. gig economy)
- Will informal employment persist?



Conversation 4: Governance of work

“Methods and principles for regulating labour conditions” (Versailles)

Examine the implications of the observed changes for the governance of work

- New methods of governance and directors in labour regulation in context of new realities?
- How to strengthen the capacity of institutions and social dialogue (and a need for a renewed social contract)?
- How to renew and find innovative ways for workers and employers to organize and represent their interests in the future?



The way forward (tentative)

- Global Commission (TBD, around July 2017)
 - The Office's background document which will explain major trends and identify a list of key issues for the consideration of the Commission
 - With the secretariat of the Commission
- Composition and other details: TBD
- Commission report by the end of 2018
- Centenary ILC 2019

