

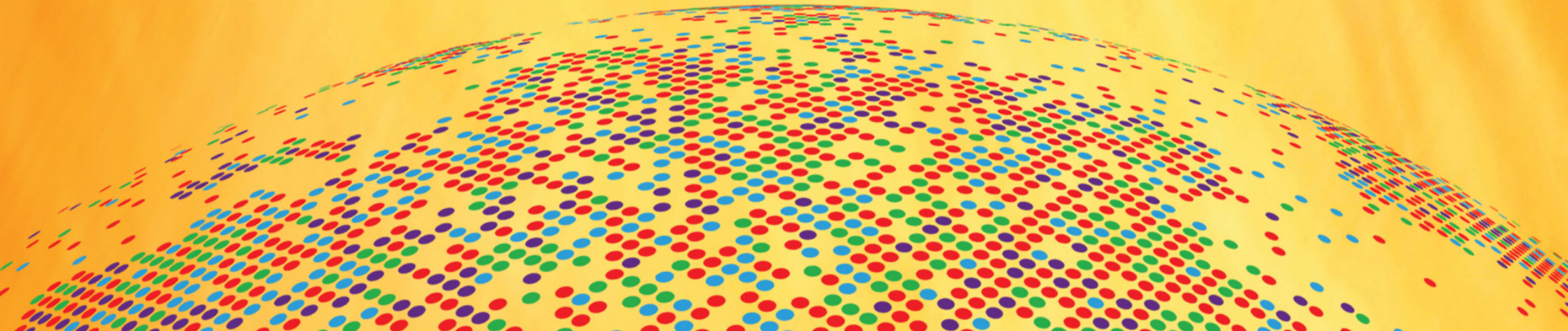
Attaining SDG8 - National and International Action

Lessons from the 2019 Human Development Report

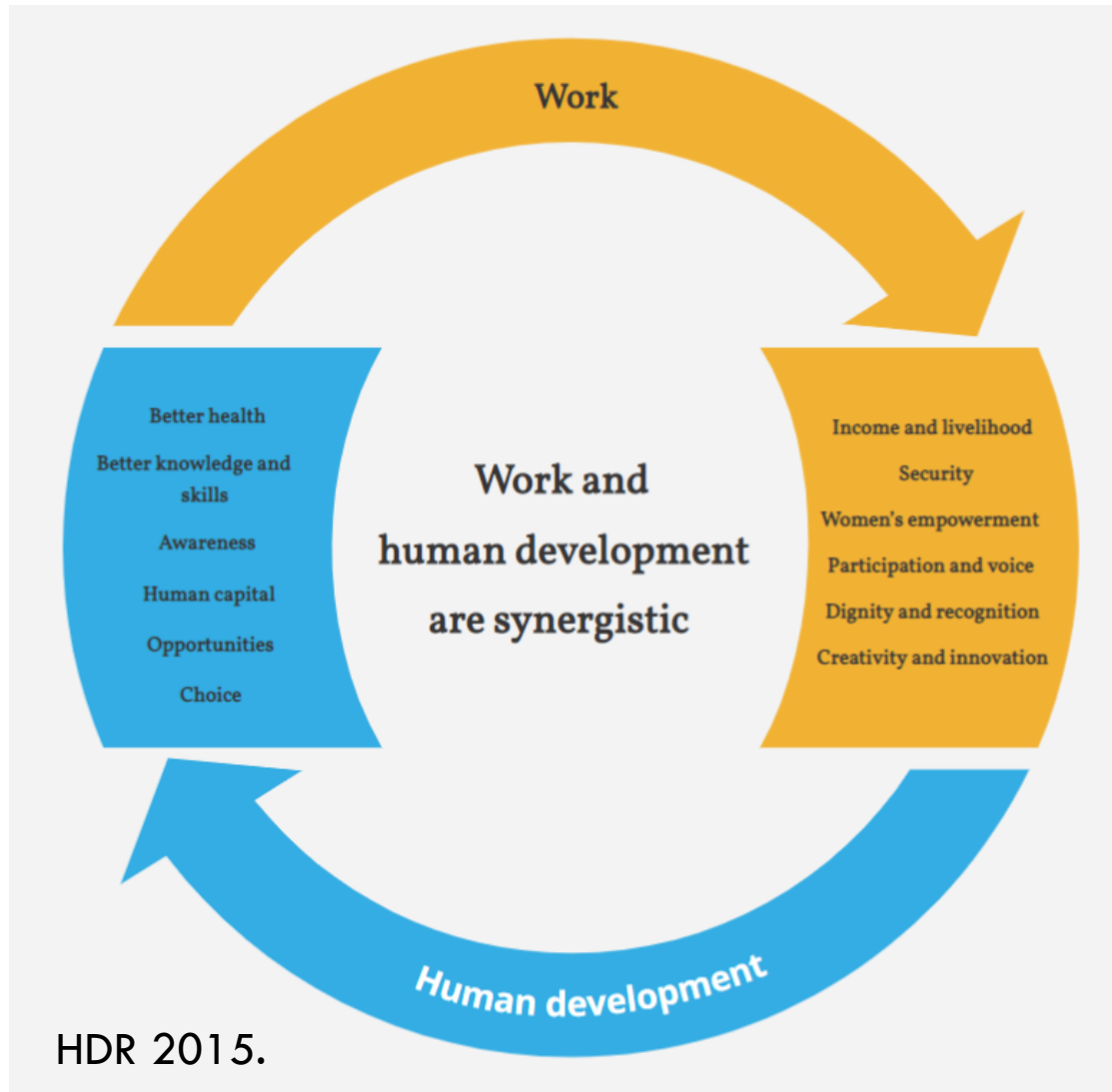


Jacob Assa, Human Development Report Office

Third ILO Employment Policy Research Symposium
12-13 December 2019 , Geneva



WORK IS INTRINSIC TO HUMAN DEVELOPMENT

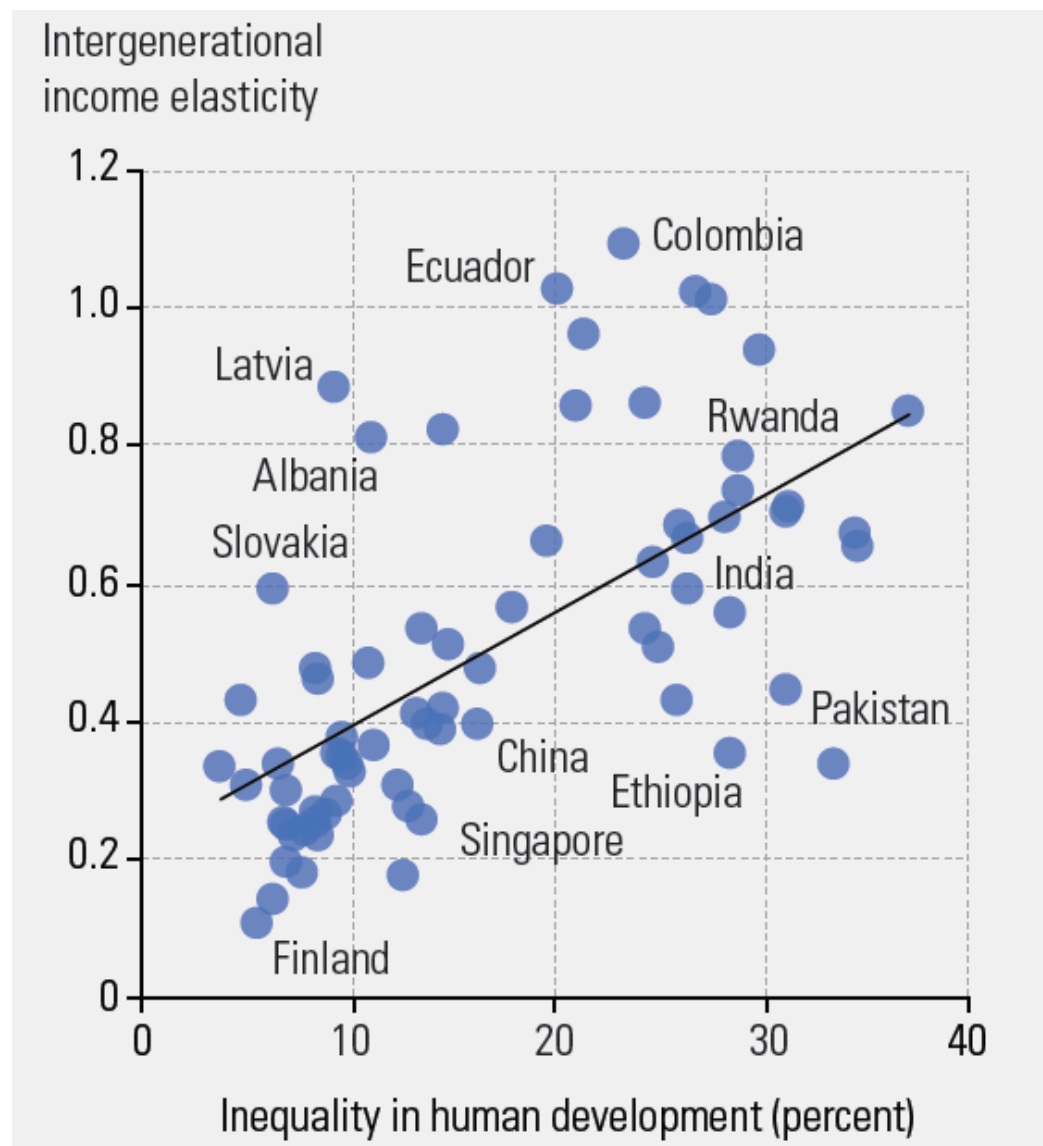


- From a human development perspective, the notion of work is broader and deeper than that of jobs or employment alone
- Includes unpaid care work, voluntary work and creative work

RELEVANT SDG8 TARGETS AND CHALLENGES

	Target	Challenges
8.1	Economic growth	• Inequality • Jobless growth
8.2	Productivity	Displacement
8.3	Decent job creation	Informality
8.5	Full and productive employment and decent work for all	• Monopsony • Financialization • Informality • Political economy

A NEW TAKE ON THE GREAT GATSBY CURVE



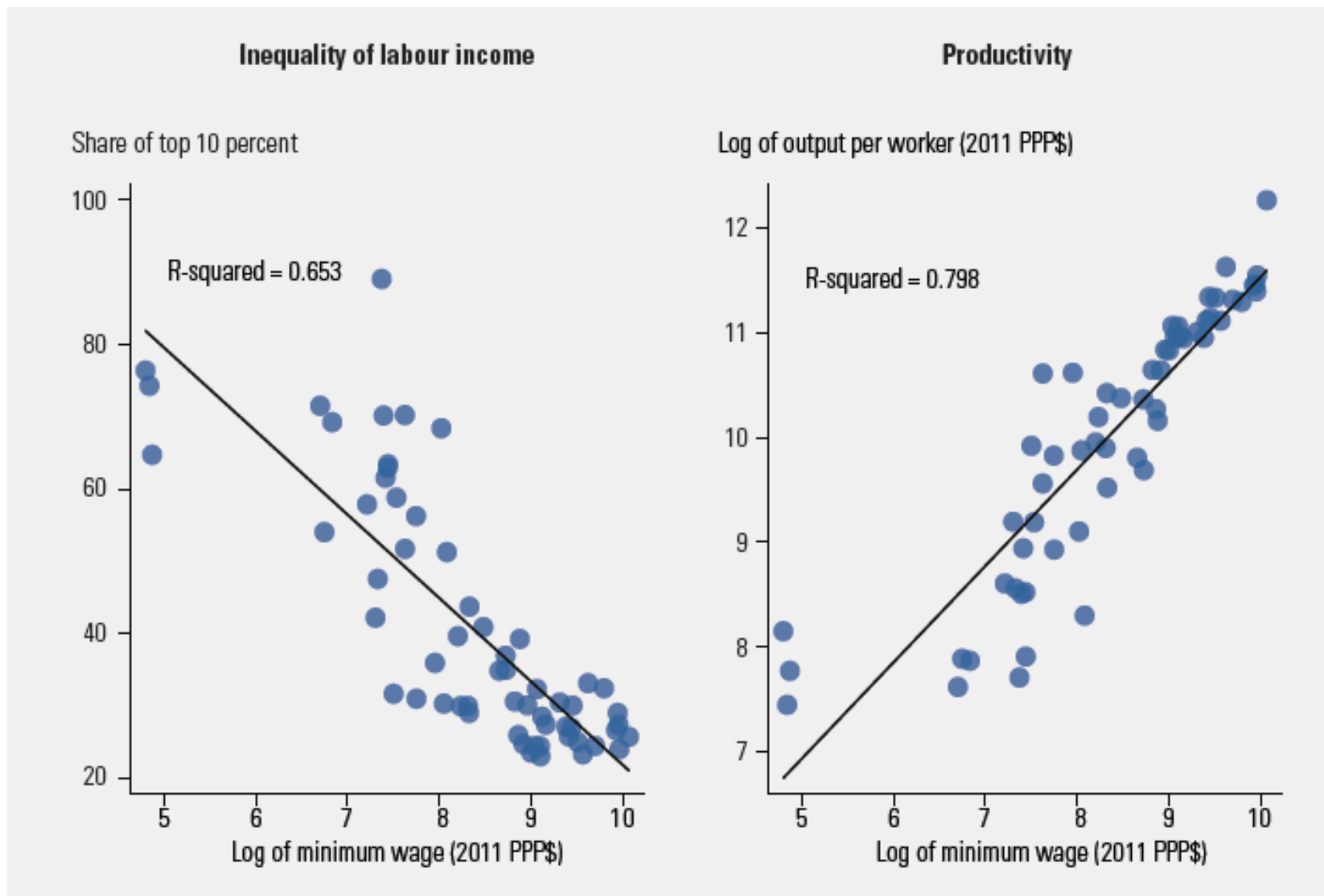
INEQUALITY AND GROWTH

1. High inequality → lower socio-economic mobility → inefficient allocation of resources → lower growth
2. Investment in education → higher productivity → higher economic growth (East Asian model)
3. But GDP may grow without employment increasing due to
 - Monopsony
 - Technology
 - Globalization and outsourcing
 - Financialization
 - Measurement issues

MINIMUM WAGE: A TOOL TO SHARE THE FRUIT OF PROGRESS?



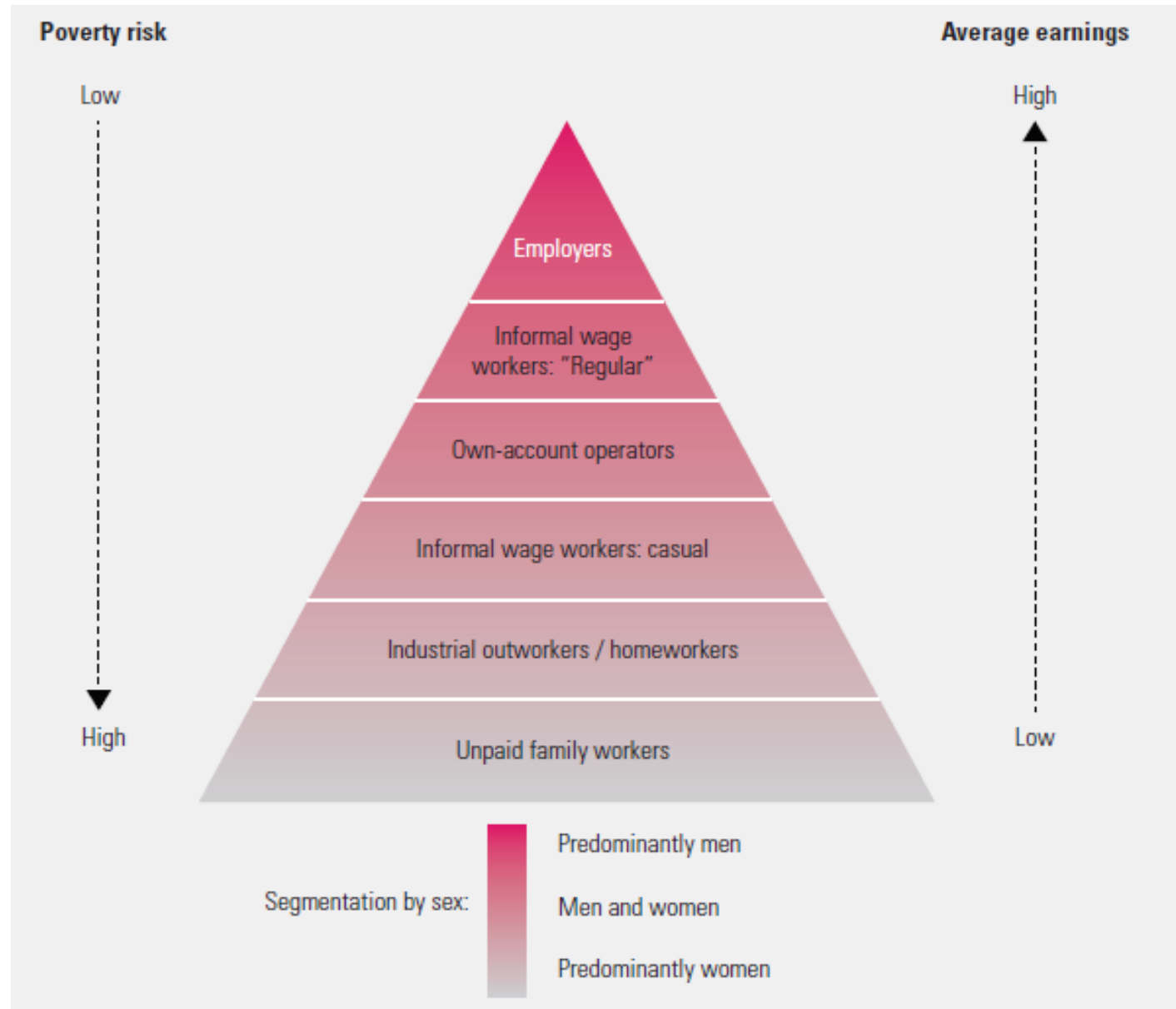
HUMAN
DEVELOPMENT
REPORT OFFICE



THE CHALLENGE OF INFORMALITY



HUMAN
DEVELOPMENT
REPORT OFFICE



POLICIES FOR REDUCING INFORMALITY

1. Top down approach: extending protections and benefits of formal workers to home workers and other subcontractors
2. Bottom-up strategies: Organizing workers, especially poor women, into collectives enables them to
 - pool assets and skills to produce larger quantities of higher quality goods
 - acquire new technology and skills
 - enhance voice and agency
 - increase their bargaining power and political clout
3. Technology can help move from informality towards better worker protection
 - Many modern business models rely on the collection and use of large amounts of data on the actions of consumers and workers
 - Such data could improve conditions for informal workers
 - Apps and sensors can make it easier for companies and social partners to monitor working conditions and labor law compliance in supply chains
 - Governments can invest in incubating and testing digital technologies, including blockchain, that could support social security payments for those working on labor platforms

FINANCIALIZATION

- *Too much finance?*

Financial deepening increases inequality (in both developing and developed countries) which in turn reduces growth and employment

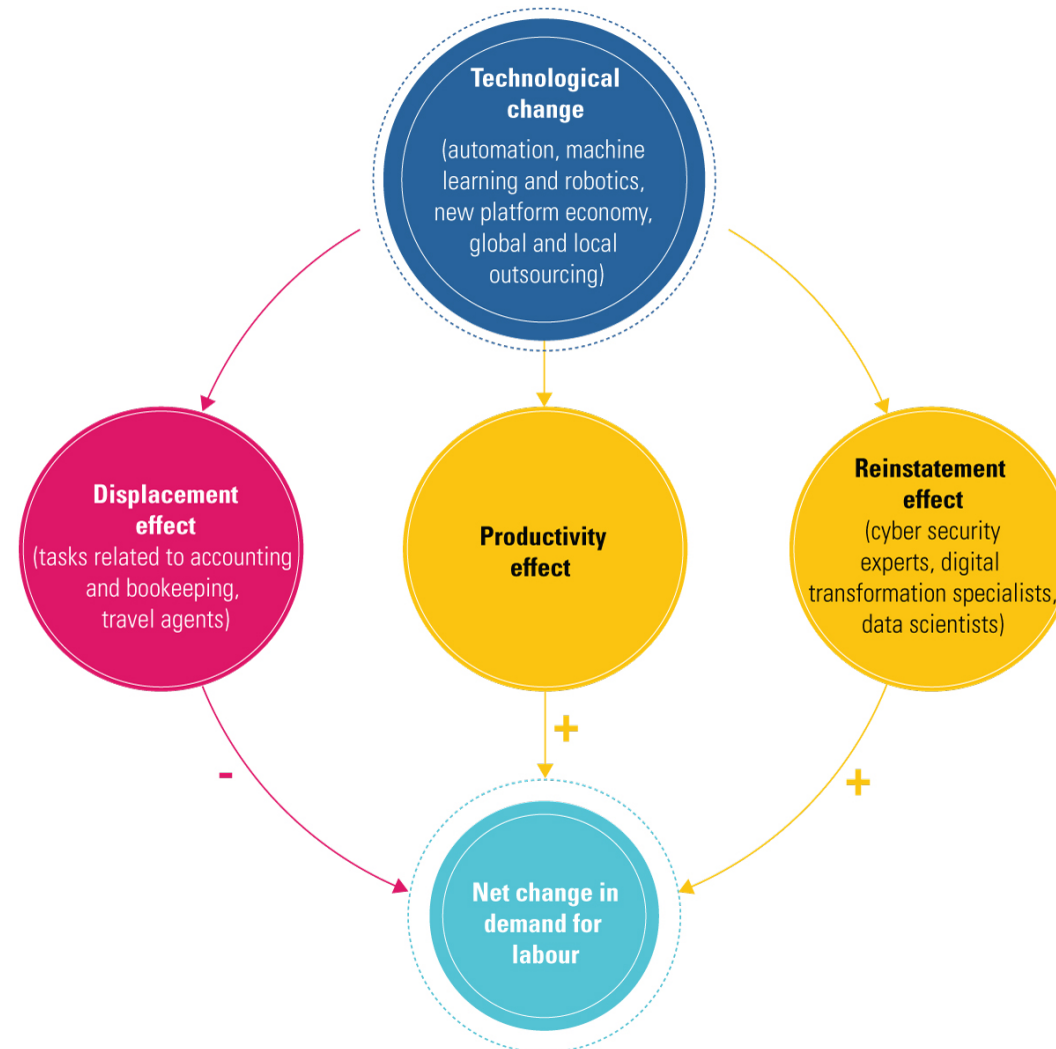
- *Wrong kind of finance?*

- Inequality closely linked to capital gains on equities (stocks), which benefit the top of the distribution
- In contrast, credit for productive activities leads to broader gains in income for most of the labor force and has a positive effect on economic growth

- An effective banking and financial sector regulatory framework is important

- Credit guidance to productive activities (e.g. Japan, Korea)
- Prevent banking or financial crises (which increase inequality and reduce employment)

TECHNOLOGY: GOOD SERVANT, BAD MASTER



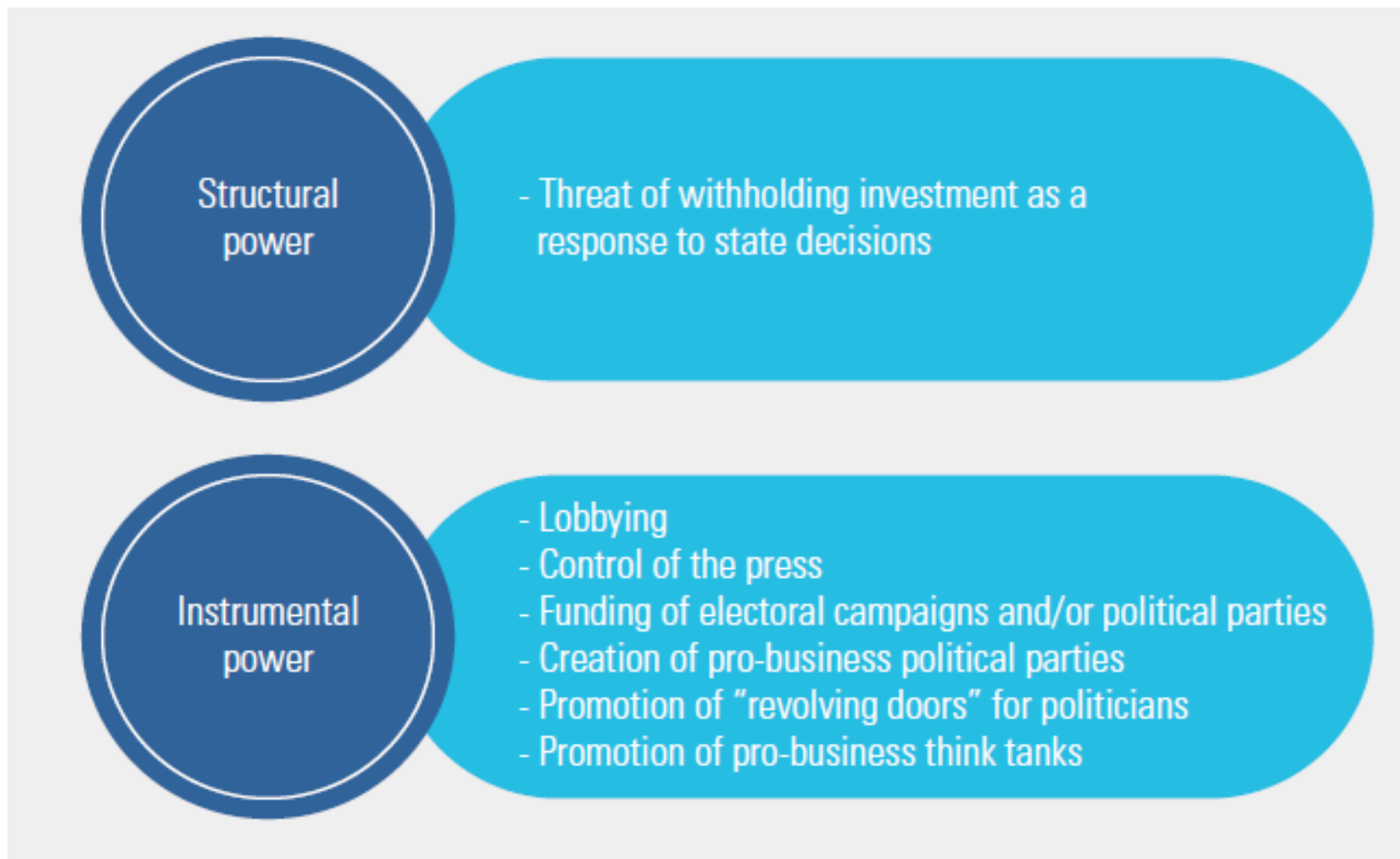
A HUMAN-CENTERED FOCUS ON TECHNOLOGY'S BROADER ROLE IN ADVANCING DECENT WORK

- When tasks within a job can be separated and re-bundled:
 - job-redesign
 - job-crafting
 - collaborative robots, or cobots, to reduce work-related stress and injury
- Realizing technology's potential in the future of work depends on *fundamental choices* about work design, including detailed job-crafting discussions between workers and management

POWER OF THE ECONOMIC ELITE AND ACTION MECHANISMS



HUMAN
DEVELOPMENT
REPORT OFFICE





HUMAN DEVELOPMENT REPORT OFFICE

jacob.assa@undp.org

 www.hdr.undp.org

 facebook.com/HumanDevelopmentReport

 twitter.com/hdrundp