



International
Labour
Organization



European
Commission

► Building Partnerships on the Future of Work



AN EU-ILO PROJECT 2021-2022

Donor : The European Commission
(Service for Foreign Policy Instruments)

Implementers: International Labour Organization
and Joint Research Centre of the European Commission (EC-JRC)

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The "Future of Work" is already part of our present. All countries around the globe face the challenges of a world of work under transformation, caused by a combination of the effects of globalization and of technological, climate and demographic changes, amongst others.

Many jobs and entire sectors are being reshaped, new forms of employment relationships are emerging, and patterns of work and careers are becoming more varied, at every stage of the working life cycle. While many of these changes are not necessarily recent, the pace and scale of some of the underlying drivers are accelerating exponentially.

These changes bring opportunities for our societies, but if they are not addressed properly and in a timely manner, they could also bring insecurity and increased risks, notably for the most vulnerable groups. Our response to these transformations today will determine what the future world of work will look like.

► The objectives

The International Labour Organization (ILO) and the Joint Research Centre of the European Commission (EC-JRC) are together implementing the project "Building Partnerships on the Future of Work" funded by the EC Partnership Instrument.

The project aims at responding to two specific objectives:

- **Develop new evidence around some specific, and understudied, future of work themes focusing on aspects of relevance to the EU and selected non-EU countries. Four thematic areas have been identified:**
 - 1) platformisation of work in the logistics and health sectors,
 - 2) the effects of automation and their gender dimensions,
 - 3) new labour market transition patterns and,
 - 4) global shifts in employment structures in EU and non-EU countries. (Fact-based analysis component)
- **Based on the findings and interests expressed by partner countries, build, or reinforce strategic alliances linked to the future of work involving the EU, key international and multilateral actors, non-EU countries, and social partners. (Strategic Alliances component)**



► The fact-based analysis component

Platformisation of work

The focus of this research activity will be on how the algorithmic management practices that are often associated with platform work are being increasingly utilized by traditional companies in the logistics and health sectors, thus leading to the 'platformisation' of work. The project will look at the impact of such practices on work organization, efficiency and working conditions in both the global North and South. It will also explore how the data collected through these practices are used by the firms, and who has control and rights over such data. An in-depth case study approach will be adopted at the firm level and two firms will be chosen from each sector in the four countries.

Countries covered: France, India, Italy and South Africa



Pexels, Christina Morillo

The effects of automation and their gender dimensions

The main goal of this research project is to gain a better understanding of how processes of industrial automation (notably those using digital technologies) interact with local social structures, cultural norms (including gender norms) and institutional systems in the context of global supply chains (GSC). The research will aim at assessing the impact of recent technological changes on women's and men's employment and working conditions, and their potential impact in the near future. The research will be conducted in a comparative perspective in two highly globally integrated sectors: automotive and apparel manufacturing.

Countries covered: Germany, Indonesia, Mexico, Romania and Spain



Pexels, ThisIsEngineering

New labour market transition patterns

Working lives are likely to become increasingly multifaceted with a more complex set of transitions between jobs, sectors, professions, status and forms of employment. In addition, labour market dynamics have also been affected tremendously throughout the world by the COVID-19 crisis. Within this context, this research activity will aim at improving our knowledge on labour market transitions over the life course, providing an overview of recent evolutions in labour market transition patterns across EU and non-EU countries, and shedding light on some selected emerging (and understudied) patterns of transition (including transitions in and out of self-employment or transitions of older workers).



Shifts in employment structures in EU and non-EU countries

This research activity will build on recent analyses carried out by the JRC, Eurofound and other researchers on how occupational structures have changed in the last few decades in different global economies and on the main drivers behind those changes. By shifting the unit of analysis of labour market dynamics from the individual worker to the job, it will analyze evolutions in the employment structure in terms of occupation and sector and will provide a qualitative assessment of these shifts. Moreover, it will provide for a better understanding of the distributional effects of these changes across gender, age, employment or professional status.



Pexels, Chevanon Photography

► The strategic alliances component

Implemented by the ILO in collaboration with the JRC, the main objective of the “Strategic Alliances” component is to raise the level of awareness of relevant stakeholders in EU and non-EU project partner countries on future of work-related issues and to help them better anticipate the transformational changes. In this perspective, it seeks to inform social dialogue and employment policies towards workable and sustainable solutions to some of the key challenges covered by the ILO Centenary Declaration for the Future of Work.

This component will also contribute to the building and strengthening of strategic alliances on future of work-related challenges involving the EU and key international and multilateral actors and non-EU countries. Activities will aim at building capacities and fostering dialogue between the EU and selected non-EU countries. Issues will include the impact of changes in technologies, trade and demographics on labour markets

Main events

- Conference «Building the future of work and trade» with ILO country office in Mexico (October 2021)
- ILO Employment Symposium «The recovery of the crisis and the future of work» (November 2021)
- Policy Forum “Digitalization and the future of work” with ILO country office in South Africa (November 2021)
- Workshop on labour market transitions in Asia and Pacific (December 2021)
- Korea-EU Policy Dialogue on future of work (January 2022)

► The ILO and the future of work

The Future of Work Initiative marked a four-year process that began with a series of National Dialogues on the future of work, followed by the report of an independent Global Commission. It culminated with the adoption of the Centenary Declaration for the Future of Work at the 108th International Labour Conference in 2019.

The Declaration is a strong reaffirmation of the relevance and importance of the ILO’s mandate for social justice and the critical role of social dialogue in a time of rapid changes in the world of work. It is also a strong statement of intent, and a road map for action by the ILO itself.

In 2021, at the International Labour Conference, delegates from 181 countries representing the Governments, workers and employers have adopted unanimously a Global Call to Action for a human-centred COVID-19 recovery that prioritizes the creation of decent jobs for all and addresses the inequalities caused by the COVID-19 crisis. The Call to Action is grounded in the ILO’s Centenary Declaration for the future of work. The Call provides a path for accelerating practical implementation of the Declaration through enhanced policies and investment that support a broad-based, fully-inclusive recovery. The project “Building Partnerships on the Future of Work” will support the Call to Action.

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