Inclusive Future of Work

BRICS – 5th LABOUR AND EMPLOYMENT MINISTERIAL MEETING
Brasilia, 19-20 September 2019
1. How inclusive are BRICS labour markets?
Labour underutilisation

2017. Real values for Brazil, Russian Federation and South Africa; ILO estimates for China and India.

Social protection

- Percentage of health care expenditure not financed by private households' out of pocket payments - 2011
- Active contributors to an old age contributory scheme as a percent of the working-age population - 2010*


Gender inequality

Labour force participation gender gap

Youth labour force participation gender gap

Female share of employment in senior and middle management (%)

Youth at risk

<table>
<thead>
<tr>
<th>Country</th>
<th>Share of youth not in employment, education or training (NEET)</th>
<th>Share of NEET, men</th>
<th>Share of NEET, women</th>
</tr>
</thead>
<tbody>
<tr>
<td>Brazil (2018)</td>
<td>24.2</td>
<td>19.5</td>
<td>29</td>
</tr>
<tr>
<td>Russian Federation (2016)</td>
<td>12.4</td>
<td>10.3</td>
<td>14.6</td>
</tr>
<tr>
<td>India (2012)</td>
<td>27.5</td>
<td>8</td>
<td>49.3</td>
</tr>
<tr>
<td>South Africa (2018)</td>
<td>31.6</td>
<td>29</td>
<td>34.2</td>
</tr>
</tbody>
</table>

Source: International Labour Organization, ILOSTAT, [https://ilostat.ilo.org](https://ilostat.ilo.org) (accessed on September 11, 2019)
2. New challenges and opportunities for inclusiveness in the context of the future of work
Technological change

Share of adult population with advanced education (%)

- South Africa (2018): 13.2%
- India (2012): 8.9%
- Russian Federation (2018): 48%
- Brazil (2018): 18.6%

Source: International Labour Organization, ILOSTAT, [https://ilostat.ilo.org](https://ilostat.ilo.org) (accessed on September 11, 2019)
Demographic change

ESTIMATED MEDIAN AGE OF THE LABOUR FORCE, 2019-2030

## Climate change

<table>
<thead>
<tr>
<th>Country</th>
<th>Proportion of jobs relying on ecosystem services (%)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Brazil</td>
<td>23</td>
</tr>
<tr>
<td>China</td>
<td>50</td>
</tr>
<tr>
<td>India</td>
<td>52</td>
</tr>
<tr>
<td>Russian Federation</td>
<td>14</td>
</tr>
<tr>
<td>South Africa</td>
<td>11</td>
</tr>
</tbody>
</table>


### Total employment impact by industry of achieving energy sustainability by 2030 (Thousands of jobs)

- **China**
  - Agriculture: 2,500
  - Mining: 1,500
  - Manufacturing: 2,500
  - Fossil Fuel and Nuclear: 3,000

- **India**
  - Agriculture: 2,000
  - Mining: 500
  - Manufacturing: 1,500
  - Fossil Fuel and Nuclear: 2,000

- **Brazil**
  - Agriculture: 3,000
  - Mining: 2,000
  - Manufacturing: 1,000
  - Fossil Fuel and Nuclear: 4,000

- **South Africa**
  - Agriculture: 1,500
  - Mining: 1,000
  - Manufacturing: 2,500
  - Fossil Fuel and Nuclear: 3,000

- **Russia**
  - Agriculture: 2,000
  - Mining: 500
  - Manufacturing: 1,500
  - Fossil Fuel and Nuclear: 2,000

- **Renewables**: 1,000
- **Utilities**: 500
- **Construction**: 1,000
- **Services**: 1,500
- **Waste**: 200
3. How to make the future of work inclusive

The road ahead
## Many actions already undertaken

<table>
<thead>
<tr>
<th>Capacities</th>
<th>Institutions</th>
</tr>
</thead>
<tbody>
<tr>
<td>Lifelong learning systems</td>
<td>Russia: Improving labour market matching (youth, older people)</td>
</tr>
<tr>
<td>Narrowing gender participation gaps</td>
<td>South Africa: Labour Relations Act and Basic Conditions of Employment Act</td>
</tr>
<tr>
<td>Public employment services</td>
<td>Brazil: Alive: Active and Healthy Ageing</td>
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<tr>
<td>Labour regulation of new forms of work</td>
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<tr>
<td>Labour activation policies / lifelong-active societies</td>
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<tr>
<td>Care economy</td>
<td>China: Elderly Care Plan</td>
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<tr>
<td>Strategic sectors</td>
<td>South Africa: Green Economy Accord</td>
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<tr>
<td>Green economy</td>
<td>Brazil: Strategy for Digital Transformation (E-Digital)</td>
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<tr>
<td>Digital economy</td>
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</tbody>
</table>
More can and must be done

1. Strengthen the capacities of all people
   - Social protection
   - Support transitions

2. Strengthen the institutions of work to ensure adequate protection of all workers
   - Legal frameworks
   - Public employment services

3. Promote full and productive employment and decent work for all
   - Strategic sectors
   - Policy coherence