A COOPERATIVE FUTURE OF WORK

JÜRGEN SCHWETTMANN
GENEVA, 24 JUNE 2019
THE FUTURE OF WORK INITIATIVE

Launched by DG Guy Ryder in June 2013 as one of seven “Centenary Initiatives”
Theme of the DG’s report to the ILC 2015
Centenary Conversations on the Future of Work in all ILO Member States
High-Level Commission on the Future of Work: Work for a brighter future

- Investments in human capabilities
- Investments in the institutions of work
- Investment in decent and sustainable work

A tripartite Declaration on the Future of Work
THE DRIVERS OF CHANGE AND THEIR IMPACT
## Drivers of Change

<table>
<thead>
<tr>
<th>Demographics</th>
<th>Technology</th>
<th>Economy</th>
<th>Environment</th>
</tr>
</thead>
<tbody>
<tr>
<td>Population growth</td>
<td>Automation</td>
<td>Globalization</td>
<td>Climate change</td>
</tr>
<tr>
<td>Ageing</td>
<td>Digitization</td>
<td>Inequality</td>
<td>Resource depletion</td>
</tr>
<tr>
<td>Urbanization</td>
<td>Communications</td>
<td>Emerging powers</td>
<td>Pollution</td>
</tr>
</tbody>
</table>
POPULATION GROWTH

Impact

A growing labour force, especially in developing countries.

A youthful population in the South

Increasing labour migration
AGEING

Impact

Extended working life, more working years

Strain on pension and health systems.

New jobs in the care, health and personal services industries.
URBANIZATION

Impact

Informalization of work and increased working poverty (when the urbanization rate exceeds the economic growth rate)
AUTOMATION

- Automation of work processes through robots, artificial intelligence and self-service devices such as ATMs, self-service checkouts and boarding pass generators.
- Decentralization of industrial production through 3-D printing technology.
- Automation of transport through self-conducting or remote-controlled devices (drones, and self-driving cars, trucks, tanks and ships).

Impact

Shrinking number of jobs in many service, manufacturing and transport sectors, except in countries where labour is cheap.

New jobs in research, software engineering and design.

Stable employment in personal services, the care industry etc.
DIGITIZATION

The E-Book and the P-Book

Production

- Less jobs
  - Printing equipment
  - Printing operations
  - Paper supply, Ink

- More jobs
  - E-readers
  - Programmers

Marketing

- Less jobs
  - Bookshops
  - Libraries
  - Wholesalers

- More jobs
  - Online sales
  - Packaging
  - Distribution

Content

- More jobs
  - Online reference material
  - Dictionaries
  - Reference books

- Less jobs

Impact

Fewer jobs in manufacturing and associated industries

More jobs in high-level managerial professions, creative industries and software engineering.
COMMUNICATIONS

Impact

More jobs in telecommunication (all sub-sectors)

More tele-work, independent work, sub-contracting etc.; greater isolation of the worker.

More jobs in online sales, packaging, distribution, less jobs in retail shops
GLOBALIZATION

**Impact**

- Transfer of jobs from importing to exporting countries.
- Race to the bottom in terms of workers rights and working conditions?
- Growing global inequality.
- The environmental impact of trade
INEQUALITY

Impact

Negative impact on the livelihood of the poorest segments of the population.

Civil unrest: “Whereas lasting peace can be established only if it is based upon social justice.” (ILO Constitution, 1919)
## The World’s Top Ten Economies

<table>
<thead>
<tr>
<th></th>
<th>1980</th>
<th>2018</th>
<th>2030</th>
</tr>
</thead>
<tbody>
<tr>
<td>US</td>
<td>US</td>
<td>US</td>
<td>China</td>
</tr>
<tr>
<td>USSR</td>
<td>China</td>
<td>China</td>
<td>US</td>
</tr>
<tr>
<td>Japan</td>
<td>Japan</td>
<td>Japan</td>
<td>India</td>
</tr>
<tr>
<td>Germany</td>
<td>Germany</td>
<td>Germany</td>
<td>Brazil</td>
</tr>
<tr>
<td>France</td>
<td>UK</td>
<td>UK</td>
<td>Indonesia</td>
</tr>
<tr>
<td>UK</td>
<td>India</td>
<td>India</td>
<td>Japan</td>
</tr>
<tr>
<td>Italy</td>
<td>France</td>
<td>France</td>
<td>Germany</td>
</tr>
<tr>
<td>Canada</td>
<td>Brazil</td>
<td>Brazil</td>
<td>Mexico</td>
</tr>
<tr>
<td>China</td>
<td>Italy</td>
<td>Italy</td>
<td>France</td>
</tr>
<tr>
<td>Mexico</td>
<td>Canada</td>
<td>Canada</td>
<td>UK</td>
</tr>
</tbody>
</table>

### Impact
Shift from agricultural to manufacturing jobs in emerging economies, from manufacturing to services in high-income countries.
GLOBAL WARMING

Impact

Massive losses of jobs and livelihoods in countries most affected by rising sea levels and desertification.

Climate-changed induced migration

New jobs in renewable energy and climate change adaptation.

Source: FAO, 2018
RESOURCE DEPLETION

Impact

Job losses in resource-intensive industries and supply chains depending on them.

New jobs in recycling and renewables
THE ROLE OF COOPERATIVES

• Mobilizing self-help and mutual assistance
• Creating jobs and livelihoods
• Ensuring voice and representation
• Improving working conditions
• Providing services and care
• Working towards a fairer globalization
• Promoting and protecting rights

• Formalizing the informal
• Supporting the local
• Reducing inequality
• Protecting the environment
COLLABORATIVE METHODS OF WORK

Collaboration  
Collectives  
Networks  
Partnerships  
Sharing  
Cooperation  
Solidarity
THE ROLE OF COOPERATIVES IN ADDRESSING DEMOGRAPHIC TRENDS

Population growth
- Informal economy associations, mutual assistance groups
- Migrant workers coops (including returnees), remittances

Ageing
- Care-givers and social services coops
- Workers’ coops of the elderly (the Japanese model)

Urbanization
- Consumer coops, health coops, utility coops
- Informal economy associations, mutual assistance groups
THE ROLE OF COOPERATIVES IN ADDRESSING TECHNOLOGICAL TRENDS

Automation
- Shared service coops of users of automated equipment, devices, 3-D printers
- Self-help groups of redundant workers? Worker buy-outs?

Digitization
- Web-based coops of open-source programmers, e-workers, translators, etc.
- Joint use of digital equipment and services (see DENIC, DATEV); a “Cloud.coop”?

Communications
- Virtual coops of e-workers and independent professions
- Cooperative organization of the online trade “Amazon.coop”?
The role of cooperatives in addressing economic trends

Globalization
- Local development groups and associated movements
- Cooperatives organized along global supply chains

Inequality
- Promoting and restoring equality is a core function of all types and forms of cooperatives

Emerging Economies
- Cooperative networks to promote South-South cooperation between emerging economies
THE ROLE OF COOPERATIVES IN ADDRESSING ENVIRONMENTAL TRENDS

Climate change
- Renewable energy coops, recycling coops, coops in the share economy
- Self-help groups for climate change adaptation, reforestation, etc

Resource depletion
- Recycling and waste management coops
- Coops as agents of change facilitating the transition towards resource-neutral economic activities
HUMAN-CENTRED BUSINESSES....
## FOR A HUMAN-CENTRED AGENDA

<table>
<thead>
<tr>
<th>Peoples’ capabilities</th>
<th>Life-long learning</th>
<th>Community-based education systems, teachers´ coops, cooperative learning</th>
</tr>
</thead>
<tbody>
<tr>
<td>Transitions</td>
<td>School cooperatives, youth cooperatives, producers’ cooperatives</td>
<td></td>
</tr>
<tr>
<td>Gender equality</td>
<td>Female leadership in cooperatives, SACCOs, care workers cooperatives</td>
<td></td>
</tr>
<tr>
<td>Social protection</td>
<td>Mutual insurers, health cooperatives, community care</td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Institutions of work</th>
<th>Labour guarantee</th>
<th>Worker buy-outs, worker-owned enterprises, platform cooperatives</th>
</tr>
</thead>
<tbody>
<tr>
<td>Time sovereignty</td>
<td>Producers’ cooperatives – the righ to self-exploitation?</td>
<td></td>
</tr>
<tr>
<td>Representation</td>
<td>The societal role of the cooperative movement</td>
<td></td>
</tr>
<tr>
<td>Technology</td>
<td>As under „technological trends“ above</td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Decent Work</th>
<th>Transforming economies</th>
<th>As under „environmental trends“ above, plus the role of cooperatives in rural development</th>
</tr>
</thead>
<tbody>
<tr>
<td>Human-centredness</td>
<td>The very essence of the cooperative model</td>
<td></td>
</tr>
</tbody>
</table>
THEREFORE:

- Expand the cooperative universe: the digital common bond, the societal common goal, the virtual cooperative society, the cooperative cloud
- Build alliances with like-minded movements: fair and ethical trade, open source (Wikipedia, Linux, Mozilla etc); the share economy and collaborative consumption, organic production and consumption, “slow food”; social protection schemes based on mutuality, solidarity and reciprocity; employee-ownership and workers’ takeovers; social entrepreneurship and the global social and solidarity economy; trade unions.
- Foster horizontal networks and vertical integration
- Promote cooperative South-South cooperation
- Build a co-operative future of work
FROM THE CO-OPERATIVE ROBOT TO THE ROBOT CO-OPERATIVE

1. Membership: open yes, but voluntary?
2. Member control: one robot, one vote!
3. Member economic participation: most definitly!
4. Autonomy and independence – can they choose to cooperate?
5. Education, training, and information – the Internet of Things!
6. Cooperation among Cooperatives – the Internet of Things!
7. Concern for community – yes, but whose community?