EIB Board Seminar with Civil Society
European Investment Bank

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Date: Tuesday / 04 / February / 2020
Looking for jobs: 188m
Given up: 120m
Underemployed: 165m

World Employment and Social Outlook: Trends 2020

Advancing social justice, promoting decent work
Introduction

1. Projected lower economic growth and the lack of inclusiveness
   - Likely to impair ability of LICs to reduce poverty and improve working conditions

2. Major gaps in access to work
   - Rate of «total labour underutilization» is pronounced and greatly exceeds that of unemployment

3. Even when people have a job, there remain significant deficiencies in work quality
   - Decent work deficits are especially pronounced in the informal economy

4. Substantial inequalities prevail in the access to work and work quality
   - Segmentation among workers according to geographical location, sex and age

the objectives of full employment and raising the standard of living around the world are as essential as ever.
Tracking working conditions

7 dimensions of job quality

- **Physical environment**
  - Posture-related
  - Ambient (vibration, noise, temperature)
  - Biological and chemical

- **Social environment**
  - Adverse social behaviour
  - Social support
  - Management quality

- **Skills and discretion**
  - Cognitive dimension
  - Decision latitude
  - Organisational participation
  - Training

- **Working time quality**
  - Duration
  - Atypical working time
  - Working time arrangements
  - Flexibility

- **Prospects**
  - Employment status
  - Career prospects
  - Job security
  - Downsizing

- **Earnings**
Good jobs aren’t created in a vacuum

Macro policy
(monetary, fiscal, credit)

Social protection

"Inclusive" public and private investments in infrastructure and "public goods" (economic, environmental, social benefits)

Industrial policy

Labour market institutions

Decent jobs
But just because it is not high skilled, doesn’t mean working conditions should be poor.

*Retail Job Characteristics across Six Industrialized Countries, mid-2000s*

<table>
<thead>
<tr>
<th>Country</th>
<th>Percentage that are low-wage (&lt;2/3 median)</th>
<th>Annual labour turnover (%)</th>
<th>Part-time workers (%)</th>
<th>Value-added per hour worked, 2005 euros, PPP</th>
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<tbody>
<tr>
<td>Denmark</td>
<td>23</td>
<td>36</td>
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<tr>
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<tr>
<td>United States</td>
<td>42</td>
<td>50</td>
<td>28</td>
<td>25.41</td>
</tr>
</tbody>
</table>

--Plus differences in leave/rest policies, scheduling, whether they can sit...
What are sustainable impact investments?

“Sustainable impact investments” is about employment-intensive investments aiming to better distribute wealth through decent jobs that are:

- inclusive, aiming to address inequalities,
- building local capacities using local technologies,
- producing useful and productive assets and services,
- which meet environmental and social standards.