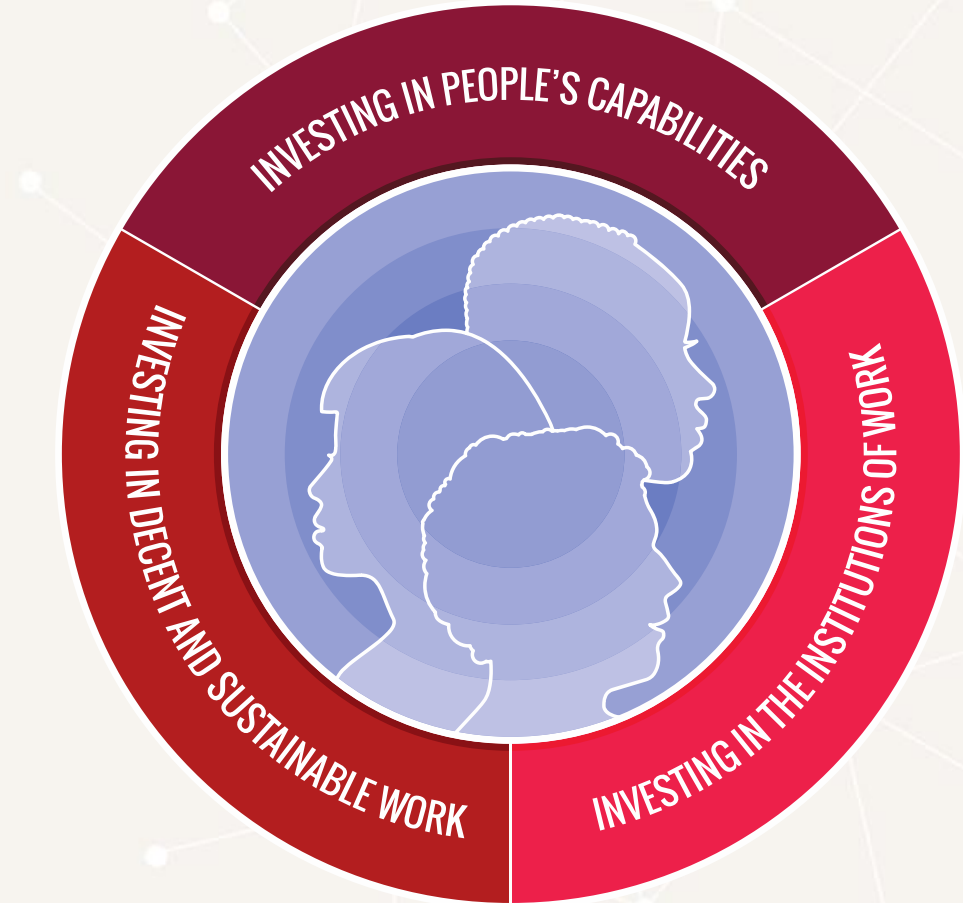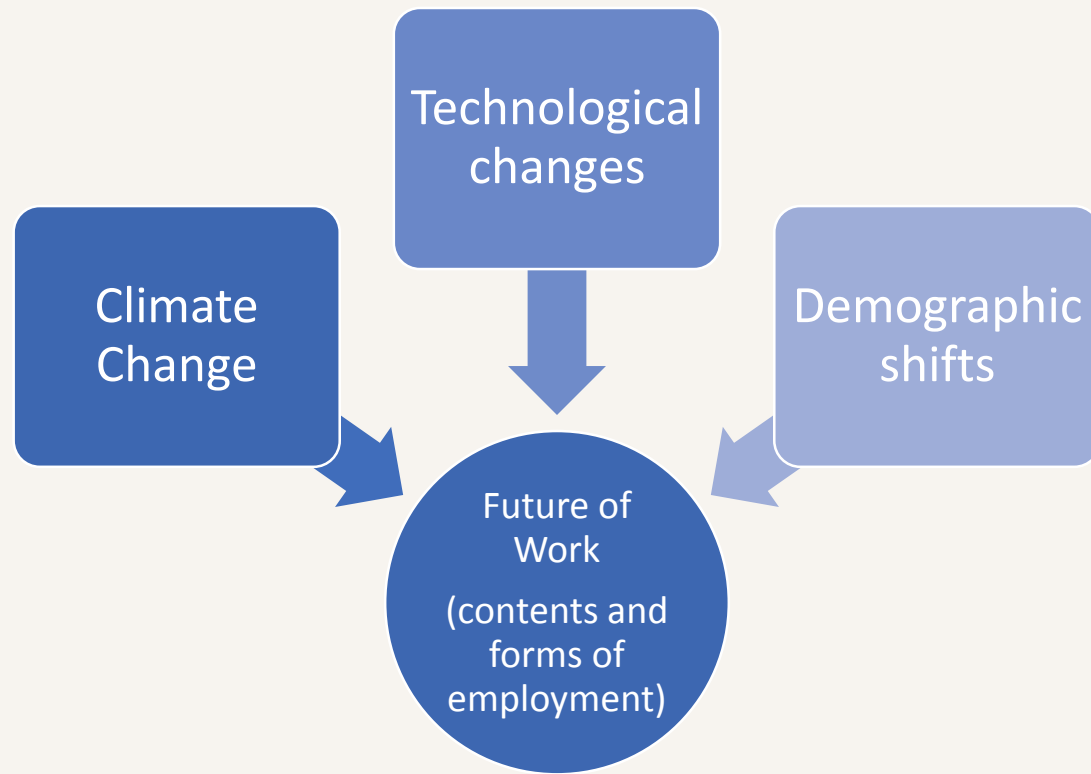# Investing in People's Capabilities for the Future of Work
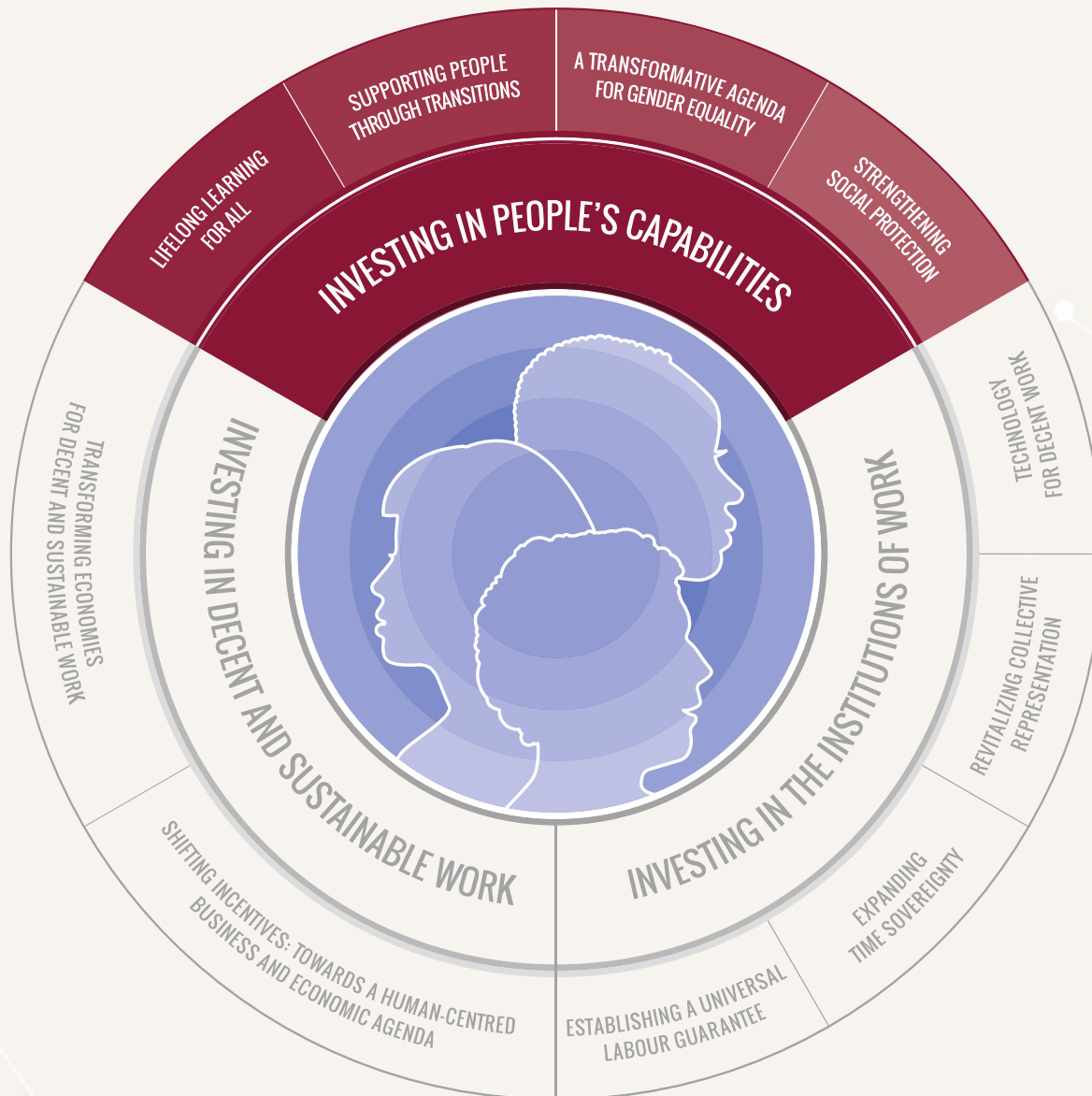
ADD High Level Symposium on the Future of Work – 29th May 2019

For a Human Centered Future of Work

Investing in People's Capabilities

'a human centred agenda to the future of work means...
- investing in peoples capabilities,
- enabling them to acquire skills,
- reskill and up skill and
- supporting them through the various transitions they will face over their life course'
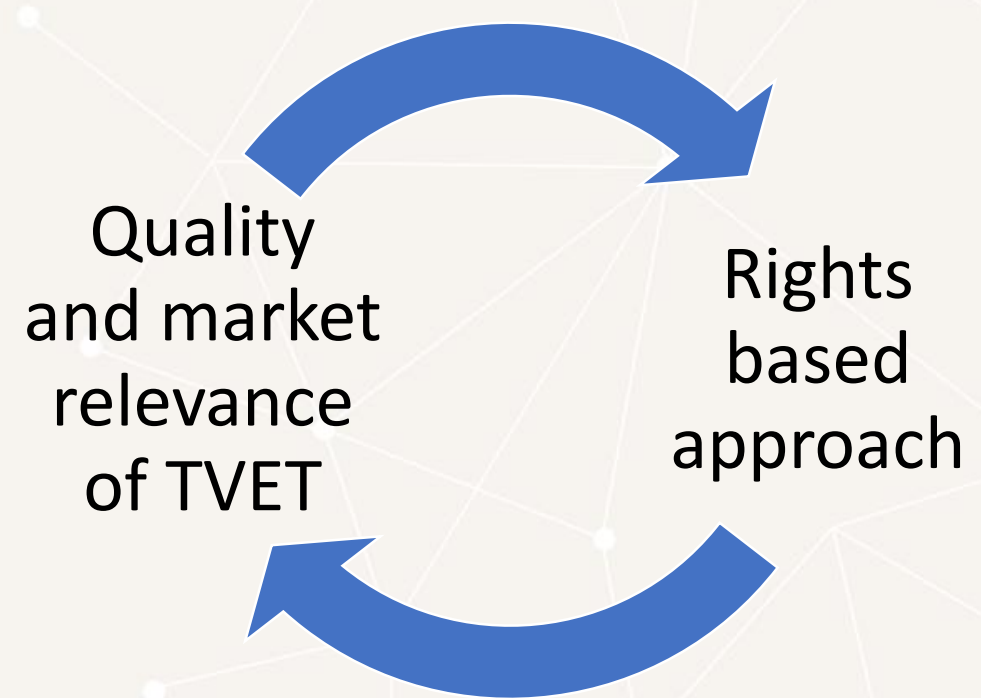(p.24)

Universal Entitlement to Lifelong Learning

What is lifelong learning?

It encompasses **formal and informal** learning from **early childhood and basic education through to adult learning**, combining **foundational skills, social and cognitive skills** (such as learning to learn) and the **skills needed for specific jobs, occupations or sectors**.
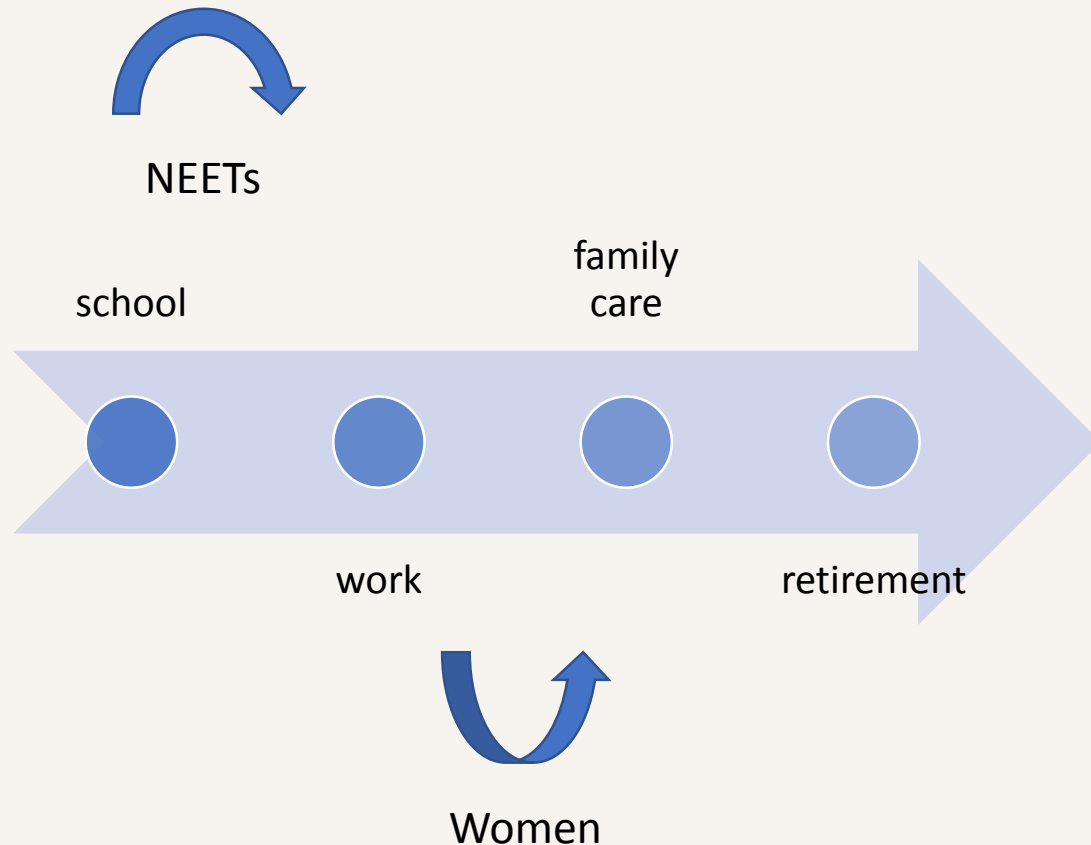
It involves **more than the skills needed to work**; it is also about developing the **capabilities needed to participate in democratic society**. (p.30)

Paradigm Shift

Quality and market relevance of TVET

Rights based approach

Supporting people through transitions

NEETs

school

family care

work

retirement

Women

- Increase investment in public employment services (PES), combining digital services with personal counselling and placement services and improving labour market information

- Pay special attention to promoting access and participation in LLL for young people not in employment, education or training (NEETs)

- Reconfigure unemployment insurance through training and leave entitlements improving employability and entrepreneurship

- Increase support to older workers to expand their choices and enable a lifelong active society

A transformational Gender Agenda

Skills content of private sector jobs of Jordanians, by sex

Source World Bank, 2019
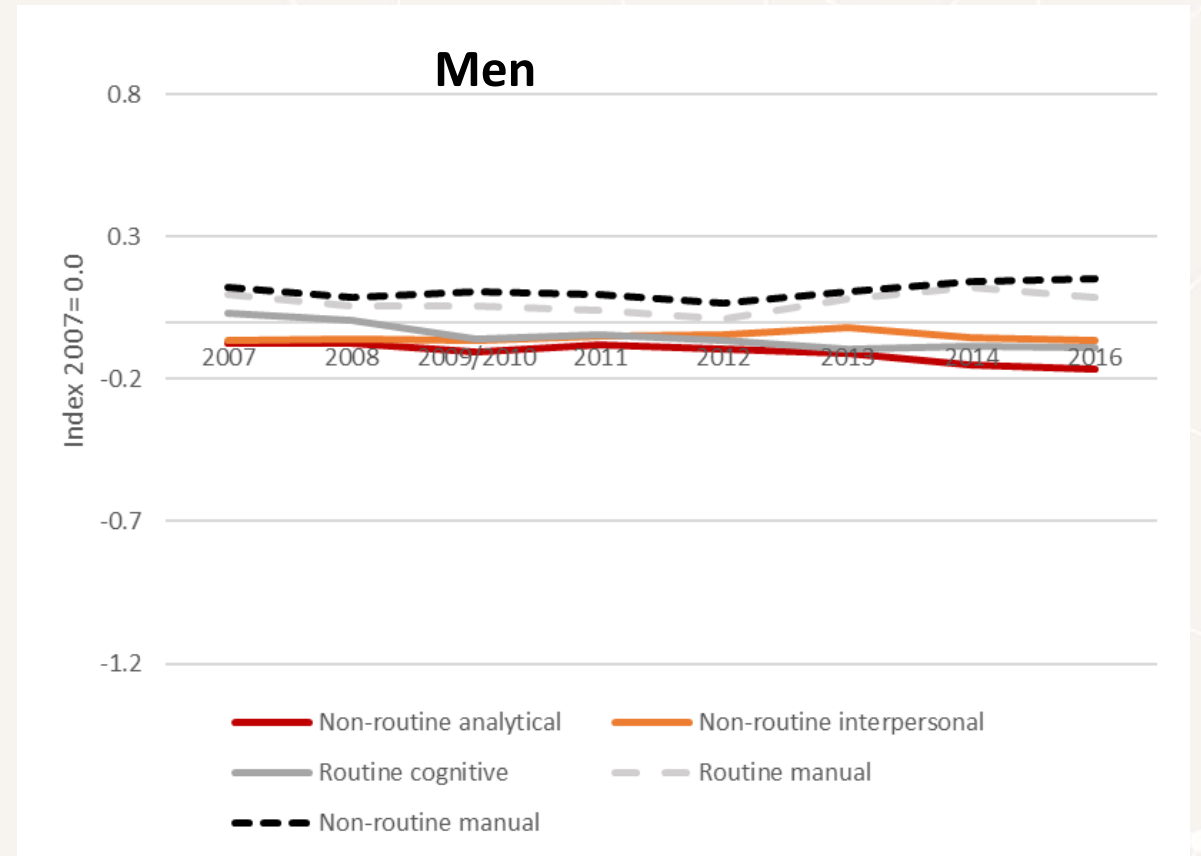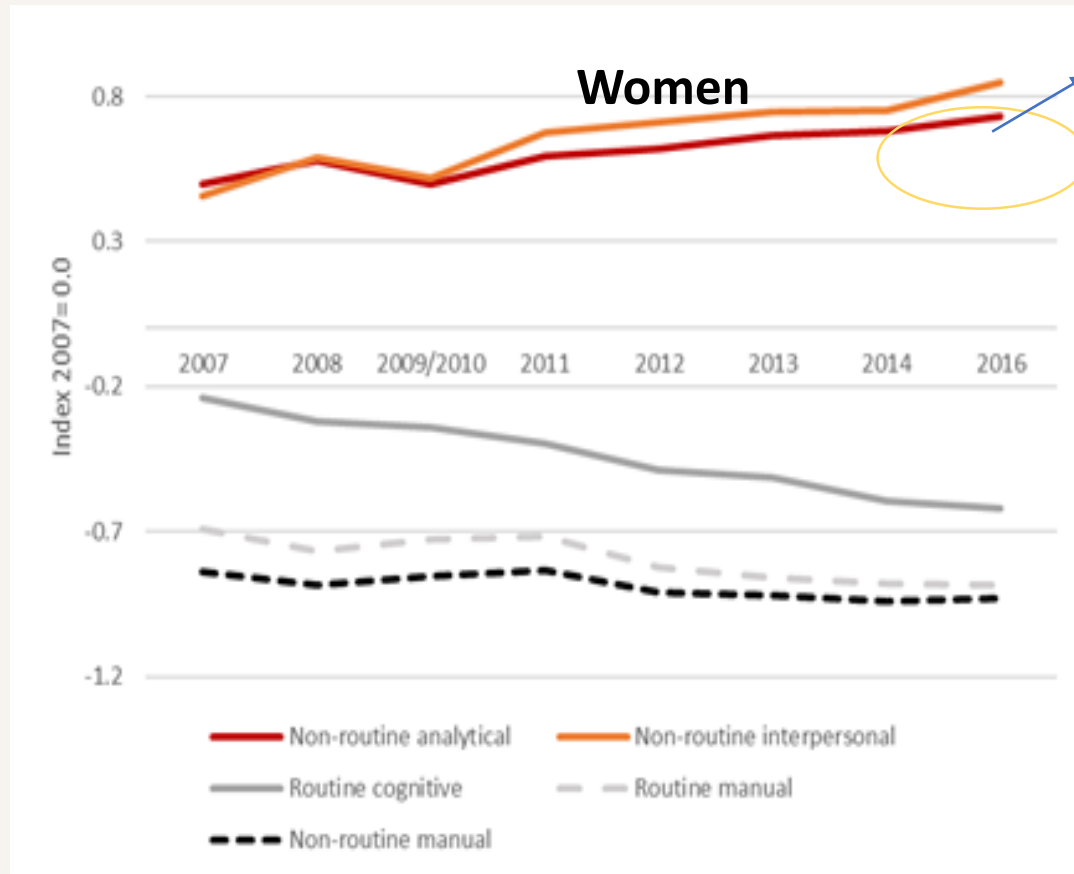
WORK FOR A BRIGHTER FUTURE

Pillar 2: Investing in the Institutions of Work
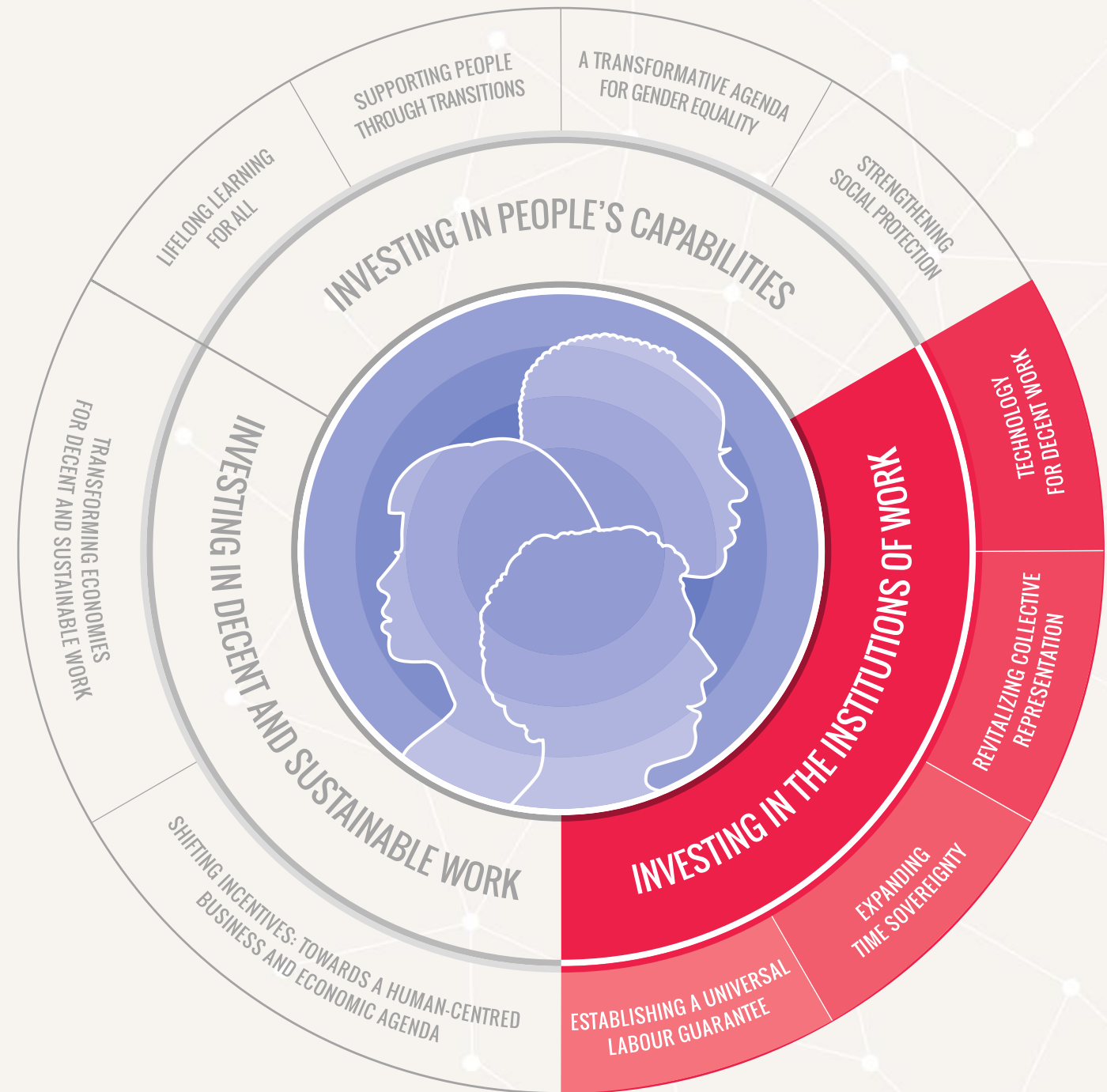
Universal Labour Guarantee: fundamental workers' rights, an "adequate living wage", maximum limits on hours of work, safe and healthy workplaces

Working time autonomy: balancing the needs of workers and enterprises

Public policies promoting **collective representation and social dialogue**

Leveraging technology in support of decent work: adopting a "human-in-command" approach

Establish a Universal Labour Guarantee

(a) fundamental workers' rights: freedom of association and the effective recognition of the right to collective bargaining and freedom from forced labour, child labour and discrimination;

and

b) a set of basic working conditions: (i) "adequate living wage"; (ii) limits on hours of work; and (iii) safe and healthy workplaces.

All workers regardless of their contractual arrangement must enjoy adequate labour protection.
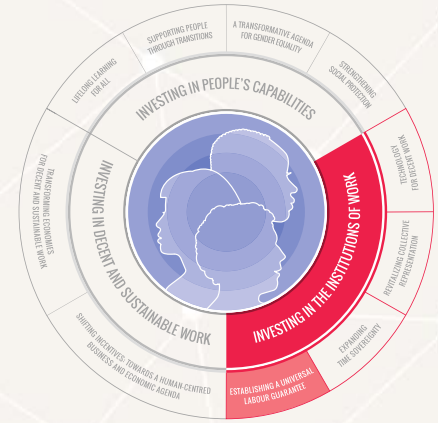
Expand Time Sovereignty

Figure 2. Excessive hours of work (more than 48 hours a week): Global and regional estimates, total employment, latest year available (percentages)
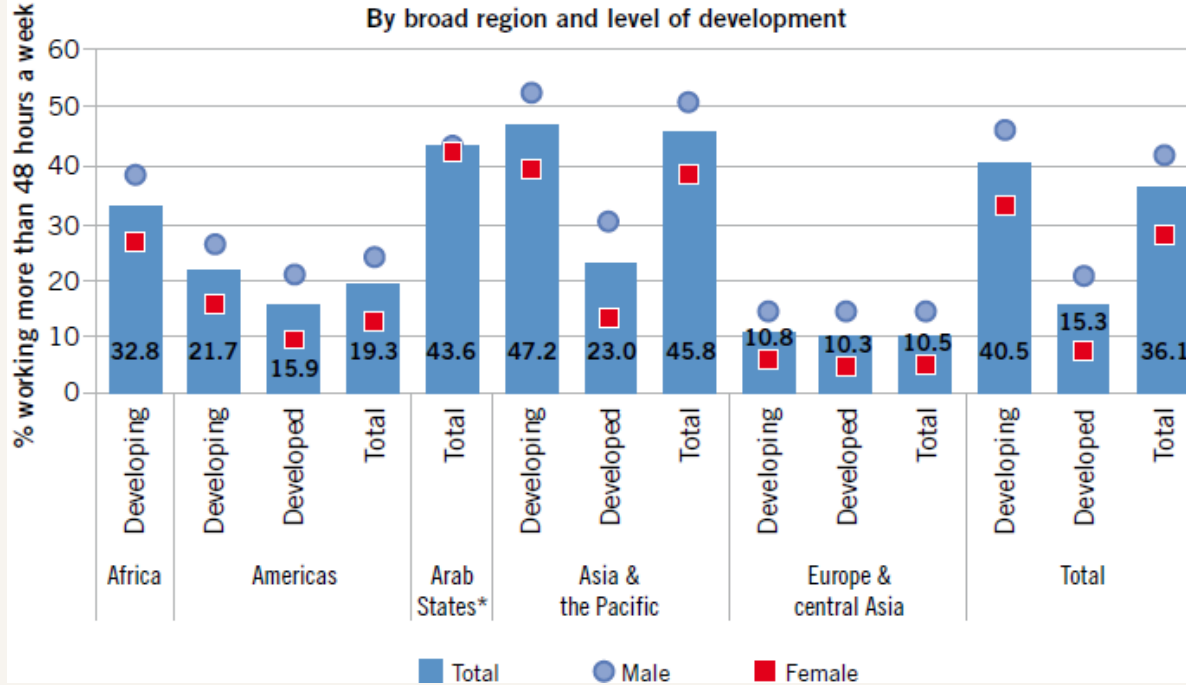
Important advances in reducing working time, but still much work to be done. Critical to achieving gender equality.

Long hours in many cases due to low income:

- Increasing productivity is critical and requires investments (link to pillar 3)

- But also reflective of regulatory gaps.

Many workers are underemployed (too few hours) or have little control over their working time.

Social dialogue is critical for balancing the needs of enterprises and workers.
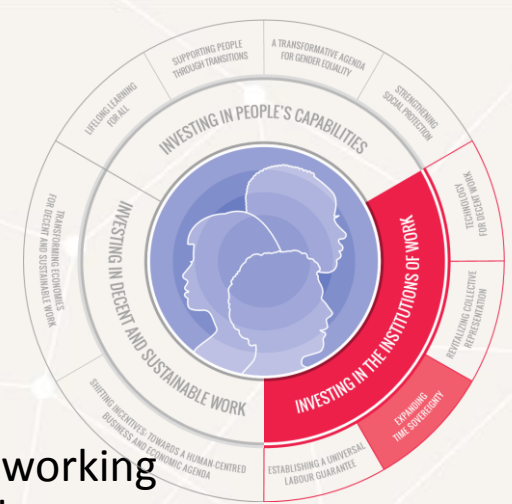
Revitalize collective representation

Report calls for universal ratification and application of C87 and C98, and its application to all workers.

Collective representation of workers and employers through social dialogue is a public good that lies at the heart of democracy.

- It improves the quality and legitimacy of decisions and strengthens commitment to their implementation.

- Increases the adaptability and resilience of enterprises and labour markets.

- Critical for ensuring fair competition

- Provides a voice for smaller businesses in policy making; supports business formalization.

Critical for wage setting policies: best is combination of minimum wage with collective bargaining.

Different options for strengthening dialogue mechanisms. At company level:

- works councils, consultation and information arrangements, worker representation on boards
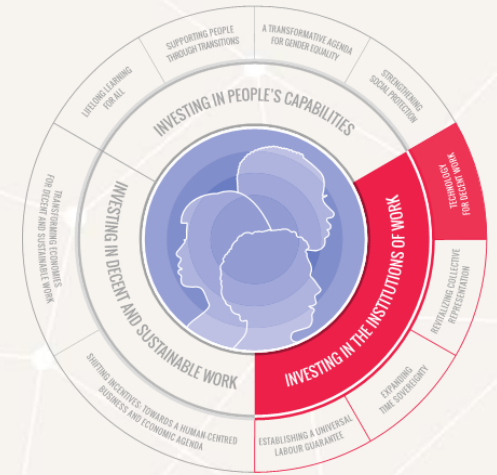
Technology for decent work

Technology carries opportunities for advancing decent work by:

- reducing physical risks

- enabling more effective labour governance systems

Potential of technology for decent work rests on fundamental choices about work design, including limits on algorithmic management, and need to ensure data privacy.

An MLC for digital labour platforms. Calls for international governance of digital labour platforms that requires platforms and their clients to respect certain minimum rights and protections.

GC report calls on the ILO to establish an *Innovation Lab on Digital Technologies for Decent Work*

Would be beneficial to explore possible synergies with ADD pilot project on creating a regional digital labour platform to streamline labour mobility.

WORK FOR A BRIGHTER FUTURE

**Report of the Global Commission on the Future of Work:
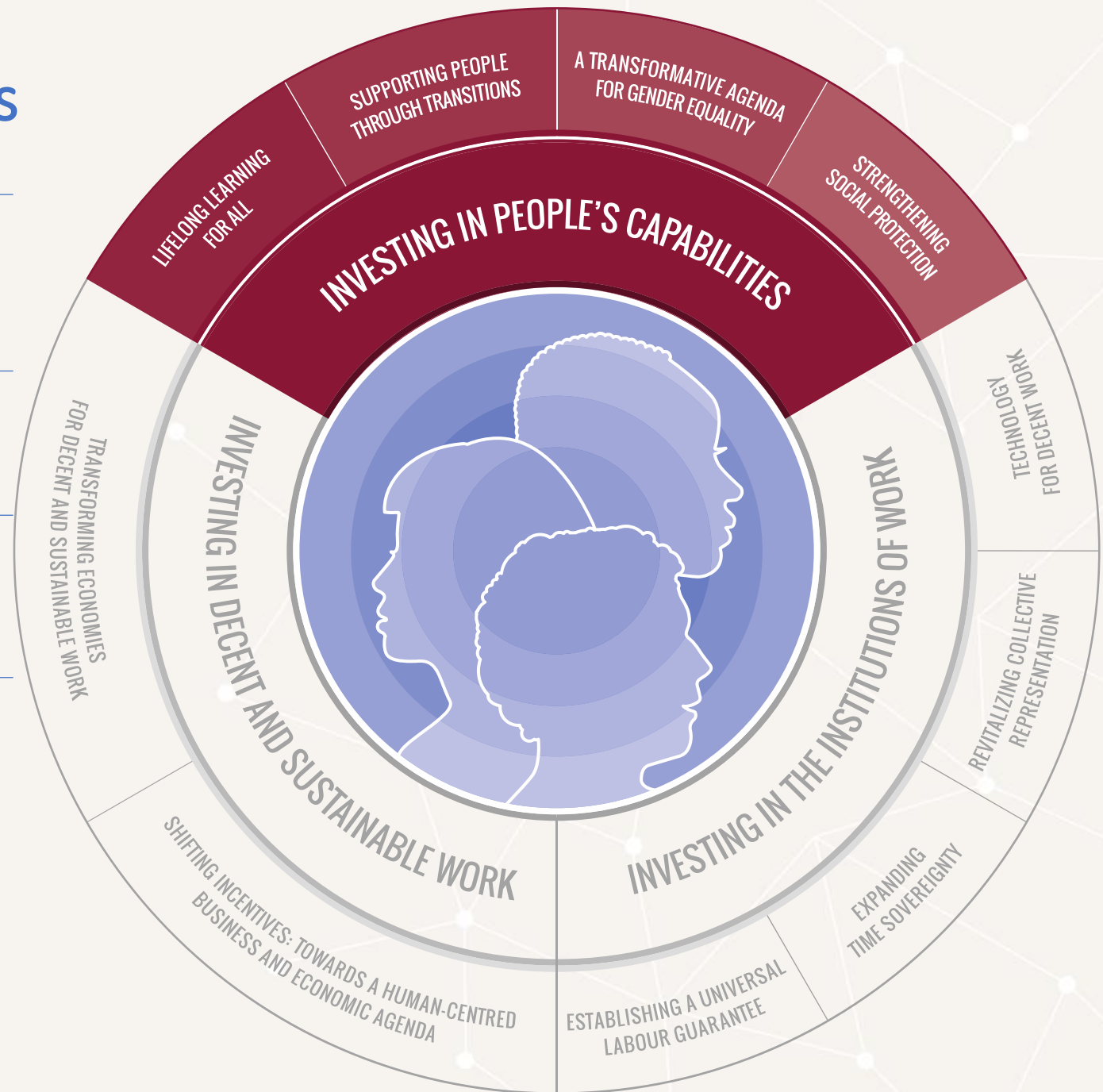Perspectives on social protection**

Investing in people's capabilities

Formal recognition **of entitlement to lifelong learning** and effective system

Strengthen institutions and policies that **support people through transitions**

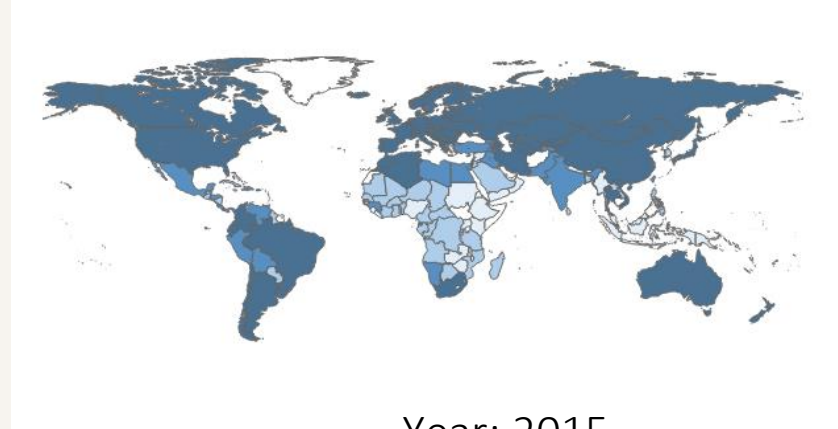Transformative and measurable **agenda for gender equality**

Strengthen social protection systems to **guarantee universal coverage** for workers in all forms of work, based on sustainable financing and the principles of solidarity and risk sharing.

LIFELONG LEARNING FOR ALL

SUPPORTING PEOPLE THROUGH TRANSITIONS

A TRANSFORMATIVE AGENDA FOR GENDER EQUALITY

STRENGTHENING SOCIAL PROTECTION

INVESTING IN PEOPLE'S CAPABILITIES

TRANSFORMING ECONOMIES FOR DECENT AND SUSTAINABLE WORK

INVESTING IN DECENT AND SUSTAINABLE WORK

SHIFTING INCENTIVES: TOWARDS A HUMAN-CENTRED BUSINESS AND ECONOMIC AGENDA

INVESTING IN THE INSTITUTIONS OF WORK

ESTABLISHING A UNIVERSAL LABOUR GUARANTEE

EXPANDING TIME SOVEREIGNTY

REVITALIZING COLLECTIVE REPRESENTATION

TECHNOLOGY FOR DECENT WORK
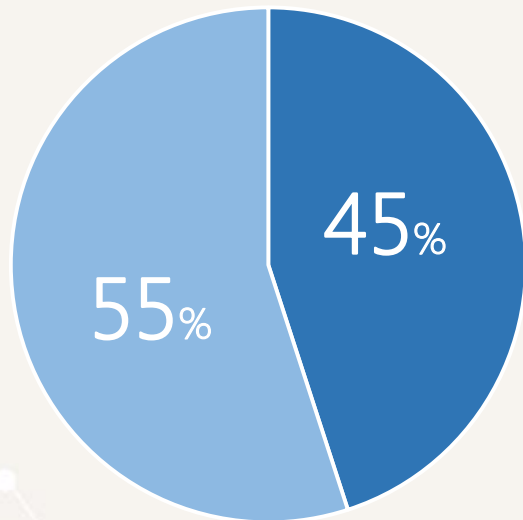
Towards Universal Social Protection

Year: 1920

Year: 2015

Scope of legal coverage

- Comprehensive scope (all 8 policy areas)
- Nearly comprehensive scope (7 policy areas)
- Intermediate scope (5–6 policy areas)
- Limited scope (1–4 policy areas)
- No data

Only **45%**

of the world population is covered by at least one social protection benefit (SDG indicator 1.3.1)

4 billion people

(55%) are still unprotected

SDG indicator 1.3.1

What role for social protection in the "future of work"?

1. A social protection system that builds and protects **human capital** across a the **life cycle** and puts all people (particularly most disadvantaged) and businesses in condition to be **productive** and access **skills** needed for the "jobs of the future"

2. A social protection system that is based on **solidarity** and makes a significant contribution to reducing **inequality** (across society, across generations, between capital/businesses and labour/workers)

3. A social protection system that accompanies citizens as they navigate a more **dynamic** labour market (**mobility** across geographies, sectors, different forms of employment)

4. A social protection system that provides minimum guarantees **for all** (across all segments of society, across the world), avoiding discrimination and preventing a "**race to the bottom**" on cost and quality of labour

How to ensure effective protection for all?

Governments need to guarantee universal social protection from birth to old age

- Including a **social protection floor** that provides a basic level of protection to all in need

- Complemented by **contributory social insurance schemes that provide increased levels of protection** based on solidarity and broad risk-pooling

Individual savings and private insurance can only be a voluntary option to top up stable, equitable and mandatory social insurance benefits

Level of protection

Nationally defined SPF

Poor | Rest of informal economy | Formal economy

Population
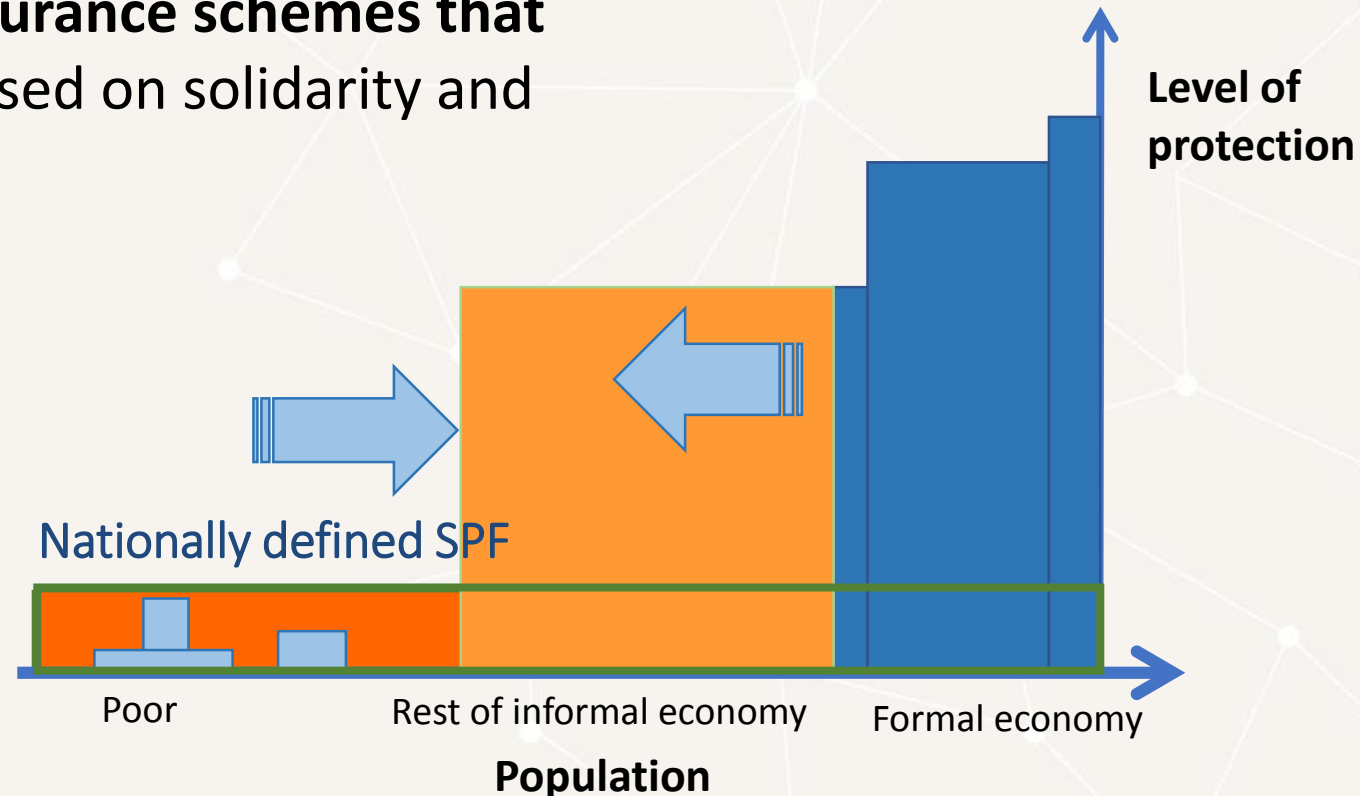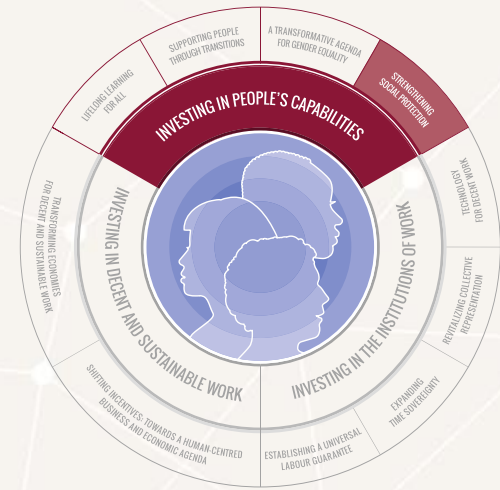
Extending adequate social protection coverage to workers in all forms of work (self-employed, part-time workers, temporary/casual workers, platform workers)

- Ensure adequate **regulation of contracts**. Prevent misclassification of workers and ensure adequate protection for dependent self-employment, temporary employment and platform work
- Lower social insurance **eligibility** thresholds regarding working hours or earnings
- Allow practical solutions for workers with **multiple employers**, and those combining part-time and self-employment to contribute
- Simplify **administrative procedures** for social insurance registration and contribution payments
- Provide for **special contributory regimes** for self-employed with limited contributory capacities (e.g. contribution subsidies)
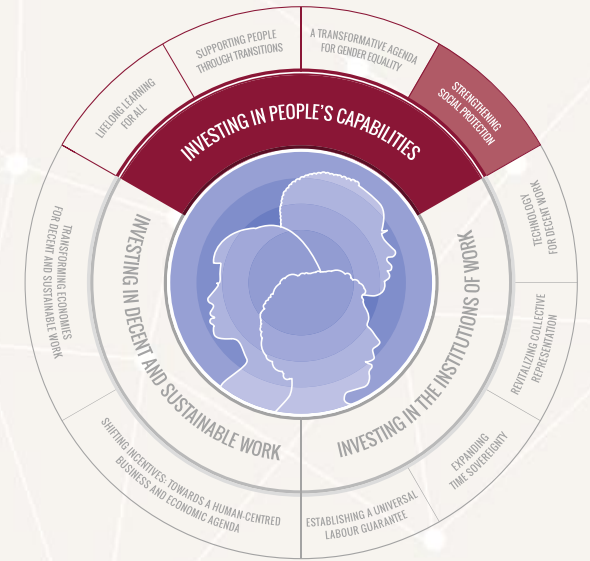
In Uruguay, the Government has permitted Uber and similar companies to operate in the country only under the condition that it ensures mandatory social security coverage for all drivers, and facilitates coverage through a customized electronic application