



FUTURE OF WORK SUMMIT

Constructing an inclusive, productive and sustainable future of work

Wednesday 27 November 2019

→ Auditorium Ivan Pictet, Maison de la paix, 1202 Geneva

DETAILED DESCRIPTION OF THE CONCURRENT INTERACTIVE WORKSHOPS

14:00

BUILDING BLOCK A – SKILLS, RE-SKILLING, LIFELONG LEARNING

An ever-changing world of work is leading to more and different transformations, not least because of technological development and digitalization. These have since quite long time changed the content of many work and jobs. Some see digitalization an evolution, others as a revolution. Work will not end, but the content of task will. Acquisition and renewal of skills and knowledge is of prior importance, because a competent workforce is the most important competitive factor. Learning at work is also one key driver of work motivation and engagement and contribute to self-development at work. Challenge is that conversion of people's skills is always relatively slow, and changes, for example, in demand for work are rapid. People's skills may fall behind.

- What kind of arrangements, approaches and investments we need (and by whom) for life-long learning to be reality for all and adapt enough to needs of the working life?
- How to prevent the increase of inequality in skills? Case example: more women into technology driven sectors and occupations?

Keynote speaker

MANUELA GELENG, Director for Skills at the Directorate-General for Employment, Social Affairs and Inclusion, European Commission

Facilitator

ISABELLE CHAPPUIS, Executive Director of the Future Skills Lab, University of Lausanne

14:00

BUILDING BLOCK B – NEW FORMS OF WORK AND PROTECTION

Technological developments such as Robotics, the Internet of Things and Artificial Intelligence are leading to an ever-changing world of work. Their increasing accessibility means that more tasks can be executed automatically without direct human interaction. Combined with developments in energy production technologies and new forms of transportation, this might also mean shifts in the value chain. Traditional workplaces might be at risk, yet new opportunities in upcoming work fields will foreseeably arise. At the same time, technology might also lead to opportunities to better safeguard workers' rights: Blockchain mechanisms for example might help control the application of standards along the value chain.

- What are the jobs of the future?
- How can all stakeholders minimize the negative and optimize the positive impact of technological advances for a real human-centered and inclusive approach?
- How to keep international standards up-to-date for the ever-changing pattern of the world of work?

Keynote speaker

KITRHONA CERRI, Director, Social Impact, World Business Council for Sustainable Development

Facilitator

AZITA BERAR-AWAD, Senior Research Fellow, the Graduate Institute, Geneva

16:00

BUILDING BLOCK C – SOCIAL DIALOGUE, COLLECTIVE BARGAINING IN THE FUTURE

Digitalization will have profound effects not only on the nature of tasks, but equally on the social and legal structures within which we perform that work. New forms of businesses, such as the gig economy and platforms businesses blur the lines between different employment relationships, with direct effects on workers' respective rights. With such developments, social dialogue, the process whereby trade unions and employer organizations negotiate common work standards, might equally face new challenges. Yet, one will argue that in a world of transformation and increasing inequalities, its consensus-finding nature remains a key component of social cohesion and stability.

- What is the future of social dialogue?
- What are new challenges and opportunities to safeguard decent work through social dialogue?
- What roles can and must other actors play to support social cohesion in a transforming world?

Keynote speaker

YOUCEF GHELLAB, Head of the Social Dialogue and Tripartism Unit, ILO

Facilitator

JEAN-MICHEL BONVIN, Professor, University of Geneva

16:00

BUILDING BLOCK D – INTERNATIONAL GOVERNANCE OF WORK

Multilateralism is under increasing pressure and is asked to confront many questions in relation to its perceived and actual capacity to deliver credible responses to the global challenges. The current structures, institutions and established practices have developed through many different historical contexts, but there is little doubt that they need to evolve and adapt.

The future of decent and productive forms of work necessities coherence across trade, financial, economic, educational, employment and social policies, and not least on the environmental agenda where climate change has reached a tipping point for humanity. More cooperation between the relevant parties and organizations within the multilateral and international action - in the public sector, but also with the private sector – is required.

This global governance agenda seems to point toward more collaboration, increased partnerships and shared agendas as the way forward. On the other hand, one might also argue that we need more specialisation and a clear division of labour globally to tackle some of these challenges.

- How can multilateral institutions further strengthen their joint work on sustainable future of work – what does this look like in principle and in practice?
- Can we deliver more through public-private-partnership at the multilateral level? How do we govern these processes to ensure that the goals and objectives of these initiatives are respected in terms of the global public interest?
- How do we ensure the incentives are correctly balanced for actors to engage in these structures and processes?

The Declaration on the Future of Work marks a clarion call for the implementation of the ILO's human-centred agenda – we hope this workshop will constructively explore the critical questions as to how we build a multilateral coalition to deliver on this critical agenda.

Keynote speaker

VELIBOR JAKOVLESKI, Head of Research, Global Governance Centre, the Graduate Institute, Geneva

Facilitator

FIONA WARD, Director for ILO, Department of Business, Enterprise and Innovation, Ireland



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