

GLOBAL COMMISSION
ON THE FUTURE OF WORK



International
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Work for a brighter future



WORK FOR A BRIGHTER FUTURE

**GLOBAL COMMISSION
ON THE FUTURE OF WORK**

INTERNATIONAL LABOUR ORGANIZATION

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TABLE OF CONTENTS

Preface.	5
EXECUTIVE SUMMARY	9
1. SEIZING THE MOMENT	17
2. DELIVERING THE SOCIAL CONTRACT: A HUMAN-CENTRED AGENDA	27
2.1 Increasing investment in people's capabilities	29
LIFELONG LEARNING FOR ALL	30
SUPPORTING PEOPLE THROUGH TRANSITIONS	32
A TRANSFORMATIVE AGENDA FOR GENDER EQUALITY	34
STRENGTHENING SOCIAL PROTECTION	35
2.2 Increasing investment in the institutions of work	37
ESTABLISHING A UNIVERSAL LABOUR GUARANTEE	38
EXPANDING TIME SOVEREIGNTY	40
REVITALIZING COLLECTIVE REPRESENTATION	41
TECHNOLOGY FOR DECENT WORK	43
2.3 Increasing investment in decent and sustainable work	45
TRANSFORMING ECONOMIES TO PROMOTE DECENT AND SUSTAINABLE WORK	46
SHIFTING INCENTIVES: TOWARDS A HUMAN-CENTRED BUSINESS AND ECONOMIC MODEL	49
3. TAKING RESPONSIBILITY	53
REINVIGORATING THE SOCIAL CONTRACT	54
THE RESPONSIBILITIES OF THE ILO	55
RESPONSIBILITIES AND CHALLENGES OF THE MULTILATERAL SYSTEM	56
FINAL COMMENT	57
Notes	59
Bibliography	65
Annex. Members of the Global Commission on the Future of Work	71

PREFACE

As President, or as Prime Minister, one has the privilege of becoming involved in many events and processes. But for both of us, to co-chair the Global Commission on the Future of Work has really been special. This is a reflection on both the issues involved and the way this Commission has worked.

We have, in our personal histories, a background in industry and in trade unions. From our own experiences we know the importance of labour, but also the power of joint solutions achieved through social dialogue between employers and workers.

In our respective countries, South Africa and Sweden, we have seen – and been part of – societal transformations where changes in the labour market were at the core. Therefore, we have strongly appreciated the chance to be part of a journey to reflect on the current global transformations all our societies are going through.

The Global Commission on the Future of Work began its work in October 2017 at the invitation of the Director-General of the ILO. It met four times in all, the last meeting taking place in November 2018. It has been an ongoing conversation about all aspects of the world of work, identifying key challenges and opportunities and trying to come up with recommendations for action by all stakeholders, including governments, employers' and workers' organizations.

The membership of the Commission is a remarkable concert of accomplished individuals from all over the world, from different sectors and backgrounds and with different experiences and perspectives. It has been a profound pleasure to work with such a dedicated and knowledgeable group.

Each member of the Commission has made an extraordinary effort. Despite busy schedules, everyone has contributed and participated beyond the call of duty. Members have also done their own research and participated in smaller policy dialogue sessions to further explore selected issues.

To write a concise report, narrowing down the key issues, has not been easy. There may be points of divergence between the members of the Commission, all of them may not agree with every single proposal, and there were several good ideas presented during the discussions, including on how to implement our recommendations, that it has not been possible to include in the report.

The ILO Secretariat, under the leadership of Director-General Guy Ryder, has been central to managing the task of preparing this report, not

least by providing us with the latest research and policy findings. The Commission's consulting writer, Sarah Murray, has greatly enriched the text.

Our aspiration has been for the report to portray the urgency of the changes that the world of work is facing and to provide ideas on how to manage and leverage these transformations. Our hope now is that this report will inspire further discussions on a full range of issues – including, for example, how to strengthen democratic space for social dialogue and how business models can be better aligned with a human-centred agenda. We have wished to make this report as readable and as relevant as possible to a broad range of readers – from high-level policy-makers to young students, workers and business leaders, platform entrepreneurs and informal workers – because we are convinced that if everyone is aware of the changes, if everyone is included and works together to find solutions, there is a brighter future to our world of work.

CYRIL RAMAPHOSA

STEFAN LÖFVEN



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