Cooperation in a changing world of work

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Co-operatives: Putting People at the Centre Of Development

International
Labour
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Outline

- ILO's future of work initiative
- Drivers of change
    - Economic changes and coop responses
    - Technological changes and coop responses
    - Demographic changes and coop responses
    - Environmental changes and coop responses
- Next steps

Future of work initiative

- In 2015, the ILO Director-General launched a "Future of Work" initiative in the run-up to the ILO Centenary in 2019

- The initiative aims to describe and identify ways to address challenges of a changing world of work

- Trends: demographic, economic, environmental, technological…

  Impact on:

  - Jobs, poverty and social protection
  - Production systems (internalization)
  - Quality of work

- A Global Commission was established, co-chaired by Mauritius and Sweden, and started its work

Four Drivers of Change

- Economic change

- Demographic change

- Technological change

- Environmental change

Economic Changes & Coop Responses

- Persistent low economic growth since 2008

- Growing income inequalities

- Rising populism and political polarization

- Bankrupcies and other enterprise restructuring

- Informalization and flexibilization of labour

- Coop growth in membership and business volume (finance, retail)

- New types of coops emerging (care, renewable energy, platform)

- Informal economy workers establishing worker coops

- Coops in enterprise structuring through worker buy-outs

- Other social and solidarity economy enterprises growing

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Technological Changes & Coop Responses

- Job destruction with automatization

- Job creation with innovation and spill-over effects

- Transformation of existing jobs

- Platform economy creates worker insecurity, deteriorating working conditions, and suppressed social protection

- Coops engaging in dialogue on regulating use of technology

- Coops developing, integrating, adapting & using technologies

- Platform coops of workers
    - Freelancer coops
    - Taxi driver coops
    - Care worker coops

- Social model of coops (social protection, social dialogue, etc.)

Demographic Changes & Coop Responses

- Ageing populations in some countries

- Growing youth unemployment

- Women's growing labour force participation

- Movement of migrants and refugees

- Cooperatives providing care for the elderly, sick & children

- Youth and women participation in cooperatives

- Coop responses to migrants and refugees
  - Social cooperatives
  - Service cooperatives (finance)
  - Producer cooperatives
  - Coop employment

Environmental Changes & Coop Responses

- Global warming & Climate change

- Pollution (air, land, water)

- Water shortages

- Rising sea levels

- Droughts and heatwaves

- Stronger and more intense hurricanes

- Coops emerging in climate change adaptation and mitigation
  - Coops greening their acts (agriculture, construction, energy, retail)
  - Mutual insurance for crops
  - Crop diversification in ag coops
  - Sustainable fishing in fishery coops
  - Renewable energy coops
  - Forestry & agroforestry coops
  - Waste pickers coops
  - Coops in irrigation and WASH

Next steps

Developing the necessary regulatory frameworks

- Regulating the platform economy to protect users & <u>workers</u>
- Regulating platform cooperatives to facilitate start-up, growth & <u>protection</u>

Activating social finance tools for social economy initiatives

- Engaging with existing, well-established tools (e.g. coop banks, SACCOs)
- Reaching out to new tools (e.g. labour solidarity funds, equity debt instruments)

Generating and sharing evidence-based knowledge & data

- Setting up & tracking indicators for evidence on impact – <u>triple bottom line</u>
- Addressing replication & expansion & implications for other parts of the world

Reaching scale and creating partnerships

- Establishing secondary and tertiary level networks, platforms
- Partnering with workers' movement & others

Thank you