

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



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Economic Changes & Coop Responses

- Persistent low economic growth since 2008
- Growing income inequalities
- Rising populism and political polarization
- Bankruptcies 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



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 & workers
- Regulating platform cooperatives to facilitate start-up, growth & protection

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 – triple bottom line
- 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



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