

The 4th Industrial Revolution and the Future of Work in South Africa



Global Commission on the Future of Work

- The Commission is to undertake an in-depth examination of the future of work that can provide the analytical basis for the delivery of social justice in the 21st century.
- The Commission will focus in particular on the relationship between work and society, the challenge of creating decent jobs for all, the organization of work and production, and the governance of work.



Composition of the Global Commission

- 24 members (including Co-Chairs Prime Minister of Sweden and President of South Africa), 4 ex-officio members
- The Commissioners with an employer background:



Alain Dehaze
CEO, Adecco



Kristin Skogland Lund
Director-General,
Confederation of
Norwegian Enterprise



Didar Singh
Fmr. Secretary-General,
Federation of Indian
Chambers of
Commerce and Industry



Mthunzi Mdwaba
Employer Vice-Chair
ILO Governing Body
(Ex-Officio)

Global Commission on the Future of Work

- **3 meetings held:**
 - 20-22 Oct 2017**
 - 15-17 Feb 2018**
 - 15-17 May 2018**
- **Final meeting: 15-17 Nov 2018**
- **Launch of report: 22 Jan 2019**



5 Policy Dialogues held

No. 1	Lifelong learning: Who pays and who delivers?	Geneva	12 April 2018
No. 2	The future of work in the rural economy	Geneva	16 April 2018
No. 3	Leveraging big data, algorithms, AI, block chain and other digital technologies for decent work and sustainable enterprise	San Francisco	27 April 2018
No. 4	Beyond GDP: The measurement and value of work and well-being	Geneva	10 May 2018
No. 5	Inclusive growth and development: Aligning practices in the private sector with the 2030 Development Agenda	Geneva	14 May 2018

Employers' Priorities

- 1. The changing nature of work; new work opportunities brought by present and future realities and trends in the world of business and work.**
 - The need for regulations and institutions to keep up with changes in the labour market
 - Addressing informality in the largest labour markets
 - Inclusiveness for social protections and benefits
- 2. Skills for the future**
 - The need to institutionalise and promote lifelong learning
- 3. Governance of Work**
 - The importance of social dialogue
 - The need for social dialogue institutions to adapt
- 4. The need for the ILO to become a 21st Century institution**

Attitudes towards technology



Discussed Elements for the Report

- **Gender inclusion**
- **Youth unemployment**
- **Skilling, reskilling and upskilling**
- **Human capital investment**
- **Social security net**
- **Connectivity, mobility**
- **Green economy**
- **Digital age**



Opportunities for South Africa & Developing Countries

- **Changing demographics in South Africa - Large young population – countering youth unemployment with education reform and looking into issues of skills mismatch**
- **Using technology to our advantage – investment in the STEM field for both men and women**
- **The importance of shaping mindsets and attitudes towards fast change – reskilling/upskilling**
- **Climate change is affecting South Africa i.e. drought: everyone has a role to play - including the way businesses operate, use raw materials and manufacture goods**



Thank you



Contact us:

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