

# Fair Transitions in the Future of Work

*On October 30, organizations from the region met at a multi-stakeholder roundtable within the framework of Civil 20 (C20), with the presence of trade unions, governments, civil society organizations, universities, among other relevant actors, to work on the concerns around the transitions that the future of work presents in the context of the technological revolution. The objective was to promote and highlight the debates on education and work to achieve impact on the agenda of the G20 Summit, soon to be held in Buenos Aires. This document contains the main conclusions.*

## Background

The rise of new technologies of production, such as automation and robotization, may not necessarily be a threat, but on the contrary, it can bring a number of benefits, including for workers. However, without specific interventions to address their adverse impacts, these technological advances can lead to increased unemployment, inequality and discrimination.

## Opportunities and challenges

### ▪ **Agreements achieved**

The Sustainable Development Goals (SDGs), as well as many of the G20's objectives, aim for people-centered, fair, inclusive and sustainable development. They set up a certain direction. None of these objectives can be fulfilled without guaranteeing respect for human rights and ensuring responsible business conduct with a guaranteeing State. The "Fourth Industrial Revolution" takes place in a context of deep exclusion. It is fundamental that governments and the productive sector, as key actors, lead this process so that it is an opportunity and not a cause of deepening inequalities.

### ▪ **Technological advances from Buenvivir**

Technological advances can be seen as an opportunity that allows, with a good use, to improve the quality of life of the people. But it is essential that life, human rights and dignity are at the center of decision-making over profitability. We celebrate that there are higher levels of productivity provided that these social benefits are shared.

### ▪ **Decrease in the demand for labor power**

Today we have a decrease in the demand for human labor that runs the risk of generating a downward race in wages and benefits for workers, in addition to becoming a threat to workers' access to a series of economic and social rights that depend on the exercise of decent work and education throughout life. Less skilled workers who work in global supply chains are more likely to be adversely affected by these transitions, hence the importance of redoubling our efforts and preventing impact. It is essential to protect especially young people, women, migrants, and people with disabilities, which are usually the sectors most affected in these processes.

### ▪ **Prepare people better**

If we achieve better training conditions this would allow us to diversify productive

matrices, increase levels of occupation and technological development. For this, the conditions of possibility for these training are a challenge. We need to improve the infrastructures and better guide the curricula. The training proposals must go hand in hand with the strengthening of the countries' domestic economies and local development.

## Recommendations

### ▪ Human Rights

The orientation of scientific and technological innovation must be carried out under a rights-based approach. Guaranteeing human rights has to guide transition processes, with both states and private actors respecting their responsibilities in this area.

### ▪ Integrated and coherent policies

We need an ecosystem of integrated and coherent policies to accompany the process of fairer transitions. In this way, social protection policies are fundamental for the transition to be sustainable. The responsibility of this is of the States, together with the commitment of the companies, the participation of social organizations and of the citizenship as a whole.

### ▪ Precise tax and labor regulations

It is essential to safeguard labor standards and address legal loopholes to avoid precarious work. In this direction we consider it key to boost high-quality jobs and decent work in the digital labor market. The tax system should foresee the new forms of remote work in order to avoid tax evasion by employers and their workers.

### ▪ Educational systems

We need strong educational systems, with budgets that allow us to comply with educational justice that guarantees inclusion with quality in education. With trainings that strengthen the development of the person for their full insertion in all areas of life (including work) attending the new dynamics of the world of work.

### ▪ Position of workers

Workers can not be the most harmed by the transition. Likewise, productive sectors without skilled workers can not be developed. That is why, in the face of frequent changes in the world of work, States and the productive sector have the responsibility to offer ongoing training to ensure continuity in the world of work and inclusion. Gap between men and women

It is essential to generate public policies to reduce the gender gap between women and men. To accelerate the times, a system of objectives is proposed. We must improve the access of women girls to the internet. At the same time, it is very important to promote access to the academic disciplines of science, technology, engineering and mathematics and new technologies that eliminate the stereotyping of roles in the world of work and inequality in economic remuneration. Likewise, it is necessary to favor work leaves for men, in order to avoid overloading women.

### ▪ Specific policies for youth

We consider it necessary to create public policies for the inclusion of young people in decent jobs, since their levels of unemployment double or triple (depending on the country) the figures with respect to adults. We consider it important that the opportunities for inclusion be qualified and designed from the perspective of a just transition towards the future of work.

### ▪ Protection for all workers

It is fundamental that cooperativism and self-managed, community and domestic forms of work can count on protection systems with the same rights as other workers.

### ▪ Multisectoral policies

Governments need to work hand in hand with workers and unions, the private sector, the academic world, multilateral organizations and civil society, to ensure fair and accountable transitions to new world employment context.