

# A human-centred agenda for the future of work



SOCIAL JUSTICE  
DECENT WORK

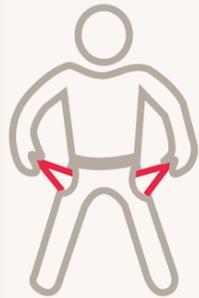
# Persistent deficits in the world of work

## Working poor

**684**

**million workers**

**globally** live in extreme or moderate poverty (<\$3.20 per day)



**53**

**million workers**

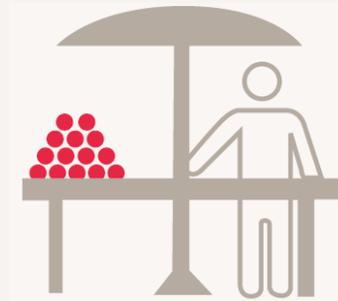
in **ASEAN** earn too little to escape moderate poverty

## Informality

**2**

**billion workers**

make their living in the informal economy **worldwide**



**250**

**million workers**

in **ASEAN** are employed in the informal economy

## Working time

**36**

**per cent**

of workers **worldwide** work excessive hours (>48 hours per week)



**28**

**per cent**

of workers in **ASEAN** work excessive hours

# Persistent deficits in the world of work

## Gender pay gap

20

per cent

lower wages for women than men **globally**



## Inequality

1

per cent

of the **world's** population received 27 per cent of global income growth (1980–2016)



## Digital divide

53.6

per cent

of households **worldwide** have internet access



# Forces transforming the world of work



## Technology

**56**

**per cent of jobs**  
in **ASEAN-5** are at high risk of  
automation over next 20 years



## Climate change

**24**

**million jobs**  
gained **worldwide** compared  
to job losses of 6 million if Paris  
Climate Agenda is implemented



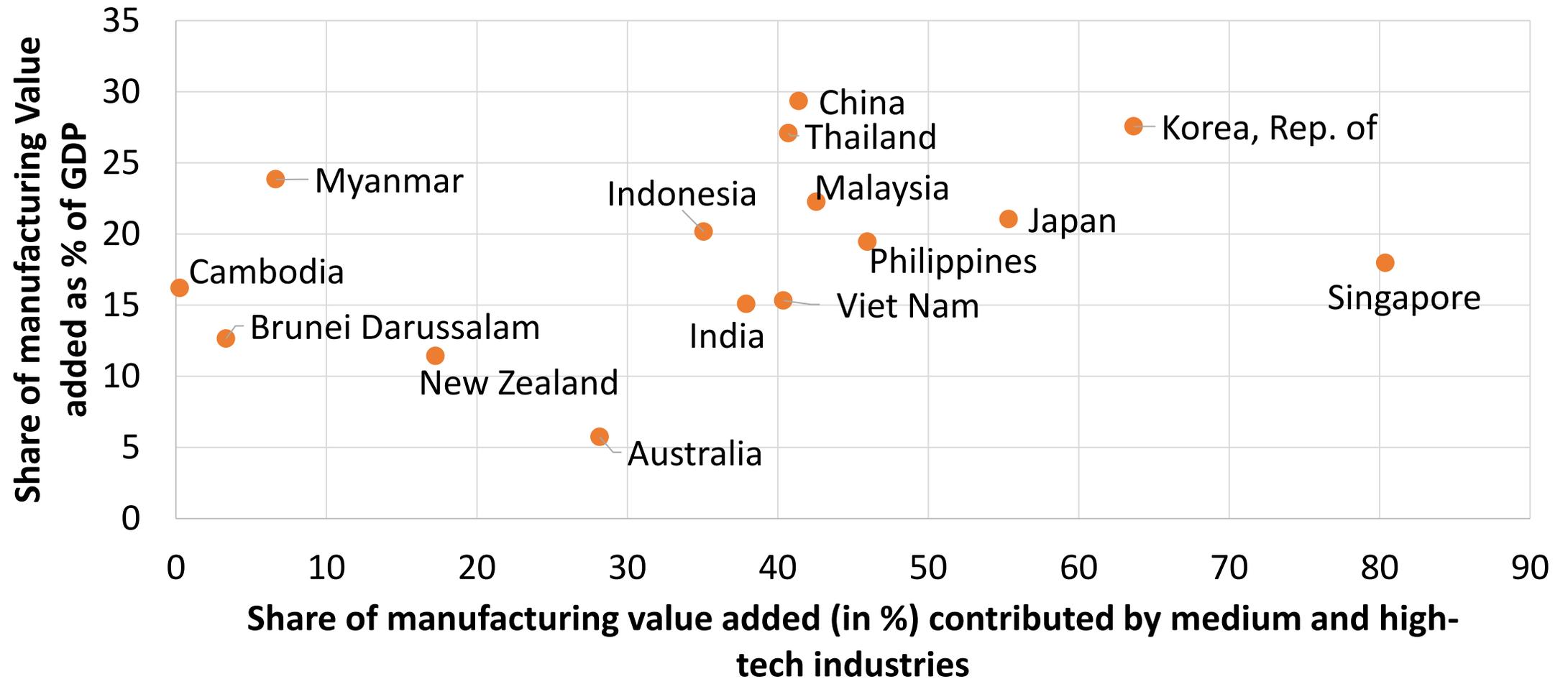
## Demographic shifts

**13**

**per cent of labour force**  
in **ASEAN** will be aged 15-24  
in 2030, down from 17 per cent  
in 2015

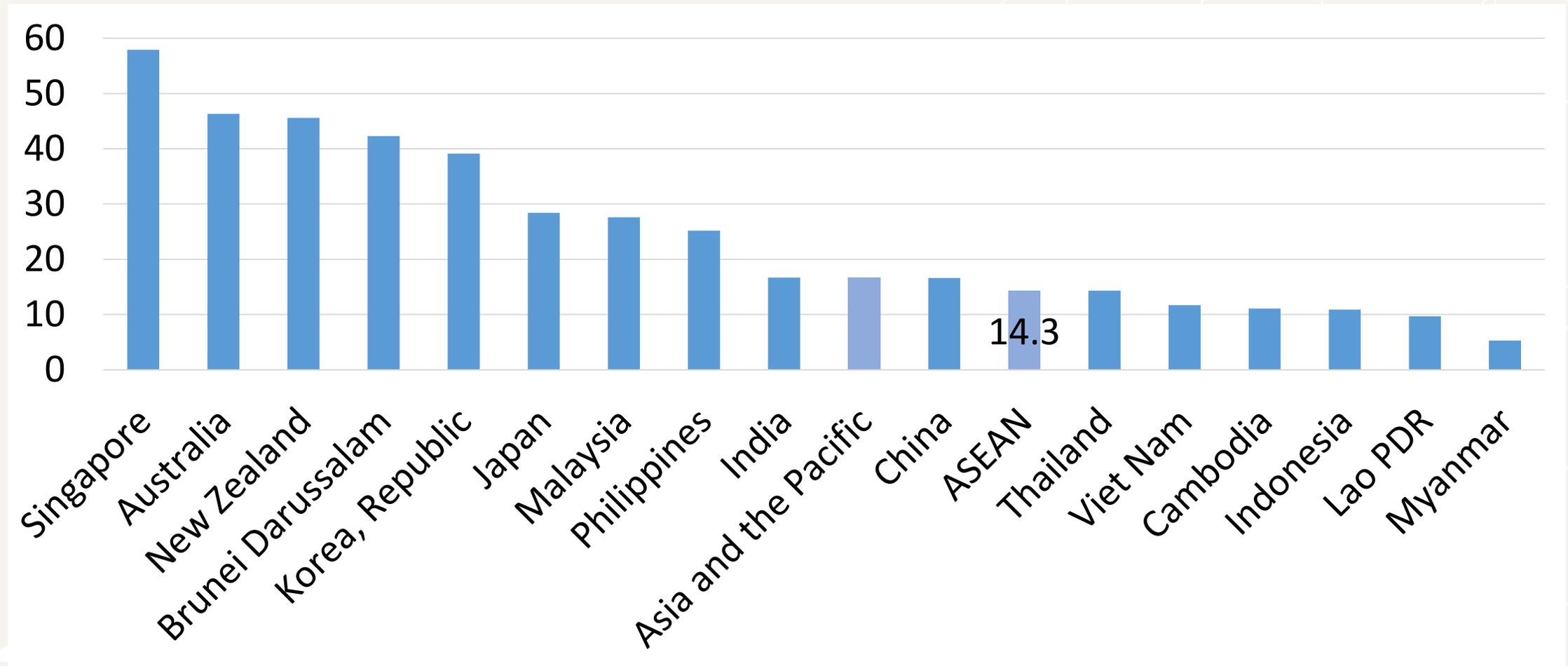
# How tech-ready are we?

*Manufacturing value added in ASEAN +6 countries, latest year between 2015 and 2017*



# How tech-ready are we?

*Employment in high-skilled occupations (per cent in total employment), 2017*

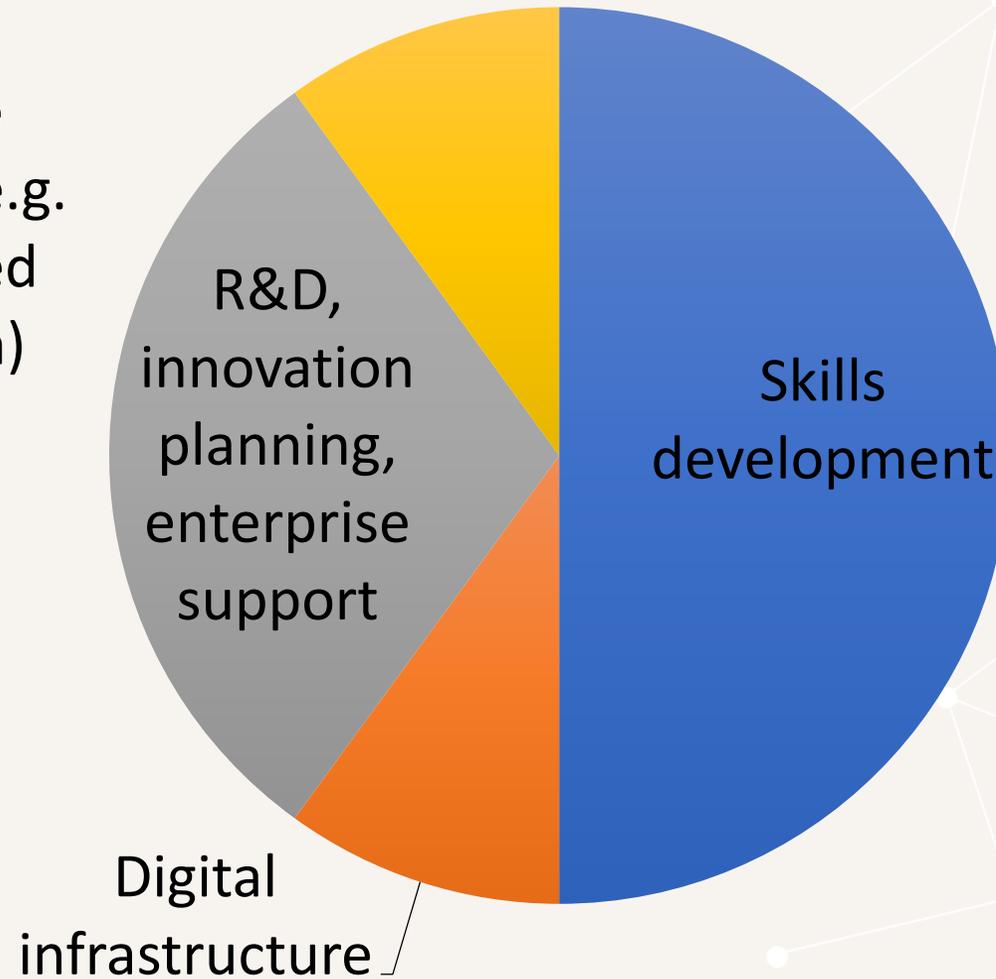


# Planning for the 4th Industrial Revolution

Country	Industry 4.0 Plan
China	Made in China 2025
Indonesia	Making Indonesia 4.0
Japan	Society 5.0
Korea, Rep. of	I-Korea 4.0
Malaysia	National Policy on Industry 4.0 (Industry4WRD)
Philippines	Inclusive Innovation Industrial Strategy (i3S)
Thailand	Thailand 4.0
Viet Nam	National Industrial Development Policy until 2030 with a vision toward 2045

# Labour markets in 4IR planning

Human  
resource  
planning (e.g.  
high-skilled  
migration)

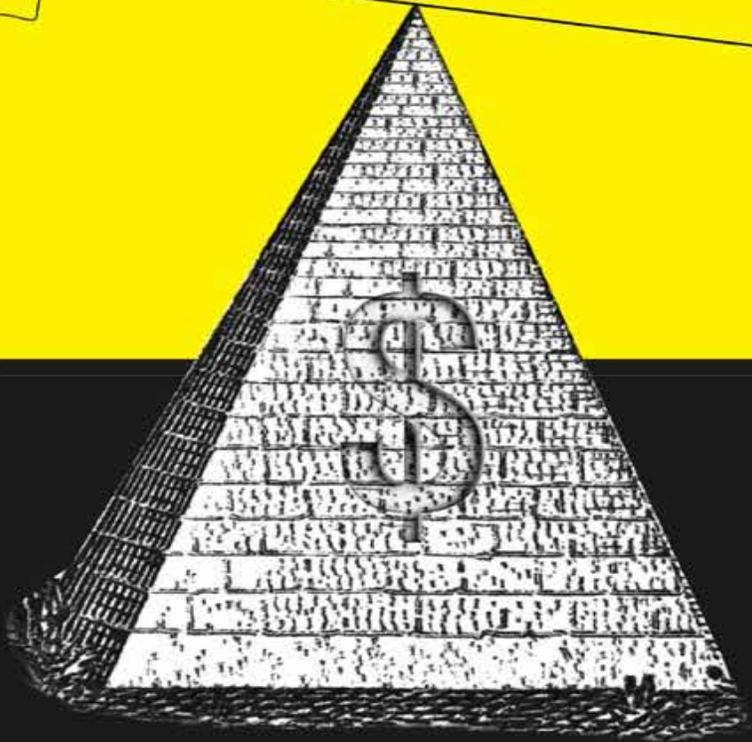
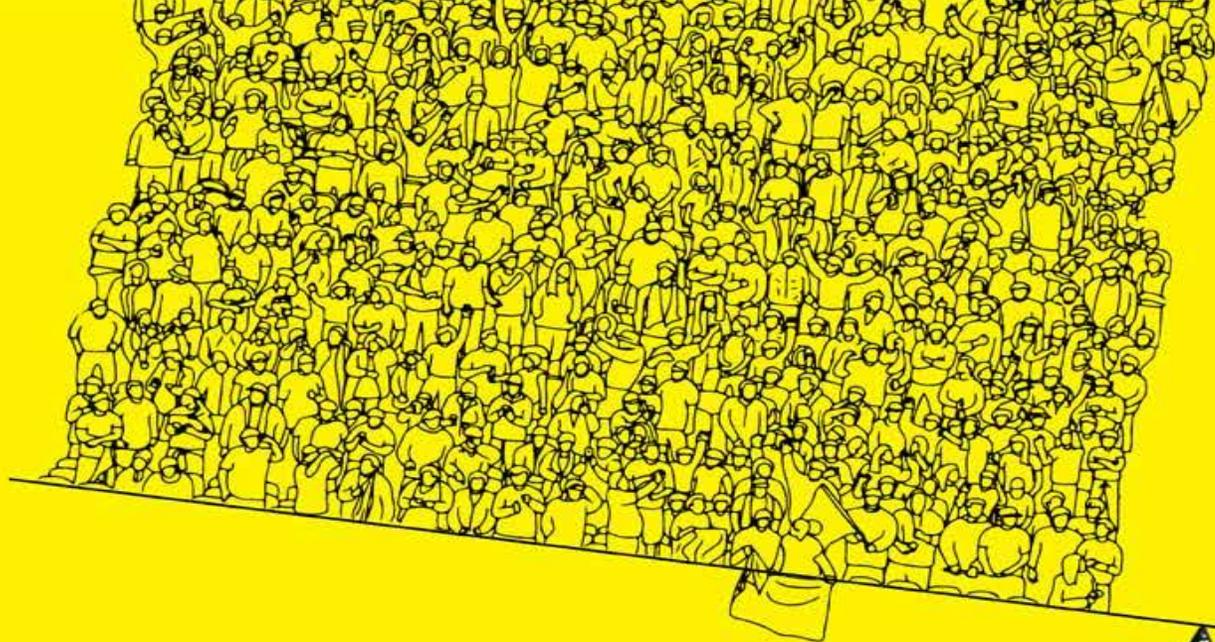




# Labour markets in 4IR planning

## Areas not covered

- Job disruption
- Employment protection
  - Well-being
- Social protection
  - Wages
- Gender equality
- Low skilled work

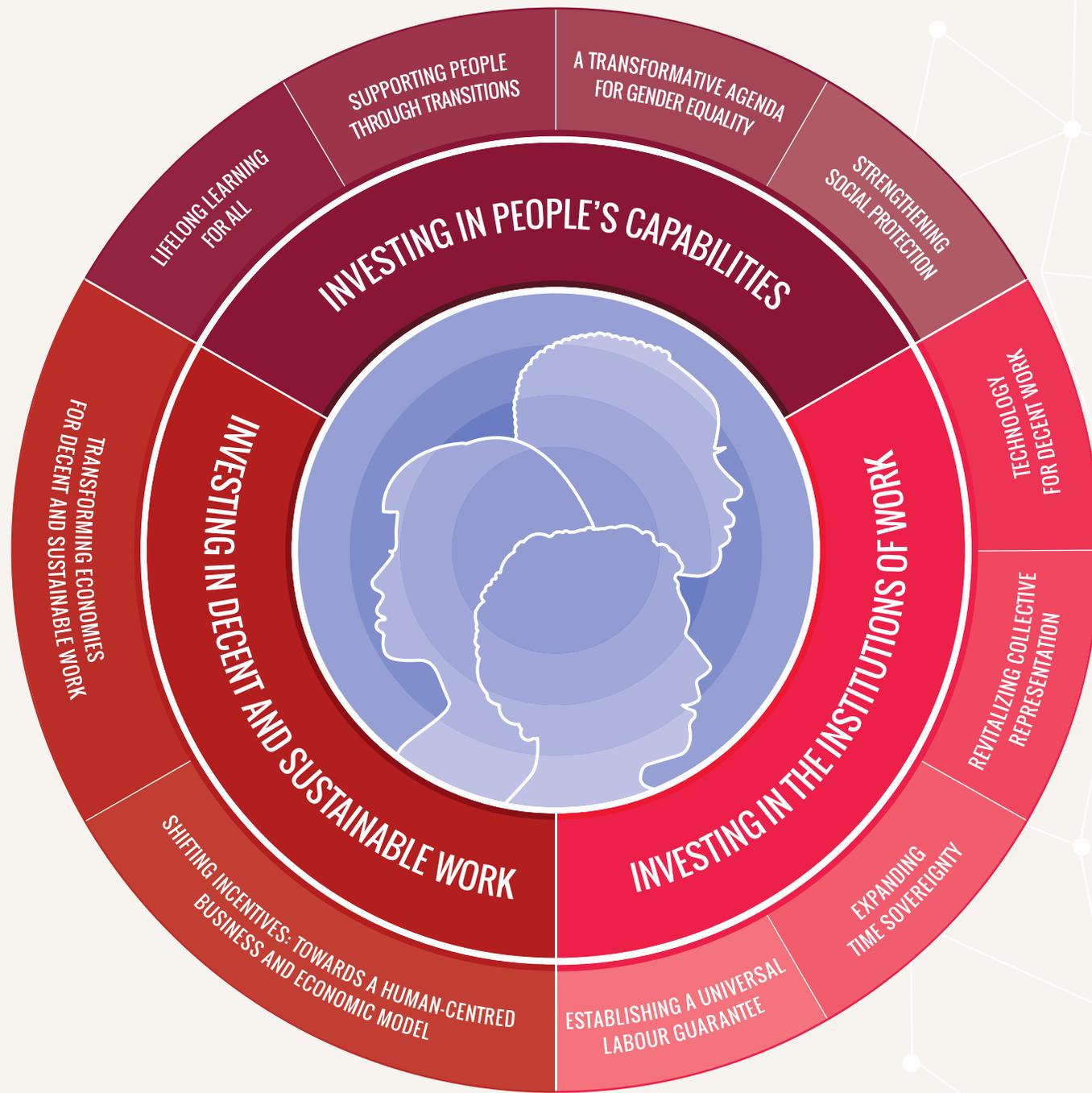


**1%**

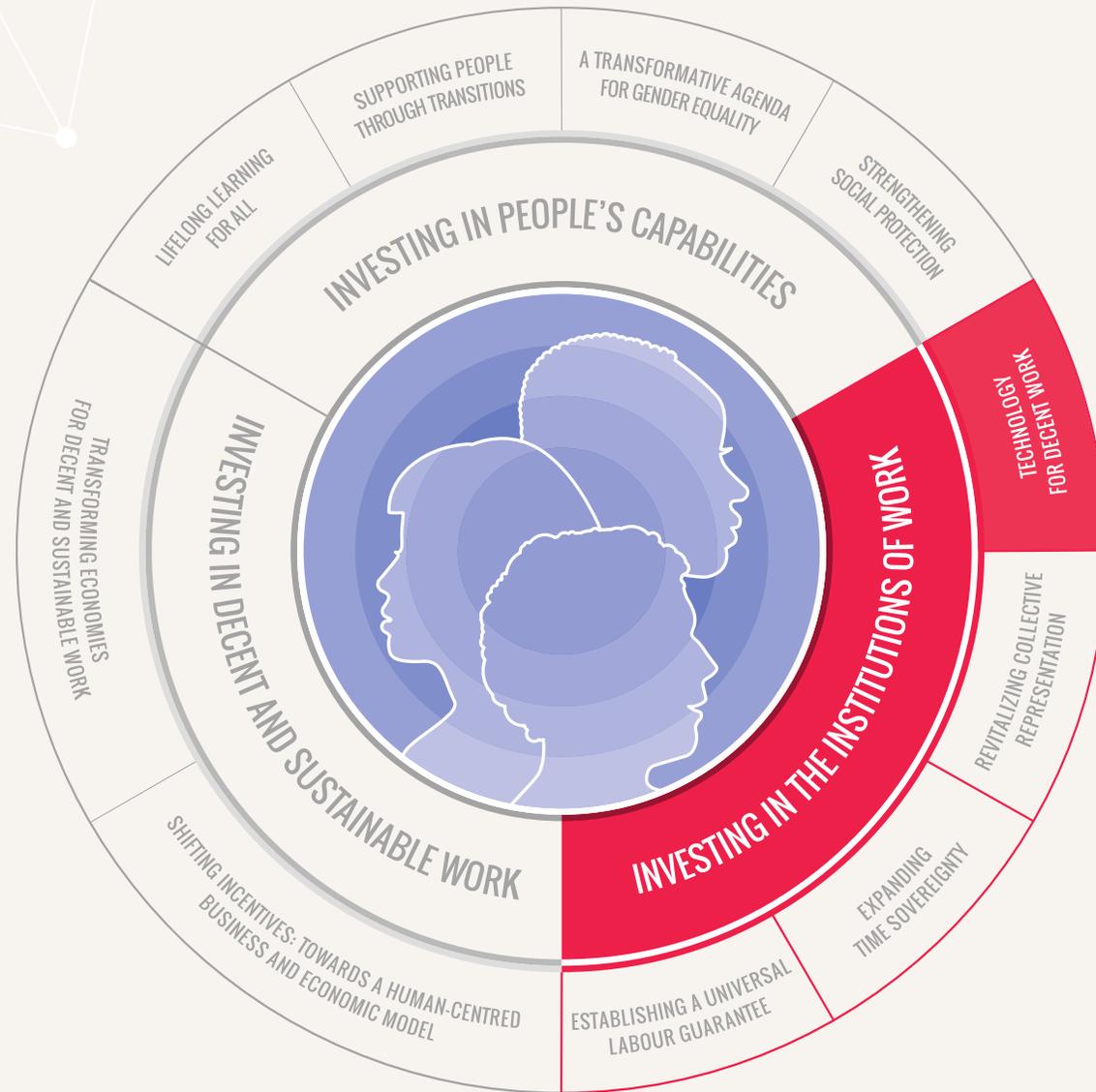


# Human-centred development agenda for the future of work





# Technology for decent work



- “Human-in-command” AI
- Enhance working conditions
- Governance of digital labour platforms
- Protection of workers’ data
- Monitor technology impact

# Preparing for the future of work: National policy responses in ASEAN Plus Six



International  
Labour  
Organization



## Forthcoming 12 September 2019



# Thank you

Sara Elder

Senior Economist

Regional Economic and Social Analysis Unit

ILO Regional Office for Asia and the Pacific