

Declaration by Ex-Officio of the Global Commission on the Future of Work
Mr Mthunzi MDWABA
CALL FOR CONCRETE ACTION BY THE ILO
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I, Mthunzi Mdwaba, ex-officio member of the Global Commission on the Future of Work, would like to **call for 6 concrete actions for the ILO** to shape the future of work and for these **to be included in the recommendations of the Global Commission on the Future of Work report.**

1. **Take the global lead on skills guidance to policy makers.** In so doing the ILO needs to provide concrete, tailor-made, key policy guidance to specific countries and sectors on how to best anticipate skills in the immediate future, so as to promote transitions towards formality and to avoid inequalities and polarization of skills occupations, especially for developing economies. It also needs to promote and strengthen proactive public policies on up-skilling and re-skilling, including better and effective policies to connect real labour market needs and formal education systems and/or through effective lifelong learning. Holistic attitudinal change at all levels should be highly encouraged and enforced. Attitudinal change should also pertain to the elevation of Human Resources as a discipline, in companies, trade unions and governments (including the Ministries of Labour) to the same level as Ministries of Finance, if not higher. We cannot keep doing the same things and hope for different outcomes. More ambition in terms of resources will be needed to achieve this goal.
2. Contribute to the decent work agenda being mindful of the **need to foster an enabling and productive environment for business and for employment creation**, focusing on a more ambitious sustainable enterprises approach.
3. **Better analysis** and measurement of the evolution and development of work patterns and working relationships worldwide, embracing the diversity in work forms, so as to develop and support constituents with **labour market strategies that are able to address more frequent job transitions.**
4. **Review and better adapt a new Social Protection Floor strategy** which would address the issue of informality and the increasing trend of frequent job-changes, where a more modernised, viable and sustainable social protection system with portable rights can be globally recognised and accepted.
5. **Strengthen all ILO activities to promote social dialogue in this new world of work.** Global challenges need innovative solutions on all employment related topics, and it is imperative to bring all the social partners in constructive dialogue in order to achieve impactful outcomes. Strong, responsible, independent, and above all, representative social partners are needed. The ILO can further contribute to the strengthening of the social partners at the national level.
6. **Collaborate and build synergies and policy coherence with other UN agencies and international and regional organizations whose work is related to employment, entrepreneurship development, innovation,** such as the World Bank, WEF and the OECD, both in research and in developing innovative initiatives. This will strengthen the value of ILO research to gather data and information on the changing nature of work and changing business models.