

Technology, differentiated demographic dividend, climate change & globalization mega drivers of change in the world of work: DG ILO

NEW DELHI, July 8, 2016. Describing technology, differentiated demographic dividend, climate change and globalization as the mega drivers of change on the work front, **Mr. Guy Ryder, Director General, International Labour Organisation**, today emphasized the need for collective responses and solutions by all stakeholders to adapt to the future of work.

Delivering a special address at a ‘**National Tripartite Dialogue on Future of Work: Challenges & Opportunities**’ organized by FICCI in partnership with International Labour Organisation (ILO), Mr. Ryder said that as the world of work was undergoing a major process of change. There were several forces transforming it. In order to understand and to respond effectively to these new challenges ‘Future of Work’ initiative was launched.

Mr. Ryder said that in 2016 all ILO members States were invited to undertake national ‘future of work’ dialogues structured around four ‘centenary conversations’ - Work and society; Decent jobs for all; The organization of work and production; and The governance of work. He added that the national dialogue has been stimulated in almost 130 member countries of ILO, including India.

Mr. Ryder said that India was the fastest growing economy, largest democracy and the youngest nation; hence the success of India in achieving the 17 Sustainable Development Goals would spell success for the world. India needed to integrate women in its workforce and there was a need for formalizing the unorganized sector of India, which constituted more than 90% of the workforce. He added that the issue of poverty in India also needed greater attention.

Mr. Shankar Aggarwal, Secretary, Labour & Employment, Government of India & Member, ILO Governing Body, said that the technology had disrupted the nature of work and was changing the nature of jobs, employees, enterprises and governance. The government understood the importance of bringing the poor of the poorest into the mainstream for sustainable growth. He added that there was a need to provide workers with decent jobs and an opportunity to live with dignity.

Mr. R Chandrasekharan, President, INTUC, Kerala State & Member, ILO Governing Body, said that in India workers were struggling to receive a minimum wage; therefore the government should create a platform which helps in identifying decent wages, decent employment conditions and decent living conditions for the workers for sustainable growth. He added that the government was creating policies for resolving issues of the workers but these policies lacked implementation as the targeted programs were not reaching the targeted people.

Mr. Y.K. Modi, Executive Chairman, Great Eastern Energy Corporation Ltd., Member, ILO Governing Body & Past President, FICCI, said that there was a need to revisit the policies and encourage self-employment and entrepreneurship to provide jobs to the young population that would be entering the workforce every year. Besides, a positive approach was needed towards the legal framework. He added that skill development should be in line with the

needs of the industry as there was a mismatch between the skills imparted and skills needed by the industry.

Speaking on gender equality, **Mrs. Sudha Pillai, Chairperson, FICCI Taskforce on Labour Reforms & Former Member Secretary, Planning Commission**, said that India was witnessing a serious concern as the number of women in the labour force was declining, which was an alarming trend. She added that there as a need to frame policies that would promote and encourage women to join the workforce.

Ms. Tomoko Nishimoto, Assistant Director- General & Regional Director, ILO for Asia and the Pacific, also shared her perspective.

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