

Symposium on Globalisation and the Future of Youth in Asia

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Globalisation and the World of Work

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- Urgent need for fair and inclusive globalisation
- World Commission on the Social Dimensions of Globalisation 2004 report
- ILO Decent Work Agenda – World Community can only halve 1990 level rate of poverty by 2015 if decent work secured for people everywhere

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- Strong policy interventions are required, at international and national levels to eradicate poverty and create opportunities
- Jobless growth is a huge challenge, e.g. India
- In India, although total employment grown by 1%, there still is high unemployment and low productivity employment

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- Basic social protection (housing, healthcare, old age) is still inadequate
 - 500 million working poor in developing countries
 - Income inequality has increased significantly in both between and within countries
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- Fastest job growth today – casual, part-time or contract work => Increased workers' sense of income insecurity
- Japan – “wageless” economic growth; Large increase of temporary, part-time and contract workers
- 1997 - 2002: Full time workers fell by more than 4 mil to 34.5 mil. Part-time workers rose by 1.7 mil to 12.1 mil. Contract workers rose from 966K to 2.5 mil. Temps rose from 257K to 721 K.

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- “People are a country’s and organisations’ best assets” \neq Human capital investment in many countries
- In a global economy, education, skills and knowledge are instrumental for economic survival and a better life
- However, 115 mil children in developing countries are not in school and 65 mil of them are girls

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- There must be serious efforts to address imbalance => more inclusive globalisation process; equal emphasis on social and economic development
- Protest and demonstrations in Seattle
- IT has revolutionalized information transmission; boosted people's capacity to galvanize worldwide support against injustice

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- World Commission's Report: "the problems identified are not due to globalisation per se, but poor governance. Global markets have grown but without parallel social and economic institutions necessary for the smooth and equitable functioning."
- What should unions do to ensure a fair globalisation process where all can benefit and not only a small number at the top?
- How can we help to ensure a better governance process?

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- Give greater recognition and support to unions' role and contribution to society
 - Strengthen tripartism and social dialogue
 - Unions must be represented in key institutions and programmes in formulating economic and social policies
 - Increase presence in domestic and global arenas (ICFTU, GUFs, and trade union centres)

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- Trade unions should help to promote the adoption of a Decent Work Agenda in their own countries
 - ILO Declaration on the Fundamental Principles and Rights at Work
 - Ratification and effective implementation of core labour standards
 - Through enforceable legislation and programmes and activities

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- Corporate social responsibility
 - UN Global Compact and ILO MNE guidelines
 - Singapore - Tripartite CSR Initiative to promote CSR

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- Employment and Employability – pillars for income stability and economic progress
 - Government's role
 - ILO core conventions and other standards like HRD and Education, Training and Lifelong Learning
 - Primary education - basic right for all
 - Workers must be equipped with relevant skills to remain employable

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- HRD Recommendation
 - Employability and skills certification that will encourage mobility and adaptability to change
 - Equal access to education, training and lifelong learning for all including, women, young people, minorities, disabled, older workers and those in informal sector
 - Basic social protection and collective bargaining and social dialogue

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- Conclusion:
 - Globalisation can be fair and inclusive
 - => needs strong trade union
 - => coherent macroeconomic policies
 - => employment generation
 - => fair and transparent corporate governance rules

Thank you.

