

The 17th ASEAN-Japan High Level Officials Meeting on Caring Societies The ILO Activities for Aging Society



100
1919-2019
SOCIAL JUSTICE
DECENT WORK



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Agenda

1. Basics about the International Labour Organisation (ILO)
2. The ILO Activities for Aging Society
3. Recommendation



1. Basics about the International Labour Organisation (ILO)



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Mission and Activities

- Created in 1919, as part of the Treaty of Versailles that ended World War I
- Universal and lasting peace can be established only if it is based upon **social justice**
- **Unique tripartite structure**
- Adoption and Implementation of International Labour Standards



ジュネーブのILO本部

- Specialised agency of United Nations after the World War II
- Current Member States: 187
40 field offices
- Technical Cooperation / Partnership
- Awarded the Nobel Peace Prize in 1969
- Promoting **Decent Work for all**
- Celebrating **Centenary** in 2019



Decent Work and the 2030 Agenda for Sustainable Development

Decent work sums up the aspirations of people in their working lives.

The **four pillars of the Decent Work Agenda** + gender equality as a crosscutting objective

=Integral elements of the 2030

Agenda for **SDGs Goal 8**

=A key to sustainable development



The Future of work initiative

- Four major factors or mega-drivers in the world of work: **Demography**, Technological innovation, Climate change, Globalization
- Four important areas that structure the Future of Work Initiative: **Work and society**, Decent jobs for all, **Organization of work and production**, **Governance of work**



Seven centenary initiatives

Other initiatives

- End to Poverty
- Green
- Enterprise
- Women at Work
- Standards
- Governance

2016 : National Dialogue

Labour Policy Forum
“Future of Work: 2035”
Action Plan for the Realization of Work Style Reform

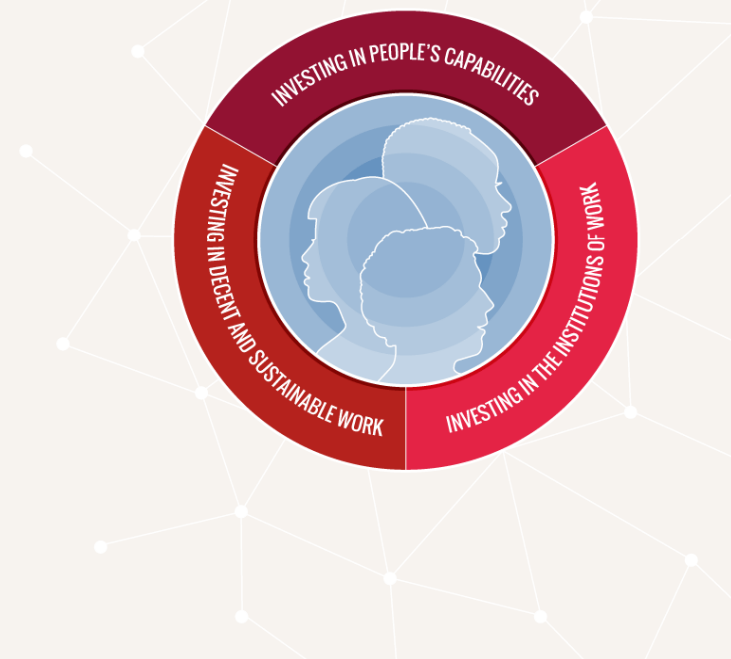
2017 : Establishment of Global Commission on FoW
Prof. Atsushi Seike was selected as a member

Jan. 2019 : Presentation of the Global Commission’s report

June 2019 : Adoption of the Centenary Declaration

Human-centred development agenda for the future of work

1. Increasing investment in peoples capabilities
2. Increasing investment in the institutions of work
3. Increasing investment in decent and sustainable work



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2. The ILO Activities for Aging Society



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International Labour Standards related to the Age of Workers

- *R162-Older Workers Recommendation, 1980*
- *C122 - Employment Policy Convention, 1964*
- *C159 - Vocational Rehabilitation and Employment (Disabled Persons) Convention, 1983*
- *C177 - Home Work Convention, 1996*
- *R168 - Vocational Rehabilitation and Employment (Disabled Persons) Recommendation, 1983*
- *R169 - Employment Policy (Supplementary Provisions) Recommendation, 1984*
- *R184 - Home Work Recommendation, 1996*
- *R198 - Employment Relationship Recommendation, 2006*
- *R204 - Transition from the Informal to the Formal Economy Recommendation, 2015*



Future of Work Initiative-Demographic Change

- **Expanding youth populations** in Africa and some parts of the world
Youth unemployment, informality, vulnerable workers
- **Aging populations** in many developed/some Asian countries
Pressure on labour markets, social security and care systems
- In these shifts lie new possibilities to afford care and inclusive, active societies.



Global Commission Report on the Future of Work: **Work for a brighter future**

- Older workers will need expanded choices that enable them to remain economically active for as long as they choose and that will create a lifelong active society.
- All workers will need support through the increasing number of labour market transitions over the course of their lives. Active labour market policies need to become proactive and public employment services need to be expanded.



ILO Centenary Declaration for the Future of Work

- Supporting measures that help older workers **to expand their choices, optimizing their opportunities to work in good-quality, productive and healthy conditions** until their retirement, and to enable **active ageing**
- **Effective lifelong learning** and quality education for all

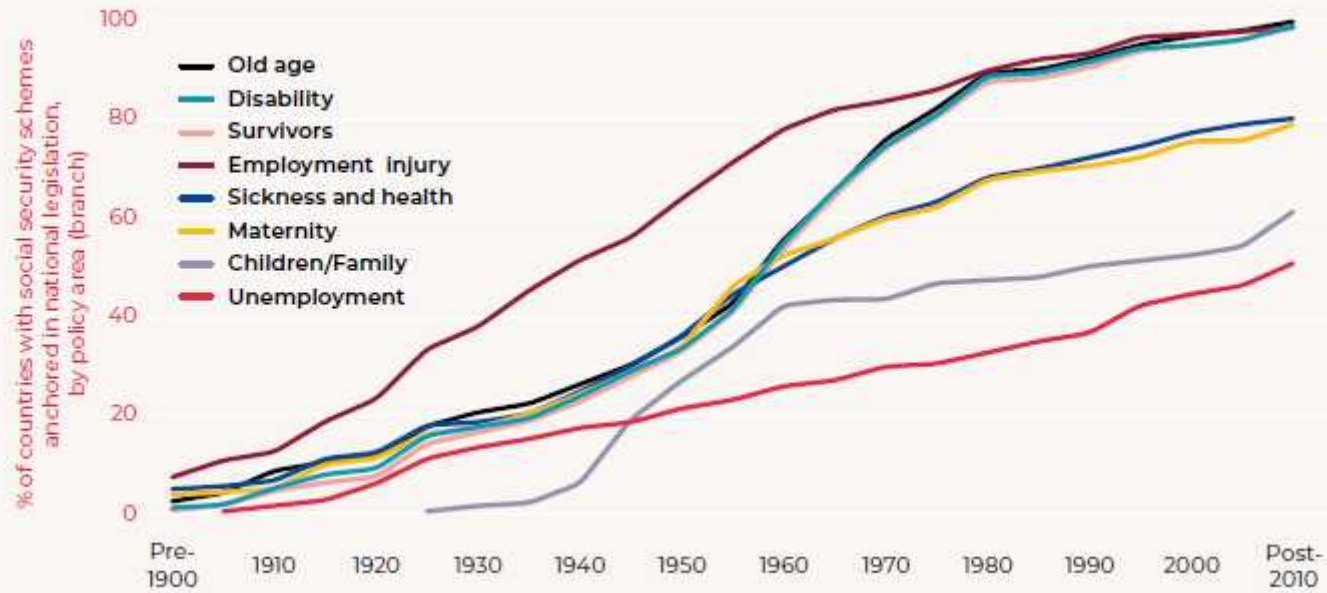


Safety and Health for Older Workers

- Young workers experience significantly higher rates of occupational injury compared to older workers.
- Some functional capabilities, namely physical and cognitive, may start to decline in older age.
- Health and ability among ageing worker populations may differ substantially.
- To combat work-related health risks throughout a worker's life, employers should integrate both age and gender into workplace risk assessment, in order to promote healthy working conditions that match the unique challenges of ageing workers.



DEVELOPMENT OF SOCIAL PROTECTION PROGRAMMES ANCHORED IN NATIONAL LEGISLATION BY POLICY AREA, PRE-1900 TO POST-2010



Source: ILO, 2017d.



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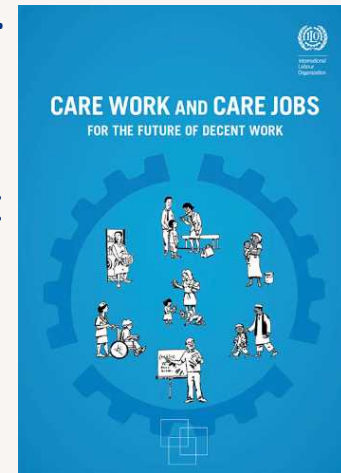
Social Protection for Older Persons

- Only 29 per cent of the global population are covered by comprehensive social security systems that include the full range of benefits; 55 per cent are completely unprotected.
- Significant progress has been made extending pension system coverage in developing countries, but in most low-income countries, less than 20 percent of older persons over statutory retirement age receive a pension.
- In developed countries pension scheme should be designed to keep older workers motivated to work.
- Sustainable health insurance scheme



Shortage of long-term care workers

- 2.1 billion people were in need of care in 2015, including 200 million older persons. By 2030, this number is expected to reach 2.3 billion.
- According to the ILO report, women perform 76.2 per cent of total hours of unpaid care work, more than three times as much as men and a large number of women could be brought into paid employment through universal access to care policies, services and infrastructure.
- The care economy could generate over 475 million jobs around the world by 2030. Investment in care meets a pressing social need to address rapid population ageing in many countries and opens the way for progress toward gender equality.



Achieving decent work for care workers, including domestic and migrant workers

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3. Recommendation

- **One UN Policy**
- **Strengthening Partnership**
- **Sharing good practices**



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Thank you!

