

Joint B20-L20 Statement towards the G20
Labor and Employment Ministers Meeting 2018

**A COMMON MESSAGE
ON SKILLS AND SOCIAL
PROTECTION FOR
INCLUSIVE GROWTH**



In an increasingly fractured world, the B20 and L20 call on G20 governments to adopt robust strategies for inclusive growth as a means of strengthening social and economic progress and social peace. In order to achieve this, economies must reconcile economic, social and environmental considerations. The G20 can be an important driver for policies that promote more and better jobs that respect fundamental rights at work, comply with decent work standards, and include vulnerable groups.

Ten years after the establishment of the G20 in its current form, the B20 and L20 are stressing the importance of a rule-based multilateral system and international cooperation.

To increase credibility, the G20 must have impact and results. Implementation is key in this regard. The G20 has made important commitments in the last ten years and agreed on highly relevant policies, on youth employment and apprenticeships, female employment, skills development, entrepreneurship, labor income, social protection and working conditions. The B20 and L20 now call for action and follow-up in order to promote open, inclusive and dynamic labor markets. The best policies and frameworks are useless if they are not implemented.

The way people work is being challenged. Digitalisation, artificial intelligence, robotics and automation are impacting the way we work, what and how we produce, how we sell and how we bring goods and services to the market. The increasingly accelerated pace of technological change is impacting the world of work more than ever before. While the B20 and L20 recognise and appreciate the wealth of opportunities and possibilities technological progress is offering, they also stress the need to better adapt to the future of work.

At the same time, the digital revolution also provides an efficient approach to new technologies, in the framework of a just transition.

The development of public social cohesion policies, with social dialogue, inclusion and social protection, as well as policies for investment in education and lifelong learning, are key aspects that should facilitate workers to enter a growth cycle.

The skills needed in the labor market are rapidly evolving. According to new OECD research, 14% of jobs in OECD have a high risk of automation and another 32% of jobs in OECD countries may experience significant changes on how they are carried out. This means that:

- Workers will need to adapt to new job requirements. Skills development, including reskilling and upskilling throughout a person's career, is fundamentally important. Lifelong learning needs to be prioritised. This transformation requires innovative proposals for education and work that would foster productive growth while taking into account workers' needs. The B20 and L20 call on G20 governments to develop overall national strategies for lifelong learning aimed at transforming all aspects of human life (labor, social and personal). These strategies should be tailored to the socio-productive context of each region and provide diverse possibilities of development to each worker.
- Governments and all stakeholders should actively promote and engage in retraining. OECD research found that workers whose jobs are most at risk to be automated are also the ones who are less likely to be undergoing training. To ensure that training is effective and current, and that it caters to labor market needs, social partners need to be fully involved in creating the curricula and developing the training frameworks. Although there is no single model that should be promoted above others when it comes to social partners' involvement, the key role social partners play as real actors in the labor market must be fully taken into account when developing or modernising national training strategies.
- Learning how to learn is a foundational skill that has to be considered appropriately in education programs. Education systems must identify what skills and education requirements will be needed in tomorrow's labor market, including highly technical STEM skills and essential skills, such as verbal and written communication and problem solving. For modern education systems to be effective, it is highly important that they include cross-cutting skills, teamwork, sustainability awareness, health and safety precautionary training, citizen values, and the promotion of a culture of integrity. Furthermore, the G20 should invest in appropriate digital infrastructure and provide new digital learning modules and technologies to improve teaching techniques and environments.
- Digitalization is an opportunity for women to improve skills and income, and to increase their participation in the labor market. With the right policies in place, the digital economy could boost opportunities and reduce inequalities faced by people with disabilities and other vulnerable groups.

- In turn, G20 governments must ensure social protection across the digital economy and look for effective ways to adapt existing support systems to this new and growing workforce. Social protection schemes need to be adequate, comprehensive and portable, while at the same time they need to be financially sustainable.
- Social protection systems should be key in smoothening transitions and support labor income. The development and extension of social protection must be undertaken proactively in order to prevent social exclusion.
- New forms of employment and work organization are becoming increasingly dynamic and diversified, but risk falling outside of labor rights protections. Labor market systems should be adapted to fully regulate these new forms of work. The aim cannot be to stop diversification or to push jobs and people into informality, but to ensure fair competition, compliance with the law, and full respect of labor rights in these new work settings.

Sound industrial relations are essential for inclusive growth. Technological progress might change the way we work and produce, but not our values.

The B20 and L20 are committed to cooperate at national and at G20 level and call on G20 governments to fully include them in the elaboration and implementation of G20 commitments.