

*The future of work, current trends on  
cooperatives & the social and solidarity  
economy - The role of the ILO*

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Tokyo, September 2019

# OUTLINE

1. Cooperatives and the changing world of work
2. ILO's work on cooperatives

# Cooperatives and the changing world of work

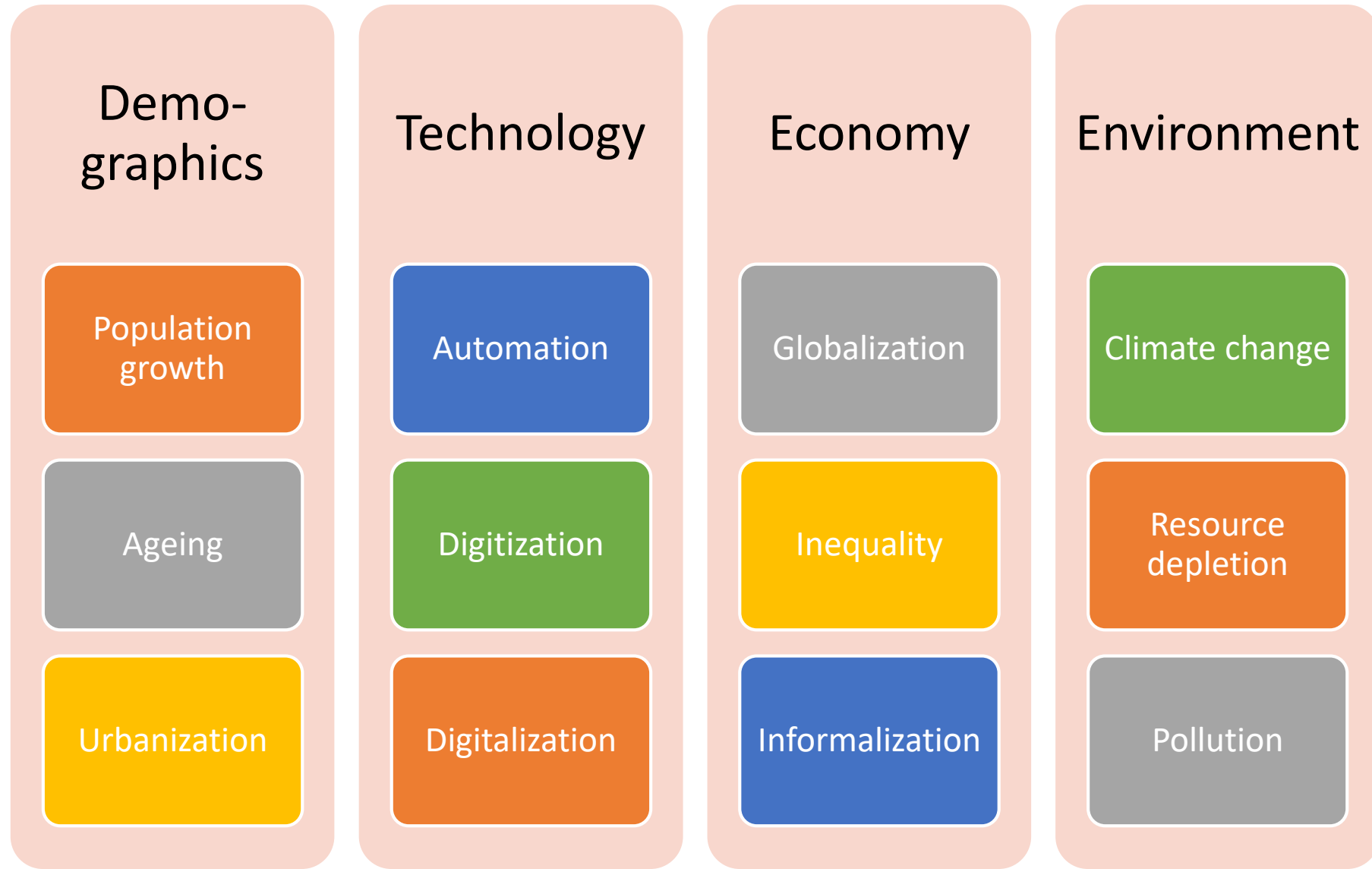
# A CHANGING WORLD...



# A CHANGING WORLD...



# DRIVERS OF CHANGE



# DEMOGRAPHIC TRENDS

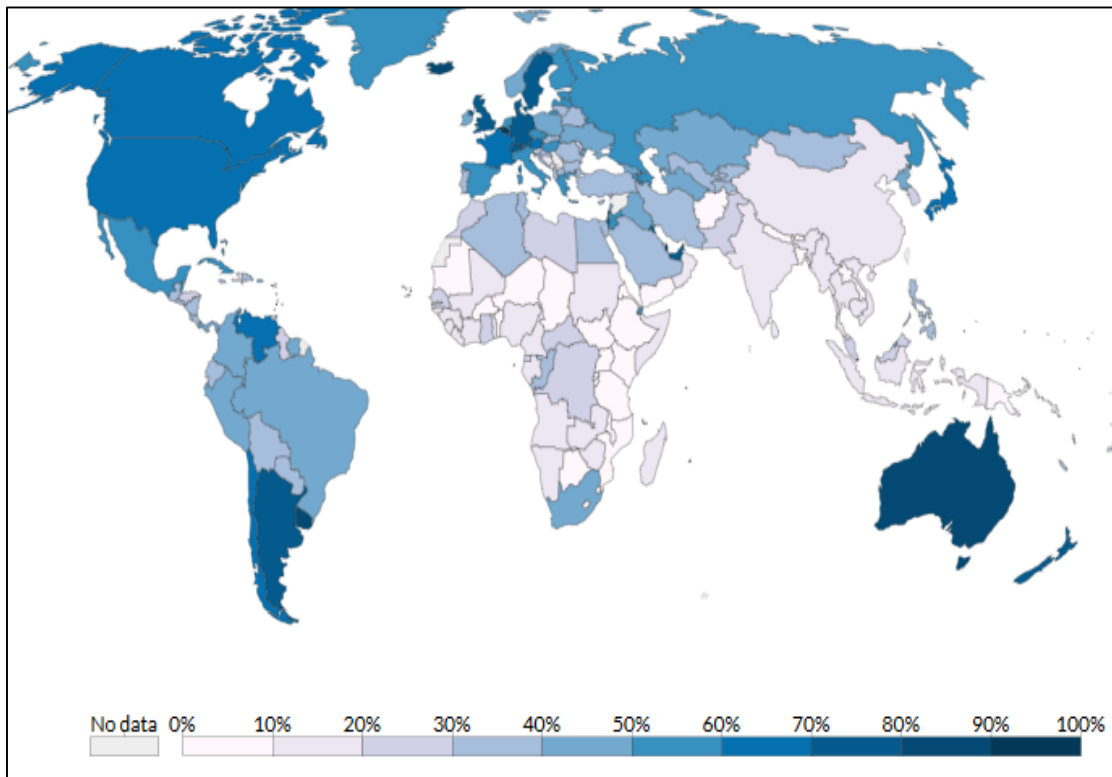


- From an estimated **7.7 billion** people worldwide in 2019, the global population could grow to around **8.5 billion** in 2030, 9.7 billion in 2050, and 10.9 billion in 2100.
  - Impact: growing labour force in developing countries, a youthful population in the South, and increasing labour migration
- By 2050 there will be more than twice as many persons above 65 as children under five.
  - Impact: extended working life (more working years), strain on pension and health systems, new jobs in care, health and personal services industries

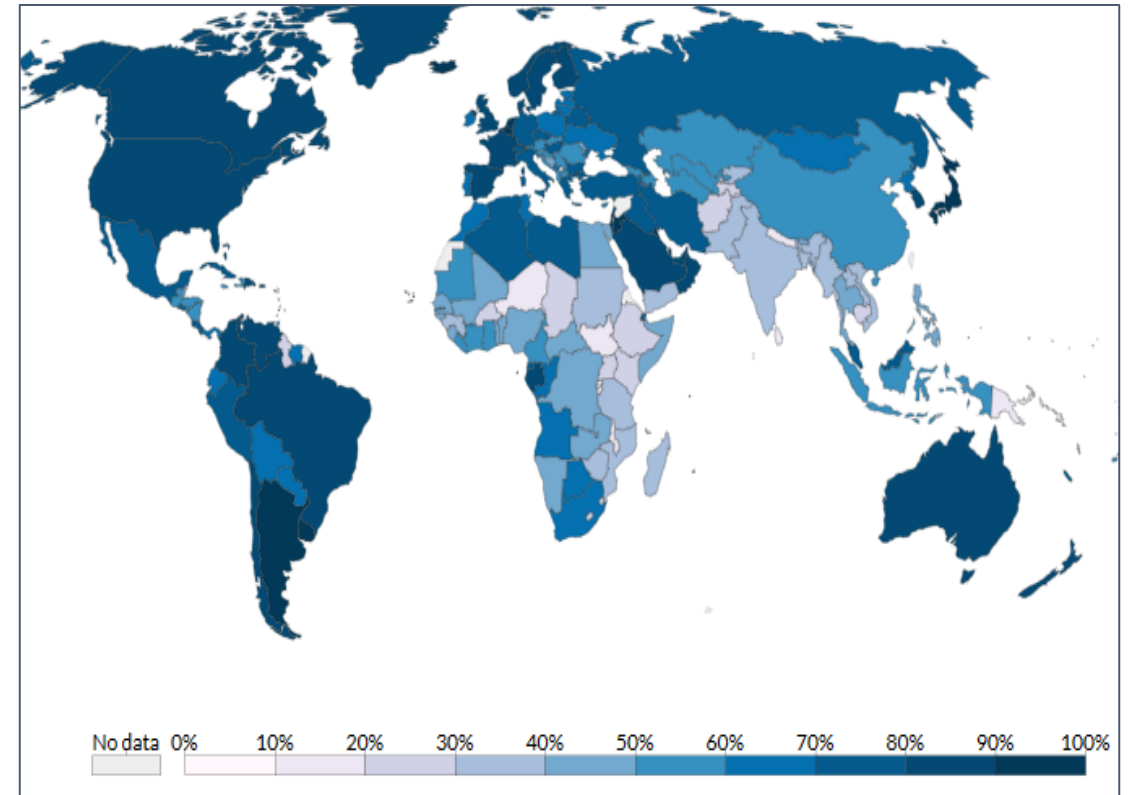


# DEMOGRAPHIC TRENDS

- More than half of the world's population now live in urban areas
  - Impact: Informalization of work and increased working poverty



1960



2017



# THE ROLE OF COOPERATIVES IN ADDRESSING DEMOGRAPHIC TRENDS

## Population growth

Informal economy associations, mutual assistance groups

Migrant workers coops (including returnees)

## Ageing

Care-givers and social services coops

Workers' coops of the elderly (the Japanese model)

## Urbanization

***Consumer coops***  
health coops, utility coops

Informal economy associations, mutual assistance groups

# TECHNOLOGICAL TRENDS



- Increasing digitalization of the world of work
  - Impact: More tele-work, independent work, sub-contracting; greater isolation of the worker;
- A high number of jobs susceptible to automation (2/3 in the developing world and 56% in the ASEAN-5: Cambodia, Indonesia, the Philippines, Thailand and Viet Nam)
  - Impact: Shrinking number of jobs in many service, manufacturing and transport sectors, except in countries where labour is cheap; New jobs in research, software engineering and design, communication; Stable employment in personal services, the care industry etc.

# THE ROLE OF COOPERATIVES IN ADDRESSING TECHNOLOGICAL TRENDS

## Automation

Shared service coops of users of automated equipment, devices, 3-D printers

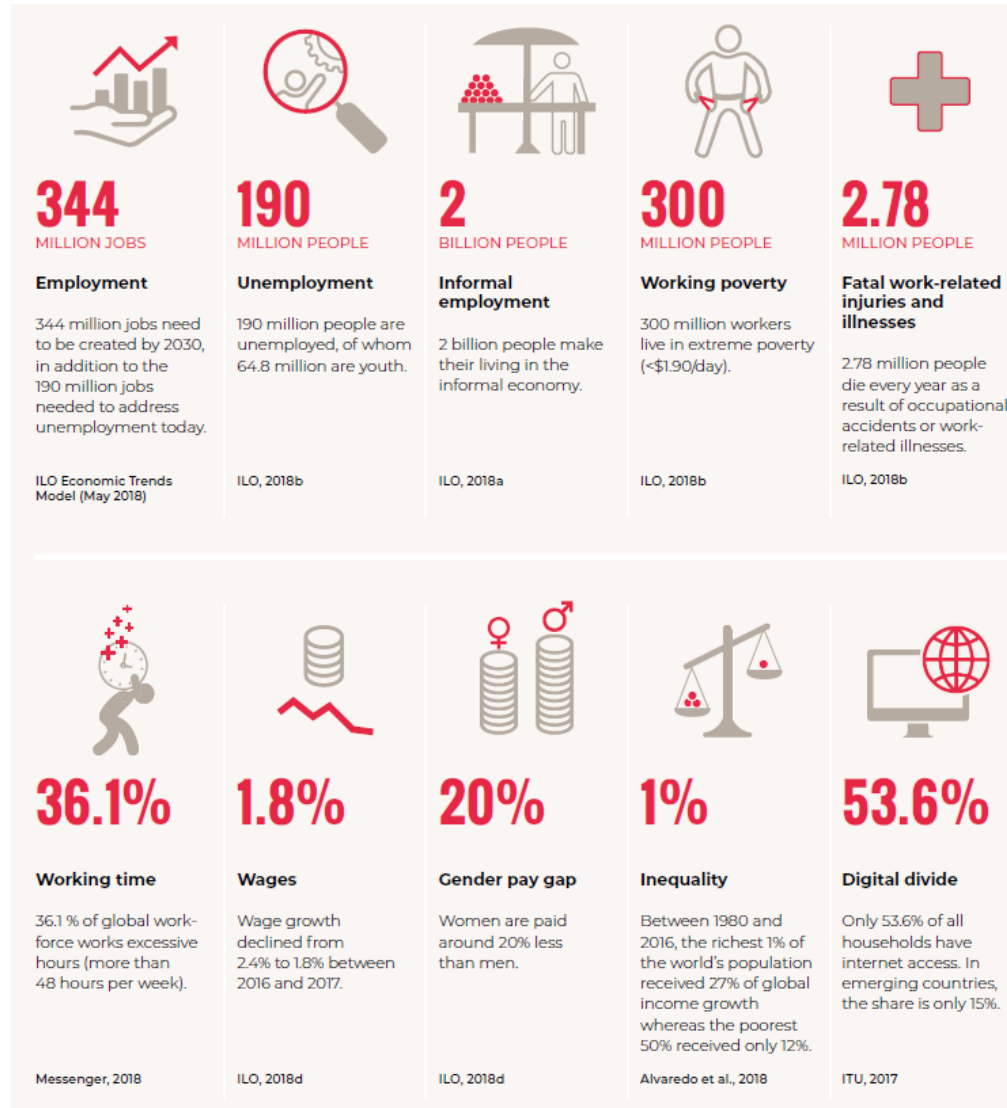
Self-help groups of redundant workers? Worker buy-outs?

## Digitalization

Platform cooperatives (online commerce, taxi drivers, photographers, web developers, etc.)

Consumer/dairy cooperatives & blockchain technology (supply chain transparency)

# ECONOMIC TRENDS



Impact: Negative impact on the livelihood of the poorest segments of the population; increasing number of informal economy workers, civil unrest.

# THE ROLE OF COOPERATIVES IN ADDRESSING ECONOMIC TRENDS

## Globalization

Cooperatives organized along global supply chains

Cooperatives networks to promote South-South cooperation

## Inequality

Promoting and restoring equality is a core function of all types and forms of cooperatives

## Formalization

Cooperative established by informal economy workers

(Waste pickers, street vendors, home-based and domestic workers)

# ENVIRONMENTAL TRENDS



- Humanity is using 1.7 times more resources and producing more waste than the planet can regenerate and absorb.
- 1.2 billion jobs (40% of world employment) depend directly on natural processes with most of these jobs being in agriculture.
- Agriculture is one of the sectors that will be most affected by climate change.
  - Impact: Massive losses of jobs and livelihoods in countries most affected by rising sea levels and desertification; new jobs opportunities in renewable energy & recycling; climate-changed induced migration

# THE ROLE OF COOPERATIVES IN ADDRESSING ENVIRONMENTAL TRENDS

## Climate change

Renewable energy coops, recycling coops, coops in the share economy

Self-help groups for climate change adaptation, reforestation, etc.

## Resource depletion

Recycling and waste management coops

Coops as agents of change facilitating the transition towards resource-neutral economic activities

# ILO AND THE FUTURE OF WORK



- Dec 2015- mid 2017: National dialogues
- Mid 2017- end 2018: Global commission on the Future of work
- Jan 2019: Presentation of the Global Commission's report
- Jun 2019: Adoption of the Centenary Declaration



# ILO'S HUMAN-CENTRED DEVELOPMENT AGENDA FOR THE FUTURE OF WORK

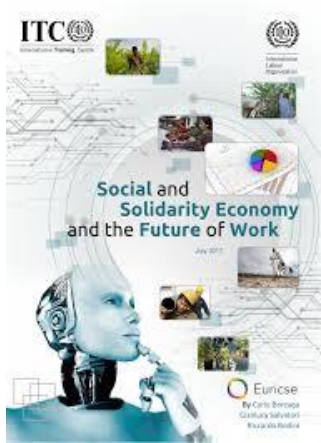
- Vision: Strengthening the social contract by placing people and the work they do at the centre of economic and social policy and business practice
- In line with reflections from national dialogues. Examples from Japan:
  - “(...) technological progress will allow people to work, no longer only for money, but that all individuals will find their own way of contributing to society, whether through work or something else. “
  - “a society in which everyone has their own place. “
  - “by 2035 employment will not simply be a means of earning money, but will also be a means of contributing to society, helping other people around us, coexisting with local communities, finding self-fulfilment (...) People will support one another mutually as individuals engaged in work that they are good at doing, allowing them to work to the best of their abilities, thereby achieving a society in which everyone will have their own place”



# ILO'S HUMAN-CENTRED DEVELOPMENT AGENDA FOR THE FUTURE OF WORK



- The search for meaningfulness in work explains the growing interest in new alternative models of economic growth based on social welfare such as the Social and Solidarity Economy.
- *A concept designating organizations, in particular cooperatives, mutual benefit societies, associations, foundations and social enterprises, which have the specific feature of producing goods, services and knowledge while pursuing both economic and social aims and fostering solidarity.*
- *Specific references to the promotion of cooperatives and SSE in the Centenary Declaration “in order to generate decent work, productive employment and improved living standards for all”;*



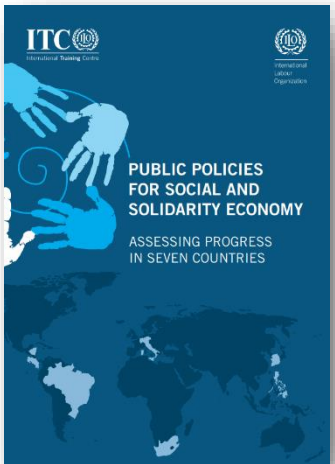
ILO's work on cooperatives

# ILO AND COOPERATIVES



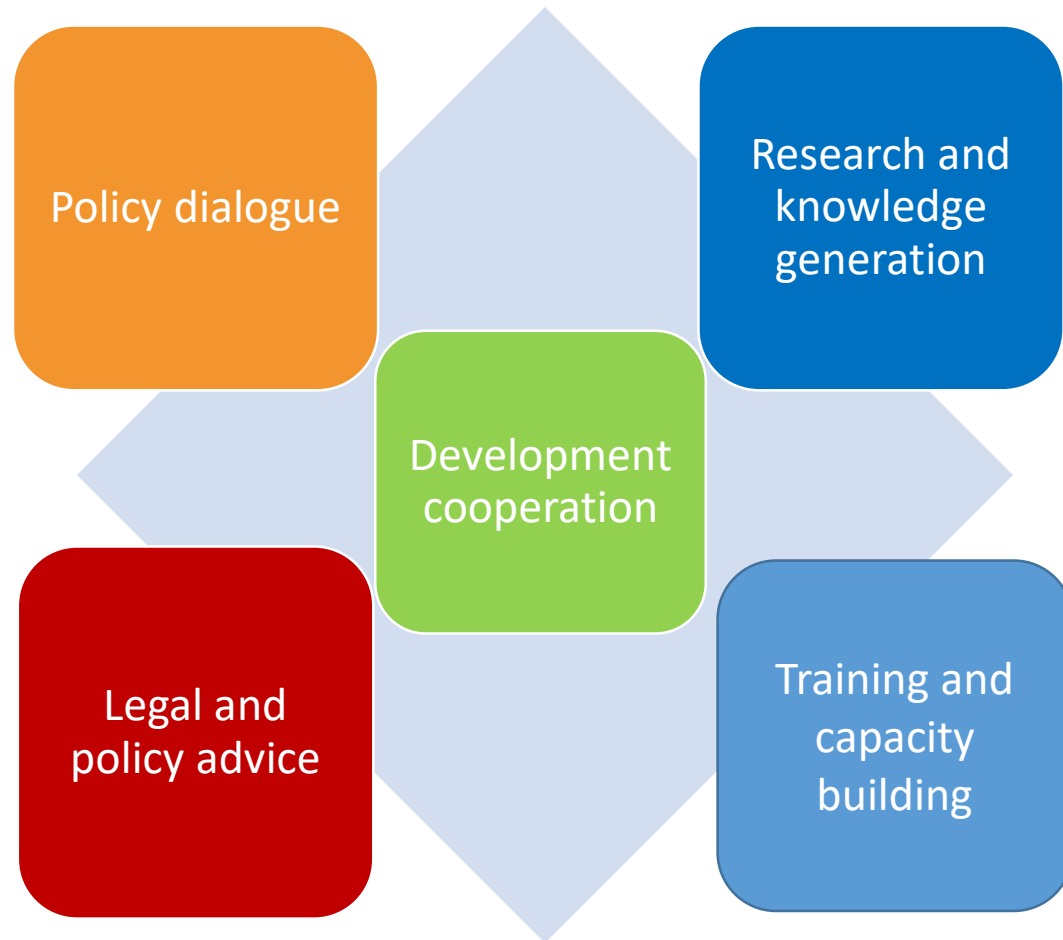
- The first Director General of the ILO, Albert Thomas, was a French co-operator and a member of the Central Committee of the International Co-operative Alliance
- The ILO Constitution (Art.12.3) gives cooperatives a consultative status
- ILO has a Cooperatives Unit since 1920 that serves ILO constituents on all matters related to cooperatives and other social and solidarity economy (SSE) enterprises
- ILO remains the only specialized agency of the UN with an explicit mandate on cooperatives

# THE WIDER CONCEPT: SOCIAL AND SOLIDARITY ECONOMY (SSE)



- *“A concept designating organizations, in particular cooperatives, mutual benefit societies, associations, foundations and social enterprises, which have the specific feature of producing goods, services and knowledge while pursuing both economic and social aims and fostering solidarity”*
- Growing requests from constituents to support the development of SSE policies
- ILO currently chairs UN Inter-Agency Task Force on SSE

# ILO'S WORK ON COOPERATIVES



The ILO promotes coop enterprises and other social economy enterprises to create and maintain economically viable businesses and pave the way for broader social and economic advancement, empowering individuals and their communities.

# LEGAL AND POLICY ADVICE



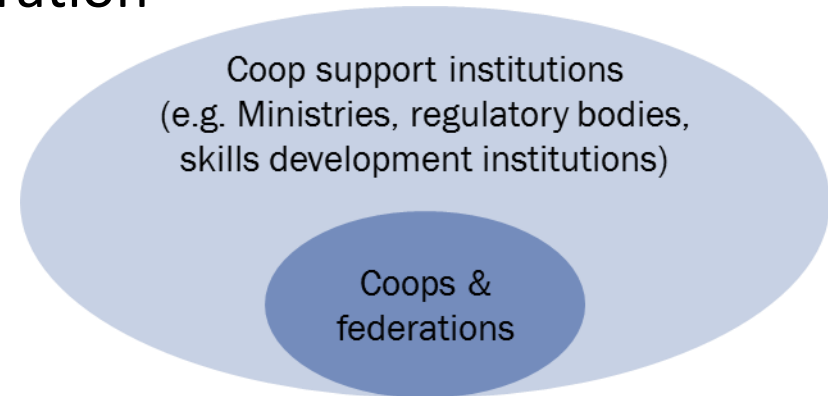
- ILO provides technical assistance to its constituents to:
  - 1) Develop and revise cooperative policies and laws in line with the Recommendation No.193 (e.g. Sri Lanka, Trinidad & Tobago, Sierra Leone, Egypt)
  - 2) Develop social and solidarity economy (SSE) policies and legislation (e.g. Tunisia, South Africa)
- Key tools:
  - 1) ILO Guidelines for cooperative legislation
  - 2) ILO Guidelines concerning statistics of cooperatives – adopted at the 20<sup>th</sup> International Conference of Labour Statisticians in October 2018



# TRAINING AND CAPACITY BUILDING



- ILO provides training and capacity building services to:
  - 1) Enable cooperative enterprises to become more competitive and sustainable in the marketplace
  - 2) Enable cooperative enterprises to address decent work challenges in their operation

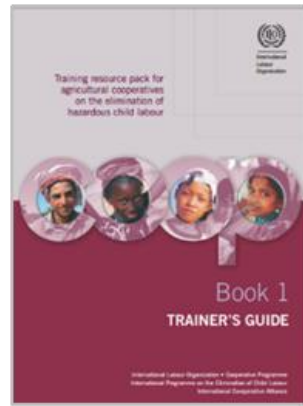




# TRAINING AND CAPACITY BUILDING: KEY ILO TOOLS



For agricultural  
coops to improve  
management



For agricultural  
coops to address  
child labour issues



For any types of coops to learn, start, and  
manage a coop



For apex organizations of financial cooperatives to  
advance their policy and effectiveness



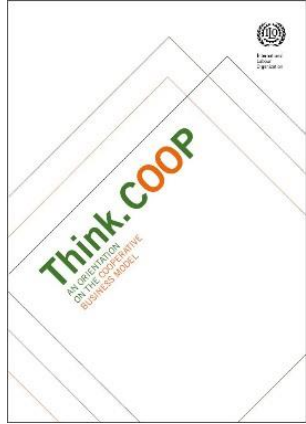
For ILO constituents, academics, and practitioners concerned with SSE  
to share knowledge and experience

# TRAINING AND CAPACITY BUILDING: MY.COOP



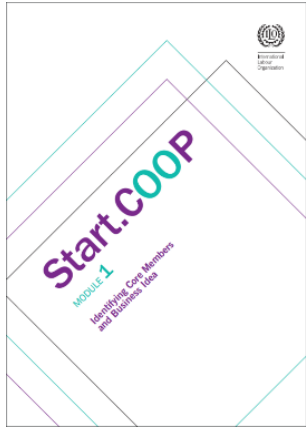
- A training programme to improve management of agricultural cooperatives
- A total of 24 country adaptations in different approaches (e.g. youth entrepreneurship in Colombia, rural development in Peru, ILO Local Empowerment through Economic Development (LEED) project with farmers and fishermen in Sri Lanka)

# TRAINING AND CAPACITY BUILDING: THINK.COOP



- A simple sensitization module on importance of relationships, benefits of collective action, and the cooperative business model
- Peer-to-peer but with possible need for facilitation, activity-based learning methodology\$
- Quick and easy adaptation to different contexts
- Developed through a Japan-funded project in Cambodia & Laos
- Used in Cambodia, Myanmar, Laos, Peru, Ecuador, Bolivia, CAR, Madagascar, Mauritania and Turkey to support workers in the informal economy and smallholder farmers

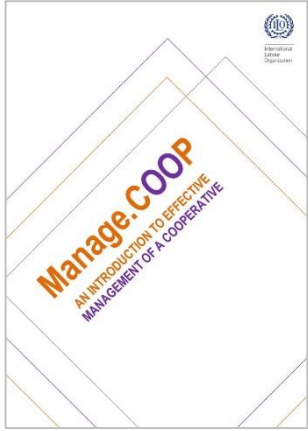
# TRAINING AND CAPACITY BUILDING: START.COOP



- A step-by-step guide to start up a cooperative in a participatory manner
  - 1) Identifying core members; 2) Feasibility study of a business idea; 3) Development of a business plan; 4) Organizational set-up
- The same methodology with Think.Coop
- Developed through a Japan-funded project in Cambodia & Laos
- Used in Bolivia, CAR, Madagascar, Mauritania to support workers in the informal economy and smallholder farmers/fishermen



# TRAINING AND CAPACITY BUILDING: MANAGE.COOP



- A guide to manage cooperatives efficiently and effectively in line with the cooperative principles as they grow
  - 1) Governance and leadership; 2) Effective communication; 3) Conflict management; 4) Business growth strategies; 5) Human resource management; 6) Financial management
- The same methodology with Think.Coop & Start.Coop
- Developed through a Japan-funded project in Cambodia & Laos
- Final version will be ready by the end of 2019

# KNOWLEDGE GENERATION: KEY AREAS



- Formalization
- Women empowerment
- Migrants and refugees
- Persons with disabilities
- Worker ownership
- Financial mechanism
- Green economy
- Care economy
- Rural economy
- Trade and value chain
- Statistics on cooperatives
- Public policies on SSE



# DEVELOPMENT COOPERATION: EXAMPLES

## **Algeria**

Professional integration of young people through a stronger civil society

## **Tunisia**

Promotion of Organizations and Mechanisms of Social and Solidarity Economy to create sustainable and decent jobs for youth

## **South Africa**

Development of a social economy policy and institutional structure

## **Jordan**

Advancing decent work in Jordan's agriculture sector: A compliance model (incl. coop component)

## **Occupied Palestinian Territory**

Land and Rights – Paths to Social and Solidarity Economy in Palestine

## **Turkey**

Promoting Decent Work Opportunities for Syrian Refugees and Host Communities in Turkey

## **Sri Lanka**

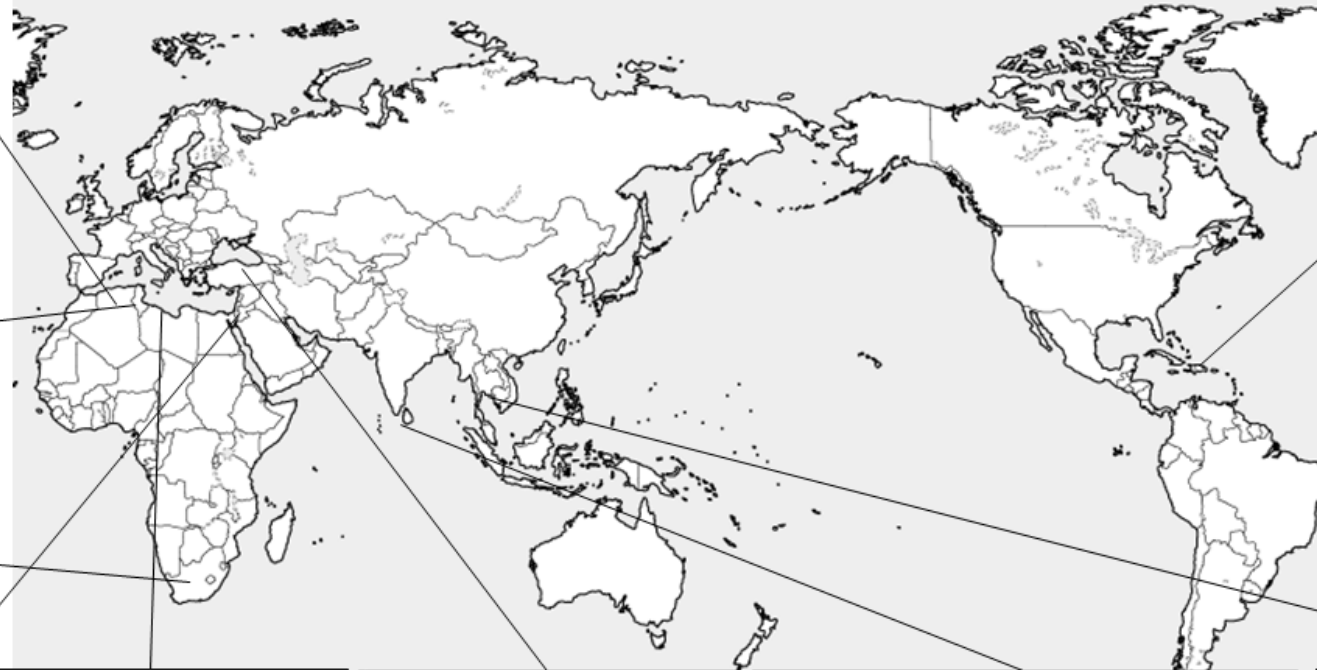
Local empowerment through economic development; & Building peace through the economic empowerment of women (incl. coop component)

## **Cambodia and Laos**

Cooperatives to strengthen youth empowerment and employment readiness among vulnerable groups

## **Haiti**

Support to cooperative organizations in the fishery sector (part of an initiative to address education and skills gaps for vulnerable youth)



# ILO'S WORK ON COOPERATIVES: DEMOGRAPHIC TRENDS – FEW HIGHLIGHTS



- Kenya & Cameroon: Promotion of the role of cooperatives in the health sector (using the Hans Kai approach)
- Kenya, Uganda, Ethiopia, Sudan, Jordan: Addressing refugees crises through cooperative responses
- Cambodia & Laos: Promoting cooperatives to strengthen youth empowerment among vulnerable, marginalised and at-risk groups



# ILO'S WORK ON COOPERATIVES: TECHNOLOGICAL TRENDS – FEW HIGHLIGHTS



- Global: Documenting emerging business and organizing models among self-employed workers engaged in the platform economy
- Global: Joint Research project on the role of Social and Solidarity Economy and Social finance in sustainable development and the future of work



# ILO'S WORK ON COOPERATIVES: ECONOMIC TRENDS – FEW HIGHLIGHTS



- Tunisia: Promoting social and solidarity economy for youth employment and social cohesion
- Trinidad and Tobago: Advancing domestic workers' rights through cooperatives
- Mali, Ivory Coast, Nigeria, Uganda, Malawi: Cooperating out of child labour in select value chains (cocoa, mining, etc.)
- Tanzania & Zimbabwe: Harnessing cooperatives' competitiveness potential for trade

# ILO'S WORK ON COOPERATIVES: ENVIRONMENTAL TRENDS – FEW HIGHLIGHTS



- Senegal: Formalizing the work of waste pickers in the recycling value chain
- Mozambique: Exploring the potential of energy cooperatives



Thank you for your attention... and patience!

