Using foresight to think and act upon an uncertain future world of work

Rafael Peels Sr. Specialist in Workers' Activities

International Labour Organization (ILO) / Bureau for Workers' Activities (ACTRAV)

International Labour Organization - ILO

World of Work

International Labour Standards

Social Dialogue









 Trade unions navigating and shaping change



WE

A

NEED



rganizing new forms of work including platform workers



International Journal of Labour Research



INTERNATIONAL JOURNAL OF LABOUR RESEARCH



Trade unions in transition: What will be their role in the future of work?

100



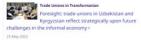
ade Unions in Transformation: Social protection for HUCK PL informal economy workers

Pathways of trade union revitalization: trade unions play a central role in extending social protection for workers in the informal economy >





Despite serious decent work deficits in the rural economy, successful examples exist of trade unions servicing and representing workers in the rural economy worldwide.







Digital technologies and trade union revitalization in the Arab States region





Publication datable

Data foreight to their and all ages at another fuller and all ages

69100 -

Using foresight to think and act upon an uncertain future world of work

This working paper explores how trade unions worldwide are adapting to transformations in the world of work through strategic foresight. Documenting experiences from 2019-2023, it offers examples and lessons from foresight workshops conducted globally, addressing challenges like automation, digitalization, environmental changes, and geopolitical tensions.

0 X II

Working Paper 118

Content also available in: español

The world of work is experiencing multiple transformations driven by automation and digitalization, environmental changes, (de)globalization, and demographic shifts, among other factors. The effects of the COVID-19 pandemic, worsening

Trade unions in transformation: Experiences from Europe and Central Asia

> Trade union revitalization: Experiences and key lessons from Southern Africa

etu.

Calleri . Auno 1 Mart

About and Resignant

radie unions anticipating atternative futures

of axis frame let calcula 17 stee, of extract

Trade unions anticipating

alternative futures

🚍 Contento 👘 Orientativo 🛞 Orientativo 📢 Disere spitores 🕥 informativo, righte and







CONTRACTOR DURING STREET, ST. ARRANT CARLARY AND

etuı.

Institute 12 (10) Institute 11 mentionegap

United Nations Economist Network



FORESIGHT AND THE WORLD OF WORK: PLANNING THE FUTURE

Advancet. Many occupations looky diplot entit hes decades ago, and while certain accupations will disappear in the follow, the second second

INTRODUCTION

With the passing of the third industrial revolution that brought automation and information, communications and technology (ICT) advancements, and passage of the fourth 'digitalization' revolution' with its developments in robotics and digitalization, the world of work has, and continues to un-dergo multiple transformations.

As the departure of industrial annihibition and windows of per-aherters, the speed and inspace of key drivers of change will Major transitions will not anxiety follow innexts partnerses percenses. Descributions is unrealistic appropriate paper, while shortpaper and became with default care per re-part states.

2. Change drivers are not metadly or

While it is comforting to think of future change as being a

Why?

Fast change ...

Resonates with TU principles

- Non-prescriptive
- Participatory
- Democratic
- Complexity
- Transformative
- Empowering



To-the-point ...

Diverse experiences ...

From awareness-raising to training

Cycle

- Horizon scanning
- Scenario development
- Organisational change



EXPLORING THE FUTURE OF

7 1002725

1

Experiences ...

Uzbekistan and Kyrgyzstan

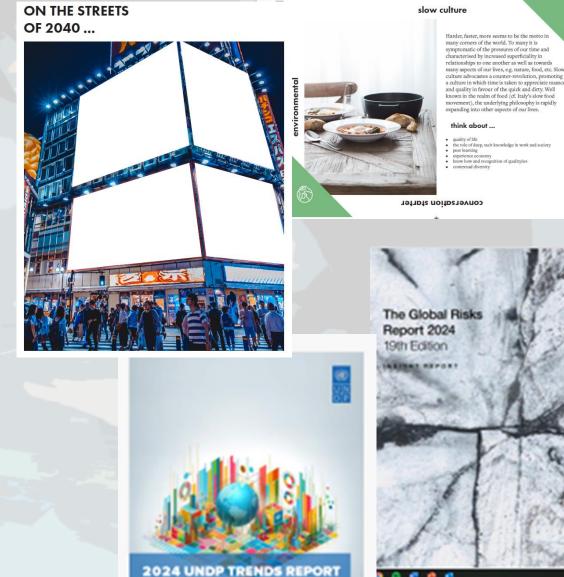
Southern Africa

Continental Africa

Asia

...

Arabic states



En.0.

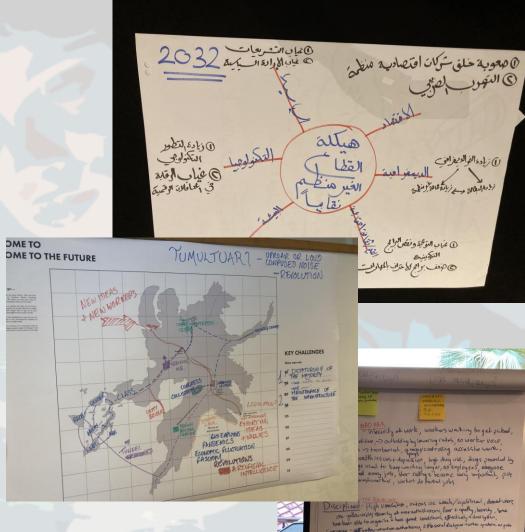
.

British Hollow Donatorners Programme Bindego & Falcon, Topo

THE LANDSCAPE OF DEVELOPMENT

Lessons learned ...

- Potential
- Positive
- Local context
- Political buy-in
- Investment vs waste of time
- From 2-4 years ... to 10-20 years
- Resources
- Out-of-the-box and long-term is complicated
- Quality depends on input ...



Transformation - by organized by bogoing protons, show units for an analytic density to be provided and bogoing the second states in a call of a second second second second second states and the second second second second second second states and second states in the second second second second second states and second se

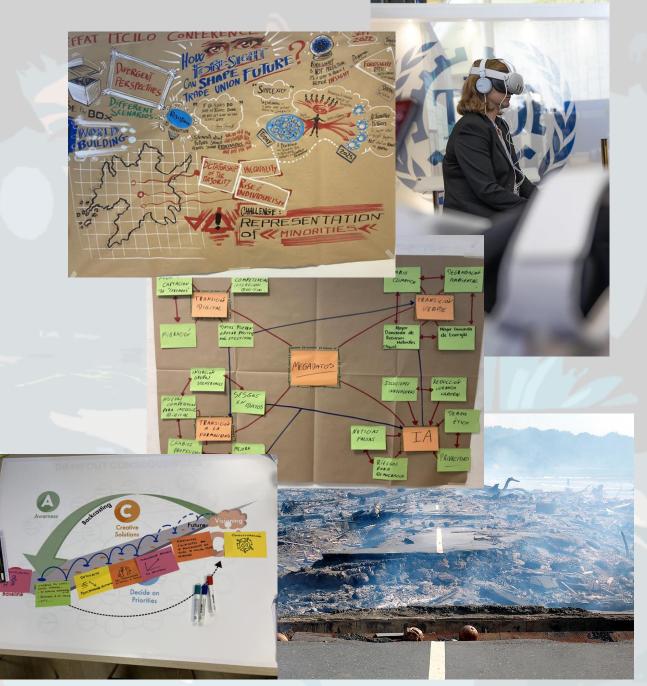
What's next?

From trends ... to disruptions

Geo-political change

The potential of AI

Organisational change



Thank you !

... It makes sense

... Opportunity

... Positive