

The future of work in the Argentine perspective

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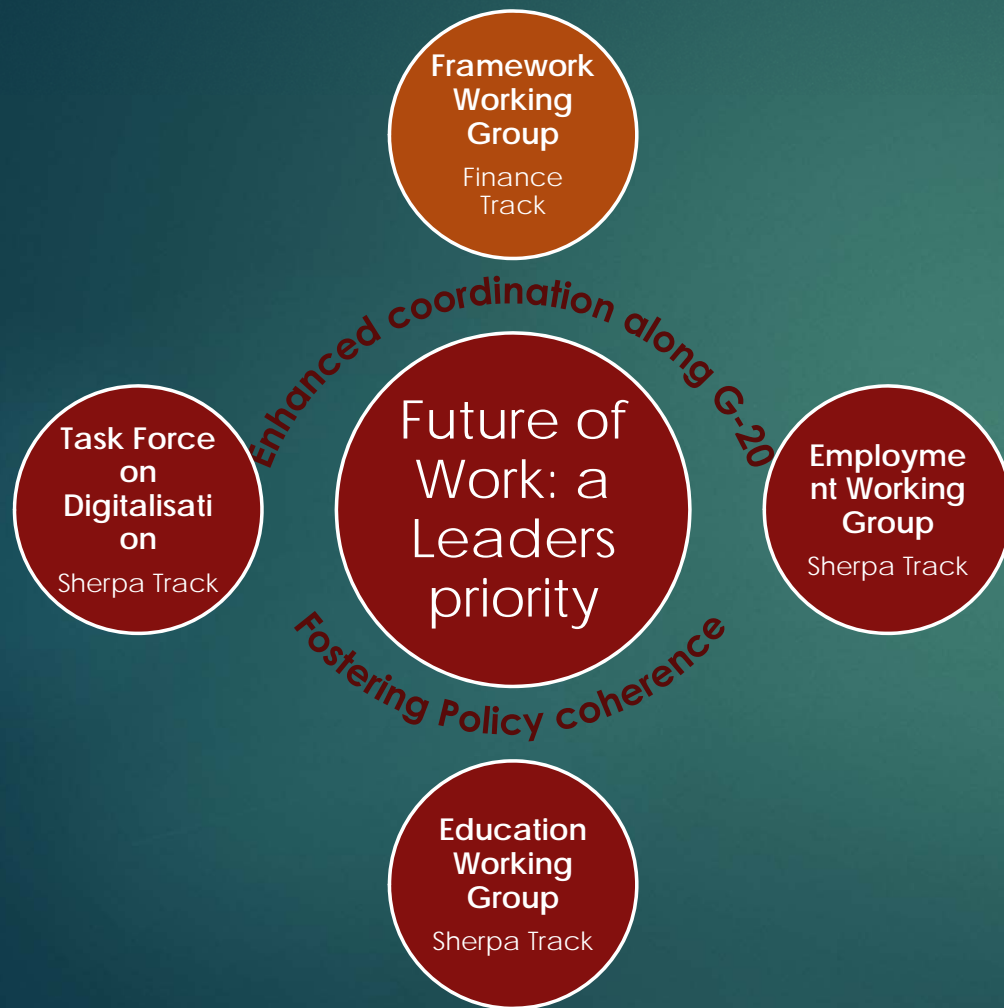


Diagnosis



- ▶ Labour markets are going through significant changes, mainly driven by digitalisation and automation, but also by globalisation, demographic transitions, and individual and societal expectations about work
- ▶ Particularly digitalization and automation bring opportunities, but they also entails risks: they may increase inequality (labour market segmentation, polarization, income distribution)
- ▶ New skills are required, skills mismatch, lifelong learning approach
- ▶ New forms of work are emerging affecting the quality of work. Women are particularly over represented in non standard forms of employment

The Future of Work as an Argentine priority for G20



"We need to create the conditions for more and better jobs. We need to provide tools and skills to those people looking for a job and those whose jobs are at risk of being replaced by automation. We should explore global initiatives that ensure that everyone has a chance to develop their full potential so as to benefit from the new technological era"

Priorities

Promoting skills and lifelong learning for inclusive growth and decent work

- Addressing skills mismatches: upskilling/reskilling. Skills governance system.

Promoting labour formalization and decent work

- Non standard forms of employment/gig economy/informality

Strengthening social protection for the future of work

- Making Social Protection Systems more sustainable and adaptable

INEQUALITY

Social Dialogue

Gender Equality

Disability at work

SOCIAL DIALOGUE: L20-B20 OTHER EG

Possible responses and challenges

- ▶ Skills development policy: integrated institutional approach
- ▶ Strengthen compliance with existing legal frameworks, but also develop innovative ones to capture permanent transformation
- ▶ Adapt social protection systems to guarantee the access and fair transitions for all.
- ▶ Promote cooperation and knowledge shearing at a regional and global level

Persistent inequality
New legal framework

Policy coordination

Unions-business dialogue: Go beyond sectors

Young people in most vulnerable situation

Change traditional models/ Social dialogue

Gender perspective

Tax reform

The case of Argentina

- ▶ Survey about employment and innovation–ENDEI- (2010-2012):
 - ▶ Evidence a positive relation between innovation and employment at the firm level.
 - ▶ Those firms oriented to foreign markets created relative more employment than those oriented to the domestic market (particularly big companies)
 - ▶ Innovative firms 1) implemented train programs to face new demands, 2) incorporated qualify employees, 3) incorporated new employees and trained them.
 - ▶ The more firms invested in training, the more they innovated in process and products
 - ▶ Innovative firms –big and SMEs- payed higher salaries

Some current initiatives

- ▶ Sectoral Councils for Professional building
- ▶ Focus on young people (24% unemployed): employment fairs (*fairs of the future*), coworking spaces (access to technology, professional building)
- ▶ Creation of the Secretary of Promotion, Protection and Technological Change
- ▶ Project to create an independent professional building agency

Thank you!

