

Global Project | Future of Work

Digitalisation and Employment: Shaping the Future of Work

Since the beginning of the 21st century, the interplay of megatrends such as globalisation, digitalisation, climate and demographic change has accelerated the transformation of global economic structures. Of all these megatrends, **digitalisation is the most pervasive:** the enormous growth in global computing power, data transmission capacity and networks is fundamentally reshaping the way we work.

Current economic developments, driven by advancing digitalisation, are transforming businesses and the labour market significantly, both in the global north and in our partner countries. Digital labour platforms have become cornerstones of both the gig economy, for local services such as taxis and food delivery, and the cloud economy, where they act as a marketplace for competitive programming, contest-based design or simple click work. Equally, the practice of business process outsourcing (BPO) continues to gain importance globally as more and more digital services and knowledge or business processes are sub-contracted to third-party providers, either domestically or offshore. Digital technologies are creating new forms of economic activity, and tech-savvy entrepreneurs are setting the pace for digital transformation in many sectors. Meanwhile, digital self-employment and non-scalable digital micro-entrepreneurship are expanding rapidly in the development cooperation sector.

These developments create both **opportunities and challenges.** They also raise crucial questions: How can the digital transformation of the economy and the labour market be shaped to create more and better jobs? How can people acquire the skills they need for the digital workplace? What opportunities do these new forms of employment offer for women and vulnerable groups? What will the social security systems of the future have to look like? And what must be done to enforce decent working conditions and basic labour and social standards in the digital services sector and the platform economy?

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| Commissioned by | German Federal Ministry for Economic Cooperation and Development (BMZ) |
| Country | Global, partner countries: India, Rwanda |
| Overall term | August 2020 to December 2022 |

To tackle these questions, Germany's Federal Ministry for Economic Cooperation and Development (BMZ) has commissioned GIZ to implement a global project entitled 'Future of Work' out of its Fund: Policy Coherence for Sustainable Development. The Federal Ministry of Labour and Social Affairs (BMAS) is also partnering the project, and both the Federal Ministry of Education and Research (BMBWF) and the Federal Foreign Office (AA) will be consulted on a regular basis.



The project aims to identify the opportunities and challenges associated with the transformation of global economic structures that we are currently experiencing. Focusing on two partner countries, **India and Rwanda**, it will establish a range of **scenarios for the future of work**, identify best-practice examples and team up with policymakers and civil-society partners to develop suitable options for action. In this way, the project will contribute to a wider debate with developing countries and emerging economies and to international dialogue and agenda-setting. Its objective is therefore to set out cross-sectoral approaches that can help us shape the future of work in ways that favour sustainable development and to mainstream them in the national and international policy dialogue.

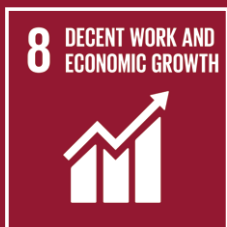


The project will facilitate analysis and discussion of the issues involved through a series of dialogue-based activities at three main levels:

- **National dialogue:** The project will analyse the opportunities and challenges created by digitalisation and future work scenarios in India and Rwanda. It will also identify examples of best practice for shaping the future of work. The findings will be discussed at scenario-based multi-stakeholder workshops in both countries with a view to jointly developing cross-sectoral strategies.
- **Regional and superregional dialogue:** In collaboration with government representatives, the project will organise peer-learning activities to facilitate the exchange of knowledge and experience between interested countries in Africa and Asia.
- **International dialogue:** Based on experience gained from analysis and regional activities, the project will promote close cooperation with international organisations such as the World Bank, the Organisation for Economic Co-operation and Development (OECD) and the International Labour Organization (ILO) in order to establish 'future of work' as a key issue on the international agenda and contribute to the development of common positions.

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- Promote development-oriented policies that support productive activities, decent job creation, entrepreneurship, creativity & innovation.
- Achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities.
- Protect labour rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment.

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