

International Labour Review

SPECIAL ISSUE

Future of work (Part II): Rethinking institutions for social justice

Guest Editor: Uma RANI

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- 1 **Back to the future: A continuity of dialogue on work and technology at the ILO** Miriam A. CHERRY
- Concerns about technological unemployment are not new. Specifically, policy debates surrounding automation processes in the 1960s reflected both optimism and concerns about the job-destroying potential of technology. Studying the archives, and in particular the information collected by the Bureau of Automation, shows that many of today's policy proposals were originally raised at the ILO during that period, even though they were never translated into regulatory policy. This article thus suggests that reopening this past dialogue may reveal useful insights for addressing current challenges, and enable us to achieve the world of work we wish to see in the future.
- Keywords: future of work, technological change, automation, unemployment, job insecurity, development policy, history, role of ILO.
- 25 **Labour geographies of the platform economy: Understanding collective organizing strategies in the context of digitally mediated work** Hannah JOHNSTON
- The article examines the geographies of collective labour struggle in the platform economy. It distinguishes between the unique spatial features associated with place-based work and crowdwork to examine the divergent collective organizing strategies developed therein. Taking works councils, collective bargaining and multi-enterprise agreements as three examples of social dialogue, the article considers why different

types of platform workers gravitate towards particular strategies, analyses the regulatory frameworks within which these workers' collective struggles are bound, and assesses the propensity for these expressions of solidarity to improve the terms and conditions of platform work.

Keywords: labour geography, platform economy, collective bargaining, social dialogue, future of work.

47 **Regulation and the future of work:
The employment relationship as an innovation facilitator**

Antonio ALOISI and Valerio DE STEFANO

Digital transformation and the reorganization of the firm have given rise to new forms of work that diverge significantly from the standard employment relationship. Advocates of digital disruption suggest that the existing legal framework cannot accommodate "innovative" working templates and business models. This article, however, argues that labour regulation can continue to facilitate innovation, presenting the employment relationship as a flexible instrument, and standard forms of employment as the means of achieving efficiencies and cost advantages. First, they allow for the full exercise of managerial prerogative and attendant internal flexibility in workforce deployment, and, second, they constitute an effective device to deliver training and develop skills.

Keywords: future of work, technological change, regulation, labour flexibility, cost effectiveness, employment relationship, platform work.

71 **Measuring what matters and guiding policy:
An evaluation of the Genuine Progress Indicator** Günseli BERIK

This article examines the Genuine Progress Indicator (GPI), which seeks to respond to the shortcomings of GDP and the main contemporary challenges to welfare. As a monetary indicator, the GPI is uniquely suited to evaluate the impact of policy proposals and its dashboard-like features are able to track changes in contributing variables. While the GPI is currently not available for use in cross-country analyses, it will be measurable using a standard methodology once certain data issues have been resolved and a consensus is reached on GPI 2.0. Currently, the main obstacles to its widespread use are lack of political leadership and institutional support.

Keywords: economic evaluation, measurement system, gross domestic product, cross cultural analysis, well-being, economic development, methodology.

95 **Labour and international accounting standards:
A question of social justice** Samuel JUBÉ

As the international guardian of social justice, the ILO is witnessing a global revolution in accounting, which has culminated in international accounting standards (IAS-IFRS). Previously, accounting measured the economy in relation to the capacities and responsibilities of workers and their employers. Today, the exact opposite is the case: the IAS-IFRS no longer measure work and enterprises, referring instead to the abstract concept of a cybernetic entity capable of constant restructuring, at the cost of unprecedented inequality. The author points to the incoherence of this system and to the need to restore the full carrying value of labour.

Keywords: international labour standards, accounting, reporting system, corporate social responsibility, working conditions, regulation, role of ILO, value of labour.

117 **The tasks ahead of the ILO at its centenary** Alain SUPIOT

The principles that define the normative missions of the ILO – as set out in its Constitution and in the Declaration of Philadelphia – have lost none of their value or relevance. The circumstances in which those missions are carried out have, however, changed profoundly. The global organization of labour is currently witnessing major technical, environmental and institutional upheavals which, in turn, pose legal challenges for the ILO in each of these areas. The ILO's answer to these challenges should

be based on three principles whose implementation is encompassed by its constitutional mandate: the principles of solidarity, economic democracy and social and environmental responsibility

Keywords: ILO, future of work, ILO Constitution, Declaration of Philadelphia, normative mission of the ILO.