



YOUTH:

Draft position on the challenges of the Future of Work

1. Technological development is occurring in the framework of economic stagnation in the developed economies, and a global economic model that incentivises precarity and lack of formal work opportunities. This model has a negative impact on young people.
2. Technological change is characterised by increased digitalisation. This process will increasingly change the skills and abilities required in work, and this demands that young people be provided with lifelong learning opportunities.
3. The ILO estimates that worldwide 21% of young people are not in employment, education or training. Nor are there specific supporting mechanisms targeting youth in most countries. Young people are therefore at high risk of economic and social exclusion, particularly from social protections. Young women are in an especially vulnerable position as they also suffer from sex discrimination.
4. In low income countries among those who have work, nine out of ten young people are in informal employment. In middle income countries, two out of three are in informal employment. The majority of these young people live in poverty.
5. The platform economy relies upon an available pool of informal labour, with many workers spending large amounts of time carrying out unpaid labour (looking for jobs and taking qualification tests). The technology leads to inequalities between those who have the necessary physical abilities, hardware or capital, and skills to use it. In urban areas young people are heavily represented among platform workers in delivery and ride-hailing.
6. In the poorest countries about a third of young people have no educational qualifications. Where they are in education it is not guaranteed that education systems are providing young people with the skills needed for work. Young people are therefore in special need of training, retraining and educational opportunities.
7. In many areas new technology is introduced under the assumption that existing workers cannot be trained to fulfil the new roles. Young workers in vulnerable roles are therefore excluded from the opportunity to retrain, and therefore lose their jobs to others with academic qualifications.
8. Young workers will be heavily exposed to new monitoring, surveillance, rating and benchmarking systems that are based on data. This can happen via platform employers who use algorithms to manage the work process, but also through the introduction of surveillance tech and software.
9. Young workers will have their working lives increasingly conditioned by the one-sided transparency this creates around them. The monitoring of individual performance violates workers' privacy and has negative implications for their health and safety. The drive to abide by productivity or other targets pushes safety down the list of priorities and monitoring induces psychological distress. They will need mechanisms of redress if they are not to become even more vulnerable to arbitrary decision-making.

