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Acknowledgements

At the end of its third year, the JustJobs Network continues to be a credible, dynamic and sustained source for research on how to cope with the changes affecting labor markets worldwide. This would not have been possible without the support of our board members and advisory group members, especially Anil Kakani and Michael Ettlinger. Many thanks to our fellows, staff and donors. The Norwegian Ministry of Foreign Affairs provided the seed funding with which the JustJobs Network got its start. We are very grateful to the International Development Research Center, UNICEF and our other donors for their sustained support to address some of the most pressing challenges confronting the world of work today.
ABOUT US

JustJobs Network is a private, nonpartisan organization, finding evidence-based solutions to one of the most pressing challenges of our time: how to create more and better jobs worldwide.

As the world of work undergoes dramatic restructuring, from transformations in technology and global value chains, to rising volumes of migration and the largest-ever wave of urbanization, we provide empirical research, insights, and innovative policy solutions on these transformations, and help bend the power of these profound changes toward good job creation.

Along with bridging critical knowledge gaps in the global employment landscape, we convene a global network of diverse stakeholders — including policy shapers, academics, private sector and grassroots leaders — to deepen the practical implications of our research and amplify its impact.

Through the combination of cutting-edge research and global knowledge sharing, we aim to forge a fresh, dynamic channel for policy dialogue on employment at national, regional, and international levels.
MISSION

To improve the quantity and quality of jobs worldwide toward less poverty, greater equality, and more sustainable economic growth.

CORE PRINCIPLES

1. Unequal access to sustainable energy reinforces economic inequality. The movement for livelihood creation must include strategies for addressing energy poverty.

2. Trade need not pit workers and businesses against each other. A reinvented trading regime that prioritizes quantity and quality of employment can renew the promise of global integration and raise living standards worldwide.

3. Globalization, urbanization, and technological advancement are upending traditional employment models. Governments, businesses and civil society must respond with new and reformed policy frameworks to protect workers and ensure lifelong quality employment.

4. The risks and costs of unjust employment are borne disproportionately by marginalized groups: women, youth, and migrants. Strategies for creating quality employment must consider the specific needs of these communities.

5. A movement for quality employment anywhere must bring together workers everywhere. In an integrated economy, the rights and opportunities of workers in the global North and the global South are inextricably bound together.

6. A capitalism that is both economically viable and morally sound depends on governments and corporations that invest in people through education and skills training, fair wages, and safe and healthy working conditions.

7. A new vision of employment-based growth is essential to rescue economies around the world from soaring inequality and dwindling opportunity. Just jobs that provide appropriate remuneration and opportunities for upward mobility create sustained demand, dynamic economies and shared prosperity.
We are at a critical juncture in our history where technology, climate change, urbanization, migration and increasingly complex production chains are upending the way we live and work. The choices we make today will determine whether we emerge on the other side of these transitions as a more prosperous, equal and just society, or one that continues to be characterized by conflict, growing inequality and scarcity.

Empowered by our mission to improve the quantity and quality of jobs and help build a versatile and resilient global workforce, the JustJobs Network provides governments, the private sector and civil society with rigorous data-driven research and insights to help decision-making.

Our 2016 Annual Report illustrates the JustJobs Network’s many accomplishments. Through the concerted effort of a dedicated team, insightful board members and advisors, supportive partners and donors, in 2016, we launched a 10-chapter volume of case studies from around the world that documents how technology, in its different dimensions, is effecting employment around the world. With our projects in India, Indonesia and Zambia, we worked on a policy agenda to promote job-rich urbanization. Informed by our fieldwork in Vietnam, Myanmar, Thailand and the Philippines, we continue to study how to make industrialization and value chains more inclusive. And how to craft workforce development programs, in India and abroad, that prepare workers for the demands of a 21st century economy.

These are just a few of our accomplishments in 2016. Next year and beyond, we intend to continue on this purposeful path, and do our bit to improve our working lives.

Sabina Dewan
President & Executive Director,
JustJobs Network
TRANSFORMATIONS IN WORK

The world of work is undergoing massive transformations – the speed and scale of which are unprecedented. From rapid advancements in technology and increasing complexity of global value chains, to rising volumes of migration, the largest-ever wave of urbanization and climate change, these structural shifts will reshape the employment landscape for generations to come. Through its evidence-based policy insights, JustJobs Network helps governments, businesses and civil society navigate these transformations toward the creation of more and better jobs and an equipped and prepared workforce.
TRANSFORMATIONS IN WORK
CREATING JOB-RICH ECONOMIES IN THE 21ST CENTURY

TECHNOLOGY
Across the globe, sweeping advancements in technology are creating new kinds of job opportunities that would have been difficult to imagine just a decade ago. At the same time, robots, machinery and artificial intelligence are also replacing workers across a diversity of occupations. We study the specific changes under way in the labor market due to emerging technologies, and how they can be managed to promote the development and dignity of work and workers everywhere.

URBANIZATION
Often celebrated as engines of growth, the vast potential of cities hinges on pragmatic policies that promote productive employment opportunities. Where cities fail to create good jobs, we witness a growing urban underclass stuck in low-paying and low-quality informal jobs. As the number of people living in urban areas rises rapidly across the globe, we explore which policy frameworks can help stimulate job-rich urbanization and ensure that cities are centers of prosperity and not poverty.

HUMAN MOBILITY
As of 2015, 244 million people lived outside their country of origin. While the majority of migrants cross borders in search of better economic opportunities, others are forced to flee because of conflict or climate change. Mobility within countries is on the rise too. Our research analyzes policy initiatives to promote the integration of workers in destination markets. At the same time, we examine the lack of opportunity in places of origin that drives many to migrate in the first place. Our goal is to build a future where migration is a choice, not a compulsion.
Countries across the globe are evaluating the costs and benefits of international trade. Some are rushing into the global marketplace with an ambitious focus on exports and participation in global value chains. Others are retreating in the face of public distrust of open markets. Against this backdrop, we focus on the steps that governments, civil society and businesses can take to promote inclusive growth in the face of increased integration, to ensure that more people benefit from an expanding economic pie.

Many countries are already facing the dual challenge of meeting their growing energy demands while containing the impact of climate change. A broad consensus now exists on an urgent need to shift the global economy onto a cleaner, more sustainable growth trajectory. Our research examines how we can minimize the adverse impacts of climate change on livelihoods in severely affected regions. It strives to understand how the shift toward renewable energy and a greener economy might stimulate the creation of just jobs.
Our research focuses on addressing the existing gaps in information and understanding of rapidly changing 21st century labor markets. We look for innovative solutions to employment challenges based on the reality that the quantity and quality of employment are critical indicators of macroeconomic health.
As the 21st century unfolds, the inevitability that a growing share of people will live in cities is juxtaposed with deep uncertainty about what the urban future holds – particularly in the rapidly urbanizing countries across the African continent. It is estimated that in the next three decades, 900 million people will be added to Africa’s cities, nearly tripling the current urban population on the continent. But this boom in urban population has not witnessed a corresponding growth in city-based just jobs.

Examining the case of Zambia, JustJobs Network in partnership with the Zambia Institute of Policy Research and Analysis (ZIPAR) and the International Growth Centre (IGC), examined the labor market trends in Zambia to propose a policy framework that will help the country’s leaders harness urbanization to create just jobs.

Zambia finds itself at an important juncture in determining its urban future. Despite high rates of sustained economic growth in the past and reasonably optimistic predictions about the future, Zambia’s urban labor markets are not creating enough of the kinds of jobs that will propel inclusive growth and maximize Zambia’s “demographic dividend.”

Through its concrete guiding principles for urban governance, and its specific actionable policy recommendation, this report urges the Zambian government to consciously shape and strengthen the economic base of cities, along with creating enabling environments for productive economic activities.
SUPPLYING SKILLS FOR JOBS
A STATE-LEVEL ANALYSIS OF TRAINING ACROSS INDIA

The rapid growth in the size of India’s labor force has created a sense of urgency to create jobs and equip the country’s youth with the requisite skills for those jobs. Although there has been a clear push toward investment in vocational training and skills development outside the formal schooling system, a meager two percent of the population has undergone any formal training—presenting a massive skilling challenge for the country.

This report compares state-level investments in skills with state-level economic and social indicators. By capturing regional variation in skill development infrastructure across the country, this report analyzes the supply side of skills provision.

Two key questions framing this analysis are: What factors determine a state’s demand for skills training? And how should policymakers weigh competing factors in allocating funds for skills across states?

By examining critical issues of immediate relevance to policymakers, this report presents specific policy recommendations for the government to align the geographic distribution of skills training facilities with the country’s social and economic priorities, and provides key decision-makers with strategies for skill development that would enable them to allocate funds across states more effectively.

Atisha Kumar
August 2016
The U.S. House of Representatives Ways and Means Committee Democrats invited JustJobs Network Executive Director Sabina Dewan to submit a statement on the labor provisions of the Trans-Pacific Partnership (TPP).

In her statement, Ms. Dewan noted, “Trade is complicated. And it is anything but free—its benefits come at a cost.”

Addressing the broader concern of protecting workers against the backdrop of deepening integration, Ms. Dewan argued that “labor provisions in trade agreements are one of the few levers we have to address concerns pertaining to workers,” and that “the TPP, and the accompanying arrangements with Vietnam, Malaysia and Brunei, make strides in strengthening labor provisions in trade agreements.”

She concluded by calling for more work to ensure that “if ratified, the agreement is implemented and enforced in a way that makes the repercussions of non-compliance real.”

Sabina Dewan
January 2016

Research for this chapter was supported by:
Technology is fundamentally transforming the way people live and work. Some worry that deepening automation and the rapid growth of online and “on-demand” labor platforms are eroding job quantity and quality, while others claim that emerging technology will generate new employment opportunities, and that productivity gains will translate into more and better jobs in the long run.

Launched as part of JustJobs’ new campaign “Transformations in Work” – a global effort to provide research and insight into the large-scale transformations reshaping jobs and the nature of work – this 10-chapter volume introduces real case studies from around the world, illustrating how technology in its different dimensions is shaping employment outcomes.

From online freelancer platforms in Latin America to the on-demand economy in Indonesia, from new models of work design in Germany to tech-based farm subsidies in Zambia, this volume seeks to add nuance to the global debate surrounding the impact of technology on the world of work.

The Signature Network Volume

JustJobs Network produces an annual volume in partnership with the research institutions that comprise its global network. Each year, the network members select a timely theme of critical importance to the world of work and submit individual chapters examining the topic from different angles and country perspectives. The volume showcases the diverse experiences of countries around the world in tackling employment issues, drawing lessons to inform future policymaking.
1. New technologies require rethinking “work design” – the way labor and technology are deployed, how work is executed and the kinds of tasks and interactions it involves.

2. The on-demand economy demands new forms of regulation and worker representation. Policymakers must be proactive about harnessing its benefits and minimizing its costs.

3. Technology holds the promise of improving livelihoods and enabling labor market access for marginalized communities, but these effects should not be overestimated.

4. Workers are leveraging digital technologies to empower and organize themselves.

5. The discourse on technology highlights the trade-off between efficiency and equity, and policy frameworks must strike a balance between the two.

CONTRIBUTING INSTITUTIONS
As advancements in digital technology and the growing ‘shared’ economy transform the world of work, familiar fears about their impact on jobs have resurfaced. On one hand, technological advancements hold potential to boost productivity, the demand for labor and the quantity and quality of jobs.

On the other hand, as Prakash Loungani, Chief of Development Macroeconomics at the IMF Research Department, writes in this chapter, “policy makers must acknowledge and address the displacement that results from the use of new technology. Without appropriate policy frameworks to manage these changes, fears about the short-run job losses will trump the longer-run benefits of technology adoption.”

Writing about the significant evolution in the IMF’s policy advice—increasingly geared toward balancing the efficiency and equity effects of labor market developments—Loungani argues for increased redistribution as a way of ensuring that the benefits of technology are shared by all. He further shares critical recommendations for policymakers to successfully deal with the impact of transformations in technology on the nature and quantum of jobs worldwide.
The “digital economy” is increasingly penetrating all aspects of social and economic life. There is an urgent need to map out the effects of such pervasive digitalization on workers across the globe.

Focussing on the effects of the digital economy in both industrialized and developing countries, this report by General Secretary of the International Trade Union Confederation Sharan Burrow, and co-author Anna Byhovskaya, explains the social impact of innovations in technology that are sweeping the globe at an unprecedented pace and scale. These changes are amping up automation processes, re-structuring service delivery and fueling more complex value chains. Technological advancements bring opportunities for productive growth, but they also pose the threat of displacing workers from jobs and of increasing “casualization” of work.

Examining how digitalization affects occupational tasks in existing jobs, and the nature of new jobs created directly by the digital economy, especially in context of online platform-enabled work, this report stresses the need for social dialogue in ensuring that the flexibility gains from technology advance together with workers’ well-being and protection. Considering that healthy industrial relations are linked to greater income stability and distribution, the authors recommend an expansion of union membership and collective bargaining coverage, rather than their dilution, in the context of the digital economy.
Emerging economies are struggling to cope with the global jobs crisis, as vulnerable employment and underemployment continue to plague their labor markets. At the same time, there is growing optimism that online talent platforms are set to drive employment and wage growth in developing countries, by creating a level playing field and shifting employment from high-wage to low-wage countries. The projected gains from online labor platforms however, depend on the ability of these platforms to bridge important information gaps in the labor market.

This study examines Nubelo – the largest online labor platform for Spanish-speaking employers and workers – and find that employers, whenever they lack complete information about potential employees, tend to award online labor contracts based on nationality.

Workers based in developing countries are less likely than Spanish workers to win contracts from employers in Spain and earn lower wages – even when all other factors, like qualification and prior work experience, are equal. This isn't because Spanish employers are inherently prejudiced against workers from developing countries, but because their preferences are affected by lack of information.

The study offers policy recommendations that would help bridge these information gaps and realize the potential of online labor platforms to create more and better employment for workers worldwide.
The emergence of the "on-demand" or "platform" economy illustrates the power of technology to make it easier, faster and cheaper for consumers to access services, while also creating income-generating opportunities on a large scale in a short period of time.

But critics warn against its reliance on self-employed workers who take on many of the risks of entrepreneurship without the benefit of a guaranteed wage and employment benefits. Moreover, the effects of the on-demand economy vary across the developed and the emerging economies.

Studying the on-demand economy in Indonesia, this study explains that high levels of informality and poor employment outcomes in the formal economy mean that unlike in the Global North, the on-demand economy represents an opportunity for better work and benefits. However, there is a need for new forms of regulation and worker representation that keep up with the fast pace at which this sector is expanding. The new kinds of companies and work arrangements that have evolved necessitate an evolution in policy frameworks to ensure basic standards of work quality.

Policymakers must be proactive about harnessing its benefits and minimizing its costs. Only then can the innovative potential of the on-demand economy be realized, including their capacity to strengthen social protection for a range of flexible, part-time, and self-employed workers.
We are committed to bringing together a diverse set of policymakers, researchers, private sector players, and civil society leaders to share knowledge, engage in high-level policy dialogue and build consensus around evidence-based solutions to create more and better jobs worldwide.
The JustJobs Network’s annual summit, “Transformations in Work: Creating Job-Rich Economies in the 21st Century” took place on October 18-19 in Berlin, Germany. Co-hosted by Friedrich-Ebert-Stiftung, the summit brought together global leaders to address the impact of several profound ‘mega-trends’ on the nature of employment. The world in which we live and work is undergoing dramatic changes. Migration, technological advancements, restructuring of global trade, rapid urbanization and climate change are transforming the employment landscape across the globe. The event was geared toward answering the question: How can we adjust to these changes in a way that benefits employment and workers?

The two-day event began with a keynote address by the Indonesian Minister of Manpower, H.E. Mr. Hanif Dhakiri, followed by a panel discussion between global leaders on how transformations in our working world can be navigated to create more and better jobs worldwide. A roundtable discussion among government, private sector and civil society stakeholders further examined the nature and consequences of key transformations in global labor markets, and brainstormed concrete strategies to leverage these mega-trends toward creating job-rich economies.
JUSTJOBS NETWORK’S ANNUAL SUMMIT FOCUSED ON THREE KEY THEMES:

1. TRANSFORMATIONS IN TECHNOLOGY, TRANSFORMATIONS IN WORK

While many raise the specter of a mass displacement of workers resulting from automation, others claim that the current technological revolution will not be fundamentally different from those of the past – creating more jobs than it destroys. What are the immediate and near-future impacts of large-scale technological transformation? What policy and institutional responses do these changes demand?

2. THE LAST AND LARGEST WAVE OF URBANIZATION

The world is witnessing the last and largest wave of urbanization – one fundamentally different from those that occurred in the 19th and 20th century. What are the causes and consequences of “jobless” urbanization? How can we move toward job-rich cities in the 21st century? As millions of people move from agrarian to urban occupations, how do we leverage cities as “engines of growth”?

3. MIGRANTS – BURDEN OR RESOURCE FOR ECONOMIC DEVELOPMENT

Europe became home to more than one million migrants and refugees in 2015. In addition to managing the immediate humanitarian challenge, European countries also require labor market policies that facilitate social and economic integration. Against the backdrop of its ageing workforce, Europe needs young workers from abroad to support its economy in the long run. Thus, there is a growing imperative for European countries to invest in development of migrant workers and refugees. How should skill development and labor market information systems adapt to ensure that the new residents of Europe are linked with jobs that match their potential?
Indonesian Minister of Manpower, H.E. Mr. Hanif Dhakiri, gave a keynote address at the annual summit. He emphatically noted that “there is nothing inevitable about inequality,” and highlighted Indonesia’s recent success in reducing inequality and spurring opportunity through public investment.

Acknowledging that technology and digitalization are rapidly transforming the landscape of labor markets throughout the world, Mr. Dhakiri stressed the importance of education and skills training for building an employable workforce in a dynamic global labor market.

He also commended the JustJobs Network for its work in mainstreaming the issue of job creation that is just and promises inclusive growth.

“Undoubtedly, the quality of human resources is key to the implementation of sustainable and equitable economic growth.”
Acknowledging that Brazil, like other emerging economies across the globe, is not only facing challenges of the future but also grappling with those from the past, minister Amorim stated that instead of more ambitious goals, we should focus on pursuing just, fair and balanced goals. This approach would help spur job creation in all parts of the world. He also emphasized the significant role and influence of multilateral organizations in taking decisions that would direct countries toward these goals.

Donald Kaberuka
Former President, African Development Bank

Stressing the need for a dynamic and forward-looking analysis of labor markets, Dr. Kaberuka moved to the specific mega-trend of migration. According to him, migration is a phenomenon that may be slowed but cannot be stopped. Pointing out that the Middle-East and Africa will soon have an overwhelmingly young labor force, while other regions in the world will have to contend with an ageing workforce, he noted that stakeholders must hold meaningful conversations around migration and demographics.

Focusing on the idea of circular migration, especially within ASEAN, Dr. Zaw Oo spoke of the need for a policy framework that integrates return migrants in domestic labor markets and leverages their skills obtained abroad toward domestic economic growth. He noted that as the country moves ahead on its path of economic development, Myanmar is keen to learn from the experience of other countries and prepare itself for the challenges that global transformations present.

Zaw Oo
Senior Advisor, Office of the President, Myanmar

According to Mr. Sommer, the system of industrial relations in Germany has contributed to the country’s growth as one of the largest export-oriented economies in the world, even in the absence of any domestic raw materials. Adapting to the technological transformations with education and knowledge and leveraging social partnerships to bargain collectively, has contributed to Germany’s development and economic strength.
The emergence of global value chains (GVCs) is changing the way nations trade. Exploring the role of GVCs in promoting “inclusive industrialization”—the stipulated aim of the United Nations’ Sustainable Development Goal #9—JustJobs Network hosted a workshop with researchers, academicians and policy makers to define “inclusive industrialization” in the context of achieving better employment outcomes through global value chains.

The day-long workshop was co-hosted by the International Development Research Centre of Canada and the Asia-Pacific Research and Training Network of the United Nations Economic and Social Commission for Asia and the Pacific (UNESCAP).

Special thanks to:
At a time when the United States of America was preparing for one of its most polarized elections, the country's labor market indicators and the wider public sentiment on jobs reflected a curious discord. Although there was record job growth and low unemployment, public discontent with the state of the US economy was evident in the support for populist candidates.

JustJobs Network hosted journalists, researchers, policymakers and private sector stakeholders for a roundtable discussion on how the issue of jobs was shaping the American election. Michael Werz, Senior Fellow at the Center for American Progress, was the special guest at the event.

On the occasion of the United States-China Economic and Security Review Commission's visit to India, JustJobs Network hosted a dialogue focused on understanding the challenges that India must overcome to emerge as a strong economic power to counterbalance China's growing influence in Asia. Along with the Commission, the discussion was attended by members of the Economic Growth Unit of the American Embassy in India, World Bank and the media.
OUTREACH

A pivotal element of our mission involves making the organization's research visible to a range of diverse audiences around the globe. JustJobs Network team members routinely publish opinion pieces in major news outlets, disseminate findings directly to the media, present our work at global conferences, and use digital platforms to weigh in on key policy debates.
SHAPING THE DISCOURSE
Selected avenues where the JustJobs Network’s research and insights were presented

PRESENTING JJN SIGNATURE VOLUME AT ASIAN DEVELOPMENT BANK WORKSHOP
Manila, Philippines, January 2016
JustJobs Network’s Deputy Director Greg Randolph presented JJN research at an Asian Development Bank conference - “Labor Markets in Asia: How Trade, Technology, and Regulations are Shaping Asia’s Quest for Good Jobs.” Presenting key insights from the 2015 JJN signature volume “Global Wage Debates: Politics or Economics?” Mr. Randolph furthered the discussion on employment issues, especially in the context of structural transformation and globalization.

JJN JOINS CONSULTATION ON FAIR WAGES IN THE SEED SUPPLY CHAIN
Hyderabad, India, January 2016
The Fair Labor Association and Syngenta invited the JustJobs Network to share its insights on strategies to ensure that all workers in the hybrid seed supply chain are paid fair wages. JustJobs Network’s Tanvir Malik presented research on wages in the agricultural sector, examining key trends in the transition from subsistence to commercial farms and the coinciding movement toward wage labor in agriculture. His presentation further analyzed ‘emerging good practices’ geared toward ensuring better wages for agricultural workers, proposing roles for the state, buyers, and grassroots organizations. The conference was attended by prominent policy makers, business representatives, and civil society organizations working on agricultural livelihoods.
JJN MODERATES TTIP DIALOGUE IN SWEDEN
Stockholm, Sweden, May 2016

JustJobs’ Executive Director Ms. Sabina Dewan moderated a high-level dialogue on the Transatlantic Trade and Investment Agreement (TTIP). Organized by the Swedish Trade Union Confederation (LO), the Confederation of Swedish Enterprise and the Swedish Ministry of Foreign Affairs, the event was geared towards creating a platform for an open dialogue on trade. United States Trade Representative Michael Froman, European Commissioner of Trade Cecilia Malmström and Swedish Minister of EU and Trade Ann Linde were among the distinguished guests attending the dialogue. The discussion addressed regulatory hurdles, TTIP’s relationship to job creation, and how to ensure effective implementation to protect workers and the environment.

GLOBAL WOMEN LEADERS CONFERENCE IN NEPAL
Kathmandu, Nepal, June 2016

JustJobs Network’s Atisha Kumar participated at the Building and Woodworkers’ International (BWI) Union’s Global Women Leaders Conference. The event aimed to amplify the voice of young women leaders on key political and economic issues. The Head of the Friedrich Ebert Stiftung in Nepal, Mr. Dev Raj Dehal, and Mr. Surendra Prasad Chaudhary, Member of Parliament, Nepal, attended the event along with prominent union leaders. Ms. Kumar’s presentation fueled a vivid discussion on trends in the global economy and their implications for women workers.

ADDRESSING THE ECONOMIC COMMITTEE OF VIETNAM NATIONAL ASSEMBLY
Hanoi, Vietnam, September 2016

The Economic Committee of Vietnam’s National Assembly welcomed JustJobs Network’s Executive Director, Ms. Sabina Dewan, who addressed public perceptions of trade and politics in the United States, and the implications of the Trans-Pacific Partnership (TPP) for Vietnam. Drawing from her expertise and interactions with policymakers in the United States, Ms. Dewan concluded that although the TPP could come with significant benefits for Vietnam’s economy, the cost of adjustment and compliance could not be underestimated.

MOBILIZING PRIVATE CAPITAL FOR DEVELOPMENT: NORFUND CONFERENCE
Oslo, Norway, September 2016

To leaders from the business and development community gathered at the Norfund Summer Conference in Oslo, Ms. Sabina Dewan gave a keynote address on the 2016 theme “Mobilizing private capital for development.” Analyzing the issue through the lens of job creation, her remarks came in the opening session of the conference, alongside Norfund CEO, Kjell Roland and Chairman of Globeleq, Reuel Khoza. Norfund is Norway’s publicly owned development finance institution, which makes strategic investments in developing countries to spur economic development and job creation.

THE RISE OF ON-DEMAND DOMESTIC WORK

A working paper published by the Overseas Development Institute (ODI), drew significantly from the research insights from JustJobs’ 2016 signature volume “Transformations in Technology, Transformations in Work.” The authors of the publication, Hunt and Machingura (2016), cite three chapters from the volume and echo its call to involve and engage diverse stakeholders in the process of policymaking.
INFLUENCING PUBLIC OPINION

Selected opinion pieces by the JustJobs Network team published in international media outlets.

INDIA, INDONESIA SHOULD CRAFT BILATERAL PARTNERSHIP AROUND URBANISATION, JOB CREATION

The Wire, Gregory Randolph and Mukta Naik, December 2016

Indonesian cities have been far more successful in tackling major urban challenges like slum upgrading, piped water connections and sanitation. Indonesia has also inculcated a culture of healthy competition among its cities—awarding high-performing municipalities for their progress in addressing social, economic and environmental issues...

Even though Indonesia, like India, has an imperfect record of promoting inclusive forms of growth and urbanisation, its successes—and struggles—may hold more lessons for India than those of China or the West, which have been the favorite comparators for Indian policymakers. After all, Indonesia is a vast, diverse, populous democracy battling corruption and the legacies of colonialism. A stronger partnership with the archipelago nation—based on mutual learning and policy innovation on the issues most concerning to everyday citizens—would be in India’s interest.

View article
STEERING THE DEBATE IN THE MEDIA
JustJobs Network in the News

POLICE AND FEAR STALK THE STREETS OF DHAKA AS CLOTHES WORKERS FIGHT FOR MORE THAN £54 A MONTH

The Guardian, January 2017

Michael Safi, with Mushfique Wadud and Syed Tashfin Chowdhury, sought JustJobs Network’s expertise on their reporting of workers’ protests in Bangladesh against low minimum wages.

“The pay rise they wanted was a tripling of the minimum salary of 5,300 taka (£54) a month, currently the lowest minimum wage in the world, to 16,000 taka – still well short of what thinktanks such as the JustJobs Network, which has offices in Washington and New Delhi, consider a living wage…

“This issue is much bigger than wages,” says Sabina Dewan, the president of the JustJobs Network. In virtually a single generation, the apparel sector has lifted millions of Bangladeshis out of subsistence lifestyles, but failed to take them any higher, she says. “Many countries have started with a low value-added apparel manufacturing, and then moved up the value chain. But you have to use apparel as a springboard. The growth it generates needs to be distributed as better wages, safety nets, and more benefits for the people,” she says. “Otherwise workers are being used as a mode of production, but none of the benefits are accruing to them … and at the end of the day, people are going to speak up, people are going to revolt,” she adds.

View article

HOW TO MAKE TECHNOLOGY ACTUALLY WORK FOR WORKERS

The Nation, November 2016

Michele Chen reported based on JustJobs Networks’ 2016 Signature Volume “Transformations in Technology, Transformations in Work” on how technology may serve to organize and empower workers.

“A collection of analyses of technological transformations in global labor, published by the Just Jobs Network, gives some clues about how we can navigate future labor markets that will come with no borders, and endless risks…

As with the deregulation of international trade, one of the perils of transborder employment is the asymmetry of knowledge and economic clout. Just Jobs Network Executive Director Sabina Dewan notes, “the conversation about how to protect workers when work is offshored from a richer to a poorer country is similar to the conversation on how to protect workers when there is a trade agreement between a richer and a poorer country. We must leverage instruments we have at our disposal to strengthen national labor laws and enforcement… while technology presents opportunities for accelerated development, in the absence of appropriate adjustment programs and safety nets, it can also exacerbate inequality at an accelerated pace in the Global South.”

View article
ONLINE LABOR PLATFORMS: TECHNOLOGY FOR EVERYONE?

Ruchika Joshi, October 2016

Online labor platforms, such as LinkedIn or Monster.com, are hailed for their efficient matching of individuals to job opportunities even beyond national borders, with expected benefits for workers in both high- and low-income countries. However, remaining information gaps do not eliminate the problem that employers discriminate against applicants based on nationality, gender and other personal attributes. Platform operators and governments need to collaborate on effective mechanisms to diminish discrimination and uncertainty.

View blog

THE HIDDEN ROOTS OF THE GENDER PAY GAP

Amanbir Singh, April 2016

Recent research suggests that both prestige and pay for an entire profession may be influenced by the proportion of women and men joining a field. As an increasing number of women worked as designers in the second half of the 20th century, median wages for designers decreased by 34 percentage points. With legislative measures focusing on different forms of gender-based wage discrimination, considerable policy innovation is required to tackle the challenge.

View blog

WHAT DOES INDIA’S 2016 BUDGET MEAN FOR JOBS?

JustJobs Team, March 2016

Reviewing India’s 2016 budget, the JustJobs team found that the government shifted its focus from urban to rural development with bigger allocations for infrastructure and disaster relief themes for agriculture. Nurturing India’s ecosystem for start-ups, in particular in manufacturing, was a welcome emphasis to support job creation, but its success depends on the fine details of implementation, such as improving procurement and tendering practices. Not only start-up entrepreneurs, but also farmers were expected to benefit from the budget’s focus on digital solutions, such as online platforms for marketing and procurement, but technology roll-out risked excluding the poorest farmers.

View blog
COMING IN 2017

A look ahead to what we’re working on in 2017

As cities recover from the global economic crisis and remake themselves after a long period of industrial decline, the urgency of charting a more sustainable and inclusive growth trajectory appears to be subsiding. But just beneath the surface of these improvements, tensions and anxieties that critically affect the economies and societies in transatlantic cities have been increasing over time.

The JustJobs Network, together with the German Marshall Fund’s Inclusive Economic Development Initiative, will collaborate on a data-driven analysis of economic diversification, job quantity and quality, and workforce development in one American city, Detroit, and one European city, a city where the JustJobs Network is based, Brussels.
FROM EDUCATION TO EMPLOYABILITY – A REGIONAL STUDY OF SOUTH ASIA

While South Asia’s large and rapidly growing youth population offers the promise of a more productive economy, concerns about the ability of education and skills training to adequately prepare youth for the job market are dampening the optimism.

The JustJobs Network (JJN) and UNICEF ROSA will examine the relationship between secondary education systems and labor market outcomes in South Asia to assess how secondary education systems can better prepare young women and men for the world of work and introduce them to a range of options: higher education, wage or self-employment. In addition to looking at the quality of secondary education systems and the extent to which it impacts labor market outcomes at a regional level, the research will also conduct a case study of secondary education in Bangladesh.

Since there is no standard way of measuring education quality, JJN and UNICEF ROSA will evaluate curriculums and learning outcomes on a case by case basis. The project will unpack the different components of education quality such as retention, enrolment and completion rates. The project will demonstrate gaps in access and outcomes of learning for ‘vulnerable youth’ in both the overall regional study and Bangladesh case study component. The project will also explore ‘alternative learning pathways’ for secondary education. This will help us to gauge the impact of ‘non-formal’ education in facilitating labor market participation of the youth.
REBUILDING NEPAL: CREATING GOOD JOBS AMID RECONSTRUCTION AND MIGRATION

Two years after the devastating earthquake that struck Nepal in April 2015, the nation continues to struggle with disaster relief, reconstruction and recovery. Over 2.5 million people remain displaced or awaiting government assistance, and the country is still reeling from the US $10 billion it suffered in damages.

The catastrophe also forced international donors, multilateral organizations and research institutes, as well as national stakeholders to acknowledge Nepal's broader failure to stimulate inclusive growth, create just jobs for its people, and realize its full economic potential – even prior to the earthquake. In the aftermath of the disaster, the stories of Nepali migrants who had left home to find productive work abroad, but were unable to return to aid their families during the recovery, became symbolic of the country's heavy dependence on migration as a development strategy.

The JustJobs Network, in collaboration with the Solidarity Center, will study how reconstruction efforts, and other sources of capital including remittance funds, can be leveraged to support good-quality employment creation in Nepal and drive the nation's economic development. Based on extensive study of quantitative and qualitative data, and primary interviews with various stakeholders, this report will generate actionable policy insights to build a job-rich economy in the country.
BUILDING CIVIL SOCIETY CAPACITY FOR EVIDENCE-BASED CAMPAIGNS

To enable civil society organizations to better understand global supply chains and their effect on employment and working conditions, the JustJobs Network has initiated two new partnerships.

In collaboration with the Olof Palme International Center, JJN will host a workshop for civil society actors to further their advocacy efforts aimed at generating more and better jobs in supply chains. JJN will also work with LO – the Swedish Trade Union Confederation, to publish a policy brief consisting a detailed framework and a step-by-step guide with actionable policy recommendations on how to achieve this goal.

The key questions guiding this effort include: How does participation in global supply chains affect employment and working conditions? How does this vary by sector? What regulations govern supply chain integration and protect workers? What is required to ensure that supply chain integration meets the goals and needs of different stakeholders: workers, governments and businesses?

Designed and piloted based on initial engagement with grassroots organizations in the Philippines, the two collaborations will strengthen civil society campaigns for just job creation in supply chains.
TRANSFORMATIONS IN GLOBAL PRODUCTION NETWORKS

Global production networks have considerably changed the way small electronics, apparel and other consumer goods are produced, delivered and marketed. Production stages have become fragmented beyond national borders at an unprecedented pace and the complexity of production networks is only growing.

These developments have important implications for the quality and quantity of employment, especially in economies that aim to shift from industries based on simple assembly and low value-added production to business development and branding of self-produced, higher value-added goods.

It is imperative to understand innovation and job-creation against the backdrop of mega-trends shaping the global economy, which include migration patterns, digitalization and climate change. In anticipation of the results of an ongoing study on innovation and employment in value chains, the JustJobs Network, with generous support from the International Development Research Centre, will publish an innovative introductory paper which explores the recent evolution of global value chains and their impact on jobs. As such, the paper is the first deliverable that presents a framework for an upcoming comparative evaluation across Vietnam, Thailand, Myanmar and the Philippines.
INCLUSIVE ECONOMIC DEVELOPMENT WORKING GROUP: WORKFORCE AND JOBS FOR 21ST CENTURY CITIES

As cities recover from the effects of the economic crisis and continue to remake themselves in light of long-term industrial decline, the urgency of macroeconomic concerns related to growth is subsiding. Nonetheless, beneath such ostensible improvements, there are still growing tensions and anxieties that critically affect the economies and societies in transatlantic cities.

As part of the German Marshall Fund's (GMF) Inclusive Economic Development initiative, GMF and the JustJobs Network (JJN) will collaborate on a detailed, data-driven analysis of the nexus of economic diversification, job quantity and quality, and workforce development in one American city, Detroit, and one European city, Bilbao.

This city-level exploration of economic development patterns and labor market trends over the last two decades will shed light on the ways in which cities in the developed world are grappling with the dual challenge of competing in the innovation economy while ensuring inclusive economic development through job creation and workforce development.
MAXIMIZING THE EMPLOYMENT POTENTIAL OF SECONDARY CITIES IN ZAMBIA

Across the African continent, rapid urbanization is transforming lives and livelihoods. It is expected that in the next three decades, the urban population of Africa would increase by three times its current number. But most countries in Africa have so far been unsuccessful in leveraging the benefits of urbanization to promote the creation of more and better jobs. What’s more, several countries in the region struggle to create centers of economic opportunity beyond a single primary city, resulting in a highly uneven pattern of development.

Against this backdrop, JustJobs Network is studying labor market trends in Zambia to propose a policy framework that can help the Zambian government promote growth and opportunity in secondary and tertiary cities, particularly in context of Zambia’s recent economic slowdown.

This project builds on JustJobs Network’s 2016 report – “Promoting Job-Rich Urbanization in Zambia” – and addresses a critical question around urban policy: How to balance job-rich growth and urbanization across cities of different sizes? JustJobs’s global network partner, the Zambia Institute for Policy Analysis and Research, will provide key ground-level inputs to support the research effort. Resources for the project are provided by Kivu International, through a program funded by DFID (Department for International Development, UK).
THE ROLE OF SMALL CITIES IN SHAPING YOUTH EMPLOYMENT OUTCOMES IN INDIA AND INDONESIA

JustJobs will commence a new project exploring the role of small cities in shaping the employment outcomes of migrant youth – specifically women and those from non-metropolitan backgrounds. With a focus on investigating governance and policy frameworks, the research will look at small cities in India and Indonesia, two Asian countries that compare well in terms of scale, regional diversity and governance challenges. This effort, funded by the International Development Research Centre, will be executed in collaboration with the Centre for Policy Research (CPR) under the Think Tank Initiative’s Opportunity Fund.

As an intermediate output in this project, JustJobs and CPR will produce a policy paper toward enabling governments in small cities of India and Indonesia to improve the employment outcomes of migrant youth, especially women migrants. The insights generated are expected to break new ground in the study of migration, urbanization and labor markets, due to its geographic focus on small cities, its object of inquiry – migrant youth, particularly women – and its ultimate aim of offering suggestions for policy reform at the municipal scale.
EXPENSES

As research is the core activity of the JustJobs Network, it makes up roughly half of JustJobs Network expenses. Given that it is conducted with the goal of influencing policy and global discourse, we also devote considerable resources to communicating our findings and evidence-based policy solutions.

*JustJobs Network follows a financial year beginning April 1 and ending March 31. For example, 2016 refers to the financial year beginning April 1, 2016 and ending March 31, 2017.
2016 GRANTS RECEIVED

<table>
<thead>
<tr>
<th>Year</th>
<th>Government</th>
<th>Foundations &amp; Civil Society</th>
<th>Academic</th>
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<tr>
<td>FY 2014</td>
<td>98%</td>
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<td>FY 2015</td>
<td>55%</td>
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<tr>
<td>FY 2016</td>
<td>65%</td>
<td>30%</td>
<td>5%</td>
</tr>
</tbody>
</table>

FUTURE GRANTS APPROVED

- International Development Research Centre (IDRC), Canada
- Swedish Trade Union Confederation (LO)
- Cambodia Development Resource Institute (CDRI)
- Olof Palme Centre
- German Marshall Fund
- UNDP - Foundations and Civil Society
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GLOBAL NETWORK

Akatiga Center for Social Analysis
Indonesia

Center for American Progress
United States

Development Policy Research Unit
South Africa

Fafo Institute for Applied International Studies
Norway

Friedrich-Ebert-Stiftung
Global

International Trade Union Confederation (ITUC)
Global

Harambee Youth Employment Accelerator
South Africa
Perkumpulan Prakarsa
Indonesia

Philippine Institute for Development Studies
Philippines

Saath Charitable Trust
India

Self-Employed Women’s Association (SEWA)
SEWA India

Zambia Institute for Policy Analysis and Research
Zambia

International Labor Right Forum (ILRF)
Global
INSTITUTIONS WE WORKED WITH IN 2016

CENTRE FOR POLICY RESEARCH

International Growth Centre

UNICEF | for every child

INTERNATIONAL MONETARY FUND

HEARTH advisors

SOLIDARITY CENTER

IDRC | CRDI
International Development Research Centre
Centre de recherches pour le développement international
INDEX OF IMAGES

Female Worker at Long Bien Market
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Cambodian migrant workers, Pattaya, Thailand
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Picture 0226 The main food market in Lusaka
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Indonesian Minister of Manpower
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Female workers in the assembly line cleaning finished wood floors, Zhejiang, China
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