



# Employment and Work

## Breakout session

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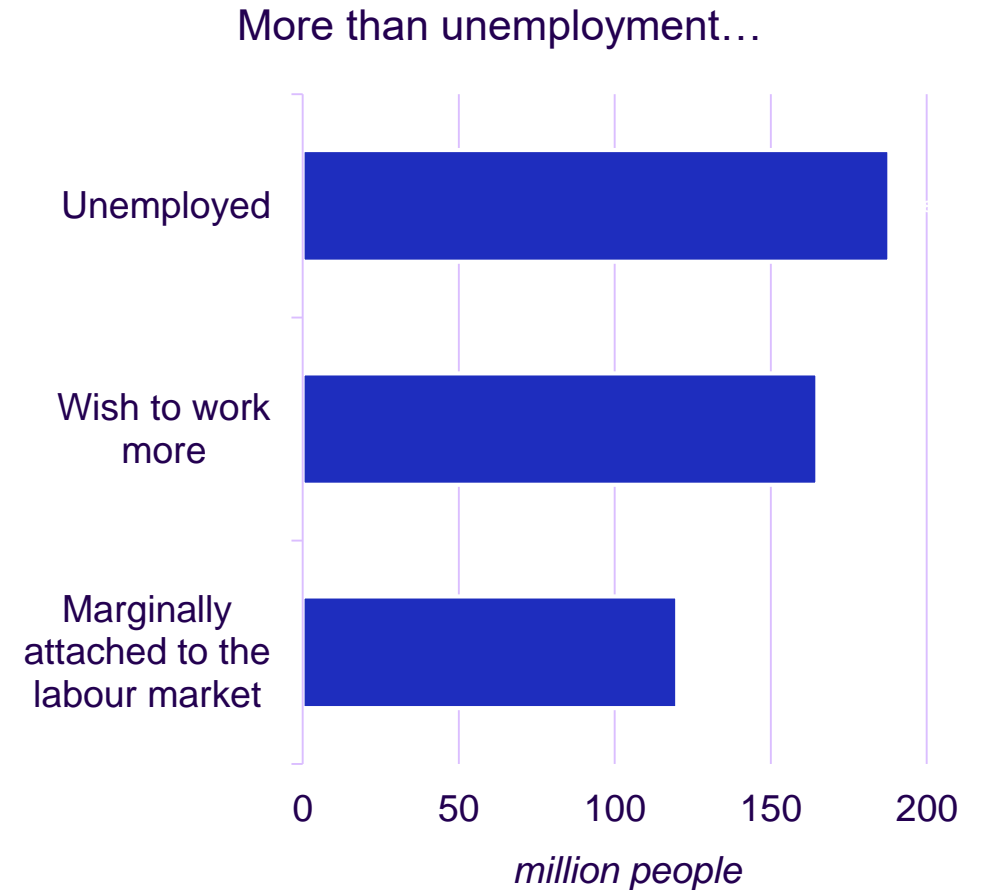
3 March 2020 – IBWG annual conference



Jan Rommels

## ▶ Decent Work

**Work** that is productive and delivers a fair **income, security** in the workplace and **social protection** for families, better prospects for **personal development** and **social integration, freedom** for people to express their concerns, **organize** and **participate** in the decisions that affect their lives and **equality of opportunity** and treatment for all women and men.



## Future Market Thresholds...?

### ▶ Many challenges remain to achieve Decent Work for All

▶ **2 billion**

Number of workers **informally employed**, or 61% of global workforce

▶ **20 million**

**Net positive jobs created** as a consequence of transitioning to energy sustainability and a circular economy by 2030

▶ **36%**

Proportion of **persons with disabilities** of working age **in employment** (vs 60% for persons without disabilities)

▶ **4 billion**

Number of people **not covered** by any **social protection** benefit

▶ **152 million**

Number of children victims of **child labour** (half of them in hazardous conditions)

▶ **16%**

**Gender pay gap**, with significant variation across regions

▶ **1 in 5**

Proportion of workers in **working poverty** (earning less than USD 3.20 PPP per day)

▶ **21%**

Young people worldwide not in employment, education or training (**NEET**)

▶ **27 p.p.**

Difference between female and male **labour force participation** (47% vs 74%)

Sources (ILO):

*World Employment and Social Outlook: Trends (2020)*

*Skills for a greener future: A global view (2019)*

*World Social Protection Report (2017–19)*

*Global Estimates of Child Labour (2017)*



**1** NO  
POVERTY



Decent work for all, including social protection, is the main route out of poverty for individuals, communities and countries.

**2** ZERO  
HUNGER



Agriculture employs more people than any other sector, and most people in extreme poverty live in rural areas.

**3** GOOD HEALTH  
AND WELL-BEING



Healthy workers and decent and safe working conditions increase the productive capacity of the workforce.

**4** QUALITY  
EDUCATION



Education (including lifelong learning) is also a means to getting a decent job, especially for young people.

**5** GENDER  
EQUALITY



Closing gender gaps in employment, ensuring decent work for all women and equal pay for work of equal value is key to achieving gender equality

## Decent Work and the SDGs

**13** CLIMATE  
ACTION



Decent work is a direct means to reduce inequalities in income, wealth and economic influence

**10** REDUCED  
INEQUALITIES



Transitions to sustainable economies can become a strong driver of job creation, job upgrading, social justice and poverty eradication

**7** AFFORDABLE AND  
CLEAN ENERGY



**8** DECENT WORK AND  
ECONOMIC GROWTH

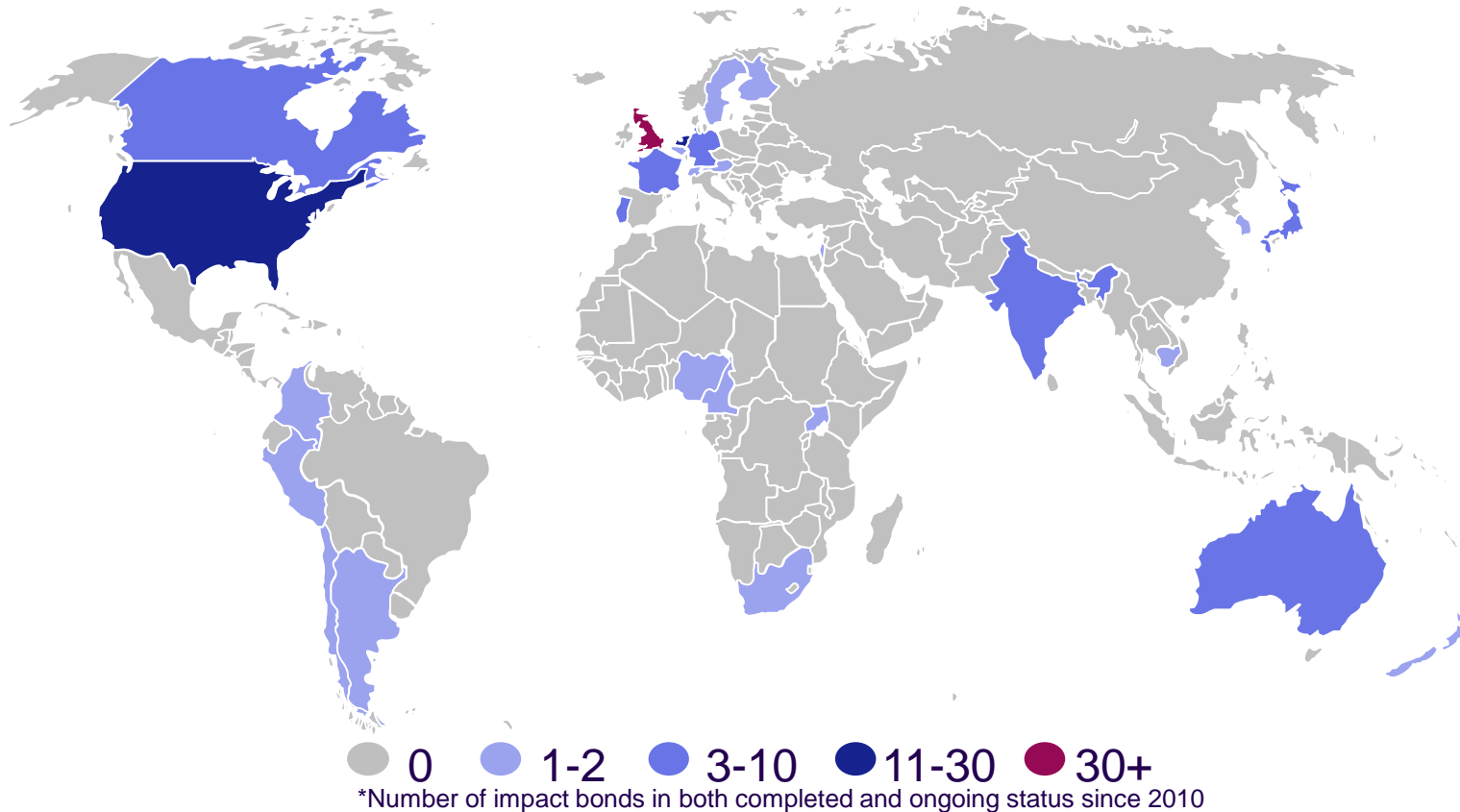


- Income
- Social Protection
- Working conditions
- Equality of opportunity
- Freedom of Association



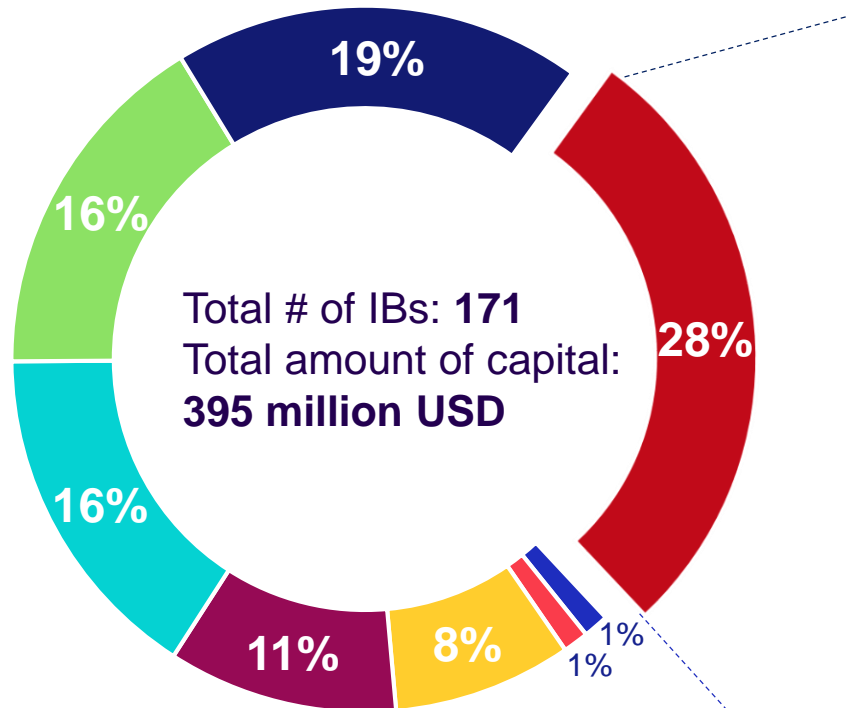
## Impact Bonds in numbers and geographies

Distributed across both developing and industrialized countries



- ✓ Countries where services are provided through impact bond structures include...
  - Developing countries in **Africa, South America, and Asia**
  - Industrialized countries in **North America, Europe, Asia, and Australia**
- ✓ Out of total 171 SIBs since 2010...
  - ✓ **76** are focused in **UK**,
  - **27** in **USA**, and
  - **11** in the **Netherlands**
- ✓ Location of investors, service providers and payers are more diversified for each impact bond

## Impact Bonds themes

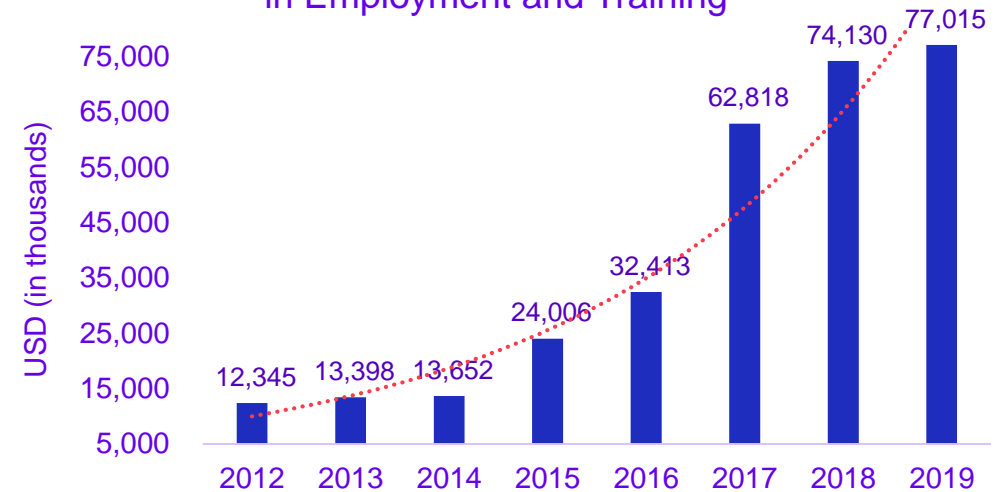


- Agriculture and environment
- Criminal justice
- Health & wellbeing
- Child and family welfare
- Poverty reduction
- Education and early years
- Homelessness
- Employment and training

### Impact Bonds in “Employment and Work”

- Most impact bonds in Employment and Training support **youth employment** and **skills training for disabled or disadvantaged people**
- Duration: Median 36 months (av. 41 months )
- Invested Capital: Median US\$1.1 million (av. US\$2.1 million)

Cumulative Investment of IBs in Employment and Training



## Impact Bonds in “Employment and Training”

Number of IBs in “Employment and Training” by Country from 2012 to 2019

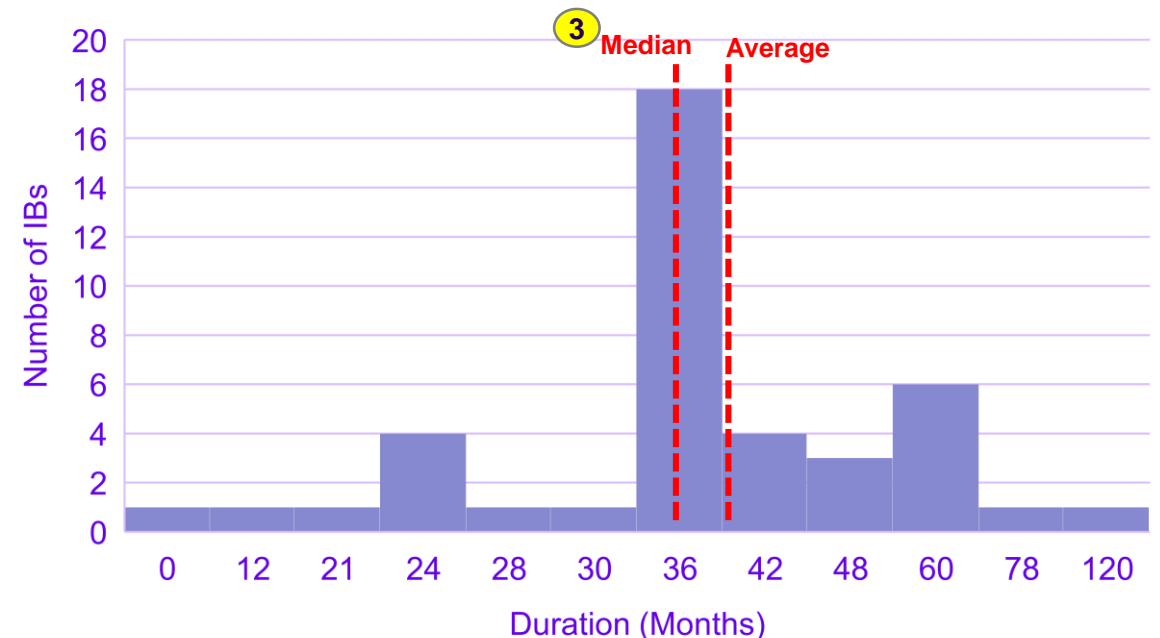
	2012	2013	2014	2015	2016	2017	2018	2019	N/A	Total
Argentina							1		2	1
Austria				1						1
Belgium			1				1			2
Canada					1					1
Colombia						1				1
Finland						1				1
France					2		2			4
Germany		1								1
Korea Rep						1				1
Netherlands		1		2	3		1	1		8
New Zealand						1				1
Palestine								1		1
Portugal						2				2
South Africa							1			1
Switzerland	1			1						1
UK	10			4	1	1			3	19
US						1	1			2
<b>Total</b>	<b>10</b>	<b>2</b>	<b>1</b>	<b>8</b>	<b>7</b>	<b>8</b>	<b>7</b>	<b>2</b>	<b>3</b>	<b>48</b>

Source: The Government Outcomes Lab, Database, February 2020

Why is the number of Employment and Training related IB so high?

- ① UK launched a bulk of **DWP Innovation Fund projects** in 2012
- ② IBs in Employment resonate in a **wide range of geographies** (=17 countries); other IB themes have an average of 6 countries.

Duration of IBs in “Employment and Training” from 2012 to 2019

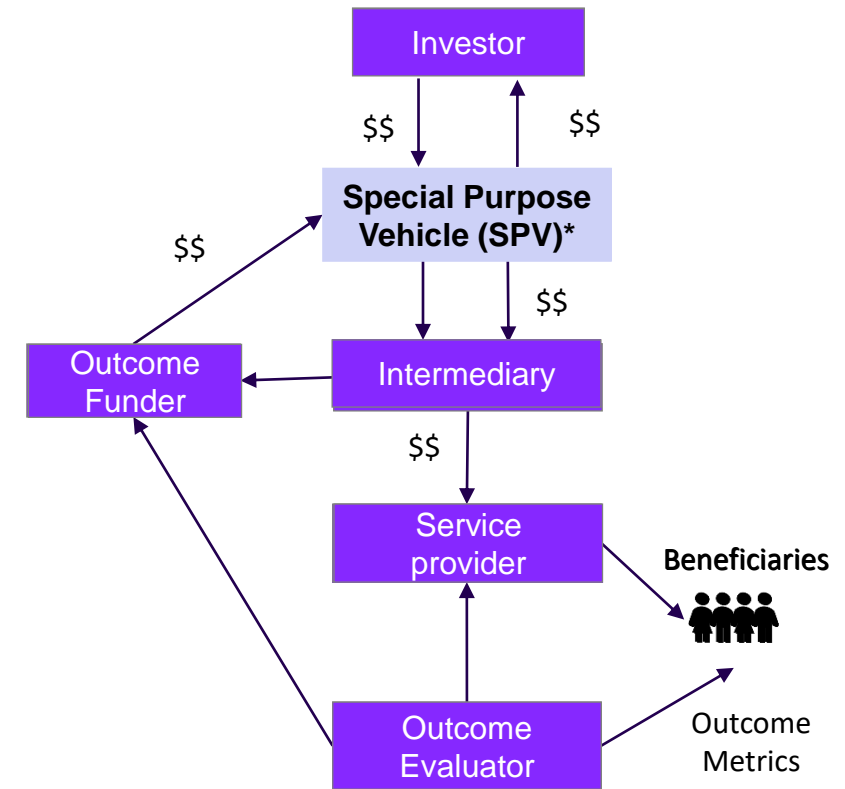
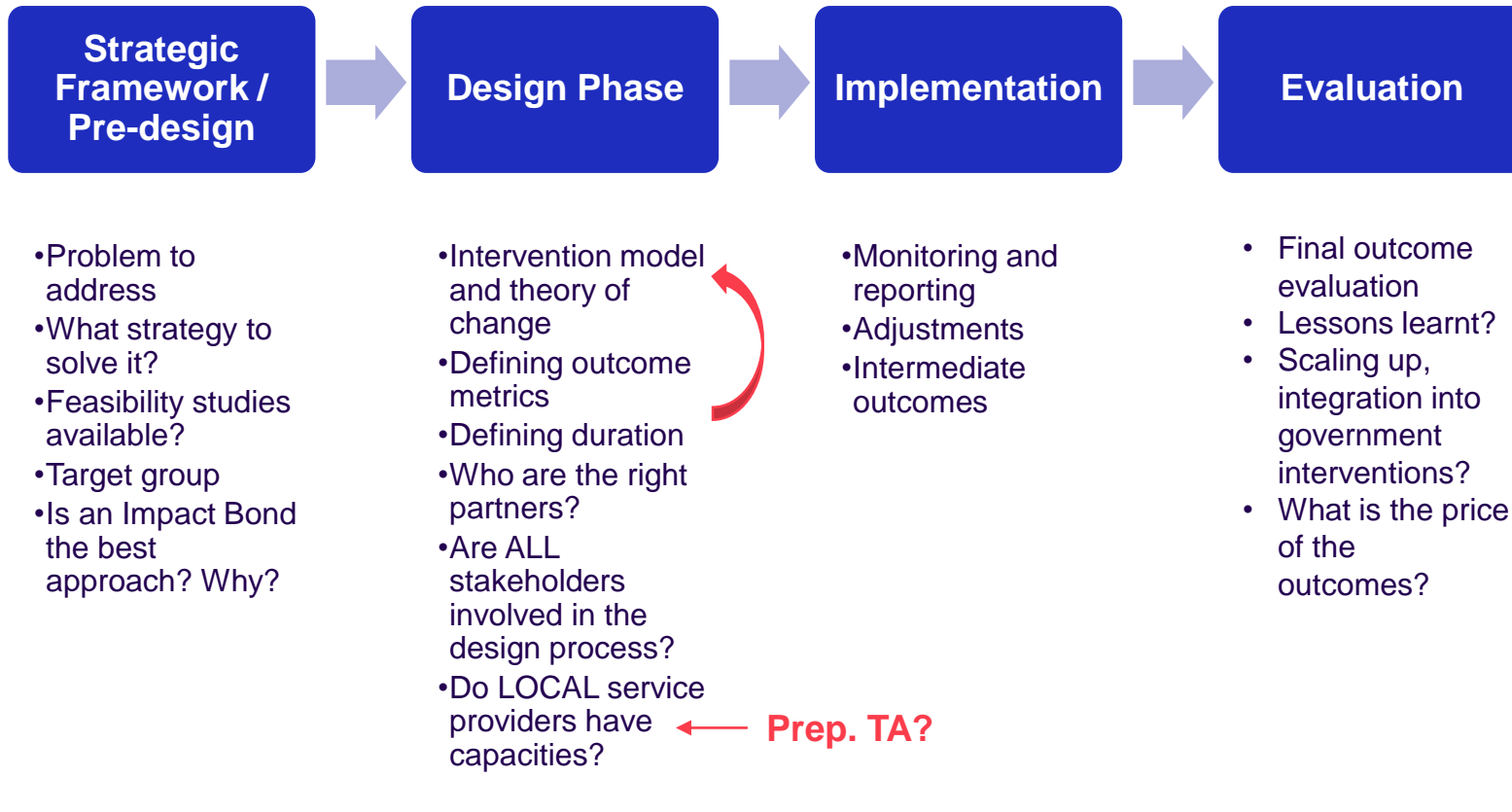


Source: The Government Outcomes Lab, Database, February 2020

- ③ Average duration of the IBs in “Employment and Training” is **41 months** / median is 36 months (average distorted by outlier of single 120 month bond)



## Some thoughts on IB in Employment and Work



**Unions, employers**



# Thank you!

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