

COMMUNICATION ON ENGAGEMENT (COE)



Period covered by this Communication on Engagement

From: March 2018

To: February 2021

Part I. Statement of Continued Support by the Chief Executive or Equivalent

9 March 2021

To our stakeholders:

JustJobs Network reaffirms its support for the United Nations Global Compact and its Ten Principles in the areas of Human Rights, Labor, Environment and Anti-Corruption.

In this Communication on Engagement (COE), we describe the actions that JustJobs Network has taken to support the UN Global Compact and its Principles.

We commit to sharing this information with our stakeholders using our primary channels of communication.

Sincerely yours,

A handwritten signature in black ink, appearing to read "Sabina Dewan".

Sabina Dewan
President and Executive Director

Part II. Description of Actions

JustJobs Network (JJN) 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. We produce empirical research on good job creation, focusing our work on the critical knowledge gaps in the global employment landscape.

JJN convenes a global network of diverse stakeholders – including policy shapers, academics, and grassroots leaders – to deepen the practical implications of our research endeavors and amplify their impact.

During the COE reporting period we have worked on numerous research projects and engaged with a wide range of institutions to advance our mission of improving the quality and quantity of jobs worldwide toward less poverty, greater equality, and more sustainable economic growth.

Below is a selection of highlights of our work in this time period, organized thematically. For more information visit www.justjobsnetwork.org.

TRADE

Just Jobs in Global Value Chains: Defining Inclusive Industrialization for ASEAN

This 3-year study – supported by the International Development Research Centre, Canada (IDRC) and covering three countries (Thailand, Myanmar, Vietnam) and two sectors (Apparel and Electronics) – delved deep into the local context to understand and assess whether, and under what conditions, improvements in production processes lead to better living standards for workers. In a series of workshops and international conferences, our team has disseminated our findings to stakeholders from research, government, industry, and workers' associations.

The most important takeaways from our research, which are already informing policy conversations on these issues throughout Southeast Asia, are:

- Social upgrading - based on the ILO's Decent Work Agenda and referring to the enhancement of rights and entitlements of workers, especially their quality of employment - varies greatly across countries.
- Small, scattered improvements for workers in terms of occupational health and safety. Overall, workplaces, especially in electronics, remain hazardous and can lead to lifetime disruptions for workers (income trajectories, health).
- Representation of worker interests and awareness of workers' rights are low across both sectors and all three countries.
- The link between economic and social upgrading is far from conclusive. Out of those that experienced social upgrading, 71 percent work in firms with economic upgrading, the rest work in non-economic upgrading firms.

Related SDGs:

1 (No Poverty), 8 (Decent Work and Economic Growth), 9 (Industry, Innovation, and Infrastructure)

Work, Workers, and Employment Relationships in a World of Value Chains

In the context of increasingly fragmented, dispersed and complex patterns of trade through supply and value chains, there is a need to better understand how these impact the world of work. This collaboration between JJN and the Swedish Trade Union Confederation LO examines the main considerations in this evolving

relationship and makes recommendations to help shape the restructuring of trade in a way that benefits more people.

Trade and integration into GVCs comes with benefits and costs. The creation of work opportunities has lifted millions out of poverty and raised the living standards for many. In the process, some workers gain jobs while others lose them; some workers see their wages rise while others see them stagnate or decline, some have seen improvements in working conditions, while many become victims to exploitation.

Fragmentation of trade into more complex and sprawling supply and value chains has outpaced their governance. With the restructuring of trade into GVCs, existing mechanisms and regulations to govern trade are less effective than they used to be. Trade agreements need to be aligned with how trade happens today – through private entities and through elaborate supply chains. Increased interactions and dialogue between multiple stakeholders, including trade unions, grassroots organizations, multilateral organizations, multinational firms and national governments would assist in shared prosperity.

Policy recommendations addressing trade unions, multinational firms, and governments include better provisions to hold multinational corporations accountable for the protection of workers in global supply and value chains, increased transparency about supply chains and compliance with codes of conduct, Global Framework Agreements (to institute high standards for trade union rights, health, safety and environmental practices) as well as National Collective Agreements.

Related SDGs:

8 (Decent Work and Economic Growth), 10 (Reduced Inequality)

TECHNOLOGY

Women, Work, and the Gig Economy

JJN is research and knowledge management partner of the international research consortium *Women, Work, and the Gig Economy* (running from 2020 – 2022 and supported by the International Development Research Centre, IDRC), a collaboration of six projects creating evidence on gender and digital platforms across South and Southeast Asia.

This initiative examines how digital platforms can enhance women's economic empowerment and build gender-inclusive labor markets in the Global South. This cohort of researchers will deepen our understanding of the challenges and opportunities that women face in accessing and benefitting from work opportunities through digital platforms; discover innovations, practices and solutions that platforms may use to create higher-quality, inclusive work; collaborate directly with policymakers, online enterprises and workers to scale proven solutions through better design and regulation of labor practices.

As part of this initiative, JJN leads the research project *Opportunities, Costs, and Outcomes of Platformized Home-based work for women: Case Studies of Cambodia, Myanmar and Thailand*. By assessing women's opportunities for home-based work on different kinds of digital work platforms in Cambodia, Thailand, and Myanmar, this project examines the economic and empowerment outcomes of such work, and enables cross-country comparisons across different forms of gig work.

Related SDGs:

5 (Gender Equality), 8 (Decent Work and Economic Growth), 10 (Reduced Inequality)

Connected2Work Research Portal

JJN - with support from the German Development Corporation GIZ and the International Development Research Centre, IDRC - launched a knowledge platform that curates research on technology and employment from

across sources to make it easier for policymakers, businesses, workers, educators, and others to understand how technology is impacting people's working lives. We organize the research according to six themes: Automation, Platform Economy, Robotics, Artificial Intelligence, Blockchain and General Research on the subject. Given the socio-economic shock of COVID-19, we have also included a featured topic page to consolidate early research on technology and work in a post-pandemic world, illuminating key policy questions for the months and years to come.

Resource partners of the portal: Centre for Policy Research, World Resources Institute India, Geneva Macro Labs, Erasmus University Rotterdam, Centre for Financial Regulation and Inclusion (Cenfri), University of Hyderabad, Indian Institute for Human Settlements, IT for Change, Just Economy and Labor Institute, LIRNEasia, Philippine Institute for Development Studies, University of Hyderabad, Centre for Economic and Social Development, Kenan Foundation Asia, Fairwork Foundation, Future of Work in the Global South (FoWiGS)

The website currently features around 240 publications and 60 multimedia by a total of almost 700 authors from more than 230 organisations. It has around 500 unique visits per month.

Related SDGs:

5 (Gender Equality), 8 (Decent Work and Economic Growth), 9 (Industry, Innovation, and Infrastructure), 10 (Reduced Inequality)

URBANIZATION

[Transforming Secondary Urban Areas for Job Creation in Uganda](#)

Rapid population growth and a growing youth workforce, coupled with rapid urbanization, have created a policy imperative to generate jobs on a large scale across Sub-Saharan Africa. To meet this challenge, governments must consider job creation through a spatial lens, look beyond primary metropolitan areas to consider how smaller urban settlements can be turned into productive centers of job creation and growth. JJN, with support from the International Growth Centre (IGC), conducted a study to gain insight into the challenges and opportunities for developing and implementing job creation strategies in secondary urban areas in Uganda.

JJN and IGC are working with the Ugandan government to ensure the report's findings are integrated into urban policy in Uganda's Vision 2040. In the short-term, we have encouraged the government to adopt an integrated strategy for supporting the growth of existing SMEs in sectors that are strategic for secondary urban centers. In the long-run, we have encouraged the government to focus on strengthening existing infrastructure, business clusters and local government capacities.

8 (Decent Work and Economic Growth), 11 (Sustainable Cities and Communities)

[The Role of Small Cities in Shaping Employment Outcomes in India and Indonesia](#)

Even though policymakers and researchers often train their focus on megacities, small cities host large shares of the urban population in emerging economies and play a major role in supporting the development process. Today throughout the Global South, many small cities are growing faster - economically and demographically - than bigger metropolitan areas. This research project examines the way small cities shape the employment outcomes of migrant youth in India and Indonesia, the two largest democracies in the developing world.

As part of the research project, JJN engaged directly with policymakers, planners and researchers in small cities in India and Indonesia – specifically, Kishangarh and Mangalore in India and Semarang Regency and Kupang in Indonesia – to help these stakeholders chart pathways to job-rich local economic development and resilience.

Related SDGs:

8 (Decent Work and Economic Growth), 11 (Sustainable Cities and Communities)

SKILLS

Breaking the Cycle of Vulnerability: Education, Skills, and Employability for Indian Youth

This report, conducted in cooperation with UNICEF, hones in on the school-to-work transition for vulnerable youth in India. Themes include education and employment outcomes, labor market trends, and youth aspirations, programs to improve youth employability, and gaps that must be addressed with public and private sector engagement.

Improving employment outcomes for youth, especially vulnerable youth, requires an enduring, long-term commitment. Focusing solely on education, without looking at skills and career counseling, or only on jobs and labor market outcomes without looking at the education to skills continuum, is incomplete. This also means that training programs must develop technical skills, as well as transferable skills. In this respect, it is important that skills training builds on a requisite level of basic education, not try to compensate for its absence.

The policy recommendations include: steps to help more youth progress through the secondary education system (such as improved geographical access to secondary schools); addressing barriers to participation in skills training for women, such as restrictive social norms; addressing data and information gaps and finding appropriate indicators to measure progress; greater private sector engagement in efforts to skill youth; targeting long-term entrepreneurship promotion efforts to youth who demonstrate aspirations and aptitude for starting a business.

Related SDGs:

4 (Quality Education), 8 (Decent Work and Economic Growth), 10 (Reduced Inequalities)

The Jobs Imperative: Improving Employment Outcomes for India's Youth

JJN and the Michael and Susan Dell Foundation worked together to develop a new model to address the jobs crisis and chart a better economic trajectory for youth in India:

1. The project adopted a place-based approach: Years of interventions to generate more and better livelihoods have enjoyed limited success in improving the aggregate picture on employment. One reason is that sweeping schemes and macro, mass targets do not appreciate the place-based specificities of the way labor markets operate. To move away from business as usual, this project looked at the supply and demand side factors in smaller geographies to shed light on the local dynamics of job creation and uptake.

2. The project is rooted in data: There is a paucity of secondary data to sufficiently understand the nuances of employment especially at the district or city-level or disaggregated by social groups, for instance. Understanding employment prospects for youth from different geographies, of different social backgrounds with varying levels of education and training necessarily requires customised surveys.

3. The project is integrated: Much of India's focus on employment for youth has focussed on the supply-side. Yet the demand-side, though neglected, is equally important. An understanding of variations in firm hiring practices, degrees of formality and informality, can help target what businesses need to create more and better

jobs. This project examines different aspects of the supply and demand in an integrated way to improve employment outcomes.

Related SDGs:

4 (Quality Education), 8 (Decent Work and Economic Growth), 10 (Reduced Inequalities)

MIGRATION

People on the Move: Advancing the Discourse on Migration and Jobs

More people in the world are migrating than ever before. And the reasons run the gamut from choosing to seek opportunities away from home to having no other options. While migration is not a bad thing, it is associated with a lack of opportunity in migrants' places of origin and new challenges at their destinations. As migration becomes the norm, who is responsible for managing it?

In its Signature Volume for 2018, JJN brings together insights from multiple countries and contexts with contributions from academia, government, and the World Bank.

These are select chapters and highlighted findings:

Moving from Principle to Practice. Provision of social welfare to internal migrants in India:

Drawing on a large set of population census data, the authors examine how improving India's social protection architecture can lead to better inclusion of migrant workers' in the labor market. Focusing on the example of building and other construction workers, they conclude that portable social benefits across state-borders can advance employment access for rural-urban migrants.

Migration, Growth, and Secondary Towns in Tanzania:

Rapid urbanization across the African continent is often assumed to be linked to the growth of megacities such as Lagos, Cairo, and others. Recent data, however, shows that this trend is much rather due to a 'spectacular rise' of small towns, the same is true for Tanzania. With the right policy-mix, these secondary towns can be turned into vehicles of inclusive growth. Elements include improving connections between rural and urban areas through infrastructure investments and promotion of activities that foster linkages with rural areas (eg. agro-processing firms, institutions for advanced vocational training.)

New Arrivals, New Opportunities. Tailoring labor market policies to new challenges in Sweden:

Sweden has since long been a model of active labor market policies, to the benefit of both unemployed workers as well as companies. This model is put to the test under circumstances of structural changes in the economy and a considerable rise of the number of people in the workforce, most of which are born outside the country. Municipalities, the Swedish Public Employment Service, and the government can take concrete steps to address the challenges ahead: expand and adapt adult education to migrants with poor formal education; improve coaching and career guidance, and improve employers' involvement towards providing more internships and on-the-job training.

MORE KEY JJN ENGAGEMENTS

State-level JustJobs Index (S-JJI)

JJN in cooperation with Azim Premji University has developed a new and innovative data-driven tool to measure the quantity and quality of employment. It serves as a tool for regular and reliable analysis of information on the status of employment of Indian states, highlighting their differences, drivers of growth, impediments, their

adaptability to labor market disruptions such as technology, urbanization and climate change, and also isolating and highlighting important place- and policy-specific characteristics of the job market in India.

Job creation strategies must be rooted in the assets and needs of smaller administrative units. The State-level JustJobs Index is a step in this direction. It is a tool that can underpin a National Employment Strategy that provides specific direction to states and the nation on how to improve economic opportunity and outcomes.

The launch of the S-JJI in 2019 was followed with great attention by the media and has generated a sustained national conversation around quality employment. Researchers and policymakers across the country have emphasized the value of the S-JJI for a more evidence-based and nuanced approach to job creation in India.

Related SDGs:

5 (Gender Equality), 8 (Decent Work and Economic Growth), 10 (Reduced Inequalities)

Membership / Steering Committee of [PULSE for Development](#)

Since 2020 JJN is a member of the pan-Indian platform PULSE for Development (comprising more than 80 research and advocacy organisations in the development sector) and has participated in a series of policy debates on employment, social security, and livelihoods. JJN has further been nominated to the Steering Committee of the platform to contribute its expertise as well as guide the development and expansion of the platform and its member network.

PULSE brings together practitioners, researchers, and funders in the development sector working on understanding and mitigating impact of the COVID-19 crisis on human lives. The platform aims to strengthen awareness among the development community on work being done by different organisations in helping people and governments respond to the COVID-19 crisis and its implications going ahead; facilitate exchange of ideas, insights and resources among organisations; foster coordination and collaboration opportunities among organizations as well as with the government.

Related SDGs:

1 (No Poverty), 4 (Quality Education), 5 (Gender Equality), 8 (Decent Work and Economic Growth), 10 (Reduced Inequality)

Part III. Measurement of Outcomes

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.

Across all our projects we have produced cutting edge research outputs, from reports to policy briefs and social media campaigns. Our Signature Volumes¹ have gained visibility in international forums ranging from the G20, G24, WTO Public Forum, and ASEAN to the national policy discourse in a number of countries.

During the reporting period we have also organized and hosted a wide range of [events](#) – both in-person and virtual, particularly since the outbreak of the COVID-19 pandemic – involving local, regional, national, and

¹ [Overcoming the Youth Employment Crisis: Strategies from Around the Globe](#) [2014]

[Global Wage Debates: Politics or Economics?](#) [2015]

[Transformations in Technology, Transformations in Work](#) [2016]

[People on the Move: Advancing the Discourse on Migration and Jobs](#) [2018]

international stakeholders. Our outputs and events are accompanied by engaging social media campaigns that reach a growing global audience.

Below are a few highlights of JustJobs Network's engagement with global forums of policymakers and researchers in which our insights continue to make an impact on the global jobs discourse.

[The Global Deal - Senior Advisory Group](#)

Since November 2017

The Prime Minister of Sweden, Stefan Löfven launched an international group of senior advisors to the Global Deal, a multi-stakeholder campaign for inclusive economies. The group of diverse and qualified advisors gives strategic advice for the future of work on the Global Deal initiative.

Sabina Dewan, President and Executive Director of the JustJobs Network, was appointed as a member of the small group of advisors who will advise on inclusive growth and decent work, guide the development of the Global Deal Flagship report and also advocate for the Global Deal.

[United for a Different Migration](#)

New York, USA, September 2018

The Foundation for European Progressive Studies (FEPS) co-organized a conference to reflect on the implications of the Global Compact for Safe, Orderly and Regular Migration and discuss the way forward for its implementation with speakers from politics, civil society, international organizations, NGOs, academia, and think tanks.

Sabina Dewan, President and Executive Director of JustJobs Network, joined Jean-Marc Ayrault, former French Prime Minister and fellow speakers from the UN, the British Parliament, and the Center for American Progress for a panel discussion on *Tackling Migration Through the Global Compact: Prioritizing People on the Move*.

[Paris Peace Forum – A Global Platform for Governance Projects](#)

Paris, France, November 2018

The Paris Peace Forum 2018 convened major actors of global governance - states, multinational institutions, companies, and civil society organizations - to discuss cooperative solutions to key challenges of our time.

JJN President and Executive Director Sabina Dewan engaged with high level panelists including Angel Gurría, Secretary-General of the OECD, Guy Ryder, Director-General of the ILO, Lise Kingo, CEO and Executive Director of the UN Global Compact and Jeffrey Sachs, Director at the Center for Sustainable Development at Columbia University, to address growing inequalities and ways to develop a fairer system of globalization that benefits all.

[Global Solutions Summit](#)

Berlin, Germany, March 2019

The Global Solutions Initiative – providing an intellectual backbone to the Group of Twenty (G20) – brought together distinguished experts from think tanks, research organizations, governance, business, and civil society

to work on concrete policy solutions to pressing issues of our time. The overarching theme of this event was Recoupling Social and Economic Progress – Towards a New International Paradigm.

Sabina Dewan, President and Executive Director of JustJobs Network, discussed key issues with high-level speakers from the ILO, UNIDO, University of Oxford, and other experts at the following panels: *A New Global Division of Labour? Automation and the Future of Global Value Chains*; *Re-Configuring Informality in the Platform Economy: Country Cases and Findings From India, South Africa and Argentina*; and *Platforms, Gigs and Decent Work: Policies to Promote Human Capital Investment in the Digital Age*.

[T-20 Summit](#)

Tokyo, Japan, May 2019

The world's leading think tanks collaborate in the THINK 20 (T-20) network, driving policy innovations to support G-20 leaders in addressing key global challenges. The 2019 summit in Tokyo, an official engagement by the G-20 Japan presidency, was themed *Seeking a Sustainable, Inclusive and Resilient Society* and brought together leading experts from academia, senior government officials, and representatives from international organizations.

JJN President and Executive Director Sabina Dewan was invited as a speaker for the panel discussion on *A Digital Skills Strategy for Bridging the Education-Workforce Divide in the 21st Century*, part of the T-20 Task Force on *The Future of Work and Education for the Digital Age*.