JustJobs NETWORK

Annual Report

2024 - 2025

Foreword

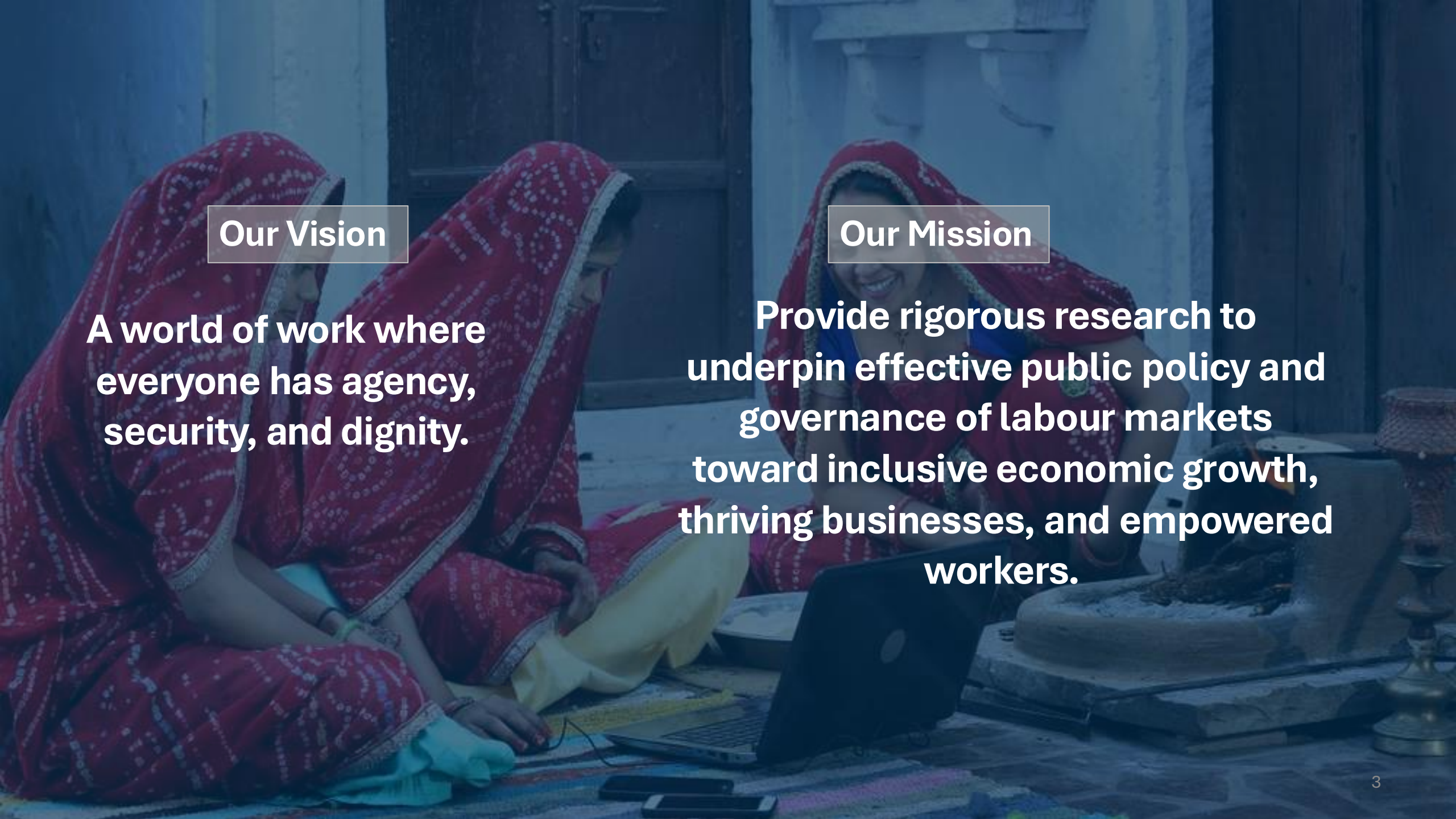
The past year highlighted both the resilience and the fragility of labour markets worldwide. Widespread disruptions—from conflict and climate change to pandemics and technological advancement—are deepening the divide between stated commitments to the creation of good jobs and the persistent realities of precarity and diminished worker rights.

Technology driven fragmentation of jobs accompanied by concentration of capital and market power, global economic restructuring, climate induced transitions, demographic change, and the dilution of workers' institutions, all demand a radically different organizing principle for the global economy. This principle cannot be a blind faith in 'economic growth' that has characterized our approach so far. Instead, it must be a deliberate choice to center **'just jobs for all'** – employment with **agency, security** and **dignity for workers** – as a foundation for sustainable and inclusive economic growth.

A strong economy can only be built where the foundations of the world of work are solid. We must embrace this as the most important principle as we confront the unprecedented challenges posed by the major forces reshaping the world.

The work continues...

Sabina Dewan
President and Executive Director,
JustJobs Network



Our Vision

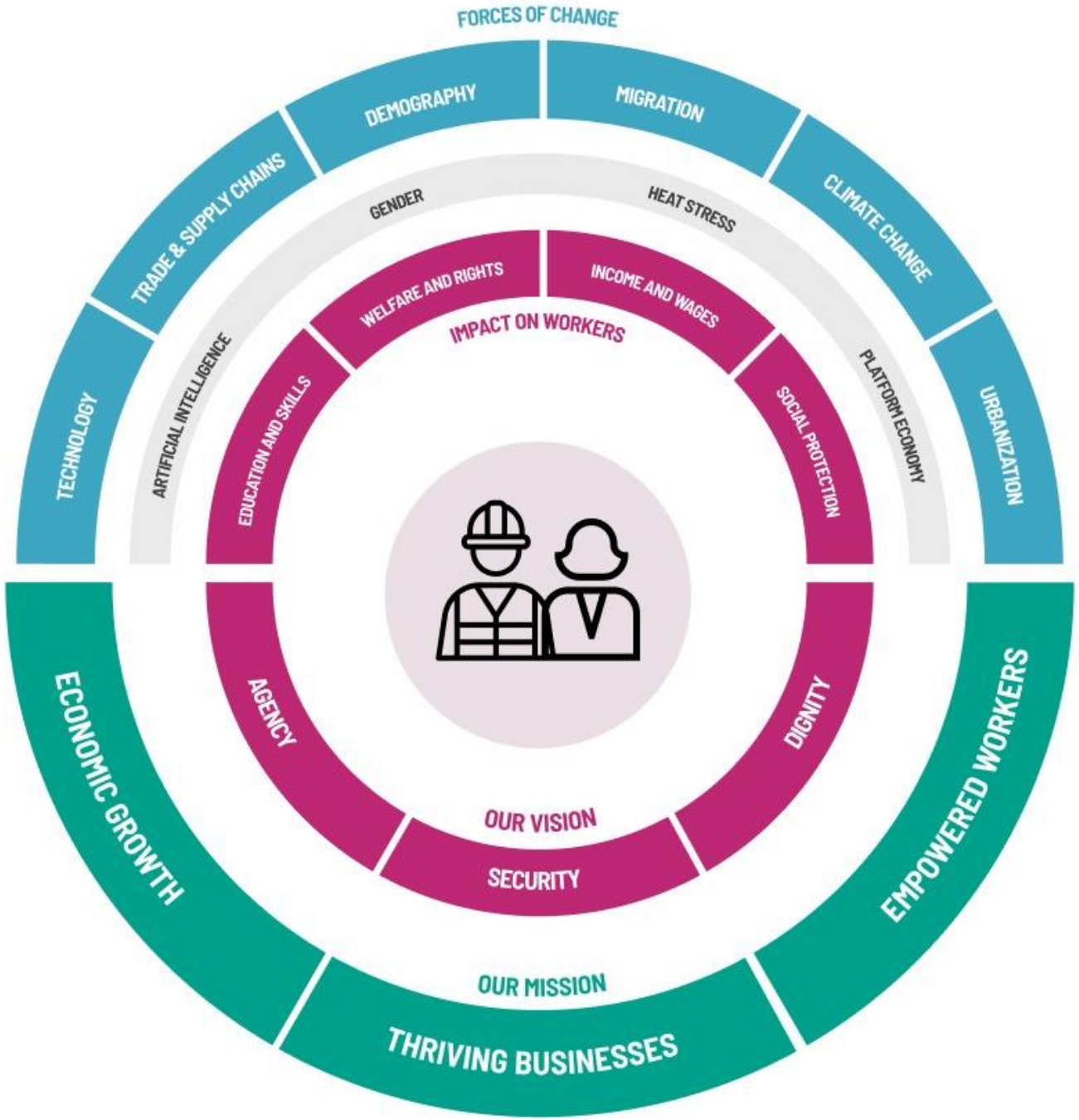
A world of work where everyone has agency, security, and dignity.

Our Mission

Provide rigorous research to underpin effective public policy and governance of labour markets toward inclusive economic growth, thriving businesses, and empowered workers.

Our Model

- We take a multi-dimensional view of **Work** — from skills and welfare to rights, protection, and fair wages — to ensure **agency, security, and dignity for all**
- Our rigorous global research drives i**nclusive growth, thriving businesses, and empowered workers** through **evidence-based policy and governance**
- Our expertise spans **Technology, Trade, Migration, Demography, Climate Change, and Urbanisation** — the forces reshaping labour markets
- Some of our ongoing focus areas include **Artificial Intelligence (AI), Heat Stress, Platform Economy** and **Gender**



Future of Work

- Most research on '**the future of work**' focuses on the Global North's relatively uniform markets and strong institutions, **overlooking the diverse realities of the developing world**

- JustJobs Network launched a **5-year project leading a global research consortium of 5 regional hubs**, each deeply rooted in its region's future-of-work dynamics

- Together, we **amplify this regional insight into a powerful global voice**, grounded in contextual evidence and community expertise



Technological Change

- Our research focused on how **technological change is reshaping skill demands** across low- and lower-middle-income countries, where the Global North–South divide is **compounded by gender and industry disparities**

- A two-year IDRC-supported project with CIPIT, Red Sur, Kenan Foundation Asia, and the Economic Research Forum, **examined women's access to skills, labour market opportunities, and economic outcomes**

- Our Signature Volume *Empowerment or Exploitation* examines **gender and technology in platform work**, spanning e-commerce, location-based, and online labour, to advance equity and inclusion



Artificial Intelligence and Labour Markets

- As AI reshapes the global world of work, JJN is leading efforts to understand its impact on labour markets across the developing world

- Co-authored a policy brief **'Navigating the Revolution: Policy Recommendations for Inclusive AI'**, in partnership with **Centre on Regulation in Europe (CERRE)** and **Center for China and Globalization (CCG**), launched at the **Global AI Summit in Paris** (February 2025)

- Convened a webinar series on defining and advancing **Inclusive AI**, featuring global experts including **Sabina Dewan (JJN), Ekkehard Ernst (ILO), Gabriela Ramos (UNESCO)**, **Tomas Lamanauskas (ITU)** and others.



Skills and Employability

- **Mapping the skills architecture shaping labour markets** in flux across developing economies, as governments and businesses manage today's transitions while preparing tomorrow's workforce

- Supported by the JPMC Foundation, a two-year project began this year building a **framework to strengthen education-to-employment transitions in India**

- This work aims to **align industry demand with employability skills** to help Indian states meet their evolving workforce needs



Climate Change and Energy Transition

- **Climate change is a crisis for work** itself, with developing economies facing the greatest risks to jobs, livelihoods, and economic resilience
- JJN is expanding its research to understand these impacts and guide **the creation of a fair, adaptable, and sustainable future of work**
- Studying the **impact of heat on labour markets and workers** in vulnerable regions
- A country case study approach examines the **ICE-to-EV transition and its spatial impacts on labour markets** in developing countries



Women's Economic Empowerment

- Supported by the **Gates Foundation**, **the Centre for Gender Analysis (CGA)** is driving systemic change—empowering women through data, evidence, and stronger governance

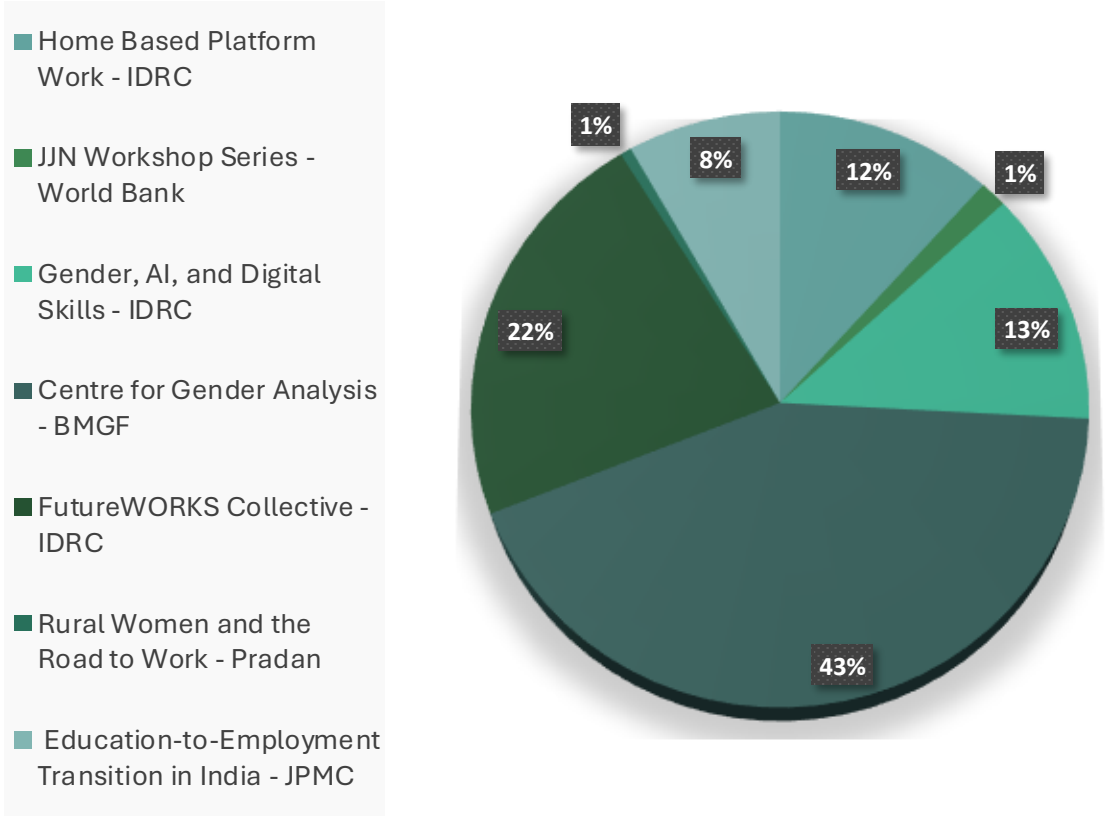
- CGA works with **governments, research institutions, and civil society** to generate evidence that shapes policy and action globally

- A **multi-year MoU with the state of Karnataka** studies how mobility schemes and access to childcare impact women's economic empowerment

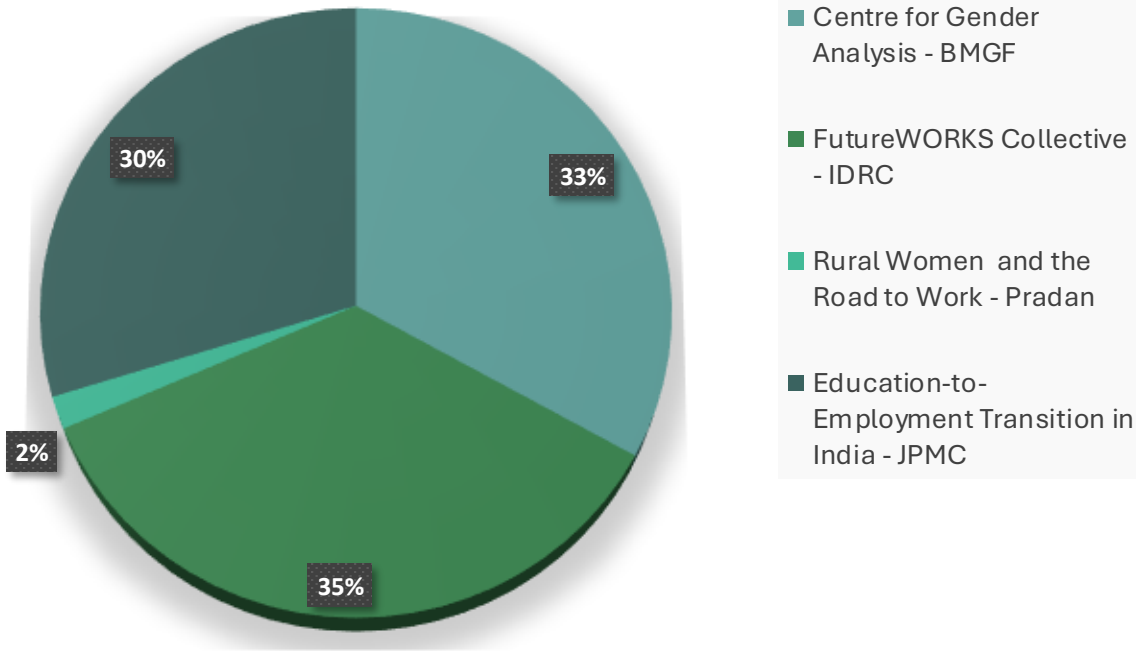


Financial Overview

Grant Receipts in FY 2024-25



Grants in FY 2025-26



Our Roadmap for the Years Ahead

- As we enter another year of growth and impact, JJN envisions:

- **Expanding impact in India:** Strengthening our presence in new states, regions, and cross-cutting thematic areas to drive meaningful change.

- **Amplifying global policy influence:** Advancing evidence-based insights on the future of work—particularly in the Global South—through international engagement, events, and collaborations.

- **Deepening our knowledge base:** Building on our flagship initiatives across critical domains:
  - Centre for Gender Analysis
  - Climate Change and Energy Transitions
  - Skills
  - Technology
  - Artificial Intelligence

- Through these efforts, JJN aims to shape inclusive, resilient, and forward-looking labour markets globally.



JustJobs NETWORK

Thank you

Contact Information

X : https://x.com/JJNglobal

LinkedIn: https://in.linkedin.com/company/the-justjobs-network

Email: info@justjobsnetwork.org

Website: www.justjobsnetwork.org