

## Abstract of Speech Template

**Title: Jobs are expendable, citizens are irreplaceable: How to guarantee meaningful job in time of constant disruptive innovation and ecological expectations?**

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- Session 4

### **Abstract:**

As we are in Asia, I would like to begin this abstract with a quote from one of its most renowned philosopher, Confucius : « Choose a work that you love and you will never have to work in your life ». These wise words are as you may guess universal but especially relevant today. Indeed, since the 19th century, the Taylorism division of work has increased the specialization of jobs which nowadays is the result of a crisis of our work's meaning. The inability of a worker to grasp the usefulness of his task within the product's creation process is truly an issue, as the lack of purpose lead to a lack of motivation for the job, resulting in unhappiness at work. Furthermore, with the new digital revolution already in motion globally, workers have to face changes which can be sources of anxiety and downward social mobility. Last but not least, we should encompass in all those issues the need of ecological transition which must be a common principal leading the public action in this context.

But in order to address these matters, we must change our scope and have a different approach concerning employment. We must distinguish the employee from the citizen. Jobs are bound to evolve, making them expendable, but the citizens, whom are the political core of the city, are truly irreplaceable. With this new approach, we should focus on the upgrade or the acquisition of competences by the citizens in order to give them the right tools to face this new division of work. As such, we have to reform the employment public policy governance at the local level to link the issue of citizen jobs with the City political stakes.

That is why the City of Paris is leading several programs focused on the training and support of sensitive publics, whose social and economic status are furthering them from the perspective of employment. Three main public policies will be presented in this abstract. The first one is the willingness to combine environmental goals with the creations of jobs. The second one is to manage the short term economic impact of the 2024 Paris Olympic and Paralympic Games, creating long term employments in Paris for the benefit of all. Finally, the last public policy will show how the Parisian municipality is preparing to the digital revolution that awaits all of us. It has always been a struggle for policy makers to reconcile “the end of the month with the end of the world”, meaning to establish a positive link between the citizens buying power with the global warming and the need of action. To reconcile these objectives which seem contradictory, the City of Paris has deployed several employment policies directed toward the circular economy. This sector alone in France represents 300 000 potential jobs and maybe even more. It consists in promoting and supporting the recruitment of people facing difficulties concerning employment through associations, start-ups and firms which have a project linked with the circular economy (eco construction, recycling, revegetation and elimination of food waste). In order to encourage these partnerships, the City has created a specific award that grants public funding to the most worthy initiatives. Furthermore, to give this project a regional dimension, Paris has partnered up with fourteen other cities in its region to promote this on a larger scale.

In the continuity of this employment policy, Paris has organized other recognition since 2015 concerning the development of the social and solidary economy. They are built on three major areas: Social Utility, Environmental Transition and Gender Equality. This project is enticing firms, associations and start-ups into improving their business model in order to employ more people in social and economic hazard, furthering themselves from carbon hungry production schemes and give the place women deserve in the workspace.

Concerning the 2024 Paris Olympic and Paralympic Games, the city has always displayed its will to benefits from this major international event in a sustainable way. That is why we launched programs focusing on the acquisition of lasting competences by disadvantaged unemployed people, during the preparation period of this event. Indeed, it will be a total of 9 billion euros invested and we expect the creation of 150 000 new jobs. But to ensure windfall financial balance that will benefit all we must find ways to root employment and thus wealth on our territory. The accompaniment and training program in motion is the perfect tool for some Parisians to escape poverty and embrace social inclusion.

To engage into digital revolution in the division of work, the City of Paris is implementing a training program focus on the acquisition of coding competences within the workforce. This initiative called “ParisCode” trains 1000 Parisians per year in coding and development, which are the main competences needed by the Tech economic sector. In conclusion, Paris is actively involved in to reconciling the workers' skills and the companies' needs. The guarantee of this balance is key to achieve our economic goals, but these programs are by the same token enforcing more social and eco-friendly behavior of the Companies. This last element is essential to improve the quality of the job offers and thus give a true meaning to the tasks.

