

Towards a Human-Centred Agenda: Human Resource Management in BRICS Countries in Times of Global Challenges

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This presentation will focus on the main findings of the project “Towards a Human-Centred Business and Economic Model: Key Global Challenges and Implications for Management Policies and Practices (Evidence from BRICS countries)”, which is carried out through the partnership of the International Labour Organization (ILO) Research Department and a number of researchers from the leading academic institutions around the world. This is a joint effort of 12 researchers based on all the continents, except Antarctica.

The project examines the emerging evidence of human-centred HRM practices in five leading emerging economies, namely, Brazil, Russia, India, China, and South Africa (BRICS). It aims to develop our deeper understanding of relations between megatrends that shape HRM policies and their specific implications in the BRICS countries. It is a response to a human-centred agenda for the future of work that the International Labour Organisation (ILO) is promoting in a world that is characterized by a number of megatrends, challenges, key global shifts.

The most common megatrends are artificial intelligence (AI), digital technologies and innovation; environmental and climate changes; demographic shifts; and globalization. These megatrends define policy debates, influence corporate thinking and action, and shape the world of work in modern society. As such, they form the backdrop against which we can examine the opportunities for and challenges to implementing human-centred HRM practices in BRICS countries. In addition, the focus is on the responses to the COVID-19 pandemic.