



# TRADE UNION FORUM ON DIGITALISATION AND THE FUTURE OF WORK



15 – 16 FEBRUARY 2017

OECD CONFERENCE CENTER, PARIS, FRANCE

The Forum will start on the 15 February with closed sessions between trade union representatives carrying over to the Open Forum that will discuss the key policy issues at stake with OECD representatives and invited guests from business and technical organisations, civil society and other experts.

**T**he Trade Union Forum on Digitalisation follows a first meeting held in June 2016 in Mexico. The OECD, the ILO and the EU, the G20 and G7, the World Economic Forum and the World Bank have all set up policy discussions on the digital economy, digitalisation or the next production revolution. The business and technical communities, and civil society are actively involved in such debates. Trade union participation so far has primarily focussed on the employment aspects of technological change, which are and remain priorities. The labour movement needs to build up capacities and develop a shared understanding of the impact of wider changes of digitalisation, and as a result the digital economy, which do have significant implications for the world of work and future economic development.

THE MAIN THEMES TO BE DISCUSSED INCLUDE:

- **Anticipating and shaping the impact of digitalisation on jobs and employability: how to create a link between expected increases in productivity and social gains?**
- **The “other” Just Transition that is needed: designing the right policy frameworks in supporting workers facing the new wave of technological change.**
- **Governance frameworks that effectively regulate changing business models and help reduce risks and inequalities.**
- **Platform economy = informal economy? Towards more specific solutions that the labour movement can propose for workers on digital platforms.**

14:00 – 14:45

## Setting the scene: The international policy context

**OECD Horizontal Project** (*Anna Byhovskaya*, Policy Advisor, TUAC)

**G20 Digitalisation Track and Future of Work discussions** (*John Evans*, General Secretary, TUAC and *Ingmar Kumpmann*, Political Advisor, DGB)

**EU Digital Agenda** (*Thiébaud Weber*, Confederal Secretary, ETUC)

**ILO's Future of Work Initiative** (*Anna Biondi*, Deputy Director, Bureau for Workers' Activities, International Labour Organization, ILO)



14:45 – 16:00

## Breakout sessions: Assessing trade union approaches

Calls for the revision of existing models of social dialogue and labour market protection in the light of 'the next production revolution' and the digital economy are increasing. The road ahead for trade unions is to use such transformations as an opportunity to strengthen workers' rights and collective bargaining. Some organisations are engaged deeply on developing strategies, others less so. There is a need and room for mutual information sharing and learning. Two breakout sessions will offer the opportunity to present examples of proactive approaches to the digitalisation of sectors and to new forms of non-standard work in the digital economy.

### Session A: Strategies on innovation and digital disruption of economic sectors

**Facilitator: Fausto Durante**, European and International Policy Director, CGIL

**Tim Page**, Senior Policy Advisor, TUC

**Kan Matsuzaki**, Director ICT, Electrical and Electronics, IndustriAll Global Union

**Dr. Christina J. Colclough**, Senior Advisor, UNI Global Union

### Session B: Organising digital workers in the platform economy and beyond

**Facilitator: Wolfgang Kowalsky**, Advisor, ETUC

**Alexis Masse**, Confederal Secretary, CFDT, France

**Samuel Engblom**, Policy Director, TCO, Sweden

**Usha Rani Gara**, General Secretary, INTUC Women Committee, India

16:30 – 18:00

## Setting priorities for the future

After presenting the main outcomes of the breakout-sessions, participants will be invited to exchange views and give feedback on a list of priorities that would be consolidated as one of the meeting outcomes and presented at the Open Forum.

**Moderator: Tim Noonan**, Communications Director, ITUC

**Initial comments:** *Phil Jennings*, General Secretary, UNI Global Union; *Eric Manzi*, General Secretary, CESTRAR; *Damon Silvers*, Policy Director and Special Council, AFL-CIO



9:30 – 9:45

## Opening and key outcomes of trade union discussions

**John Evans**, General Secretary, TUAC and **Stefan Dehnert**, Director, Friedrich Ebert Foundation (FES), Paris

11.30 – 13.00

## A just transition into the Next Production Revolution?

Two trends make the digital diffusion transformational: cost reduction and convergence of technologies. Additive manufacturing, autonomous machines and systems, and service delivery based on data streams will change the way we work and learn. There are commonalities between the respective policy debates on climate change and the Next Production Revolution. The central one: workers should not bear the costs. The session sets out to discuss transformations across sectors and policy pathways towards a just transition.

**Moderator: Phil Jennings**, General Secretary, UNI Global Union

**Jorunn Berland**, TUAC Vice-President and President, YS

**Dirk Pilat**, Deputy Director, Science, Technology and Innovation, OECD

**Yuichi Haruta**, Director of Economic Policy Division, RENGO

**Brian Kohler**, Director - Health, Safety and Sustainability, IndustriAll Global Union

09.45 – 11:15

## The impact of digitalisation on economies and jobs

New technologies have the potential to create wealth and new jobs and, thus, to improve quality of life and working conditions. No evidence suggests however that digital transformation acts as a 'new equaliser', providing a fair and just distribution of its costs and benefits. Digital adaptation is not linear. The expected job gains and losses differ per sector and per job function and occupation. Besides that, digital divides persist as millions have no or low-quality broadband coverage or lack the skills to fully engage in new job profiles. The session aims to give a panoramic picture of the economic opportunities, shortcomings and risks arising from digitalisation processes.

**Moderator: Anna Byhovskaya**, Policy Advisor, TUAC

**Andrew Wyckoff**, Director for Science, Technology and Innovation, OECD

**Thiébaut Weber**, Confederal Secretary, ETUC

**Nanna Højlund**, Vice-President, Danish Confederation of Trade Unions (LO-DK)

**Luis Colunga**, Deputy General Secretary, IndustriAll Europe

**Eleanor Sarpong**, Policy Advocacy Manager, Alliance for Affordable Internet – World Wide Web Foundation

**Bernhard Welschke**, Secretary General, Business and Industry Advisory Committee to the OECD (BIAC)

14.30 – 16.00

## Business models in the digital economy

The digital economy is based on cross-border data flows and networks supporting business and social interactions – underpinned by greater opportunities for regulatory arbitrage between jurisdictions (such as tax avoidance, failure to protect data privacy, escaping financial reporting requirements, etc.). This is amplified by an increased mobility of intangibles, network effects, Big Data and multi-channel business models. It is dominated by a limited number of large corporations creating concerns about the resurgence of privately run oligopolies. Meanwhile, corporate governance regimes of so-called “unicorns”, fast growing digital businesses that operate on high-priced market valuations, often do not match minimum standards.

The session will look at proactive solutions towards responsible business and investment practices, with particular attention to data privacy, tax compliance, investment risks and corporate governance.

**Moderator: Pierre Habbard**, Senior Policy Advisor, TUAC

**Edouard Marcus**, Co-chair of the OECD Committee on Fiscal Affairs’ Task Force on the Digital Economy and Director of European and International Affairs, Ministry of the Economy and Finances, France

**Héctor Lehuedé**, Senior Policy Analyst, Corporate Affairs Division, OECD

**Annette Mühlberg**, Head of the working-group on digitalization and responsible for digital labor, net-politics and e-government, Ver.Di

**Mac Urata**, Inland Transport Section Secretary, International Transport Workers’ Federation (ITF)

**Blake Harwell**, Senior Campaign Strategist, Unite Here

16:15 – 17:45

## The Platform Economy: Here to stay?

New forms of non-standard work in the online platform economy are creating a growing gap between digital innovation and decent work, which by definition includes fair wages, social protection and the right to bargain collectively. While estimates on the growth of on-demand and crowd work vary widely, a mid-term rise in labour market polarization and atypical work might arise. But it is also preventable. So, what can be done practically for online platforms to be a driver of quality jobs?

**Moderator: Sarah O’Conner**, Correspondent, Financial Times

**Kick-off Presentation: Valerio De Stefano**, Labour Law Officer, ILO

**Pascal Pavageau**, Confederal Secretary, FO

**Six Silberman**, Project Secretary, IG Metall and Programmer, Turkoption

**Saadia Zahidi**, Senior Director and Head of Gender Parity and Human Capital at the World Economic Forum (WEF)

**Jan Drahekoupil**, Senior researcher, ETUI

**Fredrik Söderqvist**, Economist, Unionen

17:45 – 18:00

## Closing remarks

**John Evans**, TUAC and **Dirk Pilat**, OECD