

Santo Domingo

September 2017

Romanian Presidency

Digital Society

# Abidjan - Ivory Coast

March 8 2018

## **TOPICS:**

- Digital revolution: its effects on the future of work and decent work;
- Digital revolution, governance and social partners role;
- Digital revolution: how to protect rights and ensure safety;
- Digital revolution and its impact on social and economic inequalities.

# General overview

- no business can operate without a digital strategy
- it affects products, services and processes
- generates fierce competition between companies as well as between economic blocks
- have considerable consequences for the labor market and work organization
- business and trade unions are facing the same challenges
- the new trends for the future of work are technological, as digitalization , robotization, artificial intelligence

# General overview

- Digitalization provides opportunities to track and monitor people in the workplace, putting their autonomy and privacy at risk
- The development of e-governance has been identified as one of the top priorities for reforming the public administration system
- Industry 4.0 profoundly affects all professions in the labor market
- The boundaries between work and private life become more blurred

## **positive aspects:**

- it promotes economic growth
- facilitation of daily life
- in developed countries there is a tendency for job losses
- improvement of efficiency
- establishment of new public services platforms
- facilitation of daily life

## **negative aspects:**

- it gives rise to information insecurity aspects
- reduced access to social security systems
- internet fraud, infringement of intellectual property rights
- in emerging countries there is an opportunity to create new jobs
- invasion of individual privacy

# What can we do?

- formulate Internet management and security laws and regulations to legislatively and institutionally safeguard Internet security
- active attitudes are needed, anticipating the study of the effects of digitization
- It is a need predictions about the number of jobs that could be lost vary widely
- the informational support for the implementation of state policy in the field of employment;
- the creation of an integrated system of informational interaction of state authorities, which carry out measures to promote employment of the population;
- the monitoring of the labor market, analysis of demand and supply of labor;

# What can we do?

- better connection between companies, scientific fields and school
- modernization of the Public Administration, advancing in debureaucratisation
- up-to-date skills and qualifications in education at all levels
- well-educated and motivated work force with a decent income and quality jobs
- social and comprehensive dialogues at all levels
- the need for new requirements for cybersecurity
- social dialogue is the key of wellbeing

# PARIS

September 18

**Exchanging experience**

# RESULTS OF THE WORKSHOP

- Objectives to be attained in the educational field
- Objectives to be attained in the field of employment
- Objectives to be attained in the economic field
- Objectives to be achieved in the legislative area
- Objectives to be achieved in the administrative area

# Objectives to be attained in the educational field

- Creating computer platforms for schools to be better interconnected;
- Internet access for all students;
- Development of infrastructure for education;
- Creating a national literacy policy;
- Step up the fight against school dropout;
- Integration of vocational and technical training into initial training;
- Creating a Higher Institute for Distance Learning;
- Starting programs such as "a student - a tablet"

# Objectives to be attained in the field of employment

- Establish a working group to design future qualifications;
- Qualified reorientation;
- Creating programs for the technical field such as "push skills forward“;
- Encouraging talent in the digital domain;
- New professions in management positions;
- Development of train the trainers programs in the field of digitization;
- Employees' right to be disconnected

# Objectives to be attained in the economic field

- Fund allocation and access to start-up programs;
- Providing support for innovative enterprises;
- Modernization of telecommunication infrastructure;
- Mobilizing the sectors for sustainable development

# Objectives to be achieved in the legislative area

- Adopt legislation on the processing of personal data

# Objectives to be achieved in the administrative area

- Updating procedures for citizens and public services;
- Modernization of state instruments for population services;
- Digitalization of public services;
- Creating a Single Social Register for registering families;
- Promoting regional development

# GENEVA

October 23, 24

## TOPICS:

- Education in the digital society: vocational training for transitions in employment and adaptation of the education system
- Digital impacts on labor mobility and firms: job creation in emigration countries and changes of firms location criteria
- The evolution of the digital economy and equality: risks of inequalities and promotion of equality – the role of social partners and social dialogue

# Education in the digital society: vocational training for transitions in employment and adaptation of the education system I

- skills requirements
- new learning/teaching methods
- adaptation vocational training to the new requirements
- existence of fundamental elements:
  - Increasing the impact of lifelong learning,
  - Education is crucial for all members of society,
  - Preparing for the digital revolution,
  - The existence of a relevant digital competence system

# Education in the digital society: vocational training for transitions in employment and adaptation of the education system II

- there is a need of a learning redefinition
- there is a need of a policy of people taking their destiny in their own hands
- a strong involvement in lifelong learning
- reconsideration of the educational model

# Digital impacts on labor mobility and firms: job creation in emigration countries and changes of firms location criteria

- business model
- new types of companies in terms of their location
- models of the workforce:
  - increased labor force model,
  - the hybrid crowd.
- advantages and disadvantages of labor relations flexibility

# The evolution of the digital economy and equality: risks of inequalities and promotion of equality – the role of social partners and social dialogue

- different types of platforms
- emergence of non-standard forms of work
- workers being treated as self-employed
- vulnerability of workers by age, gender and region

# advantages and disadvantages of the new forms of work:

## advantages

- flexibility
- the ability to find work easier

## disadvantages

- unfair competition
- precarious work and lack of social protection
- unilateral flexibility of the employer
- the absence of a right to free association
- the absence of a collective labor contract
- low pay for work

# solutions proposed

- Platforms communicate their activities
- Platforms declare workforce
- Improving dialogue between the platform and workers
- Creating mechanisms to defend workers' right to platforms
- The establishment of antitrust rules
- Equality of treatment for all workers
- Improving education and training systems
- Setting up rules to protect traditional firms
- Preservation of traditional forms of economy
- Improved responses to citizens' needs
- Set up a working group to improve public policies on the protection of workers in the digital economy

# debates

- Jobs are affected by education levels
- The impact of automatization in developing countries is exaggerated, it must start from a necessity and not to be purpose.
- Payment and workers' rights within the same platform vary by country
- Increasing polarization of the labor force based on knowledge and access to new technologies
- The need for stronger involvement of employers and trade unions in adapting to the new technological requirements of vocational training
- Transfer workers from low productivity production to high productivity sectors
- More emphasis should be placed on cross-cutting skills

# debates

- From the point of view of digitization, children have more skills than their parents and should be helped to make a better connection with the real world
- Brain exodus from less developed countries to developed countries
- Increase the gap between the rich and the poor
- Promoting trust and social dialogue

# Conclusions and proposals

- Creating a legislative framework on platforms to promote decent work
- Stronger involvement of the ILO in drafting conventions and recommendations laying down clear rules on the protection of workers in the digital economy
- Creating an interstate institutional framework to develop clear rules for platforms and having powers of verification and control
- Strengthen the role of ESCs in the implementation of examples of good practice
- Encourage the creation of new ESCs in countries that do not have this institution
- Developing AICESIS to include a broad geographical area
- Adapt education and training systems to the new economic requirements.

Thank you

Adrian MARIN  
General rapporteur