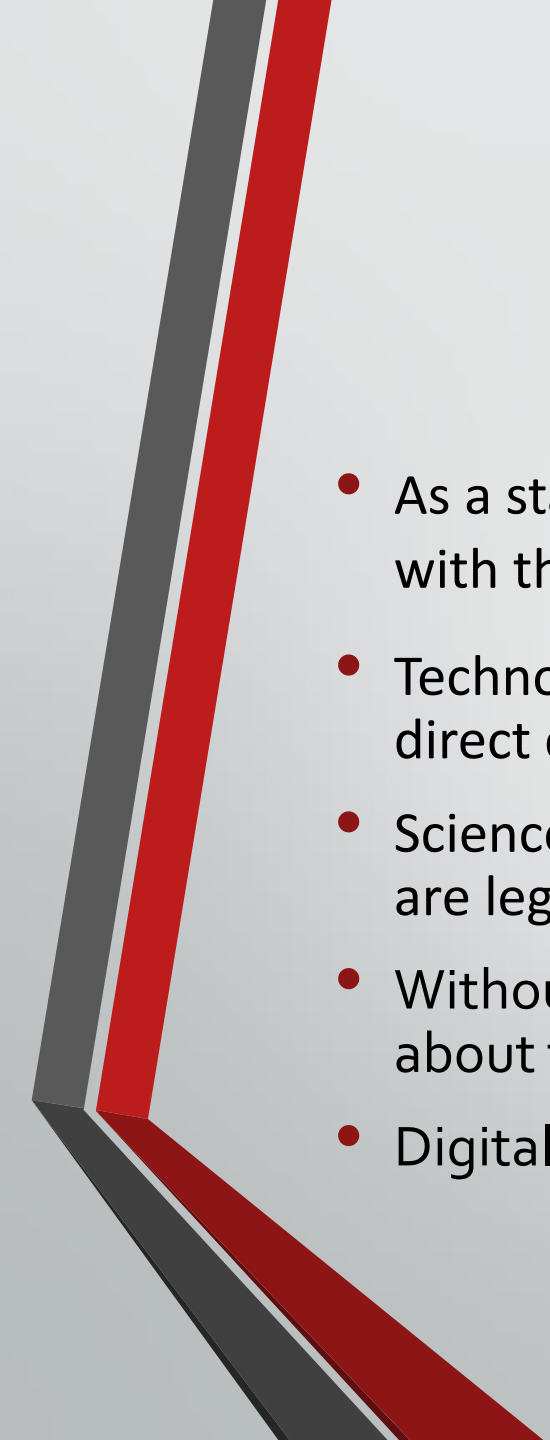




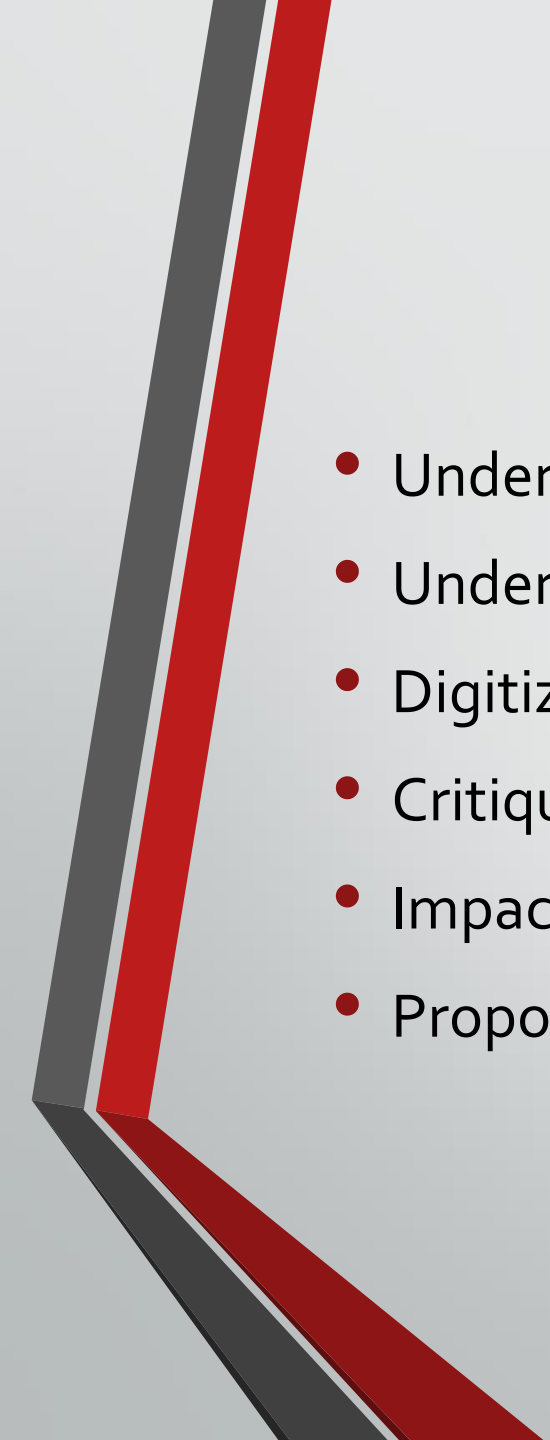
The Impact of the Digital Era on Employment Relations

Created by
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Introduction

- As a starting point, it is important to acknowledge that we live in an era confronted with the inevitable effects of digitization on work, workplaces and labor.
- Technological Change does not come from outside the human society. It comes as a direct creation of the human society.
- Science is progressing so fast that the limitations are now less technical than they are legal, regulatory and ethical.
- Without decisive action we run the risk of widening inequalities and uncertainty about the future of work. This space is a crucial space for the future of work
- Digital Technology knows no borders.



Overview

- Understanding “the revolutions” of society
- Understanding the society and workforce today
- Digitization and the 4IR: the Good and the Bad
- Critique of theoretical approaches to 4IR
- Impact on Trade Unions
- Proposed Way forward

Different Stages of Revolution

1st Revolution

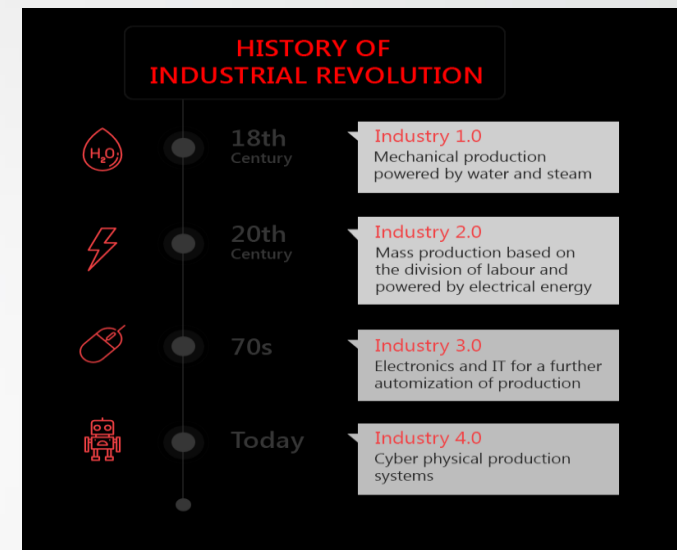
- Agricultural practices to make life easier
- Creation of Hoes for irrigation purposes

2nd Revolution

- 1700's, the introduction of mass production and division of labour
- Machines supplementing muscle work

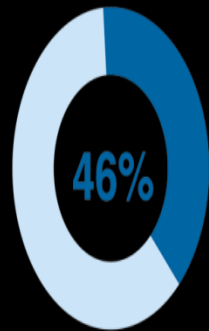
3rd Revolution

- Introduction of computer chips, then growth of cellphones
- Better movement, quicker communication and localised progress



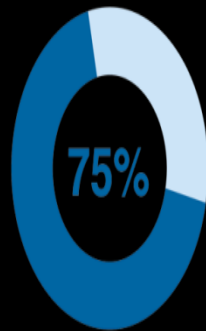
Future workforce

Snapshot: Future workforce



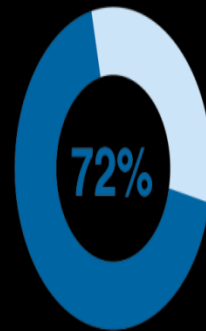
Nearly half of HR professionals expect at least **20% of their workforce** to be made up of **contractors or temporary workers** by **2022**

Source: PwC



Most of the global workforce will be **comprised of millennials** by **2025**

Source: Brookings Institution

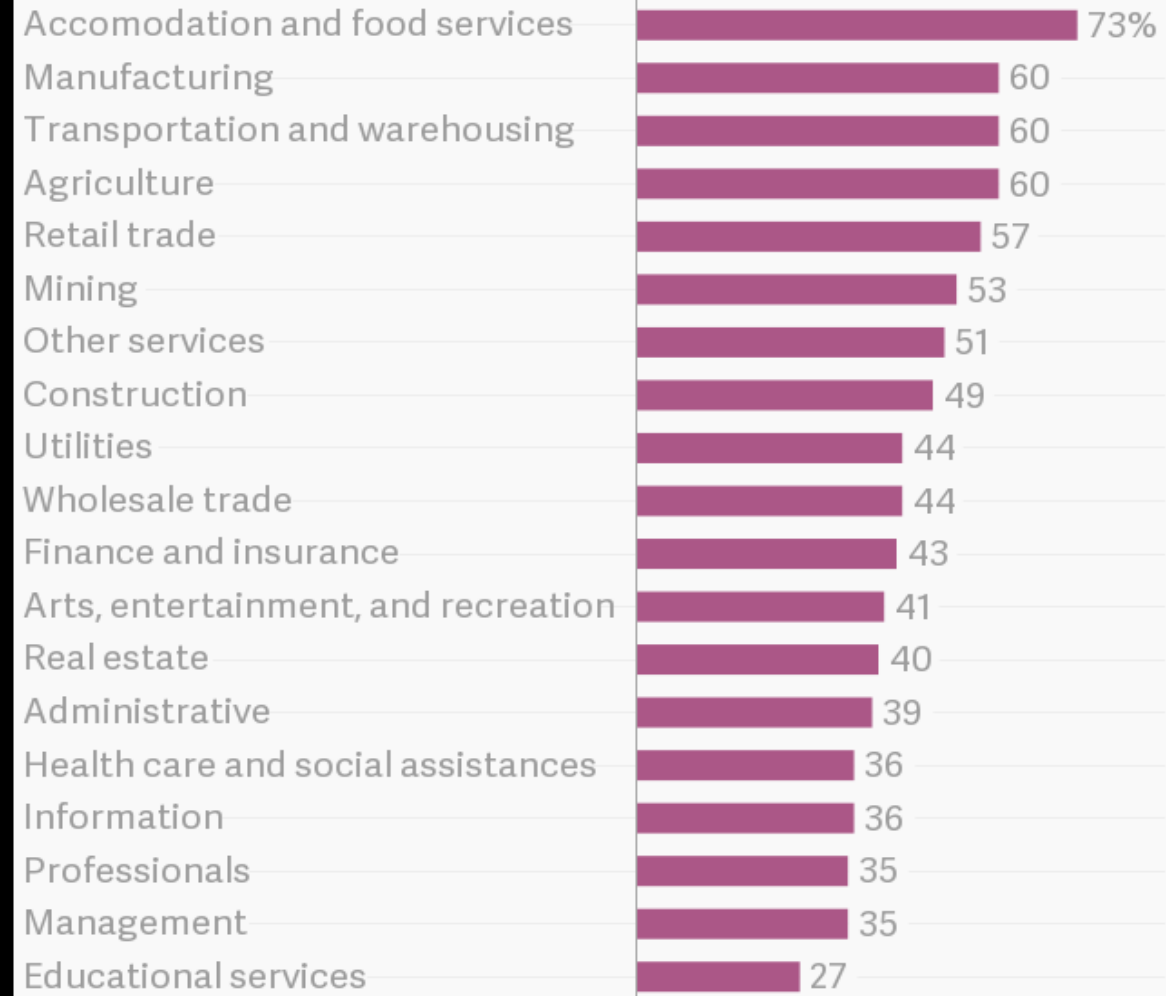


The world urban population is expected to **increase by 72% by 2050**

Source: World Urbanization Prospects: 2011 Revision, produced by the UN Department of Economic and Social Affairs

Automation can replace at least some work in almost all job sectors

Automation potential



ATLAS | Data: US Bureau of Labor Statistics; McKinsey Global Institute analysis

4IR - Opportunities



Increased Productivity at the fraction of the cost



Machines and algorithms create better quality of work compared to tasks that rely on human interference.



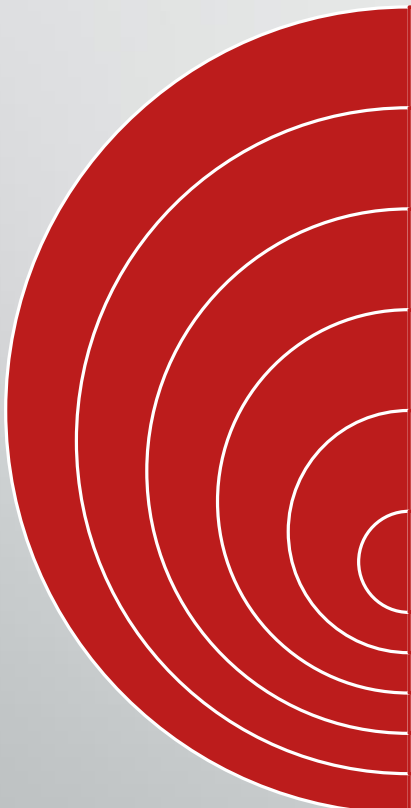
Find a way of making older members of the community contribute to the workforce/economy at retirement age as they are living longer and healthier.



Improved Health - Bio-printing – 3D manufacturing combined with gene editing to produce living tissues for the purpose of tissue repair and regeneration.



Disadvantages of 4IR



Creates workplaces less reliant on employees
Robots are being prepped to replace care-worker jobs.
4IR will still affect how enterprises relate to their employees, shareholders and customers.
Distributional favor capitalists over labor and squeeze wages (consumption).
Big Data (Surveillance Capitalism)
It may exacerbates inequality in society (gender, race, class)

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Impact on Unions

Threats

- Decline in Union membership
- The decline of union presence in the workplace will lead to more exploitation
- Some gains fought for by unions may be thrown out
- Economic exclusion for the unskilled and exacerbated inequality
- Decline of Subscriptions and ultimately sustainability of trade unions

Opportunities

- Anticipate the sectors which might emerge as a result of the digitalization of tasks and start organizing in such sectors.
- Revisit the way in which they organize through an acknowledgement of the broader value chains in which they operate.
- the notion of e-unions, virtual unions or cyber unions, where the ICTs are harnessed to reinvigorate and modernise union practices
- expansion of the traditional role of unions.
- Never separate the union from the day to day lived experiences of workers



8 hour
workday



Overtime
Pay



40 Hour Work Week



Pregnancy and
Parental Leave



Unemployment
Insurance



Weekends



Paid
Vacation



Pensions



Worker's
Comp



The Right to Strike



Minimum
Wage



Health
Benefits

**WHY YOU SHOULD
THANK A
UNION**

On International Workers Day We Share 15
Reasons Why You Should Thank A Union and the
Labor Movement



Collective Bargaining

CB

- Collective bargaining is critical to and is a strategic pillar to strengthening the skills revolution. It must be about job retention and job security in the prevailing economic challenges

CB

- As a country we are operating within a context of advancing our 2nd phase of radical socio-economic transformation, bargaining is an instrument to change the status quo

CB

- All stakeholders must benefit, in particular the employees through prompt implementation of collective agreements, policies consulted and comprehensive dispute prevention mechanisms

Broader Government and Trade unions' influence on Collective Bargaining should Include:

Compensatory measures (guaranteed basic income and wealth redistribution) of the workers regardless of Machinisation

Implement robust policy frameworks for social inclusion programmes in education to train more young people and women (in particular) in science, technology, engineering and mathematics.

Legislation protecting the rights of workers (realistic minimum levels of pay and benefits, restoring a decent work-life balance, and removing the impediments to union organizing). Realign labour laws and policies to the new realities of work to ensure workers are protected from the negative impacts of the 4IR

Training/programmes based on demand: ensuring sufficient (re-)training especially for low qualified workers so that they remain in the labour market

Set up 4IR working groups with a key objective being to mainstream gender in the industrial policies of African countries

Possible Actions towards workers Benefit

Ensure the required skills transition or relevant compensation measures.

Urgent Need for a Digital Industrial Strategy

Roll Out of Public Infrastructure program to support broad based access to digital technologies

Stronger regulation against monopolistic practices and tax avoidance

Questions the quality of training provided to employees preparing them for the changing nature of work and challenges brought about 4IR in the context of their work.

Democratic Control of the National Broadband Strategy spectrum and reduction of the cost of data

The setting of developmental conditions on firms introducing new technologies

Conclusion

- It's crucial that labour acknowledges these issues and work towards national campaigns to ensure pro-active debates and change.
- We need to make choices and come up with innovative solutions and contribute as citizens, government officials and business leaders to design systems that ensure benefits and risks are carefully weighed and new systems arise with common values and clear purposes in mind that benefit the global community.
- Unfortunately we are at a stage where platitudes mean nothing without a concrete action plan.
- We need to amend our education system to prepare future workers' contribution to the workplace. Build capacity by training them on how to use technology in order to remain relevant.
- We need to draft policies that govern the ethical use of technology in order to avoid exploitation.
- The question is, can we really save jobs lost as a result of digitization if we do not even have an education system that prepares workers for the very same jobs they are scared of losing.
- Given the fact that digitization is an opportunity for employers to cut costs of labour, they are going to jump at the opportunity to embrace 4IR. They are concerned about the bottom line.
- We are concerned about job losses. Therefore we need a compromise and this can only be achieved through collective bargaining.
- We must seriously review the LRA: code of good practice: dismissal to see if it is geared to protect workers or employers interests.
- The ILO has always played a key role in the shaping of our labour legislations
- Recommendation 166-Termination of Employment Recommendation, 1982-averting termination of employment for reasons of an economic, technological, structural or similar nature, without prejudice to the efficient operation of an enterprise.