



## INLAND TRANSPORT:

### Response to the challenges of the Future of Work

1. The introduction of new technologies should be consulted with trade unions. Any introduction should begin with a detailed observation of the existing work process. Workers should be involved in the design of any new process so as to ensure a human-centred design process.
2. Any new technology under consideration should have its health and safety impacts assessed, with trade unions participating in the assessment.
3. If data produced by workers during their labour is used to benchmark workers, these benchmarks need to be agreed with workers and their trade unions. These benchmarks must account for the differences between people, and should not create unsafe occupational health and safety conditions.
4. Workers should be clear on what data is being collected and what it is being used for, as well as the content and purpose of any benchmarks.
5. Data gathered from monitoring and surveillance technology cannot be used to discipline workers. Data should aim to improve working conditions and safety as well as productivity.
6. Companies should establish works' councils or introduce workers' representation (or ownership) at board level to ensure the fair application of new technology and promote better communications between management and workers.
7. If companies are using data to sell on, improve operations or productivity, then trade unions should campaign for them to compensate workers for the data they produce while they work.
8. Companies should establish works' councils or introduce workers' representation (or ownership) at board level to ensure the fair application of new technology and promote better communications between management and workers.
9. Companies should provide education and training to workers to enable them to understand and make use of new technologies. Training should be specific to the technologies being introduced.
10. Cities introducing smart city methods should ensure that they consider the impact on workers and cooperate with trade unions to ensure their systems do not prejudice workers' interests. Technology should aim to make urban mobility safer, cleaner and quicker without negatively impacting working conditions.
11. Workers whose jobs are lost to technology should be redeployed, compensated and provided access to free education and training, not necessarily linked to an economic purpose.
12. Until they are capable of operating in emergency situations, automated processes must be overseen by qualified and experienced human operators.

13. Human operators in highly automated processes must be given adequate time in control of the process in order to hone and maintain their skills.
14. The introduction of new technology should not only be used to improve productivity, it should also aim to improve sustainability, safety and working conditions.
15. Workers should not be expected to be 'on call' outside of working hours. The right to digital disengagement should be respected.
16. Workers must be able to indicate to management the shortcomings in a technological process and should be compensated for the work they do to make the overall process still function.
17. People working around autonomous machines should be provided with adequate training to understand how they and their sensors operate.
18. Driverless technology should not be implemented in public spaces until it has passed stringent safety tests and is secure from hacking.
19. Remote control of transport vehicles should be limited to national areas, or should be regulated by bilateral or international agreements ensuring pay and labour conditions are not undermined.

