



FINAL OVERALL:

Response to the challenges of the Future of Work

This paper puts forward general responses to the challenges posed to workers by new technology. The general principles behind these measures are increased democracy in the economy, increased democracy in politics, and increased democracy in the workplace.

1. ITF will work with sister organisations in the global labour movement, such as the ITUC and the Global Council of the ILO, to coordinate a global response to the challenges posed by new technology.
2. Workers who lose their jobs to technological change should receive financial compensation. Workers help to 'train' the technologies that replace them, and it is workers who make highly automated systems function effectively.
3. Workers who lose their jobs to technological change should have access to free education and training opportunities provided by the state and by their employers.
4. Trade unions should **participate in the development and delivery** of these education and training programmes. Governments should help fund the acquisition of new technological and other skills by trade unions.
5. **Workers** whose jobs are significantly changed by the introduction of new technologies **should be supported in the acquisition of new knowledge** and skills to enable them to make the most of change.
6. The potential negative impacts of new technology on workers should be mitigated by an **effective lifelong social security system**.
7. Technology should be introduced after a process of **human-centred design**. Workers should participate in any introduction of technology. Technologies should be introduced to resolve problems within the work process rather than demonstrate the potential of this or that technology.
8. Any **monitoring systems should have rules for use agreed** between trade unions and employers at national, sectoral and workplace level.
9. Workers and unions should be able to **influence the setting of any benchmarks** for productivity. Workers should have access to the programmers who write software that will affect their work. Software with workplace applications should be certified by tripartite institutions.
10. Any **new technology should be monitored for health and safety impacts** on workers. It should also be assessed for potential gender impacts. If technology results in the intensification of the work process workers should be compensated by reduced working hours or increased pay.
11. **Algorithms are imperfect** and therefore workers should know and understand the criteria used to design an algorithm, as well as the data that is used to underlie any use of Artificial Intelligence (AI) or Machine Learning (ML). This requires transparency of algorithms and access to AI programmers.
12. Data produced by the public during day-to-day activities (for example, commuting) should not be used for private gain and should be collected, analysed and used for the public good.
13. Legislation should be passed governing the uses of AI and ML, and enshrining the **principle of ultimate human responsibility** for their impacts. Programmers should be trained in the principles of human-centred design. A certification process for programmers should be instituted.

14. **Workers should have some form of ownership and control** over the data they produce while at work. They should also receive some form of compensation for the human labour that is 'absorbed' by new technologies. These should be negotiated by trade unions.
15. The potential negative impacts of new technology can also be mitigated by **reduced working hours**. The potential impact on employment in particular sectors or occupations should be mitigated by reduced working hours in those sectors or occupations.
16. To ensure workers have a say in the development and deployment of technology, governments should legislate a **workers' share of ownership** in every company, or ensure that bodies like Works' Councils exist, and legislate to ensure trade unions play a role in the deployment of technology across the economy.
17. In the new 'datafied' economy there should be a **'workers' data'** category, and controls should be established over its collection, storage and use, as well as stipulating some form of compensation for the production of data.
18. In transport hubs, where different modes of transport intersect, and where peoples' livelihoods and the social fabric are dependent on transport, **social forums with trade union participation should be established**, to discuss and control the deployment of technology.
19. To prevent the threat posed to society by technological inequality, governments should pursue **institutional and political reforms** that introduce greater democracy and transparency. The challenges of the future cannot be dealt with by 18th century institutions.
20. To prevent the domination of the economy by tech companies, governments should pursue a policy of 'digital sovereignty'. This would ensure tech companies pay their fair share of taxation by obliging companies to register national offices. **Legislation should be passed governing access to national digital 'territory'**, with access connected to obedience to national legislation on data, labour and employment controls, training and so forth. Taxes should be levied on some combination of company revenues, market valuation, wealth of private owners, flows of data, number of employees and market share.
21. Objective **information is crucial to democracy, and democracy is important to the enjoyment of workers' rights**. To prevent the domination of information by a handful of digital and social media companies, governments should consider making news and social media public utilities, with legislated frameworks governing the role of information in society, what is considered objective information, and disincentives for the spreading of false or highly biased information. It should also support small-scale independent media with incentives and subsidies.
22. To ensure that society as a whole, and workers in particular can benefit from the potential of new sources of data, legislation should allow **open access to data on working conditions, pay rates, employment data** within companies and across sectors.
23. Governments should promote the development of **digital corporate social responsibility systems** to monitor and incentivise the application of labour regulations, pay, good practice and ensure that companies with good labour relations can be rewarded.

24. Governments should offer annual prizes to the developers of technologies aimed at upholding workers' rights or improve working conditions.
25. To ensure that new technologies have a neutral or positive impact on the **environment an environmental impact assessment** should form part of the decision to deploy any new technology. These assessments should include trade unions and dedicated regulatory bodies.
26. Governments should agree international legislation regulating the activity of platform employers.
27. To prevent the inequality between countries being exacerbated by unequal access, control and use of data, **international regulations controlling the collection, storage and uses of data** should be passed, including controls on workers' and company data. An international data regulator should be established under the auspices of the UN to regulate international data.
28. To prevent 'digital colonialism' governments should agree **technology transfers and support the development of home-grown digital industries** in developing countries. E-commerce rules should aim to prevent digital companies from simultaneously being marketplaces, retailers and logistics companies.

