TECHNOLOGICALLY UNDER-DEVELOPED REGIONS:

Response to the challenges of the Future of Work

1. In under-developed regions it is the state that needs to invest in developing national or regional-level digital sectors in order to help meet the threat of digital colonialism. The state also plays a crucial role in tripartite structures. Unfortunately, **in most tech under-developed countries the government works in the interests of national and transnational business**, undermining their ability to defend workers' interests.

2. Even more than in the developed world, in these regions the issues raised by new technology **demand profound reforms to institutions, governance and economic policy**. These should aim to strengthen trade unions as part of a broader democratisation and the development of national industrial policy.

3. Unions should campaign for governments to **stimulate wide ranging social and political debate** to establish the framework for the new institutions and practices needed to ensure fairness and decent work during the digital transition. This needs to include recognition of the **impacts of gender-based occupational segregation** on technology development.

4. A just transition to a digital economy requires effective tripartite mechanisms. Governments need to provide a legal framework that allows trade unions to function effectively. One way to do this is to **reinforce and expand labour inspectorates** and give unions a role in running them. Tripartite mechanisms should include women's committees to allow **gender input into technology policy**.

5. Unions should campaign for governments to provide education and training that helps **develop the technology literacy of the population**. In order to fund these educational measures governments will need to **improve tax collection**. Unions should also provide their members with this type of training.

6. Governments must ensure that the 'long tail' of small and medium sized enterprises where most people work can access technology, but also have access to support and training on labour relations, human-centred design and ethical uses of technology.

7. Trade unions in the developing world need an **international technology and data observatory** that would provide them with objective information about technology and the challenges it raises for them, as well as measuring its impacts upon these regions.

8. Unions should campaign for governments to develop **national technology certification processes** that enshrine the principles of human-centred design, ultimate human responsibility, adaptation of algorithms to local conditions, the sharing and access of trade unions to workplace data, a set of gender criteria, payment of local taxes and abidance to international regulations.

9. Technology should be introduced after a process of **human-centred design** that allows workers to take part in deciding what technology is used, how it is used, and what it is used for. Technologies should be introduced to resolve real problems within the work process rather than for demonstration effect. **Managers and technologists need to be trained** in the principles of human-centred design.

10. Algorithms 'imported' from abroad should be consulted with workers before being adapted and applied to their work process.

11. Governments and trade unions must establish **national regulations defining the rules around monitoring and surveillance technology**. These should also cover worker participation in the definition of acceptable uses of benchmarking technology.

12. Unions should campaign for laws that regulate tech companies, including digital platforms, in particular in relation to algorithmic transparency, data ownership and the payment of taxes. Tech companies that do not abide by the principles described above **should be blocked from national territory**.

13. Unions should campaign for governments to legislate anti-monopoly and anti-monopsony laws to control the digital sectors' hyper-charged monopoly dynamic. Governments should consider whether **digital marketplaces ought to be public utilities**. These laws should counteract the tendency towards the creation of digital 'walled gardens' that lock customers in to a particular tech ecosystem.

14. Unions should campaign for **national data banks under democratic control**, with public discussion determining what data should be used, who by, for what purposes and for how long. Governments should make access to their **national data conditional on technology transfers** to local providers.

15. Unions should campaign for governments to introduce intellectual property law that enshrines collective rights to some forms of IP, and which categorises national ecological, biological and similar data as a national resource that cannot be sold to private entities.

16. Unions should campaign for national regulations and certification schemes governing the use and development of AI, focusing on its ethical use in the workplace, entrenching human responsibility for AI decisions, and which contain some kind of ethical code of practice for developers.

17. International financial institutions should include these points in their criteria for provision of loans to developing countries.

18. Unions should look to develop technologies that can compete with private digital platforms in the transport sector. Private digital platforms show customers where the supply is, worker-friendly transport apps should show drivers where the demand is.