YOUTH:

Response to the challenges of the Future of Work

1. Young people need to see a new economic model that incentivises decent and secure work, decent pay and lifelong educational opportunities.

2. Unions must campaign for government to pay special attention to young people who are not in employment, education or training, providing them with education, training and support necessary to allow them to become part of the economy. Educational and training systems should take special account of the needs of young people, whether in employment or education or not.

3. Young people need to be allowed to develop the technical and social skills necessary to their all-round human development, particularly since many experts consider these skills necessary to maximising the benefits of new technologies.

4. Informal employment is the bane of young people across the globe. Unions must campaign for governments must take action to formalise employment, and revitalise or create tripartite mechanisms to guide the economic process, in particular around technology adoption.

5. Unions should campaign for the platform economy to be regulated effectively. At national level platform companies should pay taxes in each country they operate in, and they should be classified as employers under national regulations. Employers should pay social security contributions and recognise trade unions. Companies that refuse should be barred from national digital territory.

6. At international level there should be an agreed framework governing the activity of platform employers that ensure that their use of data is transparent and that all governments agree a level playing field.

7. National regulations should stipulate that existing workers must be given the opportunity to retrain for remaining roles if new technologies substantially transform job roles.

8. National regulations need to be developed limiting and controlling the use of monitoring, surveillance, rating and benchmarking systems based on data. Data should improve productivity within negotiated margins, and should also help improve working conditions and health and safety in the workplace.

9. National regulations need to be developed to limit and supervise the use of algorithmic management, these should enshrine the notion of ultimate human responsibility and require companies to provide a named official responsible for these algorithms.

10. Similar limitations and supervision should exist for algorithms used in recruitment and human resource departments more generally.

11. Young workers particular concerns should be heard through specific engagement of government and employers with young people's organisations.

12. Collective bargaining agreements should safeguard jobs at risk of automation and ensure adequate retraining or compensation to affected workers. Where national regulations do not exist, they should also limit the use of surveillance, monitoring and benchmarking technology and ensure training and support to workers affected by it.

13. Unions should campaign for governments to develop objective data on the use of technology across the economy, and this information should be used to help inform civil society, including trade unions, on potential issues.

14. Unions should campaign for regional or global technology observatories to provide trade unions with objective data on technological development, and study its impacts on workers and society.

15. Unions should establish youth committees with clear structures and policies in order to lead union work affecting young people. They should study the impacts of surveillance, monitoring and benchmarking technology on workers' health and wellbeing