Shaping the new world of work

The impacts of digitalisation and robotisation

ETUI-ETUC Conference
27-29 June 2016
Hotel Thon Europe
1040 Brussels, Belgium
Monday 27 June

10:00—11:00  Registration participants

11:00—13:00  **Plenary A – Inaugural keynote speeches**  
Room: Belgium  EN/FR/DE

13:00—14:00  Lunch break

14:00—15:30  
**Panel 1** – Collaborative economy and platform capitalism  
Room: Germany

**Panel 2** – The future of industry in Europe  
Room: Netherlands I-II

**Panel 3** – Digitalisation – more democracy in public services and public service workplaces?  
Room: France  EN/FR/DE

**Panel 4** – Private services industry: at risk or new opportunities?  
Room: Netherlands III  EN/FR/DE

**Panel 5** – Future of jobs in the digital network economy  
Room: Belgium

15:30—16:00  Tea break

16:00—18:00  **Plenary B – The big picture (setting the scene)**  
Room: Belgium  EN/FR/IT

18:15—19:30  Drinks reception
Monday 27 June

**10:00 — 11:00**
Registration participants

**11:00 — 13:00**

![Room: Belgium](https://example.com/room.png) [EN/FR/DE]

**Plenary A**

— Inaugural keynote speeches

**Welcome speech:**
Luca Visentini,
*ETUC General Secretary*

- Marianne Thyssen,
  *European Commissioner for Employment, Social Affairs and Inclusion*
- Jeffrey Franks,
  *IMF Europe Office Director*
- Mark Keese,
  *Head of the Employment, Analysis and Policy Division, OECD*
- Guy Ryder,
  *ILO Director-General*
- Thomas Händel,
  *Chair of the Committee on Employment and Social Affairs, European Parliament*

**Chair:**
Philippe Pochet,
*ETUI General Director*

The conference will explore how digitalisation is shaping work and how regulations and institutions are reacting and responding to these new as well as old challenges. Questions that will be considered include: What are the main challenges to work as well as to trade unions? And what are the strategies, regulations and institutions that have been put in place, or could be put in place, in order to shape the new world of work? The opening panel will set the scene for the three day conference. The keynote speakers will share their analyses of how work is being transformed and, in particular, how their institutions are engaging with the issues at stake and what actions are being taken to address them.

**13:00 — 14:00**

- [Lunch](#) [break](#)
Monday 27 June

14:00 — 15:30

Panel 1
Collaborative economy and platform capitalism

- Arthur de Grave, OuiShare
- Alain Petitjean, Groupe Alpha
- Harald Wiedenhofer, EFFAT
- Ronald Janssen, TUAC

Discussant:
Gabriele Bischoff, EESC

Moderator:
Odile Chagny, IRES

The panel will address the question of ‘new forms of collective’ that may emerge from the development of digital cooperative platforms and the new labour practices associated with them. Different perspectives will be proposed and discussed: labour organization forms, definitions and representations of ‘collective interest’, social protection, governance, etc. Specific attention will be given to the capacity of traditional and new actors to address these new collectives.

15:30 — 16:00
Tea break
Panel 2
The future of industry in Europe

- Reinhilde Veugelers, *KULeuven and Bruegel*
- Ansgar Baums, *HP Inc.*
- Andrea Szalavetz, *Hungarian Academy of Sciences*
- Frank Siebern-Thomas, *European Commission, DG GROW*

**Discussant:**
Luc Triangle, *industriAll European Trade Union*

**Moderator:**
Jan Drahokoupil, *ETUI*

This panel considers changing production models and the geography of production networks in Europe. Has Europe failed to take advantage of new technologies to stimulate productivity gains, employment and economic growth? What will digitalisation mean for manufacturing and assembly? What type of innovation systems can thrive in Europe? What policies do we need to support industry and innovation in Europe? How can European regions compete in the global economy?
Panel 3
Digitalisation – more democracy in public services and public service workplaces?

- Jane Lethbridge, Public Services International Research Unit
- Peter Raben, HK Stat, Denmark
- Serge Novaretti, European Commission, DG Connect
- Peter Wieser, City of Vienna

Discussant:
Jan Willem Goudriaan, EPSU

Moderator:
Christine Jakob, EPSU

The promise of digitalisation is that it can lead to more openness in service delivery, greater citizen involvement and more efficient services. But can this be achieved in practice? If digitalisation is transforming how our public services are controlled and provided, what about the workers who deliver these services? Will they also benefit from greater workplace democracy, with a clear role for social dialogue in digitalisation? The workshop will bring together a number of different perspectives on the potential impact of digitalisation on public services, from the local to the European level.
Panel 4

Private services industry: at risk or new opportunities?

- Christian Verschueren, EuroCommerce
- Evelyn Regner, S&D Group
- Oliver Roethig, UNI Europa
- Miia Järvi, PAM

Discussant:
Ursula Holtgrewe, Centre for Social Innovation

Moderator:
Franca Salis-Madinier, CFDT

This workshop will look at the challenges facing the European services industry and explore possible solutions. Key trends are an increase in atypical employment and the diffusion of new forms of work, coupled with an advance in European integration, companies operating across borders and the digital revolution. The European Commission recognised this development in its ‘Agenda for new skills and jobs’ (COM (2012) 682) and urged Member States in its ‘Employment Package’ (2012) to prevent the excessive use of non-standard employment and to establish decent and sustainable wages. Are the traditional concepts of ‘permanent employment’, ‘employer’ and ‘workplace’ disappearing? How can we ensure a service industry with sustainable and job-rich growth that provides inclusive quality employment to all group of workers, and innovative quality services to customers and society at large?
Panel 5
Future of jobs in the digital network economy

• Dalia Marin, Ludwig Maximilian University
• Craig Holmes, Pembroke College Oxford
• Tobias Kämpf, IFS
• Ann Branch, European Commission, DG EMPL

Discussant:
Maria Helena André, ACTRAV
Moderator:
Béla Galgóczi, ETUI

In the long run technology is likely to dramatically reshape labour markets and to generate a reallocation of the types of skills that will be needed by the workers of tomorrow. The nature of work, the form of employment, the place of work, the organisation of working time: all these aspects and many more will be subject to radical change. Who will win and who will lose as a result of the impact of new technologies? What will be the nature of the changes affecting employment, work and jobs as we know them?

15:30 — 16:00
Tea break
Plenary B
— The big picture (setting the scene)

- Jeremy Rifkin, author of *The Zero Marginal Cost Society*
  and President of the Foundation on Economic Trends
- Q&A session

Panel with national trade union leaders:
- Laurent Berger, *General Secretary CFDT*
- Susanna Camusso, *General Secretary CGIL*
- Luc Triangle, *General Secretary industriAll European Trade Union*

Chair:
Luca Visentini, *ETUC General Secretary*

This plenary session will feature a keynote talk by Jeremy Rifkin, followed by a Q&A session with the audience. The session will then be followed up by a conversation between three European trade union leaders and Mr. Rifkin.

18:15 — 19:30
- Drinks • reception 🍷 🍸
Tuesday 28 June

Plenary C — Technology
- Room: France  🇫🇷 EN/FR/DE

Plenary D — Employment
- Room: Belgium  🇧🇪 EN/FR/DE

Coffee break

11:00 — 11:30

Panels

Panel 6 — Organizing and representing workers in the digital economy
- Room: Belgium  🇧🇪 EN/FR/PL

Panel 7 — Inequalities and labour market polarization
- Room: Germany

Panel 8 — Psychosocial risks of future forms of work
- Room: Netherlands II-III  🇳🇱 EN/FR/DE

Panel 9 — The Circular Economy as a driver for jobs and industrial development
- Room: France  🇫🇷 EN/FR/DE

Panel 10 — Working time
- Room: Netherlands I

Lunch break

13:00 — 14:00

Panels

Panel 11 — Work intensification
- Room: Germany

Panel 12 — Workplace innovation in the second machine age
- Room: Belgium

Panel 13 — Data protection for employees
- Room: Netherlands II-III  🇳🇱 EN/FR/DE

Panel 14 — Amazon
- Room: France  🇫🇷 EN/FR/DE

Open session
- Digitalisation and work: evolution or revolution?
- Room: Netherlands I

Tea break

15:30 — 16:00

Panels

Plenary E — Working conditions
- Room: Belgium  🇧🇪 EN/FR/DE

Keynote speech
- Room: Belgium  🇧🇪 EN/FR/DE

Dinner

19:00 — 21:30
Tuesday 28 June

9:00 — 11:00
Room: France  🇪🇺 EN/FR/DE

Plenary C — Technology

- Maria João Rodrigues, MEP, S&D Group, Vice-President in charge of Economic and Social Policies
- Bettina-Johanna Krings, Head of Research area ‘Knowledge society and knowledge policy’, ITAS-KIT, Karlsruhe
- Ursula Holtgrewe, Head of department ‘Work and Equal Opportunities’, Zentrum für Soziale Innovation (ZSI)
- Mark Graham, Associate Professor Oxford Internet Institute, University of Oxford

Chair:
Daniela Vincenti, Editor-in-chief of EurActiv.com

This plenary session will focus on the impact of new technological developments on the nature of work and the work-life balance. Questions to be addressed are: Will new technologies such as the Cloud, online platforms, the use of robotics, artificial intelligence, augmented reality, 3D-printing or the self-driving cars lead to a revolutionary or evolutionary change in the nature of work and the work-life relationship? Do these developments open up new social and ethical challenges for future working environments? How does the rise of these new technologies affect EU and member states’ innovation policies? Which future technologies – now in development - could have further impacts on the nature of work?

11:00 — 11:30
Coffee 🛋️ break 🛋️
Tuesday 28 June

9:00 — 11:00

Room: Belgium  🌐 EN/FR/DE

Plenary D
— Employment

- Raymond Torres, 
  Director of the ILO Research Department
- Dominique Méda, 
  Director of IRISSO - UMR 7170, Université de Paris-Dauphine
- Prakash Loungani, 
  Advisor in the IMF’s Research Department
- Veronica Nilsson, 
  Deputy General Secretary ETUC

Chair:
Guillaume Duval, 
Editor-in-chief of Alternatives Economiques

This plenary will debate how employment can be understood in a digitalised economy. Is the future one based on the platform economy where workers offer their services or bid for tasks? Or will this remain a marginal phenomenon. What are the opportunities and challenges that the current employment relation is faced with? Are there regional differences in how digitalisation will affect paid employment? Are there differences across different groups in society according to skill levels, gender and age?

11:00 — 11:30

☕️ Coffee 🎵 break 🎶
Panel 6
Organizing and representing workers in the digital economy

- Irene Mandl, Eurofound
- Peter van den Bunder, FNV-KIEM
- Grzegorz Cisoń, NSZZ Solidarność Amazon Fulfillment Poland
- Eric Lee, LabourStart

Discussant:
Thiébaut Weber, ETUC

Moderator:
Magdalena Bernaciak, ETUI

The digital economy has triggered changes in employment relations and given rise to new types of workers. In the area of e-commerce, online retailers like Amazon make use of a hypermobile workforce for meeting orders; these workers are subject to very close digital monitoring of their working time and also, frequently, to precarious working conditions. At the same time, digital technology has led, within the workforce, to an increase in the numbers of freelancers, independent contractors and self-employed persons, many of whom operate in a ‘grey’ zone in terms of labour and employment rights. While workplace solidarities are being reshaped, new windows of opportunity for labour advocacy have been opening up. This panel takes stock of strategies and initiatives devised by trade unions and other (new) actors and aimed at upholding and strengthening labour and social standards in the digital era.
Inequality has been broadly recognised as harmful to not only the social fabric but also economic growth. While trade unions represent a major force for the promotion of equality, labour market polarisation has driven income inequality throughout Europe. What are the factors behind labour market polarisation and what explains differences in this regard among countries in Europe? Does digitalisation represent a qualitative change? What are the trends in the demand for skills in Europe? To what extent do changes in income inequality lead to inequality of opportunities? What is the best way of responding to labour market inequality?
Panel 8
Psychosocial risks of future forms of work

- Jean-Christophe Berthod, SECAFI
- Evangelia Demerouti, Technical University Eindhoven
- Martin Sonnberger, Porr

Discussant:
Harald Wiedenhofer, EFFAT
Moderator:
Jonas Rauch

One of the biggest health and safety challenges workers are facing in all sectors is psychosocial risks. Digitalization and Industry 4.0 industrial cycles are in the process of deeply transforming forms of work organization and their flexibility. This entails major changes in: tasks fulfilled by employees and how they fulfil them (i.e. multi-tasking and information); work autonomy; deadlines and performance pressure; customer demands; the support of colleagues and superiors, and appreciation of work done; and the boundaries between working and private life.

The workshop will deal with the following questions: Are technological advances affecting employees’ stress levels and their perceptions of psychosocial risks in different ways? Why? What can we learn from the research and case studies in a wide range of economic sectors? Do we have examples of good practices?
Panel 9
The Circular Economy as a driver for jobs and industrial development

- Hugo Schally, 
  European Commission, DG ENVI
- Adrian Deboutière, 
  Institut de l’Economie Circulaire
- Sirpa Pietikäinen, 
  EPP Group
- Patrik Björnström, 
  Sveriges Ingenjörer

Discussant:
Luc Triangle, 
industriAll European Trade Union

Moderator:
Laurent Zibell, 
industriAll Europe

The Circular Economy entails a risk for jobs, because the number of short-lived industrial items being produced will diminish. On the other hand, it also entails a large potential for economic development in Europe, in industrialised processes for maintenance, repair, upgrade, disassembly and recycling. Additionally, reusing materials instead of producing industrial items from primary raw materials massively lowers the energy consumption of industry. If managed right, the Circular Economy can reconcile the objectives of employment in industry, of climate protection and of mineral resources preservation. This panel will explore how these objectives can be reached.
The current policy consensus is that new labour market challenges require greater flexibility in terms of work organisation, wages and working time. On the one hand, flexible and shorter hours of work may contribute to work redistribution, promoting better use of human resources, greater gender equality, and increased productivity. On the other hand, such developments may carry social costs and risks such as increased precariousness, work intensification, underemployment, and rising inequality. In this panel we discuss developments in working time organisation, as well as related challenges and opportunities. Against the background of recent findings presented by the speakers, we ask what directions might be taken and what solutions found for future achievement of both social and economic policy goals.
Work intensification is a major trend identified in all working conditions surveys. It is a cause of sick leave, labour market exclusion and gender discrimination. New forms of control and new management practices are contributing to this intensification which is one of the major obstacles to a sustainable working life.
Panel 12
Workplace innovation in the second machine age

• Koen Repriels, ACV/CSC
• Tony Murphy, SIPTU IDEAS Institute
• Egoitz Pomares, Sinnergiak Social Innovation (UPV/EHU)

Discussant:
Pia Mulvad Reksten, LO Denmark

Moderator:
Frank Pot, Radboud University

Technological innovation should be complemented by social innovation, meaning innovation in work organisation, HRM and labour relations. The European Commission and industriAll call this ‘workplace innovation’; Nordic trade unions use ‘Employee Driven Innovation’. The idea is to improve organisational performance (innovation capability, productivity) and quality of working life (competence development, wellbeing at work) simultaneously. What does this mean in the context of robotisation and digitalisation? The panel will discuss how workplace innovation contributes to healthy and productive jobs in ‘the second machine age’.

15:30 — 16:00
Tea break
Panel 13
Data protection for employees

- Jan Philipp Albrecht,
  Group of the Greens / European Free Alliance
- Clara Fritsch,
  GPA-djp
- Eva Souhrada-Kirchmayer,
  Council of Europe

Moderator:
Kathleen Walker-Shaw,
GMB

The use of data within the EU has, in general, been regulated lately. After more than five years of consultation, negotiation and amendment discussions, the European Parliament voted on the ‘General Data Protection Regulation’ in 2016. Many big players in the internet industry were lobbying against this regulation because it would hamper their business in Europe. Unions and NGOs were against the regulation because it would restrict employees’ rights and participation.

This panel will look at the challenges of data protection for employees. How will this regulation shape employees’ data protection in the workplace? Will there be an effective data protection officer at work sites? Are workers’ personal data safer now?

15:30 — 16:00
Tea ⏺ break ⏺
Panel 14
Amazon

- Kristy Milland, TurkerNation.com
- Luc Hendrickx, UEAPME
- Thomas Voß, ver.di

Discussant:
Fredrik Söderqvist, Unionen Sweden

Moderator:
Christina J. Colclough, UNI Europa

Amazon has been a frontrunner in exploiting the openings digitalisation and globalisation bring to multinational companies. This panel will discuss a range of interrelated factors that together will shed light on the employment consequences of what we call "digital monopolies". The topics are:
1. Amazon Mechanical Turk: a symbol for the future of a polarised labour market characterised by precarious employment and high staff turnovers.
2. Amazon's supply chain domination: e-monopolies disrupting the single market for services and fair competition.
3. The challenges posed to taxation, funding of public services and social security by digital platforms such as those offered by Amazon Mechanical Turk.

Open session – Digitalisation and work: evolution or revolution?

Moderators:
- Gabriela Portela and Ilaria Costantini, Education team, ETUI

This session will invite you, the participants of the conference, to engage and brainstorm together with us about the main challenges of the digitalisation of work. With the help of interactive techniques such as mind mapping, we will try to gather your questions and comments about the future of work in the digital age. Will this digitalisation be a revolution or is this an evolution? What should the EU and what should trade unions do to make sure this transformation process will have a strong social dimension?
Tuesday 28 June

16:00 — 17:45

Plenary E
— Working conditions

• Ursula Huws,  
  *Professor of Labour and Globalisation*,  
  *University of Hertfordshire Business School*

• Simon Head,  
  *Senior Fellow at the Institute for Public Knowledge*  
  *at New York University, and of St Antony’s College, Oxford*

• Jill Rubery,  
  *Professor of Comparative Employment Systems*,  
  *Manchester Business School*

• Patricia Vendramin,  
  *Codirector of the Research Centre of FTU*  
  *and invited professor at UCLouvain*

• Agnes Jongerius,  
  *MEP, Group of the Progressive Alliance of Socialists*  
  *and Democrats in the European Parliament*

Chair:  
Marie-Hélène Ska,  
*General secretary CSC-ACV*

This session aims at setting out the main issues with regard to how digitalisation is (or will be in the future) improving or and worsening working conditions in Europe and hence influencing the quality of work (working conditions, life-work balance, autonomy versus precarious jobs, impacts on social dialogue, health and safety at the workplace etc.) and what are the challenges of these trends for trade unions and workers. Questions to be addressed are: What do we know about the impact of technology on working conditions from previous waves of technological changes? How could the digitalisation affect power relations at the workplace? What are the gendered aspects already in place that could be amplified? What is the role for trade unions in ensuring that working conditions are improved? Are there differences across different groups in society according to skill levels, gender and age?
Tuesday 28 June

17:45—18:15

Keynote speech

• Günter H. Oettinger,
  European Commissioner for Digital Economy & Society

Comments:
Peter Scherrer,
Deputy General Secretary ETUC
Chair:
Rudy De Leeuw,
ETUC President

19:00—21:30

Dinner
<table>
<thead>
<tr>
<th>Time</th>
<th>Event</th>
<th>Room</th>
<th>Language(s)</th>
</tr>
</thead>
<tbody>
<tr>
<td>9:00 — 10:30</td>
<td>Panel 15 — Skills and training in the fourth industrial revolution: what do companies need? What can workers hope?</td>
<td>Belgium I-II</td>
<td>EN/FR/DE</td>
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<tr>
<td>10:30 — 11:00</td>
<td>Coffee break</td>
<td></td>
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<tr>
<td>11:00 — 12:30</td>
<td>Panel 16 — Basic income</td>
<td>Netherlands I</td>
<td></td>
</tr>
<tr>
<td>11:00 — 12:30</td>
<td>Panel 17 — Working conditions in the sharing economy — crowdwork</td>
<td>Netherlands II-III</td>
<td>EN/FR/DE</td>
</tr>
<tr>
<td>11:00 — 12:30</td>
<td>Panel 18 — New forms of work and labour market policies</td>
<td>Belgium III</td>
<td></td>
</tr>
<tr>
<td>11:00 — 12:30</td>
<td>Panel 19 — Negotiating the new world of work — what role for collective bargaining?</td>
<td>Germany</td>
<td></td>
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<tr>
<td>12:30 — 13:30</td>
<td>Lunch break</td>
<td></td>
<td></td>
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<tr>
<td>13:30 — 15:30</td>
<td>Panel 20 — How governments tackle the digitalisation challenge</td>
<td>Belgium I-II</td>
<td>EN/FR/DE</td>
</tr>
<tr>
<td>13:30 — 15:30</td>
<td>Panel 21 — Back to the future: is the sharing economy an opportunity for trade unions?</td>
<td>Belgium III</td>
<td></td>
</tr>
<tr>
<td>13:30 — 15:30</td>
<td>Panel 22 — Dealing with change: new roles and capabilities for trade unions</td>
<td>Germany</td>
<td></td>
</tr>
<tr>
<td>13:30 — 15:30</td>
<td>Panel 23 — Health and safety issues of digitalisation and robotics</td>
<td>Netherlands I</td>
<td></td>
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<tr>
<td>13:30 — 15:30</td>
<td>Panel 24 — Workers' participation and the introduction of new technology</td>
<td>Netherlands II-III</td>
<td>EN/FR/DE</td>
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<tr>
<td>15:30 — 16:00</td>
<td>Tea break</td>
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<td></td>
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<tr>
<td>16:00 — 17:45</td>
<td>Panel 25 — The way forward</td>
<td>Belgium</td>
<td>EN/FR/DE</td>
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</tbody>
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Panel 15
Skills and training in the fourth industrial revolution: what do companies need? What can workers hope?

- Denis Crowley, European Commission, DG EAC
- Vincenzo Spiezia, OECD
- Martin Romer, ETUCE
- Wolfgang Greif, ÖGB/GPA-djp and EESC

Discussant:
Marco Ricceri, EURISPES

Moderator:
Thiébaut Weber, ETUC

One of the issues presented as central to the 4th industrial revolution is the question of training and skills. New technologies will require new digital skills in offices but also in factories. A lack of investment in training carries the risk of a serious shortage of skilled labour in Europe in the near future. This is the economic aspect of training: to exploit technological advances to the full. But what is its social aspect? What can really be expected from training in a less job-intensive economy and an increasingly precarious labour market? Can new approaches to training provide satisfactory answers to the questions of the increasingly polarised and more unequal society announced by the digital revolution?
Panel 16
Basic income

- Henning Meyer, *LSE*
- Guy Standing, *University of London*
- Danièle Meulders, *ULB*
- Philippe Van Parijs, *UCLouvain*

**Discussants:**
Plamen Dimitrov, *CITUB*
Conny Reuter, *Solidar*

**Moderator:**
Montserrat Mir, *ETUC*

The aim here is to discuss basic income as an answer to the challenges facing labour markets and welfare states in the light of digitalisation of the economy. The concept of basic income has come once again to the fore as a potentially important mode of response by welfare states to radical changes in labour markets and employment patterns. The panel has been set up to discuss this concept and enable participants to share their thoughts on the pros and the cons attaching to this solution.

10:30 — 11:00
Coffee ✉️ break 🍵
Panel 17
Working conditions in the sharing economy – crowdwork

- Michael Silberman, IG Metall
- Joachim Schuster, S&D Group
- Ilaria Maselli, The Conference Board

Discussant:
Kurt Vandaele, ETUI

Moderators:
Sylvia Kuba and Fridolin Herkommer, AK Wien

The goal of this panel is to better understand the phenomenon of crowd working by gaining an improved sense of crowd workers’ needs, backgrounds and approximate numbers. Our general aim is to discuss online platforms and their effect on the competition landscape and as well as on working conditions.

10:30—11:00
Coffee break
Wednesday 29 June

9:00 — 10:30

Panel 18
New forms of work and labour market policies

- Bruno Palier, CNRS
- Maarten Keune, UvA-AIAS
- Janine Berg, ILO Working Conditions and Equality department
- Fritz von Nordheim, European Commission, DG EMPL

Discussant:
Ben Egan, ETUC

Moderator:
Sotiria Theodoropoulou, ETUI

The panel will examine whether, and if so how, digitalisation and the so-called new forms of work, especially ‘gig work’, create new challenges for welfare states and, in particular, labour market and employment protection policies. The rationale behind this question is that one apparent consequence of the spread of such forms of work is that the number of people who are technically self-employed increases. This means that, for these workers, insofar as their career trajectory is atypical, the risk of unemployment takes on a different form. Moreover, such work patterns are likely to put financial pressures on labour market and unemployment protection policies, wherever these rely most heavily on contribution-based financing. Is it appropriate to speak here about a ‘new social risk’ and, if so, are labour market and employment policies well equipped to cover it? Should activation policies adapt to the new realities and, if so, how? If not, what kind of changes should we envisage and should they be the same across countries? How can trade unions mediate these changes?

10:30 — 11:00
Coffee break
Panel 19
Negotiating the new world of work – what role for collective bargaining?

- Thorsten Schulten, WSI
- Anna Ilsøe, FAOS
- Benoit Gerits, industriAll Europe
- Denis Pennel, Eurociett

Moderator:
Torsten Müller, ETUI

The more flexible new world of work represents – with respect to working time arrangements, delocalisation of work and the emergence of entirely new forms of work organisation – manifold challenges for collective bargaining as a tool for regulation of the employment relationship. The aim of this panel is to explore the exact nature of the challenges and what these processes mean for the future of collective bargaining as a tool for regulating the new world of work. The panel will thus bring together representatives from different institutions dealing with collective bargaining at different levels. The key issues to be addressed in the discussion are the following: What is the role of collective bargaining in the new world of work? Which new issues should be addressed in negotiations and how? Does the new world of work lead to new constellations of actors and institutional arrangements in collective bargaining? What does all this mean for the transnational dimension of collective bargaining?

10:30 — 11:00
Coffee break
Panel 20
How governments tackle the digitalisation challenge

- Erik Klär, Federal Ministry of Labour and Social Affairs, Germany
- Robert Went, WRR
- Mathilde Bras, Etalab

Discussant:
Philippe Pochet, ETUI
Moderator:
Liina Carr, ETUC

This panel will look at the positions of EU member states toward the new digital economy activities and the impact on the world of work. Do member states see the digitalisation as an opportunity or a challenge? Are they putting in place regulation or do they leave developments in these areas up to market forces? Are they willing to adopt national labour law to ensure new flexible gig-jobs will not lead to more precarious contracts? Is the recent EU agenda for the "collaborative economy" a good start?
Panel 21
Back to the future: is the sharing economy an opportunity for trade unions?

- Michel Bauwens, *P2P Foundation*
- Fredrik Söderqvist, *Unionen*
- Florentin Iancu, *Sindicatul IT Timisoara (SITT)*

**Discussant:**
Koen Frenken, *Utrecht University*

**Moderator:**
Viktória Nagy, *ETUC Youth Committee*

Much of the sharing economy, driven by technological determinism, is profit-based and non-egalitarian; above all, it undermines, to a very major extent, individual and collective labour standards while also endangering the financing of the welfare state. What kind of strategies can or should trade unions develop to cope with the threats of this so-called ‘post capitalism’?

At the same time, within the context of a retreating welfare state, it appears that there may well be room also for a more grass-roots and non-profit type of sharing economy, particularly at the local level. Should trade unions in Europe once again engage more in coalition-building with community-based and social reform organisations at the local level? Should trade unions return to their roots in seeking to organise under-represented groups of workers like the ‘precariat’? Finally, is this particular form of the sharing economy enabling trade unions to broaden their agenda, for instance, by including ecological issues?

**12:30 — 13:30**
Lunch & Break
Panel 22
Dealing with change: new roles and capabilities for trade unions

- Gregor Murray, Université de Montréal & CRIMT
- Vincent Pasquier, École de Management, Grenoble
- Valeria Pulignano, KUL
- Christian Lévesque, HEC Montréal

Discussant:
Lionel Fulton, LRD

Moderator:
Marc-Antonin Hennebert, HEC Montréal

The role of trade unions is changing, demanding new approaches. This workshop explores that challenge in terms of the implications of these new roles for union resources, capabilities and power. It draws on examples of transnational multi-level bargaining campaigns, of the development of workplace social delegates to deal with psychosocial risks and job quality, of articulating between EWCs and local levels on the issue of inequality, and of the impact of the integration of digital media on trade unions’ capabilities and power resources.

12:30 — 13:30
Lunch • break
Panel 23
Health and safety issues of digitalisation and robotics

- Emmanuelle Brun, *EU OSHA*
- Jan Popma, *University of Amsterdam*
- Rebekah Smith, *BusinessEurope*
- Maria Bjerre, *LO Denmark*

**Moderator:**
Aída Ponce del Castillo, *ETUI*

An important aspect of the future of work is how to organise and manage health and safety issues. In the digital and automated world, it is important to consider how humans can interact with emerging technologies, in which industrial sectors this is more prevalent, how robots can replace or complement human work, how to benefit from this and to what extent this could affect workers’ health and safety. This panel will discuss these questions from the point of view of different stakeholders.
Panel 24
Workers' participation and the introduction of new technology

- Manuela Maschke, Hans-Böckler-Foundation
- Dieter Hügle, Amcor EWC
- Christine Asmussen, Finansforbundet, Nordea Bank

Moderator:
Aline Hoffmann, ETUI

The panel will take as its starting point the fact that, in most Member States, employee representatives have the right to be informed and consulted on the introduction of new technology. Under the fall-back provisions of the EWC and SE Directives, the EWC is to be informed and consulted about the introduction of new working methods or processes; accordingly, many EWC agreements have also secured this right. Since new technology is seldom introduced in an isolated way at one site alone, its introduction can have important cross-site implications. The panel, exploring the extent to which the introduction of digital technology has been addressed at the national and European company level by worker participation, will also assess the potential for coordinating these strategies and approaches across national borders.

12:30 — 13:30
Lunch 🍽️ break ☕️
Plenary F
— How to re-think labour law?

• Michel Bauwens,
  Director of the P2P Foundation
• Isabelle Daugareilh,
  CNRS research fellow, Université de Bordeaux
• Simon Deakin,
  Professor of Law at the University of Cambridge
• Michał Boni,
  MEP, EPP Group in the European Parliament

Chair:
Esther Lynch,
Confederal Secretary ETUC

This plenary sessions aims at debating to what extent labour law needs to be re-thought and what new principles need to laid down in order to regulate work and protect employees. Questions that can be addressed are: If the digitalisation is fostering a revolution of the economy can the existing legal instruments be recalibrated to continue to protect employees or do we need to engage in creating a new paradigm for labour law? What should be the role of trade unions in this respect? What should be the role of politics in re-shaping labour law from both a national and international perspective?
Plenary G
— The way forward

• Thorben Albrecht,
  State Secretary at the Federal Ministry of Labour and Social Affairs, Germany

Chair:
Maria Jepsen,
Director of the Research Department, ETUI

Round table on social dialogue:
• Maxime Cerutti,
  Director of the Social Affairs department, BusinessEurope
• Nils Trampe,
  Permanent Delegate of DA, Danish Employers Association
• Sam Hägglund,
  General Secretary EFBWW
• Catelene Passchier,
  Vice President FNV

Chair:
Peter Scherrer,
Deputy General Secretary ETUC

To conclude the debates of the past three days, this round table will, in an interactive manner set out the challenges and solutions that the social partners can bring to provide a smooth transition in the labour market, the creation of quality employment and the development of a sustainable economy.

The conversation should set out concrete examples of how social partners have managed technological transformations in the past and how these experiences can be used to deal with the current and future challenges. What are the main challenges for the social partners? And how can social partners engage with these challenges and provide solutions? How will social partners shape the new world of work?
**The European Trade Union Institute (ETUI)**

The ETUI conducts research in areas of relevance to the trade unions, including the labour market and industrial relations, and produces European comparative studies in these and related areas. It also provides trade union educational and training activities and technical support in the field of occupational health and safety.

The ETUI places its expertise – acquired in particular in the context of its links with universities, academic and expert networks – in the service of workers’ interests at European level and of the strengthening of the social dimension of the European Union. Its aim is to support, reinforce and stimulate the trade union movement.

The ETUI is composed of two departments:
— A Research Department with three units: Europeanisation of industrial relations; Economic, employment and social policies; Working conditions, health and safety;
— An Education Department.

The ETUI’s work is organised in accordance with the following five priorities:
— The crisis and the reinforced economic governance system;
— Worker participation and industrial relations;
— Sustainable development and industrial policy;
— Working conditions and job quality;
— Trade union renewal.

**The European Trade Union Confederation (ETUC)**

The ETUC is the voice of workers and represents 45 million members from 89 trade union organisations in 39 European countries, plus 10 European Trade Union Federations.

The ETUC is a democratic, independent, pluralistic, unified organisation, recognized by the European Union, the Council of Europe and the European Free Trade Association as the sole representative, multi-sector trade union organisation at European level.

The ETUC is the only social partner representing workers at European level in the framework of the European social dialogue. The ETUC works for a European Union with a strong social dimension, which prioritises the interests and well being of working men and women, promotes social justice and fights exclusion and discrimination.

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