

REFSA
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Machine replacing human

- Inevitable, resulting in negative and positive impact at the same time,
- Long-term paradigm shift from pay for work (job or employment) to pay for labour (human and life)
- Basic income

Preventive risk management for **company, industry and national/global economies** coping with future external shocks

1. Getting the wisdom and experiences from workers
2. Ensure Workers representation effectively
3. Make Workers voice heard
4. Let Workers participate in policy developing and decision making
5. Cover and extend to precarious work people and the vulnerable group

How to ensure workers' collective voice heard

- workers' organisation and trade unions

- Social dialogue: union, employers, government
 - Information: finance, restructuring, investment, recruitment, machine, technology, OSH, Covid-19
 - consultation
 - Negotiation (participation)
- Collective bargaining:
 - workers' rights as well as workers' interests
 - OSH, Covid-19 facilities and equipments, the cost for PPE,
 - Sectoral and national bargaining on active labour market policy, social protection, basic income, minimum wage
- OSH
 - Behaviour-oriented approach
 - System-oriented approach
 - Right-based approach
- Stake-holder approach from share-holder approach: workers are the biggest stakeholder.
- Job shift to essential jobs and social services, caring works

Industrial Relations

Global level

National level

Industrial level

Company level

Workplace level

Workers

Employers

How to make machine not threat, but **possibility**

- Work for positive impacts, fight against negative impacts
 - Reduction of working hours with decent wage
 - Labour be used from low skills to high skills
 - Simple and repeated works are changed to multi-function and creative works with decent working conditions
- Social dialogue (ILO): sharing Information, making Consultation and doing Negotiation
- Collective bargaining and social dialogue: workers' rights to information, consultation and participation.
 - At company level
 - At industry level
 - At national level
 - Workers' participation in management (policy making and policy decision)
- Laws and regulations to be improved
 - They are in line with ILO's Eight Fundamental Conventions ratified by Indonesia?
 - Legal OSH mechanism are implemented fully?
- Build up industrial democracy and economic democracy at all levels, allowing workers to join the codetermination like Germany and Sweden.
- In our system is it possible for workers to engage in decision making of industry 4.0

trade unions readjusting their strategies in the new normal

- Union structure in Asia is very fragmented and divided, isolated and stuck to company fence (or even factory fence)
- Strengthen the role and funding of upper-level union such as industrial union federations or national unions with more manpower and financial resources
- Capacity to make policies on industry, employment, technology change
- Union structure
- Industry 4.0. but union response is company union. So must be industry response through union structure from company unionism into industrial unionism

Common tools with employers and governments to deal with Industry 4.0

- ILO Fundamental Conventions
 - Freedom of Association, the right to collective bargaining (87, 98)
 - No forced labour (29, 105)
 - No child labour (138, 182)
 - Equal pay for equal work, no discrimination (100, 111)
- OECD Guidelines for Multinational Enterprises
 - Chapter 3: information disclosure
 - Chapter 5: industrial and employment relations
 - Chapter 6: environment, health and safety
- UN Global Compact
 - Human rights, Labour standards, Environment and OSH, Anti-corruption
- ISO 26000
 - Respect for stakeholders
 - The rule of law, not the rule by law

G20 Summit Declaration Hamburg Germany in July 2017

- **Sustainable Global Supply Chains**
- **Harnessing Digitalisation**
- **Boosting Employment**
- UN Guiding Principles on Business and Human Rights,
- ILO Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy,
- OECD Guidelines for Multinational Enterprises (OECD MNE Guidelines)



Industry 4.0

“Works continue, while jobs disappear”

Machine vs humans
Humans vs humans
Power relationship

Robot (machine)

Digitalization
Automation
Technological change

Efficiency
Productivity

Profits (surplus)

Current economic system

Less working human
Cheap labor
Profit concentrated on the rich
No investment in social works

Alternative economic system

Less work hours
Safe and healthful workplace
Profit sharing
More jobs in social works

At workplace level

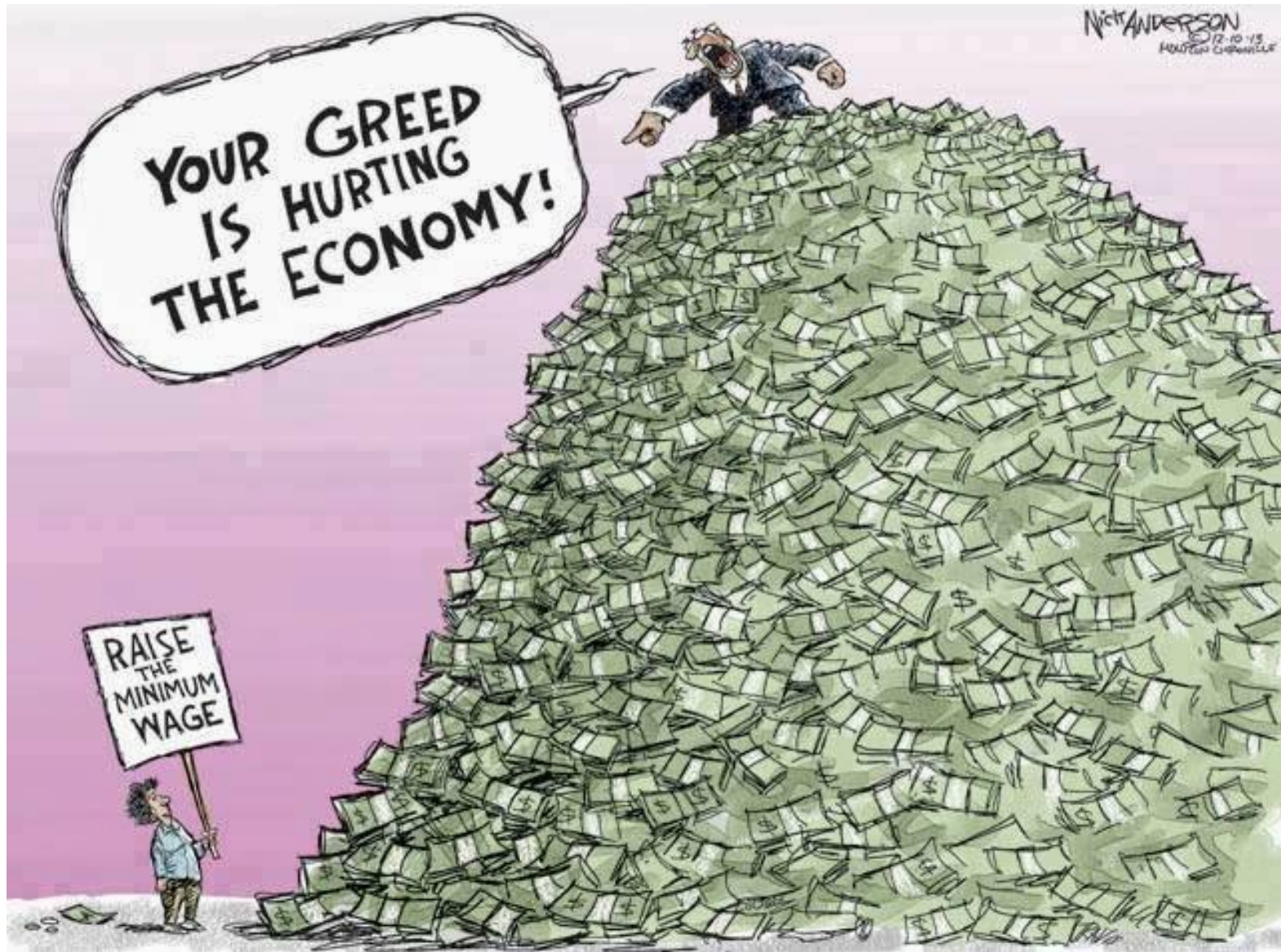
Right to Information,
Right to Consultation
Right to Participation

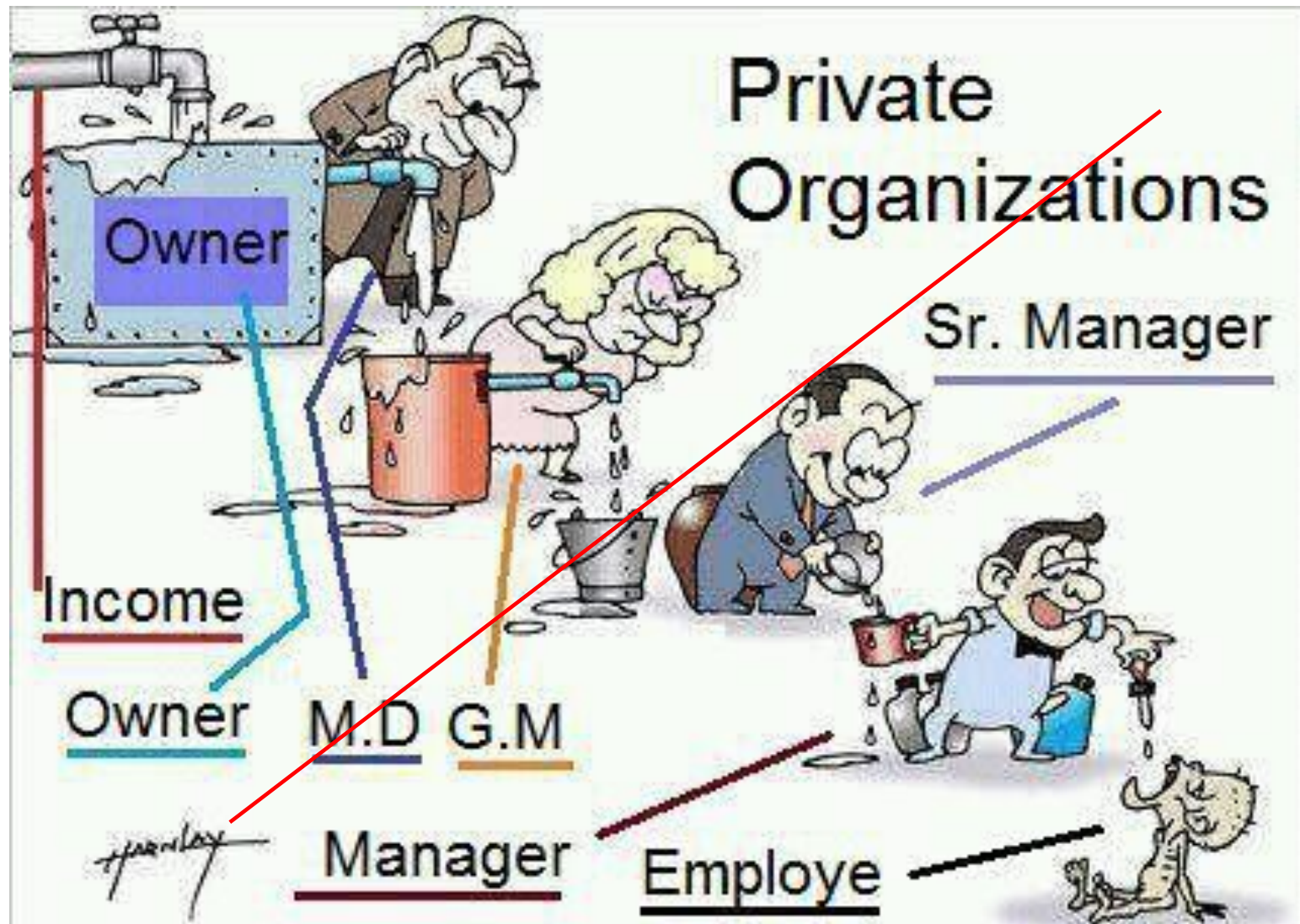
Workers' participation in management

At industrial level

Right to Information,
Right to Consultation
Right to Participation

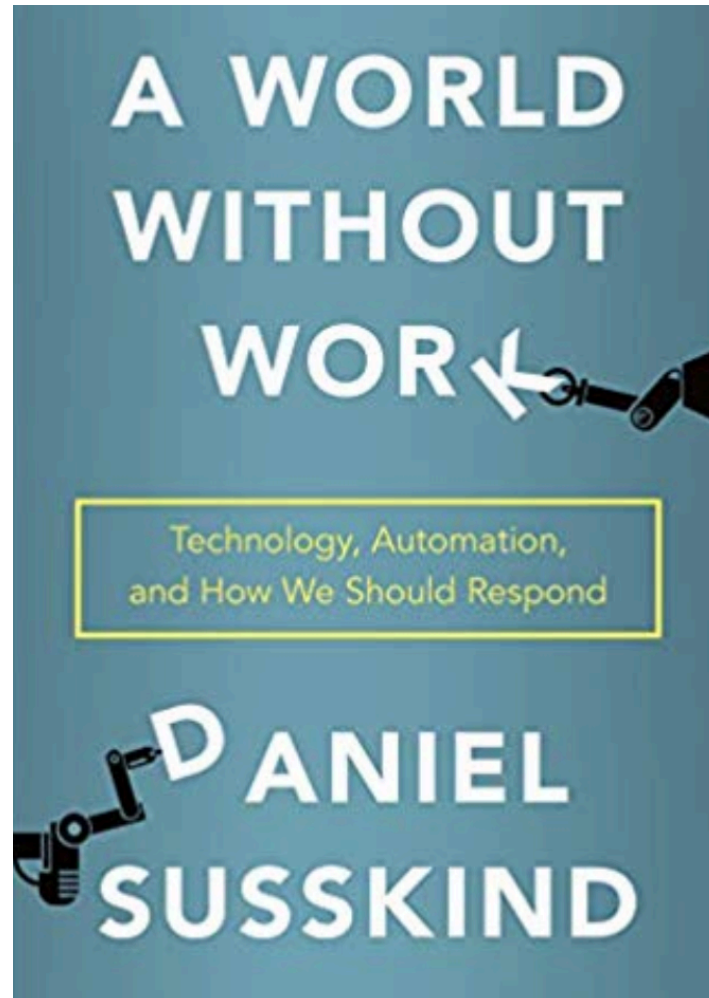
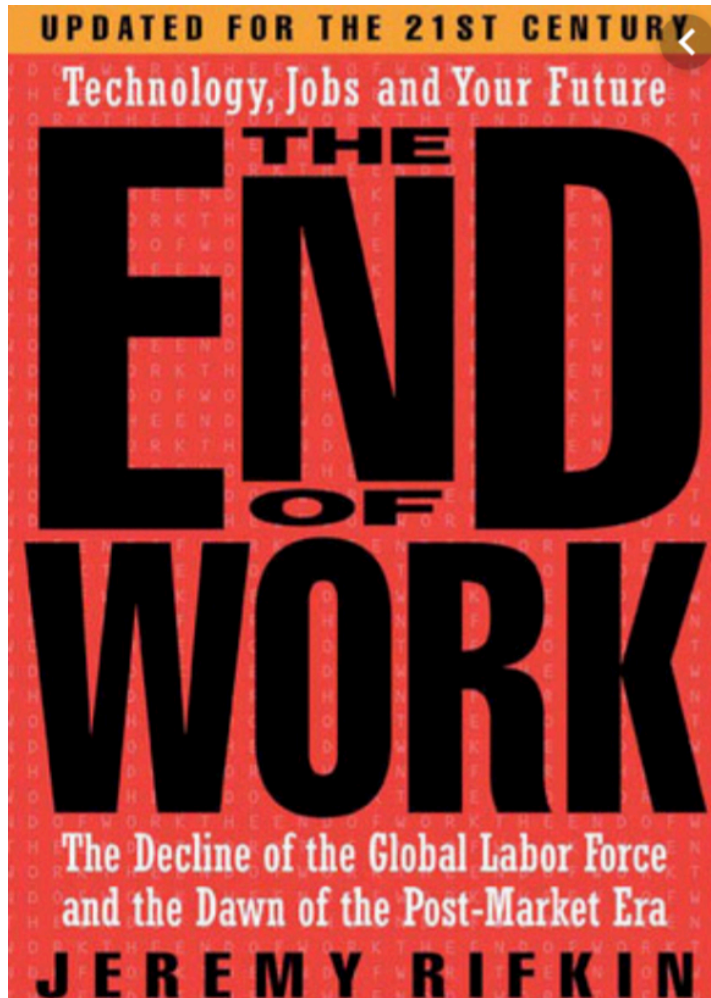
Social dialogue











책 제목을
해석하세요