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NEWCHALLENGES

INFORMATION AND CONSULTATION- NEW CHALLENGES

NEW CHALLENGES FOR EMPLOYEES. IMPACT ON INFORMATION AND CONSULTATION. MAIN CONCEPTS.

SOFIA SPILIOTOPOULOU

ATHENS, 10.5.2019

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Let us remember… (legal basis)

Information and consultation is recognized as a separate right of employees, grounded on **Article 27** of the **European Chart of Fundamental Rights.** Article 27 recognizes also that it has to take place in due time.

- Information and consultation at a **national level** has to respect **Directive 2002/14 EC (**in Greece **Presidential Decree 240** and it is usually practiced by trade unions)**. At the European level,** that is to say in multinational companies there is the **Directive 2009/38 EC** and responsible to practice it are the EWCs **(European Works Councils).**

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Let us remember… (subjects)

- Which evolutions occurred in the recent past and which are previewed for the future as far as the activities and financial situation of the company are concerned?.
- The situation, structure and plans for development of employment in the company and if there is a risk for employment or whether the management plans to take measures regarding employment.
- Decisions that may generate a serious impact on the work organization or on employment contracts.

The employer is obliged to provide employees' representatives with real data, even if they are of a confidential nature.

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Let us remember… … (basic points)

- Information and consultation is different from negotiation
- It has to take place in the appropriate time and place
- It does not substitute nor it impedes trade union action
- Minutes in written should be kept
- Its results depend on the trade union dynamics and their support from society
- To be involved in information and consultation one should have knowledge
- Its results may prove to be beneficial for both the employees and the companies

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Why are we talking about new challenges?

- Those last years in Greece we talk about financial crisis and its impacts. We tend to attribute most problems to this crisis, that had a disastrous effect on industrial relations and on many companies.
- We tend to overlook that there are many changes related to technology changes, to the environment, the legislation, the right to protection of individual data, to standards and have a direct catalytic effect on the work organisation and on the qualifications employees are required to have.
- These changes already appear as subjects of consultation. Trade unionists must think thoroughly on these matters and to be trained adequately, to be able to participate at an equal basis in the information and consultation process.

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Exercise 1.

- **Split into groups of 5-7 ατόμων, discuss and write on a piece of paper which 3 challenges employees face today and they will face in the next 5 years you consider as most important.**

- **Time 10'**

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The 10 major challenges for employees in the USA

- Finding a balance between professional and personal life (38%)
- Managing the workload (31%)
- Facing colleagues (26%)
- Power conflicts in the workplace (25%)
- Facing managers (23%)
- Career evolution(22%)
- To be passionate about what they do (19%)
- To find somebody to refer to asking for help (16%)
- Equal pay and bargaining on salary (15%)
- To answer all messages and e-mails (13%)

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Fields that change

- Technology
- Environmental awareness
- Energy consumption and sustainability
- Human rights, personal data
- Standards (e.g. for health and safety)
- New legislation (international conventions, European legislation, national legislation)

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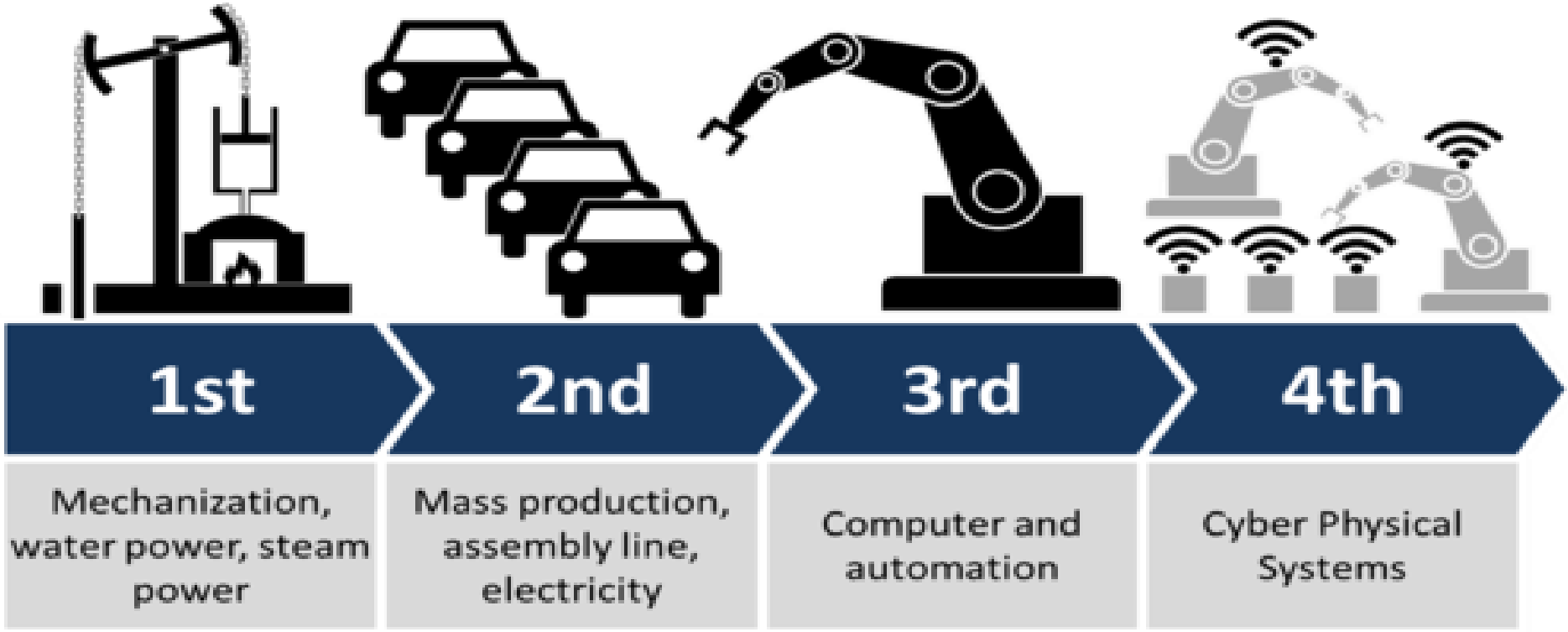
Industry 4.0

- **The term was first used in Germany. It refers to the fourth industrial revolution**



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What is Industry 4.0;

The term «Βιομηχανία 4.0», refers to the application of modern systems of automation and data exchange in industrial production, in which decision making and production control in a factory take place in a decentralized way, through the internet (through the "cloud").

- The term «**Industry 4.0**» was suggested first time in **Germany** by a team working in the industrial production.

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Characteristics of Industry 4.0

According to the German government:

- The intense **adaptation** of products according the conditions of a **flexible** (but at the same time mass) **production**.
- Improvement of the required **automation technology** through **self-optimization, self-regulation, self-diagnosis** methods and **cognitive operations**, that is to say robots that learn.
- The intelligent **support** of employees by the machines in the ever more complex tasks they have to accomplish.
- **Industry 4.0** previews that physical systems communicate and cooperate between them and with humans (operators), in real time through wireless networks.

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Elements of production systems(1)

Interoperation:

The ability of machines, devices, sensors and humans to be connected and communicate between them through the internet

Transparency of information:

The ability of information systems to take data from sensors and to generate a virtual image of the physical world, in order that this information is accessible by machines.

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Elements of production systems(2)

Technical assistance:

The ability of systems to collect information and depict them in a wayhumans can understand , in order that he (she) can make documented decisions to resolve urgent problems very quickly.

Decentralised decision making:

The ability of physical systems of the cyberspace (humans and intelligent machines) to make decisions and carry out their duties as independently as possible.

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Impact

- **Industry 4.0** is not easy to apply. There are many problems that should be clarified and resolved.
- Data security, reliability but also lack of experienced staff are some of these problems.
- It is expected that there will be significant changes in employment. The implementation of such smart systems will result in job losses for people with little or no specialization. Workers/employees should have different set of skills and qualifications to meet Industry 4.0

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European policies

- Europe needs a sustainable industrial policies to promote a fair transition to a low-carbon economy. To this end, innovation, investment and training are crucial. New concepts, such as Industry 4.0 and Artificial Intelligence, are accompanied by challenges and opportunities.

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Positions of European Economic and Social Committee

- Managing industrial change is one of the main challenges of the 21st century. Current economic and social development takes place in all areas of activity, often linked to the impact of the digital revolution, energy transition and globalization. In both traditional industries - such as the heavy manufacturing industry - and emerging industries (greener and knowledge-based industries), a proactive and forward-looking approach must be followed, adapted to change and managed by new, sustainable technologies and new technologies forms of work, and by acquiring new skills to meet the challenges of Industry 4.0.
- **Debate has openned…**

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Elements that change in technology

- The digitization of the economy,
- Automation,
- The data science,
- Artificial Intelligence and self-training of machines.

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Impact (1)

Productivity and development

At a time when demographic changes are undermining growth, due to the aging of the working population, automation will provide productivity gains of between 0.8 and 1.4% worldwide and at the same time a reduction in unit labor costs due to increased performance. At the same time it will offer higher quality.

Automation and employment

There is a risk of loss of jobs, especially of low-skilled people. In all industrial revolutions to date, there was a fear that machines would replace humans, which so far did not come true. It is likely that increasing productivity growth and new technologies will create new industries and much more employment opportunities, especially when markets are constantly adjusting to new data. But workers must have been prepared to deal with these changes.

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Impact (2)

- **Human - Computer Relationships**

- In the future, computers will be able, beyond the implementation of practical tasks at a radically low cost, to perform tasks requiring cognitive abilities and emotional intelligence. This means that people on the one hand will have to adapt and learn how to collaborate with robots on a very personal level, and on the other hand they will have to develop new skills that will allow them not to be surpassed by the machines.

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Questions posed:

- What about unskilled workers or low-skilled workers?
- What will be the relation between working time and personal time? How will be working time scheduled and will in fact free time be personal time?
- What will be the impact of decentralized work and decision making on trade unionism?
- What will happen to countries with explosive demographics (such as those in South-East Asia and Africa?) and what will be the impact on migration?

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Thank you very much