



# **How to improve industrial relations in the smart production framework**

**Industrial Relations and Smart Production  
Workshop Rome, 12-12-2016**

## Scope of the debate

# Shaping the new world of work

## The impacts of digitalisation and robotisation

“The debate about digitization is normally about technology and not about capitalism and social relations. We shouldn’t be naïve about this process. Digitization is directly linked to the process of capitalist rationalization.” **Thorsten Schulten’**

# Scope of intervention



**50.000 MNC. 450.000 subsidiaries  
200.000.000 workers**

**60% workers in the world don't have  
a contract (round 3,5 billion)**



## Deepness of debate

Structural or conjunctural : **Revolution or change?**

From social periphery to **technological periphery?**

Technological **delocalization** of production?

**Redistribution** of technological produced added value?

**Ownership** of technological produced added value?

Centrality... Role... Definition of **work?**

**Work & Propriety**

## How to synchronize?

Ideological Development (Regression)



Technological Development



Trade Union Development



## How to anticipate change?



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*Digital technologies are going into every aspect of life. All they require is access to high speed internet. We need to be connected, our economy needs it, people need it.*

Jean-Claude Juncker, State of the Union Address  
European Parliament, 14 September 2016

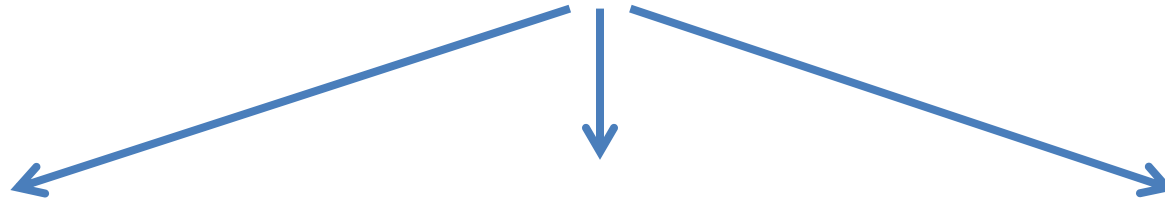
Going from general to **concrete...**

Going from fiction to **real experience...**

Going from speculation to **negotiation...**

# SOCIAL DIALOGUE

**Increase and develop specific social dialogue!**



## **At national level:**

Formalizing, opening and bargaining at bipartite and tripartite level.

Green-White Books  
The need to reregulate  
(Benoit Gériets) IndustriAll

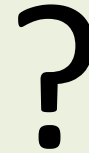
## **At european level:**

Making the internal market fit for digital era or

Creating a digital internal market with concrete rules, procedures and tools

## **At global level:**

OIT...



# Collective Bargaining

Strengthening collective bargaining and coverage of collective bargaining.

Specific collective bargaining or Integrated in ordinary collect. bargaining?

extending collective agreements on specific subjects (training, work/life balance , telework...)

and for specific targets (precarious, autonomous, self employed, crowded workers...)

and in reachable enterprises (production chain)

**At what level?**

considering experiences in 'new enterprises' (Amazon....)

**With whom?**

















