Digitalisation Work

PUBLIC SERVICES INTERNATIONAL

PSI PUBLIC SERVICES INTERNATIONAL
The global union federation of workers in public services

FRIEDRICH EBERT STIFTUNG

ENGLISH

Digital trade rules and big tech:

SURRENDERING PUBLIC GOOD TO PRIVATE POWER

PSI PUBLIC SERVICES INTERNATIONAL
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Centre for International Corporate Tax Accountability and Research

SPECIAL BRIEF

SPECIAL BRIEF ENGLISH

Digital Profits Tax

EFFECTIVE TAXATION OF EXCESS PROFITS OF GLOBAL TECH GIANTS:

REVENUE FOR RECOVERY & MOMENTUM FOR GLOBAL REFORM

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DIGITALIZATION AND PUBLIC SERVICES: A LABOUR PERSPECTIVE

SUMMARY OF THE PSI REPORT

BY ECKHARD VOSS AND RAQUEL REGO

LABOUR AND SOCIAL JUSTICE

ECONOMIC RIGHTS IN A DATA-BASED SOCIETY

Collective Data Ownership, Workers' Rights, and the Role of the Public Sector

Parminder Jeet Singh
January 2020

→ Control over data and digital intelligence is the key ingredient of power in the emerging digital society, increasingly shaping the global economic, social and political order.

→ Widespread access to society's data – currently in the hands of a few digital corporations – is a precondition for a fair economy, quality public services, public policy-making and democratic governance. Asserting collective ownership rights over data is one of the most fundamental policy issues of our time.

→ Public sector workers and their unions will need to play an important part in shaping the role of public sector in a digital society – providing data and digital intelligence as public goods, ensuring the development of appropriate digital public institutions, and managing data infrastructures.

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Objective 1: Resource for affiliates

Set out areas of interest for PS Unions in Collective Bargaining

Share good practice and learning

Objective 2: Identify what we need to do better

Identify strong areas and weak areas in union practice

Identify gaps where more work is needed

Information Gathered from Unions

Collective Bargaining Agreements/ Clauses on specific issues

Including union databases

National, sectoral and company

Public and Private provision

Binding and non-binding

Union guidance to officials or members

Who contributed?

Mainly PSI and EPSU affiliates

20 unions in 13 countries

- EU: Belgium, Germany, Norway, UK, Ireland, Italy, Austria, Slovakia

- Asia: South Korea and India

- Africa: Kenya and Ghana

- Americas: Canada

Preliminary Results: Taxonomy

Employment and Jobs

Work Organisation and working time

Training and Skills

Health and Safety

Data Protection and Integrity

Monitoring and Surveillance

Digital Technologies and Tools

Automation and Robotisation

Equal Opportunities

Results: Areas well covered

1 - Employment and jobs: job security and job protection

2 - Training and skills: provisions of initial and further training, adjustment of job profiles (in some countries)

3 - Work organisation and working time: length of the working day/week; working at unusual hours; telework; documentation of working time

4 - Health and safety: health protection; risk assessments and prevention, in particular related to physical risks

5 - Introduction of new technologies (e.g. GPS, CCTV)

Results: Areas well covered (cont.)

6 - Some progress on right to disconnect and occasional teleworking

7 - Large differences in data protection and integrity – the EU GDPR is important guidance for negotiation of rights in EU countries

Results: Weak Areas

Little on aspects where digitalisation has a strong impact and has added <u>new dimensions to work organisation</u>:

1 - New forms of employment such as platform work or crowd-working

2 - Flexible and largely unregulated forms of work organisation that is triggered by digitalisation, e.g. 'Smart' and 'agile' working, internal crowd working

Little on aspects where digitalisation has a strong impact and has added <u>new dimensions to working conditions</u>:

3 - In education and training issues such as e-learning, learning platforms, online learning, self-learning, basic digital skills and the right to lifelong learning

4 - IT risk assessment, psycho-social strains and other health and safety issues related to digital tools so far have also been addressed quite little by CBA clauses

5 - The same relates to issues such as employee's information rights, IT safety inspections, data storage or the provision of quality public services

Results: We found NOTHING at all (so far)

1 - Collection of Data

- Data protection

- Employee data ownership

- Data ethics

Results: We found NOTHING at all (so far)

2 - Use of Data (Artificial Intelligence)

- **New forms/technologies of behavioural control and monitoring** (keystroke, wearables, big data, social media/rating, emotional tracking)

- **Whole Area of Automation and robotization** (robotised process automation and automated decision making, ethical codes, algorithms and their programming and governance)

Some contextual factors

- Legal framework of country

- State of Digital Development

Next Steps

- Want your clauses
- Participating unions to comment on draft
- Your feedback NOW

- Draft Model Clauses
- Big Data and AI training next year