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TRANSNATIONAL SURVEY ON DIGITALISATION, SOCIAL DIALOGUE AND RESTRUCTURING FIRST RESULTS

Rome Workshop – June 25, 2019

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SURVEY IS AVAILABLE ON

WWW.DIRESOC.EU

DIRECT LINK:

[HTTPS://ULGHEC.EU.QUALTRICS.COM/JFE/FORM/SV_79SfC4JHMzPE913](https://ULGHEC.EU.QUALTRICS.COM/JFE/FORM/SV_79SfC4JHMzPE913)

OBJECTIVES

- Measure the opinion of the social partner on the current state of social dialogue (esp. about digitalisation)
- **Measure the expectations and opinions of social partners on prospective scenarios about the future of social dialogue and digitalisation**

Extension of new forms of employment: freelancers, economically dependent self-employees and platform workers have become the norm

SCENARIO I

YEAR 2030



Through AI and automation, new skilled jobs have been created while challenging employment rate of low skilled workers

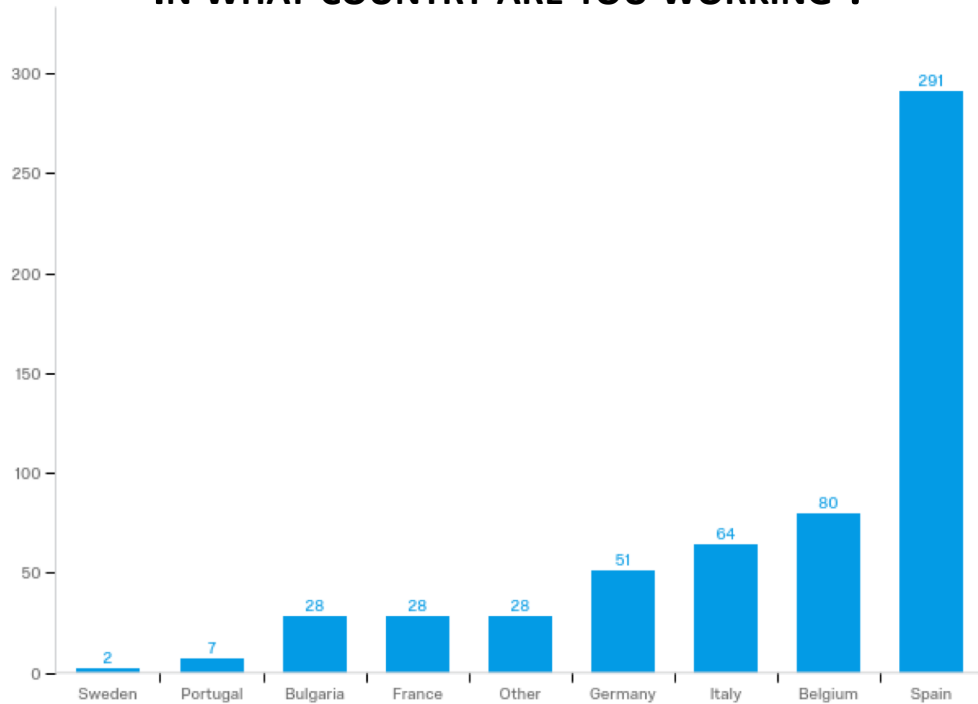
SCENARIO II

FIRST RESULTS

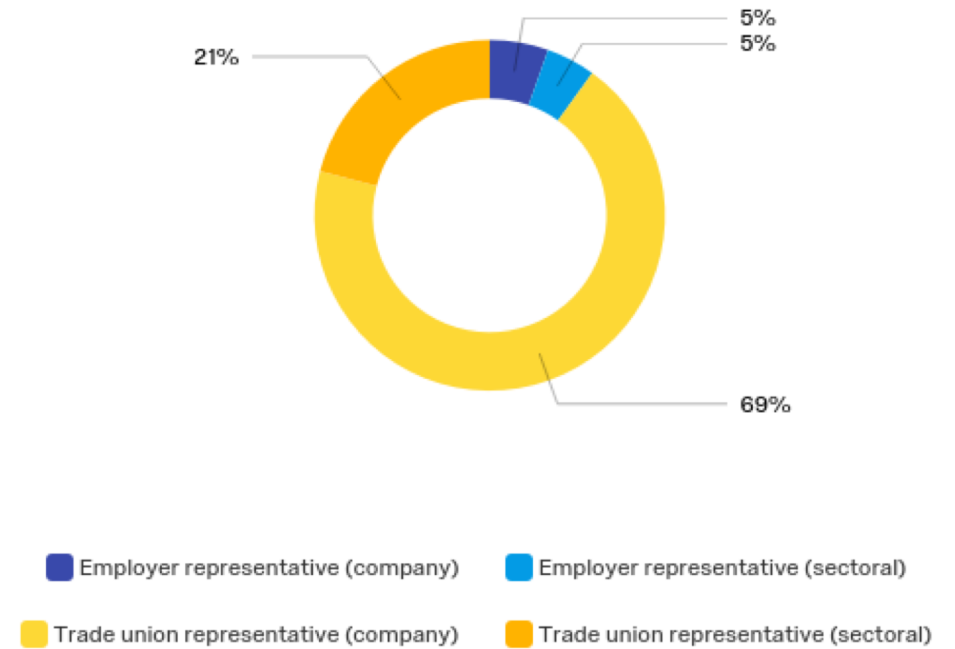


657 surveys registered

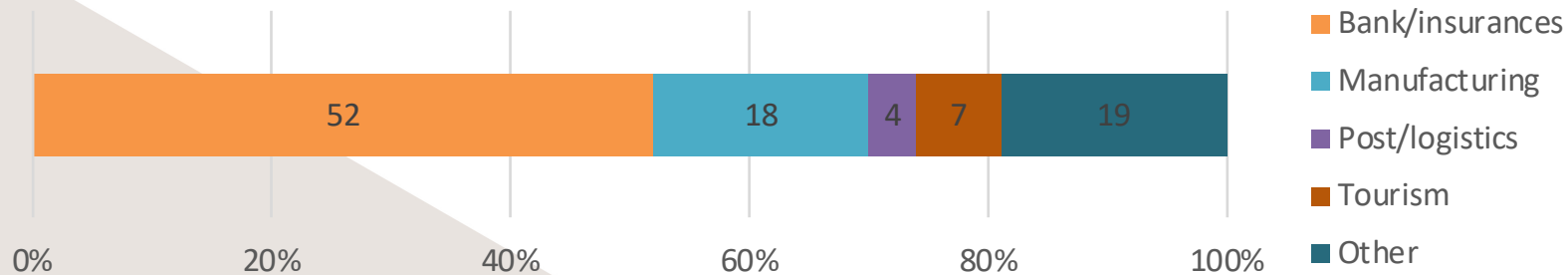
IN WHAT COUNTRY ARE YOU WORKING ?



WHAT IS YOUR MAIN FUNCTION REGARDING SOCIAL DIALOGUE ?



IN WHICH SECTOR ARE YOU INVOLVED ?

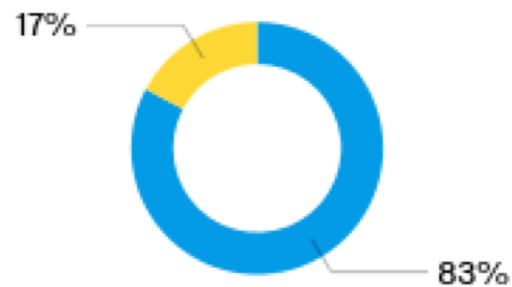


WITHIN YOUR COMPANY, IS DIGITALISATION A CONCERN IN TERMS OF SOCIAL DIALOGUE ?

GLOBAL RESULTS



Employer representative

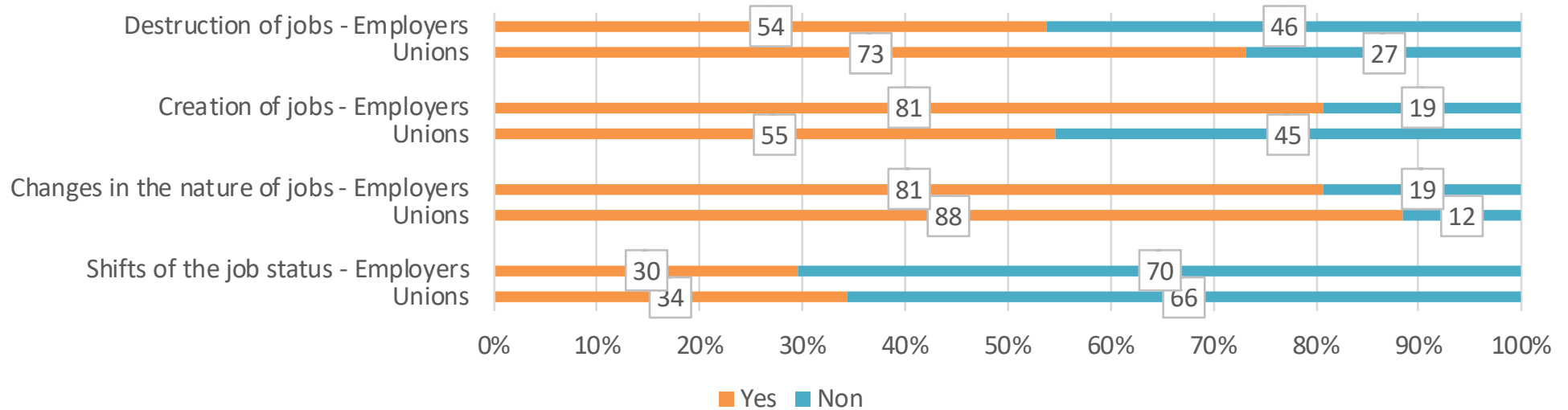


Trade union representative

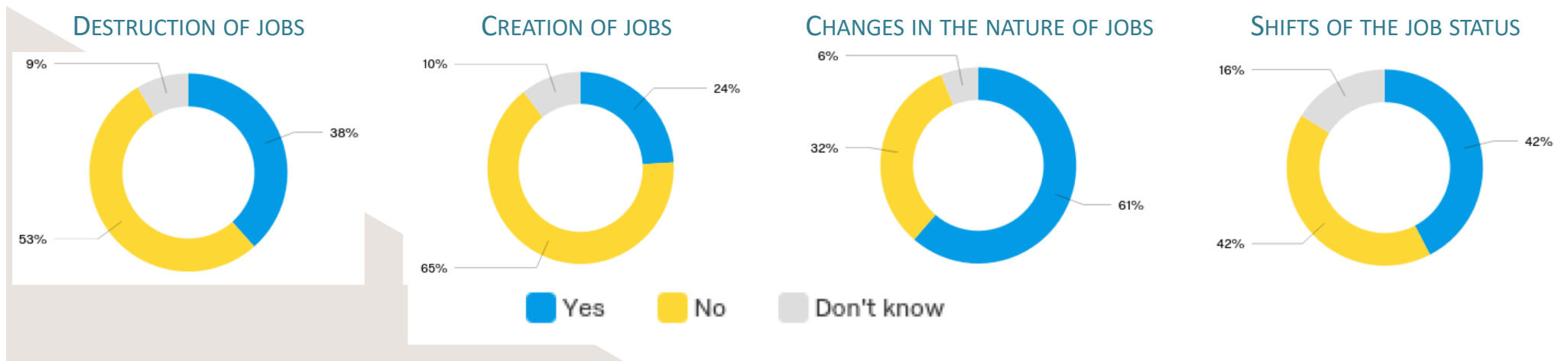


■ Yes ■ No

HAS YOUR COMPANY BEEN THROUGH THE FOLLOWING CHANGES IN THE LAST THREE YEARS ?



IF YES, IN MY COMPANY, DIGITALISATION HAS BEEN THE MAIN EXPLAINING FACTOR OF...



SCENARIO I

- **Economic landscape** is now made up of a multitude of **small enterprises** – often **digital platforms**.
- Most “**traditional**” **companies** had to **restructure** in a hurry to face this new competition.
- **Atypical jobs** (freelancers, employees made available by a service provider, economically dependent self-employees, platform workers with no specific status) have become **the norm**.
- **Traditional employee pattern** is now the **exception**, reserved to occupations with labour shortages.
- In terms of **social dialogue**, the main challenge is to **avoid a degradation of the quality of work and social protection** of these workers with heterogeneous profiles.

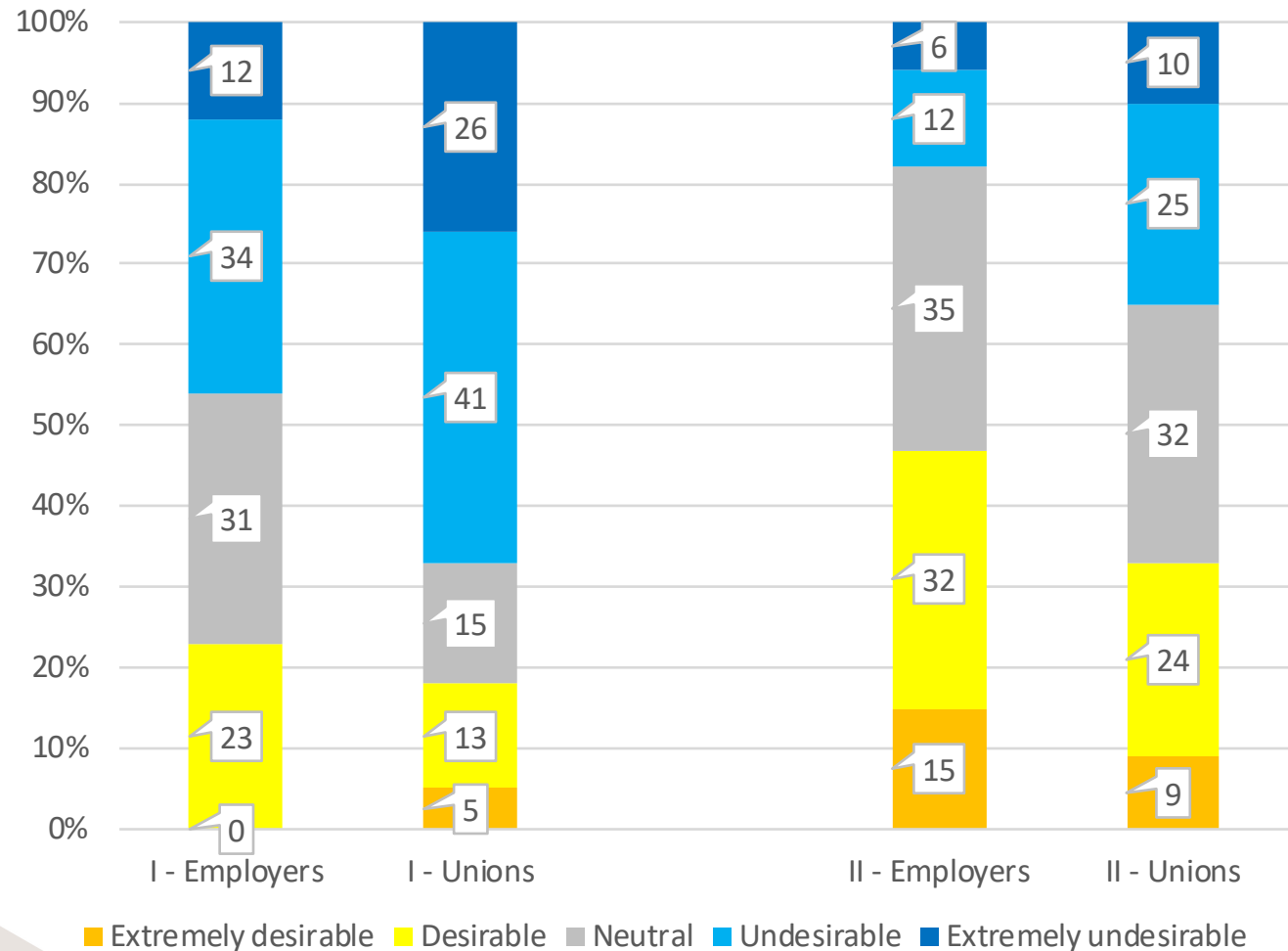
SCENARIO II

- A whole range of **functions** traditionally occupied by salaried workers has been **fully automated**.
- **New functions** have been created and provide **skilled jobs**.
- At the same time, there is a **risk of unemployment** for workers who **do not possess the appropriate skills**.
- In terms of **social dialogue**, the main challenge is to **support both capacity building** for the **less skilled workers** and **retraining** of more **skilled workers**, in an attempt to **reduce** a growing **dualization** of the labor market.

Scenario 1 – Extension of new forms of employers: freelancer, economically dependent self-employees and platform workers have become the norm

Scenario 2 - Through AI and automation, new skilled jobs have been created while challenging employment rate of low skilled workers

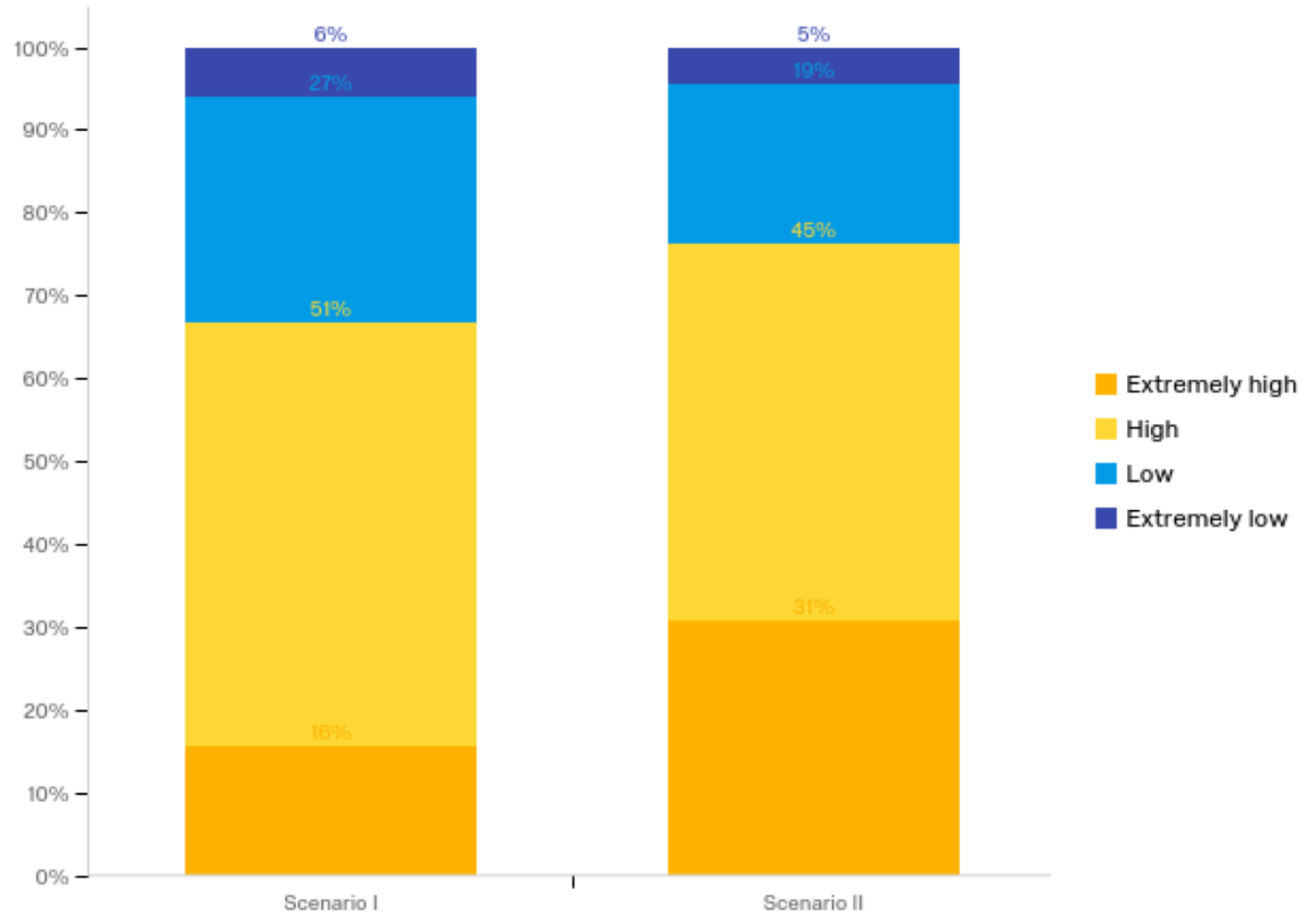
**IS THIS SCENARIO
DESIRABLE FOR THE
QUALITY OF SOCIAL
DIALOGUE ?**



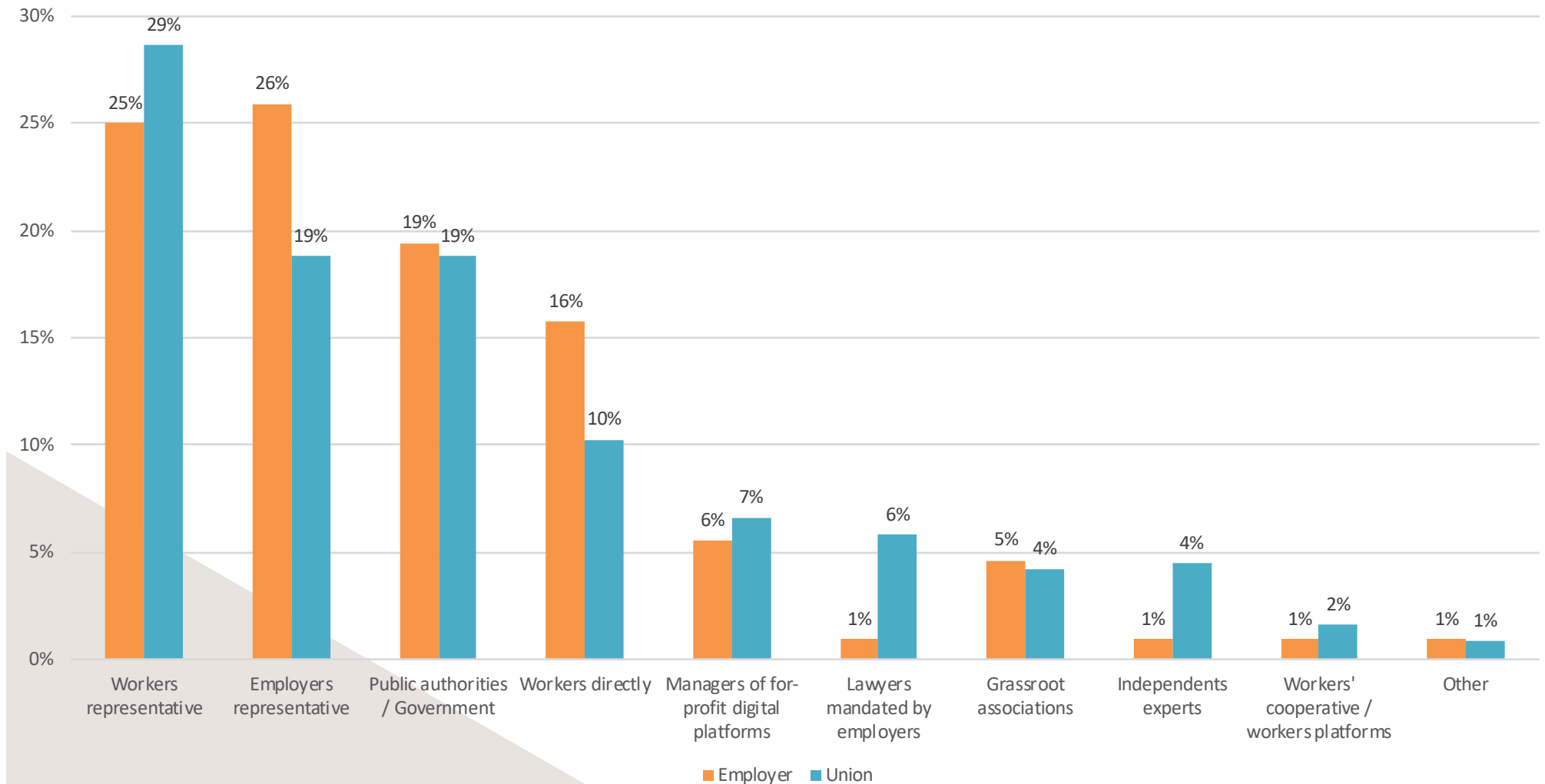
Scenario 1 – Extension of new forms of employers: freelancer, economically dependent self-employees and platform workers have become the norm

Scenario 2 - Through AI and automation, new skilled jobs have been created while challenging employment rate of low skilled workers

IS THIS SCENARIO PROBABLE ?

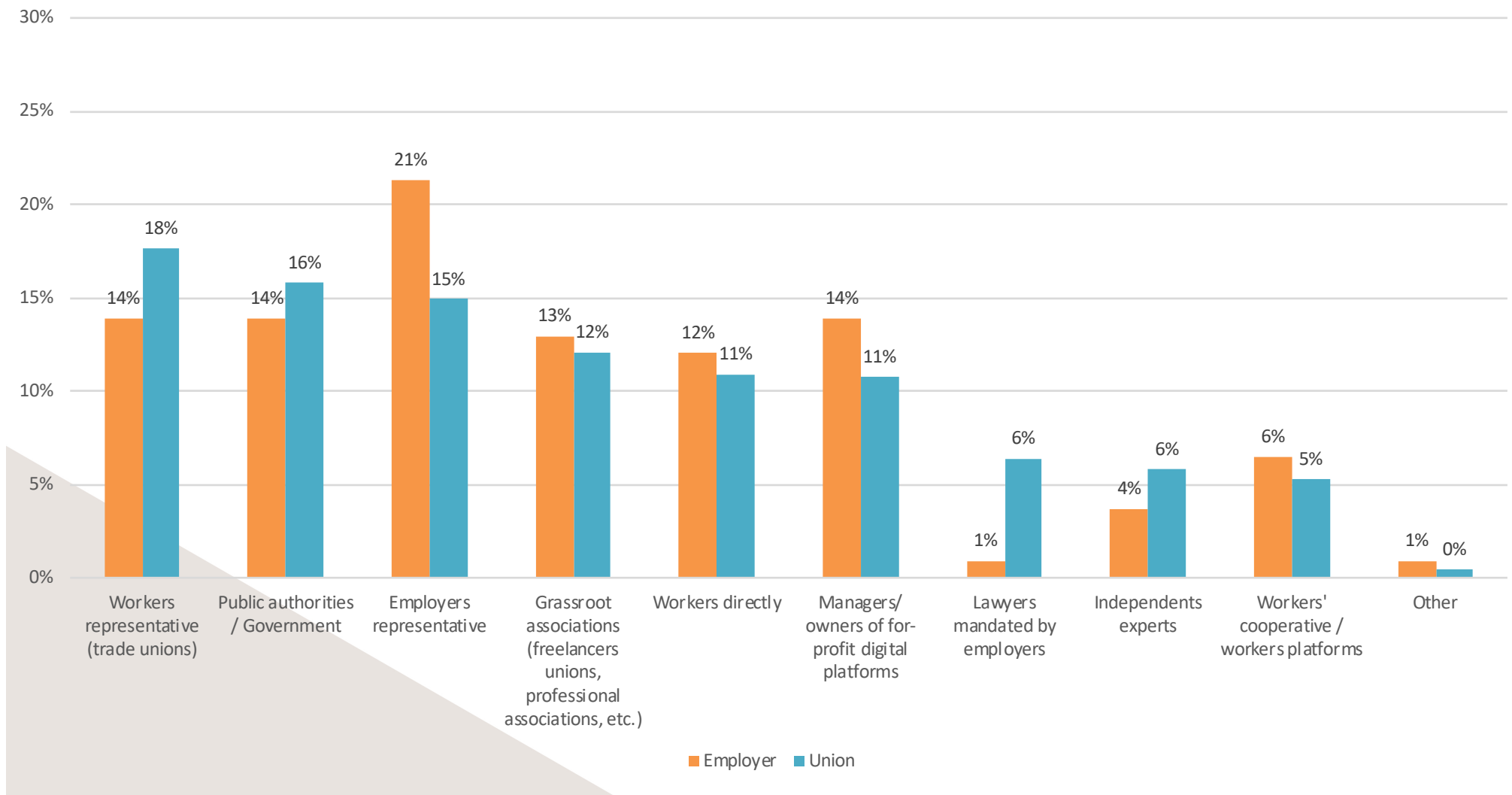


WHICH ACTORS DO YOU CONSIDER ARE THE MOST INFLUENT IN THE CURRENT SITUATION ? (TOP 3)



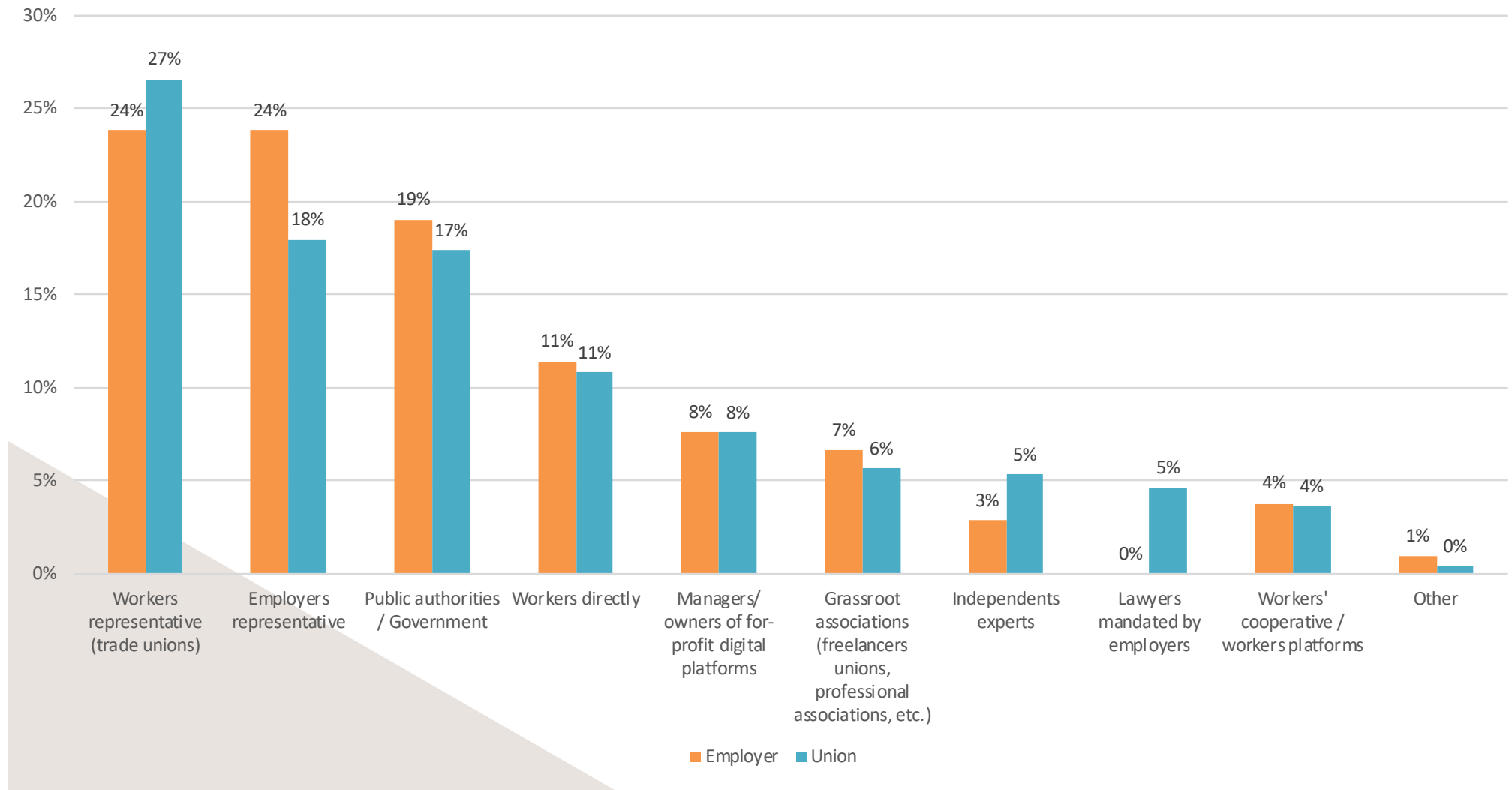
Scenario 1 – Extension of new forms of employers: freelancer, economically dependent self-employees and platform workers have become the norm

WHICH ACTORS DO YOU CONSIDER WILL BE THE MOST INFLUENT IN CASE SCENARIO 1 HAPPEN ? (TOP 3)



Scenario 2 - Through AI and automation, new skilled jobs have been created while challenging employment rate of low skilled workers

WHICH ACTORS DO YOU CONSIDER WILL BE THE MOST INFLUENT IN CASE SCENARIO II HAPPEN ? (TOP 3)





Digitalisation is considered as a social dialogue topic for 83% of employers representatives respondents and for 58% of trade unions representatives respondents (company).

Employers and trade unions representative respondents (company) have different points of view on the creation and destruction of jobs; and similar points of view for work conditions changes and shifts of job status.

They share the same opinion on the impact of digitalisation on these changes: digitalisation primarily concerns the work conditions changes.

Prospective scenarios are seen as probable for both stakeholders. Trade unions representatives respondents consider the scenario I as less desirable for the quality of social dialogue.

For both scenarios, traditional social dialogue actors remain relevant.

THANK YOU

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