



International
Labour
Organization

INTERNATIONAL LABOUR OFFICE
BUREAU FOR WORKERS ACTIVITIES (ACTRAV)
Technological Changes at the Workplace Webinar

28-30 November 2022

Geneva

PROGRAMME

Monday 28 November

14:30-14:40 Opening

- **Maria Helena André, Director, ILO Bureau for Workers' Activities**

Workshop 1: Workers' Collective Data Rights

Data extraction is becoming more and more prevalent at the workplace, often without the knowledge or control of workers and their representatives. Given that only a handful of countries have appropriate legislature that protects workers' data rights, it is of utmost importance for trade unions to engage towards the improvement of workers' collective data rights.

This first workshop lays the foundation for the rest of the workshops by providing participants with:

- a. A clear understanding of the processes of data extraction, inferences and profiles
- b. An overview of workers' data rights and why unions must address the regulatory gaps.
- c. A guide to begin negotiations on workers' data rights.

14:40-15:10 Section 1: What's all this about data?

Introductory session focusing on data extraction and mapping of existing data protection regulations around the globe.

- **Speaker: Christina Colclough (20 minutes)**



- **Q&A Session (10 minutes)**

15:10-15:40 Section 2: Data at the workplace

How do enterprises collect data, what are the uses and impacts this has for workers?

- **Speaker: Christina Colclough (20 minutes)**
- **Q&A Session (10 minutes)**

15:40-16:30 Section 3: Trade Union responses towards collective data rights for workers

- What can trade unions do towards bridging regulatory gaps, utilising regulatory opportunities
 - ILO Code of Practice on Protection of Workers' Data
 - Improving collective data rights through negotiating the data lifecycle at work.
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- **Speaker: Christina Colclough (20 minutes)**
 - **Uma Rani Amara (ILO-Research) (10 minutes)**
 - **Trade union experiences**
 - **Discussion**



Tuesday 29 November 2022

Workshop 2: Sustainable Algorithmic Systems

This workshop will dive into what algorithms are, and the impact algorithmically driven systems have on workers. With this understanding, participants will be introduced to a top-level co-governance guide to holding management accountable, responsible and liable for the digital technologies they implement.

14:30-15:00 Section 1: What is an algorithm?

An introductory session on the definition, design and usage of algorithms.

- **Speaker: Christina Colclough (20 minutes)**
- **Q&A Session (10 minutes)**

15:00-15:30 Section 2: Algorithmic systems in workplaces

The session will address myths and realities around the usage of algorithms and algorithmic systems at the workplace.

- **Speaker: Christina Colclough (20 minutes)**
- **Q&A Session (10 minutes)**

15:30-16:30 Section 3: Trade Union responses towards closing regulatory gaps and co-governance of algorithmic systems

Open discussion on trade union efforts towards bridging regulatory gaps, why co-governance is an absolute must and how the algorithmic systems guide may be used.

- **Introductory remarks: Christina Colclough (15 minutes)**
- **Claire LaHovary (ILO-ACTRAV) (10 minutes)**
- **Saruar Kenzhebulat (Federation of Trade Unions of Kazakhstan-FPRK)**
- **Discussion**



Wednesday 30 November 2022

Workshop 3: Trade unions and responsible Technology Usage

This third workshop aims at providing a way towards tabling an alternative digital ethos that values workers privacy rights, and that prevents the commodification of work and workers. The workshop will provide participants with:

- a. An understanding of what an alternative and empowering digital ethos could be
- b. A guide to a union-wide digital transformation that embodies this ethos and the potential tools/technologies that are already at the disposal of unions.

14:30-15:10 Section 1: An alternative digital ethos - what could it contain?

An introduction towards an alternative way towards the usage of digital technologies at the workplace

- **Speaker: Christina Colclough (30 minutes)**
- **Q&A Session (10 minutes)**

15:10-15:40 Section 2: Using responsible union technologies

The usage of conventional technologies incorporates risks and challenges for trade unions and workers in particular. As such, the session aims at providing examples including Data Storytelling/visualisation and why this would be an important approach for the labour movement.

- **Speaker: Christina Colclough (20 minutes)**
- **Q&A Session (10 minutes)**



15:40-16:00 Section 3: A union-wide digital transformation. A guide to improving union impact responsibly.

The session will provide an overview of PSIs Digital Impact Framework (TBC)

- **Speaker: Christina Colclough (20 minutes)**

16:00-16:20 Section 4: Summary of the workshops

- **Discussion and final Q&A (20 minutes)**

16.20-16:30 CLOSING

- **Michael Watt (ILO-ACTRAV)**