

NITO

Future of Work: Addressing the Challenges of Digitalisation

Fafo Seminar, Tuesday 21 November 2017

Tone Tønnessen

A Strategy is Established ...at Last

- ▶ New Industrial Strategy 2017 - including «A Greener Smarter and More Innovative Industry»
- ▶ Digital21
- ▶ Digital Norway
- ▶ Top Leader Forum Established - Inspired by «Platform Industrie 4.0»

Competence, Education and Lifelong Learning

- ▶ Lack of ICT-personell - fear of skills gap
- ▶ Important to increase the number of students and the quality of education within ICT
- ▶ Programming as a voluntary subject in school
- ▶ Life Long Learning; Re-and upskilling is needed throughout the whole career
- ▶ Authorities, employers and employees' organizations need to take responsibility
- ▶ Establish KompetanseFUNN?

The Industry Must be Based on Permanent Appointments and Employees' Active Participation

- ▶ Permanent hiring and employee involvement give better value creation, productivity growth, innovation and creativity.
- ▶ The Norwegian Model is our key to high productivity and adaptability.
- ▶ Local wage formation, productivity orientation and high union density in the company, leads to stable business with a high degree of involvement and knowledge transfer.



The «Sharingeconomy»/The Platform Economy: Possibilities and Challenges

- ▶ More Efficient Utilization of Existing Resources
- ▶ Increased Competition,
- ▶ Innovation
- ▶ Better Products and Services
- ▶ Environmental Benefits.
- ▶ Weakening of labour rights and protection of workers
- ▶ Increased black economy
- ▶ Decreased union density
- ▶ Weakening of the welfare state and the Norwegian Model

How Can We Secure Decent and Safe Working Life for Our Members in the Future?

- ▶ How will more 0-hour contracts, increasing amount of precarious work and more self-employed engineers influence our members working life and our unions' tasks?
- ▶ Do we need to change the definition of employee in our legislation?
- ▶ «Inhouse»: What kind of new services do we need to provide for our members?

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Takk for oppmerksomheten!

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