

Workplan UNI Europa P&M 2017 – On the Road to Liverpool

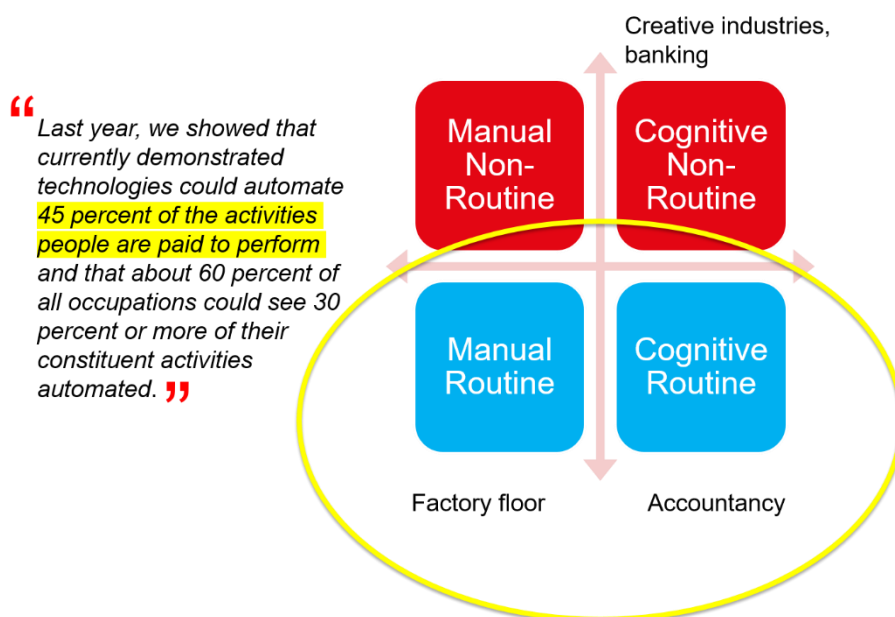
1. Introduction

In Europe, as in the rest of the world, the professionals and managers' group of workers is growing rapidly. To fully utilise this potential, UNI Europa Professionals and Managers' (P&M) Group, in line with the global strategies for UNI Global P&M, needs a clear and visible profile that will engage European affiliates as well as potential affiliates.

This workplan sets out to do just that. It will do so by focussing the work of UNI Europa P&M on the key dimensions of the future world of work. In particular, the group's work will seek to fill those gaps that currently exist in the awareness of how digital technologies and new employment forms are affecting professional and managers across all fields, such as financialisation (free flow of capital) and globalisation (digitalisation enables increased globalisation). The growth in the activity of the financial sector is widely regarded to be driven by the same factors as the globalisation of economic activity: that is liberalisation and technological advance.

2. The Future World of Work - expected effects on P&M

It is estimated that artificial intelligence (AI), machine learning, robotization and automisation will displace work tasks and, indeed, whole jobs across the entire spectrum of workers. Most affected, though not exclusively, will be jobs that are *routine-based*, both manually – such as on the factory floor, or cognitively – such as accountancy, some banking and insurance sector occupations, statistics, radiologists, sales and services and telemarketers.



Cognitive non-routine work, such as that performed by doctors, lawyers, creative artists, and journalists will be less effected, although not entirely so. For example, AI is already widely used in the medical fields to diagnose or predict illnesses. Lawyers use AI to cross-compare case verdicts, and AI has also ventured into the fields of music composition, gaming and gambling, and HR and recruitment, to name but a few. There are also some concerns that technology diminishes the opportunities for face-to-face human interaction which challenges social cohesion between workers and other human stakeholders along the supply chain.

2.1. New business models – the platform economy & crowdsourcing

Digital technologies have not only spurred the rise of the platform/gig/on-demand or sharing economy, they have also compressed time and distance creating truly global (labour) markets. Job tasks are increasingly becoming subject to crowdsourcing, outsourcing and/or automisation. Atypical and precarious forms of employment are consequentially growing fastest across the world.

Some platforms are targeting professional and managers. Workers with a professional degree also find an income on other types of platforms, such as Clickworker and Amazon

Mechanical Turk. In addition, the distinction between work agencies and platforms is increasingly blurred. For example, some of the temporary agencies that employed supply teachers in the UK turned themselves into umbrella companies after the temporary workers directive came in as a way of getting round its provisions (in effect turning every supply teacher into a separate limited company). There is little doubt that an increasing “precarisation” of P&M work (work-life balance issues, individualisation of work, income insecurity, downward pressure on wages and working conditions) is occurring. Coupled with the displacement of tasks and jobs by robotics/AI, and the employment landscape of P&M is indeed destabilising. Conversely, there have been new opportunities to organise these new employment forms, and trade unions should explore that potential within and across geographical borders.

2.2. Skills & gender

Whilst it is predicted that the future world of work will belong to those with a Science, Technology, Engineering or Mathematic (STEM) education, it is also widely recognised that constant up- and reskilling will be necessary for P&Ms to remain employable.

This not only puts pressure on higher education and vocational education and training (VET) institutions nationally, it will also require that companies engage and invest much more in the training of their employees. At the same time, women are under-represented in STEM education accounting for just over [40 per cent of students](#). More women than men never finish their STEM degree, which is also evident in the fact that women account for just 24 per cent of science and engineering professionals ([EU Commission 2015](#)). These figures are alarming, and raise new concerns about gender equality and the career opportunities of women in the Future World of Work (FWoW).

It is of vital importance to Europe that upskilling options are available for all P&Ms, regardless of age, gender, geographical location or financial situation. Hence, UNI Europa P&M would like to see that more educational institutions offer education courses that are designed for upskilling, and that enable the combination of studying and working, i.e. shorter education courses, evening classes, e-learning solutions, etc. In addition, solutions must be put in place to make it financially viable to upskill mid-life. For example, the establishment of national training funds, an opening up towards new forms of apprenticeship schemes. Also, to match the fluidity of the future labour market and the increased focus on lifelong learning, we suggest a formal recognition and certification of informally and formally acquired skills, competences, and qualifications. This in turn, would support the full mobility of professional and managers across companies and countries.

2.3. An underexposed changing labour market

Most experts agree that all workers on all levels will be affected by the disruptive nature of the digital economy in the online virtual space and in the offline physical environs that people inhabit, yet very little voice has been given specifically to the group of professionals and managers. Issues of importance include:

- **The changing role of P&Ms in the workplace**
- **The changing role for trade unions in building partnerships with P&Ms**
- **Work-life balance (24/7) work pressure**
- **Increasing individualisation of work in all areas of the economy**
- **Globalisation of work competition**
- **Skills – equal rights and access to continuous re- and upskilling for all P&Ms**
- **Employee data monitoring, storage, use and protection**
- **Gender equality**

3. UNI Europa P&Ms goal

Establishing an UNI Europa P&Ms FWOV policy which is visible to all policy levels internal and external.

4. UNI Europa P&Ms role

The FWOV is one of UNI Europa and UNI Global Union's top priorities. Increased focus on how the changing nature of employment affects P&Ms will feed into this work. In 2017, UNI Europa P&M will, in line with the UNI Europa P&M motion adopted in Rome, 2016, will primarily focus its work on:

- **Establishing the group as experts specialised on, and dedicated to, the FWOV**
- **Strengthening the visibility of P&M specific FWOV issues, by highlighting and promoting them (on FWOV web, press, articles, blogs, at conferences etc.)**
- **Lobbying national and EU institutions accordingly**
- **Cooperation on training activities, projects, and policy development initiatives with Eurocadres**

5. UNI Europa P&Ms tasks 2017

To actualise the four key roles identified above, a strong cooperation between UNI Europa P&M affiliates and the UNI Global and UNI Europa secretariats is required. The success of the work plan depends on this strong collaboration. As such, the following tasks should be prioritised for 2017.

1. To raise awareness, UNI Europa P&M should feed real life stories from affected P&Ms in our countries/occupations into UNI Global FWOV web, media, social media, for example:
 - a. Displacement of workers by machine

- b. Workers on crowdsourcing platforms
 - c. Changes in collective agreements reflecting new digital/data reality
 - d. Work and work-life balance issues (work pressure, individualisation, skills, gender...)
 - e. Raise awareness of the important role of skills and education, including women and STEM
2. Cross-compare with research analysis
 3. Lobby for change in EU legislation and regulation using P&M specific data and stories
 4. In order to conduct point 3, work closely with, and support, Eurocadres in EU policy issues
 5. Affiliate and potential affiliate outreach