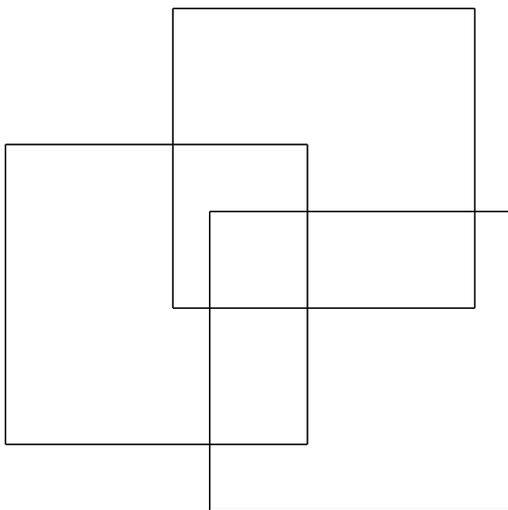




Global Dialogue Forum on Challenges for Decent and Productive Work Arising from Digitalization in the Chemical and Pharmaceutical Industries (Geneva, 10–12 December 2018)

Draft report of the discussion at the Global Dialogue Forum on Challenges for Decent and Productive Work Arising from Digitalization in the Chemical and Pharmaceutical Industries ¹
(Geneva, 10–12 December 2018)



Geneva, 2019

Sectoral
Policies
Department

¹In accordance with established procedures, this Draft report will be submitted to the 335th Session of the Governing Body of the ILO (March 2019) for its consideration.

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INTERNATIONAL LABOUR ORGANIZATION

Sectoral Policies Department

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and Productive Work Arising from Digitalization
in the Chemical and Pharmaceutical Industries
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INTERNATIONAL LABOUR OFFICE, GENEVA

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I. Introduction

1. The Global Dialogue Forum on Challenges for Decent and Productive Work Arising from Digitalization in the Chemical and Pharmaceutical Industries was held at the International Labour Office from 10 to 12 December 2018. The Governing Body of the International Labour Organization (ILO) had decided to convene the Forum at its 332nd Session (March 2018),² when it also approved the composition of the Forum.
2. The purpose of the Forum was to allow the tripartite participants to discuss opportunities and challenges for decent and productive work arising from digitalization and other new technologies in the chemical and pharmaceutical industries, with the aim of adopting points of consensus, including recommendations for future action by the ILO and its Members.
3. The Chairperson of the Forum was Mr Dongwen Duan, Counsellor to the Permanent Mission of the People's Republic of China to the United Nations. The Government Vice-Chairperson of the Forum was Mr Cesar Augusto Gomez Ruiloba (Panama). The Employer Vice-Chairperson of the Forum was Mr Matthias Christof Dipper, and the Worker Vice-Chairperson of the Forum was Mr Anthony Devlin (Mr Devlin was replaced by Mr Sergio Luis Leite at the very end of the fifth and final sitting of the Forum). The Secretary-General of the Forum was Ms van Leur, Director of the Sectoral Policies Department (SECTOR), the Deputy Secretary-General was Mr Isawa, the Executive Secretary was Mr Kamakura, and the coordinator of the secretariat services was Ms Silvander.
4. The Forum was attended by 71 participants, including 33 Government representatives and advisers from 26 member States, as well as eight Worker and eight Employer representatives and 14 additional members (five from the Employers' group and nine from the Workers' group), and eight observers from intergovernmental organizations (IGOs) and international non-governmental organizations.
5. The Chairperson emphasized the critical importance of the chemical and pharmaceutical industries to many ILO member States in terms of their contribution to growth, trade and employment. Chemical products were being used everywhere, from manufacturing to make-up, from food production to medicine, from auto parts to construction, and beyond. The Issues paper prepared by the International Labour Office provided a solid foundation for an important dialogue which brought together representatives from governments and employers' and workers' organizations from across the world, with significant experience, expertise and insight on the challenges and opportunities facing the chemical and pharmaceutical industries now and in the future.
6. The Secretary-General recalled that the ILO would soon celebrate its centenary and that the Global Commission on the Future of Work would launch its report in January 2019. In this regard, the Forum was both timely and propitious: the chemical and pharmaceutical industries were undergoing rapid changes that demanded urgent attention. The outcomes of the Forum could inform debates on the future of work at the global, regional and national levels, as well as in other economic sectors. The relevant industries had three key characteristics. Firstly, they were engines of growth critical to the economic development of all ILO member States and key to the achievement of the 2030 Agenda for Sustainable Development. Secondly, the chemical and pharmaceutical industries generated immense value for the global economy. Thirdly, the industries were a source of job creation and were expected to continue to employ workers in a wide range of occupations. At the same time, a

² ILO: *Sectoral meetings held in 2017 and proposals for sector work in 2018–19*, Governing Body, 332nd Session, March 2018, [GB.332/POL/2](#).

number of decent work challenges persisted, including: changes in the organization of production and work due to technological advances; job losses and job changes; the need for structured training and up-skilling for both employers and workers; the need to explore opportunities for women; and the need to ensure respect for the rights, safety and health of all workers in the industries in law and practice. She was confident that the Forum's deliberations would result in useful recommendations that would guide the work of the ILO and its constituents in the industries in the years to come.

7. The Deputy Secretary-General introduced the procedural aspects of the Global Dialogue Forum. The Governing Body had recently adopted new Standing Orders for technical meetings and meetings of experts at its 334th Session in October–November 2018. Transitional arrangements would however be applied to the present Forum, since the related invitations had been sent out prior to the adoption of the new Standing Orders. In particular, all participants nominated by governments would be able to fully take part in the proceedings, as would the Worker and Employer participants.
8. The Executive Secretary presented the Issues paper. Chapter 1 provided a snapshot of the chemical and pharmaceutical industries at present. Chapter 2 analysed the drivers of change affecting the industries, namely digitalization and other technological advances against the backdrop of globalization, demographic trends and climate change. Chapter 3 described key challenges and opportunities for decent and productive work in the industries through the lens of the four strategic objectives of the Decent Work Agenda. Digitalization could have an impact on the frequency of job changes, increase the need for training and widen the divide between highly-skilled well-paid workers and low-skilled lower-paid workers. Digitalization would lead to a diversification of working arrangements, which could negatively affect workers' access to social protection, but could also provide an opportunity to improve occupational safety and health (OSH). Social dialogue and tripartism would govern how work would be organized in the industries in the future. In the truly global chemical and pharmaceutical industries, cross-border social dialogue would become increasingly important to ensure that employers and workers were able to shape a future that worked for all.

II. General discussion

9. The Employer Vice-Chairperson noted that the chemical and pharmaceutical industries benefited from mature social dialogue. Digital transformation was affecting all sectors and society as a whole. However, the rates of digital transformation differed worldwide, as certain countries were yet to see elaborate digital development. Furthermore, there was a need to differentiate between multinational enterprises (MNEs) and small and medium-sized enterprises (SMEs). Digitalization was inevitable, and it was crucial in driving change and promoting opportunities, without neglecting the challenges. The opportunities of digital transformation could include improvements in the working environment and health and safety, although the transformation would require a certain skill set and a new mindset. The need for training, education and infrastructure that would enable employees to handle the challenges arising from digital transformation constituted one of the biggest challenges. Another opportunity was to enhance access to medicine and health through better technology. On the other hand, there were also data security and privacy concerns, and it would be necessary to tackle cyber-crime and related activities. Transparency would also be improved by digital transformation, which could in turn help fight corruption. Gender equality remained a huge topic in relation to digitalization, and particularly the need to ensure the access of women to relevant education. Moreover, inequality due to the different speed and pace of digital development needed to be addressed not only by governments, but also the social partners. Social protection was a challenge in that it would be necessary to adapt social security systems in certain countries, following consultations at the national level. In conclusion, digital transformation would increase productivity and benefit society

as a whole if the challenges were addressed and change was managed properly. This would require a joint effort by the social partners, supported by governments, which should set the stage for the improved performance of companies.

- 10.** The Worker Vice-Chairperson noted that the Workers' group represented 50 million rank-and-file members of the IndustriALL Global Union. The world of work was undergoing transformation, and the changes for workers could bring exciting possibilities, as well as uncertainty and upheaval. Governments pursued economic prosperity, employers sought stable industries, and workers needed assurances of fundamental rights, working conditions, wages and fairly shared costs. Previous meetings had reached agreement on important issues and account should be taken of the points of consensus adopted by the 2011 Tripartite Meeting on Promoting Social Dialogue on Restructuring and its Effects on Employment in the Chemicals and Pharmaceutical Industries as well as the 2013 Global Dialogue Forum on Initiatives to Promote Decent and Productive work in the Chemical Industry. In the emerging borderless, connected and globalized economy, in the age of digitalization, under the guidance of the ILO, the social partners needed to work together to protect the interests of all stakeholders. With the introduction of digitalization, work was being transformed in parallel with the transformation of production. Workers were experiencing the elimination and transformation of some jobs, while other new jobs were being created. Workers should not be asked to pay the price for changes which they could not control, and the costs and benefits should be shared fairly. These were the prerequisites for a Just Transition, and a plan was required to guarantee that the present and future workforce would have access to sustainable jobs. Workers needed to be told what to do tomorrow before being asked to stop what they were doing today. Social protection for present-day workers, as well as opportunities for new workers were crucial. Workers needed to be offered up-skilling and education and training opportunities in order to access new jobs. Strong social dialogue, collective bargaining and fundamental principles and rights at work would play a decisive role in shaping digitalization. Non-standard forms of employment should be used with caution in the context of digitalization, and technology should improve OSH rather than threaten it. Several new workers' rights needed to be recognized, including: the protection of collective bargaining, the right to information and consultation of workers' representatives at the local, regional, national and international levels, the right to education and lifelong training, and the right to define levels of privacy at work and at home. A gender perspective was important across all these points. In conclusion, the benefits of digitalization should not be privatized, while socializing the costs. Technology must work for society as a whole and digitalization must not enable precarious work.
- 11.** The Government Vice-Chairperson emphasized that the tripartite format of the Forum was particularly beneficial and conducive for governments. The meeting would be critical as it addressed the significant and timely topic of digital transformation. Digitalization constituted a tool. Tools were there for all and could be used either to create or to destroy. Similarly, the products of the chemical and pharmaceutical industries were of benefit to human beings, if used properly. Investments in the sector could create good and decent jobs. Agricultural and health services were two important sectors that were closely connected to the digitalization of the chemical and pharmaceutical industries. The Forum represented a tremendous opportunity to explore the existing convergence of positions, find common ground based on shared objectives and achieve a positive political outcome that would offer a new point of reference for the future.
- 12.** The representative of the Government of the Plurinational State of Bolivia believed that automation was an unavoidable reality which gave rise to major challenges, especially in vulnerable countries. Automation in her country was still low, but it was a global phenomenon, and its impact on Bolivian workers in terms of outsourcing and potential job losses would be felt soon. Employers should play a key role in seeking solutions to preserve jobs, for example through the retraining of workers, task substitution and the broadening of

value chains. A key challenge for the Forum would be to devise strategies to ensure that the process of digitalization in the chemical and pharmaceutical industries was in harmony with workers' rights. The lessons learned and best practices shared in the Forum would be valuable for solid public policies.

13. The representative of the Government of Nepal indicated that, in a world of work confronted with globalization, digitalization and the increased use of artificial intelligence, the challenges faced by workers and employers in the chemical and pharmaceutical industries were not an exception. Millions of workers would face skill gaps in these industries and would need new skills and training to meet the changing demands of the modern workplace. The skills gap between men and women in the chemical and pharmaceutical industries needed to be reduced to increase productivity. With technological change already underway in the sector, the four pillars of Decent Work Agenda were part of the solution: full employment, social protection, rights at work and social dialogue. Despite this ambitious goal and the complexity of the sector, the Forum was in a position to provide a valuable contribution to the Sustainable Development Goals (SDGs) and to a future of work that would work for all.
14. The representative of the Government of the Central African Republic said that the four pillars of Decent Work Agenda constituted an important starting point for the dialogue on the digitalization of the chemical and pharmaceutical industries. In times of crisis and upheaval, tripartism and social dialogue played a key role in reinforcing convergence between employers and workers and in stabilizing the world of work. The chemical and pharmaceutical industries involved numerous occupational risks. ILO technical assistance would be required for skills training, capacity-building and awareness-raising of the social partners.
15. An observer representing the United Nations Environment Programme (UNEP) looked forward to a productive discussion in this tripartite format on digitalization in the chemical and pharmaceutical industries. The many down-stream industries that used chemical products would also need to be taken into consideration. Digital transformation should at the same time be accompanied by a transformation towards a circular economy. Greater transparency and information-sharing in the production, manufacturing and further downstream activities could be a potential contributor to the necessary transition to a circular economy. The work of UNEP on multilateral environmental agreements focused on hazardous chemicals, and the protection of workers from hazardous chemicals went hand-in-hand with the protection of the environment. In conclusion, UNEP was keen to expand its collaboration with the ILO, especially through the ILO's tripartite structure.

III. Consideration of the proposed points for discussion

1. Decent work challenges and opportunities that have arisen in relation to digitalization and other new technologies for governments and for employers and workers and their respective representative organizations in the chemical and pharmaceutical industries

16. The Employer Vice-Chairperson emphasized that, from the viewpoint of employers, the principal challenge arising out of digitalization and other new technologies in the chemical and pharmaceutical industries concerned skills. It was necessary to make provisions for training, education and an environment conducive to helping all employees develop their

digital skills. The focus should be on improving qualifications in the science, technology, engineering and mathematics (STEM) disciplines and promoting lifelong learning and up-skilling for the workforce. A major joint effort would be required from employers, workers and governments to address the challenge through social dialogue. The main role of governments was to provide the framework within which this could happen. It was certain that digitalization would happen everywhere and would bring with it the challenge of changing the mindset of workers and enterprises through the development of new ways of working involving greater flexibility, mobility and autonomy. Workers would need help to adapt to these requirements. In addition to education and training, the advent of digitalization would require the necessary infrastructure, and particularly broadband. Investment was also necessary in an environment in which companies could develop new ideas and create jobs. The opportunities that would arise included increased productivity and the creation of jobs. Employers in the chemical and pharmaceutical industries were not focusing on potential job losses and did not see digitalization as an opportunity to cut jobs, but rather as a means of changing working patterns and methods. In the context of digitalization and the introduction of other new technologies, it was important for social protection and social security systems to be maintained and adapted to new forms of work. It was also clear that all of the fundamental principles and rights at work should be respected. With regard to the opportunities flowing from digitalization and other new technologies, increased transparency offered greater opportunities to eliminate corruption. The promotion of effective social dialogue at all levels would be of vast importance for a successful process of digitalization. It was also of the utmost importance to improve female participation rates in the industries. Finally, it should be recalled that the opportunities offered by digitalization for more flexible and autonomous forms of working could be conducive to a better work–life balance.

17. The Worker Vice-Chairperson observed that, as one of the driving forces of technological transformation was to reduce costs, there was a clear danger that advanced digitalization and related technologies could reinforce the mentality of a race to the bottom in the industries, rather than an improvement of working conditions. Compounded with the other mega drivers of change, the result could be that, rather than the creation of decent work, jobs would be destroyed, work load would increase and wages and benefits would be eroded. However, there was an opportunity for these technologies to be introduced in a mutually beneficial manner, with better working conditions, increased leisure time, lifelong learning, social protection and a cleaner environment, while protecting workers' rights. A Just Transition needed to be underpinned by extensive analysis of the knowledge and skills currently possessed by workers and how skills gaps could be bridged through training and education opportunities. Strong social protection policies were also crucial for a Just Transition, together with strong public policies and an effective legislative and regulatory framework which respected and strengthened the application of international labour standards. He emphasized that this could only be achieved through effective social dialogue. In this context, many countries were focusing on the need for education and training, particularly in the STEM disciplines, although in certain countries those efforts were hampered by a lack of investment. The strategies adopted varied from country to country, and at the company level. The level of recognition of the role of trade unions in the transition ranged between full partnership (for example, in Singapore) to zero, or even being framed as a victim of it (for example, in the United States). Moreover, it was also necessary to recognize that the introduction of new technologies could facilitate the large-scale harvesting of personal data. Workers needed a defined level of privacy at home and at work, and clarity concerning the privacy of their personal data. These issues should be included in collective bargaining agreements. New technologies were also resulting in an increased blurring of work–life balance, with workers often being expected to be online and responsive 24 hours a day, which was in violation, for example, of the European Union's Working Time Directive (2003/88/EC). In some cases, technology agreements were being included in collective bargaining agreements, under the terms of which technological change had to be introduced in dialogue with the union. While such agreements were important, governments also had

an important role to play in shaping national sustainable industrial policies to guide the transformation process.

- 18.** The Worker representative from Brazil said that in his country discussions concerning the digitalization in the chemical industry failed to address such important social issues as job creation, skills needs and equality of opportunity. The failure to cover these issues showed the vital importance of social dialogue in ensuring a fairer transition for everyone. Social dialogue needed to include such issues as data privacy and the increased flexibility resulting from digitalization, especially in relation to working days, hours of work and the location of work (at home or in the office). Employers liked to talk about flexibility, but it was necessary to be more specific about the types of flexibility that were being sought.
- 19.** The Worker representative from the United States said that the approach adopted to digitalization in his country was fractured, with some attention being given to training and apprenticeship, but no emphasis on social dialogue. Certain companies were addressing the issues, for example through studies on the impact of Industry 4.0, the importance of the STEM disciplines in the education system and the need for higher qualifications for employees. Other companies were using digitalization as a means of normalizing the skills required from the workforce with a view to reducing pay. Social dialogue depended on the relationship between employers and workers, and could be undertaken at the local or corporate levels. However, the Government showed very little interest in promoting social dialogue. Unless all the issues relating to digitalization were addressed through social dialogue at all levels, including employment, training, education, social protection and rights at work, it would continue to give rise to problems in the United States and elsewhere.
- 20.** The Government Vice-Chairperson welcomed the discussion on the impact of digitalization, as well as other new technologies, such as biotechnology and a whole range of new processes in the chemical and pharmaceutical industries. Digitalization and new technologies were well advanced in industrialized countries, but were still leading to job cuts in many developing countries. While digitalization offered opportunities, it was necessary to focus on the need for reskilling, re-training and new educational models to help workers adapt to the new conditions and requirements. The discussion on digitalization and new technologies needed to encompass social protection and social security, particularly to address any new illnesses or occupational diseases that might arise. In order to avoid high levels of job losses, it would be necessary to examine closely the various training and education models, as well as reskilling, to adapt the skills of workers and both new and old industries to the requirements of new technologies. The education provided could be formal or informal, including on-the-job training. It was clear that education was a key element in the introduction of new production processes and that it was necessary to promote and facilitate dialogue between workers, employers and governments. If digitalization and the introduction of new technologies were not handled well, they could have very serious negative effects in the years to come.
- 21.** The representative of the Government of Germany said that digitalization could create new jobs and improve working conditions, which could help to reconcile work and family life. However, it also created challenges and could radically change the way in which work was performed, including through a rise in atypical forms of employment. It was of great importance to manage change through innovative solutions, and to ensure that today's workers were able to perform tomorrow's work. For that purpose, it was necessary to ensure that all enterprises had the appropriate skills and that workers were adequately trained, including through up-skilling and further training, as a prerequisite for successful careers, and to ensure that the industries would remain competitive. In September 2018, the German Cabinet had approved draft legislation on vocational guidance and lifelong learning, which would establish a right to retraining during working life, including in digital skills, with financial incentives. The social partners were calling for a national lifelong training strategy. In addition, with a view to promoting greater flexibility in working time, for such purposes

as reconciling work and family responsibilities and facilitating training, as from 1 January 2019 workers in Germany would have the right to opt for a specific period of part-time work, with the right to return to full-time work. Strong social partnership was very important in the German system, and should be given priority everywhere. Collective bargaining was not just concerned with improving working conditions, but was also an important means of ensuring that employees had a voice in the decisions that affected them. Studies showed the close links between worker participation and economic success, and that workers with higher levels of participation were more motivated, productive and healthier. She concluded that the subject of skills training was of particular importance in relation to digitalization and Industry 4.0, as skills rapidly became obsolete in the changing world of work and reskilling was required to meet the new challenges.

- 22.** The representative of the Government of the United Republic of Tanzania emphasized the impact of digitalization on the employment situation and conditions of workers in the sectors, who needed to ensure that their skills, knowledge and education were adapted to the new requirements of their employers. In relation to social protection, current workers in the industries would receive better pay, with a corresponding improvement in contributions to social security schemes, although older workers would be likely to experience problems of adaptation to the new world of work. The situation needed to be addressed by the social partners through social dialogue so as to protect fundamental principles and rights at work, and to ensure that the workers concerned drew benefits from digitalization in terms of better pay and working conditions.
- 23.** The representative of the Government of the United States said that the mandate of the National Institute for Occupational Safety and Health (NIOSH) in his country included the identification of emerging technologies and hazards, such as nanotechnology. Collaboration between employers and workers could provide a stronger basis for OSH regulation. Digitalization was having a big impact on production processes, including digital supply chains, with productivity improving and new processes emerging, such as 3D-printing. Several public and private funded initiatives in the United States were addressing issues of workforce development, including OSH concerns, through reskilling and STEM education. The emergence of 24-hour digital supply chains was having a major impact on the organization of work, as well as psychosocial effects on workers. Industry 4.0 would require the reskilling and re-training of workers so that they could take on different roles. Digitalization was leading to the emergence of many small enterprises, and workers with the necessary skills could find opportunities in SMEs. It was important to promote tripartite social dialogue to address the opportunities and challenges arising out of digitalization.
- 24.** A member of the secretariat of the Employers' group emphasized the importance of having the best possible social protection systems in helping to address processes of change in the working environment. Employers did not consider that digitalization would lead to large numbers of redundancies, but were very clear that it would give rise to challenges and change in a whole series of jobs. It was crucial to ensure that there was a supply of well-trained workers for those jobs, and it was in the interests of the workers concerned to ensure that they had the required skills with a view to improving their employability. A good starting point to address this challenge was to analyse existing skills and those required in future. With adequate preparation and policy measures, particularly in terms of training and up-skilling, digitalization could have a positive effect on many aspects of work, including improved working conditions, productivity, wages and health protection. It was necessary for the social partners to work together to achieve these goals. Companies needed greater flexibility in their production purposes, and it was therefore necessary to engage in dialogue with the workers to achieve this aim, while at the same time protecting employment and addressing the various difficulties that were likely to arise in the different jobs and companies. Digitalization offered important new opportunities to meet changing customer needs more rapidly, and could also benefit employees if they were provided with the necessary support to adapt more effectively to new technologies.

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25. A member of the secretariat of the Workers' group noted that there appeared to be broad consensus on the fundamental issue of improving the skills of workers, with emphasis on the acquisition of knowledge and on education. But it was also necessary to view all aspects of the issue, and particularly the effects of new technologies on workers. Rather than flexibility, the Forum should look closely at the new styles and forms of employment, including changing patterns of working time and conditions of work, which would need to be adapted to the requirements of new technologies, while avoiding the Uber model of payment by the task.
26. The Worker representative from Germany agreed with the emphasis placed on collaboration between employers and workers to identify needs and appropriate measures for the provision of further training and continuous training. It was often the case that not enough was being done in this area, even in very large companies and certainly not in SMEs, and it was therefore necessary to go back to basics and examine closely skills requirements and the need for reskilling.
27. The Government Vice-Chairperson welcomed the examples provided of collaboration between the social partners and governments, particularly in Germany, for the adaptation and up-skilling that was required for the successful introduction of digitalization and new technologies. He indicated that in his own country, Panama, although there were enterprise councils, they tended to address such matters as pay and conditions of work, rather than future requirements related to new jobs. There was not the same level of commitment to the development of specialized training programmes. Although the Panama Canal Company, which was owned by the United States, was more of a model in this respect, there was not sufficient investment in skills development at the industry level in his country. The Forum appeared to be in agreement about what needed to be done, but could be more specific on the actual measures that should be taken. Digitalization had already arrived, and a better collective response was required to address the related opportunities and challenges.

2. How governments, employers and workers, and their representative organizations, can address the challenges and take advantage of the opportunities arising out of digitalization and other new technologies in the chemical and pharmaceutical industries

28. The Worker Vice-Chairperson emphasized the need for collaboration between governments, employers and workers to ensure that technological transformation benefited everyone. It was clear that improved productivity was one of the driving forces behind the introduction of new technologies. Historically, workers had benefited from increased productivity through improved wages and benefits, shorter working hours and better working conditions. That must again be the case. Access to lifelong learning opportunities needed to be part of the package in order to address the skills needs of the chemical and pharmaceutical industries in the long term. In some countries, such as China, enthusiasm for these technologies was resulting in the rapid transformation of industrial production, as well as all aspects of commerce. In France, there had been examples of job losses resulting from the introduction of new technologies, and although some new jobs had been created, concerns remained regarding both the quantity and quality of jobs. While large companies had the substantial human and financial resources necessary to study and introduce digitalization, and provide training and education, SMEs faced greater challenges. However, it was important to ensure that SMEs respected international labour standards, and particularly the fundamental principles and rights at work. In Singapore, SMEs encountered difficulties in taking advantage of the education and training opportunities offered by the Government because it was not easy for them to release employees to participate in training. In Germany, some

SMEs lacked the resources to take full advantage of new technologies, while others were seeking guidance on the technologies to be introduced. The German Government provided some resources for SMEs for this purpose. In Indonesia, where there was still a struggle for the application of the fundamental rights of workers, there are many investment opportunities, which offered potential advantages for workers. Technology transfer could be a barrier to the adoption of digitalization in the developing world. Although the merging of new and old technologies might appear tempting, particularly for SMEs, it was sometimes not very successful. While there appeared to be agreement on the need to address knowledge and skills shortages through the development of effective strategies of lifelong learning, reskilling and up-skilling, the creation of opportunities for knowledge and skills upgrading was necessary, but not sufficient. An important principle of a Just Transition was the requirement for strong social protection programmes to protect workers who were not able to take advantage of the opportunities arising out of the industrial transformation.

- 29.** With reference to OSH, it was important to recognize the right of workers to be informed of the hazards related to their work, to refuse or shut down unsafe work and to participate in OSH decision-making in the workplace. Moreover, while new technologies could bring opportunities to improve OSH, there was also a risk of new hazards emerging. When discussing hazard control, risk assessment and risk management, it was important to emphasize that the only ones with the moral authority to assess a risk were those who faced the risk. In that regard, education and training, and the maintenance of OSH standards throughout the supply chain were vital. He added that issues relating to gender equality and work–life balance were linked to digitalization and industrial transformation through the problem of precarious work. It was therefore essential to ensure that digitalization did not lead to new forms of increased precarity as work relationships evolved in the digital age. With reference to corruption, it had been suggested that digitalization could help to eliminate abuses in relation to problematic raw materials, such as cobalt, by creating a strong chain of custody from extraction to use, and eventually to recycling or disposal. Although there was no guarantee that this would occur, it would be a worthy goal. In conclusion, he emphasized the need for social dialogue at all levels, namely at the local, regional, national and global levels. Workers demanded to be part of decision-making when the lives of thousands of workers would be affected. While in Europe there were certain guarantees of social dialogue, the same assurances were not available everywhere, with the role of workers and their representatives in all other parts of the world ranging from nothing to merely advisory. In the United States, the situation was fractured: some corporations appeared to be unconcerned about potential future skills gaps, while others placed emphasis on training, education and qualifications. The goal of social dialogue, which included collective bargaining, was to address jointly the specific needs and situation faced by the different enterprises. The inclusion of technology agreements in collective bargaining could go some distance towards smoothing the transition. Although there was a danger of “initiative fatigue”, which might result in some workers and managers missing opportunities or feeling under threat, the current situation of uncertainty created opportunities for re-thinking how the social partners could work together to address the challenges of the digitalized world. Emphasis should also be placed on the importance of ensuring that fundamental principles and rights at work and international labour standards, whether or not they had been ratified, applied to all workers, and that digitalization did not lead to new attacks on trade unions.
- 30.** The Worker representative from Singapore emphasized that, in view of the far-reaching effects of Industry 4.0, the Government of Singapore had approached the trade unions and employers, calling on them to identify long-term training and skills needs through the mapping of transformation in 23 industries, as a basis for the adaptation of curricula in higher education institutions. The Government bore 90 per cent of the costs of training, with employers covering the rest. Where companies were not able to pay the remaining 10 per cent of the costs, the unions endeavoured to do so. SMEs encountered particular difficulties in this regard, especially in releasing workers for training. To overcome this difficulty, a

trade union specifically covering SMEs offered three months of basic pay to allow workers to participate in training.

- 31.** The Employer Vice-Chairperson said that digitalization provided opportunities for increased productivity, which was a pre-requisite for improved welfare and working conditions. The case of Singapore offered a good example of how governments could respond, particularly by mapping industrial transformation and identifying future skills needs. Governments needed to ensure the existence of the necessary infrastructure, including effective broadband, digital tools and skills development. In that respect, it was important to take national circumstances into account and for the social partners to participate in the design of training strategies. Digitalization required investment, although the limited possibilities available to SMEs made it all the more important to ensure the availability of the necessary infrastructure. Strategies were needed to address skills shortages, with priority being given to digitalization, efficient education systems and attractive options to study the STEM disciplines. Companies should ensure the existence of apprenticeship programmes for people who were starting work, and workers needed to be ready to take up the opportunities that were available. Governments also needed to ensure the existence of social protection that covered all workers, irrespectively of their type of contract or the size of the enterprise. The principle was clear that employers should ensure that all workers benefited from social protection, in accordance with the systems established at the national level. Governments should also adopt the necessary legislative and other measures to stimulate the formalization of the informal economy. The social partners and governments should collaborate in the design and implementation of OSH policies and measures for all workers that took into account the new relationship between humans and machines and the resulting challenges. It was the duty of employers to ensure that the workplace was safe and the duty of workers to participate in the necessary training and education to ensure its safe operation. Digitalization offered new opportunities, including greater flexibility and mobility of work, to achieve a better work–life balance. It was important to draw a line between work and private life. Gender equality was a key issue in all aspects and at all levels of work, and its achievement would be enhanced through effective social dialogue. The digital transition also offered important opportunities, particularly through increased transparency, for the elimination of corruption. Government responsibilities, in addition to ensuring the enforcement of the law, included the adoption of measures to guarantee cyber security and the privacy of data for workers and enterprises, for example in relation to telework. In more general terms, they also needed to find the right balance between economic needs and regulation as a basis for creating an environment that was conducive to sustainable business development and innovation. Employers should engage in social dialogue and ensure respect for fundamental principles and rights at work and the applicable international labour standards.
- 32.** The Employer representative from Bangladesh emphasized the importance of the pharmaceutical industry in his country, which accounted for almost 1.9 per cent of GDP and employed around 200,000 workers. Various programmes were being implemented, including on-the-job and classroom training, to improve the skills of workers and respond to the requirements of the sector. In collaboration with the ILO, under Bangladesh Skills for Employment and Productivity (B-SEP) project, the Bangladesh Association of Pharmaceutical Industries (BAPI) was implementing a project of equitable access to skills directly linked to jobs for five sectors: pharmaceuticals, agro-food, ceramics, tourism and furniture. Educational materials were being developed by employers and the Government, with ILO assistance, in both English and Bengali, which were being included in academic curricula. Over the past five years, the Government had been promoting a programme of digitalization, including investment in high-speed Internet, IT and infrastructure covering all categories of the population and enterprises. For example, most household bills were now paid over the Internet, often by mobile phone. The resulting increased transparency was having a major impact in terms of reducing corruption and there were now huge numbers of job opportunities in IT, and an improvement in gender equality.

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- 33.** The Employer representative from Peru observed that the labour informality rate in her country was around 45 per cent, and that there were also high levels of corruption and tax evasion. Based on a joint effort between enterprises, the Government and workers, digitalization had the potential to help reduce informality and corruption throughout the supply chain. Digitalization in the country would be essential in increasing transparency, particularly in public contracts, and would be of benefit to all citizens in many areas, including public health.
- 34.** The Government Vice-Chairperson emphasized the need for collaboration between governments, employers and workers to address the challenges faced by the chemical and pharmaceutical industries, including corruption. Corruption was not distinctive to one particular region, but was found in all regions and industries, although it might be less visible in certain cases. Digitalization could play an important role in reducing corruption and increasing productivity. SMEs played a key role in the industries, but required training to develop the skills required to foster digitalization. However, some countries needed to improve the training opportunities available. With the introduction of digitalization, it was important to carry out the necessary research to identify emerging problems and to adapt the respective OSH and administrative measures. Finally, equality of treatment between women and men was essential to protect women and promote the reconciliation of work and family responsibilities. It was clear that effective social dialogue and consultations with all those involved would have a fundamental role to play, for example through the adaptation of collective bargaining agreements. Labour inspectors would also require training to improve their knowledge of the new processes to facilitate the application of fundamental principles and rights at work.
- 35.** The representative of the Government of Germany reaffirmed the need for strong social partnerships in the chemical and pharmaceutical industries, particularly to examine future trends and needs. In her country, cooperation between the social partners covered key social policy issues, such as skills development, demographic change and energy policy. Unions in the sector worked closely with employers, including through collective bargaining, to improve working conditions and ensure fair competition. “Transfer+” was a forward-looking audit of the industry that focused on the requirements of employers. It was also essential to ensure sound co-determination in the industries to improve the management of structural change, including in relation to the transnational aspects of digitalization. Germany had a national action plan on human rights based on co-determination throughout the value chain. Sectoral studies were also being undertaken to identify problems in relation to decent work and improve social dialogue at the sectoral level. The social partners needed to join forces to ensure the application of good labour standards, address the challenges that were emerging and identify solutions.
- 36.** The representative of the Government of the United States referred to certain initiatives in the country which would benefit all those involved, and particularly the National Council for the American Worker, established in July 2018. The Council, comprising representatives from the Government and academia, had the objective of improving apprenticeship, training and skills development programmes, both in schools and among existing workers, to ensure affordable, relevant and innovative education and training to meet and maintain the skills needed for the transformation of the workplace or Industry 4.0. He emphasized the importance of social dialogue concerning future plans for the digitalization of the chemical and pharmaceutical industries in the country, and of other large-scale programmes, such as the Advanced Manufacturing Initiative, which included a large education and training component.
- 37.** The representative of the Government of Cameroon observed that the three Groups appeared to agree on the importance of social dialogue. Any discussion of social dialogue should also focus on collective bargaining and bipartite dialogue as well as tripartite dialogue. It was important to reinforce the capacity of labour inspectors, especially with regard to

digitalization in the chemical and pharmaceutical industries, and also to develop the skills of workers who did not possess the necessary skills for the digital transformation. He expressed appreciation of the emphasis placed on social dialogue by the Employer group, and called for the broad ratification and implementation of the relevant ILO Conventions, including those on social security, OSH and freedom of association.

- 38.** The Employer Vice-Chairperson agreed that digitalization was not a future scenario, but was already present. He also agreed strongly that governments, workers and employers needed to collaborate to ensure that the transition was successful. It was clear that social dialogue, unlike in Germany, where it was state of the art, did not take place everywhere. While it was necessary to take into account the differences in national circumstances, the examples provided could serve as a call for action to encourage and enhance social dialogue at the various levels. He welcomed the idea of the industry transformation maps in Singapore and considered that best practices should be shared. He agreed with the representative of Government of Germany that social policy should have a sharp focus on the development of digital skills. The Employers endorsed the call for the skills of labour inspectors to be enhanced, wherever necessary, but considered that the ratification of international labour Conventions was a matter to be decided at the national level.
- 39.** A member of the secretariat of the Employers' group referred to the challenges faced by SMEs in the digitalization process in view of their limited investment capacity and the need to provide them with special assistance and support programmes. In that respect, it was crucial to strike a balance between the provision of the necessary support and allowing SMEs the necessary room for manoeuvre. Emphasizing the central issue of education and skills development, it was important for the partners to act together and bear common responsibility through social dialogue. While it was the responsibility of governments to maintain education systems that laid the foundation of digital skills, especially in the STEM disciplines, companies needed to provide appropriate training for workers. It was the responsibility of workers to accept training opportunities and to make the necessary effort to improve their skills so that they could meet the changing demands of work. It was primarily the responsibility of companies to ensure OSH and to prevent diseases and accidents, while it was the duty of the State to oversee the application of OSH standards and of workers to be actively involved in OSH measures. It was therefore essential to engage in dialogue on OSH matters.
- 40.** A member of the secretariat of the Workers' group noted the agreement in the Forum concerning the essential role of collaboration between the three Groups through social dialogue and collective bargaining at the global, regional, national and plant levels. He agreed with the observation that, as companies in the chemical and pharmaceutical industries were multinational, it was important for there to be commitment among the three Groups to address labour and social issues throughout supply chains. There needed to be a commitment in that respect to involve workers from the very beginning. He observed that the industry transformation maps referred to by the Employers were equivalent to the sustainable industrial policy advocated by the Workers. What was important was for the three Groups to work together through social dialogue for the development, establishment, implementation and monitoring of a sustainable industrial policy which would guide the process of industrial transformation. An important element of a Just Transition was the existence of social protection systems that could protect those workers who lost out during the transformation process. The three Groups could also collaborate in addressing corruption through the use of new technologies, and should give priority to data protection for both workers and employers. In relation to gender issues and OSH, digitalization offered an opportunity for the tripartite constituents to reaffirm their commitment to such important principles as the right of workers to be informed of threats and risks, to refuse to perform and to shut down dangerous work, and to participate in workplace OSH mechanisms.

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41. The Worker representative from the United States, with reference to the National Council for the American Worker, indicated that it did not include representation of trade unions, which was crucial for successful tripartite dialogue.
 42. The Worker Vice-Chairperson emphasized that, although the industries were generally characterized by mature industrial relations, it was still necessary to ensure that social dialogue was effective at the national level, and that it should take place at the earliest possible stage in the digitalization process.
 43. The Government Vice-Chairperson added that it was important to recall that the chemical and pharmaceutical industries had a direct and significant impact on all human beings.
 44. The representative of the Government of the Central African Republic referred to the national experience of post-war reconstruction in his country, in which social dialogue had played a vital role. A successful outreach programme had been implemented in 2012 to inform and educate companies and trade unions about social dialogue. Information had also been provided to constituents on the relevant labour standards, including the Tripartite Consultation (International Labour Standards) Convention, 1976 (No. 144). A standing social dialogue body had been established and action had been taken to promote SMEs as part of the socio-economic reconstruction process. Enterprise committees had been established under the 2009 Labour Code to promote social dialogue at the enterprise level. There was a pressing need for training on matters relating to digitalization in the chemical and pharmaceutical industries in developing countries, not only for employers and workers, but also for labour inspectors.
 45. The Employer representative from Spain recalled the importance of ensuring that the gender perspective was taken into account by the public authorities and throughout society. It was crucial to facilitate and encourage the access of women to the skills that would be needed in the future, and particularly education in the STEM disciplines. In her country, a low ratio of women studied these disciplines, which affected their access to the labour market and to careers in the sector.
 46. The representative of the Government of Cameroon, while welcoming the apparent agreement between the Groups, expressed certain concerns in relation to the consequences of digitalization in the industries, which could lead to an increase in temporary and part-time work, greater flexibility and the accompanying insecurity for workers.
 47. The Employer representative from Colombia observed that it was particularly important in developing countries for governments to design and implement public policies intended to ensure that the new generation of workers had the necessary skills to meet the rapidly changing requirements of employers. The education system needed to contribute to changing the mindset of young persons, who should show the necessary commitment to acquire the skills required to improve their employability.
 48. A member of the secretariat of the Workers' group expressed full agreement with the points raised concerning gender equality. While the discussions had shown considerable consensus on matters of a general nature, he called on the Forum to be more specific. In particular, while agreeing with the emphasis placed on the responsibility of governments for training and education, it should be recalled that employers were responsible for the training and education of their own workforce. Another important issue was in whose time and at whose expense training would be undertaken. It was not satisfactory to expect workers to engage in training in their own time. With regard to international labour standards, it was important to refer to the Conventions that were relevant to the issues arising out of digitalization in the industries, and also to recall that, as Members of the ILO, governments were committed to respecting fundamental principles and rights at work. When evaluating the risks resulting from industrial transformation, due attention should be paid to the issues of stress, fatigue

and instability in the new forms of work. With reference to the industrial transformation mapping in Singapore, he considered that this formed part of the sustainable industrial policy that should be adopted at the national level. Finally, while it was clearly important to take into account the situation of women and young workers, the problems of older workers should also be considered, especially with regard to Industry 4.0.

49. The Employer Vice-Chairperson welcomed the agreement on the importance of social dialogue, the need to combat corruption and to ensure OSH, but emphasized that the major focus needed to be on skills strategies to adapt to changing skills needs, not only by encouraging the STEM disciplines, but also through lifelong learning and recognition of the need to prepare for the future. It was essential for change to be managed, especially from the skills perspective, through a joint effort, including collective bargaining, which addressed the whole range of issues, including mobility, working time, data protection and the closing of the gender gap through the increased participation of women. In response to the comments made by the Workers' group, it was necessary to use such wording as "taking into account the relevant Conventions", in recognition of the fact that many governments had not ratified the relevant instruments. Employers supported the concept of a Just Transition, as enshrined in the ILO Guidelines for a Just Transition (2015), particularly in relation to climate change. A Just Transition brought opportunities, such as net gains of employment and more productive processes. Moreover, social protection was one element of a Just Transition, along with many others.

3. Recommendations for future action by the International Labour Organization and its Members

50. The Employer Vice-Chairperson observed that, due to its mature social dialogue, the chemical and pharmaceutical industries could play a key role in shaping the future of work and had already demonstrated that it could be a frontrunner in contributing to decent and productive work. The ILO and its Members should promote, within the different regions, social dialogue on digitalization in the sector, and pursue discussions with governments, employers and workers at the regional level so as to take into account country specificities. The ILO should also conduct research with a view to collecting information and data from different countries and companies, addressing and monitoring skills needs and gaps and eventually drawing up a report that might lead to future action. Employers were keen to promote skills development to meet the challenges of digitalization, but this should not be accompanied by over-regulation.
51. A member of the secretariat of the Employers' group made two recommendations for future action. Firstly, research should be conducted on the initiatives and measures taken around the world by governments and the social partners to ensure appropriate skills development, education and training to handle the challenges arising out of digital transformation. Such research would represent a solid basis for tripartite discussion at a future meeting. Secondly, the current discussion on this timely topic should not be confined to the global level, but should also focus on the regions, as the challenges of digitalization and the potential solutions varied considerably from one region to another. This would allow the organization of follow-up discussions at the regional level and the identification of follow-up activities relating to entrepreneurship practices and action by the social partners based on the digital progress made in the respective regions or countries.
52. The Employer representative from Pakistan described an example of how skills development was applied in his chemical plant. All employees received training in the area of technological developments and digitalization. Their technology uptake through learning was closely monitored. Staff with higher digital learning levels would be placed in high-skilled positions, while those with lower levels would be placed in low-skilled positions.

Continuous employment for older people with low to no technology learning uptake was ensured for reasons of social responsibility.

- 53.** The Employer representative from Bangladesh emphasized the need to identify the state of technology uptake and progress in the industry before discussing the action to be taken. The ILO, in collaboration with governments and the social partners, should therefore identify and analyse the levels of progress in digital transformation in various member States, with special consideration of countries in need of the introduction of digitalization.
- 54.** The Worker Vice-Chairperson said that previous meetings had already provided a basis for recommendations for future action. This Forum constituted a continuation of the earlier dialogue, and the outputs of those meetings should not be compromised. The Tripartite Meeting on Promoting Social Dialogue on Restructuring and its Effects on Employment in the Chemical and Pharmaceutical Industries (2011) had prioritized, among others: the implementation of the Global Jobs Pact; skills, qualifications, vocational training and education conducive to sustainable development; attracting young and women workers; challenges and opportunities of contract and agency labour; social dialogue to promote an atmosphere conducive to better industrial relations during restructuring; and improving the sustainability of SMEs, and helping to promote decent work. The Global Dialogue Forum on Initiatives to Promote Decent and Productive Work in the Chemical Industry (2013) had agreed to prioritize the promotion of decent and productive work, OSH and the promotion of decent work and sustainability in the chemical industry through voluntary initiatives and corporate social responsibility.
- 55.** He also stated that the highly productive, efficient and socially responsible chemical and pharmaceutical sectors could play a key role in the promotion of decent work and make a contribution to the attainment of all the SDGs, and not only SDG 8 (promoting sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all). However, tax exemptions to promote the relocation of industry operations had proved ineffective and could lead to corrupt practices. Public policies had the primary role to play in enabling a Just Transition for workers, their families and communities. Gains in productivity, particularly from advanced automation, should be shared fairly and used to fund the necessary social programmes to avoid worsening inequality. However, one size did not fit all: developing and developed countries faced different challenges. For example, moving younger workers into employment in advanced technologies was different from facilitating the up-skilling of older workers. The ILO should monitor periodically (for example every five years) the technological progress of all countries, and particularly developing countries, in order to inform the social partners of both the scale and speed of industrial transformation. The results should be examined by the social partners in the context of the Future of Work Initiative. There was a clear consensus that education and training would be crucial to adapting to these new technologies. The Office should also monitor on a periodic basis both existing and future skills profiles, skills gaps, and education and training mechanisms in the different jurisdictions to guide decision-makers. The Office should further intensify the promotion of fundamental principles and rights at work, with a view to ensuring that digital transformation was not used as an excuse to launch new attacks on trade unions. Furthermore, the ILO and its Members should consider the need to establish standards for defined levels of privacy in the digital workplace, which was one of the key outputs of the Action Plan of the IndustriALL Global Union World Conference on “Industry 4.0: Implications for trade unions and sustainable industrial policy” (October 2017). The ILO should strengthen collaboration and partnerships with other international organizations. The Office could facilitate the sharing of lessons learned, whether good or bad, undertake and disseminate research and comparative analyses, compile good practices and develop and share knowledge on emerging issues, trends and developments in the sector. Such research could analyse the relationship between the adoption of advanced technologies and the proliferation of non-standard work arrangements or precarious work within the chemical and pharmaceutical industries; the impact of supply chain operations on decent

work in the sector; or the implementation of such other instruments as the United Nations Guiding Principles on Business and Human Rights and the revised ILO Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy (the “MNE Declaration”). This work could provide the basis for a future meeting of experts, or possibly an instrument on digitalization and the future of work.

56. A member of the secretariat of the Workers’ group stated that the Workers’ group supported the two proposals by a member of the secretariat of the Employers’ group.
57. The Worker representative from South Africa emphasized the need for employers to avoid intergenerational conflict. As young workers entered the labour market and older ones left, employers had to strike a balance between facilitating the access of young workers to entry-level jobs, on the one hand, and protecting and ensuring knowledge-sharing by older workers, on the other. One-size-fits-all solutions should be avoided, and the “in between” generations needed to be managed properly.
58. The Government Vice-Chairperson highlighted the importance of a regional focus and agreed with the Employer spokesperson that the Office should plan regional events in light of the existing differences among industries and capacity levels in each region. He also supported the recommendation concerning research, suggesting that the Office could undertake country studies, where constituents were not in a position to do so, and regional studies in regions with large chemical and pharmaceutical industries. These highly digitalized industries had an impact on all aspects of society and the environment and affected all the SDGs. A future of work that would work for all required a balance between the cost effectiveness of the industry and the social cost for citizens. With its unique tripartite structure, the ILO was best placed to find such “win-win” solutions. Lastly, the Office should increase its collaboration with other United Nations agencies.
59. The representative of the Government of Cameroon raised the question of whether the ILO, including its International Training Centre in Turin and its country offices, was ready and capable of providing governments, workers and employers with specialized training and technical support on such a complex issue as digitalization in the chemical and pharmaceutical industries.
60. The representative of the Government of Germany provided examples of solid social dialogue in the chemical and pharmaceutical sector in her country. Lessons learned in this regard were being shared with other sectors. There was also a need to explore how to pave the way for mature social dialogue in other sectors at the regional and international levels, with ILO technical assistance and in line with the United Nations reform of development cooperation. Furthermore, in light of the interdependence of the SDGs, the ILO should strengthen its collaboration with other United Nations agencies, and particularly the UNEP.
61. The representative of the Government of the Central African Republic called for the Office to provide technical assistance to member States to develop national studies on digitalization in the chemical and pharmaceutical industries. The Office should also help strengthen the capacities of labour inspectors, and advise employers and workers on ways to reduce OSH risks.
62. The representative of the Government of the United States expressed support for the use of a multitude of approaches, based on the understanding that one size did not fit all. It was important to have both a regional and a country focus, and the ILO had a role to play in supporting countries through research to improve understanding of the state and extent of digitalization in the sector. Workers and employers would then be in a position to shape the type of training required, including on OSH.

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63. The Employer representative from Peru said that health care coverage continued to be insufficient in many Latin American countries. Workers were entitled to secure, efficient and good quality health care services, and employers needed workers who were in good health. Digitalization would further improve the transparency and quality of health care. Governments should support proper health care coverage systems, and employers needed to work with governments for this purpose.
64. The Employer Vice-Chairperson emphasized that the onus for the provision of training and education should not be placed solely on employers, as it was a joint responsibility. Employers had to provide certain training, particularly with respect to OSH. However, in terms of up-skilling, employers needed to offer an enabling environment in which workers would then have to take their responsibilities and make use of the opportunities. Issues concerning time and the cost of training should be discussed in national collective bargaining processes. With regard to older workers, employers were opposed to a winner–loser dichotomy and preferred everyone to make efforts and take part in the journey of digitalization and lifelong learning.
65. The Worker representative from Germany highlighted the importance of lifelong learning, a concept that was not new and had accompanied the careers of many workers. In her country, opportunities for lifelong learning were provided in larger companies, but less so in smaller ones. There was a need for commitment to lifelong learning by both employers and workers. The situation in a given country and the related solutions differed depending on the availability of skilled workers. In some countries, such as Germany, digitalization could be a means for governments to deal with the shortage of skilled workers for complex jobs. In other countries, such as South Africa, the surplus of young jobseekers in the labour market called for digitalization to be regulated to ensure fairness.

IV. Consideration of the draft points of consensus

66. At its closing plenary session, the Forum considered document GDFCPI/2018/5, which included the proposed points of consensus drafted by the Office on the basis of the deliberations in plenary, and discussed it point by point.

1. Challenges and opportunities with respect to decent and productive work

Proposed paragraph 1

67. A member of the secretariat of the Workers' group proposed the following amendments: the addition in the first sentence of the words "social," and "and environmental" to the terms "economic development"; the replacement in the second sentence of the word "demographics" by "demographic changes"; and the replacement of the words "impact on the industries" by "impact on these industries' workers".
68. During the discussion, the first two amendments were accepted and a member of the secretariat of the Workers' group withdrew the third proposal following assurances that the original term "industries" implicitly covered both workers and companies. Paragraph 1 was adopted as amended.

New paragraph 2

69. A member of the secretariat of the Workers' group suggested the addition a new paragraph following paragraph 1 to refer to the Future of Work Initiative and the role of the ILO.
70. During the discussion, the Government Vice-Chairperson questioned the added value of the new text, and the Employer Vice-Chairperson observed that the proposed language, which was mainly taken from the ILO website, had not been agreed by the tripartite constituents and that the Forum had not addressed this topic. A member of the secretariat of the Workers' group replied that the paragraph would clarify the context and rationale of the discussions in the Forum and that Worker representatives had made multiple references to the Future of Work Initiative during the discussion. The proposed new paragraph was accepted, but the suggestion by the representative of the Government of Cameroon that the new paragraph should be placed in the recommendations section was not supported. New paragraph 2 was adopted.

Proposed paragraph 2

71. A member of the secretariat of the Workers' group suggested the replacement of the first sentence by the following: "Digitalization is part of the changing world of work and with some exciting possibilities as well as uncertainties in the chemical and pharmaceutical industries. Governments, employers and workers have a stake in making these changes successful in the benefit and interests of all.", considering that the initial wording was unbalanced as it only highlighted the economic dimension of digitalization. He further suggestion the addition, in the second sentence, of the words "working conditions, including" after "digitalization may improve", as improvements through digitalization were not limited to OSH.
72. During the discussion, the second proposed amendment to include a reference to the ILO's "The Future of Work Centenary Initiative" proposed by a member of the secretariat of the Workers' group was accepted. With regard to the first amendment, the Employer Vice-Chairperson and the Government Vice-Chairperson did not share the view that the initial version of the first sentence was unbalanced. Following further discussion, a member of the secretariat of the Workers' group tabled compromise wording that introduced the concepts of "competitiveness" and "productivity" from the original wording into the proposed sentence in order to highlight all the dimensions of digitalization equally. This proposal was accepted, and paragraph 2 was adopted as amended (renumbered as paragraph 3).

Proposed paragraph 3

73. The Employer Vice-Chairperson suggested the replacement, in the first sentence, of the words "remain low" by "can still be improved in many countries", as a more positive formulation. He also suggested the replacement of the second sentence by the following: "Digitalization will help to improve work–life balance, and thus enhance the achievement of gender equality." A member of the secretariat of the Workers' group proposed in the first sentence, the replacement of the words "remain low" by "can and must be improved". He further suggested the replacement of the second sentence by the following: "Digitalization must offer new employment opportunities to all workers, particularly for women and youth in the digitized workplaces, in accordance with the Decent Work Agenda. Digitalization must also create opportunities to improve work–life balance.", on the grounds that that the concept of work–life balance was not directly related to gender equality.
74. During the discussion, in the first sentence, it was agreed to accept the proposal of the member of the secretariat of the Workers' group to use the term "should" instead of "must"

and to accept the addition of the words “in many countries”, as proposed by the Employer Vice-Chairperson.

75. Following further discussion, the proposals relating to the second sentence were revisited and the Employer Vice-Chairperson put forward compromise wording to amend the proposal by the member of the secretariat of the Workers’ group by replacing the words “must offer” and “must also create” with “offers” and “creates”. While the Worker spokesperson felt that the use of the present tense was overly optimistic and would have preferred to use the term “should”, the compromise wording was accepted and paragraph 3 was adopted as amended (renumbered as paragraph 4).

Proposed paragraph 4

76. A member of the secretariat of the Employers’ group proposed, in the first sentence, the replacement of the words “others will change” by “many will change”. A member of the secretariat of the Workers’ group proposed the addition of the following sentences at the end of the paragraph: “As part of this, social dialogue is essential to define the new knowledge and skills, and education and training to deliver. All of these changes must be handled for the general benefit. The costs and benefits must be shared fairly. These are the fundamental principles of a Just Transition, which requires a plan to make sure that more sustainable jobs are created in this transformation and today’s and tomorrow’s workers have access to jobs.”
77. During the discussion, the Employer Vice-Chairperson said that the subject had not been discussed during the Forum and the Government Vice-Chairperson considered that the paragraph would be overburdened. In reply to the concerns raised by the Worker representative from Germany relating to the need to ensure that the costs of education and training were not solely borne by workers, the Employer Vice-Chairperson referred to the third sentence of proposed paragraph 4, which highlighted the urgent need for both employers and workers to invest in education and training. Following the indication of the Secretary-General that some aspects of the amendment put forward by the member of the secretariat of the Workers’ group, including with regard to the Just Transition, were already captured in the next section of the draft Points of Consensus, the representative of the Government of Brazil said that the first sentence of the amendment would be acceptable if the term “essential” was replaced by “instrumental”. The proposed way forward was accepted, as well as the amendment tabled by the member of the secretariat of the Employers’ group. Paragraph 4 was adopted as amended (renumbered as paragraph 5).

Proposed paragraph 5

78. The Employer Vice-Chairperson proposed, after the words “new and emerging forms of employment”, to replace the phrase “can benefit some workers, but may bring uncertainty to many others” by “will benefit workers and enterprises while it may also bring some challenges”. A member of the secretariat of the Workers’ group disagreed with the amendment tabled by the Employer Vice-Chairperson and suggested the replacement of the original term “can” by “may” to have a balanced statement, and the addition of the following new sentence at the end of the paragraph: “Digitalization must not be allowed to dilute traditional labour relationships and make work in the sector more precarious.”
79. During the discussion, the representative of the Government of Brazil emphasized that this important paragraph on new and emerging forms of employment needed to be absolutely balanced and proposed the compromise wording “can benefit some workers and can bring challenges to some others”. The Employer Vice-Chairperson preferred the compromise wording, on condition that the words “and enterprises” were added after “workers”. A member of the secretariat of the Workers’ group highlighted the importance of a balanced approach to avoid giving the impression that benefits were certain, but challenges were not.

The same categories, namely “workers” or “workers and enterprises”, and the same term, whether “can” or “may”, should be used for both parts of the sentence. The compromise wording proposed by the representative of the Government of Brazil was accepted, and paragraph 5 was adopted as amended (renumbered as paragraph 6).

80. It was agreed to amend the title of the first section to read: “Opportunities and challenges with respect to decent and productive work.”

2. Shaping a future that works for all

Proposed paragraph 6

81. A member of the secretariat of the Workers’ group suggested the addition, in proposed paragraph 6, of the word “local” so that the end of the second sentence would read “... at the global, regional, national, sectoral, local and company levels”. He also proposed to add, at the end of the paragraph, the words “and tools such as collective bargaining fully utilized”. The Employer Vice-Chairperson proposed, in the second sentence, the addition of the words “competent authorities, based on consultations among the” before the words “tripartite constituents”, and the addition of the words “, as appropriate” at the end of the sentence.
82. Following discussion, it was agreed to remove the words “competent authorities,” from the proposal by the Employer Vice-Chairperson in the second sentence, and the word “fully” from the proposal by the Worker spokesperson at the end of the paragraph. The paragraph was adopted as amended (renumbered as paragraph 7).

Proposed paragraph 7

83. The Employer Vice-Chairperson suggested, in proposed paragraph 7:
- the replacement, in the second part of the second sentence, of the word “women” by “they”;
 - the addition of the words “Educational and” at the beginning of the third sentence;
 - the addition of the words “as well as” and “and companies” in the third sentence, the last part of which would read “, as well as to workers’ and companies’ needs and circumstances.”;
 - the addition of the word “education”, before “lifelong learning”, in the last sentence; and
 - the addition of the words “, when needed” at the end of the last sentence.
84. A member of the secretariat of the Workers’ group proposed:
- the addition in the first sentence of the words “, guided by social dialogue,” after the word “investments”;
 - the addition in the third sentence of the word “jobs” before the word “requirements”;
 - and
 - the addition of the following final sentence: “The technology transfer needs of developing nations, in particular, should be accommodated.”

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85. The Government Vice-Chairperson proposed the addition of the word “equally” in the second sentence, before the words “be encouraged”. He emphasized that all workers equally should have access to opportunities for lifelong learning. He also welcomed the proposal of the new sentence covering the situation of developing nations.
86. During the discussion, a member of the secretariat of the Workers’ group called for the removal of the words “guided by social dialogue” and “as needed”, and the replacement of the word “companies” by “employers” in the third sentence. It was so agreed. It was also agreed to remove the word “young” at the beginning of the second sentence, as everyone should have access to education at all ages, and to add “(for example universal broadband access)” after the word “infrastructure” in the first sentence. The paragraph was adopted as amended (renumbered as paragraph 8).

Proposed paragraph 8

87. The Employer Vice-Chairperson suggested the addition of the word “Special” at the beginning of the second sentence, and the deletion of the word “, rights” towards the end of the sentence. A member of the secretariat of the Workers’ group proposed the replacement of the words “enterprises, including SMEs” by the words “all actors” in the first sentence, and the addition of the following new sentence at the end of the paragraph: “However, provisions for SMEs must guarantee the respect of workers’ rights.”
88. During the discussion, it was agreed to add the words “and the respect of workers’ rights” to the end of the second sentence, instead of the proposed new final sentence. The paragraph was adopted as amended (renumbered as paragraph 9).

Proposed paragraph 9

89. The Employer Vice-Chairperson proposed the addition in the first sentence, after the words “build on”, of the words “all dimensions of sustainability and take into account”. The Government Vice-Chairperson proposed to replace the words “the workers affected” in the second sentence by the words “all workers, including those negatively affected”. The Worker spokesperson proposed the addition of the word “Universal” at the beginning of the second sentence; the inclusion of the phrase “and collective bargaining processes,” after the words “social protection”; and the addition of the word “, improved” after the word “maintained”.
90. During the discussion, the Employer Vice-Chairperson expressed the view that the word “Universal” was not appropriate in the context. The Government Vice-Chairperson agreed that universal social protection systems did not exist in many countries. A member of the secretariat of the Workers’ group proposed the addition of the word “all” to qualify “workers” to emphasize the need for social protection to be available to everyone. On that understanding, a member of the secretariat of the Workers’ group withdrew the proposed addition of the word “universal”.
91. During a further discussion of the proposed addition of a reference to collective bargaining processes, it was pointed out that collective bargaining was part of social dialogue. The Government Vice-Chairperson said that collective bargaining was often focused at the enterprise level, while social dialogue was broader and covered the country as a whole. It was also recalled that neither collective bargaining nor social dialogue existed in all countries. The representative of the Government of the Netherlands considered that any difficulties could be overcome by the use of the words “and social dialogue, including collective bargaining processes”. The Employer Vice-Chairperson indicated acceptance of that expression if the words “where appropriate” could be added at the end. It was so agreed. The paragraph was adopted as amended (renumbered as paragraph 10).

Proposed paragraph 10

92. A member of the secretariat of the Workers' group proposed: the addition of the following new second sentence: "Risk assessments of workplace hazards must be undertaken with the full participation of workers."; the addition of the words "illness resulting from" and "chronic" to the following sentence, which would now begin "The risk of illness resulting from stress and chronic fatigue ..."; and the addition of the following new penultimate sentence: "Trade unions and employers, through collective bargaining, must consider provisions such as the right to disconnect." A member of the secretariat of the Employers' group proposed, in the first sentence, the replacement of the words "should be improved" by the words "needs to be ensured", and the replacement of all the words following "taking into account" by a reference to the Occupational Safety and Health Convention, 1981 (No. 155); and, in the last sentence, the replacement of the word "must" by "should". The representative of the Government of Germany proposed the addition of ", where needed" at the end of the last sentence. The Government Vice-Chairperson proposed the addition of the words "without risk of repercussions" at the end of the first sentence.
93. During the discussion, the Government Vice-Chairperson emphasized the importance of prevention. Many of the risks arising out of new technologies were not yet known and would have to be identified through analysis and studies. Workers could not be forced to perform work involving a high risk. A member of the secretariat of the Employers' group agreed that workers had a right not to perform unsafe work. However, the provisions of Convention No. 155 and other relevant instruments were much more elaborate than the wording proposed. As it would not be possible to include all topics in the Points of Consensus, it would be better merely to refer to the specific Convention. Moreover, it was not the practice for all measures relating to OSH to be adopted with the full participation of workers. The process normally involved risks being assessed in consultation with representative bodies, such as safety and health committees. A member of the secretariat of the Workers' group emphasized in this respect that the only persons with the moral authority to assess risks were those who faced them. Moreover, where full participation was not ensured, there were cases in which employers failed to involve and inform workers adequately. The representative of the Government of Brazil agreed with the concerns raised with regard to wording that recast and summarized the more detailed provisions of the related Conventions. He would prefer a direct reference to Convention No. 155, as well as the Promotional Framework for Occupational Safety and Health Convention, 2006 (No. 187), which could follow the phrase "respecting the applicable international labour standards, particularly the". The further suggested that risk assessment should be based on "effective consultation with workers and their representatives". The representative of the Government of Germany considered that it was only necessary to strengthen the capacity of labour administrations and inspectors in countries where their capacity was not adequate, and that the situation differed in that respect in the various countries. Rather than "where needed", the last sentence could start with the words "Depending on the respective standards in place,".
94. Following further discussion and consultation, it was agreed not to retain the proposed new sentence "Trade unions and employers, through collective bargaining, should consider provisions such as the right to disconnect." The paragraph was adopted as amended (renumbered as paragraph 11).

Proposed paragraph 11

95. A member of the secretariat of the Workers' group proposed the addition of the following sentence: "Limits must be placed on personal data collected on workers, and levels of privacy defined." The Employer Vice-Chairperson proposed the addition, after the first sentence, of the following two sentences: "This data can be an important source for improving production processes and creating business models. A balance will need to be

found between these developments and the need to respect privacy.” The Government Vice-Chairperson and the representatives of the Governments of Algeria and Brazil proposed that the sentence starting with the words “Cyber security” should end after the word “enterprises”. The Worker Vice-Chairperson suggested that the following words would become a new sentence which would read as follows: “Workers’ data privacy should be protected at work and at home in law and practice.” A member of the secretariat of the Workers’ group, while generally agreeing with the two sentences proposed by the Employer Vice-Chairperson, raised the issue of who would be responsible for finding a balance between such developments and the need to respect privacy. Companies were already using the new data, which was resulting in great difficulties in relation to the privacy of workers’ personal data. The representative of the Government of Brazil considered that the sentence did not give rise to difficulties. A member of the secretariat of the Employers’ group proposed to replace the words “Limits must be placed” by the words “Limits are needed on”. Following further discussion, it was agreed to replace the word “enterprises” by the word “employers” in the sentence beginning “Cyber security”. The paragraph was adopted as amended (renumbered as paragraph 12).

3. Recommendations for future action by the International Labour Organization and its Members to ensure decent and productive work in the era of digitalization in the chemical and pharmaceutical industries

Proposed paragraph 12

96. A member of the secretariat of the Workers’ group proposed:

- in the second sentence, the capitalization of the words “just transition”;
- in the third sentence, the replacement of the words “business and their social partners” by “employers and workers”, the addition of the words “all forms of” before “effective social dialogue”, and the addition, after the words “in its various forms”, of the words “, including collective bargaining and global framework agreements”, and the ending of the sentence after those words;
- the replacement of the word “and” by the words “The social partners” to start a new sentence;
- in the last sentence, the replacement of the word “innovative” by the words “,with large supply chains, agreed”, and the replacement of the word “should” by “must”.

97. A member of the secretariat of the Employer’s group/the Employers’ Vice-Chairperson proposed the addition of the words “all forms of” before the words “effective social dialogue” in the second sentence, and the replacement of the word “pursued” by the word “considered” in the last sentence. The Government Vice-Chairperson proposed the addition of the word “generally” in the first sentence and the replacement of the words “The social partners”, as proposed by the member of the secretariat of the Workers’ group, by the words “The constituents” in the new third sentence.

98. During the discussion, the representative of the Government of Brazil noted that, while he was generally in agreement that the outcomes of previous meetings concerning the industry should be followed, it was difficult for the Forum to reconfirm them in general, as the topics covered by previous meetings should be examined for their relevance and applicability to the subject under discussion. He therefore proposed the inclusion of the words “on relevant

topics” after the words “previous meetings”. A member of the secretariat of the Workers’ group considered that this approach amounted to cherry-picking and was not acceptable, as all the outcomes of previous meetings should be reconfirmed. The representative of the Government of Brazil did not want to block the consensus, but wished to record his disagreement. Following further discussion, during which it was agreed not to include the words “global framework agreements”, the paragraph was adopted as amended (renumbered as paragraph 13).

Proposed paragraph 13

- 99.** A member of the secretariat of the Workers’ group suggested, in the final sentence, to replace the words “clearly communicate that they expect all business enterprises within their jurisdiction to” with the words “make it clear that employers within their jurisdiction must”. He further suggested the addition of a reference to the ILO Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy (MNE Declaration) prior to the United Nations Guiding Principles on Business and Human Rights. He also proposed the addition of the following final sentence: “Employers must accept the responsibility to apply these principles to their operations and throughout their supply chains.” The Employer Vice-Chairperson proposed the deletion in subparagraph (a) of the words “for all their workers”.
- 100.** During the discussion, the Government Vice-Chairperson and the representative of the Government of Brazil agreed with the proposed inclusion of a reference to the ILO MNE Declaration. However, they questioned the use of the term “communicate”, which appeared unclear from a legal perspective. The Employer Vice-Chairperson could also accept the inclusion of a reference to the MNE Declaration, but said that it should be made clear that governments were the main actors in that respect and the responsibility did not only rest with employers. He could not agree to the new final sentence proposed by the Workers’ group. The Secretary-General noted that the language under discussion came from the Conclusions concerning decent work in global supply chains adopted by the International Labour Conference (ILC) in 2016. She further noted that the word “standards” in the first sentence should be replaced by “Conventions”. A member of the secretariat of the Workers’ group proposed the replacement of the amended wording “make it clear that employers within their jurisdiction must” by the words “foster an enabling environment in which employers are expected to”. It was so agreed.
- 101.** Following further discussion, the Government Vice-Chairperson proposed that the subparagraph referring to the MNE Declaration and the United Nations Guiding Principles should be placed in a separate paragraph. It was so agreed. The paragraph was adopted as amended (renumbered as paragraphs 14 and 15).

Proposed paragraph 14

- 102.** A member of the secretariat of the Workers’ group proposed: the replacement in the chapeau of the word “coherent” by the words “sustainable industrial”; the addition of the following new subparagraph: “ensures workers’ rights to information and consultation, education and defined levels of privacy”; and the replacement of the first subparagraph by the following text: “promotes social dialogue and good industrial relations including collective bargaining agreements and new technology agreements”. The Employer Vice-Chairperson proposed the addition of the words “and sustainable” following the word “greener” in subparagraph (c).
- 103.** The representative of the Government of Germany considered that the word “sustainable” was broader and better defined than “greener” and that the amended phrase “greener and sustainable” should be replaced by “sustainable”. She also proposed the addition, based on the original wording of subparagraph (a), of the following new subparagraph: “promotes and

develops digital technologies as drivers of productivity, inclusive growth in the industries and job creation, including in SMEs”.

- 104.** During the discussion, the representative of the Government of Brazil requested clarification of the term “new technology agreements”. Following discussion, it was agreed to remove the words. The Employer Vice-Chairperson questioned the use of the word “universal” in relation to health coverage, particularly as universal health coverage did not exist in many countries. A member of the secretariat of the Workers’ group noted that the ILO was promoting universal health coverage, and the representative of the Government of Brazil recalled that SDG target 3.8 called for the achievement of universal health coverage.
- 105.** Following further discussion, it was noted that the previous paragraph dealt fully with workers’ rights. However, in view of the insistence of the member of the secretariat of the Workers’ group that an enabling environment required a reference to workers’ rights, it was agreed to retain the words “ensures workers’ rights”. The paragraph was adopted as amended (renumbered as paragraph 16).

Proposed paragraph 15

- 106.** A member of the secretariat of the Workers’ group proposed: the deletion, at the beginning of the second sentence, of the words “Enterprises and”; and the replacement, in the third sentence, of the words “need to proactively” by the words “should be open to taking advantage of opportunities to”, as well as the deletion of the words “to remain employable”. The Government Vice-Chairperson proposed: the replacement, in the first sentence, of the words “need to adopt” by the words “should formulate and implement”; the replacement, in the second sentence, of the words “will need to expand their involvement in education” by the words “should expand their commitment to continue education, lifelong learning”; and the addition of the following new final sentence: “The constituents should jointly conduct labour market analysis to better understand existing and future skills needs.” The paragraph was adopted as amended (renumbered as paragraph 17).

Proposed paragraph 16

- 107.** A member of the secretariat of the Workers’ group proposed:
- the addition at the end of the chapeau of the words “continue its general and sectoral work to”;
 - the replacement in subparagraph (a) of the word “standards” by “conventions”;
 - the addition at the beginning of subparagraph (b) of the words “as discussed under the Future of Work Initiative and also the Centenary Initiative for the universal ratification of certain conventions,”;
 - the replacement in subparagraph (b) of the words “challenges and opportunities” by the words “the impact on employment and industrial relations”; and
 - the addition of the following new subparagraph (d): “monitor the evolution of the industry and the implementation of these principles on a two year cycle”.
- 108.** The Employer Vice-Chairperson proposed the addition, in subparagraph (b), following the words “in the industries,” of the words “with the full involvement of the tripartite constituents,”. The Government Vice-Chairperson proposed the addition, in subparagraph (c), after the word “strengthen”, of the words “international cooperation and”;

and the addition at the end of the subparagraph of the words “, keeping the Governing Body informed of further developments”.

- 109.** During the discussion, it was pointed out that the proposed addition of a new subparagraph calling for monitoring every two years had financial implications. Following an explanation by the Secretary-General of the standard procedures for the approval by the Governing Body, it was agreed to omit the proposal. It was also agreed to add the words “, where appropriate and agreed by the ILO constituents” following the words “international organizations” in subparagraph (c).
- 110.** With regard to the proposal by the member of the secretariat of the Workers’ group to include a reference to the Future of Work Centenary Initiative and the Centenary Initiative for the ratification of certain Conventions, the Employer Vice-Chairperson and the representative of the Government of Brazil questioned the added value of their inclusion in the points of consensus. Following discussion, it was decided to omit the references. In that regard, the representative of the Government of Germany indicated that the decision not to include the references to the ILO initiatives did not indicate any less consideration for them, but was merely to avoid repetition. The Employer Vice-Chairperson agreed with the representative of the Government of Germany. The paragraph was adopted as amended (renumbered as paragraph 18).
- 111.** It was agreed to include footnotes throughout the points of consensus to clarify the various references in the text.
- 112.** The Points of Consensus were adopted, as amended.

V. Closing statements

- 113.** During the course of the Forum, several speakers commented on procedural matters. The Government Vice-Chairperson requested the Office that the draft Points of Consensus would be made available to the participants as early as possible. He noted that the discussion over the first two days had been general in its nature and consensual, but that the examination of the draft points of consensus had been long drawn out and difficult. The Employer Vice-Chairperson agreed that it would facilitate the work of the Forum to receive the draft points of consensus as early as possible. The representative of the International Organisation of Employers called for discussion with the Office on the procedural aspects of Global Dialogue Forums and the Standing Orders. The Secretary-General invited constituents to consider the format of Global Dialogue Forums. She observed that much of the time available for discussion during the first two days of the Forum had not been needed, but that the process of examining and agreeing upon the Points of Consensus had been much more difficult.
- 114.** The Employer Vice-Chairperson said that, although it had been tougher than expected to reach agreement, a consensus had been reached at the end of the Forum that everyone could live with. Digitalization was a challenge for everyone and there would be much to discuss in future Forums.
- 115.** The Worker Vice-Chairperson emphasized the major changes brought about by digitalization and the importance of social dialogue in addressing the challenges and opportunities.
- 116.** The Government Vice-Chairperson agreed that the current industrial revolution was totally different from the industrial revolution that had occurred in the 19th century. A balanced

approach, based on social dialogue, was needed with investment to ensure decent and well-paid jobs, and measures to avoid the harmful impacts of digitalization.

- 117.** The Secretary-General welcomed the fact that social dialogue had prevailed once again. The discussion had in many ways been a precursor to upcoming discussions by ILO constituents about the Future of Work.
- 118.** The Chairperson gave thanks to all those who had participated and been involved in the meeting, and particularly the three Vice-Chairpersons, and declared the Forum closed.