

FILL THE

WAS IST ARBEIT?

BILDUNG IN DER TRANSFORMATION

THE

Hans Böckler
Stiftung

Mitbestimmung · Forschung · Stipendien

GAP

WACHSTUM
STRUKTUR
KÜNSTLICHE INTELLIGENZ
NOTIZEN
OKRA
STÄRKEN
PSYCHISCHE BELASTUNG

ENGLISH AND TRANSLATED PROGRAM

19/9/2024 at Cafe Moskau in Berlin
and online via www.labora.digital

LABOR.A® 2024

FILL_THE_GAP

In the middle of a challenging election year, we are identifying gaps in the way we handle transformation issues – while also showing that together we can fill them.

How can we deal with tensions in society in combination with a changed security situation? How are gaps in wages and public investment linked to the rise of far-right parties and opinions? Future or backlash – how do we shape the socio-ecological transformation under these conditions? Are there viable concepts for less economic growth that preserve prosperity and secure jobs? And what is the task of the trade union movement in these turbulent times?

The sessions and lightning talks listed below will be held in English, for the other items on this agenda we will provide live interpretation.

ANSFORMATION
VERTETLUN

9:00 - 9:30

ROOM 1 MOSKAU

OPENING: FILL_THE_GAP

Claudia Bogedan, Managing Director of the Hans Böckler Foundation, starts the conference with opening remarks to LABOR.A® 2024

The debate over how to shape the transformation of labor is defined by gaps: gaps in the political discourse, in the budget, in society. LABOR.A® 2024 wants to identify these gaps and demonstrate that together we can fill them. Indeed, we have to fill them if we want to resist a potential backlash and build a progressive, promising future.

Moderators: Julia Kropf and Martin Hoffmann

9:30 - 10:30

ROOM 1 MOSKAU | PANEL

FUTURE OR BACKLASH - SHAPING THE SOCIO-ECOLOGICAL TRANSFORMATION IN TURBULENT TIMES

The socially sustainable transition to a carbon-free economy is essential for the future of our society - and has never been more at risk. It is clear that there are no simple answers to the question of how climate protection measures can take effect quickly and effectively without dividing or polarizing society. Election results and the changing security situation are questioning the financing and prioritization of the socio-ecological transformation. How can it work? We will talk about the political "here & now" and discuss the kind of common future we want to - and can - shape.

Speakers: Michael Vassiliadis, IG Bergbau, Chemie, Energie (IG BCE); Dirk Messner, Federal Environment Agency; Sarah Ryglewski, Federal Chancellery (tbc)

Moderators: Julia Kropf and Martin Hoffmann

9:30 - 10:15

ROOM 2 VILNIUS | SESSION EN

TOWARDS FAIR WORK IN THE GLOBAL PLATFORM ECONOMY

A growing number of people's livelihoods depend on digital labour platforms. However, working on these platforms often involves highly precarious and sometimes dangerous conditions.

Fairwork's research aims to improve these working conditions by rating platforms against five principles of fair work and publishing the results in national or thematic rankings to highlight differences between platforms.

Non-regulatory solutions like Fairwork provide crucial knowledge for various stakeholders of the global platform economy to make socially sustainable decisions. Ultimately, the long-term goal of the international community should be to incentivise platforms to improve their business practices.

This panel aims to reflect on the role of unions, policymakers and consumers in advocating for better working conditions to reach this goal in Germany and beyond.

Speakers: Cheryll Soriano, De La Salle University Manila; Patrick Feuerstein, Wissenschaftszentrum Berlin für Sozialforschung (WZB)

Session by: Fairwork, GIZ - Deutsche Gesellschaft für internationale Zusammenarbeit

10:15 - 11:00

ROOM 5 BISCHKEK | SESSION EN

JOB CRAFTING AT THE AGE OF ALGORITHMIC MANAGEMENT: WORKER DRIVEN IMPROVEMENTS TOWARDS MEANINGFUL WORK WITHIN Q-COMMERCE

The integration of algorithmic management (AM) technologies to execute workflow processes leads to inevitable changes in the performance of managerial tasks, i.e., coordination and control of workers. AM fundamentally alters work execution processes, responsibilities, rules, procedures and decision-making processes and is currently predominantly prevalent in the quick commerce (q-commerce) sector. Q-commerce, referred to as on-demand or rapid delivery, denotes businesses, specifically platform providers, such as Just Eat Takeaway that provide swift delivery of goods, often groceries, in under an hour, or even as fast as 10 minutes. However, the use of AM is increasingly spreading towards other forms of (standardized) work, warehouse work in Amazon storage facilities Amazon.

The mechanisms of AM put workers in a 'technical corset', from which they might feel the need to escape. In this regard, job crafting emerges as a promising behaviour to better cope with the algorithmic management-associated job demands. It is a proactive bottom-up behavior in which workers exercise their agency and autonomy in shaping the way work is conducted and experienced. In this session, we aim to discuss the relationship between algorithmic management, job crafting behaviours as a mechanism to escape algorithmic management's constraints, and the role of trade unions in supporting workers.

Speakers: Inga Sabanova, FES Future of Work; Blaz Gyoha, Austrian Trade Union Federation (ÖGB); Gina Glock and Isabell Lippert, Dresden University of Technology

Session by: Friedrich Ebert Foundation; Austrian Trade Union Federation (ÖGB); Dresden University of Technology

11:00 - 11:15

ROOM 1 MOSKAU | INTERJECTION

INTERJECTION: FILMING ACTIVISM - NARRATING THE FUTURE

Interview with Joana Georgi (director of "Niemals allein, immer zusammen" (2024)) about idealism and commitment beyond the shift to the right among the youth, about social media and the daily struggle of young activists for social change. And about why these stories need to be shown in the cinema.

Speaker: Joana Georgi

11:15 - 12:00

ROOM 5 BISCHKEK | SESSION EN

JUST TRANSITION - NOT JUST FOR EVERYONE? INSIGHTS FROM AROUND THE GLOBE.

We showcase concepts of Justice in unions' Just Transition debates in 13 countries of the global South and North. We show the contestedness of notions of justice even among representatives of labour. 'Northern' notions of justice often center on the protection of industry workers affected by energy transition and defossilization efforts, while in Southern contexts these interests compete with efforts to protect local communities from overexploitation of natural resources and the devastating environmental effects of extractive activity.

Speakers: Vera Trappmann, Alexander Beresford, Jo Cutter and Felix Schulz, Leeds University Business School; Olga Ustyuzhantseva, University of Johannesburg; Hunter Moskowitz, Northeastern University

Session by: Leeds University Business School; Goethe University Frankfurt am Main

11:30 - 11:45

ROOM 4 ASGABAT | KEYNOTE

COLLECTIVE BARGAINING POLICY REALITIES IN TIMES OF DECLINING COLLECTIVE BARGAINING COVERAGE

In his keynote speech, Guido Zeitler, Chairman of the NGG, will look at the realities of collective bargaining policies in times of a declining commitment to collective agreements. He will open the DGB session "Gaps in the world of work - How can we achieve the #Tarifwende?" with insights into the food industry and the hospitality sector. How do we react when more and more companies refuse to sign a collective agreement? What does this mean for the unions' collective bargaining policy? How can collective bargaining coverage be strengthened autonomously, self-determinedly and decisively?

Speaker: Guido Zeitler, Gewerkschaft Nahrung-Genuss-Gaststätten (NGG)

13:00 - 13:15

ROOM 3 RIGA | LIGHTNING TALK EN

ETUI AI GAME

Presentation of the ETUI AI game, designed collaboratively with AI experts, academics together with the ETUI Foresight Unit and Education Department. The game offers an opportunity to critically understand and get immersed into AI. It offers a glimpse into AI applications in 12 different sectors. It integrates role-play to solve the different challenges when introducing AI systems at work. The objective of the game is to increase the critical understanding of AI at work and strengthen skills to conduct risk assessment and negotiating capacity when AI applications are introduced at work.

Speakers: Aida Ponce del Castillo and Valerica Dumitrescu, European Trade Union Institute

13:00 - 14:30

ROOM 1 MOSKAU | PANEL

DEMOCRACY UNDER PRESSURE? ON RESILIENCE, DANGERS AND RESCUE ATTEMPTS

We are in the middle of an election year in which right-wing populist and far-right parties have gained popularity across Europe, anti-democratic ideas have become socially acceptable again and concerns about the resilience of democratic institutions have increased. With these developments, co-determination and the basic principles of Good Work are once again under pressure.

During the discussion, we will look at current research and political realities. In individual discussions, we will sharpen our focus on developments in different areas of society: What are the specific effects? Which strategies are promising? Where can we start together?

Speakers: Bettina Kohlrausch, Institute of Economic and Social Research (WSI) of the Hans Böckler Foundation; Stephan Anpalagan, Demokratie in Arbeit

Inputs by: Frank Werneke, United Services Union (ver.di); Jochen Kopelke, Trade Union of the Police (GdP); Tahera Ameer, Amadeu Antonio Foundation

Moderators: Julia Kropf and Martin Hoffmann

13:45 - 14:00

ROOM 3 RIGA | LIGHTNING TALK EN

WEALTH TAXATION AND SUSTAINABLE DEVELOPMENT

The Global Sustainable Development Report 2023 points to a serious global backlog in achieving the 2030 goals. In this global context, we ask ourselves: What role could wealth and wealth-related taxes play in implementing the SDGs? Recently, these taxes are increasingly seen as the most appropriate policy instrument to reduce inequality in wealth and consumption distribution and to finance the green transition due to their high revenue potential. Like French economist Thomas Piketty, many people argue that wealth taxes, if designed with a smart strategy, can offer us more than we think. Could wealth taxes finance social inclusion and reduce inequality or/and promote economic development and contribute to environmental protection? The present research attempts to answer these questions in a systematic approach and sheds light on the less studied question of the impact of wealth taxes on economic, social and environmental objectives.

Speaker: Levent Eraydin, Hochschule Darmstadt University of Applied Sciences
Lightning talk by: Hochschule Darmstadt University of Applied Sciences

14:30 - 15:00

ROOM 1 MOSKAU | INTERJECTION

INTERJECTION: WHAT A PERFORMANCE!

Interview with Oliver Reese (director of the Theater am Schiffbauerdamm (Berliner Ensemble)) on the freedom and purpose of culture, on narratives of transformation and the role of the Berliner Ensemble in connection with the revelations of the research network Correctiv at the beginning of this year.

Speaker: Oliver Reese, Berliner Ensemble

14:45 - 15:30

ROOM 2 VILNIUS | SESSION EN

HAVE YOUR SAY ON AI AT THE WORKPLACE - COLLECTIVE BARGAINING PRACTICES ON AI IN THE EUROPEAN SERVICE SECTOR

The implementation of data-driven AI systems at the workplace has raised many questions in relation to data protection or working conditions. The FES Competence Centre on the Future of Work and UNI Europa aim to raise awareness among workers and trade unions regarding the use of AI systems in workplaces. To address this, we have initiated a research project focusing on collective bargaining practices on AI in the European services sector. Building upon this research, we aim to debate at LABOR.A® 2024 the prevalence and function of frequently used AI systems by employers vis-à-vis workers and to examine the current situation in collective bargaining by discussing concrete examples of agreements regarding the use of AI-systems in workplaces.

Speakers: Steven Rolf, University of Sussex; Marta Kahancová, Central European Labour Studies Institute; Giovanni Suriano, Group Works Council at Deutsche Telekom AG
Session by: Friedrich Ebert Foundation; UNI Europa

15:30 - 17:00

ROOM 1 MOSKAU | PANEL

OUTGROWN? IN SEARCH OF ECONOMIC MODELS THAT SUSTAIN GOOD WORK

There is no alternative to moving away from fossil fuels, on which European economic performance has been relying. However, ideas differ as to the growth parameters under which decarbonization should and can be achieved. We know that the market itself will not fix anything, not if we keep the interests of the working population in mind.

Are there any viable concepts for less growth that preserve prosperity and secure jobs? What paths are other countries taking? Green growth includes green industries and therefore means preserving Germany as an industrial location - right?

Speakers: Yasmin Fahimi, German Trade Union Confederation (DGB); Michael Kellner, Federal Ministry for Economic Affairs and Climate Protection (BMWK)

Inputs by: Anders Levermann, Potsdam Institute for Climate Impact Research; Jakob Heidenreich, IG Metall; Ulrike Herrmann, taz (tbc)

Moderators: Julia Kropf and Martin Hoffmann

17:00 - 17:30

ROOM 1 MOSKAU

CLOSING REMARKS

This was LABOR.A® 2024 - what will we take with us? Closing of the conference by Claudia Bogedan, Managing Director of the Hans Böckler Foundation.

17:30

ATRIUM OF CAFE MOSKAU

GET TOGETHER

A warm invitation to all conference participants to round off a full day with music by Mary May in the courtyard of Cafe Moskau. Food and drinks will be provided!

MARKET OF IDEAS

Please note that most of the contents presented at the Market of Ideas will be provided in German only.

PROJEKT REVIERWENDE

Projekt Revierwende – Trade unions shape the structural transformation

INES ANALYTICS

Fill the gap with FAIR_solution

ARBEITSKAMMER DES SAARLANDES & ARBEITNEHMERKAMMER BREMEN

Realizing democracy through operational co-determination

HAUS DER SELBSTÄNDIGEN

Good work for solo self-employed workers

SOZIOLOGISCHES FORSCHUNGSINSTITUT GÖTTINGEN (SOFI) E. V.

How do social innovations emerge in structurally weak, rural areas?

NEXT ECONOMY LAB

Connecting work with the environment – actively countering the climate crisis! - Train-the-trainer program for trade unions

PLASTICO FILM

In Transition – A series of video portraits of people on their way to “filling the gap.”

DGB BUNDESVORSTAND

#Tarifwende

HANS-BÖCKLER-STIFTUNG

Research from Hans Böckler Foundation

Böckler School (Böckler Schule)

Podcast "Geschichte wird Gemacht"

Video series "Kurz&Gut"

LEA MÖLLER, UNIVERSITÄT HAMBURG

Women in technical jobs – biographical negotiations of structural barriers

FRAUNHOFER IAO & FRAUNHOFER IMW

CoCo – Connect and Collect

ARBEITGESTALTEN GMBH

Job option Berlin: Employment in selected service sectors

PECO-INSTITUT E.V.

Mind the worker!

LIFE BILDUNG UMWELT CHANCENGLEICHHEIT E.V.

Professional future means equal opportunities

DIGIPROMIN | UNIVERSITY OF POTSDAM | CENTER FOR TEACHER TRAINING AND EDUCATION RESEARCH

Education in the context of transformation: Preparing teachers for the digitalized school

MARKET OF IDEAS

ARBEIT UND LEBEN SACHSEN E.V.

The future of work: co-creating digital, demographic and social change

KI CAMPUS

Democracy in the era of digitalization: KI (AI) Campus presents AI4Democracy

BUND VERLAG

Crisis communication

IG BCE & BAVC

Future Skills Report Chemistry

BUNDESARBEITSGEMEINSCHAFT DER BERUFSBILDUNGSWERKE E.V.

HoloLens

WORLD TRASH CENTER

Upcycling station

TU BERLIN

Showing career paths and career opportunities - from studying to working at Faculty V

INQA

Experiment room Pflege:Zeit

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| Bündnis sozialverträgliche Mobilitätswende
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| Input Consulting gGmbH
| INQA – Initiative Neue Qualität der Arbeit
| Institute for Work, Skills and Training (IAQ), University of Duisburg-Essen
| Institut für die Geschichte und Zukunft der Arbeit
| Institute for Ecological Economy Research (IÖW)
| ISF Munich – Institute for Social Science Research
| IPA - Institut für prospektive Analysen
| iRights.Lab | Think Tank für die digitale Welt
| Goethe University Frankfurt am Main
| KI-Campus 2.0
| Leeds University Business School
| LIFE Bildung Umwelt Chancengleichheit e.V.
| NABU (Naturschutzbund Deutschland) e.V.
| Netzwerk Regie e.V.
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