Workers, the 4th Industrial Revolution & Future of Work
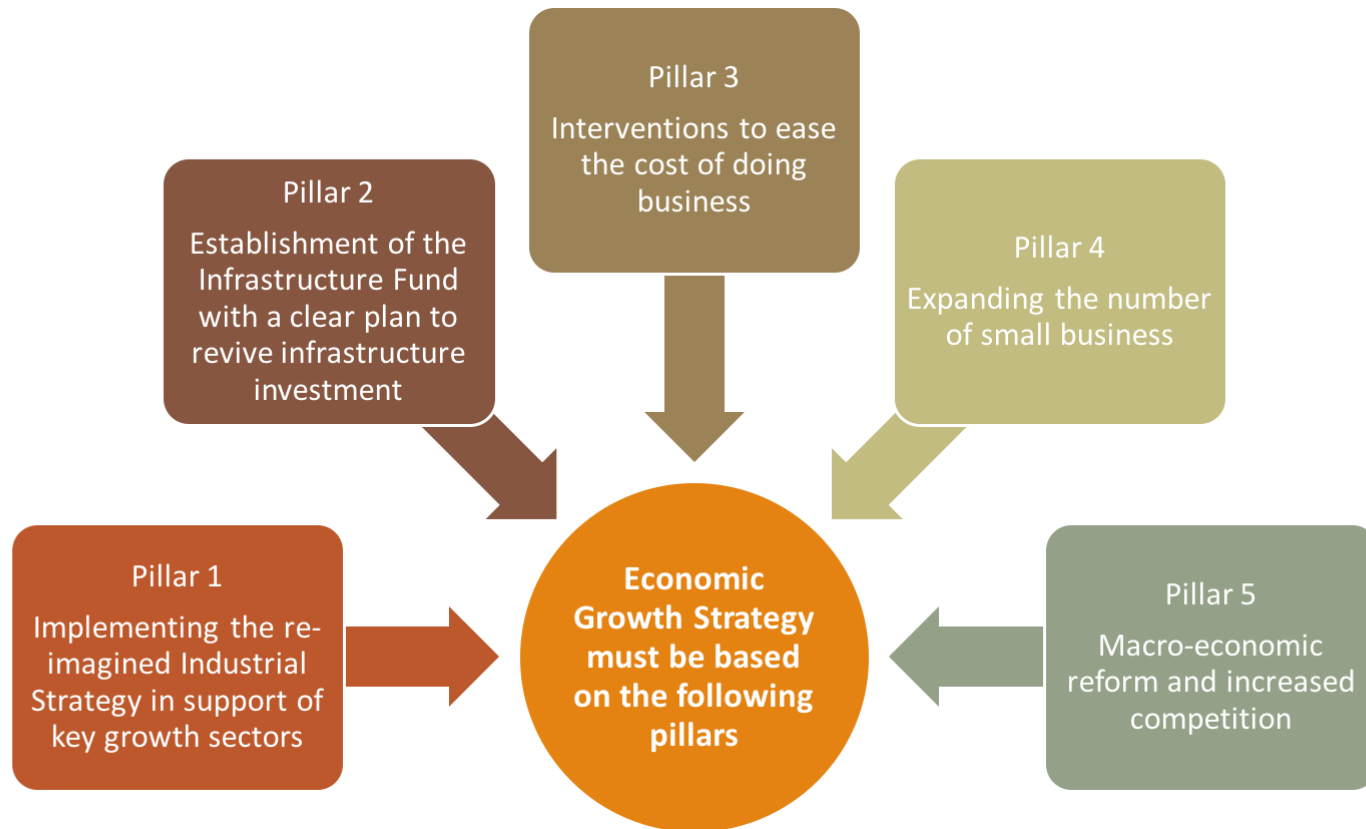
Aubrey Tshabalala
General Secretary
Communications Workers Union

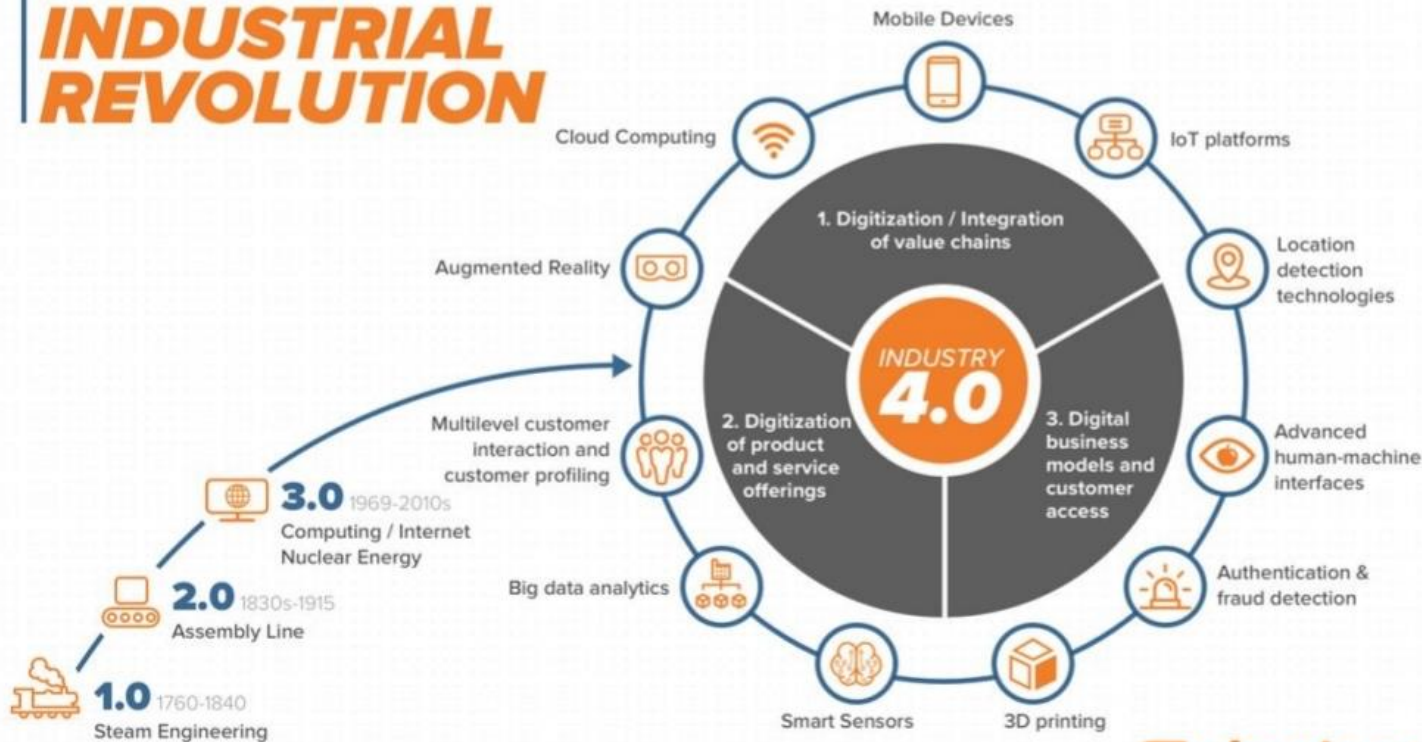FOURTH INDUSTRIAL REVOLUTION

Re-imagined Our Industrial Outlook

Economic Growth 'Strategy'

Technology a necessity to respond to human challenges

Discourses of Inclusion

Our approach:

4th Industrial Revolution (4IR) debate is centred on:

- workers' rights,
- human rights,
- and decent working standards.

4IR capacity to augment human – technology is an enabler

Transition

- Ostrich approach of denialism? Failure to plan is equal to planning to fail.

Or

- Plan for a just transition?

Reap the technological & socio-economic rewards;
Protect jobs, workers & their families; &
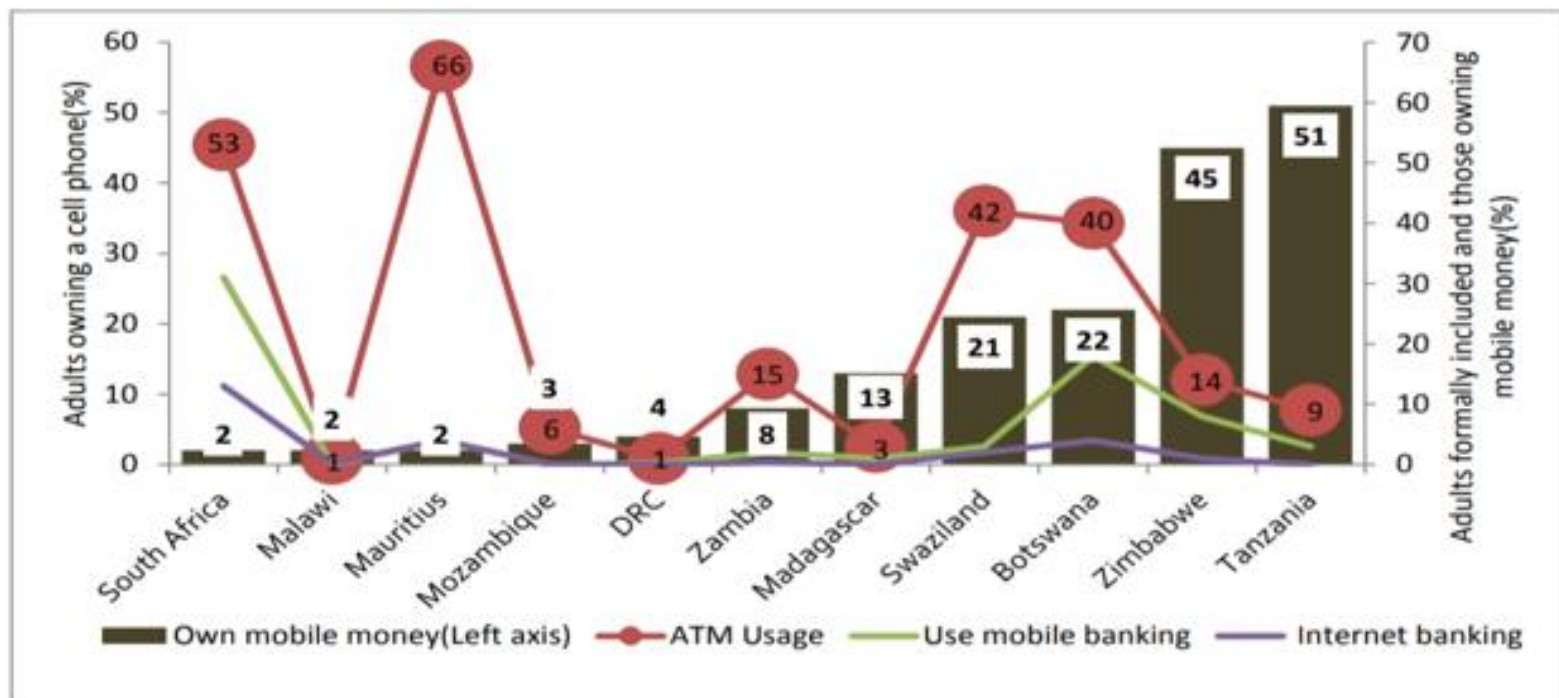Sustainable development.

What was and what is fading

- Milk men;
- Switch board telephone operators;
- Clothing (weavers, spinners, dyers);
- Human alarm clocks;
- Rat catchers; &
- Street-light lamp lighters.

- Call Centre's
- Camera person (Broadcasters)
- Print media
- Conventional Broadcasters

Money transaction

Figure 2: Mobile money, ATM usage, mobile and internet banking

Source: FinScope Surveys

Ever changing world

The world's biggest bank, with no actual cash — **Bitcoin**

Uber — The world's largest taxi company, owns no vehicles.

The world's most popular media owner, creates no content. — **Facebook**

Alibaba — The most valuable retailer, has no inventory.

The world's largest accommodation provider, owns no real estate. — **Airbnb**

Something interesting is happening.
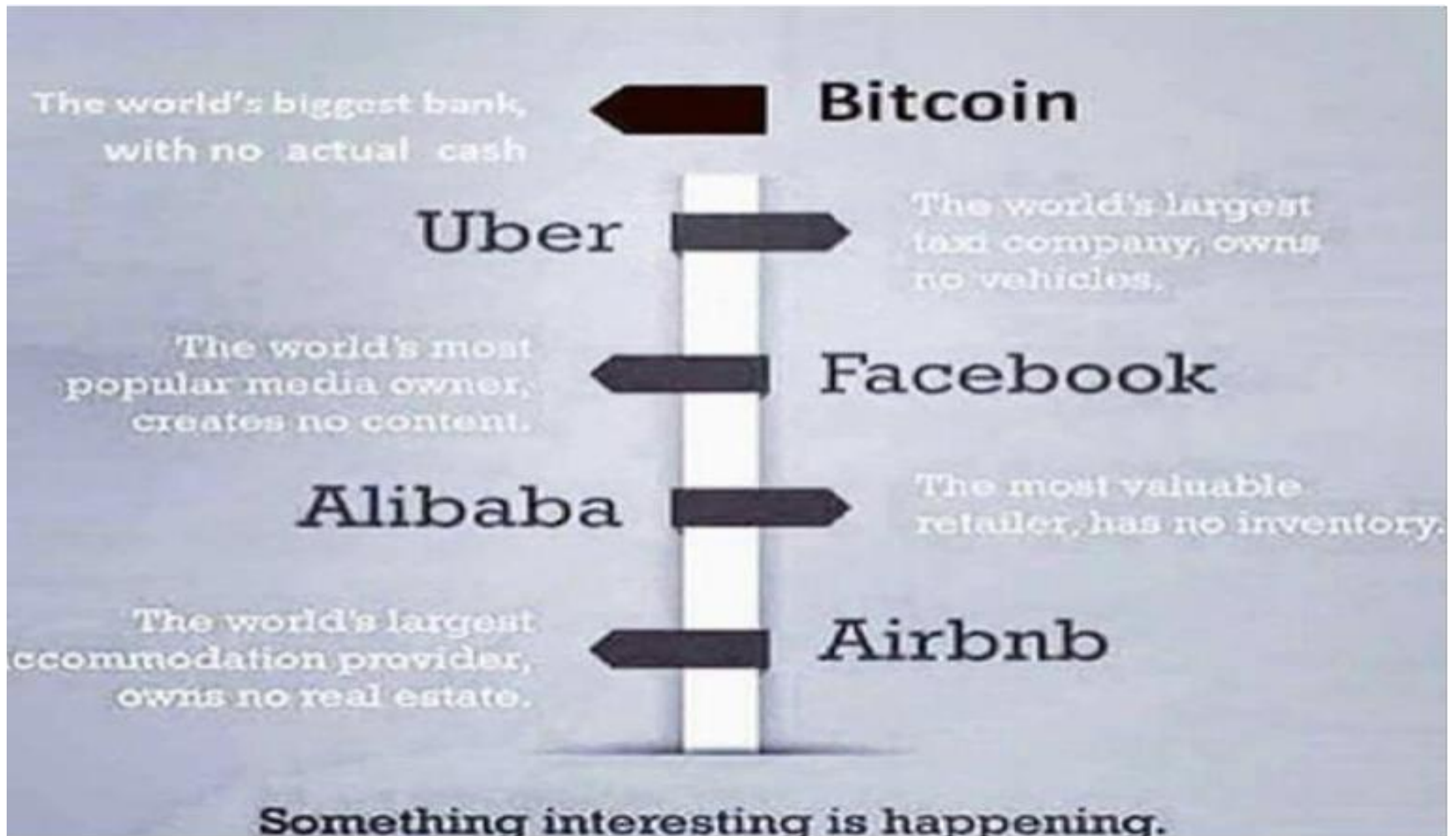
4th Industrial Revolution – Opportunity?

- Many of the opportunities the 4IR offers are internet based.
- Globally the proportion of women using the internet is 12% (ITU, 2017).
- SA's internet penetration stands at 56% - Kenya (83%).
- Internet access and cheap data are a driver of innovation i.e. informal sector (Kenya, Nigeria and India).
- South Africa's data price amongst the highest in the world. (In 2016 study second only to Brazil).
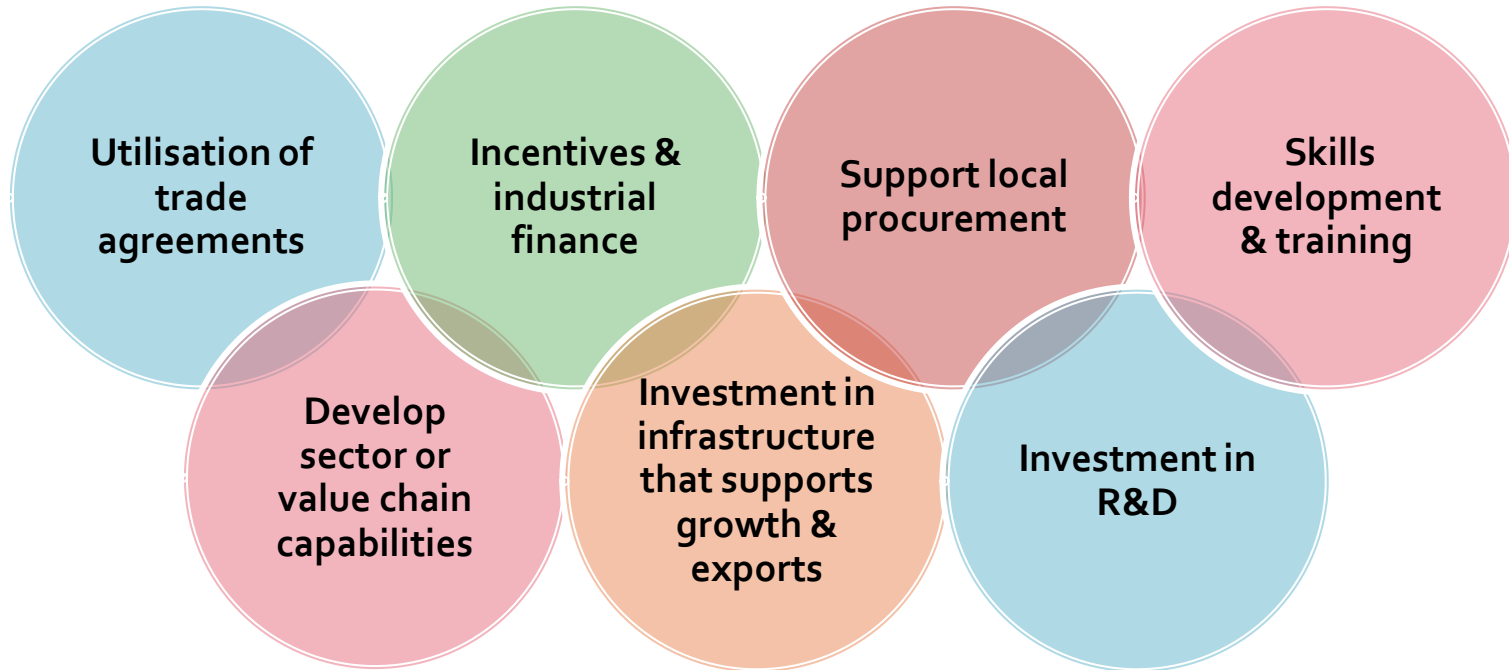
Education and Skills

- Our academic curriculum be aligned to meet the market demands
- A recognition of indigenous languages to redress the imbalances of the past (in a South African context).
- The universities must increase intake on critical skills, particularly science and technology.
- The recognition of prior learning must be utilised and loosen the processes of accreditation.
- Must have a glide path to skill those that were left out by the apartheid legacy.
- MICT Seta mandate to be strengthen in reaching out to the current work force to squire relevant skills.
- The multinationals companies are to be compelled in complying with legislations particular to address the question of upskilling.

On Policy reforms

Utilisation of trade agreements

Incentives & industrial finance

Support local procurement

Skills development & training

Develop sector or value chain capabilities

Investment in infrastructure that supports growth & exports

Investment in R&D

Stable and cost effective electricity and water

Underpinned by a supportive and stable macro-economic framework

Access to broadband

Research and Development

- An exclusive research which sidelines labour, civil society and the poor in general. The state and private sector has an exclusive engage.
- Benchmarking with developed countries it is mostly failing due to non incorporation of our diversity element.
- With all the waste that we collect i.e. e-waste cooperatives can assist to reduce unemployment and formalise the vulnerable informal recycling industry.
- With the shortage of ICT related skills funding – employers need to invest on training of workers.

Policy, Regulation and Legislation

- Delay in policy formulation is destroying implementation.
- Forever changing political policies of the ruling party are confusing the public.
- Local regulators – i.e. ICASA needs to be capacitated to deal with the complexities of 4th Industrial Revolution
- A SADC framework on regulatory
- Snail pace regulations implementation in the era of evolving innovation is a serious barrier. In RSA the Digital migration "fiasco'.
- Reforms in policies and policy we can have powerful legislations. (Broadcasting and diversity)

Conclusion

- Create conducive environment for SME's to grow the job market.
- Infrastructure rollout must be used to create decent sustainable jobs.
- Encourage local procurement through tax reforms.
- Privacy, cybercrime and cybersecurity must be prioritised when formulating laws
- Invest in research
- Social compact and oversight platforms

References

- **References**
- The image https://www.google.co.za/search?tbs=sbi:AMhZZivrOtB4hwBFwfdq9uGDKUKYvYEmS0vIxNzTxN_1K7cIMyta-E2fA0-g9acGE3ongqGkg7jpk-BeSvAGpqafeDY0IB4E90PlLe4Db8VIGmA2TcK8WmeWPXegHsOxIoWt6p27mS6wxRgd-Ful04mYLTfQS-Mse-hKjSxTl0znB0yYX1qgCfEjK3sauvw2nae2gDohWF946clKApG-V_17aGkkBhIQlcbVg8d1hqQ9K2yyqCMXc7qCw4BdTWK6xRK94sQGExO90V3QhpeDpIu-yYh0GA1aRKRyrWlH8FYhSdHxh8KilZOV02EcWYMRMrYSVk5tNhOhNSEnDfW-dUr2OL4yBWJQTJoA&btnG=Search%20by%20image&hl=en-ZA
- Caroline Skinner: Urban Research Director and Publications Editor Women in Informal Employment: Globalizing and Organizing
- World Economic Forum (2016). The Fourth Industrial Revolution: what it means, how to respond. **https://www.weforum.org/agenda/2016/01/the-fourth-industrial-revolution-what-it-means-and-how-to-respond/**
- https://www.google.co.za/imgres?imgurl=http://spacenews.com/sponsored/industrial-revolution/images/ir-2017.jpg&imgrefurl=http://spacenews.com/sponsored/industrial-revolution/&h=1134&w=1200&tbnid=zcyAfYP-U5Kc3M:&tbnh=186&tbnw=196&usg=__1pmXkXbM2RxEZx-ndI9AKVtqDJo%3D&vet=10ahUKEwiM9vC77ITYAhXMCB0KHWrDBRgQ_B0IugEwEw..i&docid=xq-NlkUXr-mgxM&itg=1&sa=X&ved=0ahUKEwiM9vC77ITYAhXMCB0KHWrDBRgQ_B0IugEwEw
- https://www.themanufacturer.com/articles/how-will-the-fourth-industrial-revolution-impact-your-workforce/
- World Economic Forum (2016). The Future of Jobs Employment, Skills and Workforce Strategy for the Fourth Industrial Revolution. http://www3.weforum.org/docs/WEF_Future_of_Jobs.pdf
-
- ITweb (2016). Number of SA Internet users ticks up http://www.itweb.co.za/index.php?option=com_content&view=article&id=162245 Abstract (photo) from the mtn presentation

Siyabonga