



The fourth Industrial Revolution

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The labour world has changed and as a result, the nature and the role of the labour force have been transformed. Many of the changes have had a devastating impact in the workers' life and social well-being. Nowadays, the working class in Mexico is among the more unsatisfied, unsafe and stressed or threatened of all Latin America and to the entire World.

There are two main points which create this terrible situation. The first one is the wrong labour and political strategy that Mexico applies. The Mexican labour law, when it suppose to be one of the most progressive law, in practice, its continuous unfulfilments and violations in the authorities' indifferent and knowing sight, turns into a very restrictive law system against the workers, with a touch of abuses and corruption.

That is why it is necessary to change the labour law, but not to cover or hide the truth, but to create more safety, justice, democracy and better productive conditions which actually reduce inequality and benefit the economy. In all this it is necessary the respect for freedom of association and collective bargaining, including the right to strike, because without the respect of these universal rights, the negotiation worker-employer, is only a petition and a begging process of what are the fundamental rights of all the labour class, which should be totally respected. That's why Mexico hardly needs an alternative view to correctly apply the law and correct labour politics.

The second important point which explains the transformations that had affected the whole labour world it is constituted by the fast automation ability and the artificial intelligence which, today constitute a threat for certainty and labour availability in such form, like never before. I'm talking about what is currently known as the Fourth Industrial Revolution which is equally affecting both the manufacturing industry and the economy services around the World.

The first Industrial Revolution was in late XVIII Century, when the industry had a huge push with the use, for the first time, of machines and equipment producing power with water and vapour. The second one was at the beginning of the XX Century with the quick expansion of the lines of production by the electric power. The third Industrial Revolution began during the 1970s and beyond with the change of the mechanical production to electronic and digital technology which revolutionized the whole industry.



In 2011 in Germany was known, for the first time, the term Fourth Industrial Revolution or Industry 4.0, which had hardly drive the on line and internet fusion, with the real industrial production to create smart technology and accurate times to increase productivity and reduce costs.

That was ratified by the German ambassador, Angela Merkel during her message in the Global Economic Forum in Davod, in January 2015, and she called the 4.0 Industry phenomenons.

These changes represent a great challenge for all the economic agents and for the complete system. In the past, technology supported the creation of jobs, but now, the new advances regarding with information technology and robotics are able to replace the labour force at such level that it turns into a huge problem to peaceful stability and progress that this society needs.

Jobs in the international manufacturing industry had decreased due to the automation attacks and even to the selling of robots which in 2014 increased 23% and many of the workers had been replaced by trusted employees and outsourcing contractors For the coming years it is expected that other sectors be part of this new technology, besides manufacturing, it will include chemical, metals, and power industries, with the use of drones which will replace the human labour force it will affect also the automotive, safety, financial and health industries.

The employments that could be able with digitalisation will be very sophisticated and with machines controlling other machines, so, only could be offered a few positions and they will need high qualified people, this may be in the planning, setting and maintaining new technologies areas.

Most of the jobs lost during the 2007-2009 recession which was even bigger than the one in 1929, had not been recovered with human labour force. Millions of workers had been put into positions with very low salary , without safety insurance and lack of training which most governments conceal as full employment The Massachusetts Technology Institute and the Oxford University had predict and calculate that between 35% and 47% of employments are in risk of automation.

When governments analyse this situation, they usually do it with the bigger companies around them, but they never do it with the representation of union leaders. The challenge for organized job is clear and there is not much time or alternatives to prepare. Unions and leaders have to create alternatives, systems and politics to make technology helps to create a better society and a healthy environment and not become a source of work with cheap work force. Technology affects all sectors in one or other way, that's why it is necessary, create work to study, analyse, and monitor these new changes of the Fourth Industrial Revolution of the planet.