

CEC SPECIAL REPORT: Organising in the Modern World

President, Congress, Dave Levy, London Region speaking in support of the Special Report.

Work is changing around us and changing fast.

New rights on paper will only matter if we turn them into real workplace power through strong organisation and updated agreements that reflect the modern economy.

We need to use the new freedoms in the Employment Rights Act to win better recognition and better agreements, otherwise workers will be left to navigate an underfunded tribunal system, while employers bank the benefits.

AI is already in our members' workplaces and on our desktops – not as a distant threat, but as a daily reality.

The report is honest: AI is not necessarily the enemy – it is the boss's intentions that matter as has always been true.

Used with workers, AI can cut drudgery and improve services; imposed on workers, it risks discrimination, surveillance, deskilling and displacement.

We demand consultation when tasks are automated, guarantees of redeployment and paid retraining, and stronger legal protections on data, bias and automated decision-making building on the rights established by the EU's GDPR and its UK implementations.

Our existing agreements were written for an analogue world, not one of algorithms, data centres, continuous surveillance and automated vehicles.

We need new agreements that say that no dismissal or disciplinary decision should be based solely on an algorithm; and AI should not be introduced without genuine consultation, risk assessments that cover health and safety and equality and data protection before anything goes live. We need to engage with the GDPR data privacy impact assessments.

As a union we need to link AI to the wider fight on skills and industrial strategy.

The report reminds us that rights are meaningless without jobs – and that without serious investment in skills, technological change will deepen regional inequality and de-unionisation.

The report is very clear: we should treat AI as another organising issue.

I do have a concern that maybe it's not the next big thing, and we should be arguing politically for greater regulation, and a cautious planning approach for the data centres.

But Let us leave Blackpool determined to organise harder, bargain smarter, and go back to every employer we deal with and say – our agreements must change, because the world of work has changed, and workers deserve protection, power and a say in every decision that shapes their working lives.

ooOOOoo