



Future of Work Conference

Dublin Castle
Friday, May 12th 2017



An Roinn Post, Fiontar agus Nuálaíochta
Department of Jobs, Enterprise and Innovation

FUTURE OF WORK CONFERENCE DUBLIN CASTLE, 12TH MAY 2017

HOSTED BY
MARY MITCHELL O'CONNOR, T.D.,
MINISTER FOR JOBS, ENTERPRISE AND INNOVATION
AND
PAT BREEN, T.D.,
MINISTER FOR EMPLOYMENT AND SMALL BUSINESS.

Minister Mary Mitchell O'Connor

Mary Mitchell O'Connor was appointed Minister for Jobs, Enterprise and Innovation in May 2016. She was elected to the Dail on her first attempt in the 2011 General Election when she topped the poll in the Dun Laoghaire Constituency.

Since her appointment as Minister she has assumed the role of Chair of the Retail Consultation Forum and Chair of the Departmental Coordination Group on Brexit. Minister Mitchell O'Connor also sits on the recently established Cabinet Committee on Brexit. She plays a key role in Europe representing Ireland at TTIP and CETA Negotiation on the Foreign Affairs and Trade Council and the Competitiveness Council.



Minister Pat Breen

Pat Breen T.D. was appointed Minister for Employment and Small Business in May 2016. He was first elected to Dail Eireann in 2002 and was successfully re-elected in 2007 and 2011. Pat served as Chairman of the Joint Oireachtas Committee on Foreign Affairs and Trade from June 2011 to February 2016.

Prior to Pat's election to Dail Eireann, he was a member of Clare County Council from June 1999 to 2002.



FUTURE OF WORK CONFERENCE PROGRAMME

DUBLIN CASTLE, 12TH MAY 2017

MODERATOR: INGRID MILEY

INTRODUCTORY

- 08.15-08.45 Registration Tea/coffee
- 08.45-08.55 Welcome and Context
Dr. Orlaigh Quinn, Secretary General, Department of Jobs, Enterprise & Innovation
- 08.55-09.10 Introductory Address
Ms Mary Mitchell O'Connor T.D., Minister for Jobs, Enterprise & Innovation
- 09.10-09.30 ILO Centenary Initiative
H.E. Nicolas Niemtchinow, Assistant Director General, ILO DG Special Adviser,
Head of Future of Work Unit



CONTEXT

- 09.30-09.55 How Technology is Disrupting the World of Work
Peter Cosgrove, Director, CPL
- 09.55-10.20 Overview of Existing Legal Framework
Michael Doherty, Professor of Law, Maynooth University
- 10.20-10.35 Q&A
- 10.35-11.05 Tea/coffee

NEW WORLD OF WORK

- 11.05-11.30 Digitalisation and World of Work
Julie Spillane, Centre for Innovation Director at Accenture The Dock
- 11.30-12.00 Humans as a Service
Professor Jeremias Prassl, University of Oxford
- 12.00-12.30 Panel Discussion
Professor Anthony Kerr, UCD Sutherland School of Law, Professor Jeremias Prassl, University of Oxford, Devan Hughes, Director, Sharing Economy Ireland, and Julie Spillane, Accenture The Dock
- 12.30-13.30 Lunch

THE REAL WORLD

- 13.30-14.00 Millennial Views – Briana Duffy, Dara Keenan, Teresa Walsh
- 14.00 -14.20 Eurofound Insight on the Future of Work
David Foden, Adviser, Industrial Relations, European Foundation for the Improvement of Living and Working Conditions
- 14.20-14.30 Q&A
- 14.30-15.30 Tripartite Panel Discussion: New Forms of Work or Old Forms in New Packages?
Mr. Pat Breen, T.D, Minister for Employment and Small Business
Ms. Patricia King, General Secretary, ICTU
Mr. Danny McCoy, CEO, Ibec
Ms Oonagh Buckley, Director General, Workplace Relations Commission
Mr. Tim Noonan Director, International Trade Union Confederation
Dr. Tony O'Donnell, Vice President of Software Engineering at Houghton Mifflin Harcourt
- 15.30 Summary of Key Messages & Closing Remarks
Martin Shanagher, Assistant Secretary, Labour Affairs, Department of Jobs, Enterprise and Innovation
- 16.00 Conference Close

CONFERENCE SPEAKERS

Dr Orlaigh Quinn

Dr Orlaigh Quinn was appointed Secretary General of the Department of Jobs, Enterprise and Innovation in October 2016. She was previously an Assistant Secretary in the Department of Public Expenditure and Reform in Ireland, where she had wide-ranging responsibilities for the strategic, corporate and budgetary responsibilities of the Department. As Programme Director of the Reform and Delivery Office, she led on Public Sector reform, including Civil Service Renewal and government reform.



As a career civil servant, she has worked in a number of public sector organisations, including the Department of Social Protection as HR Director and as Head of National Pensions policy and operations. She was also responsible for EU/International Affairs where she led the Department's remit in the Irish Presidency of the European Union in 2013. In earlier employments, she worked for the European Commission in Brussels, Belgium, as an expert on employment and social policy. She is a former Visiting Research Fellow of Trinity College Dublin and holds a Masters in Public Management and a Doctorate in Governance from Queen's University Belfast. She is the author of two books on public policy topics.

Nicolas Niemtchinow, Assistant Director General, ILO

Nicolas Niemtchinow is a French career diplomat, graduate of the Paris Institute of Political Studies and of the French National School of Administration. Today he is Assistant Director General at the ILO and Special Adviser to the ILO Director-General charged with constructing, promoting and leading the ILO Centenary Initiative on the Future of Work, within the framework of the ILO Centenary celebrations to be held in 2019. For this purpose, he leads a specialised unit, attached directly to the Director-General's Cabinet in charge of this major ILO project.



Mr Niemtchinow was previously the Ambassador and French Permanent Representative to the United Nations and other international organisations in Geneva. Prior to that he held senior posts in Paris in the French high administration, in Moscow and Amman.

Peter Cosgrove, CPL

Peter is a Director with Cpl a leading international recruitment consultancy and founder of the Future of Work Institute in Ireland which provides key insights and trends for organisations across the world. He is a regular contributor to the national media on areas of talent, diversity and the future of work and is on the steering committee of the 30% club, which promotes gender diversity. He is also a board member of the mental health charity Aware and Chairman of Blackrock Athletics club.



CONFERENCE SPEAKERS

Michael Doherty

Professor Michael Doherty is Head of the Department of Law at Maynooth University. He lectures and researches in the areas of employment and labour law, industrial relations law and policy, and EU law, and is a frequent media contributor on labour market issues. He has published widely in national and international outlets on these topics and presented his work at numerous domestic and international conferences. Prof Doherty has worked on a number of projects for the European Commission as part of European-wide research networks and as co-investigator on a major, EU-funded project on public procurement. His recent work has focused on the impact of the economic and social crisis on employment rights in the EU.



Julie Spillane, The Dock, Accenture

Senior leader in the technology industry heading up The Dock, Accenture's global centre for innovation in Dublin which researches, incubates, prototypes and pilots new technologies with pioneering clients across multiple industries and sectors. With a background in electronic engineering, finance and corporate governance, Julie has held numerous senior leadership roles. Her experience ranges from the design, setup and scaling of new operations to the implementation of major global transformation change programmes. She has also worked in other technology companies including Microsoft, Epicor and MPO, as well as working with government to craft a new national skills strategy and with industry peers in the Multinational Technology Forum, which she founded and chairs..



Jeremias Prassl

Professor Jeremias Prassl is a Fellow of Magdalen College, an Associate Professor in the Faculty of Law, and a Research Fellow at the Institute of European and Comparative Law, University of Oxford. He read law at the Universities of Oxford, Paris (MA, DPhil) and Harvard (LL.M.). Jeremias is primarily interested in Employment Law and European Union Law. He is the author of *The Concept of the Employer* (OUP 2015; Paperback 2016), a co-editor of *The Autonomy of Labour Law* (Hart 2015), and one of the editors of *The Contract of Employment* (OUP 2016). He is also an editor of *Chitty on Contracts* (32nd ed, Sweet & Maxwell 2015).



In 2015, Jeremias was awarded a British Academy Rising Star Engagement Award to further his work in European Employment Law. In the spring of 2016 and 2017, he was an Associate Research Scholar at Yale Law School to complete work on his new book on work in the 'gig' economy, *Humans as a Service*, which will be published by OUP later this year.

CONFERENCE SPEAKERS

Anthony Kerr, UCD Sutherland School of Law

Anthony Kerr is a graduate of the Universities of Dublin and London and of the Honorable Society of King's Inns. He is currently an Associate Professor in the UCD Sutherland School of Law where he is the Programme Director of the Professional Diploma in Employment Law and Associate Dean for Graduate Studies. He is also a member of the Executive Committee of the International Society for Labour and Social Security Law, a national reporter for the International Labour Law Reports, the Irish representative on the European Labour Law Network and a member of the European Centre of Expertise in the field of Labour Law, Employment and Labour Market Policies.



Devan Hughes

Devan is CEO of Buymie, and a founding board member of Sharing Economy Ireland. He holds a degree in Finance from the National College of Ireland, and has worked in the start-up sector for most of his career. Most recently Devan worked for a Fortune 500 cloud computing company, Salesforce.com, as part of their strategic enterprise team, with a focus on the FMCG and Manufacturing sectors. Devan has extensive experience in commercial and operational efficiency with expertise in platform economics and architecture.



MILLENNIAL SPEAKERS

Briana Duffy

Briana Duffy is a graduate of Dublin City University, where she obtained a Bachelor of Business Studies in 2016. She commenced working with Ibec in September 2016 as an IR/HR Graduate Trainee. She now works as an Employee Relations Executive within Ibec's Knowledge Centre team.

Dara Keenan

Dara Keenan is a 2nd year Law & Politics student in University College Dublin. He was part of the team that won the 2017 Irish Times debating competition, and also recently became secretary of UCD's Literary & Historical society.

Teresa Walsh

Teresa Walsh is a primary school teacher and is Chairperson of the Irish Congress of Trade Unions Youth Committee. She is Branch Secretary of INTO Dublin West Branch and a board member of the National Youth Council of Ireland. Teresa is committed to the values of the trade union movement and is passionate about ensuring that the needs of young workers are addressed in national policy.

CONFERENCE SPEAKERS

David Foden, Adviser Industrial Relations

David Foden is Adviser, Industrial Relations, at Eurofound. After studying economics at Cambridge University, he worked from 1979 to 1985 in the Economic Department of the Trades Union Congress. The role included policy development on economic and industrial policy, and providing information to support trade union negotiators in collective bargaining. In 1985, he moved to the European Trade Union Institute in Brussels as research officer and subsequently coordinator of the research unit on employment and labour market policies and social protection. David joined Eurofound in 2002 as a Research Manager, was subsequently Head of the Observatories Unit and, from 2012, Head of Unit for Working Conditions and Industrial Relations. He took up his current role at the beginning of 2017.



Patricia King, Irish Congress of Trade Unions

Patricia King is the General Secretary of ICTU. She is a former vice-President of SIPTU and also served as one of two vice-Presidents of Congress. A full time official with SIPTU for over 25 years, she was the first woman to serve as a national officer of the union when she was appointed vice-President, in 2010. She has represented workers in all areas of the economy, in both the public and private sectors.

Patricia was a lead negotiator in both the Croke Park and Haddington Road agreements and is a member of the National Oversight Body tasked with implementation of the latter agreement. She played a leading role in the Irish Ferries dispute (2005/6) and in subsequent negotiations that saw an overhaul of employment rights law and the establishment of the National Employment Rights Authority (NERA). Patricia currently serves on the boards of the Dublin Airport Authority (DAA), the Apprenticeship Council and the Low Pay Commission.



Danny McCoy, CEO, Ibec

Danny McCoy is CEO at Ibec, the group that represents Irish business domestically and internationally. Since 2009, he has led a substantial transformation of Ibec increasing turnover to €26 million, leading a professional services staff of 180 in 7 locations and 40 plus sub-brands. Previously he was a senior economist at both the Economic and Social Research Institute (ESRI) and the Central Bank of Ireland. He has held lecturing posts at Dublin City University, University College London, University of Oxford and Trinity College Dublin and has been visiting lecturer at the IMD Business School in Switzerland and Harvard University in the US. He has been a consultant for the EU Commission and the OECD.

He is a member of the Irish National Competitiveness Council, the National Economic and Social Council and the Export Trade Council. He sits on BusinessEurope Executive Committee and the OECD-BIAC working group on Corporate Taxation.



CONFERENCE SPEAKERS

Oonagh Buckley

Oonagh Buckley is the Director General of the Workplace Relations Commission. She is a qualified barrister. Prior to her appointment to the WRC, she worked in the Department of Public Expenditure and Reform and was responsible for pay and pensions policy for the Irish public service and led the Government team in all the major pay and industrial relations negotiations in recent years.



Tim Noonan

Tim Noonan is Director of Campaigns and Communications at the International Trade Union Confederation, based in Brussels. He is the staff lead for the ITUC's policies and activities on the Future of Work, and on internet governance issues and internet-mediated technology. A graduate in biochemistry and pharmacology from the University of Western Australia, he joined the ICFTU, a predecessor organisation of the ITUC, in 1987, after working for the Western Australian branch of the Australian Council of Trade Unions in the mid-1980s.



During his time at the ITUC, he has represented the organisation in a range of international forums and processes, and has served as coordinator of international trade union delegations to various G20 Summits and ministerial meetings, as well as participating in meetings of the OECD and other international forums around digitalisation, internet policy, cybersecurity and the future of work. As coordinator of the labour leaders' group in the World Economic Forum, he attends the WEF Annual Meeting in Davos, and participates in various ongoing WEF activities.

Professor Tony O'Donnell, CEng FIEI

Dr Tony O'Donnell is VP of Content Engineering at Houghton Mifflin Harcourt, the world's biggest education publisher, supporting more than 50 million school children around the world. He holds a bachelors degree in engineering and a PhD in computer science from Trinity College Dublin, where he is also an adjunct assistant professor of design. He is also a Chartered Engineer and Fellow of Engineers Ireland.



Tony has worked closely with the Hasso Plattner School of Design at Stanford on designing next generation workspaces with a number of large multinational firms, as well as being part of the design process for Trinity's ambitious E3 project. He has a particular interest in creating flexible and adaptable workspaces, which enable high performance and highly motivated teams.

CONFERENCE SPEAKERS

Martin Shanagher Assistant Secretary General in charge of Labour Affairs.

Martin Shanagher has responsibility at Assistant Secretary level for policy and legislation in relation to industrial relations, employment rights, economic migration and employment permits. He also has Departmental responsibility for engagement with the employment rights and industrial relations bodies of the Department and the Low Pay Commission. He has responsibility for Ireland's engagement with the ILO and coordination of Ireland's engagement with the EU EPSCO Council and Council of Europe (Social Chapter). Martin previously headed up the Innovation and Investment Division and served on the Boards of IDA Ireland and Science Foundation Ireland.



CONFERENCE MODERATOR

Ingrid Miley, RTE

Ingrid Miley is the Industry and Employment Correspondent of the national broadcaster RTE. In that capacity she covers stories on pay, employment, pensions and other workplace issues for the television, radio and online platforms.

She studied French and German language and literature at Trinity College Dublin, followed by an MA in French Translation and Linguistics from the University of New Brunswick in Canada. In 2003, she qualified as a barrister at the King's Inns, and maintains an interest in employment law.



The images on the cover of this document are of drawings by Gabriel Hayes who was commissioned in 1941 to design and complete a range of carved stonework for the facade of the Department of Industry and Commerce building at Kildare Street.

Department of Jobs Enterprise and Innovation

23 Kildare Street
Dublin 2
D02 TD30

Tel: +353 1 631 2121
LoCall: 1890 220 222

Email: info@djei.ie
www.djei.ie



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