Panel on New Generation Co-operatives
Co-operative Identity & Legal Environment

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International Conference on Co-operatives in the Changing World of Work
Context: New Generation Co-operatives

- Co-operatives in (for) New Generation Industries

- Era of Disruption and Changing World of Work
  - Industry 1.0 vs Industry 4.0
    - Physical Labour vs Intellectual Labour
  - Disruption in (Traditional) Industrial and Service Sectors

- Leads to...
  - Emergence of micro and nano enterprises
  - Employees → Outsourced Workers → Volunteers

- And....
….. Technology Driving Revolutions

Rapid Adoption

Introduction of Technology


I II III IV

Industrial Revolution (I, II and III)

IV Industrial Revolution

Adapted from Norman Poire, Economist; Merrill Lynch
http://www.smalltimes.com/
Two Questions

• Do Co-operative Sector has a role in the new world of work?

• If yes, what are the legal and regulatory factors that support/ hinder their growth
Fourth Industrial Revolution

• A range of new technologies that are fusing the physical, digital and biological worlds, and impacting all disciplines, economies and industries

• Characterized by
  – Exponential Technologies
  – New Behavioral Realities
Key aspects of Fourth Industrial Revolution (Technologies)

- Disruptive and people based
- Abundance – Open & Democratised
- (technology enabled) Trust and Collaboration
- Sustainability Focused
1. Voluntary, Open Ownership. Open to all without gender, social, racial, political, or religious discrimination.

2. Democratic Owner Control. One Owner, one vote.

3. Owner Economic Participation. ...


5. Education, Training And Information.

6. Cooperation Among Cooperatives.

7. Concern For The Community.

1. Open Source, Democratic and Abundant (Accessible)

2.

3. Owner Economic Participation. In nano startups


5.

6. Trust and Collaboration (technology enabled)

7. Exponential Solutions for Societal problems (Concern For The Community)
Role of Co-operatives in New Technology Regime

• Re-inventing Rochdale
  – Defence Mechanism (Industry 1.0) to Development and growth

• Disruption at the Middle
  – The marginalisation of “knowledge” workers
  – Need for protecting people below “double poverty line”

  – Business Models of Industry 4.0 and need for collective entrepreneurship
    • Breaking a vicious cycle at the beginning

• Can Co-operatives Play a role?
Do we have large number of new gen co-operatives?

• Awareness
  – Co-operatives as an Mechanism for large scale economic intervention
  – Alignment with the New age thinking
    • Collaboration, co-creation and co-working

• Legal and Regulatory environment
  – Unfair competition
    • Tendering conditions
  – Bias towards equity heavy capital structures
  – Vanilla Regulations
  – Resource availability
Summary

- Industry 4.0 brings organisational changes along with radical technological inducement

- The eminent era of disruption will radically alter the world of work

- The principles of co-operativism has strong parallel with the forces that drive Industry 4.0
  - Co-operative as a mechanism of growth for new generation industries

- Challenge, however is the need for altering the regulatory mechanism to support this transition
• Thank You
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