

Project

Initiating activities to implement the European Social Partners Framework Agreement on Digitalisation (EFAD)

Project duration: from 1.09.2022 to 31.08.2024



National Legal Expert (NLE) – tasks

In close cooperation with the external expert NLE will:

1. Analyze source materials according to 1 template on national legal solutions and the impact of collective bargaining on digitization issues;
2. Select companies for 6 case studies
3. Collect 6 case studies from 6 companies per country (30 case studies total) according to 1 template
4. Prepare a summary of collected case studies in the form of a concise report and send it to the external expert
5. Present information about collected case studies at the 2nd SG meeting and be present at the 3rd
6. Cooperate in preparation and conducting 2 national workshops in their country
7. Prepare a working paper with conclusions and findings (2 from each national workshop)
8. Develop the content of the national action plan (NAP) for the social partners
9. Actively participate in the expert seminar



Aims of National workshops (NWs)

Main purpose – development of NAPs

- **1st organized till the end of September 2023 (since 20.06.2023)** – to introduce a discussion on digital transformation in the national labour market, in particular on the R2D to lead to the development of a NAP in 2 national workshops. The findings of the 1st NW will be discussed at the 3rd SG meeting combined with the 2nd TW.
- **2nd organized till the half of December 2023 (since 30.10.2023)** - for the same group as in the 1st NW, to develop NAPs on R2D, including recommendations of the social partners on safety rules connected with changes resulting from robotization, digitalization, AI in the workplace. The NAP should follow the same template



National workshops (NWs)

- The NWs will be run in the languages of the respective partners.
- Before 1st NW NLE will ask the participants to briefly prepare in writing their ideas on implementation of the agreement in terms of R2D.
- After the 1st NW NLE will prepare a working papers with conclusions and findings from the 1st NW and send them to the project expert - 1-2 pages)
- After the 2nd NW NLE will send the National Action Plan that is to be implemented by national social partners in their countries.
- Target group – representatives/experts from employers and employees organisations, members of Tripartite Commission/ Social Dialogue Council, academics dealing with the issues of digitalization, the relevant Ministry (recommended to be on 2nd NW).



Expected results

- Questionnaire (No. 1) for gathering national legal solutions and the effects of collective bargaining on the principles of using digital tools in the workplace, R2D in the area of organization and workload
- Questionnaire (No. 2) for collecting case studies and good practices in companies on topics included in EFAD
- 30 collected good practices as a broad spectrum of practical knowledge on approaches to R2D and digital management in companies, as a necessary base for national workshops
- 5 national action plans;
- Training module to enhance knowledge and popularize EFAD content in the context of R2D among social partners
- 100 trained social dialogue leaders from employers' organizations and trade unions



Report - summary of the work of experts' network

Development of a final report including:

- description of current legal solutions in partner countries
- a catalog of good practices regarding R2D and rules for using digital tools in the workplace
- recommendations for changes in health and safety regulations related to digital transformation in the workplace
- recommendations for social partners on protecting workers in companies to prevent excessive surveillance in the workplace and discrimination based on biased algorithms
- NAPs



Thank for your attention



Next steps in 2023

1. Till 15.08.23 – translation of training module;
2. Till 30.09.23 - the periodic report to EC
3. June-September '23 – 1st national workshop to start the debate on digital transformation in companies and workplaces;
4. 26-27. 10.23 in Vilnius– 2nd transnational workshops combined with 3rd SG meeting –presentation of the findings from 1st national workshops and development of the draft of NAP in the area of R2D;
5. October-December '23 – 2nd national workshop on the content of the NAP on R2D;



3rd SG meeting combined with 2nd NW

- Location: in Vilnius (Lithuania)
- Date: 26-27.10.2023.
- Topic: NLEs presentations of outcomes from 1st NW run in partners' countries, summary of the 1st NWs effects , development of draft framework of NAP for social partners leading to implementation of EFAD at national levels, recommendations at the national level regarding systemic changes on R2D, the expert seminar agenda
- Participants: SG members, NLEs, experts invited by Lithuanian partners
- by the end December2023 – 2nd NWs



Next steps – NLEs

1. June-September 23 – 1st national workshop to start the debate on digital transformation in companies and workplaces;
2. October '23 in Vilnius– 2nd transnational workshops combined with 3rd SG meeting –presentation of the findings from 1st national workshops and development of the draft of NAP in the area of R2D;
3. October-December '23 – 2nd national workshop on the content of the NAP on R2D;
4. June '24 – experts' seminar.



Next steps – trainings

1. July August '23 – translation of the training module into partners languages
1. 27-29. September '23 – 1st training in Poland– Wieliczka – PL/LT for 20 participants - 4 from Lithuania: 2 LPS, 2 LEC , 16 from Poland: 4 Confederation Lewiatan, 12 NSZZ „S”),
2. 21-24 November '23 – 2nd training in Romania RO/ PL for 20 participants – 6 NSZZ „S” i 14 BSN,
3. 17 -19.01 January '24 - 3rd training in Poland – Gdańsk PL/LT - for 20 participants – 4 LPS, 16 NSZZ”S”,
4. 6 – 8 of March '24 – 4th training in Italy IT/ PL for 20 participants - 14 CI, i 6 NSZZ „S”,
5. May '24 – 5th training in North Macedonia MK- PL for 20 participants 14 MK, 6 NSZZ „S”.



Information required for the periodic report

Till 12.09.2023

1. Links to project information so far posted on your organisations' websites;
2. Does your work have any impact on the target group, the companies being researched, your organisation? If so, what kind of?
3. Ways and your assessment of communication during the case studies collection.
4. How would you rate the level of social dialogue observed during your work as an NLE?



Thank you for your attention
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