



Introducing European Social Partners Framework Agreement on Digitalisation

Instrat's contribution
to the project



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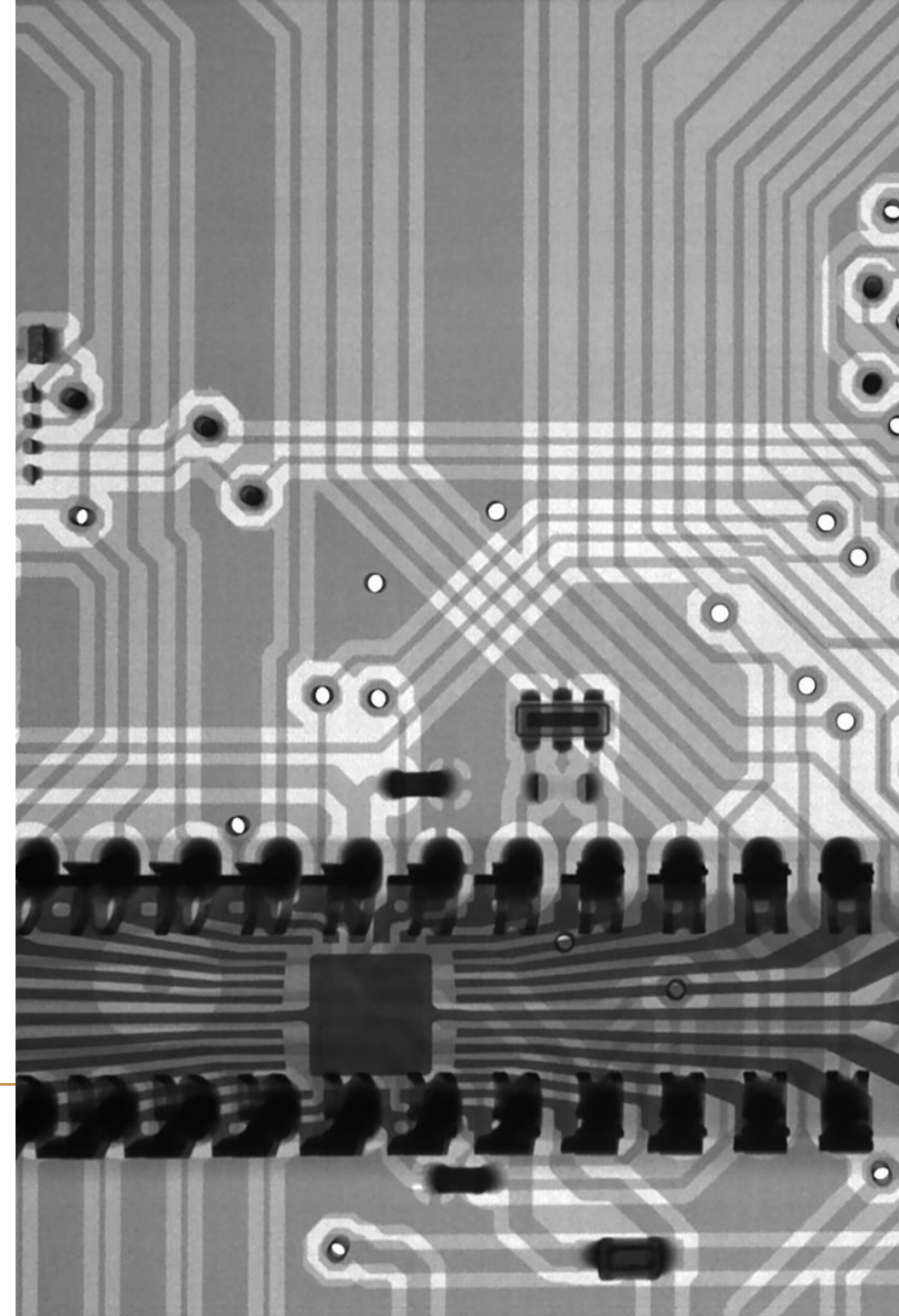
Agenda

Short presentation of:

1. Workshops' goals;
2. Planned methodology;
3. Modules and topics;
4. Expected results.



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Main goals



- Explaining issues related to dynamic digitalisation process and its impact on the private and professional sphere of employee's life
- Improving digital competences of employees and raising their awareness on the labour rights in the digital era

Methodology

Suggested training methods:

- group work and case studies
- discussion panels
- brainstorming
- quizzes
- role playing
- interactive lectures
- gamification



Workshops' programme

1

**The impact of
digitalisation on work
processes**

2

**The impact of
digitisation on the
employees' private life**

3

**The impact of
digitisation on the
labour market**



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1.

The impact of digitalisation on work processes



Day 1

- New technologies in the workplace - **assisted vs. fully automated work**
- Preventing **over-surveillance**
- **Remote work and telework** - legal implications, risk of digital surveillance, impact on employee relations;
- **Algorithmization of work** - pros and cons of automated decision-making and profiling;
- **Algorithmic discrimination** - how to file an appeal in case of unfair algorithm's decision in the recruitment process;
- **Inclusive AI in the workplace** - what kind of artificial intelligence tools should companies use to generate profits while respecting employee rights?
- Impact of new technologies on **contractual relationships**;

2.

The impact of digitalisation on the employees' private life



Day 2

- **Right to disconnect** - discussing the European Parliament's proposal and presenting good practices from EU countries where the right to be offline is provided by the national law;
- Respecting **remote-employees' working time**;
- **Mechanisms for handling complaints** in case of violation of the right to disconnect;
- **Privacy of personal data and security of employees working online** - in the office and remotely;
- **"Bring Your Own Device" policy** - forced and voluntary commodification of private resources;
- **Remote work and work-life balance** - consequences for mental health, personal development, family and social life;

3.

The impact of digitalisation on the labor market



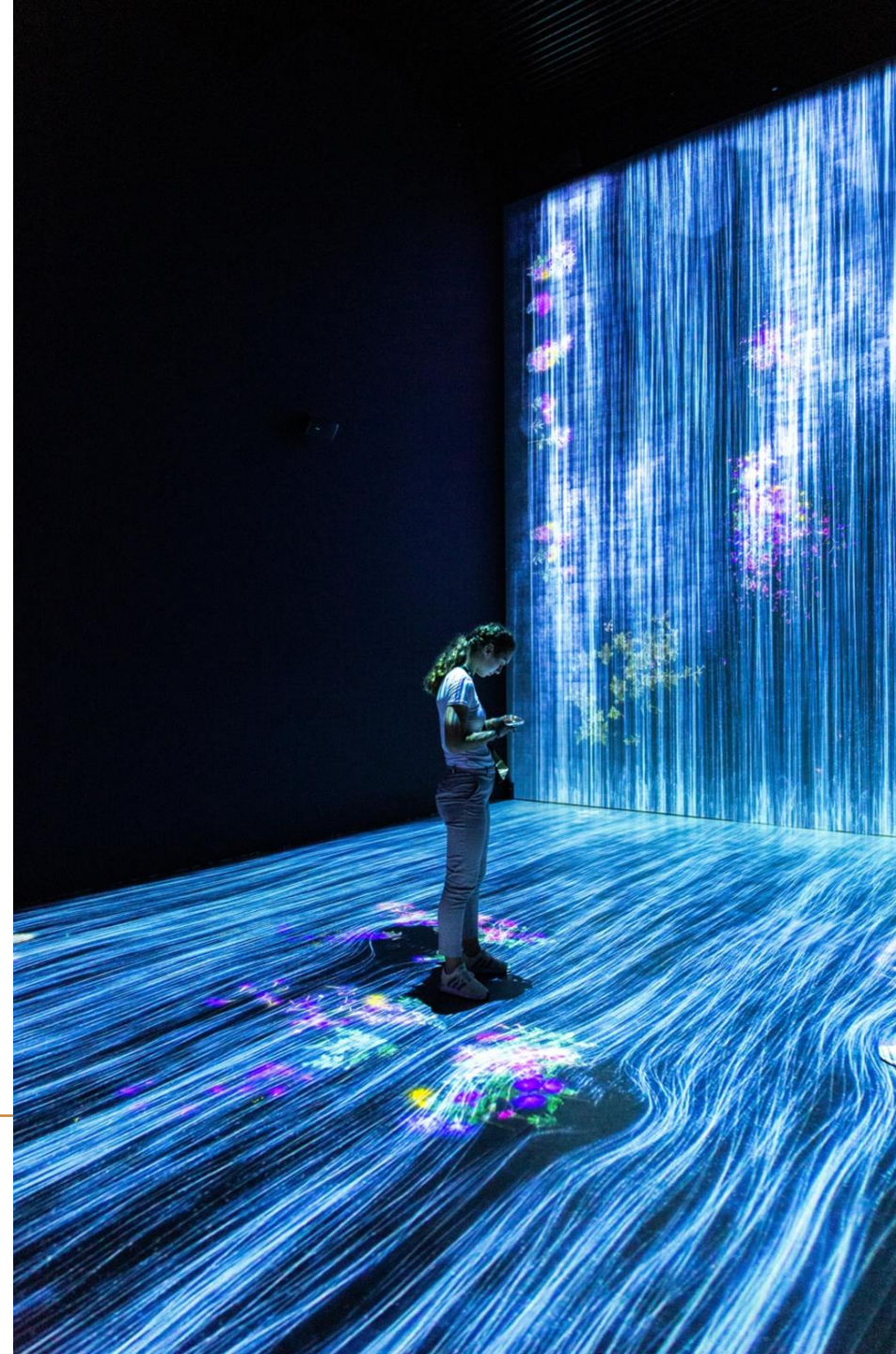
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Day 3

- **Competences of the future** - employer's responsibility to reskill his employees;
- **Professions vanishing** due to digitisation of work;
- General **employer's obligations** in the era of digitalisation
- **Erosion of employees' bargaining power** - new technologies that prevent employees from enjoying their right to associate;
- The impact of **gig-economy platforms** on the labour market and the employees' situation (gig-economy is not included in the Framework Agreement, but we see it as an important, disturbing issue).

Expected outcomes

- Improving **digital competences** of workshops' participants and their understanding of concepts related to new technologies;
- Increasing employees' **awareness of their rights** in the new, digitised work environment;
- ...



Thank you for your attention!



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