

Project

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

Project duration: from 1.09.2022 to 31.08.2024



Partnership

- Project leader: National Commission of NSZZ „Solidarnosc”
- Co-applicants: Instrat Foundation (Poland), CISL (Italy), BLOCUL (Romania), Confederation Lewiatan(Poland)
- Associated organizations: European Social Dialogue - ETUC

Trade unions: LPS ”Solidarumas” (Lithuania), KSS (North Macedonia)

Employers’ organizations - LDK (Lithuania), OEM (North Macedonia)

Priorities of European Social Dialogue

The project promotes cross-sectoral European social dialogue based on:

- Ursula Von Der Leyen's My Agenda for Europe - strengthening industrial relations, pursuit of equality
- The EU's Digital Strategy, European Skills Agenda and the Digital Education Action Plan - increasing the knowledge in the context of the right to disconnect (R2D), regulations on the use of digital tools (including cyber security) and working time
- Europe fit for the digital age – unprecedented increase in the use of digital tools and the implementation of digital change in companies after Covid-19
- Action Plan to Implement the European Pillar of Social Rights - social partners encouraged to find mutually agreed solutions to address challenges of telework, digitization and R2D



Main goals of the project

- Helping to provide the national social partners from 5 countries with conditions for the development of national action plans for the implementation of the right to disconnect contained in Chapter 2 of the "Framework Agreement of the European Social Partners on Digitisation" through the necessary analysis of the present situation and the development of a good practices catalogue during the project
- Increasing the knowledge of social partners on improvement of working conditions in the context of R2D, rules on the use of digital tools and working time, and promoting the "Framework Agreement of the European Social Partners on Digitisation" through training of 100 participants from the social partners organisations



Project structure

2 interrelated components:

- expert - based on the work of the SG network of experts, collection of 30 case studies (6 per country), development of 5 action plans during 10 national workshops in 5 partner countries
- training - based on a new training module including dissemination of EFAD content and 5 international training meetings for social partners' leaders from different levels (2 in Poland, 1 in Romania, Italy, Macedonia)



Substantive bodies

- The external expert with the internal leader's expert prepare content for the SG meetings and the expert seminar, moderate the meetings, supervise the work of the network
- Steering Group – 4 meetings during project implementation
- Network of experts (project experts, scientists and practitioners in the field of social dialogue and project topics) - cooperate on the basis of communication procedures approved at the 1st GS meeting
- Trainers create the training module and conduct training



Steering Group and network - areas of action

Exchange of information on preparing the conditions to start the EFAD implementation process at the national level by:

- Defining the objectives of the SG work
- Review of available materials on national regulations and good practices on EFAD topics according to a uniform tool prepared by external and internal experts
- Analysis of 30 good practices collected in 5 countries according to a uniform scheme (6 per country)
- Development of 5 National Action Plans for EFAD implementation on R2D at national level and consulting them during 10 national workshops (2 in each country)
- Validation of the stages of the final report developed by the external expert in cooperation with the internal expert



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 percountry (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. Coperate 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



National workshops

1. Purpose – development of NAPs

2. Prepared through:

- analyses of national legal solutions on the basis of a unified questionnaire
- Collection of 6 good practices in companies conducting digital transformation on the basis of a unified questionnaire
- Development of a summary analysis of collected case studies



National Action Plans (NAPs) – work plan

To organize and conduct 2 national workshops for social partners

- The first - initiate a debate among national social partners on digital transformation in companies with a particular focus on the right to disconnect (R2D)
- The second – decide on the content and possible approval of the NAP by the national social partners and national recommendations on health and safety rules related to the digital transformation in the workplace

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



Dissemination activities

- Expert seminar on the report's content, discussion of conclusions and results of project activities
- 5 international training meetings for social partners based on the new training module
- Campaign in Polish social media - 1 animated film' 2 press articles, information promoting the project and its results on the partners' websites

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



Thank you for your attention
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