

1st national workshop

Barbara Surdykowska, NSZZ Solidarność



Co-funded by
the European Union

Project 101051759

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

co-funded by the European Union

Basic information

- **1st organized till the end of September 2023** (since 20.06.2023 – after **1st Transnational Workshop in Florence**) -1 day meeting for experts of national social partners and other national stakeholders (approximately 16 participants) dedicated to discussing the status of digital transformation in companies in the partner country, including the status of workplace safety in terms of changes resulting from robotization, digitalization and the artificial intelligence in the workplace.
- **After the 1st National Workshop we all meet in Vilnius on 26-27 October 2023** on 2nd Transnational Workshop/3rd SG meeting in order to discuss findings from 1st NW and to better prepare to 2nd NW.
- **2nd organized till the half of December 2023** (since 30.10.2023 – after **2nd TW in Vilnius**) - 1 day meeting for 16 participants- the same group as in the 1st NW, focusing on development of NAPs on R2D, including recommendations of the social partners on safety rules connected with changes resulting from robotization, digitalization, and the artificial intelligence in the workplace.



Basic information

After each NW, NLE will prepare a working paper with the conclusions and findings (2 in total, about 1-2 pages after each meeting) and National Action Plan after the 2nd NW. NAPs are to be implemented by national social partners in their countries as a long-term effect, also after the end of the project.

Target group - the participation of representatives and experts from:

- ❖ employers and employees organisations - if possible, involving people who have experience with the implementation of previous autonomous agreements (i.e on active ageing).
- ❖ members of Tripartite Commission/ Social Dialogue Council,
- ❖ academics, ngo's dealing with the issues of digitalization,
- ❖ the relevant Ministry (recommended to be on 2nd NW).



Framework agenda of 1st national workshop:

- brief introduction of the project,
- briefly review the experiences in your country with implementing autonomous agreements. What methods have been used (legislation? collective bargaining? implementation of good practices?). Reflect on whether, in the opinion of the participants, these methods have led to the successful implementation of previous agreements. It is useful to refer to the experience with the implementation of the agreement on active ageing (previous autonomous agreement).
- presentation of the content of European Framework Agreement on Digitalisation,
- examples of good practices - panel discussion (e.g. 1 academic, 1 TU leader from the company level with good practices and 1 employer representative presenting approach of his company),
- ideas on implementation of the agreement - the main part of the meeting – the speeches and discussion of individual representatives on their vision of agreement implementation. This discussion will be a prelude to the later development of the national action plan (NAP).
- the biggest challenges for the management and its employees during the digital transformation in the labor market from academics' perspective,
- government action on R2D,
- discussion and summing up



A few hints

- Let's try to take a "modest" approach and not deal with the whole "twin transition"
- In other words - the more we can "limit" the field of interest at the first workshop the better
- As far as possible, focus on bilateral activities and thus limit the number and scope of demands addressed to the public authority
- It is worthwhile to analyze what actions trade unions can take on their own - on the level of, for example, education towards their members - what message prevails when we present the transformation of the world of labor
 - - the message is de facto absent
 - - focused on opportunities
 - - oriented to threats



A few hints

The employees are open to technology provided when they receive assistance and training on behalf of the employers

Organizations anticipate that digitalization and technology will accelerate, but there are differing views regarding the pace of adoption

Software utilization, system analysis are among the top skills to gain in importance



