Social partners in Bulgaria on the implementation of the EFA on Digitalisation

➢ 06/2020 – Application for a project: Social partners together for digital transformation of the world of work. New dimensions of social dialogue deriving from the Autonomous Framework Agreement on Digitalization – TransFormWork - VS/2021/0014 (**approved, start date 01/03/2021**)

➢ 04/2021 – Application for a project under a dedicated scheme for the social partners **"Development of digital skills"** (**currently under approval**)
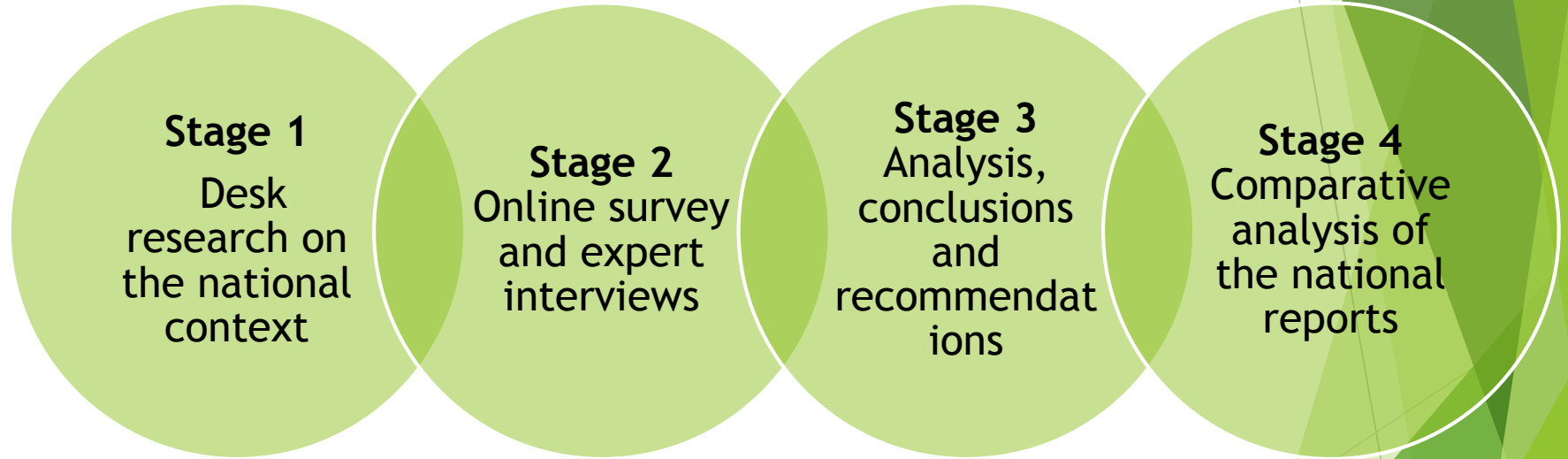
Social partners together for digital transformation of the world of work. New dimensions of social dialogue deriving from the Autonomous Framework Agreement on Digitalization – TransFormWork - VS/2021/0014

- **The emphasis will be placed on**
- 1. work organisation and working conditions;
- 2. digital skills and securing employment;
- 3. artificial intelligence (AI) and guaranteeing the human-in-control principle;
- 4. modalities of connection and disconnection;
- 5. respect of human dignity and surveillance

Main tasks

- 1) To make **an analysis of the literature** (from a theoretical point of view the short-term and long-term trends in the field of digital transformation in each partner country);

- 2) To **collect data for empirical research**, which should be included in the existing debate on the issue (data is collected through e.g. interviews, online qualitative surveys, focus groups etc.);

- 3) To make a **comparative analysis of the data**;

- 4) **To analyse the results** of the conducted empirical research and **to formulate recommendations** to the economic policy regarding the implementation of the Framework Agreement.

Structure and methodology

Stage 1
Desk research on the national context

Stage 2
Online survey and expert interviews

Stage 3
Analysis, conclusions and recommendations

Stage 4
Comparative analysis of the national reports

Stage 1: Desk research on the national context

1. Concept note

2. Historical Trends and Development of Digital transformation in partner country

- What is the national structure of the economy?
- Development of digital transformation in recent years
- What are the forecasts for the future?

3. National framework

- Legislation, strategic documents, institutional framework, opinions of national social partners, collective labour agreements etc.

4.The role or social partners

- State of play on the main issues, arranged by the FAA on Digitalisation
- Challenges and opportunities faced by social dialogue deriving from the digital transformation of the world of work;
- Examples of good practice.

Digital transformation Concept note

Main issues to be discussed among the project researchers' team ahead of the desktop research:

➢ What is digital transformation? Digital transformation strategies

➢ Digital transformation areas

➢ Definitions - Digitization, digitalization and digital transformation

➢ Why is digital transformation important – business growth, transforming customer experience, improved agility and

"Development of digital skills"

- 7 projects – one scheme
- 90 economic activities
- Joint results

BIAs project (CITUB is a partner)

- **Title:** Ready for digital transformation – joint actions of the social partners for development of specific digital skills of the workforce on a company level

- **Economic sectors covered -** 16

- **Duration** – 19 months

Main activities:

1. Analysis of the needs of digital skills for the selected economic sectors;

2. Development, testing and validation of **unified digital skills profiles** for key positions/profession, containing required knowledge, skills and behavioral indicators that the employee needs to possess and demonstrate, for fulfilling his/her job obligations

Main activities:

3. Testing of current digital skills of the workforce in the selected sectors with special instruments

4. Elaboration of curricula (content)/informal training programs for development of **specific** digital skills (DigComp2.1)

5. Elaboration and approval of **Sectoral qualification frameworks** for development of digital skills

Main activities:

6. Methodology for maintaining and updating of digital skills in the contexts of life long learning

7. New models of social partnership and collective bargaining at the company level, adequate to the technological changes and the digitalisation of the work processes.