



Implementation of the ETUC¹/BusinessEurope/SMEUnited/SGI Europe Framework agreement on Digitalisation

1st Joint Report

2021

¹ Including the Liaison Committee Eurocadres/CEC

Country	Implementation results /initiatives
Austria	<p>Austria has adopted a new legislation on “homeoffice”, regulating the most important aspects that are also dealt within the framework agreement on digitalisation.</p> <p>The new provisions are based on negotiations between the Austrian social partners (AK, WKÖ; ÖGB) and IV and the Government. They provide for:</p> <ul style="list-style-type: none"> • A definition of homeoffice (only work carried out in private homes is covered. Digital mobile work is not affected) • The obligation to conclude a written agreement between employer and employee • The possibility to conclude a voluntary works council agreement • The obligation of the employer to provide digital work equipment to the employee OR – in case the worker uses his/her own work equipment to reimburse the adequate and necessary costs • Tax law: The employer can reimburse such costs up to 300 €/year tax-free to the employee • Employees who buy ergonomic furniture can claim a tax credit up to € 300/year if they spend at least 26 days/year working from home • Working time and rest times remain unchanged and remain valid during working from home • Accidents at home during working time are covered by the occupational accident insurance • The scope of application of Austrian Occupational safety and health regulation is not extended, but specific information obligations of the employer apply. Thus the ministry elaborated guidelines in cooperation with social partners and IV on <ul style="list-style-type: none"> ○ organisational rules for for mobile working and their sustainable implementation ○ ergonomic working during homeoffice and ○ Occupational health and safety during homeoffice • Labour inspectors have no access to the private homes. • In case the digital work equipment provided by the employer is damaged by the worker or members of his/her family, the worker is held liable according to the law on employee liability. • Social Partners adopted a model agreement on homeoffice
Belgium	<p>In this report (http://www.cnt-nar.be/RAPPORT/rapport-122-FR.pdf/ http://www.cnt-nar.be/RAPPORT/rapport-122-NL.pdf), the National Labour Council gives an overview of the different digitalisation actions taken by the Belgian social partners at cross-sectoral, regional and sectoral level, based on the contributions it has received.</p> <p>Different areas of convergence can be identified on the basis of these contributions, including:</p>

- the consideration given to the digital divide and to digitally vulnerable or disadvantaged groups (support, access to digital means and/or specifically equipped places, and to (public) services and administrations), as well as to the labour market;
- the adaptation of initial education and training, focusing on future-oriented skills and needs, professional (re)orientation on the basis of digital skills, and lifelong learning;
- the emphasis on identifying and increasing digital literacy (proficiency tests, (basic) training offer, certification...);
- the focus directed towards cooperation and coordination between stakeholders, and towards strengthening partnerships;
- increased attention being paid to the effects of digitalisation and providing a framework for telework.

At federal level:

- In order to bolster strategies for digital transformation supporting employment, the National Labour Council concluded, as soon as 1983, a collective agreement (No. 39) concerning the information and consultation on the social consequences of the introduction of new technologies.

In its “COVID and Recovery” declaration of September 7th, 2020 (<http://www.cnt-nar.be/DOSSIERS/Covid-19/G10-2020-09-07-verklaring-declaration-FR.pdf>), the Group of 10 (the Belgian high-level dialogue group between the representative employers’ and workers’ organisations from the private sector) considers that digital transformation and transition should be steered, facilitated and accompanied, with particular consideration for the digital divide.

In their opinions Nos. 2,158, 2,205 and 2,212, the Belgian cross-sectoral social partners insist that attention should be paid to schooling, training and digital inclusion, including access to public services with regard to their increasing digitalisation, as well as to digital skills. They also consider the digitalisation of public services, education and the labour market to be crucial to recovery.

- Collective agreement No. 149, on recommended or mandatory telework as a consequence of the coronavirus health crisis, was concluded on January 26th, 2021 for a specified period, and establishes rules for connection and disconnection. Concomitant opinion No. 2,195 focuses on the issue of work-related accidents. Collective agreement No. 85 of November 9th, 2005, on (structural and voluntary) telework, specifies that a written agreement should define the moments or periods during which the teleworker is contactable.

- Collective agreements Nos. 68 and 81 establish rules concerning, respectively, the protection of workers' privacy regarding CCTV and the control of network electronic communication data. Collective agreement No. 85 and more specifically Collective agreement No. 149 stipulate that monitoring the results and/or the execution of work should be carried out while respecting the teleworker's privacy and in compliance with the applicable legislation.

At regional level:

- *The Brussels-Capital Region* has taken two initiatives concerning digitalisation within the framework of the Recovery and Resilience Plan: one aimed at accompanying schools in their digital transition (digital and connectivity equipment) and the other concerning a (re)qualification strategy (digitally focussed skills assessment for unemployed job seekers and career counselling).

The Region also has adopted a Digital Ownership Plan (2021-2024) in order to grant all its inhabitants access to digital technologies. It is designed along four axes (raising awareness, building support, equipping and accompanying people), that include 17 projects and 66 actions. The regional social partners point in particular to the actions aimed at labelling the public digital spaces that give the public free access to digital tools and develop assistance and/or training projects, at taking into account users with weak digital skills when developing digitalised public services, and at accompanying job seekers in order to increase their IT skills.

- *Flanders* has adopted a Telework Action Plan. It includes the creation of an informative website, the extension of the "feasibility voucher" to enterprises that wish to implement a teleworking policy, and, within the framework of the DRIVE project, the granting of subventions for digital skills training, remote working skills training and the mental wellbeing of teleworkers.

The Flemish educational leave, that allows workers to be absent from work in order to follow a training, is extended to joint learning, that combines a "face to face" offer and an online component.

The "Digibanken" project, adopted within the framework of the Recovery and Resilience Plan, is aimed at granting an equal access to digital technologies by the distribution of hardware, at reinforcing digital skills and at ensuring a better digital access to essential services through physical contact points.

The “Alle Hens aan Dek” agreement concluded by the Flemish social partners and the Flemish government includes different initiatives: a “competentiecheck” that allows workers to assess their skills through a digital offer, an e-learning action plan aimed at encouraging that form of learning by offering support to trainers, a training and career account that will be part of a future digital career platform, virtual job fairs, a strengthening of the partnerships of the VDAB (the Flemish employment agency) via a digital platform and the development of a digital language offer within the framework of the integration pathway.

Different actions of the VDAB are also noteworthy, such as the reinforcement of its role as data administrator and the application of the “digital first principle” model. Arrangements will be made for persons with limited digital skills.

- *In Wallonia*, the social partners are in favour of the further development and acceleration of the “Digital Wallonia” strategy, which is aimed at bolstering the Walloon digital economy by developing the digital sector and increasing the use of digital technologies in enterprises.

Regarding AI, the Walloon social partners deem it urgent to give a clear legal framework in order to enable enterprises to invest securely, and to pay special attention to initial and continuing training and to the public training offer in that domain.

They also consider that the further development of digitalisation should take place in dialogue with the different stakeholders, in order to identify their needs, and with consideration for digitally disadvantaged groups.

They stress the importance of informing and increasing the awareness of enterprises on good practices, recommend verifying the match between training offers and tools on the one hand and skill needs on the other, and providing training to trainers.

- *The German-speaking Community* implements different projects, including the fibre network rollout, the creation of a coordination point for the networking of potential actors regarding digitalisation, and an in-depth research of good practice examples.

	<p><u>At sectoral level</u>, one should note that sectoral negotiations for the 2021-2022 period have not started yet and that a more complete overview will therefore be given in the second report:</p> <ul style="list-style-type: none"> - <i>Regarding connectivity</i>: the law of March 26th, 2018 on strengthening economic growth and social cohesion specifies that discussions should take place between the employers from the private sector and the prevention and protection committee on disconnection and on the use of digital communication means. The ensuing agreements can be included in the enterprise's labour regulations, or be the subject of a company collective agreement. <p>As to the adoption of sectoral collective agreements, four sectors, including two financial ones, set out rules for concertation, one of them in detail by focusing on individual agreements. Three of these collective agreements require a discussion or a follow-up in a work group. One collective agreement specifies that training will be given and that enterprises should provide clear and transparent guidelines and raise the awareness of the hierarchical line and workers as to the risks linked to excessive connectivity.</p> <ul style="list-style-type: none"> - <i>Regarding digitalisation</i>: seven collective agreements or sectoral protocols include an assessment of its effects on work and/or a reflection in a work group; two also concern AI. - <i>Regarding structural and occasional telework</i>: three collective agreements include recommendations or commitments either to conclude a framework agreement in the enterprises on the non-exhaustive list of points referred to in Collective agreement No. 85, or to inform and consult the workers' representatives on the introduction of telework and have a dialogue on the evolution of telework. <p><i>Regarding innovation</i>: some fifty collective agreements (for a specified or unspecified period) were concluded at sectoral level. The elements they take into account around digitalisation include the digitalisation of (social) documents, the adaptation to new technologies (upgrade), the need for training, and supplying modern equipment and machinery.</p>
Bulgaria	<p>1. The different initiatives undertaken to date regarding:</p> <ul style="list-style-type: none"> - The translation of the agreement: The agreement had been translated soon after its official signature and the translation has been agreed between the social partners - The dissemination of the agreement: The translated version of the agreement is/will be at a later stage published on the respective websites of the social partners: CITUB: https://knsb-bg.org/index.php/2021/03/26/startira-evropejski-proekt-na-knsb-za-digitalnata-transformacziya-na-truda/

- The actual implementation of the agreement: CITUB and BIA applied for a joint project “Social partners together for digital transformation of the world of work. New dimensions of social dialogue deriving from the Autonomous Framework Agreement on Digitalisation – TransFormWork” that aims to support the implementation of the Framework Agreement. Within the scope of the project, we have foreseen the conduct a dedicated info day where the agreement will be presented in front of our respective members – both parties of CLA’s and HR officers in companies where there are no trade unions. The objective is to explore the impact of digitalisation on social dialogue at national level, good practice examples in the partner countries related to existing initiatives and collective agreements in the context of the digital transformation. The project seeks also to raise awareness of how with the implementation of right strategies the digital transformation could bring clear benefits and added value for employers and workers by providing new labour market opportunities, new ways of organising work and improvement in working conditions.
 The project partners represent social partners in 7 countries - Bulgaria, Cyprus, Estonia, Ireland, Malta, Romania and Sweden.²
 The Project duration is 2 years and started at 01 march 2021 with the financial support of the EC.
 With the common efforts of the social partners were negotiated and agreed with the State, represented by the Ministry of Labour and Social Policy the “Conditions for application with project proposals for granting financial aid under the Operational Program “Human Resources Development” 2014 - 2020 - procedure through selection of project proposals with several deadlines for application BG05M9OP001-1.128 “Development of digital skills” - Component 2.
 Under this scheme, the social partners are starting a joint project in partnership of Ministry of labour in Bulgaria: “Development of digital skills” The project aims to develop, test and validate unified profiles of digital skills of the workforce in Bulgaria for key professions. The project will focus on identifying the specific levels of digital skills of the workforce on a sectoral level, the concrete deficits and supporting the acquisition of digital skills, required for the implementation of daily work tasks.
 The determination of the levels of the digital competences must comply with the European framework DigComp2.1. Other activities that will be supported are the development, test and approbation of programs for informal training for development of specific digital skills.

The Project duration is 2 years with the financial support of the ESF.

2. Information on any difficulties encountered during the different processes (i.e. translation, dissemination and actual implementation), as well as explanations on how they were overcome, or why they currently still remain;

	<p>So far we do not expect any substantive difficulties.</p> <p>3. In case of actual implementation, please provide also information on:</p> <ul style="list-style-type: none"> - the content of the initiatives taken: N/a for the moment. - the content of the initiatives taken: Beside other activities, we decided to apply for project funding as this proved to be an efficient instrument to finance further research, exchange of views with social partners also from other countries, to reach different sectors and companies.
<p>Croatia</p>	<p>After the preliminary negotiation on the scope and the agenda of the meeting, Croatian social partners held a video meeting on 22nd April 2021, in order to discuss possible areas of implementation of the European Social Partners' Framework Agreement on Digitalisation.</p> <p>At the meeting, the representatives of the following organisations were present:</p> <ul style="list-style-type: none"> • Union of Autonomous Trade Unions of Croatia • Independent Trade Unions of Croatia • Matica Trade Union Association • Croatian Employers' Association and • Croatian Chamber of Trades and Crafts (although not a social partner, social partners deem it important to discuss this issue in Croatian context) <p>After initial discussion on the urgent need to accept and embrace the digitalisation in the Croatian economy due to the fact that the Croatian society is getting older as a whole, and its implications to the labour market, several issues emerged in the discussion.</p> <ol style="list-style-type: none"> 1. This is not the first time Croatian social partners are discussing the issue of digitalisation, but this is the first time they are discussing it jointly. A lot has been done in this field. Now social partners have to put all the findings and resources together and continue working on the digitalisation on this basis. Particular examples were mentioned: <ol style="list-style-type: none"> a. Digital coalition for digital skills and jobs, b. National program on professional development, etc <ul style="list-style-type: none"> - It has been decided that all the data on previous social partners' activities will be gathered, in order to speed up the process and strengthen the impact of joint efforts on implementation of FA on Digitalisation.

	<p>2. Since the awareness raising on the FA on Digitalisation among social partners and their membership base was unanimously detected as a priority, the translation of the FA is the first activity to be undertaken.</p> <ul style="list-style-type: none"> - It was agreed that the joint request shall be sent to the BusinessEurope that handles the translation fund for Croatian language. - It has been decided that social partners can undertake joint bipartite activities on awareness raising after the translation of the FA has been done. <p>3. Mapping of the needs in the field of digitalisation, for both, employers and workers also emerged as an issue. This is particularly helpful for sectoral social dialogue. Although social partners already have partial information, no social partner disposes of all of them. It is necessary to have access and address them all.</p> <ul style="list-style-type: none"> • Therefore, a special meeting for addressing this issue was proposed with the participation of the State Secretary from the Central State office for development of digital society. <p>Conclusions:</p> <ul style="list-style-type: none"> • Due to the COVID-19 pandemic that has strongly affected all parts of Croatian society, social partners had to focus on other pressing issues and had no time to work on the implementation of the Framework Agreement on Digitalization. • On the other hand, social partners recognize the importance of the Agreement and confirm their mutual interest to work – jointly – on the issue. • It has been decided to work jointly in order to establish the workplan for the next 12 months, since the first 12 months since the adoption of the Agreement were mostly dedicated to the work on mitigating the consequences of the pandemic. <p>Text was agreed among all the above-mentioned participants' organisations.</p>
Cyprus	<p>The Social Partners in Cyprus that are members and actively participate to the respective Employer and Workers organizations at the European level, i.e. the Cyprus Employers & Industrialists Federation (OEB), the Cyprus Workers Confederation (SEK) and the Democratic Labour Federation of Cyprus (DEOK), have agreed to translate the Framework Agreement and enter into negotiations for the adoption of a 'Policy Statement', intended to complement the Framework Agreement.</p> <p>Unfortunately, due to the outbreak of the COVID-19 pandemic and its consequences on the economy and on society in general, there was a delay in the procedure.</p>

	<p>Currently, the text is under examination for translation. The translated text and the Policy Statement, once finalised, will also be forwarded to non-members of the European Organisations – signatories of the Agreement. The text will be edited accordingly and the aim is to reach consensus regarding its contents.</p> <p>It is noted that this has been the way Cypriot Social Partners have implemented other European Framework Agreements in the past.</p> <p>It is expected that the Agreement and the Policy Statement will be signed in an official signatory ceremony to be held in the presence of the Minister of Labour, Welfare and Social Insurance, as was the case with previous Framework Agreements.</p>
<p>Czech Republic</p>	<p>The first year of the implementation of the autonomous agreement was focused mainly on the awareness raising among the employers and trade unions´ organisations themselves, setting scene for a bipartite cooperation and ensuring the complementarity and synergy with the already existing initiatives, platforms and tools. The second year should be about a real implementation at national and regional level. The third year should be about collecting good practices of the companies operating in the Czech Republic and general assessment finished by a conference “Companies working in the real digital environment” (<i>working title</i>).</p> <p>Kick-off: Translation and dissemination The agreement was translated in the Czech language. The national social partners – SP ČR and ČMKOS – have decided to use the project´ facilities and the agreement was translated in Brussels. The quality of the translation was very low and the text had to be revised and corrected which led to a slight delay in the dissemination. The both versions - Czech and English - were published on the websites of both organisations.</p> <p>Bipartite social dialogue</p> <ul style="list-style-type: none"> • Project Social dialogue and society 4:0 (2019-2021): “A guide “Education 4:0 and Social Partners in the Czech Republic” serving as a base for the national discussion fora. The aim is to show the changes in the world of work (automation, AI) and the importance of the adult learning. • In March 2021 the agreement was put on the agenda of the platform for the national bipartite sectoral dialogue - NORD (long standing project on the support of the sectoral social dialogue). A short introductory presentation was followed by the debate and written comments of the experts. Both sides of the sectoral social dialogue recognized the opportunities and benefits of the digitalisation process for the productivity and competitiveness of the companies, on

the other hand they stressed the right of the employees to be informed about the changes particularly in case of the restructuring.

Employers' activities (SP)

- SP ČR has distributed the Czech version of the agreement in the regions as a guide for **the regional representatives** and their activities focused on digital transformation.
- Both versions of the agreement were **shared with the other Czech employers' organisations** to join effort during the implementation process.
- In October 2020 SP organised in cooperation with Baker McKenzie' office in Prague a **webinar on the telework** (home office) **"A way from the benefit to the day to day reality"** on all related aspects and factors influencing the further and more regular using of the telework in the companies and the Czech Republic generally.
- In March 2021 SP created **a common platform for a closer cooperation between the Digital and Employment expert teams** to cover all aspects of the digital transformation process.

Trade Unions' activities (ČMKOS)

- ČMKOS has distributed the Czech version of the agreement **among the sectoral representatives as a guide** for their educational and publishing activities as well for the purpose of collective bargaining focused on digital transformation.
- Since then the Autonomous framework agreement was mentioned in several unionist **publications** and was one of the main topics of this year's **educational workshops**.
- However, the **lingering lack of awareness and especially capacity** on the side of trade unions has so far resulted only in implementation in the form of **soft measures**. The material is ambitious and complex, therefore difficult to implement for small subjects which results in most of the **initiative being held by employer organizations and indirectly the government**.
- Due to these issues, Czech trade union organizations in terms of digitalization will focus to look for appropriate ways and tool leading to a proper implementation.

Related national strategies and other sources

- **Digital Czechia:** promoting of the positive aspects of societal and economic changes associated with the digital revolution and minimizing negative impacts (e.g. on the labour market). The main ambition is to ensure the long-term competitiveness and overall prosperity of the Czech Republic.

	<ul style="list-style-type: none"> • Strategy of the education policy of the Czech Republic 2030 (2020) including the further development of the digital skills fit the new trends on the labour market. • National strategy on AI (NSAI 2019) “Czech Republic - The Country for the Future” developed under the auspice of the Czech Ministry for industry and trade in a close cooperation with the most important platforms for the artificial intelligence, including AI SP ČR. NAIS is a complex strategy covering also areas corresponding with the objects of the ESP’ Autonomous agreement on digitalisation: 1) Human capital and education incl. lifelong learning, 2) consequences for the labour markets and social system, 3) legal and social aspects, ethical rules, consumers’ protection and safety questions. <p>Space for improvement and steps for the next years of implementation</p> <ul style="list-style-type: none"> ➤ Awareness raising at the sectoral level and exchange of good practices ➤ Closer cooperation with the regional representatives helping them to address the key points covered by the ESP autonomous agreement and put them on the agenda on the regional round tables on digitalisation. ➤ To continue in discussing the topic on the NORD’ agenda and organising of the other bipartite activities. ➤ Collecting good examples, obstacles etc.
<p>Denmark</p>	<p>Referring to the joint request for a national report on the implementation of the European Framework Agreement on Digitalisation, please find the report from the Danish national social partners below.</p> <p>In Denmark, the public and private sector have worked with digitalisation for many years. The Danish labour market has a long tradition for close cooperation between management and employees. The cooperation is characterised by a low power distance and deep involvement of the employees in the joint efforts to reach the goals for ensuring and enhancing the companies' competitiveness and a framework for well-being and job satisfaction. These goals can be realised through collaboration on e.g. the use and exploitation of new technologies, education, competence development and employee well-being. Both in the private and the public sector this cooperation has been formalised and regulated by Cooperation Agreements establishing Cooperation Committees at the workplace. The duties of the committees are very similar to the processes described in the European Framework Agreement on Digitalisation.</p> <p>The Disruption Council was established by the former Danish government to discuss and analyse the effects, challenges and opportunities of new technological developments and globalisation on the labour market. The council was a partnership between businesses, governmental institutions, academics, entrepreneurs, civil society organisations and social partners. In 2019 the council concluded its work and provided suggestions and recommendations about e.g. future skills and labour demand.</p>

	<p>The Danish model for upskilling and reskilling through adult education is built on a close cooperation between social partners and the government. In October 2017, a tripartite agreement to strengthen the access to upskilling and to improve the quality and flexibility in adult education and training was concluded. The agreement contains 81 initiatives with a budget of 330 mil. EUR. One aim is to keep up the skills of the labour force with the rapid changes of the labour market due to transitions. The agreement expanded the adult education programmes to include courses in the use of digital technologies and created a financial fund of more than 50 mil EUR. The fund is targeted labour market transition by strengthening the possibilities for employees to participate in job-oriented training and education, either during or outside their working hours.</p> <p>Adapting the labour market to meet the digital transition is an ongoing process as part of the cooperation between the Danish social partners and the work will continue. In the public sector, the social partners of the municipalities and regions have agreed to initiate projects on the influence of digitalisation on carrying out tasks and for the users and employees in the municipalities and regions. The projects will support the existing local practice on developing a constructive, result oriented and well-considered approach to digitalisation and new technologies. The project will shed light on various aspects of digitisation and new Side 2 af 2 technologies as well as collect and disseminate best practices. As part of the project, the social partners have agreed to discuss the European Framework Agreement on Digitalisation.</p> <p>The agreement is being translated to Danish.</p>
Estonia	<p>First joint table 07.04.2021</p> <ol style="list-style-type: none"> 1. The different initiatives undertaken: <ul style="list-style-type: none"> - Summer 2020 Ordering translations from the European social partners. - Joint approval of the translation on 02.09.2020. - The social partners disseminated the translated agreement and introduced it to their members. - EAKL introduced the agreement at the annual autumn collective bargaining conference. - January 2021 Discussion of a possible action plan at a bilateral meeting of the social partners. - January-March preparation of the air action plan. - March - EAKL and the governing bodies of the Employers' Confederation approved the action plan agreement. - On March 30, 2021, a joint action plan was signed. - Employers` Confederation together with Estonian Association of Information Technology and Telecommunications are organising series of seminars for companies "The company's practical digital journey".

	<ul style="list-style-type: none"> - Trade Union Confederation runs a project with Google “Assisting employees in adapting to digitalisation and managing processes” (training). - The implementation of the Action Plan will be discussed in further bilateral meetings and supplemented, as necessary. <p>2. Information on any difficulties encountered during the different processes (i.e. translation, dissemination and actual implementation), as well as explanations on how they were overcome, or why they currently still remain;</p> <p>There is still a problem in our case, that According to the Article 155 TFEU <i>“agreements concluded at Community level shall be implemented either in accordance with the procedures and practices specific to management and labour and the Member States”</i>. In Estonia implementation should be mostly via legislation. Agreements between employers and TU organisations on other matters than wage and working and rest time, cannot be extended to all employees. But agreement is valid to the members of signed parties. So, in the case, where the membership of social partners’ organisations does not cover vast majority of companies, the agreements on other topics than wage and working time are mandatory only for the members of those partners.</p> <p>Now the biggest difficulty is COVID-19 pandemic, which prevents the parties from meeting. Meetings on web are only possibility, but any kind of dialogue is mainly affected by the pandemic and raising new topics is more difficult.</p> <p>3. Action plan of the Estonian social partners for implementation Framework Agreement on the Digitalisation of the European Social Partners is attached.</p>
Finland	<p>The Finnish social partner organisations reporting:</p> <ul style="list-style-type: none"> • The Central Organisation of Finnish Trade Unions SAK, • The Confederation of Unions for Professional and Managerial Staff in Finland Akava, • The Finnish Confederation of Professionals STTK, • The Confederation of Finnish Industries EK, • The Church Employers KiT, • The Local Government Employers KT, • The Ministry of Finance/Office for the Government as Employer VTML, • The Federation of Finnish Enterprises SY. <p><u>The Finnish Labour Market</u> Key features</p>

Trade unions, employers' organisations and public institutions play a key role in the governance of the employment relationship, working conditions and industrial relations structures. They are interlocking parts in a multilevel system of governance that includes the European, national, sectoral, regional (provincial or local) and company levels. Finnish industrial relations are highly centralised: the trade union density was 73 percent in 2017 (the Working Life Barometer), and the various trade unions and employers' organisations cooperate closely in peak-level organisations. The collective bargaining coverage is approximately 89 percent (Ahtiainen, 2016). In addition to employment issues, the Finnish labour market organisations are also key actors in developing other policy areas, such as the pension scheme. With a tradition of consensus, the government usually consults the social partners in detail over any proposed amendments to the laws that affect working life. In addition to the formally negotiated collective agreements, the social partners engage in mutual working life discussions during the agreement period through the so-called 'continuous negotiation system'. This practice has grown increasingly common during the last decade.

Digitalisation in Finland

According to the Working Life Barometer Study (Ministry of Economic Affairs and Employment 2019) digitalisation has progressed in working life: new information systems have become more common in the workplace, and more people use electronic tools and instant messaging tools in their work than in 2018. Most employees found that their learning opportunities in the workplace were good. On the other hand, participation in training and on-the-job learning have decreased slightly from 2018. Although there have been no changes in the prevalence of flexible working time systems since 2018, overall flexibility in working hours has increased slightly. Teleworking has become more common year after year.

The study of the digital divides among Finnish employees (Finnish Institute of Occupational Health, FIOH 2020) distinguishes three types of digital divides. The usage gap means the gap between those who use digital applications, tools and services at work and those who do not. The share of employees in the usage gap is about seven percent.

The way of use gap refers to the gap between those who have the ability, motivation and opportunity to use digital applications, tools and services in the workplace in a skillful and versatile manner, and those who do not. About half of the employees who use digital tools were grouped as "Skilled users" who do not have clear challenges related to their way of use.

For the other groups, the analysis highlighted three types of way of use gaps in particular. They concerned employees' shortcomings of digital skills, the high intensity of the use of digital tools at work and the routine nature of use. About one

in six were grouped as “super-beneficiaries”, i.e., the group who benefited the most from digitalization. They were typically highly educated young or middle-aged men working in senior white-collar positions.

A stark contrast to them was the group with only “limited benefits” from digitalization. This group numbered about one in eight of all employees who used digital tools at work, including typically middle-aged or ageing women who served as lower-level white-collar employees in a variety of expert and service jobs.

The impact of Covid19 to digitalisation at work

Digitalisation that has penetrated working life has speeded up the growth of teleworking in the past few years. According to the Statistics Finland's Quality of Work Life Survey 2018 slightly over one half (54%), or good one million wage and salary earners, did not think teleworking was possible in their tasks in 2018. The boom in teleworking caused by the corona crisis in spring 2020.

According to the Eurofound survey 2020 the share of those having switched to teleworking due to the corona pandemic was highest in Finland in all EU countries. Nearly 60 per cent of the respondents had answered yes to the question “Have you started to work from home as a result of the covid-19 situation?” That means that around one half, or around one million wage and salary earners in Finland have done remote work starting last spring.

Finnish wage and salary earners are highly educated people: the share of female wage and salary earners with tertiary level education is higher here than in any other EU country. So, the number of persons performing information work is high in Finland, and the possibilities for remote work are good. The functioning of telecommunication connections and the good prevalence of digital devices also influence on how large a share of the population having kept their jobs can do remote work in general.

In October 2020, the Government issued a national teleworking recommendation, which is valid until further notice. The labor market organisations Akava, EK, KT, SAK and STTK recommend 9.3.2021 that industry associations and workplaces take teleworking recommendation into account as widely as possible. Companies and workplaces assess the needs of their various jobs and define protective measures and local and teleworking practices in collaboration with employee representatives. If teleworking is not possible, the employer must take the necessary protective measures and instruct workers to avoid the risk of exposure.

	<p>Implementation of the European Framework Agreement on Digitalisation</p> <p>The labour market organisations implementation group started in August 2020.</p> <p>Actions</p> <ol style="list-style-type: none"> 1. The group explored the European Framework Agreement on Digitalisation and the recent studies and statistics of the digitalisation at Finnish labour market. 2. The group explored some joint statements and principles around the topic (Joint Principles on digitalisation, Joint statement on training and education...) 3. The group discussed the most important standpoints that would be reasonable and profitable for Finnish workplaces. 4. The group started to draft a joint paper which then could be used at the workplaces as discussion input. This “discussion motion” should be finalised during this year. 5. The group started to draft a joint statement to the political decision makers, ministries and the leaders of the labour market organisations. This will be finalised during this year. 6. The group started to draft communication plan. 7. The group contacted the national working-life programme Work2030 for cooperation in explaining, dissemination and implementation of the joint paper. Joint actions could be planned around the sectoral projects where the Work2030 programme decided to allocate funds for digitalization in the working life. <p>Problems</p> <p>The national implementation group decided that it is not appropriate to translate The European Framework Agreement on Digitalisation as such in Finnish. The group sees EU agreement primarily focused on national/central organisation level to use, and not as a guide on the workplace level. The national implementation group therefore decided to prepare more practical “discussion motion” for the workplaces.</p> <p>The actual dissemination of the “discussion motion” will probably need some extra resources and funds for training and organising the discussion meetings.</p>
France	
Germany	<p>Please note that the current circumstances and the ongoing impact of the COVID-19 pandemic significantly affect the implementation efforts of the social partners. Still, some measures already have been taken or initiated.</p> <p>The following actions have been taken by the German social partners:</p>

1. Joint translation of the agreement

BDA, DGB, ZDH and bvöD are committed to the implementation of the European Social Partners Framework Agreement on Digitalisation. To inform and to raise awareness among our members we jointly commissioned a translation of the agreement. The translation has been widely distributed among our members.

2. Adaptation to the digitalisation of education and work environments induced by the COVID-19 pandemic

The COVID-19 pandemic has forced many education and work environments into remote work. This has induced a push in digitalisation of a variety of education and work elements, for instance communication tools and formats or modalities of joint working when editing documents.

Students, participants in vocational training, employees and employers alike had no other choice but to quickly adapt to these new digital ways of working and have thereby significantly improved their digital skills and capacities. Over the course of the pandemic, learning patterns of best practices have evolved, for instance in organising video conferences. With regard to learning environments, a large number of service agreements on the use of digital education platforms have been concluded in the *Länder*.

Many sectors and companies have also swiftly adapted their organisational frameworks in order to enable remote work via digital tools. In the chemical industry, the already existing collective agreement initially only provided for “double-sided voluntariness”, meaning both the employer and the employee cannot be forced to (introduce) mobile work. In reaction to the pandemic and to reduce the risk of infections at the workplace, the social partners in the chemical sector have agreed to replace these provisions with “unilateral voluntariness”, making it possible – for a limited period of time – for the employer to order mobile working if there is a voluntary company agreement.

Another example is the company agreement on mobile work between the *Goethe-Institut* and the central works council.

3. Joint appeal for greater use of “home office” during the COVID-19 pandemic

Reacting to the high infection rates during the second wave of the COVID-19 pandemic, the Federal President of the Federal Republic of Germany together with the Confederation of German Employers’ Associations BDA and the German Trade Union Confederation DGB appealed for a greater use of “home office”.

The joint appeal contributes to a common understanding among the social partners about the role that “home office” should play in the digitalisation of forms of work and work environments. It also sends a signal regarding the position of the social partners on how to deal with digitalisation processes that are undoubtedly accelerated by the COVID-19 pandemic.

In Germany, “home office” refers to a form of mobile work where the work is conducted partly or fully from home via digital tools. Usually, the specific modalities have to be contractually agreed upon between the employer and the employee. However, under these specific circumstances the appeal referred to a broader definition, simply asking employers to allow – where possible – work from home and appealing to employees to use this opportunity as far as the tasks that have to be fulfilled leave room for it.

4. Collective efforts to anticipate and wage future challenges posed by digitalisation

For example, the social partners in the chemical sector have undertaken a joint analysis of future skills needs. The joint “Future Skills Report Chemistry” is based on Big Data analysis and provides the most important stakeholders in the chemical-pharmaceutical industry with a preview of possible changes in the skills landscape (www.future-skills-chemie.de/en/).

To give another example, the social partners in the metal and electrical industry reached a collective agreement in the pilot district of North Rhine-Westphalia which includes provisions *inter alia* on the digital transformation. The agreement foresees a framework in which the parties can discuss areas of action arising in connection with the transformation processes and, if necessary, derive from them issues that may require regulation in company-based collective agreements (future collective agreements). The framework relies on joint analysis, evaluation and implementation by the employer and the works council. Measures may include reducing or redistributing working time or remuneration. The entire process is open-ended, i.e. there is no obligation to conclude a future collective agreement.

At federal level, collective bargaining negotiations are taking place between the services trade union *ver.di* and the federal government on a collective agreement on digitalisation. The objective of these negotiations is to provide a secure framework and appropriate skills training for employees of the federal public administration in the process of the digitalisation of administrative services.

5. Preparatory work for a kick-off workshop to establish a comprehensive implementation of the framework agreement

To comprehensively implement the framework agreement, BDA, ZDH, bvöD and DGB will conduct a joint kick-off workshop to identify accomplishments already made in the field of digitalisation and gaps where action is still needed. The workshop elements will closely align with the circular process set out in the framework agreement. The workshop will further incorporate a view on the recently published “Report on strengthening EU social dialogue” by the Special Advisor on Social Dialogue to the European Commission Andrea Nahles.

Greece	<p>The signatory organizations below, among others, in our institutional capacity as national social partners in Greece, we have the responsibility and the competency to conclude the National General Collective Labour Agreement, which, under the national institutional framework, and after free collective bargaining, sets the legally binding thresholds of the non-wage working conditions for the working people throughout the country (article 2a Law 1876/1990).</p> <p>The institution of the National General CLA, regulated since 1990, has been, over time, the tool to integrate into the Greek national law and practice the European Framework Agreements signed by the European social partners. The key institutional role of the National General CLA has been recognized, during all these years, by the Greek Governments, which, in their regular reporting on the implementation of ILO Conventions 98 and 154, refer to it as a solid mechanism regulating the minimum terms and conditions of employment in Greece.</p> <p>As early as December 2020 the collective bargaining process was launched for the conclusion of the new National General CLA, which is still in progress due to the serious adverse effects of the COVID-19 pandemic on economic and social activities.</p> <p>The European Framework Agreement on Digitalisation, translated, was put forward for public debate by SEV in February 2021 and has already come to the attention of the contracting parties so as to be placed among the collective bargaining issues of the National General CLA.</p> <p>During these negotiations, the contracting parties shall evaluate the margin and the content of the agreement on specific regulations, including those concerning areas of application of the autonomous European Framework Agreement on Digitalisation. In particular, the proposed bargaining areas include, among others, regulations on telework and the development of digital skills through the necessary education.</p>
Hungary	
Iceland	
Ireland	<p>Ibec, ICTU and SIPTU trade union held an initial meeting on the Framework Agreement in May 2021 and agreed to establish a working group on its implementation in Ireland over the coming years.</p> <p>Ibec, ICTU and SIPTU are also working on a number of projects, in some cases on a partnership basis, that address issues raised in the Framework Agreement. Ibec and SIPTU for example are both involved in the EU-funded and TransForm Work project. This aims to support the implementation of the Framework Agreement and involves social partner organisations in seven EU member states (Bulgaria, Cyprus, Estonia, Ireland, Malta, Romania and Sweden).</p> <p>ICTU's submission to the Government's January 2021 public consultation on the development of Ireland's national recovery plan (NRP) recommended that the (mandatory) 20% of Ireland's allocation under the EU Recovery and</p>

Resilience Facility regulation for the digital transformation be focused on upgrading Ireland's healthcare digital infrastructure and on digital education and training. Ibec's submission on the NRP and the review of the national development plan also supported a strong focus on enabling further digital transformation and called for investment and reform across four areas:

1. Provide leadership on our digital opportunity - Develop a 'centralised' institutional infrastructure to engage, lead and co-ordinate government and non-governmental stakeholders in a shared vision that enables further digital opportunity in Ireland for economic recovery and resilience.
2. Sustain trust in our digital opportunity – intensify investment in national data governance and security capacities. Invest further in digital healthcare. Safeguard services, businesses, and individuals.
3. Enable further digital opportunity – enhance connectivity, support digitally enabled entrepreneurship, innovation, and absorptive capacity across enterprise. Support quality jobs, economic growth, and resilience.
4. Include everyone in accessing this digital opportunity. Foster digital inclusion, skills, and talent necessary for further growth and well-being.

In March 2020, the National Economic and Social Council (NESC) recommended that government adopt an inclusive approach to addressing employment vulnerability in the delivery of interconnected green and digital transitions, that included continuous pre-emptive workforce development, and high-impact funding to support transition, in an enterprise policy context that positions the creation of quality jobs as a top objective. Both Ibec and ICTU contributed to this work.

The June 2020 *Programme for Government Our Shared Future* acknowledges that the coming decade will see a major transition to 'greater digitalisation, automation, and robotics' as well as to a low-carbon future. It makes a number of commitments that are of particular relevance to issues addressed in the Framework Agreement, including to:

- Develop a new national digital strategy
- Develop and implement a new 10-year strategy for adult literacy, numeracy, and digital skills
- Develop a national remote working policy
- Support the development of 'Broadband Connection Points' as well as 'digital hubs' to support remote working in as many of the Broadband Connection Points as possible
- Learn from a number of local initiatives currently underway to enable public/private co-operation in developing digital hubs and smart working facilities
- Develop a Digital Creative Industries Roadmap
- Increase digital literacy among citizens and businesses to better enable the identification of threats online

	<p>The 2020 programme for government also states that the transformation to a low-carbon, digital economy ‘requires the concerted mobilisation of every element of Irish society’ and that that in turn requires a number of ‘inter-locking elements’ including ‘sustained engagement with citizens, sectors and regions and support for workers support for workers, sectors and regions most exposed. It also commits to developing a new model of sectoral engagement led by a unit within the Department of the <i>Taoiseach</i> (Prime Minister) to coordinate social dialogue.</p> <p>A suite of enterprise-led workforce development programmes have been developed by Skillnet Ireland, a business support agency of the Government of Ireland supported by the social partners. The programmes encourage digital reskilling and upskilling to accelerate digital capability and enable employees to transition into new roles or sectors with relevant digital skills.</p> <p>Following a public consultation launched in July 2020 on Remote Work Guidance, the Government published its strategy for remote working <i>Making Remote Work</i> in January 2021.</p> <p>In April 2021, Ireland’s Workplace Relations Commission (WRC) issued a Code of Practice for employers and employees on the right to disconnect. Both Ibec and ICTU took part in the development of this code of practice.</p> <p>Ibec and ICTU have also responded to the public consultation launched by the Government in April 2021 on the statutory right to request remote working. The Government’s Make Work Remote includes a commitment to legislate to provide employees with the right to request remote work in Q3 2021.</p> <p>Ibec’s submission to the European Commission and the Irish government on AI, recommended a national AI strategy, aligned with EU initiatives and globally relevant standards for interoperable and trustworthy AI, that enables government, organisations and individuals to: embrace innovation and technological change; address policy issues of strategic importance; deliver quality jobs and enhance well-being.</p>
Italy	
Latvia	<p>During the first year after the Autonomous Framework Agreement on Digitalisation (Agreement) entered in force, national level social partners in Latvia - the Free Trade Union Confederation of Latvia (LBAS) and the Latvian Employers' Confederation (LDDK):</p>

	<ul style="list-style-type: none"> (1) applied for and concluded the translation of the Agreement provided by the European Social Partners and jointly analysed aspects of terminology. (2) discussed various possibilities to implement the Agreement, including through a separate national level agreement, by amending the existing national level cooperation agreement between LBAS and LDDK or within tripartite cooperation by respective amendments to the legislative acts on labour rights. No decision has been passed yet. (3) raised awareness and disseminated information on the signed Agreement through various educational events or publications: <ul style="list-style-type: none"> a. LBAS and LDDK jointly presented the Agreement at the conference “Developing Sectoral Collective Negotiations” on 09.12.2020; b. LBAS presented the Agreement to the participants at the LBAS Economic Forum on 26.04.2021; c. LBAS and LDDK presented information on the agreement on their webpages; d. the right to disconnect and remote work aspects were analysed in the article of the special edition devoted to remote work in the Law Journal “Jurista Vārds” created in cooperation with LBAS experts. (4) As of 2020 managed activities for project Balance for all (B4A) with support of the European Union financing to put into practice and implement measures in Latvia that would create and improve preconditions for more equal access to the labour market and work-life balance in line with the objectives of the Agreement and DIRECTIVE (EU) 2019/1158 OF THE EUROPEAN PARLIAMENT AND OF THE COUNCIL of 20 June 2019 on work-life balance for parents and carers and repealing Council Directive 2010/18/EU. The project activities cover topics of role of digitalisation and it’s impact of work organisation (teleworking, flexible work arrangements, social dialogue), and includes: <ul style="list-style-type: none"> a. LBAS study on work-life balance with examples of good practice and suggestions how to improve work-life balance, including such instruments as teleworking un flexible work organisation; b. LBAS roadmap for trade union leaders at company level to ensure the implementation of practical work-life balance measures, including teleworking and the right to disconnect; c. LDDK study on the implementation of legislation and regulations as examples of good practice, including teleworking and flexible work organisation. d. LBAS and LDDK Policy recommendations for policy adjustment; e. Award for the best practice to companies, including teleworking and flexibility; f. International online conference for employers on the work-life balance, including teleworking and flexible work organisation in digital era; g. LBAS hybrid conference for employees and stakeholders on the work-life balance representing practical solutions how to improve work-life balance, including teleworking and flexible work organisation;
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	<ul style="list-style-type: none"> h. Experience exchange programmes; i. Tools for employers, e-training program development for seminars, including teleworking and flexible work organisation in digital era. The e-tool for evaluation of companies developed by the LDDK in cooperation with the International Centre for Work and Family (ICWF) based in Spain. The e-training programme for employers is going to be launched in September 2021. j. Practical online seminars for entrepreneurs, including teleworking and flexible work organisation in digital era (September – December 2021); <p>(5) organized a series of online seminars for entrepreneurs “New work environment” in different regions of Latvia within the framework of the European Social Fund project “Improvement of practical implementation and supervision of labour safety regulations”.</p> <p>(6) Organized online seminar for entrepreneurs "How to work remotely and flexibly?" addressing health and safety at work requirements for remote and flexible computer work, personal data security in connection with the fact of employee vaccination and how to perform personnel selection and customer service when working remotely.</p> <p>(7) Contributed to improving the legislation on telework in the context of tax policy, the Personal Income Tax (PIT) law and cross-border tax and Labour law.</p>
Lithuania	
Luxembourg	<p>On April 8th, 2021, the trade unions OGBL and LCGB sent a letter to the <i>Union des entreprises luxembourgeoises</i> (UEL) in order to have discussions about the implementation of the European agreement on Digitalisation of June 26th, 2020 in Luxembourg, with the objective of concluding an inter-professional agreement. UEL agreed on April 29th, 2021 to continue the discussion on implementation of this European agreement and emphasizes the initiative already taken on which the report will focus regarding telework and disconnection which is expressly addressed in European agreement on Digitalisation. As discussions have not yet taken place, the present report does not contain specifications about the implementation of this European agreement in Luxembourg.</p> <p>The Luxembourgish social partners OGBL and LCGB, on the one hand, and the UEL, on the other hand, signed <u>a new inter-professional agreement on telework on October 20th, 2020</u>, which is applicable since February 2nd, 2021. This agreement has been declared a general obligation by the means of a Grand-Ducal regulation, meaning that it is binding for all employers in Luxembourg. This step was undertaken by the Minister of Labour, Employment and Social and Solidarity Economy, upon request by the social partners. Due to the COVID crisis, telework has become the rule for many workers over the last year and has significantly contributed to stabilizing the Luxembourgish economy during these difficult times. Where possible, the use of telework allows companies to continue their activities, while respecting health and safety provisions from public authorities and protecting the health of their employees.</p>

In this context, there was an urgent need to modernise the legal framework currently in place, which was signed in 2006 to implement the European framework agreement on telework signed in 2002. Though it has been renewed several times, it has remained unchanged - despite the rapid advance of digitalisation within companies.

The social partners decided, together with the Minister of Labour, Employment and the Social and Solidarity Economy, to discuss this issue within the [Economic and Social Council](#) (hereafter "ESC"), an advisory body to the government with the responsibility to investigate economic, financial and social issues affecting either several economic sectors or the national economy as a whole. On September 11th, 2020, the ESC adopted a joint opinion on telework, including a new proposal for an agreement.

Following the work of the ESC, the LCGB, the OGBL and the UEL signed the inter-professional agreement on telework on October 20th, 2020. While innovating several aspects of the old agreement, the new agreement maintains the voluntary nature of telework for the employee and the employer, a fundamental point for both trade unions and employers.

The definition of telework is shortened and the scope of application is clarified through clearly defined exclusions. The new agreement regulates both regular telework and occasional telework and clarifies these notions by setting a threshold to counter the previous legal uncertainty at this level.

The agreement also modernises the ways in which telework can be introduced in companies and clarifies the role of employee representatives in this context, which have been attributed a right of co-decision for companies with over 150 employees. It also sets out the rights and obligations of the parties in relation to data protection, work equipment, health and safety, work organisation and training. The principle of non-discrimination between teleworkers and other workers has been highlighted by the introduction of a specific provision on equal treatment.

This new agreement is designed to regulate telework on a long-term basis. Although the current work environment is still being disrupted by the COVID-19 crisis and does not allow to predict the extent of telework under this new agreement for the years to come, it is certain that telework will be more popular and more widely used by employees and companies that have experienced it in recent months.

The Luxembourgish social partners have also negotiated very recently a provision on [the right to disconnect](#), which is foreseen to be integrated into the Luxembourgish Labour code. The issue of professional disconnection is closely linked to

	<p>the social phenomenon of digitalisation and the generalisation of IT tools and solutions allowing constant contact. Due to the rapid development of smartphones, tablets, high-speed Internet access and Internet coverage in public spaces, the population is now interconnected from an early age. This has become an essential feature of our society to such an extent that non-participation in this interconnected world, whether for financial reasons, through ignorance or choice, has become a new form of social exclusion. For the digital individual, the risk of information overload and the inability to disconnect from the digital world are the dangers of this almost constant connection.</p> <p>This societal phenomenon has raised the question whether there is or should be a right for everyone to cut this constant link to their work. Several countries have chosen to clarify the right to disconnect through legislative initiatives, while others have found it unnecessary. In Luxembourg, the coalition program for the current legislature from 2018 to 2023 foresees the introduction of a right to disconnect into national labour law.</p> <p>As indicated, in September 2020, the ESC adopted its opinion on telework, thus paving the way for the new inter-professional agreement of October 20th, 2020. In this opinion, the ESC was not intended to deal with a possible right to disconnect because it goes beyond the framework of telework. By declaring in point 10 that any provision on the right to disconnect applicable to a “normal” worker shall also apply to a teleworker, the door was thus opened for an ESC opinion devoted to this particular subject. The ESC has adopted a joint position on this subject in its plenary session on April 30th, 2021.</p>
Malta	<p>The Malta Chamber of Commerce, Enterprise and Industry (MCCEI), member of BusinessEurope and the General Workers Union (GWU), member of ETUC, are part of a European consortia that has been awarded a grant by the European Commission in 2020 through the European Social Dialogue Programme for a project called TransFormWork.</p> <p>The objective of the project is for the beneficiary organisations to collaborate and share experiences in the process of implementing the EU autonomous framework agreement on digitalization.</p> <p>The Malta Chamber and the General Workers Union have started the preliminary work with respect to collaboration for the implementation process of the project, and thus of the EU autonomous social partner agreement. This implementation is expected to be ongoing for the next 2 years.</p>
Netherlands	<p>This is the response of the Dutch social partners, jointly represented in the Labour Foundation [<i>Stichting van de Arbeid</i>], to questions for the first progress report on implementation of the <i>European Framework Agreement on Digitalisation (EFAD)</i>. Representatives of the social partners are available at any time to provide further explanation.</p>

1. Translation, dissemination, and implementation of the Framework Agreement

No Dutch translation of the EFAD is as yet available. The Labour Foundation has however up-loaded the English version of the agreement to its website and distributed it to the affiliated organisations (VNO-NCW, MKB-Nederland, LTO Nederland, FNV, CNV, and VCP). Translating the Framework Agreement was and is not a top priority at a time when the COVID-19 crisis demands our full attention. Moreover, many of the aims and content of the Framework Agreement correspond to policies that have long been on the agenda of the social partners. The European Trade Union Confederation (ETUC) has now set aside funds for a translation. The Labour Foundation will naturally distribute the Dutch translation as soon as it becomes available.

The main priority in the Netherlands has been, and remains, to deal with the crisis and ensure economic recovery. This makes it difficult for the social partners to achieve targeted joint dis-semination and implementation of the arrangements made in the EFAD. The digital transition is, of course, being discussed by the social partners, and there are also previously published advisory reports and longer-standing initiatives in various sub-areas related to that transition, such as life-long development and sustainable employability.

A process shared by the social partners, in response to the EFAD, to shape the digital transition with a focus on the organisation of work still needs to be elaborated in detail. Among other things, doing so will involve elaboration of the four goals of the EFAD:

- digital skills and securing employment;
- modalities of connecting and disconnecting;
- artificial intelligence and guaranteeing the human-in-control principle;
- respect of human dignity and surveillance.

We focus below on ongoing developments that had already been set in motion before the EFAD was established. In 2011, for example, the Labour Foundation drew up an agenda to promote sustainable employ-ability and lifelong development in the form of the *Policy Agenda 2020: Investing in Participation and Employability*. Specifically on the impact of digitalisation, the Social and Economic Council of the Netherlands [*Sociaal-Economische Raad*] (SER) published a comprehensive joint analysis in October 2016 of the consequences of the transition to a digital economy for the labour market, the organisation of work, and labour relations. The Council's analysis also sets out principles and action points by

and for the social partners. An English summary of the analysis has also been published: *People and Technology: Working Together*.

2. Potential difficulties during this process

As already noted, no Dutch translation has yet been published. Moreover – due to the COVID-19 crisis and the short period of time between the drawing up of the EFAD and the delivery of the first report – no firm agenda has been prepared in the light of the EFAD. However, digitalisation has been on the social partners’ agenda – either directly or indirectly – for some considerable time.

3. What has happened since the Framework Agreement was published?

a. Digital skills and securing employment

Digitalisation is inextricably linked to sustainable employability and in particular lifelong development. This is one of the core features of the labour market policy that the social partners have been working on for a considerable time now, and for which the Labour Foundation drew up an agenda in 2011: *Policy Agenda 2020: Investing in Participation and Employability*. The creation of this agenda was prompted by the 2011 Pension Accord [*Pensioenakkoord*].

There have been numerous developments regarding these themes since 2011. A survey was carried out last year (2020) of the Collective Labour Agreement (CLA) arrangements regarding sustainable employability and lifelong development. The Netherlands Trade Union Confederation (FNV) keeps records of those arrangements in its CLA database. The database shows that in April 2019, 505 of the 807 CLAs contained arrangements regarding one or more relevant themes.

	Total	Employees	FNV CLAs	Employees	CLAs concluded	Employees	FNV CLAs concluded	Employees
CLAs	871	5,100,191	749	4,172,639	65	275,864	54	238,667
Personal development plan	251	2,806,188	235	2,284,741	17	72,801	15	62,051
Personal development budget	135	1,413,925	114	863,052	14	67,784	12	61,588
Continuous training plan	530	4,133,744	468	3,402,493	39	258,744	33	228,838

Sustainable employability arrangements	505	3,590,164	471	3,202,666	39	209,854	32	197,978
Accreditation of Prior Learning (APL) arrangements	209	1,989,721	195	1,461,419	13	50,917	12	50,217
Career arrangements	322	3,645,980	286	3,159,481	24	150,865	20	126,635
Training agreements	684	4,991,647	599	4,077,148	54	268,633	42	235,488
Non-job-related training	158	1,029,641	150	1,009,354	18	184,304	16	182,874
Study costs	460	3,995,441	383	3,620,180	43	251,266	33	219,067
Repayment arrangements	150	1,685,459	125	1,612,087	17	82,666	10	68,223
Study time	402	3,979,324	349	3,755,240	36	234,265	25	202,863
CLAs	871	5,100,191	749	4,172,639	65	275,864	54	238,667

In early 2019, the General Employers' Association (AWVN) – a member of the VNO-NCW – published a study on CLA arrangements on sustainable employability: *Doubling Funding for Sustainable Employability [Verdubbeling van geld voor Duurzame Inzetbaarheid]*. The conclusion was that in the space of five years, the CLA arrangements had seen a doubling of the funds available (EUR 1.6 billion) for sustainable employability, such as for training, career orientation, financial scans, and the like. The study also established that, thanks to the CLA arrangements, increasing numbers of employees have a personal budget that they can devote to sustainable employability. Between 2013 and 2018, the number of employees with their own budget rose from 1 million to 2.3 million.

Since 15 March 2020, as part of the measures to combat COVID-19, the central employers' and employees' organisations and the Dutch government have called on people to work at home as much as possible. As a result, many employees whose work is not site-specific have been forced to work entirely digitally from home. Many employees have consequently had to quickly acquire new digital working methods and skills, with employers often providing crash courses and support for doing so.

Flanking approach since June 2020

- One of the recommendations in the Social and Economic Council's advisory report *People and Technology: Working Together* was that a monitor should be created with which to assess the impact of technology and digitalisation on work. A broad supervisory committee of social partners and trainers laid the basis for the monitor in 2019.

- The Council's advisory report *The Future of Dutch Healthcare* deals, among other things, with the far-reaching consequences that digitalisation has for core tasks in the healthcare sector (such as for GPs, night nurses, or oncologists). One of the recommendations in the report is that greater attention be paid to these consequences in the relevant curriculums (and also on the job). For the healthcare sector, digitalisation is necessary, among other things, so as to increase productivity and to future-proof healthcare.
- As a result of the CLA arrangements, the social partners are increasingly instructing their R&D funds to carry out pilots and projects on the theme of digitalisation as part of sustainable employability and lifelong development.
- In the course of the past year, the social partners and the government have agreed on various schemes to promote sustainable employability and lifelong development in enterprises and sectors.
 1. With effect from 1 June 2021, sectors will be able to make use of the *Customised Arrangement for Sustainable Employability and Early Retirement* (MDIEU), which was agreed on in the June 2019 Pension Accord. This arrangement makes at least EUR 250 million in co-financing available so as to implement sustainable development schemes for employees.
 2. With effect from 1 January 2020, a scheme has been created specifically for SMEs to invest in employee development so that employees remain permanently employable, i.e. including for other positions, duties, and roles within or outside their own organisation. This *SLIM Arrangement* (Subsidy Arrangement for Learning and Development in SMEs) makes EUR 48 million available annually for that purpose.
 3. The support package for addressing the COVID-19 crisis also includes arrangements on flanking policy for people who risk losing their job as a result of the crisis. The *NL Learns through Sector Customisation Temporary Regulation* [*Tijdelijke regeling NL leert door met inzet van sectoraal maatwerk*], for example, has been in effect since 15 March 2021 with the aim of supporting “from work-to-work” and retraining programmes. Cooperating social partners, R&D funds, and other parties can apply for grants to co-finance training, development advice, APL, and counselling for employees who are at risk of losing their job.
 4. Despite all the initiatives and activities that have been launched, a situation has not yet been reached in which workers are adequately trained and prepared in good time for the impact of digitalisation on the nature of their work. A joint effort remains necessary, with systematic scrutiny of training programmes and on-the-job training as the first step. Lifelong development and the ability to operate in a digitalising world are not a given for everyone. Promoting awareness, especially among employees, and actual implementation of arrangements within sectors and companies demand an approach that cannot be achieved overnight.

b. Modalities of connecting and disconnecting (i.e. availability and non-availability)

The wide application of ICT has increased the accessibility and possibilities of work that is not site-specific, thus giving working people more opportunities to decide for themselves when and where they will carry out their work. However, this can also blur the distinction between one's work and one's private life. The social partners will therefore increasingly need to focus on arrangements regarding when employees are available or unavailable. They are in fact well aware of this. Specific arrangements on availability or unavailability are often made at company level and are not often laid down as yet in CLAs. One of the exceptions is the CLA for those who care for the disabled, which states that "an employee has the right to be unavailable for work on a day off". CLAs could provide the necessary framework in the form of model arrangements. The social partners intend monitoring the CLA arrangements on availability and unavailability in the coming years. CAOs have long included arrangements on work times and rest periods. Such arrangements are often company-specific and job-dependent, however, and therefore often need to be 'tailor-made'. Another trend is for arrangements on availability and unavailability to also be laid down in agreements on working from home. It is expected that after the COVID-19 crisis more employees than before will work from home or partly from home. This means that the importance of good arrangements between the employer and employees about availability and unavailability will further increase. In this connection, the Social and Economic Council is working on an advisory report on the future of hybrid work which will address several aspects of working from home.

c. Artificial intelligence and guaranteeing the human-in-control principle

d. Respect of human dignity and surveillance

Artificial intelligence has many different manifestations and applications. The principles that humans must remain in control and that the privacy, safety, and health of employees must be protected are widely endorsed by the social partners.

- In its exploratory study *People and Technology: Working Together* (2016), the Social and Economic Council emphasises that technological innovation must go hand in hand with social innovation of the organisation (in EU terms 'workplace innovation'). Workplace innovation means simultaneous renewal of an organisation's structure, management style, and HR policy. The process involves both employees and management. Integration of technological innovation and workplace innovation leads to better utilisation of technology and employees' talents, and in turn to improved performance by the organisation and better jobs.
- One of the recommendations in the Social and Economic Council's advisory report *People and Technology: Working Together* was that a monitor should be created with which to assess the impact of technology and digitalisation on work. A broad supervisory committee of social partners and trainers laid the basis for the monitor in 2019.

	<ul style="list-style-type: none"> • As a follow-up to the <i>People and Technology: Working Together</i> report, the social partners in the SER organised three webinars (28 October 2020, 17 November 2020, and 19 January 2021), not only to raise awareness but also to share good practices. Also has a knowledge document on the effects of technologization on the labor market been drawn up, in which recent studies and research are analyzed. • Rolling out good examples will be particularly important in the period ahead of us. The Labour Foundation refers in that connection to the insurance sector, for example, which has developed its own ethical framework to prevent cases in which 'computer says no' and independently makes a decision that may have a major impact on policyholders. <p>In principle, artificial intelligence offers opportunities for more effectively coordinating the integration of technological developments and the utilisation of talents. Artificial intelligence (ma-chine learning) makes it possible to create a better match between work and skills, which can lead to greater job satisfaction. The same applies, for example, to interaction with customers and self-learning as regards complaints and problems at call centres. However, artificial intelligence can also entail certain risks, for example when the activities of employees are continuously monitored and employee performance is then assessed by a computer. There is also the risk of an employee relying blindly on artificial intelligence when performing the work, thus forfeiting his or her autonomy.</p> <p>The further development and/or deployment of artificial intelligence within companies therefore requires a joint implementation process, with the social partners being involved. The govern-ment, together with the social partners, also plays an important role in promoting the use of artificial intelligence with a view to benefitting from opportunities for innovation. It is also important in that regard for the right preconditions to be set.</p> <p>4. In conclusion</p> <p>The social partners within the Labour Foundation consider it an important policy challenge for the near future to both capitalise on the opportunities offered by digitalisation for entrepreneurs, employees, and jobseekers and increase their confidence in their future. With a view to a successful approach, the social partners have committed themselves – including in the Social and Economic Council's advisory report <i>People and Technology: Working Together</i> – to cooperating on this in the coming years. Digital transitions require arrangements to be made on terms and conditions of employment, working conditions, labour relations, and job content. Reference is made in that connection to the <i>CAOP's inspiration model</i>, which offers guidance for making effective arrangements by mutual consultation for successfully implementing new technologies.</p>
Norway	
Poland	The issue of preparation for the implementation of the European Agreement is dealt with by the permanent bilateral social partners' Working Group on European social dialogue established in 2016, operating within the Social Dialogue Council

	<p>(RDS) - the main institution of tripartite discussions between representative organizations of employers, trade unions and the government. Currently, RDS consists of 3 trade union headquarters and 6 employers' organizations.</p> <p>The following steps have been taken so far:</p> <ul style="list-style-type: none"> • At the meeting on 3 June 2020, the Group familiarized itself with the content of the European Agreement and held initial exchange of views on the matter. • Then, NSZZ Solidarność prepared a working translation of the text of the Agreement, which was presented to the Group at the meeting on 16 October 2020. • After verification and introduction of the necessary corrections, the Polish translation was formally approved by representatives of social partners' organizations at the Group meeting on 22 February 2021. The translation of the European Agreement on digitalization is available on the websites of the Polish social partners – the members of signatory parties of the agreement. • At the same time, the Group decided that the starting point for further implementation activities will be a joint seminar deepening the knowledge of social partners on the digitalization phenomenon. • The online seminar was held on 26 April 2021. In addition to social partners, representatives of the scientific community as well as chosen companies also took part in it. Various aspects of the impact of digitalization on the work environment were discussed at the seminar. Further implementation steps have also been considered. They will include the identification of those elements of the European Agreement which, in the first place, should be subject to substantive analysis of social partners.
<p>Portugal</p>	<p><i>Source: Employers: CIP (Confederation of Portuguese Business), member of BUSINESSEUROPE and SIG Portugal, member of SIG Europe</i></p> <p>CIP disseminated the framework agreement to all its member associations and companies and prepared and send a note describing the agreement and highlighting the most import aspects of it.</p> <p>CIP associations promoted:</p> <ul style="list-style-type: none"> • Webinars on the importance of digital transformation/adaptation of the industry. • Reunions with companies to know and analyse the level of knowledge and state of maturity of the industry 4.0. • Focus group for sharing knowledge and experiences in the implementation of practices/procedures in the field of "industry 4.0". • Webinar on the importance of European support to innovation, technology and digitisation in industry.

	<p>We also highlight that within the last revision (2021) of the collective agreement of FENAME (National Metal Federation) it was agreed to create a working group made up of trade union and employers' representatives to evaluate the impact of digitalization in the metalworking and mechanical sector.</p> <p>Concerning Companies, we highlight the following actions:</p> <ul style="list-style-type: none"> • Continuous training in new digital tools (e.g.Teams) in response to the challenges that have arisen with the pandemic; • Training for Managers in "Remote Team Leadership"; • Improving the quality of service with the Customer, through new digital tools; • Hiring of human resources, focusing on skills in digital areas; • Due to the pandemic context, restructuring of recruitment processes and selection of new Employees making the process totally remote; • Acquisition of product quality control (AI) equipment; • Modernization and adaptation of common spaces in the company, to provide conditions of well-being and safety for employees. <p>The implementation difficulties identified are: i) Integration between the various existing software/systems; ii) Pandemic situation delayed and hindered the implementation and adaptation by employees and the companies to new digital challenges; iii) Difficulties in the support and adaptation to new software /systems by employees.</p> <p>- Initiatives from SGI Portugal</p> <p>No initiatives reported.</p>
<p>Romania</p>	<p>Please find below a short report on the implementation of the Autonomous Framework Agreement on Digitalization (AFAD) in Romania on behalf of Concordia (employers) and BNS (trade unions).</p> <p>In order to pave the way for a future implementation of the AFAD in Romania, we partnered for an EU funded projects and we have started to implement “Renewed social dialogue for the new world of work. Job transitions & digitalisation in two industrial sectors in CEE countries –Romania, Hungary, Slovakia –WorkTransitionCEE” - VS/2021/0094 project, together with colleagues from employers and trade unions in Hungary and Slovakia.</p>

	<p>WorkTransitionCEE aims to bringing a fresh perspective on social dialogue, proposing innovative tools and methodologies, such as job scaping, co-creation and trends insights, with a view to increase the capacity of social partners to respond to the challenges raised by the job transition that is a consequence of digitalisation and automation. In preparation for larger transformations, through these projects, we also aim to guide employers, workers and their representatives on how to approach job transition in the future, building their capacity to further deal with the implementation of the AFAD. AFAD will be presented during the project kick-off meeting other 3 national seminars dedicated to discussing the AFAD with social partners and authorities will be organised with the view to better understand it.</p>
Slovakia	
Slovenia	
Spain	<p>In accordance with the commitment made in the Autonomous Framework Agreement on Digitalization, adopted by the European social partners, BusinessEurope, SGI Europe, SME United and ETUC, on June 26, 2020, the business organizations CEOE and CEPYME and the trade union CCOO, make the following CONSIDERATIONS:</p> <p>First.- The Spanish social partners participated directly in the negotiations held for the drafting of the European Framework Agreement on Digitalization, with representation from both the business organizations (CEOE) and the trade unions (CCOO).</p> <p>Considering the short time that has elapsed since the Agreement was signed, and the fact that it was reached during the COVID-19 pandemic, the implementation period has been too short to assess its effects as adequately as possible in our country. Although progress has been made in some of the matters contained in the Framework Agreement.</p> <p>Second.- The Spanish social partners jointly requested the translation of the Framework Agreement, (1) (2) which was carried out in September 2020. We have also collaborated in this translation to make the text as clear as possible.</p> <p>Third.- We, the social partners, have adequately disseminated the Agreement, publishing it on the websites and in the various newsletters of the respective organizations and disseminating its contents among companies and associated sectorial and territorial organizations and among workers, through the various committees and working groups of both organizations.</p> <p>We have also participated in the "Seminar European social partners' framework agreement on digitalization: what is already happening at national level and how to support the social partners for its implementation?", which was held on April 27. The CCOO trade union has disseminated the Agreement within its Seminar on "Digital rights at national level" and has also included the Framework Agreement in its Guide to Collective Bargaining and digitization.</p>

Fourth.- In the area of digital skills and employability, the Digital Skills Training Plan was approved, which includes the direct granting of subsidies to the social partners for the digitalization of the productive sector (Real Decreto 1104/2020, de 15 de diciembre).

It is a training plan that will be provided within the framework of collaboration with the most representative business and trade union organizations, due to the proximity and knowledge of the needs and ways of understanding them, of companies and workers.

The objective of this plan is to train 500,000 workers in digital competences in 4 years.

Fifth.- Regarding the modalities of digital connection/disconnection and teleworking, last September the social partners reached an agreement within the framework of the tripartite social dialogue, which was transferred to a National Labor Law (Real Decreto Ley 28/2020, de 22 de septiembre, de trabajo a distancia).

The agreement specifically includes the employer's duty to guarantee disconnection, which entails a limitation on the use of technological means of business communication and work during rest periods, as well as respect for the maximum duration of the working day.

It also includes the duty of the company to draw up an internal policy addressed to employees, after hearing their legal representatives, defining the modalities for exercising the right to disconnection and the training and awareness-raising actions on the reasonable use of technological tools to avoid the risk of computer fatigue.

In addition to the above, it is contemplated that in the social dialogue and collective bargaining agreements may be established to guarantee the exercise of this right.

Sixth.- In relation to the matters of Artificial Intelligence and the guarantee of the principle of human control, an agreement has recently been reached between the social partners and the Government to guarantee the labor rights of persons engaged in the provision of services in the field of digital platforms, which has materialized in a new regulation (Real Decreto-ley 9/2021, de 11 de mayo, por el que se modifica el texto refundido de la Ley del Estatuto de los Trabajadores, aprobado por el Real Decreto Legislativo 2/2015, de 23 de octubre, para garantizar los derechos laborales de las personas dedicadas al reparto en el ámbito de plataformas).

Specifically, this regulation involves the amendment of the national labor legislation, the Texto Refundido de la Ley del Estatuto de los Trabajadores, in the sense that a new letter d) is introduced in section 4 of Article 64 dealing with Rights to information and consultation and competences. to reflect the right of the works council to be informed by the company of the parameters, rules and instructions on which the algorithms or artificial intelligence systems that affect decision-making that may affect working conditions, access and maintenance of employment, including profiling, are based.

	<p>Also as a result of the agreement, this regulation includes the presumption of employment in the relationship between "riders" and digital delivery platforms.</p> <p>Seventh.- We, the undersigned parties to this document, express our commitment to foster and promote the processes of digital transformation, in accordance with national practices and taking into account the measures already adopted and highlighted above.</p> <p>In this regard, we also consider the possibility of including the Framework Agreement as an annex in the next Agreement for Employment and Collective Bargaining; as well as a joint public presentation of the Agreement to which the European social partners would be invited to participate.</p>
<p>Sweden</p>	<p>Organisations</p> <p><i>BUSINESSEUROPE's Swedish member organization:</i> The Confederation of Swedish Enterprise (Svenskt Näringsliv).</p> <p><i>SGI Europe – Sweden.</i> The six members are: the Swedish Association of Local Authorities and Regions; SALAR (Sveriges Kommuner och Regioner); the Swedish Agency for Government Employers; SAGE (Arbetsgivarverket), Sobona – Employers' Association for local public enterprises , Fastigo – the Employers' Association for the Property Sector, Fremia and The Employers' Alliance (Arbetsgivaralliansen).</p> <p><i>ETUC's Swedish member organizations:</i> The Swedish Trade Union Confederation (LO). The Swedish Confederation of Professional Employees (TCO). The Swedish Confederation of Professional Associations (Saco).</p> <p>Introductory remarks</p> <p>Swedish social partners have a long tradition of being engaged in work to make labour markets more inclusive and well-functioning. The social partners are responsible for setting wages on the Swedish labour market and safeguard the social partners' autonomy. Fundamental components of the model are that the trade unions have a high level of organization rate, employer associations have a high level of affiliations, that the collective bargaining agreements enjoys a strong position, and that the representatives of the social partners at workplaces with mandates to conduct negotiations are independent from the State.</p>

This independence is manifested in part by the majority of the labour market regulated by a number of main agreements reached at a central level between employer's organisations and trade unions, which regulates such aspects as negotiation procedures, dispute resolution procedures and development issues. There are currently about 650 central collective bargaining agreements stipulating wages and general terms of employment in Sweden.

It is important with strong and long-term committed social partners for a well-functioning social dialogue both at national level and at EU level. The topic in the European framework agreement on digitalisation, as well as the topics in the other European framework agreements and framework of actions were already on the agenda for the Swedish social partners. Thus, these different EU social dialogue instruments have created an extra arena/platform to meet and work with different topics and contribute with a positive added value. This way the EU social dialogue and the national social dialogue mutually strengthen each other.

Actions taken

The Swedish social dialogue partners have distributed and informed about the autonomous framework agreement on digitalisation in various ways within their respective organizations, member organizations and other stakeholders.

LO has on several public occasions and internal educational seminars over the past year such as the annual Digital day brought up the partnership process and the value of the partnership process when implementing digital tools in the workplace.

The autonomous agreement is being translated and printed into Swedish jointly by the Swedish social dialogue partners, as we do with the European framework agreements and framework of actions.

When the translation is finalized, we plan to jointly arrange a web-seminar, to inform and disseminate the agreement and present some good examples of joint social partner work.

This European agreement has a broad and holistic approach. Thus several actions, taken both jointly and separately by the social partners, are in practice related to the issues in the digitalization agreement. The Swedish social partners have agreed to present some of these activities below. Some of them are based on joint agreements with all the organisations, others are agreements between some of the organisations. Other examples are unilateral measures from one of the central labour market confederations and/or their member associations.

AFA Insurance and its work with sustainable working life

AFA Insurance is owned by Sweden's labour market partners: the Confederation of Swedish Enterprise, the Swedish Trade Union Confederation (LO) and the Council for Negotiation and Co-operation (PTK). Employees from the private sector, municipalities and regions are insured. About 150 million SEK annually is devoted to research to improve the work environment. A special research program is planned for 2022 on digitalisation, automation and artificial intelligence and the impact on the work environment. A special research program with a focus on Covid-19 was announced in 2020. Several projects within this initiative focus on new ways of organising work in the event of increased digitalisation and increased opportunities to work remotely.

AFA's R&D program: The effects of digitalisation on the work environment in the municipal and regional sector

AFA Försäkring is investing SEK 37 million in nine research projects on the effects of digitalisation on the work environment, on behalf of the social partners in the municipal and regional sector. The research program aims to increase the understanding of the effects of digitalisation on the work environment and health for employees in the municipal and regional sector, as well as take advantage of the benefits and promote the development of digitalisation. The project is on-going 2020-2023. Due to the pandemic, the project period has been extended by 8 months

Suntarbetsliv ("Healthy workinglives")

"Suntarbetsliv" created and owned by the social dialogue partners in the public local and regional sector to create tools and materials to improve the work environment. Managers and safety representatives are the primary audience. The organization has created a web-based work environment training program tailored for the public sector. In addition a number of tools and checklists for topics such as threats and violence at the work-place, sharps injuries, organizational and social conditions, and better meetings have been created. All materials are available free of charge. News and information describing good examples of collaboration are made available on Suntarbetsliv's website. The idea is that the work with systematic work environment management will affect the operations and the workers in a positive way through the whole working-life.

<https://www.suntarbetsliv.se/>

Digironden

Suntarbetsliv has developed a special tool for the digital working environment called *Digironden*.

<https://www.suntarbetsliv.se/digironden/>

Forskning på 5 (“*Research in 5 Minutes*”)

Based on AFA’s research, Suntarbetsliv has developed the concept of *Forskning på 5*. The idea behind *Forskning på 5* is to provide short facts about work environment research in a specific area in a simple and practical way and give concrete tools for working further with the issue at the workplace, for a sustainable working life. *Forskning på 5* is based on three different elements: "learning", "dialogue" and "working further".

Forskning på 5 - Suntarbetsliv

One example of work with *Forskning på 5* is that this autumn, work will start based on experiences from the pandemic, based on ongoing research from Karolinska Institutet and Lund University. The name of the project is not set yet, but the purpose is to contribute with knowledge and support for dialogue so that companies, managers, employees can have a broader dialogue about where the work is best performed, at a distance and/ or in the workplace, from a business and work environment perspective. The hope is that the users of the tool that will be created, based on a broad dialogue, will find the best forms for where the work is to be carried out, that can result in some kind of agreement and that they will follow up and adjust based on local needs.

Prevent

Prevent is a non-profit organisation owned by the Confederation of Swedish Enterprise, the Swedish Trade Union Confederation (LO) and the Council for Negotiation and Co-operation (PTK).

For the private sector Prevent is the leading provider of knowledge and training in the field of health and safety.

At the website there is a special theme page about teleworking where rules and legislation, checklists, tips and good examples can be found. Seminars and training in the area are also arranged.

<https://www.prevent.se/om-prevent/for-a-better-working-day/>
<https://www.prevent.se/jobba-med-arbetsmiljo/osa/distansarbete/>

It should be noted that the digital tools of Suntarbetsliv and Prevent (e.g. <https://www.prevent.se/checklistor/checklista-som-app/>, and <https://www.prevent.se/arbetsmiljoarbete/god-samverkan/>) have served as sources of inspiration both for the negotiations of the digitalization agreement and the subsequent work of developing the same agreement's partnership process into a digital tools as well.

Digitalisation and work environment, a commissioned education at KTH – Executive School

Researchers at the Royal Institute of Technology (KTH) have together with work environment expert from the trade union Vision and employer organization SALAR developed a course on IT protection rounds as a method for improving the working environment and productivity. It is based, among other things, on Vision's work to introduce local IT protection rounds as part of the systematic work environment work (SAM) and on the work to increase efficiency and productivity in the business.

The first course this spring was a pilot and is now being completed and evaluated. Work is underway on how to proceed in order for the education to become permanent. Short about the Course content: Historical overview of the digitization of work, Overview of theory and method in Human-Computer Interaction (MDI), The effects of digitalisation on the work environment, Accessibility and democracy aspects of digitalization, International standards to support the purchase of digital support, Survey of users' satisfaction with the digital work environment, IT security rounds to support the local workplace's digitalisation and introduction of AI support. Strategy maps as dialogue support for business development provide an overall picture of where, when, why and how we need digital support. In the first pilot round, the course was primarily aimed at safety representatives in Vision's contract area and HR managers at the participating workplace. Representatives of management and IT were required to participate in the local IT protection round that constitutes the course's project task.

[Digitaliseringen och arbetsmiljön - KTH Executive School](#)

The Swedish Agency for Government Employers

The Swedish Agency for Government Employers, SAGE, has the past years carried out a broad work and evaluation on how new technology and digitalisation will affect the labour market in general and the Central Government Employers in

	<p>particular. Among other things SAGE has held seminars and conferences on a wide range of topics, such as how AI will affect the labour market and how block chain technology can be used by Central Government Employers.</p> <p>In that work, SAGE has also composed a report with the title Digitalisation and Central Government Employer Policy - How does a labour market in transition affect central government employer policy? In this report, SAGE identifies some of the areas in which new technology and digitalisation require that employers adapt their employer policies to enhance their competence supply and deliver effective governmental operations. The report covers areas such as:</p> <ul style="list-style-type: none"> • Life-long learning, skills development and labour market transition • The future supply and structure of the education system • The need for job security and flexibility in the face of rapid structural transformation • A wage formation that can address an increasingly polarised labour market <p>The report now work as a basis for SAGE and their members to develop different policies.</p> <p>To read the report, follow this link: digitalisation-and-central-government-policy_.pdf</p> <p>The Central Government Social Partners' Council</p> <p>Swedish Agency for Government Employers; SAGE (Arbetsgivarverket) and the unions in the Central Government sector have formed The Central Government Social Partners' Council, a non-profit association. The main task of the Council is to support social partners at agency level with implementation of core issues in central agreements or joint positions. One main area is work environment.</p> <p>Over the past ten years the Council has carried out a broad range of activities to support social partners in the area of innovation and the use of digital technology in the Central Government sector. A wide-ranging inspirational material is available at the Council's home page that can be used by social partners at local level.</p>
United Kingdom	
Candidate countries	
Turkey	