The impact of digital technologies on the work environment

Robert Lisicki
Polish Confederation Lewiatan

LEWIATAN

Digital technologies at work environment

Impact on:
- organisation of work
  - improving performance
  - wider access to the work of particular groups of employees
- management of employees

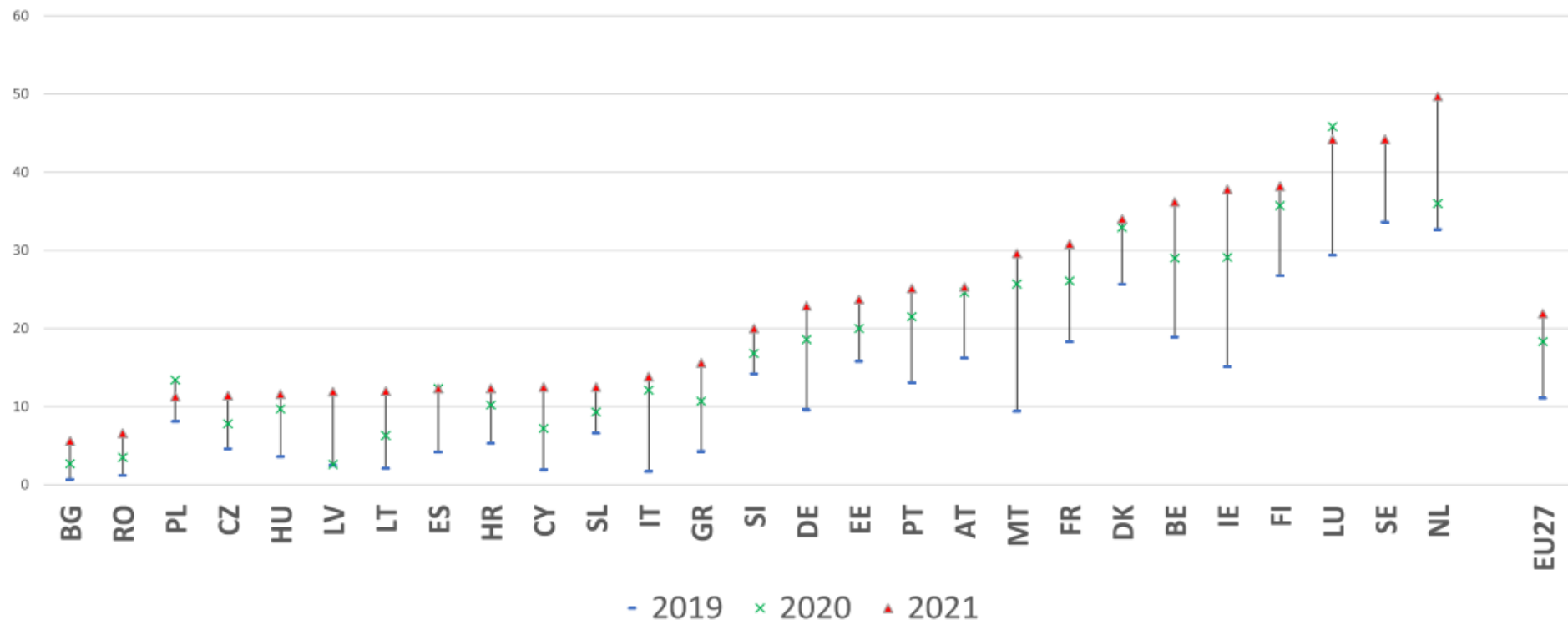Implementation of processes at the workplace - adaptation of the technology

Cultural Transformation

Digital technologies – telework

- ➢ telework does not create a new type of employment relationship

- ➢ dissemination of the phenomenon

- ➢ application of the technology

- ➢ right to disconnect

Employees working usually or sometimes from home (LFS)

Legend: — 2019   × 2020   ▲ 2021

Categories (x-axis): BG, RO, PL, CZ, HU, LV, LT, ES, HR, CY, SL, IT, GR, SI, DE, EE, PT, AT, MT, FR, DK, BE, IE, FI, LU, SE, NL, EU27

Eurofound

IT technologies

- methods of communication - digital workplace (apps, messengers, the clouds i.e.)
  - digitisation of documents

- monitoring of work

Digitalization in industry/transport

➤ leads to employment creation

➤ Improving of working conditions - greater access to emloyment for women, people with disabilities and the elderly persons

➤ allows people to be more productive in their existing and future roles

    ➤ reduction of overtime

    ➤ less papework

Artificial intelligence and the world of work

Algorithmic management

- *in principle, any work environment can be mathematically simulated …. Algorithms help determine "what" to perform and , "how" to perform the assigned activities (dr Michał Bąba, PiZS)*
- recruitment, evaluation, performance indicators
- better allocation of tasks
- monitoring
- the issue of transparency of decisions

Adequate education/training measures

- better forecasts for professions / skills demand

- e-learning, remote training

- workplace Virtual Reality can create immersive on-the-job training

  opportunities

Thank you for your attention!

Agreement implementation in Poland

- ➢ **Council for Social Dialogue – tripartite body**

- ➢ the relevant problem teams of the Social Dialogue Council will address specific issues

Agreement implementation in Poland

Areas under discussion:

➢ digitalization of requests and statements in labor law

➢ strengthening digital competences

➢ whether the current legal situation in Poland sufficiently protects worker's right to disconnect

➢ the current situation of using algorithms in the work environment

➢ employee representation's access to digital facilities and tools to carry out union activities at the workplace