

Project no. 101051759

**"Initiating activities to
implement the European
Social Partners
Framework Agreement on
Digitalisation" - EFAD
project**

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"Solidarność,"

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This framework agreement aims to:

- Raise awareness and improve understanding of employers, workers and their representatives of the opportunities and challenges in the world of work resulting from the digital transformation;
- Provide an action-oriented framework to encourage, guide and assist employers, workers and their representatives in devising measures and actions aimed at reaping these opportunities and dealing with the challenges, whilst taking into account existing initiatives, practices and collective agreements;
- Encourage a partnership approach between employers, workers and their representatives;
- Support development of a human-oriented approach to integration of digital technology in the world of work, to support/assist workers and enhance productivity;







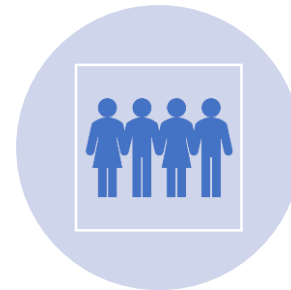
DIGITAL SKILLS AND
SECURING EMPLOYMENT



MODALITIES OF
CONNECTING AND
DISCONNECTING



ARTIFICIAL INTELLIGENCE (AI)
AND GUARANTEEING THE
HUMAN IN CONTROL
PRINCIPLE



RESPECT OF HUMAN
DIGNITY AND SURVEILLANCE



DIGITAL SKILLS AND SECURING EMPLOYMENT

Measures to be considered include:

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- The commitment of both parties to upskill or reskill to meet the digital challenges of the enterprise.
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- Access to and arrangements of training, in line with diverse national industrial relations and training practices and taking into account the diversity of the workforce, such as in the forms of training funds / sectoral funds, learning accounts, competence development plans, vouchers. Training provisions should spell out clearly the conditions of participation, including in terms of duration, financial aspects, and worker commitment.
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- Where an employer requests to a worker to participate in a job-related training that is directly linked to the digital transformation of the enterprise, the training is paid by the employer or in line with the collective agreement or national practice. This training can be in-house or offsite and takes place at an appropriate and agreed time for both the employer and the worker, and where possible during working hours. If the training takes place outside of working time, appropriate compensation should be arranged.
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- A focus on quality and effective training: This means to provide access to relevant training responding to the identified training needs of the employer and the worker. A key aspect of this in the context of the digital transformation is to train workers, to help them make the best possible use of the digital technologies that are introduced. • Training arrangements that provide skills which could support mobility between and within sectors. • Internal or external training validation solutions.
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- The operation of schemes such as short time work that combines a reduction of working hours with training, in well-defined circumstances.



DIGITAL SKILLS AND SECURING EMPLOYMENT

Social partners should consider measures at the appropriate levels to ensure that the impact on employment is well anticipated and managed in digital transformation strategies supporting employment retention and creation. It is critical that digital technology is introduced in timely consultation with the workforce, and their representatives, in the framework of industrial relations systems, so that trust in the process can be built. An objective of digital transformation strategies is avoiding jobs losses as well as creating new opportunities, including by looking into re-design of jobs.

Strategies should ensure that both the enterprise and the workers benefit from the introduction of digital technology, e.g. working conditions, innovation, productivity and share of productivity gains, business continuity, employability. Strategies are built on a shared commitment of social partners to:

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- Retraining and upskilling, so that workers can transfer to new jobs or adapt to redesigned jobs within the enterprise, in agreed conditions;
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- The redesign of jobs to allow workers to remain within the enterprise in a new role if some of their tasks or their job disappears due to digital technology; Internal or external training validation solutions.
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- The redesign of work organisation if necessary, to take account of changed tasks, roles or competences;
 - An equal opportunities policy to ensure that digital technology results in benefit for all workers. If digital technology contributes to inequality for example between women and men, this issue must be addressed by the social partners.



MODALITIES OF CONNECTING AND DISCONNECTING

Measures to be considered include:

- Training and awareness raising measures

- Respect of working time rules and teleworking and mobile work rules

- Appropriate measures to ensure compliance

- Providing guidance and information for employers and workers on how to respect working time rules and teleworking and mobile work rules including on how to use digital tools, e.g. emails, including the risks of being overly connected particularly for health and safety

- Being clear about the policies and/or the agreed rules on the use of digital tools for private purposes during working time

- Commitment from management to create a culture that avoids out of hours contact;

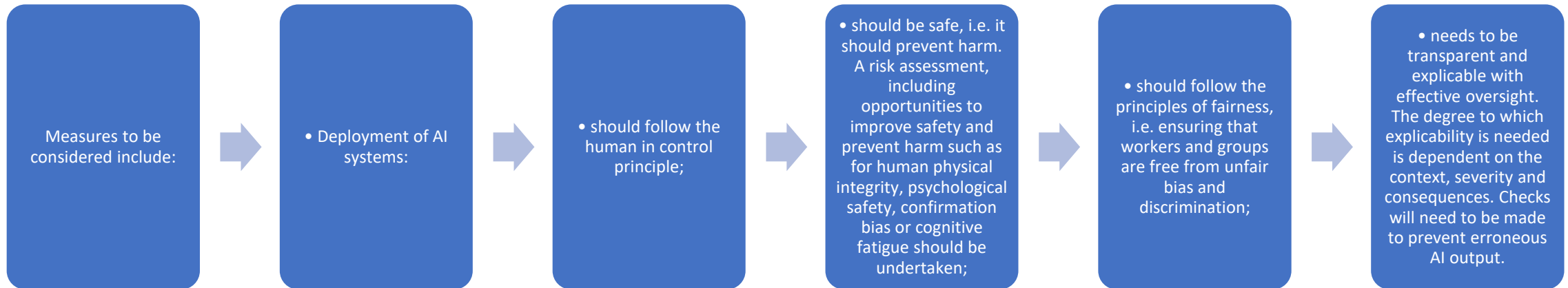
- Work organisation and workload, including the number of staff, are key aspects which need to be identified and evaluated jointly. • Achievement of organisational objectives should not require out of hours connection. With full respect for working time legislation and working time provisions in collective agreements and contractual arrangements, for any additional out of hours contacting of workers by employers, the worker is not obliged to be contactable.

- And in respect of the bullet point above, appropriate compensation for any extra time worked, and;

- Alert and support procedures in a no-blame culture to find solutions and to guard against detriment for workers for not being contactable. • Regular exchanges between managers and workers and/or their representatives on the workload and work processes • Alert and support procedures • Prevention of isolation at work.



ARTIFICIAL INTELLIGENCE (AI) AND GUARANTEEING THE HUMAN IN CONTROL PRINCIPLE





RESPECT OF HUMAN DIGNITY AND SURVEILLANCE

Measures to be considered include:

- Enabling workers' representatives to address issues related to data, consent, privacy protection and surveillance.
 - Always linking the collection of data to a concrete and transparent purpose. Data should not be collected or stored simply because it is possible or for an eventual future undefined purpose.
 - Providing workers representatives with facilities and (digital) tools, e.g. digital notice boards, to fulfil their duties in a digital er
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