

BLOCUL NATIONAL SINDICAL



BNS Case Studies

EFAD project

Florence, 15-16 June 2023



***Case study 1:
Digitization of licencing
procedure in soccer
(AFAN)***

Digitization of Soccer Licensing Process



- ▶ **Brief description of the practice:**
 - Practice implemented by AFAN (Association of Amateur and Non-Amateur Footballers) in response to demands from football clubs and players.
 - Digitization of the licensing process in soccer through the Football Connect platform.
 - Licensing process facilitated through a few simple steps on the platform.
 - Benefits include easier and faster licensing, participation in UEFA club competitions, and improved overall efficiency.


Reasons for Introducing the Practice



- ▶ **Improved experience for clubs and federation:**
 - Digitization leads to a centralized online system for license application and renewal.
 - Customized workflows and automation of tasks streamline the process.
- ▶ **Careful monitoring of players' rights:**
 - Ensures compliance with the rule that players cannot be registered with multiple clubs simultaneously.
 - New contracts cannot be registered if the player already has an active contract in the Football Connect application.

Implementation and Evaluation



- ▶  **Implementation details:**
 - Introduced in 2020, initially as a temporary measure due to the pandemic.
 - Operated in hybrid mode for two years, fully online since this year.
 - AFAN's involvement in development through lobbying efforts and consultations.
- ▶ **Evaluation and challenges:**
 - Informal evaluation shows positive feedback.
 - Challenges included lack of digital experience, addressed through training and user guides.
 - Human resources were a major challenge, but the practice benefits all parties involved.

***Case study 2:
Telework regulation
in OMV Petrom***

Telework in the Romanian Oil Company OMV



This case study explores the implementation of telework in a Romanian integrated oil company. It outlines the practice, its objectives, and the companies involved.



Outsourcing



Work home office

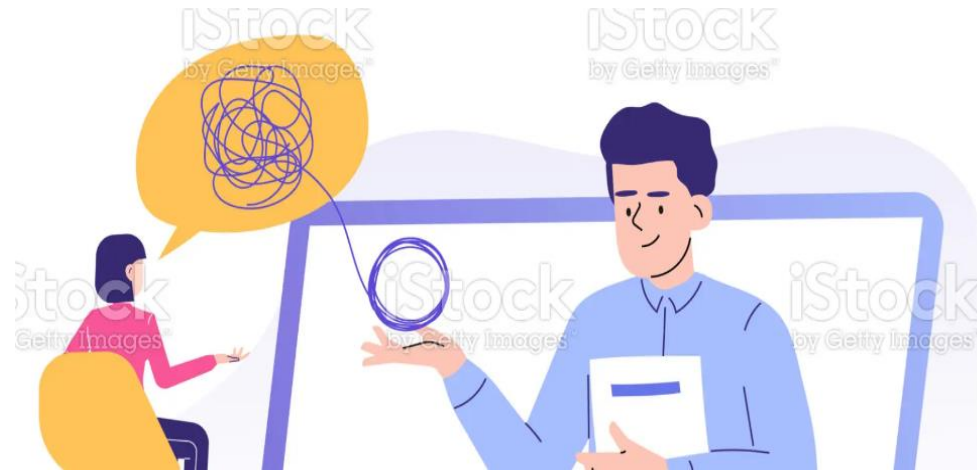


Online conference

Reasons for Introducing Telework



- ▶ The practice of telework was introduced for various reasons.
- ▶ Points:
 - Operationalizing online processes and procedures for improved data accessibility, communication, and efficiency.
 - Necessity of technology and automation for increased efficiency and enhanced profitability.





Telework was implemented during the pandemic and is now a permanent practice. Employee representatives were involved in its development and implementation.

► **Points:**

- Implementation process and involvement of employee representatives.
- Positive informal evaluation based on improved information access and effectiveness.

***Case study 3:
Digitalization process
in ELECTRICA S.A.***

Digitalization of the Energy System in Romania – Electrica SA



- ▶ Brief description of the practice, including the importance of adapting grid operations to the evolving energy world.
- ▶ Mention the need for two-way flows of energy and information in the changing energy paradigm.
- ▶ Key digitalization measures in the distribution and supply areas, such as smart meter installation and remote control of network components.
- ▶ Include relevant images related to the energy system and digitalization.

Reasons for Introduction of the Practice



- ▶ Highlight the need for competitiveness and meeting customer expectations in the digital transformation era.
- ▶ Discuss the benefits of smart meters, including improved monitoring, consumption adjustments, and remote control capabilities.
- ▶ Explain the significance of remote control via SCADA and its impact on fault detection and equipment management.
- ▶ Describe the MyElectrica application and its features for enhancing customer communication and access to information.
- ▶ Include relevant images of smart meters, SCADA systems, and the MyElectrica application.

Implementation and Evaluation



- ▶ Mention the start dates and duration of the implementation for each measure.
- ▶ State that the employees were informed and trained on the use and management of the implemented measures.
- ▶ Discuss the continuous adaptation of the MyElectrica application to customer requirements.
- ▶ Highlight the importance of customer satisfaction as an ongoing evaluation measure.

Implementation and Evaluation



MyElectrica

Electrica Furnizare SA

2,6★
8100 recensioni

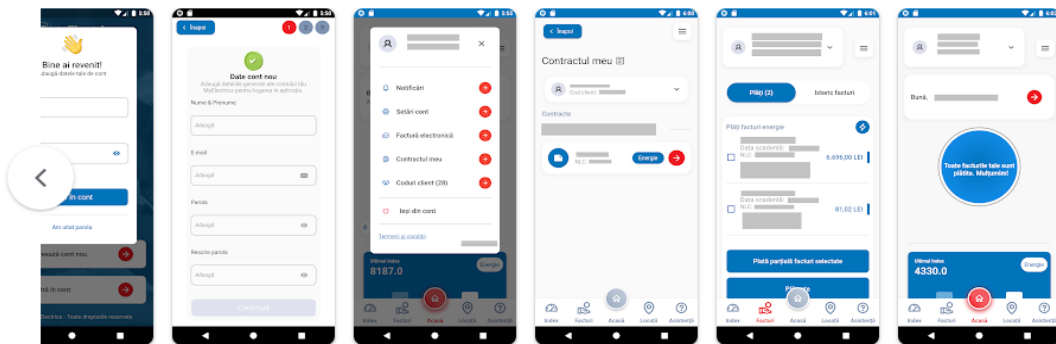
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Aggiungi alla lista desideri

Non hai alcun dispositivo



Case study 4:
Remote work at
S.C. Automobile
Dacia S.A.

Remote Work at S.C. Automobile Dacia S.A.



- ▶ Introduction to the practice of remote work at one of the most important automotive companies in Romania.
- ▶ Explanation of the agreement signed between the company management and the trade union to regulate remote work conditions.
- ▶ Emphasis on the flexibility and benefits offered to employees.

Reasons for Introducing Remote Work



- ▶ Reasons behind the adoption of remote work at S.C. Automobile Dacia S.A.
- ▶ Recruitment and retention of talent in a competitive labor market.
- ▶ Improvement of working relationships, work-life balance, and employee motivation.
- ▶ Utilization of technical infrastructure and tools, leading to increased productivity.
- ▶ Enhanced business continuity and environmental sustainability.

Implementation and Challenges



- ▶ Implementation process involving collaboration between the company management and employee representatives.
- ▶ Identification of challenges specific to the automotive industry and how they were overcome.
- ▶ Challenges such as collaboration and communication, data security, training, work-life balance, and supply chain management.
- ▶ Highlighting the transferability of the remote work practice to other workplaces and sectors.

► MO si FOCA



Case study 5:
Training of employees in
the SNTFC „CFR
Călători”- SA

"Training Employees for Technological Advancements in SNTCF 'CFR Calatori' SA"



- ▶ Briefly introduces the practice of training employees in SNTCF 'CFR Calatori' SA to keep up with technical improvements and developments.



"Reasons for Introducing the Practice"



- ▶ Embracing new technologies is essential for passenger railway companies to remain competitive in the industry. This is why regular training fosters a culture of innovation, equipping employees with the knowledge and skills to identify opportunities for improvement, and contribute to the company's competitive advantage.
- ▶ By introducing regular training focusing on new technologies, passenger railway companies can equip their employees with the necessary skills to leverage these technologies effectively, which leads to improved efficiency, safety, and passenger satisfaction. Helping the company's positioning in the industry.



Implementation and Evaluation of the Practice



- ▶ The company has incorporated *assessments of skills or knowledge gained through the training into the regular performance evaluations, which is meant to provide an indication of how effectively employees have integrated the training into their jobs and can help identify any areas for improvement or further support.*
- ▶ The *union has ongoing communication channels* (suggestion boxes, email feedback) where employees can also provide ongoing feedback about the training program, thus allowing for continuous improvement and ensures that any concerns or suggestions are addressed in a timely manner.

Case study 6: Digitalization in UNEFS

Digitalization at UNEFS



- ▶ This presentation focuses on the digitalization efforts at the National Physical Education and Sports University of Bucharest (UNEFS).
- ▶ UNEFS has embraced digitalization to enhance education, promote inclusivity, facilitate collaboration, and streamline administrative tasks.

Benefits of Digitalization



- ▶ **Enhanced Learning Experience:** Interactive learning materials, multimedia resources, and online platforms improve engagement and accessibility for students.
- ▶ **Flexibility and Inclusivity:** Online courses and platforms provide flexible learning opportunities, reaching a wider audience and promoting inclusivity.
- ▶ **Collaboration and Communication:** Digital tools facilitate seamless interaction and knowledge sharing among students, teachers, and researchers.
- ▶ **Personalized Learning:** Adaptive learning platforms and intelligent tutoring systems offer customized learning paths and real-time feedback.

Implementation and Challenges



- ▶ **Implementation:** UNEFS has incorporated technology into various areas, including e-learning platforms, virtual laboratories, and digital libraries.
- ▶ **Challenges:** Budget constraints, digital skill gaps, access and equity issues, data privacy, pedagogical transformation, and maintenance and upkeep.
- ▶ **Success Factors:** Adequate resource allocation, comprehensive training programs, addressing access disparities, ensuring data privacy and security, pedagogical transformation, and effective IT support.



How I like my coffee!