

**Implementation ETUC-UNICE/UEAPME-CEEP Framework agreement on Telework (16 July 2002)  
State of play: April 2004**

<b>Country</b>	<b>Implementation results /initiatives</b>
<b>Austria</b>	<ul style="list-style-type: none"> <li>• Interprofessional negotiations initiated</li> <li>• Sectoral agreement trade/information and consulting (November 2002) (?)</li> <li>• Official circular on telework in federal public administration (October 2002) (?)</li> <li>• New telework agreement at Telekom Austria (January 2003) (?)</li> </ul>
<b>Belgium</b>	<ul style="list-style-type: none"> <li>• Interprofessional negotiations initiated in National Labour Council</li> <li>• EU agreement distributed to sectoral trade union organisations with a view to start negotiations</li> <li>• Federal government announced initiatives to adapt existing regulations better to telework at home (i.e. relating to work accidents, work place environment obligations)</li> <li>• Numerous “promotion” initiatives taken and envisaged by Federal and regional governments for both private and public sector.</li> </ul>
<b>Czech Republic</b>	<ul style="list-style-type: none"> <li>• Preliminary discussions ongoing with view to eventual change/adapt Labour Code provisions</li> </ul>
<b>Denmark</b>	<ul style="list-style-type: none"> <li>• Negotiations initiated on several levels, mainly sectoral (public sector)</li> </ul>
<b>Finland</b>	<ul style="list-style-type: none"> <li>• Negotiations on interprofessional level ongoing</li> </ul>
<b>France</b>	<ul style="list-style-type: none"> <li>• Interprofessional negotiations were scheduled for autumn 2003 but have not yet started</li> </ul>
<b>Germany</b>	<ul style="list-style-type: none"> <li>• No initiatives yet, probably first steps during sectoral bargaining rounds in 2004</li> <li>• Agreement on telework at Coca-Cola AG Berlin (in force since 1 August 2003 and most likely inspired by the EU agreement)</li> </ul>
<b>Greece</b>	<ul style="list-style-type: none"> <li>• The Greek trade union GSEE has submitted a proposal for new interprofessional national collective agreement for 2004 which includes provisions relating to the EU telework agreement with a view to start negotiations; according to the latest information the negotiations seem to be in a deadlock.</li> </ul>
<b>Hungary</b>	<ul style="list-style-type: none"> <li>• Draft law dealing with several “atypical employment contract forms”, including telework, proposed</li> </ul>
<b>Ireland</b>	<ul style="list-style-type: none"> <li>• Implementation talks initiated which will most probably result in amendments to the non-binding Code of Practice</li> </ul>

<b>Italy</b>	<ul style="list-style-type: none"> <li>• According to the latest information, an interprofessional national collective agreement was soon due to be signed</li> <li>• National Collective Agreement in the Postal sector (July 2003) – allowing by way of experiment the introduction of telework arrangements (?)</li> <li>• Renewed collective agreement for metalworking sector (2003-2006; signed May 2003) – provides for the establishment of a working group to analyse the possibility of introducing telework in the sector (?)</li> </ul>
<b>Luxembourg</b>	<ul style="list-style-type: none"> <li>• Interprofessional negotiations ongoing</li> </ul>
<b>Netherlands</b>	<ul style="list-style-type: none"> <li>• Recommendation (and supplements) adopted by National Labour Council and which should form basis for sectoral and enterprise agreements; a monitoring of the results achieved on these levels is scheduled in 2005 and 2006.</li> </ul>
<b>Norway</b>	<ul style="list-style-type: none"> <li>• Joint interprofessional social partners committee established where negotiations are still ongoing</li> </ul>
<b>Poland</b>	<ul style="list-style-type: none"> <li>• Preparatory discussions started in national social dialogue forum</li> </ul>
<b>Portugal</b>	<ul style="list-style-type: none"> <li>• Section on telework in amended Labour Code</li> <li>• Interprofessional social partners negotiations still need to start</li> </ul>
<b>Spain</b>	<ul style="list-style-type: none"> <li>• The “National Agreement for Collective Bargaining” for 2003 foresees the implementation, but no real negotiations have started yet</li> </ul>
<b>Sweden</b>	<ul style="list-style-type: none"> <li>• Interprofessional social partners agreed “common guidelines” reiterating the main principles of EU agreement with a view to stimulate negotiations on lower levels</li> <li>• our Swedish affiliates will try to ensure further implementation during the different sectoral negotiations in</li> </ul>
<b>UK</b>	<ul style="list-style-type: none"> <li>• Interprofessional social partners adopted non-legally binding “Telework guidance” to serve as guidelines for bargaining on lower levels</li> </ul>
<b>European Sectoral Level</b>	<ul style="list-style-type: none"> <li>• Joint Declaration in Electricity sector (EPSU-EMCEF/Eurelectric – November 2003)</li> <li>• Joint Statement for the municipality and regional authorities (EPSU –CEMR-EP – 13 January 2004)</li> <li>• Negotiations ongoing between EPSU and the Director General of the Public Administration sector</li> </ul>

\* (?)= unclear until now how these agreements were inspired or based on the EU agreement

\* Source: Clauwaert, S., Düvel, W. and Schömann, I. (2003), “Report on the implementation of the ETUC/UNICE-UEAPME/CEEP agreement on Telework”, Interim version – 15.11.2003, ETUI; Brussels and subsequent inputs by ETUC affiliated organisations in Social Dialogue or ETUC meetings.