

**Digital technology - a
permanent part of
our health and safety
work**

Internet survey of digital technology and privacy at work

Aims

To map out Kommunal's role in the introduction of a variety of new digital technologies that might encroach on privacy.

Methodology

An exhaustive survey by text message or email of approx 1,500 HSO [head H&S reps] and RSO [regional H&S reps], with a response rate of 57 per cent.

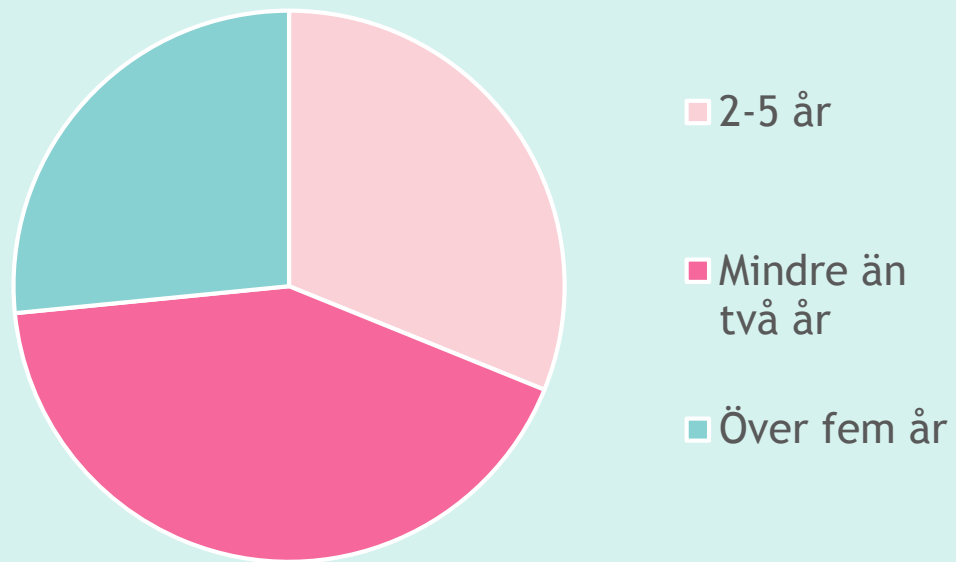
Communication

- Report on Welfare Technology
- Article in Transfer 2-2019 (European Trade Union Institute, ETUI)
- Blogs, articles and internal publications
- Conferences and training courses

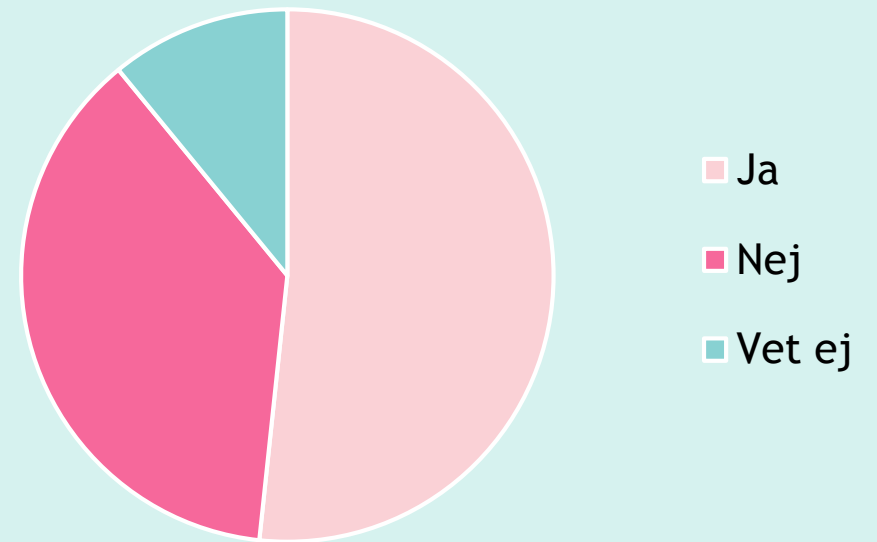


Respondent characteristics

How long have you held this position?



Are you provided with continuous training for your role?

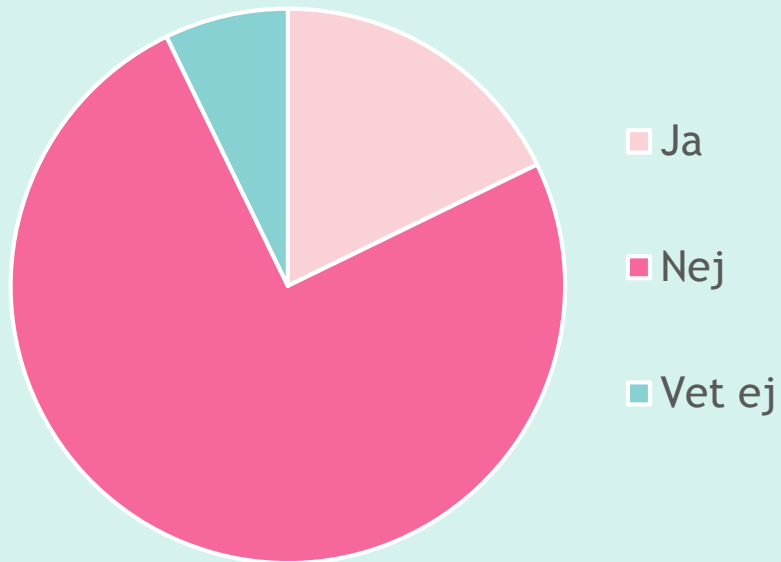


Influence

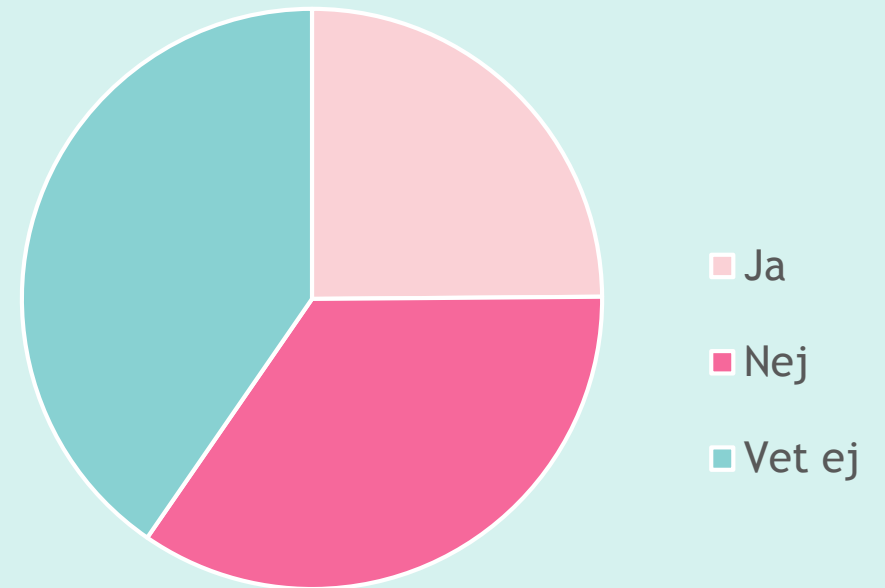
Are employers obliged to follow the Work Environment Act (AML) and negotiate according to Co-determination Act (MBL) on the introduction of new digital technologies that might impact your members' privacy?

Little influence and no knowledge of risk assessments

Are you involved in the planning and needs analysis concerning the choice and purchase of new digital technologies in your workplace?



Does your employer carry out risk assessment before introducing new digital technologies?



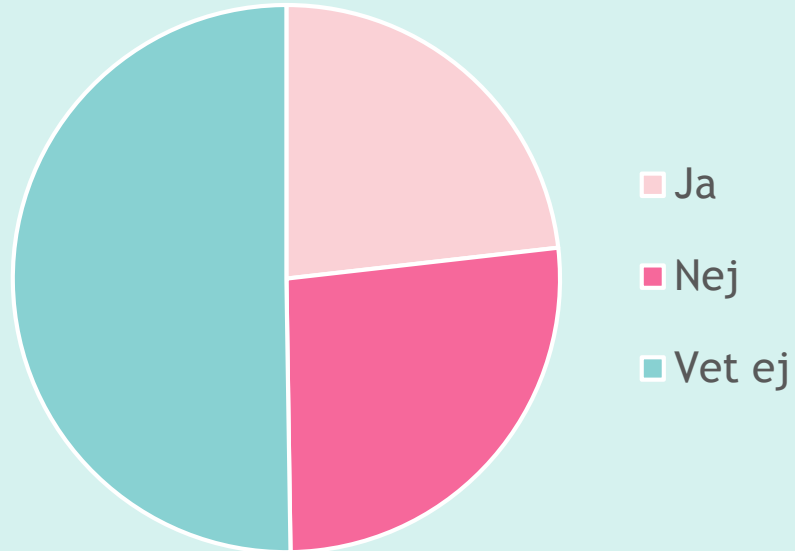
Privacy

Employers must be able to document why they want to start monitoring workers.

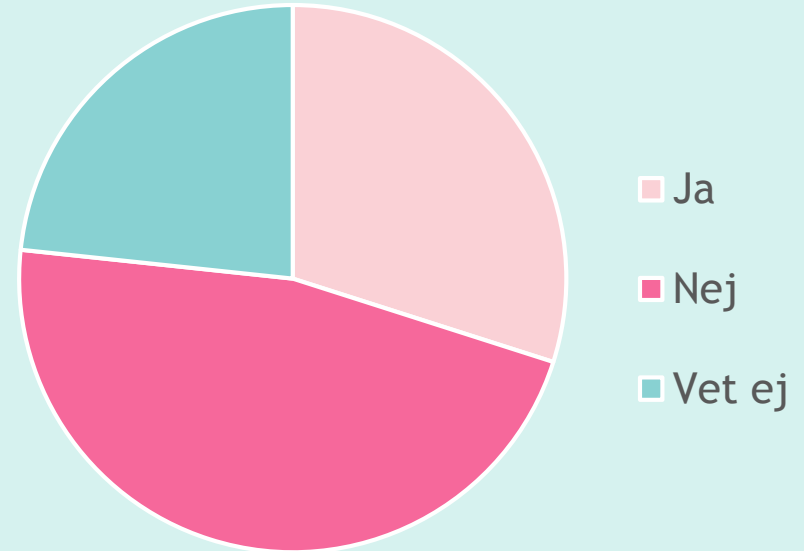
This is why Kommunal must negotiate an agreement, to ensure that the purpose of monitoring is not to oversee the work of individual workers, or be undertaken in real-time

Digital technology impacts on privacy and monitoring is common

Have new digital technologies had an impact on the privacy of your members?



Is there monitoring of any workplace within your assigned health and safety area?



How is monitoring undertaken?

- By GPS
- Checks on entering and exiting the premises
- CCTV
- Monitoring of how work is carried out
- Systematic questioning of time reports
- Listening in to telephone calls

Privacy and monitoring in four sectors

Sector	New digital technology impacts on the privacy of our members	There is monitoring in some work places within your health and safety area
Emergency services	55	61
Samhall	43	53
Transport	39	62
Care for the elderly	29	39

Conclusions of this study

- The health and safety organisation is inadequate in terms of
 - influence when new digital technologies are introduced
 - Risk and impact assessments when new digital systems are implemented in workplaces
 - Awareness of monitoring and its impact on privacy at work
- Experience of monitoring varies from one sector to another
- We need to improve the workers' situation and limit the employers' monitoring of work

Kommunal.



Trade union strategies

Trade union strategies for privacy at work

- Review Kommunal's strategies, training materials and check-lists
- Use GDPR, AML, and MBL, including skills training
- Update the social partners' joint training materials, check-lists and digi-rounds
- Train and inform the health and safety organisation
- Ensure that Suntarbetsliv! and Prevent contain information about how local organisations can develop sustainable digital health and safety policies, including privacy at work

The digi-round

For a better digital working environment

digironden.suntarbetsliv.se

A woman with long dark hair, wearing a pink sweater, is sitting at a desk and typing on a silver laptop. She is smiling and looking towards a man standing next to her. The man has short blonde hair and is wearing a light pink button-down shirt. He is looking at the laptop screen. In the background, there is a white wall and a vase with pink flowers. The overall atmosphere is bright and professional.



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AkademikerAlliansen



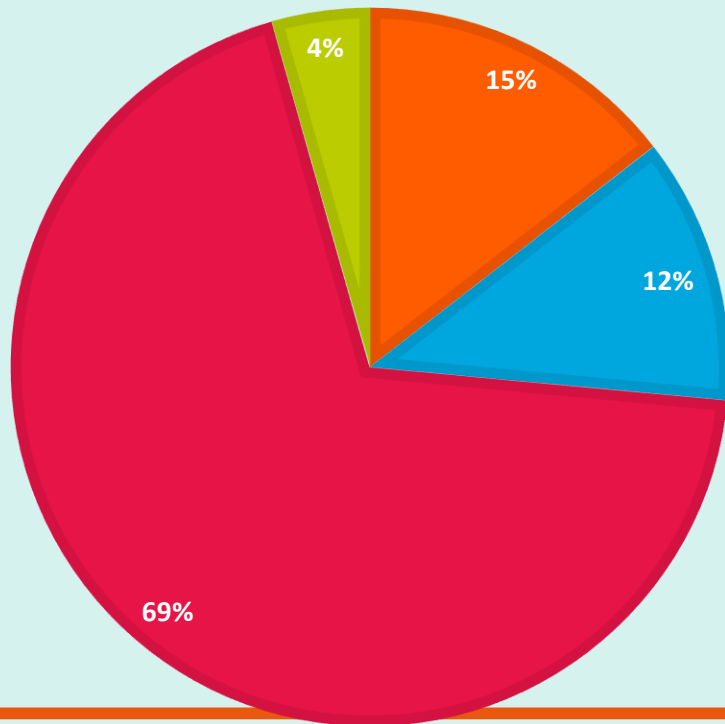
sobona
Kommunala företagens
arbetsgivarorganisation



ledarna
SVERIGES CHEFSORGANISATION

A comparative study – coming soon

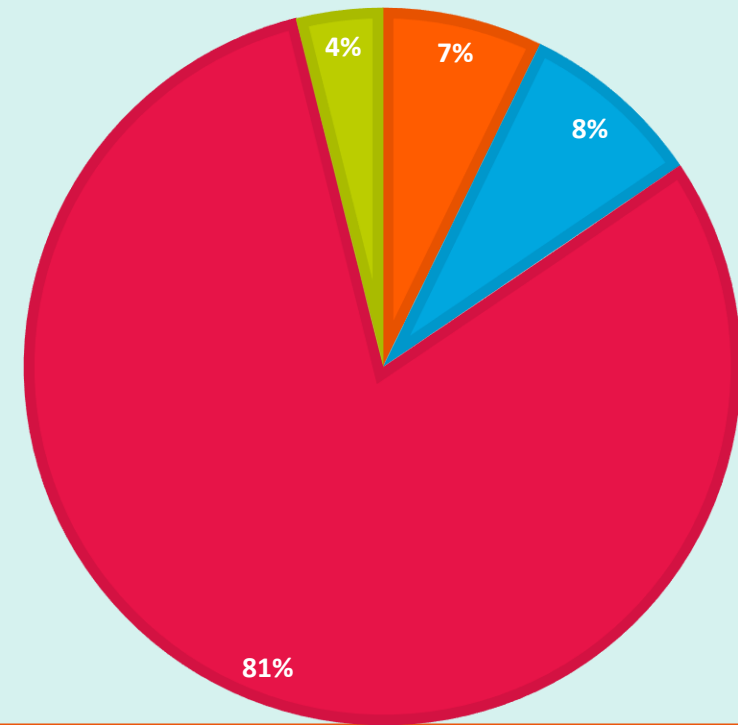
I'm worried that my duties and tasks will disappear.



Instämmer (4+5) Neutralt Instämmer inte (1+2) Vet inte

Agree (4+5) - No opinion - Don't agree (1+2) - Don't know

I'm worried that my job will disappear as a result of new technology.



Instämmer (4+5) Neutralt Instämmer inte (1+2) Vet inte

Agree (4+5) - No opinion - Don't agree (1+2) - Don't know

Kommunal.