



European Foundation
for the Improvement
of Living and Working
Conditions

The tripartite EU Agency providing knowledge
to assist in the development of better social,
employment and work-related policies

Local, Social, Digital

First seminar of the CEMR – EPSU project

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Cagliari, 16 June 2023

(Rough) Content

1. Some basics on the impact of digital transition in the world of work
2. A few takeaways on social dialogue and digital transition
3. Digitalisation and working conditions in public administration (plus some notes on remote work)

Eurofound 2021-2024

Some key publications on digitalisation (2017-2021)

2017



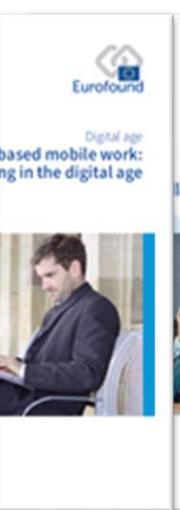
2018



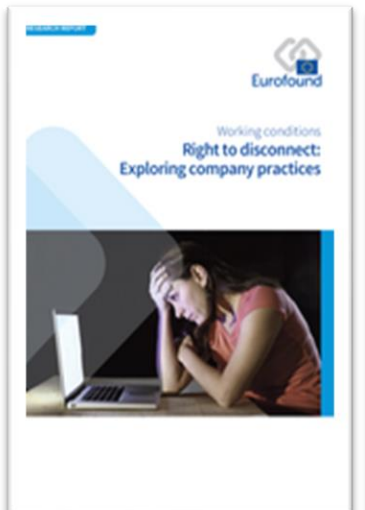
2019



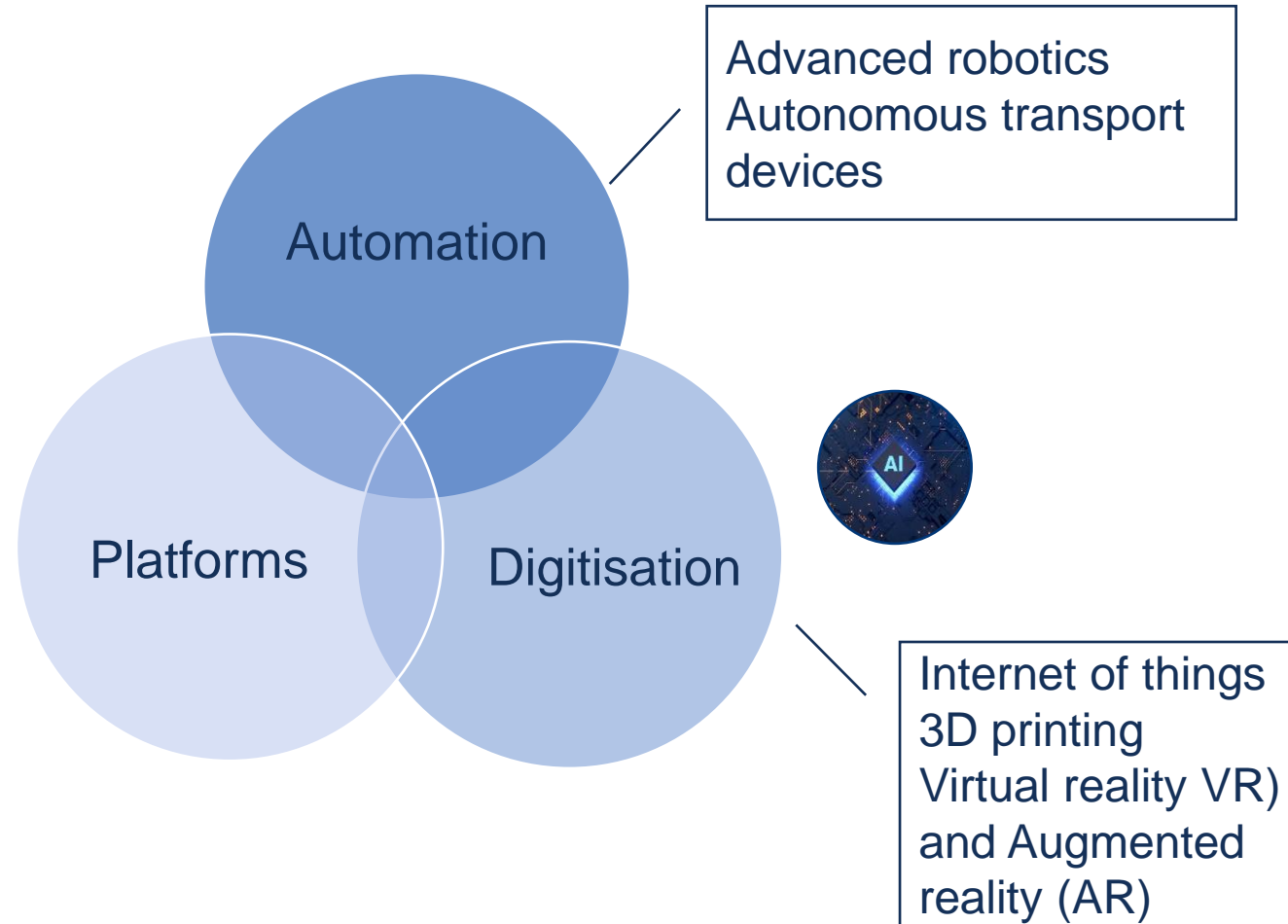
2020



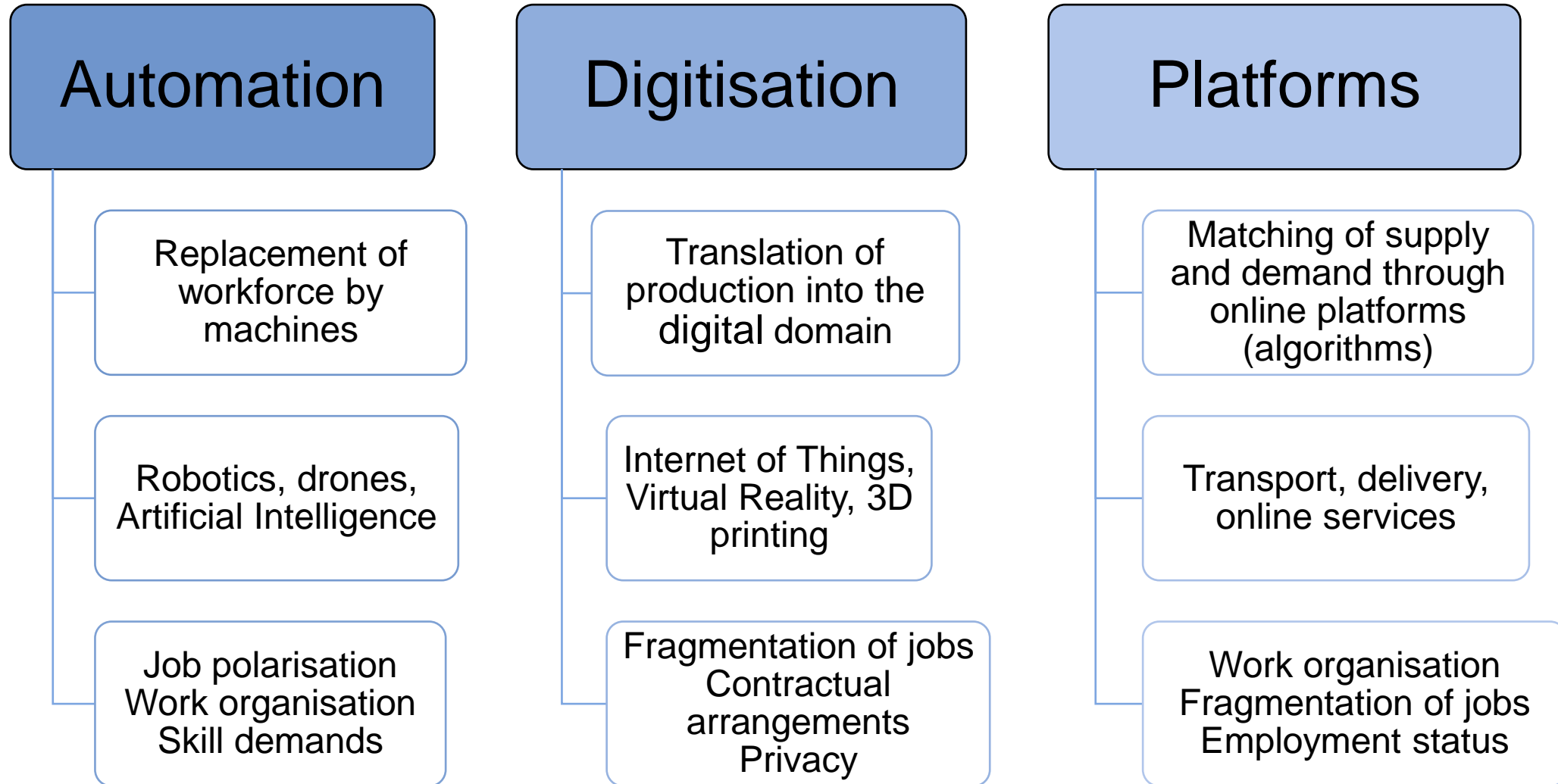
2021



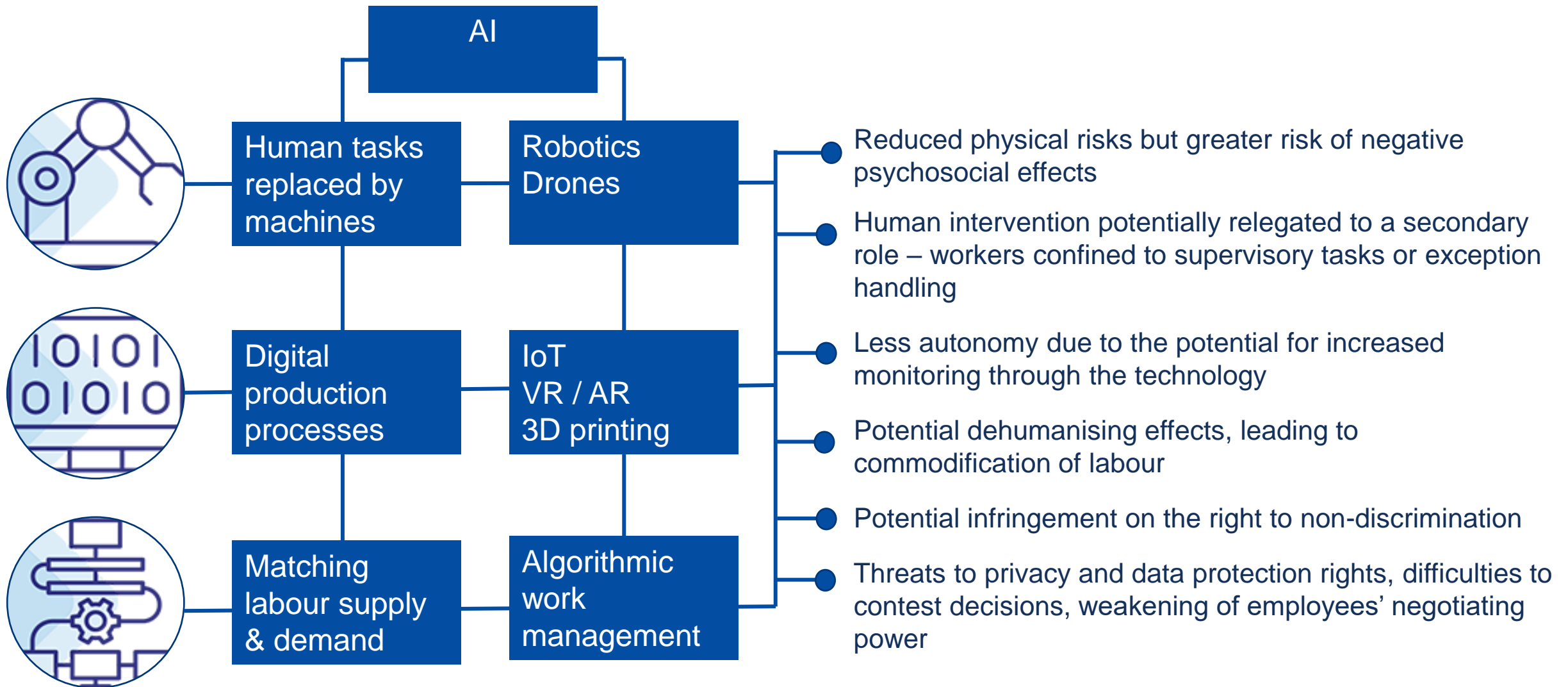
Digitalisation and its three vectors of change



Three vectors of change affecting work and employment



Impact of digitalisation in a digital work environment





Emergent issues at workplace

- Ethical implications of digitisation and automation for work
- Human machine interaction
- Surveillance technologies for monitoring workers
- Applications to assist recruitment and people analytics
- Algorithmic management and platformisation of work

2. Some takeaways on social dialogue and digital transition (1)

- (Disruptive) technological change in the workplace is taking place rather **steadily** and with **uneven speed** at sectoral and workplace level
- There is **no single technological transformation path**: the impact depends on how technologies are introduced
- Social partners relatively (and recently more) **active** dealing with the impact of digitalisation although usually consulted in national government strategies
- **Skills and training** are the fields more tripartite debated along with **OSH issues**, while trade unions rather focussing in the co-governance of the implementation of technological change

Some takeaways on social dialogue and digital transition (2)

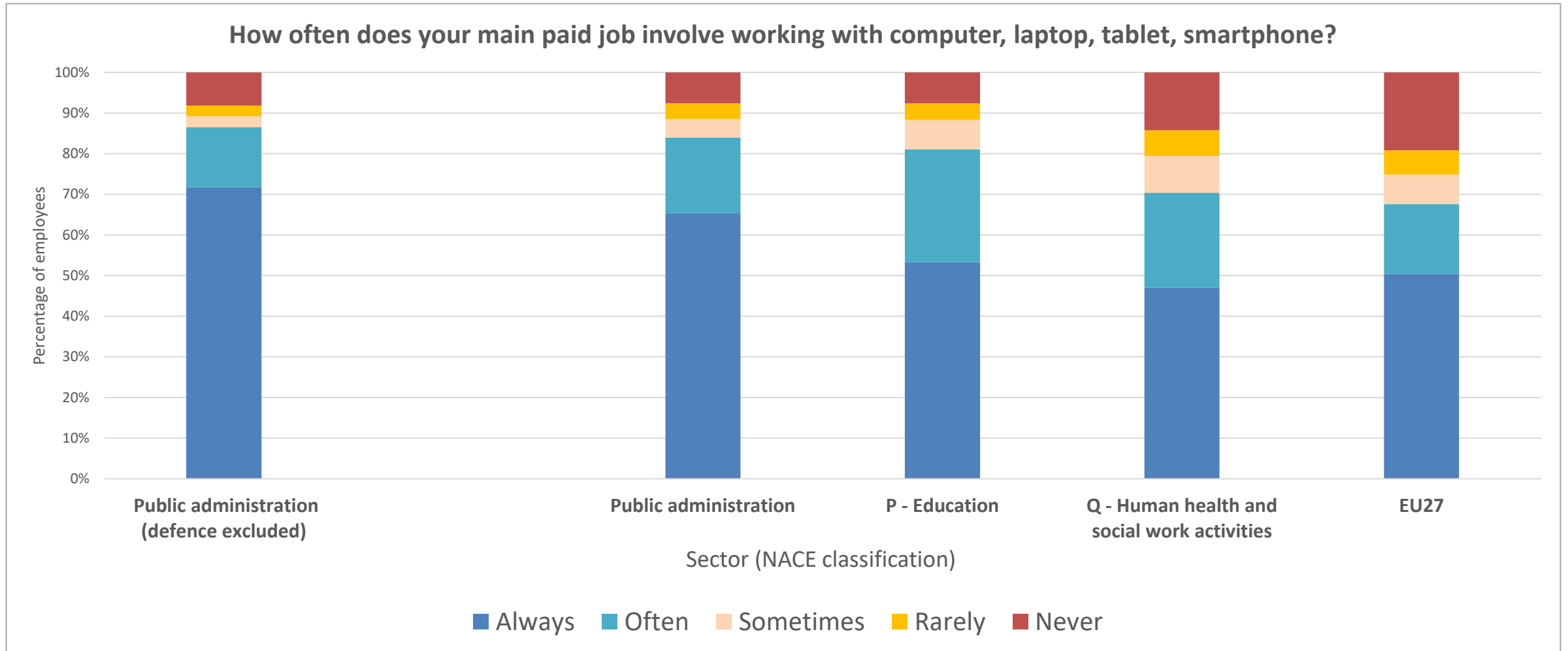
- Digitalisation opens **new possibilities** for social dialogue to shape new topics (e.g. telework, algorithmic management, privacy and data protection,...) and traditional ones
- Automation, and to some extent digitisation, tend to **overall improve working conditions** through collective bargaining at company and sectoral levels
- Trade unions may want to develop **new approaches** to worker representation and social dialogue at workplace level as well as ways to function internally
- Collective bargaining **challenged** to deal with digital transition, still few developments
- **Very limited concerns** about ethical implications of technological change (e.g.AI)

Example: Involvement of social partners in ethical issues caused by digitalisation

- Limited evidence of inclusion of human and ethical issues in collective bargaining agreements.
- Still, increasingly social partners pay attention to these issues especially in sectors where these technologies are commonly used
- Exceptions – countries with strong traditions of collective bargaining
 - Germany - works council members participate in designing proper rules for performance-related issues in the context of AI. March 2021 – draft-law for extended co-determination instances that include the introduction and operation of AI systems.
 - Netherlands – Social Partners Framework Agreement on Digitalisation
 - France – national guidelines and local agreements in various sectors (agriculture, banking, transport)

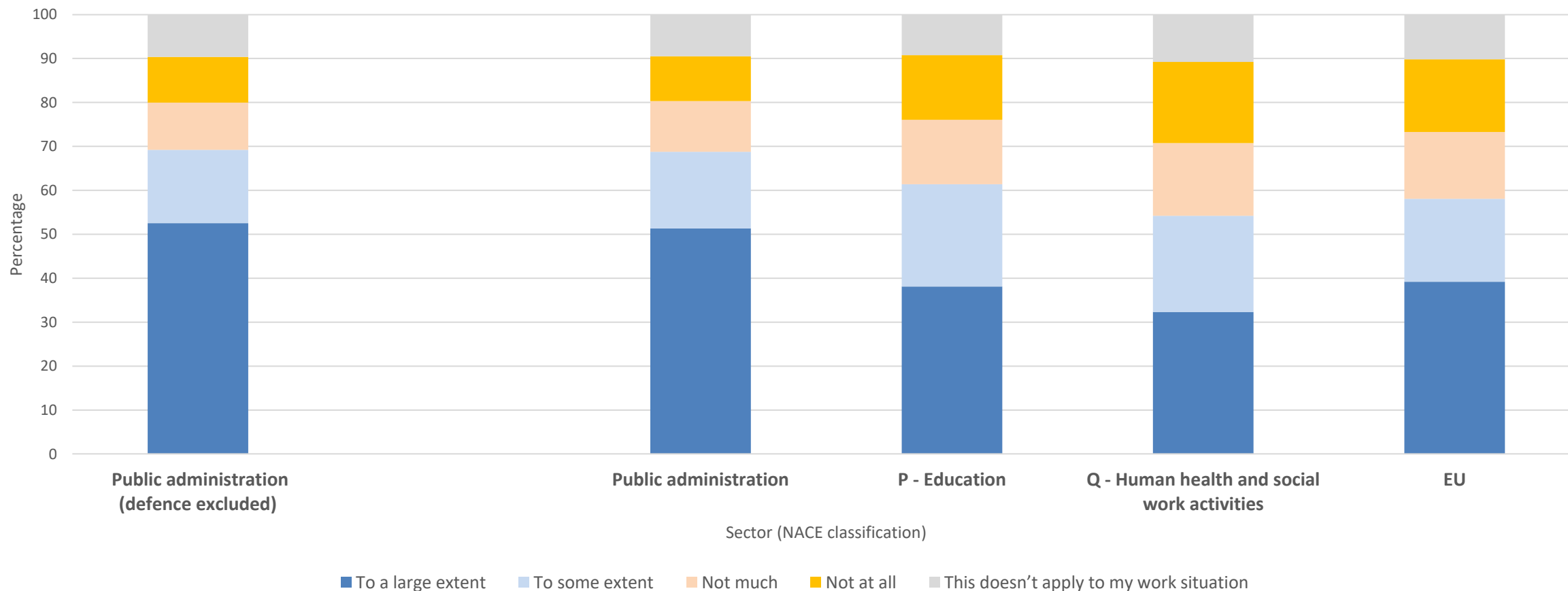
Digitalisation and working conditions in public administration

Digitalisation in Public Administration

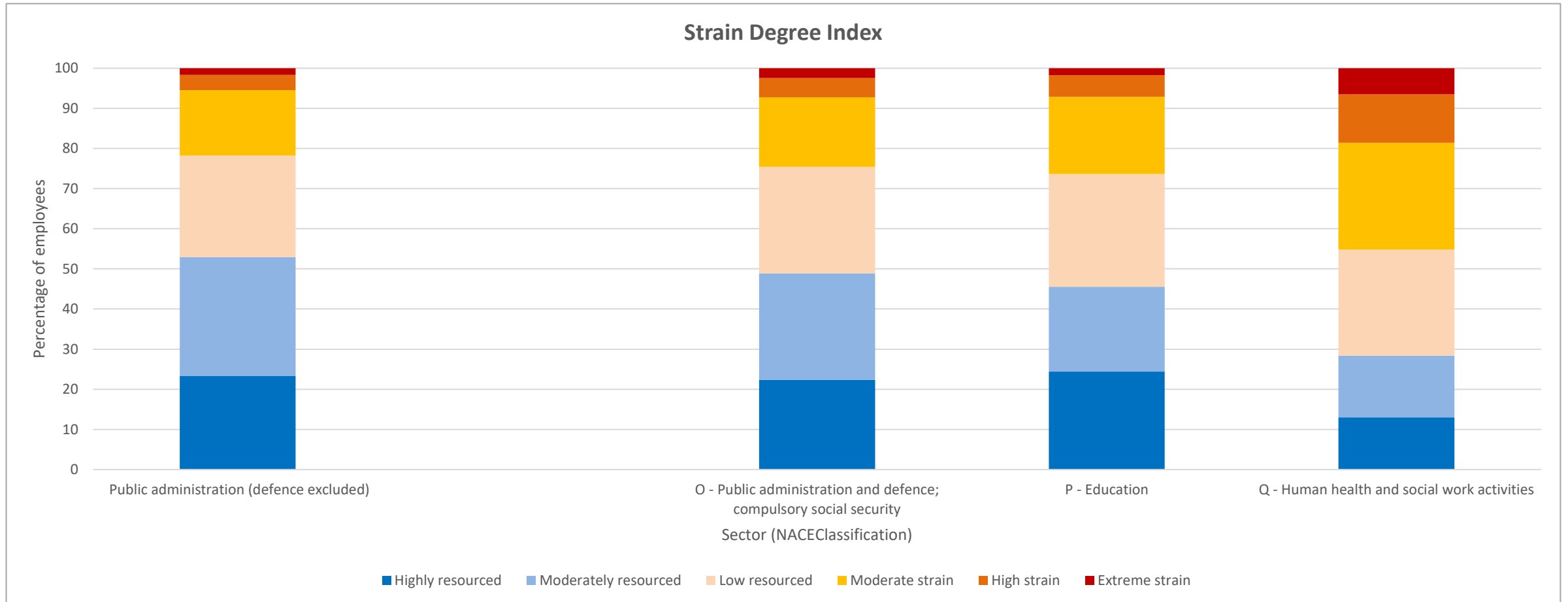


Automated/algorithmic influence in tasks

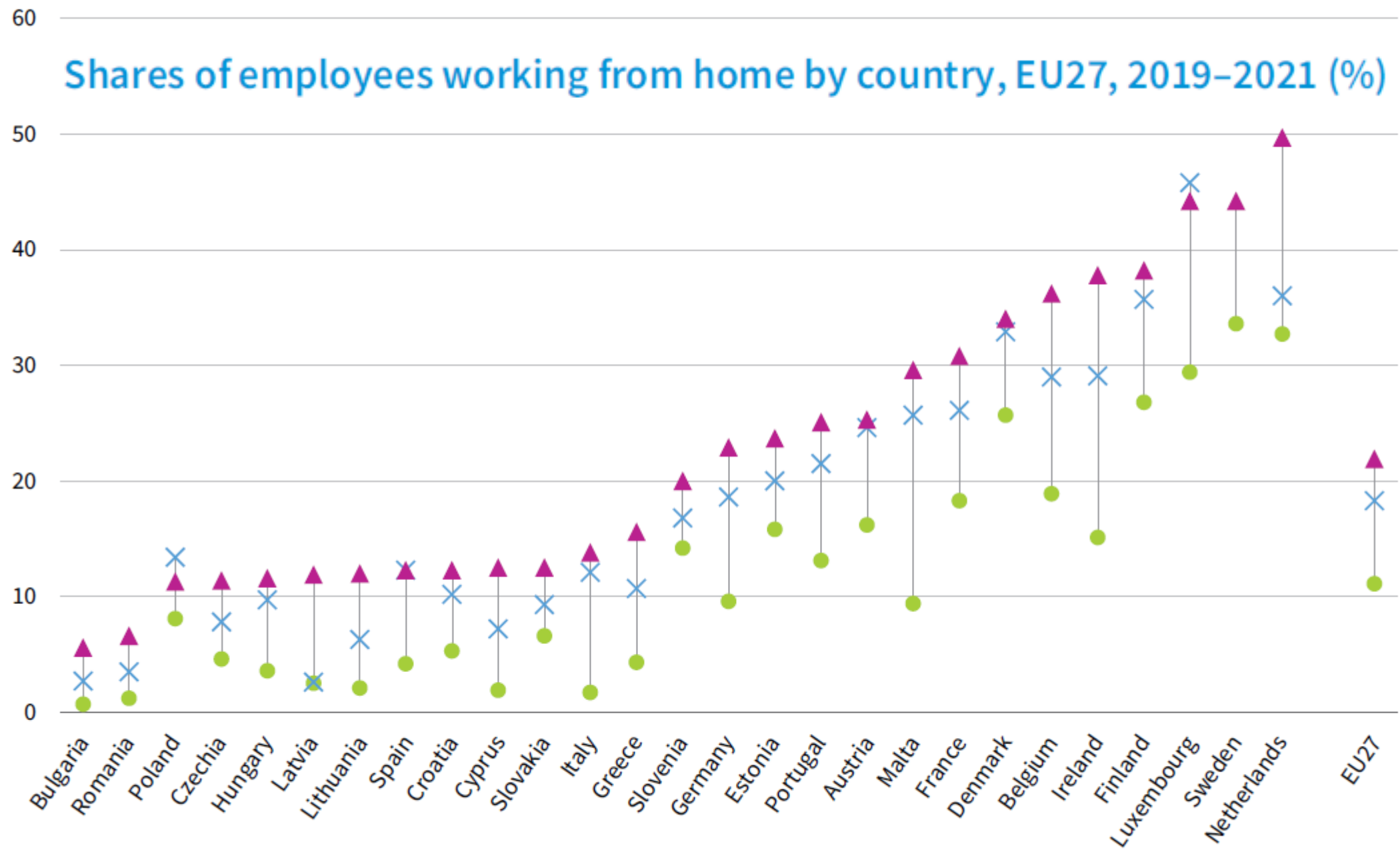
To what extent does a computerised system influence what you do in your work?



Quality of working environment: strain index



Shares of employees working from home by country, EU27, 2019–2021 (%)

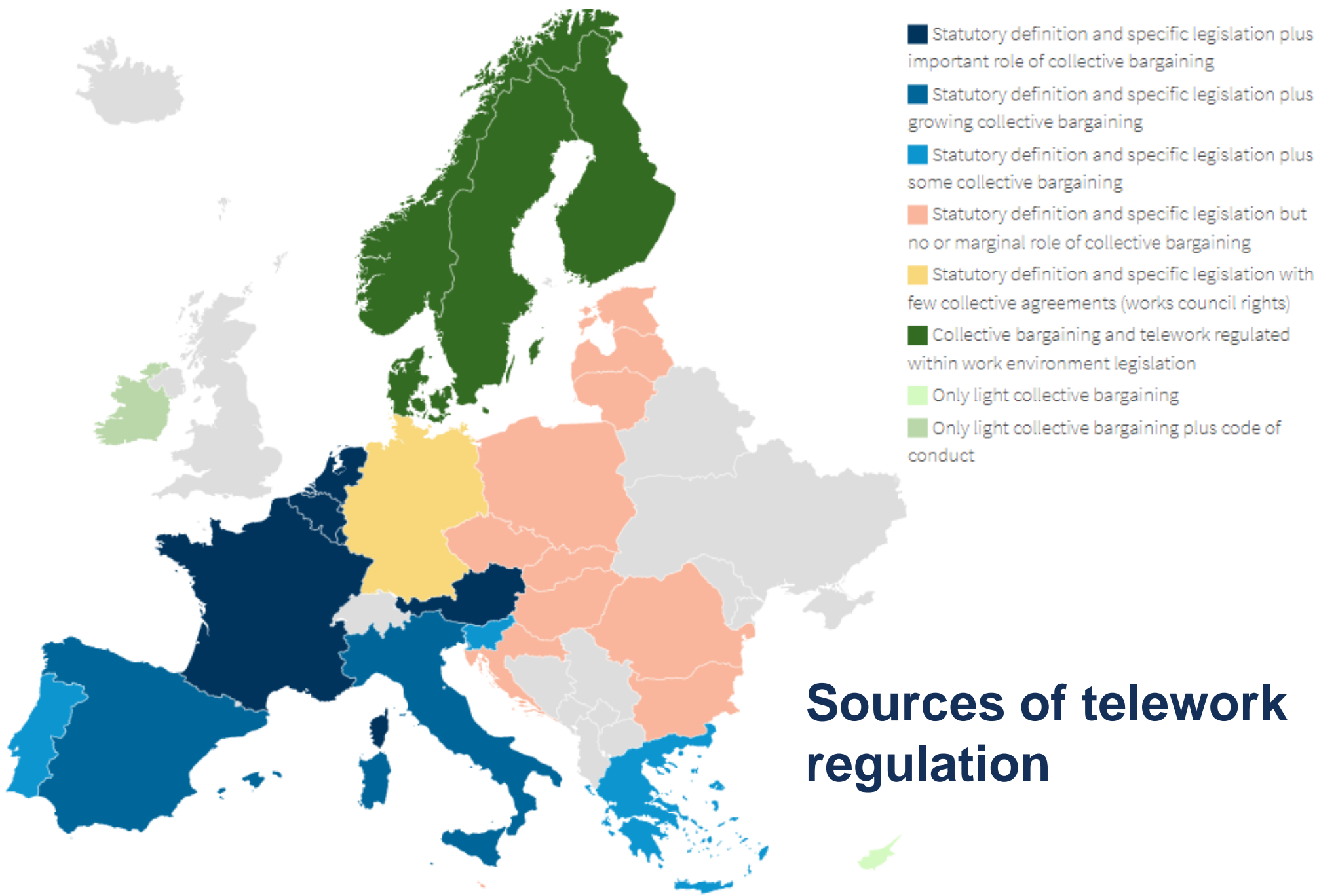


Note: No data on working from home were provided by Sweden in 2020.

Source: Eurostat [lfsa_ehomp], in Eurofound (2022b)

× 2020

▲ 2021



Sources of telework regulation

Changes in national statutory legislation on telework

Member State	Legislative provision	Date entry into force	Social partners' involvement
Austria	Federal Act Amending the Employment Contract Law	1 April 2021	Bipartite and tripartite consultation
Spain	Royal Decree-Law 28/2020 of 22 September on remote work.	22 September 2020	Tripartite agreement
Greece	Law No. 4808-19-06-2021	19 June 2021	No
Latvia	Amendments to the Section 76 of Labour Law	27 May 2021	No
Poland	Amendment to the Labour Code (6 February 2023)	7 April 2023 ²⁰²³	Yes
Portugal	Law no 83/2021 of 6 December 2021	1 January 2022	Consultation
Slovakia	Act no. 76/2021 Coll. amending and updating the Act no.311/2001 on Labour Code	1 March 2021	Consultation
Romania	Governmental Emergency Ordinance no. 192/2020 and 36/2021	6 May 2021	No

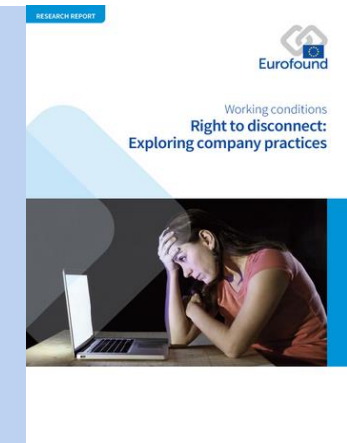
National level collective agreements: France and Luxembourg
 Legislation under discussion: Germany, Luxembourg, Ireland, Netherlands

Main topics addressed in legislative reforms during the pandemic 2020-2021

	Austria	Spain	Greece	Latvia	Portugal	Romania	Slovakia
Telework regime							
Definitions							
Organisation of work and working time							
Right to disconnect							
Pay and costs coverage							
Equal treatment							
OSH							
Data protection and privacy							
Collective rights							
Training access							

EU level developments

- Social Partners' Framework Agreement on Telework 2002
- Social Partners' Framework Agreement on Digitalisation 2022
 - European Parliament initiative for EU legislation on Fair Telework and the Right to Disconnect (January 2021)
 - Social Partners negotiations on new legislation (Directive) on Telework and the Right to Disconnect started in October 2022



[BLOG Covid-19-unleashed-the-potential-for-telework-how-are-workers-coping](#)

[BLOG Does-the-new-telework-generation-need-a-right-to-disconnect ?](#)

[BLOG As-member-states-take-different-approaches-to-regulating-telework-will-the-eu-bring-them-into-line ?](#)

[ARTICLE https://www.eurofound.europa.eu/publications/article/2021/workers-want-to-telework-but-long-working-hours-isolation-and-inadequate-equipment-must-be-tackled](https://www.eurofound.europa.eu/publications/article/2021/workers-want-to-telework-but-long-working-hours-isolation-and-inadequate-equipment-must-be-tackled)

Telework in the EU: regulatory frameworks and recent developments in the EU



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Thank you for your attention!

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