



KOMMUNSEKTORENS ORGANISASJON
The Norwegian Association of Local and Regional Authorities



FAGFORBUNDET

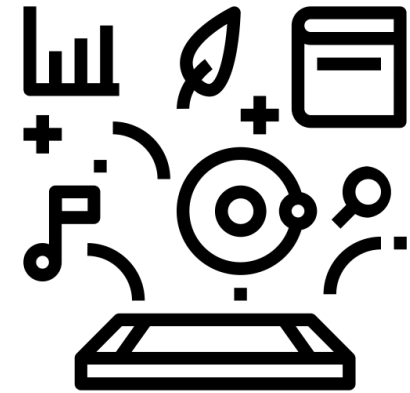
Social dialogue on digitalization in Norway

Opening conference – “Local, Social, Digital”, Cagliari juni 2023

Randi Røvik, Fagforbundet
Bjarte Rørmark, KS

Digital transition in the local and regional sector: Two meta-points

A great variety of services provided!



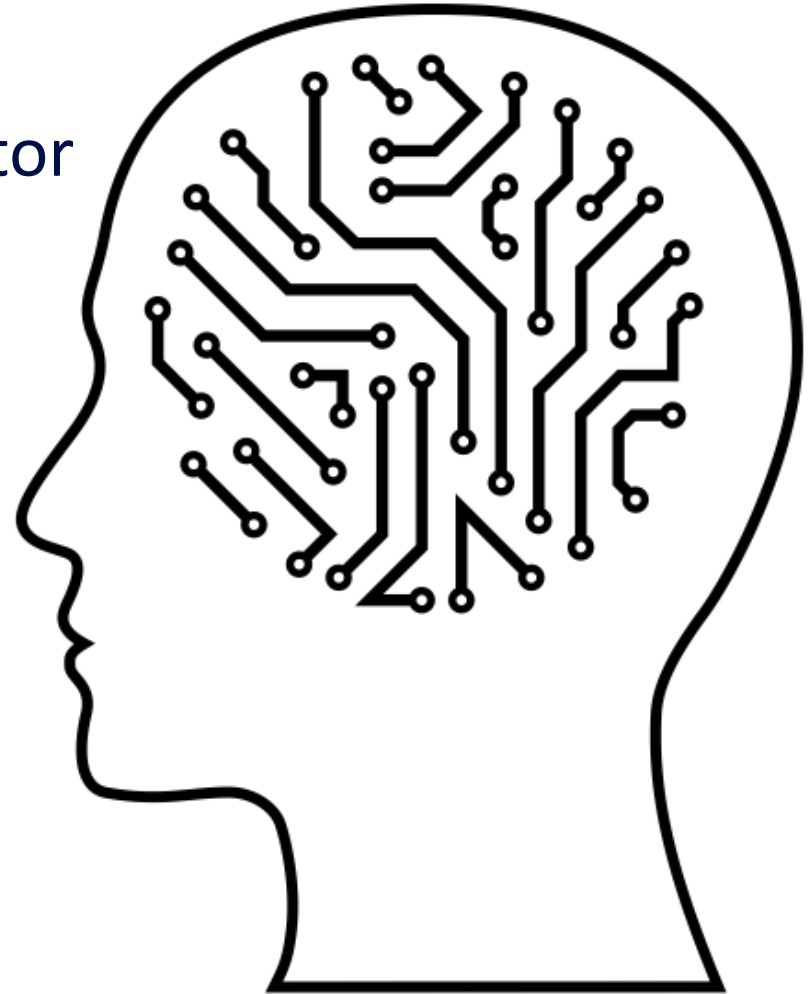
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Many different professions – very varied use of digital tech – remote work is only possible for a minority



Digital transition in the local and regional sector

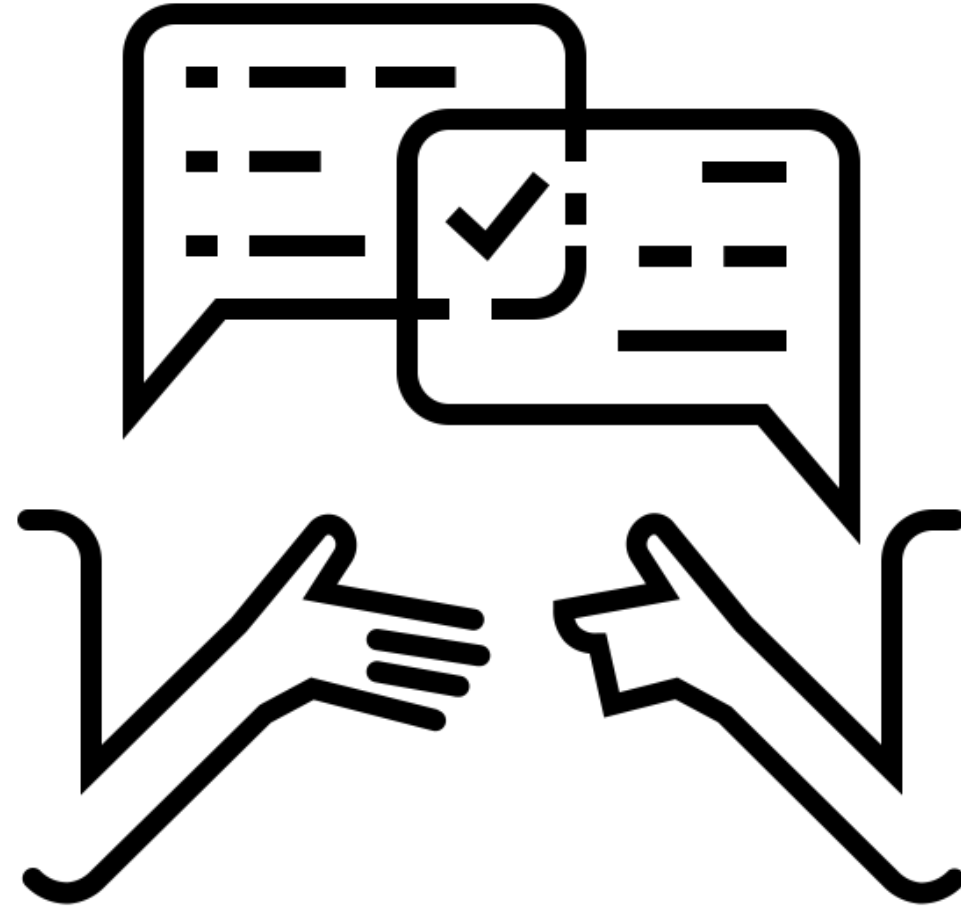
- Will influence everybody's professional life
- Tech drives innovation....but innovation drives tech
 - Health and care
 - Education
 - Transport and technical
 - Administration
- AI
- Citizen relations and dialogue
- Benefits realisation management:
 - More services for less? ...
 - or quality development? ... or both?



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Social dialogue – local and regional sector: The Basic Collective Agreement

- Regulates cooperation between the parties at all levels
- A very important tool to promote social dialogue



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Joint Committee – working group on Telework

Existing regulations that are relevant to teleworking

- [Working Environment Act](#)
- [The Home Office Regulations](#)

The Joint Committee (working group) on «working from home»

- Established as a result of the negotiations on the Collective Agreement in 2022.
- The mandate:
 - to clarify the need for common guidelines, specific regulations, or similar measures regarding remote work.
 - address aspects related to insurance, privacy, and the implications of changes in the home office regulations.
- The report will serve as a reference point for further work on the topic, at the discretion of each party.

The participating organizations:

- Norwegian Confederation of Trade Unions
- The Confederation of Unions for Professionals
- Confederation of Vocational Trade Unions
- The Federation of Norwegian Professional Associations
- The Norwegian Association of Local And Regional Authorities

Telework and Right to Disconnect: Negotiation modules – European process

1 Definitions and Scope

2 Voluntary Character

3 Employment Conditions, Equal Pay and Treatment

4 Data Protection, Privacy, Control, and Monitoring

5 Equipment, Use, Payment of Costs

6 Health and Safety

7 Training

8 Organisation of Work and Right to Disconnect

9 Collective Rights

10 Enforcement, Transposition, Follow-up

Voluntariness

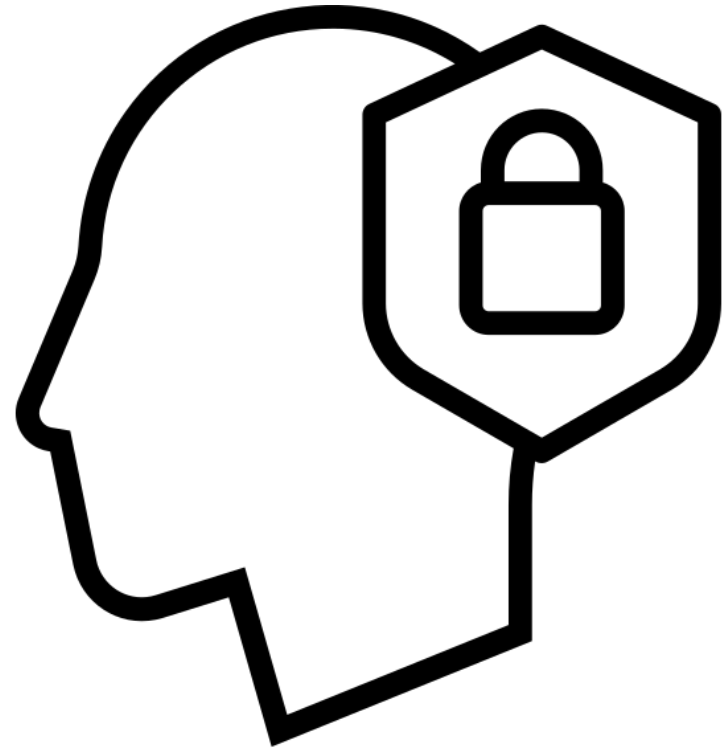
- The parties agree that
 - permanent telework must be voluntary for both employee and employer
 - the employers decision....but should be discussed
- The employee side points out that
 - In some cases voluntariness is not the case
 - The employer should make provisions for all employees
- The employers side points out that
 - it is the employers prerogative to organize the work, and that the task itself, the individual situation and the over all work environment should be evaluated



Created by KonKapp

Privacy and data protection

- Need awareness to avoid unnecessary surveillance
- Employer should discuss the need, design, implementation, and significant changes to control measures in the organization with employee representatives



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Equipment

The parties agree that

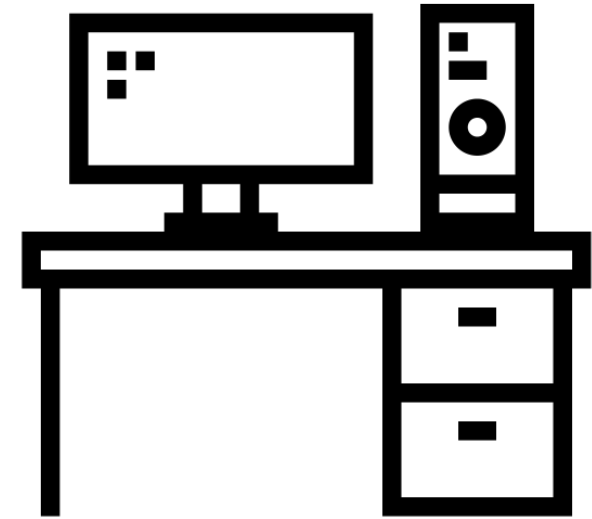
- The employer have responsibility for a working environment in line with current regulations

The employee side points out that

- Not all teleworkers are supplied with all the necessary equipment and costs, and this should be the main principle

The employers side points out that

- As the employer do not have access to places of teleworking, the employees have a commitment to report on the work environment



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Health & Safety

Themes discussed:

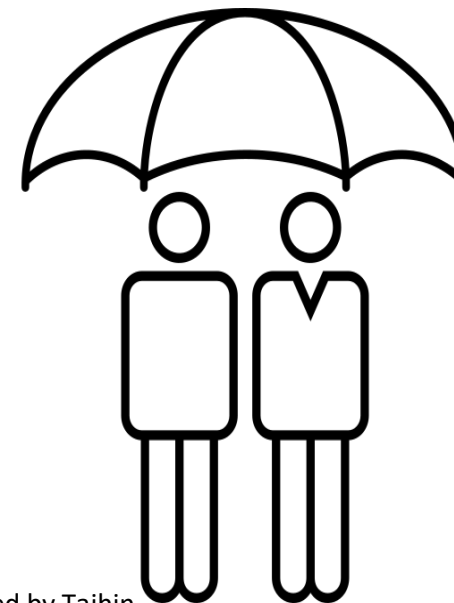
- Leadership: ensuring contact and dialogue
- Awareness of work-life balance
- Ensuring a good professional and social work environment
- Physical work environment



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Insurance

- The parties have discussed potential challenges in current regulations on occupational injury insurance
- Possible follow up towards the government to conduct a study of the current regulations, or the practising of them, and their implications on telework



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Palappa

Conclusions – common ground

- Both parties points to
 - that working from home can be positive, if the character of the tasks are suited
 - that local dialogue is highly recommended
 - the need for more research
 - that future regulations should be developed in cooperation with the parties, with common regulations for all sectors

Conclusions – differences

- The employee side have concrete suggestions for further regulations and common recommendations, in particular the insurance issue
- The employers side emphasizes that there is not, at the current time, enough knowledge to develop such recommendations. They will, however, take care to guide the regions and municipalities
 - in the regulations and
 - how to facilitate appropriate solutions for working from home