

Joint CEMR EPSU Project “Local, Social, Digital”

Summary of first desk research findings

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Overview

- Desk research: EU level documents; publicly available information from CEMR and EPSU members
- What is digitalisation?
- Digital in the local and regional government sector around Europe:
 - The collective bargaining agreements
 - Guidelines
 - Training
 - Strategies
 - Projects
- Quick excursion to the education sector

EU level developments on digitalisation

Current EU level developments on digitalisation I

- 2020 EU Cross-sector social partner autonomous framework agreement on digitalisation:
 - covering four major topics: digital skills and securing employment; modalities of connecting and disconnecting; artificial intelligence and guaranteeing the ‘human in control’ principle; and surveillance and respect for human dignity
 - The aim is to address these topics through “a joint dynamic circular process, which takes into account the different roles and responsibilities of the different actors and can be tailored to different national, sectoral and/or enterprise situations, industrial relations systems, jobs and different digital technologies/tools”
 - The agreement invites the social partners to address issues relating to connecting and disconnecting, without, however, establishing a right to disconnect
- Find it on: [Final 22 06 20 Agreement on Digitalisation 2020.pdf \(etuc.org\)](#)

EU level developments on digitalisation II

- Two joint implementation reports of the 2020 Agreement published in 2021, 2022:
 - [Framework Agreement on Digitalisation | Etuc resources center](#)
- Showing how national SP apply the Agreement, by MS:
 - New legislation on digitalisation topics, such as home office (e.g. AT)
 - Social partner initiatives (e.g. BE – also actions at the regional administration level)
 - New projects and funding available to support digitalisation (AT, EE, NL)
 - Translations and dissemination of the 2020 Agreement into the national languages (EL, NL)
 - Also reflects actions by LRG social partners (e.g. Denmark)

EU level developments on digitalisation III

- 2022 EU social partner sectoral agreement on digitalisation in the central government sector
 - [EU Social Partners adopt new agreement on digitalisation for central government | EPSU](#)
 - The agreement is available in EN/FR/DE/ES and SV
 - The agreement provides for new or stronger protection on the rights to telework; to disconnect; to training; to health and safety; to the protection of personal data; and to a human in-command and more strategic approach to artificial intelligence
 - The agreement also provides for a strong health and safety dimension of digitalisation
- Negotiations for a potential EU Directive on teleworking / right to disconnect:
 - In January 2021, the European Parliament adopted a resolution calling on the European Commission to propose a law that enables those who work digitally to disconnect outside their working hours

Developments in the local and regional government sector

Digital in the LRG covers many aspects

Infrastructure:

- IT services in local and regional administrations
- Information security
- Data protection
- E-government (link to EU funding on digitalisation in the public administration)
- Smart cities

Human / social aspects:

- Teleworking, hybrid working, smart working
- Right to disconnect
- Training LRG workers / leaders on digital skills

Digital in the collective bargaining agreements for the LRG sector

- Found in the following countries:
 - Belgium: federal legislation on the teleworking, right to disconnect; Walloon administration a decree on teleworking
 - Czechia: CBA on teleworking in fire and police forces
 - Denmark: CBA on teleworking
 - France: national legislation on teleworking in the public administration
 - Germany: CBA on digitalisation in the central administration
 - Italy: national legislation on smart work; CBA in the LRG sector
 - Netherlands: CBA includes home /hybrid work allowance
- Topics covered: working conditions, right to request, health and safety, extra allowances

Joint LRG social partner initiatives

Found in the following countries:

- Denmark: Projects on the influence of digitalisation on carrying out tasks and for the users and employees in the municipalities and regions
- Finland: joint national SP statement on principles for successful digitalisation, includes LRG SP
- Spain: recent SP LRG initiative to create a social dialogue body to include also digital issues

Digital strategies

- Found in:
 - Denmark: KL Digitalisation Strategy and multi-annual programme, HK Kommunal Digitalisation Strategy
 - Finland: The digital roadmap for municipalities
 - Netherlands: VNG Digital Security Agenda 2020-2024, VNG Digital Fundamental Rights and Ethics Agenda 2022-2026
 - Sweden: SALAR digital development strategy

Guidelines on digital in the LRG sector

Found in the following countries:

- France: in 2018, the CFE-CGC developed a HR Ethics and Digital Charter (not LRG specific, but relevant)
- Germany: Ver.di LRG specific guidelines on working in the home office
- Sweden: VISION Guidelines on remote working and teleworking

Specific organisational structures on digital issues

- Found in:
 - Austria: Digitalisation council Gemeindebund
 - Denmark: KL/KOMBIT's Digitalisation Council, KL knowledge centre on digitalisation
 - Lithuania: LSA E-government Committee
 - Slovakia: Information technology council at ZMOS
 - Spain: FEMP Committee on Information Society, Technological Innovation and Digital Agenda

Training on digital issues

Found in the following countries:

- Austria: Gemeindebund
- Belgium: Brulocalis, VVSG
- Denmark: HK Kommunal
- Lithuania: LSA
- Sweden: SALAR

Projects, research, other on digital issues

- Found in the following countries:
 - Austria: Städtebund e-government projects
 - Belgium: studies and research (VVSG, Brulocalis)
 - Bulgaria: awards for e-government (NAMRB)
 - Czechia: ČMKOS and LO Norway project "Trade unions and the digital world – possibilities and opportunities"
 - Denmark: HK Kommunal SPACE research project on distance work
 - Finland: The joint project "Digital in municipal work" by the Association of Finnish Local and Regional Authorities and the Employers of the Wellbeing Services Counties KT
 - Germany: studies
 - Italy: FP CGIL smart working events
 - Netherlands: The Algorithm Register of the Dutch government
 - Romania: ACoR implements the project "Digital cooperation for local development"

Digitalisation and social partners in the education sector

Examples of education sector social partner action on education

- Italy: Established the right to disconnect for education workers in the national collective agreement and increased awareness about the significant negative effects of work-related stress in the education sector.
- Germany: Concluded some service and work agreements in some federal states and some regions as a result of negotiations between elected worker / employee-councils and education ministries/authorities concerning the use of digital equipment and digital education tools, including questions of workers health, work-life-balance, working time and data protection. For the first time, the education authority is taking responsibility for equipping teachers with digital devices.

Continued ...

- Sweden: Current education sector CBA (negotiated also by SALAR) includes references to digitalisation:
 - E.g point 5 “Municipalities, regions and municipal companies have major challenges with extensive impact on the business. This applies, for example, to ... the pandemic's effects on employees' health and work, as well as digitization ... The parties initiate a joint knowledge investment with a focus on healthy factors with the aim of creating a long-term sustainable and healthy working environment”
- Denmark: KL, the joint municipal digitalisation strategy 2016-2020 (children and young people)

To conclude ...

- Many different developments
- Different aspects emphasised
- Lots of interest in the digitalisation topic!