

DIGITAL TRANSITION AND TELEWORK IN ESTONIA

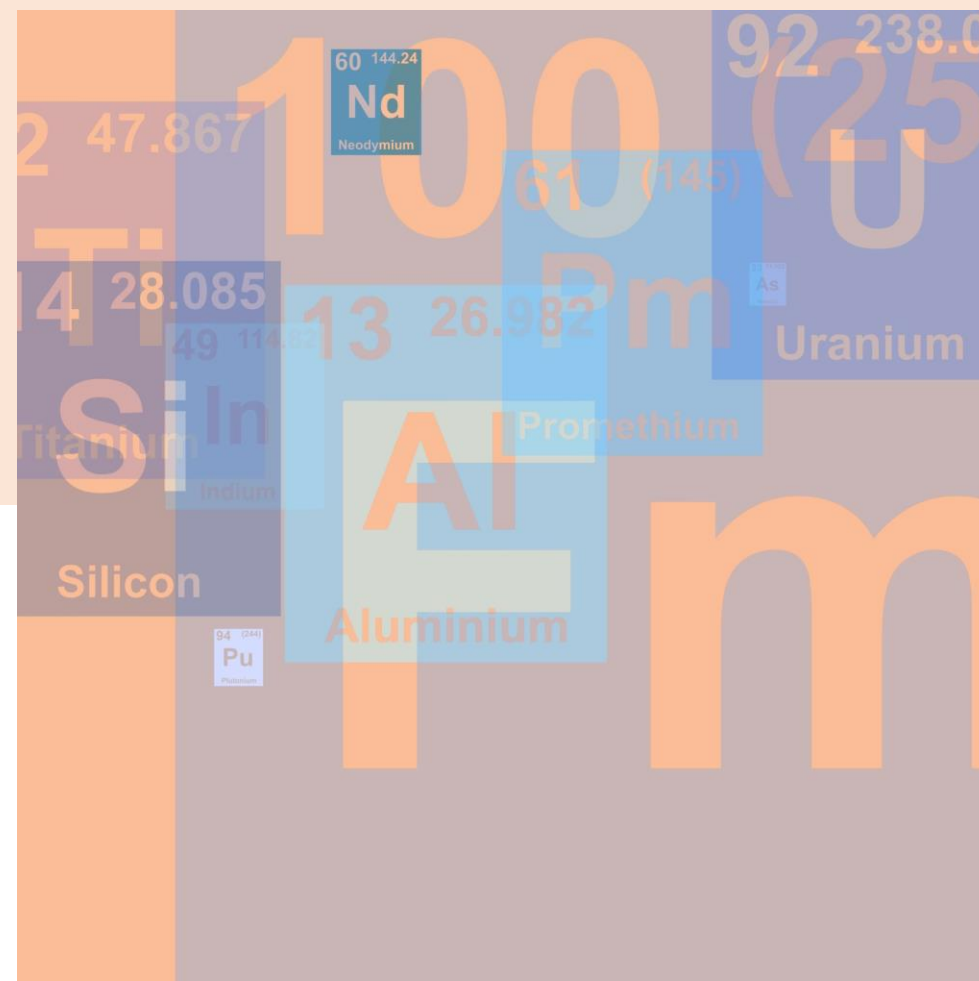
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ESTONIA'S DIGITAL AGENDA 2030

Agenda was finalized in December 2021 by Ministry of Economic Affairs and Communications.

Estonia's Digital Agenda 2030 includes a vision and an action plan concerning the development of the Estonian economy, state and society with the help of digital technology in the next decade.



Activities:

+ We implement and constantly update the national artificial intelligence strategy, i.e. our action plan in order to expand the use of AI applications (including robots) in the public sector and increase the relevant capability. Among other things, we engage in active cross-border and EU-level cooperation to share and reuse experiences and AI solutions.

+ We develop the legal space to enable a more widespread and reliable use of AI applications (including guaranteeing the protection of fundamental rights). We also advocate this in AI-related policy and law-making at the European Union and international level.

+ We implement the concept of
Bürokratt
to make public services available via virtual assistants.

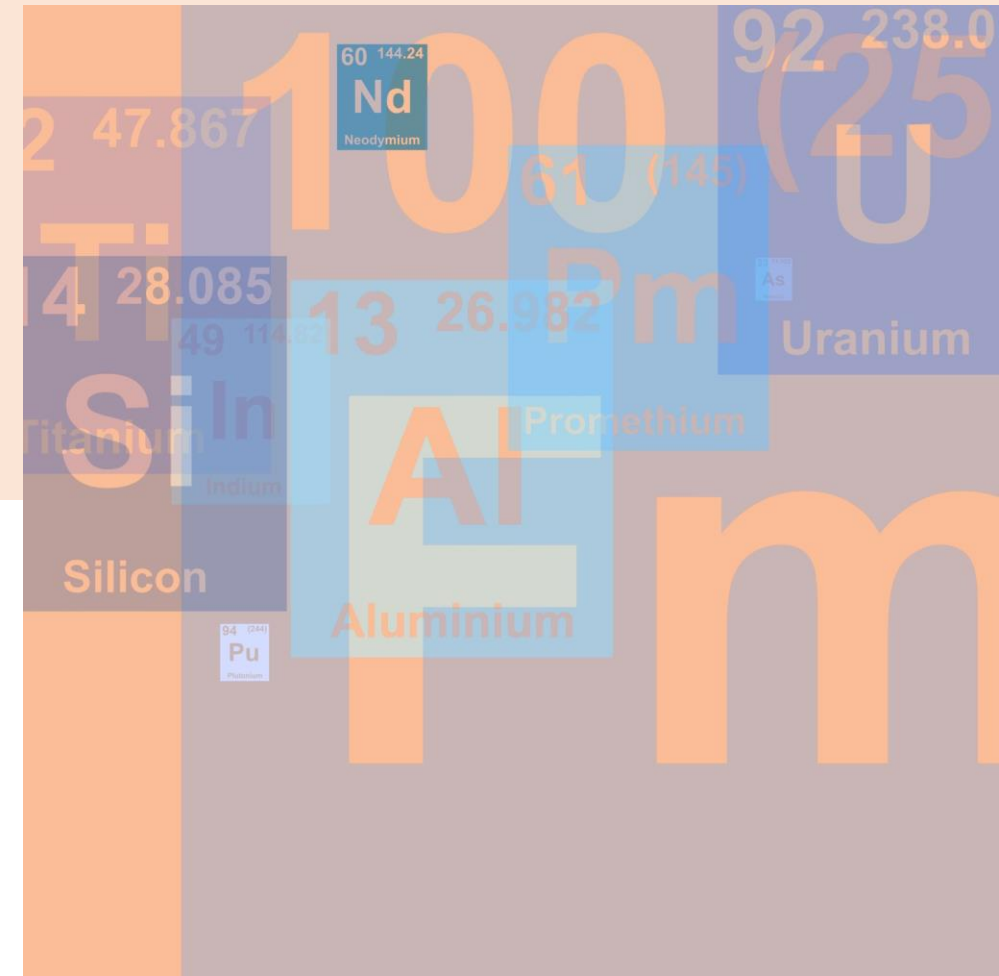


DIGITAL SOCIETY PROGRAM FOR THE YEARS 2022-2025

Regulation of the Ministry of Entrepreneurship and Information Technology, April 2022

The purpose of the program:

- increase in satisfaction with public services
- better availability of ultra-fast internet
- cyber protected Estonia

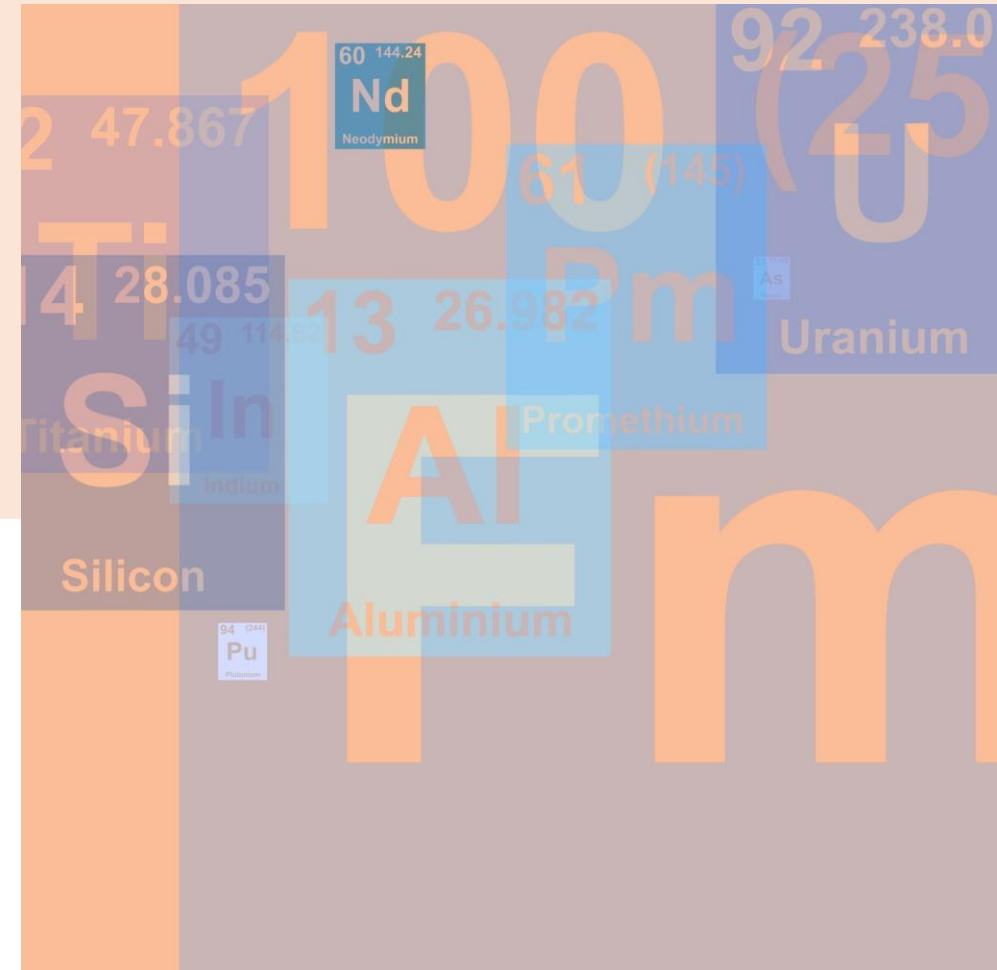


CONDITIONS AND PROCEDURES FOR GRANT FOR THE DIGITAL TRANSFORMATION OF COMPANIES

Regulation of the Minister of Entrepreneurship and Information Technology, August 2022

The purpose of the grant is to support the automation of companies and the introduction of digital technologies and robots.

The maximum amount of support is 300,000 euros per company.



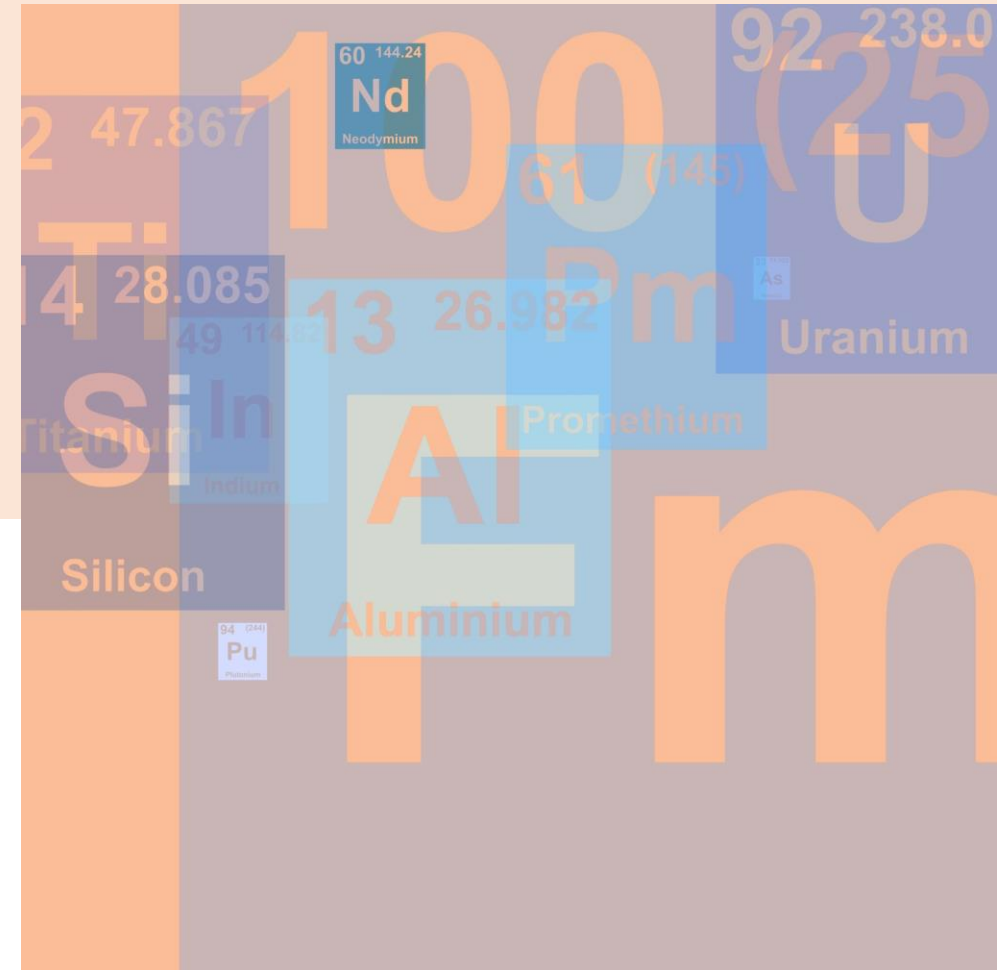
ESTONIAN EMPLOYERS' CONFEDERATION PROJECT "DIGITALISATION OF THE WORLD OF WORK IN COOPERATION WITH SOCIAL PARTNERS"

MARCH 2021 – MARCH 2023

An international cooperation project, the aim of which is to find out the practices of other countries - how they are dealing with the issues of a digitally transforming work environment in cooperation with trade unions and employers, and to later apply the knowledge gained in their own work.

Final report brings out

- challenges to social dialogue arising from the digital transformation in the world of work;
- recommendations for the social partners and collective bargaining with a view to implementing the framework agreement.



The first references to telework in Estonian legislation

2009 EMPLOYMENT ACT

If the employer and the employee agree that the employee will perform work outside the place of work then the employer must notify the employee that work duties will be performed as teleworking.

2012 CIVIL SERVICE ACT

Acts regulating working hours may provide for the possibility of flexible working hours, including the performance of service tasks outside the location of the position, i.e. telework to the extent that the interests of the service allow it.

AGREEMENTS ABOUT TELEWORKING IN ESTONIA

2017, May - The Confederation of Estonian Trade Unions and the Estonian Employers' Confederation concluded a telework agreement

2018, May - The Ministry of Finance and the Union of Employees of State and Local Government Institutions signed an agreement to promote telework

2019, July - Ministry of Social Affairs has prepared a manual for teleworking which provides recommendations on occupational health and safety. Manual was updated in November 2022.

Manual was created on the basis of the social partners' earlier agreement on telework.

CHANGES IN OCCUPATIONAL HEALTH AND SAFETY ACT

Until 2022, there were no requirements regarding telework in the Occupational Health and Safety Act.

In 2022 the Occupational Health and Safety Act was supplemented with six employer obligations in case of telework

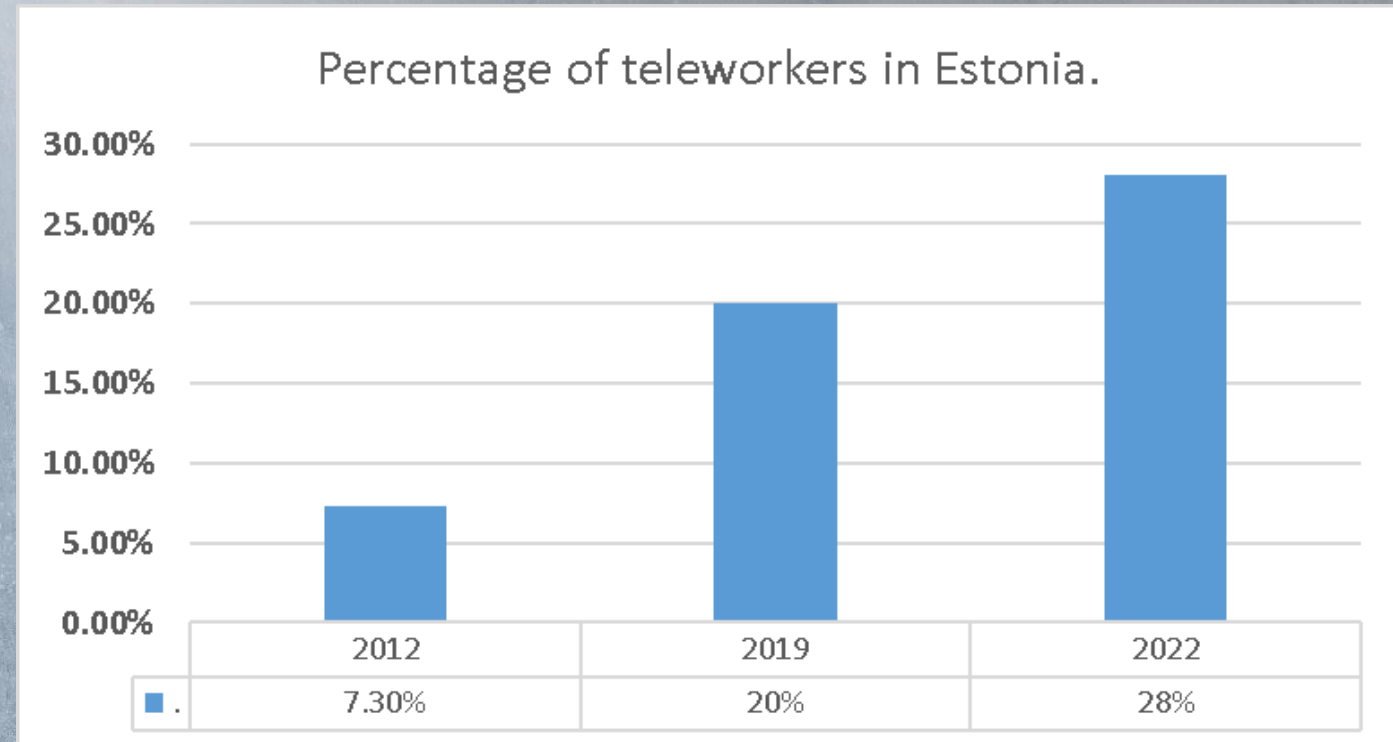
- Assessment and reduction of risks related to telework
- Employee guidance
- Ensuring suitable working tools
- Health check, occupational accident and sickness benefit
- Other obligations of the employer in relation to telework (The employer must fulfill other occupational health and safety obligations to the extent that it is possible considering the specifics of telework)
- Obligations of the employee in case of telework (employee must design a safe workplace and working conditions for telework based on the instructions given by the employer)

THE REMOTE WORK PRACTICES IN FOREIGN COUNTRIES AND THEIR APPLICABILITY IN ESTONIA

The Institute of Baltic Studies report, December 2022
Study was commissioned by Ministry of Social Affairs

Four measures were explored:

- regulatory
- awareness raising and information providing
- infrastructure and networks
- financial support





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Thank You!

More relevant information about the digitalisation and teleworking in Estonia

- Estonia's Digital Agenda 2030 <https://www.mkm.ee/media/6970/download>
- Digital society program for the years 2022-2025 <https://www.mkm.ee/media/7112/download>
- Digital society program for the years 2023-2026 <https://www.mkm.ee/media/8592/download>
- Conditions and procedures for support for the digital transformation of companies <https://www.riigiteataja.ee/akt/119082022005>
- Estonian Employers' Confederation project "Digitalization of the world of work in cooperation with social partners" <https://employers.ee/transformwork/>
- National report Estonia "Social partners together for digital transformation of the world of work. New dimensions of social dialogue deriving from the Autonomous Framework Agreement on Digitalisation" <https://drive.google.com/file/d/1YrpjOMJ9IEEYMpkq5SYB0YwtRNSFzYM/view>
- Manual for flexible implementation of the Occupational Health and Safety Act in telework situations https://www.tooelu.ee/sites/default/files/2022-12/Kaugt%C3%B6%C3%B6taja%20t%C3%B6%C3%B6tervishoid%20ja%20-ohutuse%20juhise_uuendatud.pdf
- The remote work practices in foreign countries and their applicability in Estonia <https://www.ibs.ee/en/publications/the-remote-work-practices-in-foreign-countries-and-their-applicability-in-estonia/>
- Rebeka Pintson master's thesis „Employees' right to disconnect when teleworking" https://dspace.ut.ee/bitstream/handle/10062/72705/pintson_rebeka.pdf?sequence=1&isAllowed=y
- Study: Current situation of Estonian local governments' IT capacity <https://www.tietoevry.com/ee/uudised/uudised/pressiteated/2021/10/uuring-eesti-kohalike-omavalitsuste-it-voimekus-ja-digiteadmised-on-vaga-ebauhtlased/>