

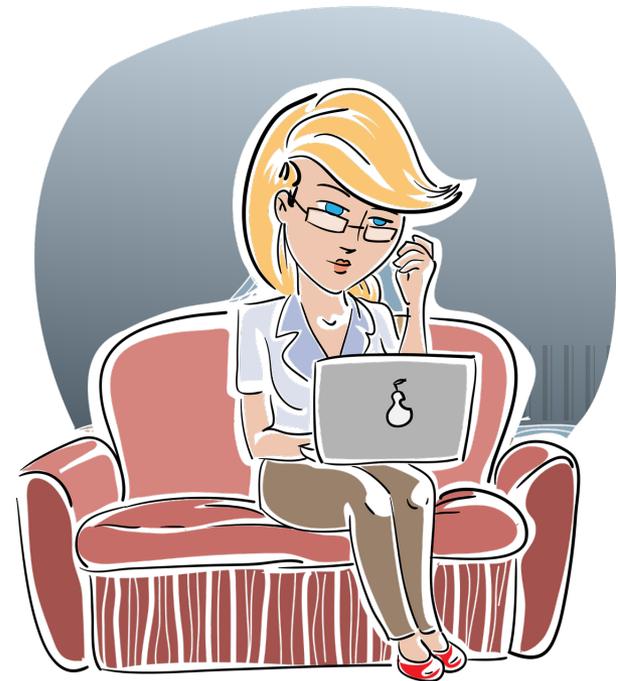
HOW TRADE UNIONS CAN USE COLLECTIVE BARGAINING TO UPHOLD AND IMPROVE WORKING CONDITION IN THE CONTEXT OF THE DIGITAL TRANSFORMATION OF PUBLIC SERVICES

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**The italian experience in the light of
collective bargaining and the project of
the European Sectorial Social Dialogue
Committee for Central Administrations**

Telework in Public Administrations in Italy

- Law 191/1998, 23 March 2000 Agreement between **Aran** (Agency for public services collective bargaining) and **Trade Unions** fixing modalities of remote work; few experimentations
- Law 124/2015 **imposes experimentation in PA** for Telework and smart working for at least 10% of workers



Law n. 81/17 introduces **Agile Working** ruling for all employees (private and public):

- **Definition**
- **Scope**
- **Aims and ratio**
- **Ruling and Rigths**



The Madia Directive

1st of July 2017 Marianna Madia Ministry of Public Administration and Innovation issues a Directive on application guidelines Law 124, Law 81/17 rules on work organization relating it to **work /life balance for PA workers**



The role of the Social Dialogue



- Collective bargaining still limited due to the 150/09 law that still gives hegemony to law
- First step, after the directive, experimentations in some P.A on the basis of Agreements with Trade Unions implementing law provisions and the directive (Administrative Justice, Presidency of the Council of Ministries. Ministry of Education, Internal Affairs Ministry, agency of the state property)
- Due to the law limitations the agreements are still a mere transposition of the rules and tend to certify telework and smart working

In the meanwhile in Europe...



European Sectoral Social Dialogue Committee for Central Administrations, SDC CGA, composed by: trade union (TUNED, led by EPSU) and employer (EUPAE) representatives. Founded in 2010 to **improve functioning, working conditions and social dialogue at national and European levels.**

EUPAE : 11 Member States (Belgium, France, Spain, Greece, Italy, Lithuania, Luxembourg, Romania, Czech Republic, UK and Slovakia) and 6 observer countries (Germany, Austria, Hungary, Malta, Portugal, Slovenia)

TUNED: EPSU + CESI, which represent government employees in 27 of the 28 EU Member States.

EPSU leads the trade union delegation.

The Agreement on Information and Consultation Rights

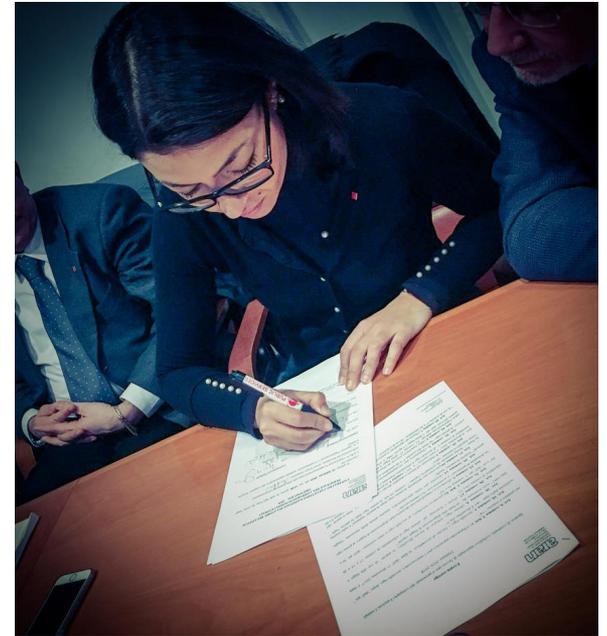
- In Dec. 2015 the SDCCGA adopts an Agreement for minimum standards of information and consultation rights for Central Administrations workers on restructuring such as digitalization



- The Binding Agreement, as anybody knows, should have been transformed in a Directive for public workers (already existing for private)
- Last May EPSU took the Commission to EU Court of Justice for the infringement of social dialogue provisions, art 155 TFEU

Finally Collective bargaining!

- Finally, after years of strikes and fights, **Public Workers Trade Unions obtain the renewal of the National Collective Agreement**
- Our action in Europe pushes Italian Government to address, in the guidelines, the bargaining in line with European Agreement on Information and Consultation
- The Collective Agreement **gives back negotiation to Trade Unions** through important tools as confrontation and bargaining



Art 6 of the Collective Agreement Institution of a stable seat of Industrial relations on Innovation Processes



The '**Organismo paritetico per l'Innovazione**' works on organization projects, with reference to smart working and work life balance, well being and occupational safety and health, preventing psychosocial risks and work related stress, burn-out.



This Body stresses the importance of social dialogue and confrontation in the framework of modernization and digitalization of Central Public Administrations

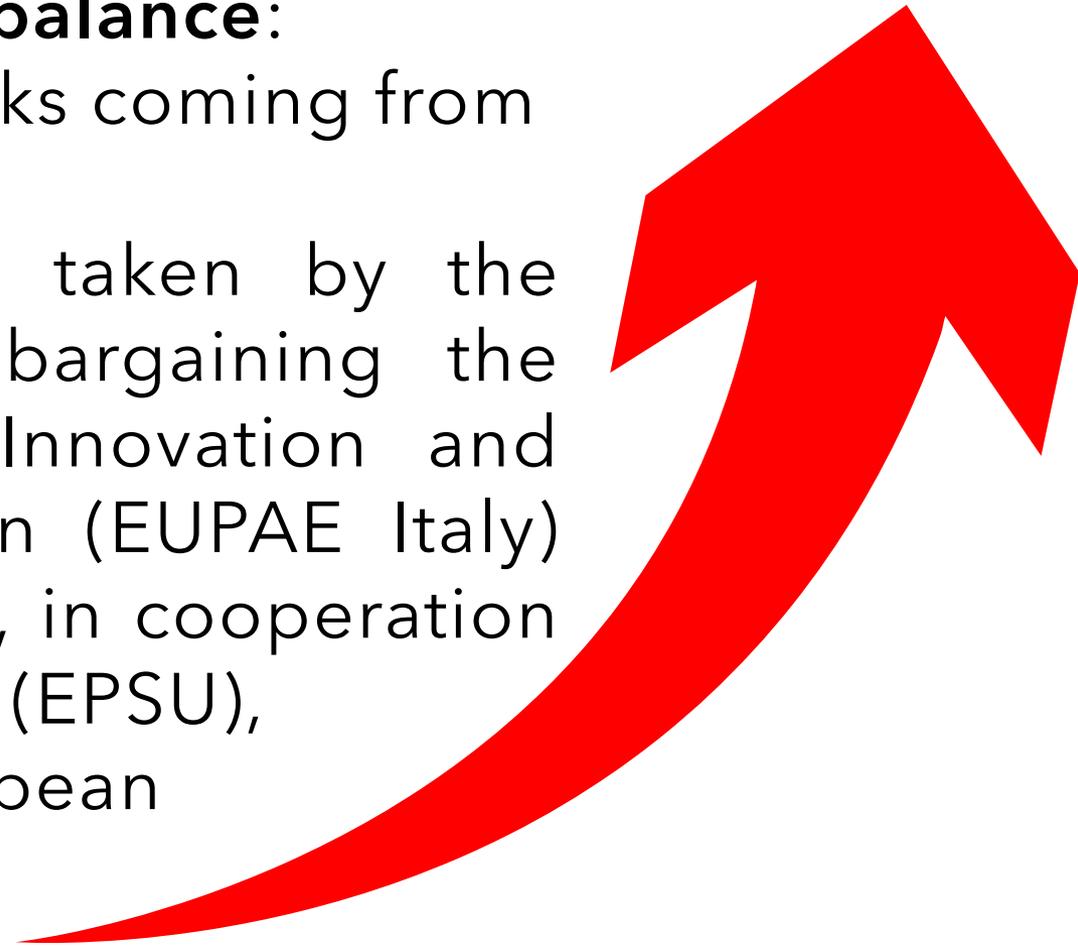
From the CCNL to the Project of SDC -CGA



Improving work-life balance:

opportunities and risks coming from digitalization.

Following the path taken by the national collective bargaining the Italian Ministry of Innovation and Public Administration (EUPAE Italy) introduced a Project, in cooperation with the Trade Union (EPSU), selected by the European Commission.



First step of the project: the Field Study

An European comparative study (Field Study) based on good or interesting policies, practices, national regulations, EU provisions including Commission's latest proposal to reconcile work and private life, across a sample member states relating to work-life balance and digitalization in central government administrations, looking at issues such as flexitime, reduced working hours, part-time, distance working, forms of leave etc., with particular reference to gender equality.

**The Field Study will be the basis for
the development of the serious game**



Objectives of the Field Study



- 1) **Identify new challenges** in terms of work-life balance and digitalization in a context of organisational changes and intensification of work.
- 2) **Assess across 10 EU countries the use, effectiveness and efficiency of work-life balance and digitalization procedures**, taking into account gender equality objectives, and the role of stakeholder involved to try to find innovative and pragmatic work-life balance and digitalization solutions also preventing risks and tackling possible challenges, practices, opportunities and
- 3) **Identify good practices** or policies and national regulations in central government, put in Concise Policy Guidelines, that will be ready for the final conference (Rome 2019), establishing common principles potentially transposable from one country to another

The importance of Trade Unions

Role in the modernization challenge

The Italian experience shows how, beginning from an European perspective (Agreement on Information and Consultation rights), **Trade Unions can influence law regulations by using confrontation tools**, providing Collective bargaining with a stable industrial relations body working on Innovation and Modernisation projects. The role of trade Unions shall be to govern, by Collective Bargaining, possible risks coming from digitalization with a particular reference on the impact on gender equality, flexitime, reduced hours, part-time, distance working, forms of leave, rights.

We shall even think about a new model of practising representativeness with a remote or smart workers, to avoid loss of rights, isolation, and others risks coming from digital challenges



Future's challenge

- **Changing work in the light of modernization** can be an important challenge
- Trade Unions must **keep watching on the possible risks** that can affect working conditions
- The best way is to work together with the administrations and to improve social dialogue focusing on the workers' point of view. **Our aim is to bring these subjects directly into Collective bargaining in the next Collective Agreement.** We have a new government and we want to continue on the path of Collective Bargaining and Renewal of Collective Agreements



THANK YOU
FOR YOUR ATTENTION