



TRADE UNION DIGITALIZATION OFFICERS

## Online Training

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*21.02.2024 | 10h00 | Online - Zoom platform*

*Minutes*



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## Partnership

### **Beneficiary**

All-Poland Alliance of Trade Unions – OPZZ - Poland

### **Partners:**

General Workers Union – GWU – Malta

Confederation of Progressive Trade Unions of Turkey – DISK – Turkey

Fundación Cultural Primero de Mayo – F1M – Spain

Italian General Confederation of Labour – CGIL – Italy

Confederation of Autonomous Trade Unions of Serbia – CATUS – Serbia

Association of Free Trade Unions of Slovenia – ZSSS – Slovenia

Hungarian Trade Union Confederation – MASZSZ - Hungary

### **Associated Partners:**

European Trade Union Confederation – ETUC

Eurocadres

National Trade Union Confederation – Cartel ALFA – Romania

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## Welcome and presentation of the TUDOs

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The participants were welcomed by the project leader – Anna Fastyn – All-Poland Alliance of Trade Union (OPZZ), Poland. Following the presentation of the project objectives the TUDO officers presented their organisations:

- Dominik Owczarek – project expert,
- Olga Lopez Maeztu – Comisiones Obreras, Spain
- Joseph Gravina – University of Malta,
- Monica Ceremigna – CGIL, Italy,
- Teodora Bratić - CATUS, Serbia,
- Anna Fastyn – OPZZ, Poland,
- Paweł Śmigielski – OPZZ, Poland,
- Miroslava Dubljevic – CATUS, Serbia,
- Gyula Pallagi – Hungarian Confederation of Trade Unions, Hungary
- Razvan Avrigenau - CARTEL ALFA, Romania
- Sanja Leban Trojar – Young Union Leaders, Slovenia

## TUDO – EU-level policies on digitalisation, implementation of the European social partners framework agreement from the perspective of EU-social partners

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The project expert started with a brain storming session about definition of digitalisation. The following interventions from TUDOs were made:

- Paweł Śmigielski, Development of new technologies, new forms of work, telework, IA at the workplace (recruitment, HR policies, etc.), exchange of employment-related documents with workers, surveillance,
- Joseph Gravina – dynamics of digital transformation, creation of new inequalities
- Monica Ceremignia – pace of change is high, difficulties with keeping up with the new developments, legislation is lagging behind.

Later the introduction to EU-level policies was made. The following policies were presented: European Digital Strategy 2020-2025, Digital Services Act package (encompassing Digital Services Act and Digital Markets Act) and Europe's Digital Decade (2021-2030).

The key focus of the meeting was put to present and discuss the details of the European Social Partners Framework Agreement on Digitalisation. PowerPoint presentation is enclosed to the minutes.

## TUDO – discussion on digitalization from the perspective of the national contexts

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After the presentation of the EU-level policies and the European Social Partners Framework Agreement on digitalisation, discussion on national contexts took place. The TUDOs focused on the national contexts in implementation of the EU policies and the Framework Agreement.

- Monica Ceremigna, CGIL – establishment of special unit in the union to cover the issue of digitalisation in 2017 (preparing studies, analysis, providing support to workers'). Initiative undertaken by the union is to define rules of negotiating AI algorithms. Implementation of the Framework agreement on digitalisation – difficulties in the agreement on the Italian text until now. Therefore, no further activities were undertaken in this respect.  
National policies – implementation of RRF.
- Paweł Śmigielski, OPZZ – Working team on implementation of the Framework Agreement has been established in Poland. Although there are no advances in terms of implementations. The key obstacles in the talks relate to the right to disconnect and the AI (and the right to negotiate conditions of AI tools). There is insufficient knowledge on operation of AI on both sides: unions and employers organisations. Therefore, it is difficult to negotiate a tool that is not fully understood. Other issue is enabling access to workers' emails to conduct union work (organising, informing workers, collective bargaining).  
In regards to skills development, there is a need for increase of public support in terms of financing training provided to workers.  
DGPR regulations are well established in the country, but there are also some problematic issues: extend of surveillance and its rules.  
New regulations on telework (April 2023) - relative success of social partners and national legislator.
- Olga Lopez Maeztu, CCOO – Digital Development Strategy (encompassing wide range of issues: from infrastructure to skills and labour market) has been enacted by the Spanish government.  
Tripartite agreements on telework has been established as well, the Act on telework based on the above tripartite agreement has been enacted in 2020. As well as the Act on platform work / riders (2021) one of the first in the EU. Also the Act on negotiating algorithms was adopted in 2023 which put an obligation on employers to provide information on the content of algorithm and to put it as a subject of collective bargaining. Digital clauses more and more often appear in the collective agreements (not as often as we wish, but they appear already)  
A few guidelines on digitalisation have been published by the Spanish unions as well.
- Joseph Gravina, GWU / University of Malta – digital sectors are poorly unionised, therefore unions in Malta just start dealing with digitalisation. The key importance is the local level in implementation of the EU and national policies. Currently, digitalisation is used by employers as a tool for boosting economic performance, and not necessarily to improve working conditions. This is the role of the unions to protect various aspects of working conditions that are impacted by digitalisation.
- Gyula Pallagi, Hungary – There is national level digital strategy (2023), Telework has not been regulated yet, despite the fact that this form of work is widespread in the country after the pandemic. Workers demand telework as key factor in selecting companies as workplace.  
Platform work is still unregulated, mostly solo self-employed, however some digital platforms were not enabled to operate in the country eg. Uber.
- Teodora Bratić, CATUS, Serbia. Telework is regulated in the national level legislation, platform work remains still out of regulatory framework.

## Summary of the meeting

The partners discussed the further steps in the project: next online training and training in Spain.

Anna Fastyn – the leader of the TUDO project thanked for the meeting and invited for the next online training.

The screenshot shows a Zoom meeting interface. On the left, a presentation slide is displayed with the title "National-level policies on digitalisation" and a large question mark in the center. The slide has a decorative graphic with a blue circle and a pink arc. On the right, a grid of participants is visible. The participants are arranged in a grid, with some names visible: "Gordana assistant", "Sanja Leban Troj...", "Gyula Pallagi (H...", "Booth 0 - PL", "Booth 1 - EN", "Booth 2 - SR", "Booth 2B - SR", "Booth 3 - RO", "AV Control", "SR Control", "AV Support", and "Technical Support". The Zoom interface includes a top bar with "Recording..." and "View Options", a bottom bar with various controls like "Start Video", "Security", "Participants", "Chat", "Share Screen", "Summary", "AI Companion", "Pause/Stop Recording", "Polls", "Breakout Rooms", "Support", "Interpretation", "Reactions", "Apps", "Whiteboards", "Notes", and "More". The bottom right corner shows the system tray with search, network, and system clock (12:21, 26/02/2024).

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