



TRADE UNION DIGITALIZATION OFFICERS

## Online Training II

---

**27.02.2024 | 10h00 | Online - Zoom platform**

***Minutes***



Co-funded by the  
European Union

Funded by the European Union. Views and opinions expressed are however those of the author(s) only, and do not necessarily reflect those of the European Union or European Commission. Neither the European Union nor the granting authority can be held responsible for them.

## 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



Co-funded by the  
European Union

Funded by the European Union. Views and opinions expressed are however those of the author(s) only, and do not necessarily reflect those of the European Union or European Commission. Neither the European Union nor the granting authority can be held responsible for them.

The participants were welcomed by the project leader – Anna Fastyn – All-Poland Alliance of Trade Union (OPZZ), Poland and presented the agenda and objective of the second online TUDO training.

### TUDO – Introduction: telework – key challenges for worker - brainstorming session

---

The TUDOs started with a brainstorming session on the experiences with telework in their countries. The interventions were as follows:

- Joseph Gravina – not all workers are able to carry out telework – inequalities are present in this respect. This is also a matter of preferences, ie. in academic work telework has very limited sense
- Paweł Śmigielski – advantages: savings on commuting time and costs, better work-life balance, teleworkability – not all workers are able to conduct telework (inequalities even within one company which cause tensions). Limitations: psychosocial risks, less social contacts, decrease in productivity, blurring boundaries between work and life (work-life blending – preferences among younger generations). Employers' benefits: smaller costs of office renting, security, real estate tax, cleaning, etc.. Employers' limitations: lesser availability of workers, productivity decrease. Retreat from telework, now hybrid work dominates. Issue of equivalent for telework.
- Teodora Bratić – on contrary: some workers declare higher productivity, but the disadvantage is less socialising.
- Monica Ceremigna - gender aspects: telework more popular among women, smart work in Italy, in 2023 majority of workers have “smart contracts” now - most popular in larger companies (while majority of workers in Italy are employed in SMEs), telework decreases greenhouse emissions, 14% workers moved to other place under the impact of telework, 42% of teleworkers work from other places than their home (there is no obligation to define place of work, teleworker might work from anywhere).
- Olga Lopez Maeztu – teleworkability / inequality among workers, telework defined in law and in collective agreements at both sectoral and company level (place of work has to be defined and employer has to be informed about place of work and tasks performed during a day). However, telework is possible from other places than home eg. change of residence of teleworker to Spain (or to rural areas from cities). Currently telework is rolled back – mostly due to the need of control and lower trust in workers among the managers.
- Gyula Pallagi - returning to work from the office, work patterns do not allow for worker to meet all in the office, only 15% companies in Hungary have any policies on the right to disconnect, over 40% workers are available after standard working hours, over 20% of workers agree to be contacted after standard working hours.



Co-funded by the  
European Union

- Sanja Leban Trojar – in Slovenia working from home is defined in the law (there are differences in definition of telework / working from home / smart work across countries). Working from home is a subject of collective agreements at all levels. Especially young workers prefer working from home.

## Telework and teleworkability in the EU – research findings and case studies

---

After the brainstorming session, the project expert presented the following issues: EU-level policies on telework and the right to disconnect, empirical findings on telework and teleworkability in the EU, case studies – benefits and challenges of telework. PP presentation is enclosed to the minutes.

### Public and corporate policies regarding telework

---

Following the presentation prepared by the expert a discussion took place on public and corporate policies regarding telework, including the right to disconnect. The key question the TUDOs tried to answer was the following: what can be done to uncover the potential of telework and to mitigate its negative consequences?

- Monica Ceremigna – agile work: lack of definition of working time and workplace. Employer is obliged to prepare report on enforcement of OSH.  
In Italy, there is no equivalent for telework, employer is responsible for delivering means of work (computer, telephone). The issue is rather the security of the private internet connection (important subject of negotiations on telework regulations).
- Paweł Śmigielski – remote OSH control through video camera or photos made in the workplace at home. There is also an opportunity to organise a OSH visit at home, although employers are not keen to use this option in order not to intrude private space. The regulations assume that employee is responsible for ergonomics of work.  
Some employers request workers to turn on cameras in laptops in order to check presence at work (employees oversight). Software to control workers.  
In case of using private means of production, employer and workers may negotiate additional equivalent for using these private means (on top of media equivalent: for electricity and internet bills).
- Olga Lopez Maeztu - new legal act on telework established in 2022 in response to the pandemic, including anti-discriminatory clauses. OSH controls are allowed to employers if worker give a permit to the employer. Otherwise, employer ensure OSH based on worker's declaration.
- Gyula Pallagi – in Hungary, employer is responsible for providing means of work, but worker is responsible for possible damage of the equipment. The issue of equivalent for media is not regulated – some companies provide such equivalent as a voluntary commitment some not.

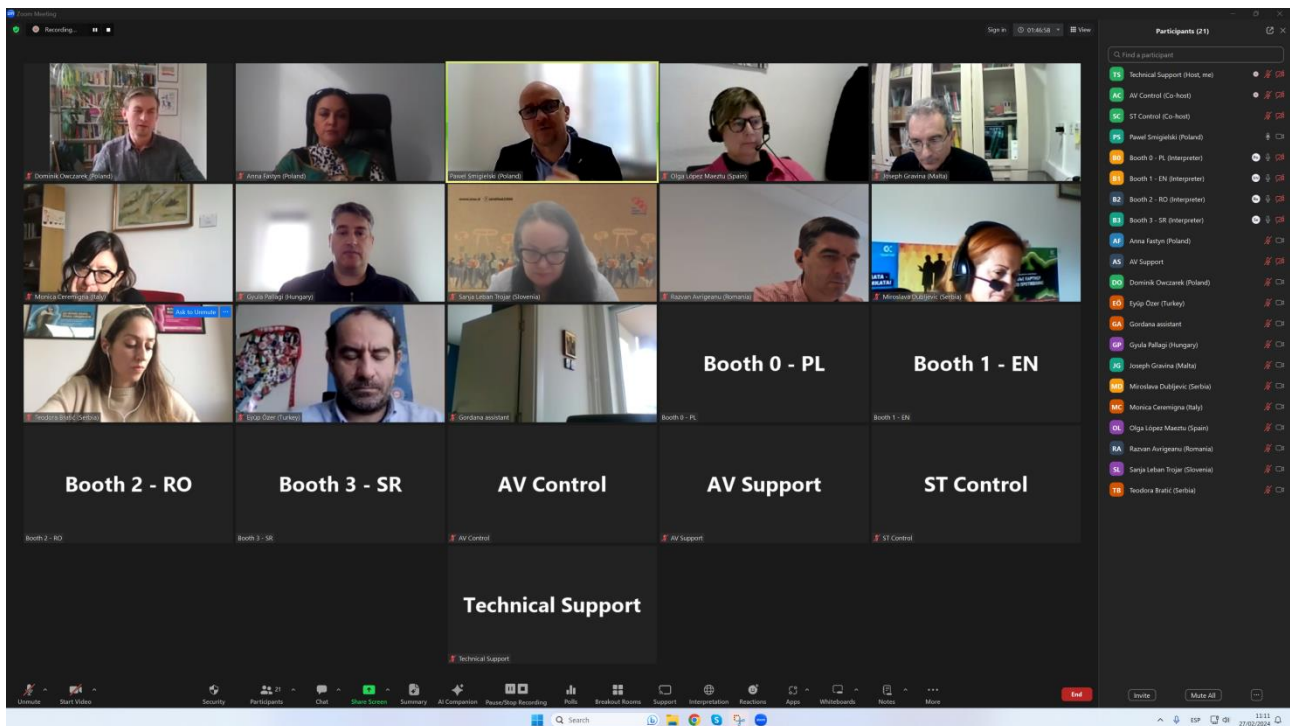


Co-funded by the  
European Union

- Joseph Gravina – teleworkers were incentivised to take part in training on how to adapt to telework. Employers are obliged to provide equipment and worker is responsible for turning back the equipment undamaged.
- Paweł Śmigielski – measures to tackle negative consequences of telework: training developing skills, preventive examinations (both medical and psychological), including psychosocial risks

## Summary of the meeting

The partners discussed the further steps in the project: next training in Spain. Anna Fastyn – the leader of the TUDO project thanked for the meeting and invited for the next online training.



Co-funded by the  
European Union

Funded by the European Union. Views and opinions expressed are however those of the author(s) only, and do not necessarily reflect those of the European Union or European Commission. Neither the European Union nor the granting authority can be held responsible for them.

Zoom Meeting    Recording...    View Options    Sign In    03:10:17    View

Participants (28)

Find a participant

Technical Support (Host, me)    AV Control (Co-host)    ST Control (Co-host)    Booth 0 - PL (Interpreter)    Booth 1 - EN (Interpreter)    Booth 2 - RO (Interpreter)    Booth 3 - SR (Interpreter)    Anna Farkas (Poland)    Eryka Czer (Turkey)    Gordana assistant    Gyula Palagi (Hungary)    Joseph Grania (Malta)    Miroslava Dubljevic (Serbia)    Monica Ceremigna (Italy)    Pawel Sringielki (Poland)    Razvan Avrigeanu (Romania)    Sanga Lajan Todor (Slovenia)    Teodora Bratic (Serbia)

### Key results – impact on working conditions

No impact of out-of-office work on the following:

- Wages, although media costs reimbursement
- Working time, although arrangement of tasks and work breaks and no commuting
- Job stability and job security
- Social protection
- Form of employment / form of contract

Monica Ceremig...    Miroslava Dublje...  
Gordana assistant    Booth 0 - PL    Booth 1 - EN  
Booth 2 - RO    Booth 3 - SR    AV Control  
ST Control    Technical Support

Unmute    Start Video    Security    Participants    Chat    Share Screen    Summary    AI Companion    Pause/Stop Recording    Polls    Breakout Rooms    Support    Interpretation    Reactions    Apps    Whiteboards    Notes    More

13:34    27/02/2024



Co-funded by the  
European Union

Funded by the European Union. Views and opinions expressed are however those of the author(s) only, and do not necessarily reflect those of the European Union or European Commission. Neither the European Union nor the granting authority can be held responsible for them.