



TRADE UNION DIGITALIZATION OFFICERS

## Mid-term steering committee meeting

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*12.06.2024 | 10h00 | online*

*Minutes*



Co-funded by the  
European Union

## 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

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The participants were welcomed by the project expert – Dominik Owczarek– All-Poland Alliance of Trade Union (OPZZ), Poland and presented the agenda and objective of the Steering committee meeting. The meeting aims were twofold: presenting and commenting the results of the Action plan workshop in order to prepare a publication outlining the recommendations for trade unions and public authorities in various aspects of digitalisation, and to update the partners on the state of project implementation and on the next steps in the project.

## Presentation of the action plan - results from the working session in Cracow

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The meeting started with the presentation of the draft version of the action plan report containing the recommendations elaborated during the working session in Cracow. The presentation was divided into the following topics:

- Implementation of the European Social Partners Framework Agreement on Digitalisation
- Telework and the right to disconnect
- Platform work – EU directive and its implementation
- Impact of digitalisation on working conditions
- Digitalisation and social dialogue.

Power Point presentation is enclosed to the minutes. Partners discussed topic after topic and submitted some comments and remarks as follows:

- Implementation of the European Social Partners Framework Agreement on Digitalisation
  - Developing digital skills curricula in public education as well as the Life-Long Learning programs delivered by employers or other entities, including public institutions like employment services. Training programmes should be funded (or co-funded) from the public budgets. In case of trainings organised by employers, funding should be borne by employers, but also some external (public) funding might be involved.
- Telework and the right to disconnect
  - Telework policies and practices should not introduce new inequalities between public and private sector – workers should enjoy the same entitlements and protections in terms of telework regardless the sectors.
- Platform work – EU directive and its implementation
  - Avoiding treating platform workers as a separate employment category, these workers should be covered by general regulations. Member States should transpose the Directive in such a way as to seek to fully integrate platform workers into the core labour market and extend to them the regulations and protections generally applicable.
  - Enforcement is of paramount importance - member states should put much effort to make sure that the regulations are truly implemented. This will be possible only

when sanctions for violating the regulations will be proportional in order to play a truly deterrent role.

- Organising platform workers, including cross-national initiatives to reach out to workers from various countries employed by transnational digital labour platforms. Digital platforms should - in line with the Directive – give access to the workers for internal exchange of information, which is not accessible to digital platform. This would facilitate organising work conducted by trade unions.
- Impact of digitalisation on working conditions
  - Training courses - whether provided by employment services or by employers - should be preceded by an appropriate diagnosis so that the proposed courses respond to real labour market needs. Training that does not increase employability should be avoided, as public funds are wasted and the trained workers are given false hope that the time spent will improve their individual labour market situation.
  - Training programmes should be offered early enough to prevent unemployment and build capacity among employees to advance in their current jobs or find work elsewhere. Remaining unemployed - even when an extensive training package is provided - makes it much more difficult to return to employment and obtain a rewarding job, and puts the household of the unemployed at risk.
  - Introducing a position (anchor) in trade unions or at workplace-level that, within the scope of its responsibilities, conducts research, collects data, monitors the impact of digitalisation on working conditions.
- Digitalisation and social dialogue.
  - Making factual use of the collective bargaining mechanisms and social dialogue bodies at all levels (current social dialogue infrastructure) to discuss and negotiate digitalisation matters and its impact on workers.

The above comments will be incorporated into the Action plan report. In the second step, the updated report will be a subject of consultations with the ETUC and trade unions from the partner countries. Finally, the report will be published and widely disseminated.

### Interim report on activities and further steps in the project

Regarding the interim report on activities and further steps in the project, the project leader – Anna Fastyn – All-Poland Alliance of Trade Union, provided an update on our progress to date and outline the next steps moving forward. She also presented the format of the upcoming networking meetings, which at this stage of the project will include the participation of a representative at the European Union level — a representative from ETUC. She also indicated the steps we intend to take to strengthen the dissemination of the project

### Wrap-up of the meeting

The project leader thanked for the fruitful and active participation in the meeting and concluded the Steering Committee meeting.