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**Final report**

*Subject area:* Social dialogue

*Subject:* **Digitalisation and a new form of work**

*Project:* 26-03-22-SE

*Responsible for project:* Independent Christian Trade Union of Slovakia

*Venue:* Catholic university in Main hall, 3th floor, Hrabovská cesta 1, SK-034 01 Ružomberok,

*Date:* June 10, 2022 - June 11, 2022

*Accommodation of participants:*

Hotel Kultúra, A. Bernoláka 1, 034 01 Ružomberok,

*Project type:* Seminar

**The aims of seminar**

COVID-19 has all too clearly shown how digital tools have become an integral part of our work and societies.

In the cause of the project, we will address the following issues:

* The impact of digitalisation on employment, working time, wages and benefits. How to share the value added?
* The impact of digitalisation on working conditions: Stress, work-life balance, monitoring of work. How to make the best of technology – and avoid the worst?
* The impact of digitalisation on skills. What training do workers need?

The objectives of the project are to:

* Analyse the consequences of the digital transformation on working conditions and work organisation in economy sectors;
* Identify tools and responses developed by trade unions to shape the social consequences resulting from the introduction of digital technologies;

**What was the most important aspect of the seminar?**

**Digitization (or the 4th Industrial Revolution, the Digital Revolution, the Intelligent Industry, Industry 4.0, the Digital Economy) poses many serious questions for the world of work.**

**The topic is discussed in the economic context, or possible changes in the labor market.**

**However, very little attention is paid to social impacts, which, however, must be reflected in new approaches and public policy instruments.**

**New technologies, automation and digitization have an impact on the quantity and quality of work, but also the form and nature of work (need to increase qualifications and skills, increased polarization between low and highly qualified types of work, blurring differences between paid and unpaid work).**

**Why was the seminar important just now?**

Unstable forms of work are growing. Job security is reduced. In connection with the expected development on the labor market, the following basic scenarios and trends can be identified:

• creation and creation of jobs, creation of new industries, new products and services, creation of new professions;

• transformation and change of current jobs with new forms of management, work organization;

• job losses and their replacement by robots and vending machines;

• a change in forms of work and a change in the nature and approaches to work in a socio-psychological and behavioral context.

**How many participants were there? From which countries? From trade unions, universities, politics, church etc.?**

Total number of participants: 39 (personal), 3 online foreign speakers,

Domestic participants: 29

Table of foreign participants:

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | **Aneta Szczykutowicz** | PL | EZA, FNS EDS | online |
|  | **Lidmila Nemcová** | CZ | hKaP | personal |
|  | **Bardócz-Tódor András** | HU | KPSZT | personal |
|  | **Jaroslav Klaška** | CZ | KOK | online |
|  | **Monika Drag** | PL | School of Entrepreneurship and Administration | online |
|  | **Konečný Jiŕí** | CZ | hKaP (passive) | online |
|  | **Petr Hlaváček** | CZ | hKaP (passive) | personal |
|  | **Ludo Smeets** | Belg. | COV | personal |
|  | **Lubomír Muller** | CZ | hKaP | personal |
|  | **Helena Sladká** | CZ | hKaP | personal |

**Which topic fields were discussed?**

**10.6.2022**

Visitors of the conference were welcomed by Ľubica Černá, the president of NKOS together with the member of the Board NKOS Radislav Kendera.

**KEY ASPECTS OF THE IMPACT OF DIGITALISATION ON THE WORLD OF WORK.?**

Speaker Ľubica Černá, president of NKOS presented a **European social partners framework agreement on digitalisation**. This framework agreement is the shared commitment of the European cross-sectoral social partners - BusinessEurope, SMEunited, CEEP and the ETUC (and the liaison committee EUROCADRES/ CEC) - to optimise the benefits and deal with the challenges of digitalisation in the world of work.

**DIGITAL HARASSMENT AND CYBERBULLYING – A NEW WORK ENVIRONMENTAL RISK IN SCHOOLS.**

Participants visited The University Counselling Centre. **Katarína Markovičová,** Director of Counselling Centre presented program of centre and actual situation. She presented an amendment to the Criminal Code on electronic harassment and protect employees from cyberbullying and digital discrimination.

**INTERNATIONAL ASPECTS OF DIGITIZATION**

**Lidmila Nemcová,** (hKAP CZ,) presented view of the impact of digitization on seniors. Although an increasing number of older persons are present online, many still cannot access the online services to meet their basic needs or remain socially engaged. Older people use technology. But not all older people have equal access to technology or the associated health and social benefits including better mental health, increased physical activity, and more social interactions.

**DIGITISATION IN CULTURE AND THE CREATIVE INDUSTRIES.**

**Radislav Kendera,** member of Board NKOS presented actual problems of creative industrial.

The pandemic has exposed the structural fragility of the businesses and people foundational to supporting the cultural and creative sectors. For the most part, these are small businesses, non-profit organizations like art centres, fairs, festivals, museums or theaters and independent artists and creative professionals like writers, painters or musicians — many who are operating just above survival level.

**11.6.2021**

**IS DIGITALISATION CHANGING LABOUR MARKETS? THE IMPACT OF DIGITALISATION ON SKILLS. WHAT TRAINING DO WORKERS NEED?**

**Aneta Szczykutowicz, opening** speaker, a member of the EZA Council. She informed about aims, activities and EZA educational programme for the “European Social Dialogue”. She explained new forms of work in the digital age and positive and negative impact of technological change on the labour market. The practical examples (Foundation „Work from bed”) and projects implemented by FNS EDS were very interesting (projects CTRL C- CTRL V, Barrier-free online)

**Monika Drag**, from College of Enterprise and Administration in Lublin, Poland presented the need to acquire new digital skills. The wider use of technology will lead to a higher request for digital, technology-related skills and non-cognitive ones such as communication, creativity, and critical thinking. Demand for roles such as robotics engineers, artificial intelligent specialists, and digital marketing specialists will gradually increase at the expense of jobs such as assembly and factory workers, executive secretaries, accountants, and auditors.

**THE IMPACT OF DIGITALISATION ON EMPLOYMENT, WORKING TIME, WAGES AND BENEFITS. HOW TO SHARE THE VALUE ADDED?**

Speaker **Andras Bardocz Todor**, KPSZT Hungary presented main problems in Hungarian school. 95% of educators are not prepared for digital teaching. As the teaching society is aging, they have not studied at universities anything of digital education. Even though there are classrooms with iPads in several schools, they are not used. This is because teachers should pick up competencies they may not want, so they stay with traditional methods.

**THE IMPACT OF DIGITALISATION ON WORKING CONDITIONS: STRESS, WORK-LIFE BALANCE, MONITORING OF WORK, GDPR.**

Speaker **Jaroslav Klaška,** hKAP, Czech republic presented the macroeconomic consequences of digitization in the Czech Republic.

**DIGITALISATION AND SOCIAL DIALOGUE.**

**Dr. Marek Švec,** laywer presented current amendments to the Labor Code**.** Digital technologies raise new and challenging issues for labour law. More than a year after the pandemic began, home-office work has proven so effective, many believe it will become a fixture of our post-pandemic future. But remote work raises a host of legal and administrative challenges.

**Were there any first-class speeches? If yes: from whom? On which topic? Why was the contribution so special?**

The digital transformation will demand much of us as unions. We too must have the foresight and courage to change. We must fight to ensure our own digital future as workers but we must also work with the community to ensure that government and public services work are democratic, inclusive and of quality for all. For this we need to be prepared. (Ľubica Černá)

When analysing groups of employees by age, gender or education, research clearly shows that the groups at risk of automation of their tasks are men and people with a low level of education. Countries such as Slovakia, Slovenia, Lithuania and the Czech Republic have the highest risk of automation of occupations and tasks performed by workers. The introduction of new digital and autonomous technologies could significantly deconstruct the labour market in these countries. In the case of the larger European economies, the high risks involving clearly work and occupations carried out by older people and so-called 'male' professions are becoming apparent. From Poland's perspective, it is important that in their predictions experts do not see such a big risk that could destabilize the work of young people. (Aneta Szczykutowicz, FNS EDS PL)

**Recommendations**

**We have identified common recommendations:**

Before COVID-19, most trade unions were relaxed in their uptake of digital technologies and platforms to execute their mandate, continuing to rely mostly on physical interactions and high mobility. However, with the outbreak of COVID-19, digitalization has increased significantly in scale, speed and complexity and is fast-changing, putting pressure on trade unions to use digital technologies to shape their way of operating, advance membership servicing and strengthen advocacy and engagement with other national stakeholders. COVID-19 has made it more apparent that trade unions need to adopt digital programmes that catch the attention of young workers, as the majority of them are now more active on social media. Advancements in digital technology would provide unions already struggling to connect with younger workers with a means to communicate with this group via a medium with which the younger generation is comfortable. It has become more apparent during COVID-19 that trade unions need to rethink, develop and experiment different virtual ways of communicating and reaching out to new and younger potential members.

More information and photos: <https://www.nkos.sk/2022/06/21/digitalizacia-a-nove-formy-prace/>

Final report: Ľubica Černá