



EPSU expects affiliated unions to cover the travel and accommodation expenses of their participants. Funding from the European Commission will allow us to cover the travel and accommodation costs of some delegates. Full details will be provided when the formal invitations are sent out for each meeting.

For further information, contact: Luca Scarpiello (lscarpiello@epsu.org)

# Collective bargaining in the digital age

Ensuring that public service workers share the benefits of digitalisation



These meetings are part of a project funded by the European Commission.

EPSU TRAINING MODULES

New technologies can have a big impact on almost every aspect of employment, including significant changes to job requirements and increasing an employer's capacity to monitor and control workloads. It can lead to greater capacity for practices such as home working or creating pressures that intrude deeper into a worker's personal life. Through collective bargaining, trade unions in public services can engage to ensure that workers share in the benefits of new technology and that their interests are protected.

For this reason, EPSU has developed this training project to help affiliates develop their collective bargaining strategies to better address these challenges. The training will aim to provide participants with a better understanding of the exact nature of such challenges and their implications for the future of collective bargaining as a tool for regulating the new world of work.

**Five regional training seminars** will allow worker representatives to discuss and exchange information on how to develop **practical strategies for collective bargaining** to deal with the key issues, including:

- » information and consultation rights;
- » training;
- » gender equality;
- » data protection and control;
- » surveillance and geo-tracking;
- » work organisation;
- » right to (dis)connect;
- » health and safety; and
- » work-life balance and working time

### The training modules will help participants to:

- » understand the **impact of digital technologies** on jobs, working conditions and workers' rights and how cross-sector and sector collective bargaining have developed to address these;
- » analyse and compare models and solutions to deal with the **introduction of new technologies** through collective bargaining;
- » formulate **concrete solutions and practical strategies** to overcome the problems and make the best of the opportunities arising from digitalisation.

The regional seminars will each involve up to 40 participants. The training seminars will be open to EPSU affiliates and in particular:

- » trade union delegates involved in collective bargaining at different levels
- » representatives from EPSU affiliates' collective bargaining departments
- » representatives from European works councils

EPSU is developing the training modules in partnership with ECORYS and WMP, organisations with considerable experience in providing training to trade unions and European works council members. They will be drawing up the training programme in consultation with EPSU over the next few months. Over the course of the project they will also develop a training toolkit that will be made available to all affiliates.

Following the five seminars a **final conference** is planned for December 2020 which will provide an opportunity to review the project, discuss the draft training toolkit and plan follow up action.

**Do you have an interesting practice/model ? Let us know!** Do you have an interesting collective bargaining practice/agreement/model to shape the introduction of new digital technology through collective bargaining? Let us know! Trainers will use all the innovative practices gathered to prepare and develop the training modules! You can send them to [lscarpello@epsu.org](mailto:lscarpello@epsu.org)

Regional seminars	Countries	Languages - interpretation
Bucharest 24-25 September 2019	Albania, Azerbaijan, Bulgaria, Kazakhstan, Kyrgyzstan, Moldova, Romania, Russia, Tajikistan, Turkey	English, Albanian, Bulgarian, Romanian, Russian, Turkish
Lisbon 19-20 November 2019	Cyprus, Greece, Ireland, Israel, Italy, Malta, Portugal, Spain, UK	English, Greek, Italian, Portuguese, Spanish
Ljubljana 21-22 January 2020	Austria, Bosnia & Hercegovina, Croatia, Germany, Kosovo, Montenegro, North Macedonia, Serbia, Slovenia, Switzerland	English, German, Macedonian, BHSM, Slovenian
Stockholm 17-18 March 2020	Belgium, Denmark, Finland, France, Iceland, Luxembourg, Netherlands, Norway, Sweden	Danish, English, Finnish, French, Swedish
Warsaw 19-20 May 2020	Armenia, Belarus, Czech Republic, Estonia, Georgia, Hungary, Latvia, Lithuania, Poland, Slovakia, Ukraine	English, Czech, Hungarian, Polish, Russian