

**Digitisation
and
Work 4.0**



DigiT

**CLOSING CONFERENCE
EU-PROJECT**

June 18, 2019 in Barcelona



LIFE IS FOR SHARING.

“EUROPEAN DIGITAL PACT TELECOM”

FINALIZATION OF THE EWC PAPER ON KEY ELEMENTS

- **Presentation of the paper on key elements/project results**

EMPLOYMENT PROTECTION

- **Keep jobs at Deutsche Telekom**
- **Strategic HR planning and development**
- **Development of new, clear job profiles**
- **Strategic skills development**
- **Re-investment of digitalization benefits in HR**

TRAINING

- **Basis: Definition of new and clear job profiles**
- **Clarification of the need for training**
- **Target group analysis (who is affected/who needs training?)**
- **Standards for the organization, implementation, and evaluation of qualification programs**
- **Involvement of stakeholders**

JOINT INNOVATION CIRCLE

- **Objective: Anticipate and design new developments**
- **Composition: Equal numbers of employers, employee representatives, employees**



EWC INFORMATION

- The employer must provide regular reports
 - Planned innovation projects
 - Cross-border work organization

- Internal EWC information system and analysis of the employer information

NEGOTIATION OF A EUROPEAN FRAMEWORK WITH COMPANIES

- *Note: The employer is not obligated to negotiate this with us. EWC task to approach this topic strategically*
- Innovation agreement
 - Standards concerning the integration of stakeholders in terms of innovation projects (on all levels)
- Framework agreement on end-to-end digitalization
 - Uniform standards along the value-added chain throughout Europe
- Framework agreement on agile working
 - Uniform criteria and standards for agile working throughout Europe
- Framework agreement for good work
 - Protection against health-related, physical, and mental stress
 - Protection against intrusion into the private lives of employees
 - Protection against excessive workloads

EWC AGENDA

- **Objective: Intensification of the social dialog concerning digitalization and innovation on a European level**

- **Development of a process strategy to accompany innovation:**
 - Anticipatory observation
 - Continuous coordination (among each other, with local and national trade unions, UNI Europa)
 - Monitoring and evaluation of on-going processes

- **Establishment of EWC working groups**



COMPREHENSION QUESTIONS



PREPARATION FOR THE DISCUSSION WITH DIETMAR WELSLAU (HEAD OF HR MANAGEMENT DEUTSCHE TELEKOM)

- 1. Intensify innovations through a European culture of trust**
- 2. Safeguarding jobs: Europe-wide framework for strategic HR planning, skills development and re-training**
- 3. European framework for minimum standards for good digital work in Europe; for innovations on a European level**
- 4. Further development of European employee participation in a manner suitable for digitalization**