

B 3 National ICT industry profiles

8 unions from:

DE | ES | PL | AT | HU | HR | RO | GR

WHO

Change representatives in the project collect industry information and document it in a national ICT industry profile

BY WHEN

Completion by **June 15, 2018**

USE

- (1) As a subject pool for all 3 workshops
- (2) As independent project results for announcement by the ICT sector in Europe

SCOPE

approx. 3-5 pages



Grid with criteria for developing the industry profile

KEY QUESTIONS on background	CONTENT FOR ELABORATION
<p>A) On the industry structure</p> <p><i>How is the national ICT sector structured?</i></p> <p><i>What services does the ICT sector provide?</i></p> <p><i>What are the work and employment trends?</i></p>	<p>A) Economic and labor policy structure data</p> <ul style="list-style-type: none"> ○ Subsector trends Information technology, telecommunications ○ Company structures International corporations, SMEs, regional locations ○ Important business areas Products, services, activities ○ Market shares, revenue ○ Employment trend (Number of jobs, types of employment, employee groups)
<p>B) On digitalization</p> <p><i>How far has digitalization progressed nationally?</i></p> <p><i>How is digitalization changing the social structure, value chain, and work system of companies?</i></p> <p><i>What new business models and business solutions are currently being implemented?</i></p> <p><i>What are the effects on the work and employment system?</i></p> <p><i>How can job losses be compensated by new products, smart systems, innovative services, and business models and where can new jobs be created?</i></p> <p><i>How can innovations from the digital structural transformation of the industry be shaped in a way that is socially acceptable and job-friendly?</i></p> <p><i>Where are innovations that benefit employees created?</i></p>	<p>B) Structural changes from digitalization in the industry</p> <p>Current status and future developments with regard to:</p> <ul style="list-style-type: none"> ○ Digital business models and business strategies Innovations in products, services, activities ○ The value chain of companies (national and European) Growth divisions, shifts, changes in locations, centralization of services, technology and innovation policy, insourcing/outsourcing, etc. ○ On work and employment Potential and risks for: <ul style="list-style-type: none"> – Jobs For example, job losses, new jobs, types of employment (regular and precarious work), new types of employment (mobile work, crowdworking), demand for specialists, etc. – Training For example, systematic personnel development, lateral qualifications, teaching digital skills (new skills for new jobs), development of digital skills profiles, etc. – Job organization For example, in working hours, job organization, job quality, innovative working time models, handling workloads, occupational health and safety, greater

	flexibility, new work models, etc.)
KEY QUESTIONS on background	CONTENT FOR ELABORATION
C) Employee involvement and representation of interests	C) Company and union-based representation of interests
<p><i>What are the national structures and standards for union representation of interests?</i></p> <p><i>What codetermination rights do the union and company employee representatives have?</i></p> <p><i>How are these rights enforced and used?</i></p> <p><i>Are the existing rights and tools sufficient to help shape the transition to the digital working world?</i></p> <p><i>Where do additional options have to be created or enhanced?</i></p>	<ul style="list-style-type: none"> ○ Unions in the ICT sector <ul style="list-style-type: none"> – Union membership (degree of unionization) – System for representation of interests in companies (unions/works councils) – Valid collective wage agreements (scope of validity, degree of coverage) – Types of company codetermination (where applicable) ○ Codetermination rights at companies <ul style="list-style-type: none"> – In business matters – In employment policy matters – In labor policy matters ○ Levels and scope of codetermination <ul style="list-style-type: none"> – Information Consultation Codetermination Approval required Right of veto ○ Tools and mechanisms <ul style="list-style-type: none"> – Collective wage agreements Sectoral agreements Works agreements Bodies and committees Forms of social dialog with the employer
D) Current challenges	D) Focus of our current practice
<p><i>We face the following challenges to our union work at the national level!</i></p> <p><i>To do so, we want to prepare and implement the following measures!</i></p>	<p>The most important challenges we face in the current situation are:</p> <p>.....</p> <p>We want to implement and achieve the following:</p> <p>.....</p>