

## B 4 National Telekom map

EWC Deutsche Telekom

AT | BE | CZ | DK | FR | DE | GR | HU | IT | HR  
| NL | PL | RO | SK | ES | UK

### WHO

EWC members will create comparably structured national company maps for Telekom

### BY WHEN

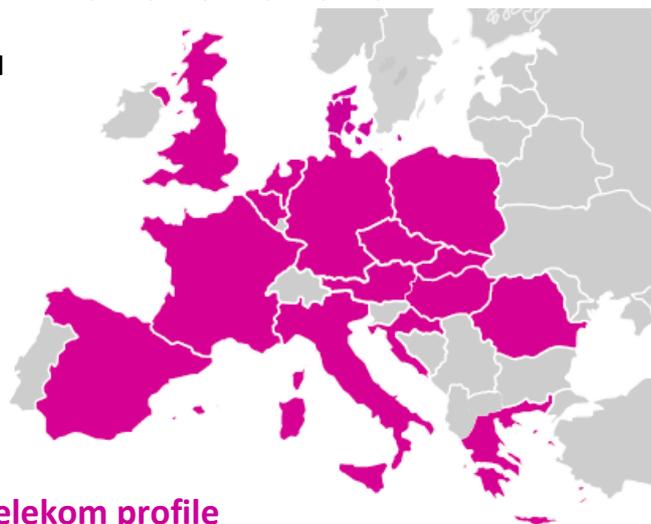
Completion by **June 15, 2018**

### USE

- (1) As a subject pool for all 3 workshops
- (2) As independent project results aggregated as a European Telekom atlas

### SCOPE

approx. 3-4 pages



## Grid with criteria for developing the Telekom profile

KEY QUESTIONS on background	CONTENT FOR ELABORATION
<p><b>A) Company profile</b></p> <p><i>How is the Deutsche Telekom Group structured nationally?</i></p> <p><i>What are the structures at the locations?</i></p> <p><i>What services does Deutsche Telekom provide for consumers and business customers?</i></p> <p><i>How is digitalization changing the structure and value chain of the Deutsche Telekom Group in Europe?</i></p> <p><i>What are the work and employment trends?</i></p>	<p><b>A) Economic and labor policy structure data</b></p> <ul style="list-style-type: none"> <li>○ <b>NatCos and locations</b></li> <li>○ <b>Company structure</b> Business areas (information technology/telecommunications) Connections within the European Telekom Group</li> <li>○ <b>Important business areas</b> Products, services, activities</li> <li>○ <b>Market shares, revenue</b></li> <li>○ <b>Employment trend</b> Number of jobs, personnel structures, types of employment, job losses, new jobs</li> </ul>
<p><b>B) On digitalization</b></p> <p><i>How far has digitalization progressed nationally?</i></p> <p><i>How are the current Group strategies being implemented?</i></p> <p><i>What has already been achieved?</i></p> <p><i>What future measures are expected?</i></p>	<p><b>B) Structural changes from digitalization</b></p> <p><b>Current status of national implementation in the areas</b></p> <ul style="list-style-type: none"> <li>○ All-IP migration</li> <li>○ Pan-European network</li> <li>○ Centralized shared services</li> </ul> <p><b>and assessment of the associated changes</b></p> <p>Impacts 1: <b>Locations, services, and activities</b></p> <p>Impacts 2: <b>Work, skills, and employment</b></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 potential effects on the work and employment system?</i></p> <p><i>Where do the opportunities and risks from the digital structural transformation lie?</i></p> <p><i>Is the potential of the technology for promoting good work and working conditions being captured?</i></p>	<p><b>Current status and future developments with regard to:</b></p> <ul style="list-style-type: none"> <li>○ <b>Digital business models and business strategies</b> Innovations in products, services, activities</li> <li>○ <b>The value chain of companies</b> Growth divisions, shifts, changes in locations, centralization of services, technology and innovation policy, insourcing/outsourcing, etc.</li> <li>○ <b>Work and employment</b> Potential and risks for: <ul style="list-style-type: none"> <li>– <b>Personnel and employment (jobs)</b> For example, job losses, new jobs, types of employment (regular and precarious work), new types of employment (mobile work, crowdworking), demand for specialists, etc.</li> </ul> </li> </ul>

KEY QUESTIONS on background	CONTENT FOR ELABORATION
<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>Where are innovations that benefit employees created?</i></p>	<ul style="list-style-type: none"> <li>- <b>Skills and competencies</b> For example, systematic personnel development, lateral qualifications, teaching digital skills (new skills for new jobs), development of digital skills profiles, etc.</li> <li>- <b>Work organization ("good jobs")</b> For example, in working hours, job organization, job quality, innovative working time models, handling workloads, greater flexibility, new work models, etc.</li> </ul>
<p><b>C) Employee involvement and representation of interests</b></p>	<p><b>C) EWC representation of interests</b></p>
<p><i>How are employee interests being taken into account in the pan-European implementation of the Group strategy?</i></p> <p><i>How can innovations from the digital structural transformation be shaped in a way that is socially acceptable and job-friendly?</i></p> <p><i>Is there coordination and cooperation between the national and European employee representatives?</i></p> <p><i>What codetermination rights do the union and company employee representatives have at the company?</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>How can the EWC Agreement at Deutsche Telekom be applied to cross-border company changes resulting from digitalization?</i></p> <p><i>How can existing national agreements and procedures be used at the European level?</i></p>	<ul style="list-style-type: none"> <li>○ <b>Structures of union and company representation of interests</b></li> <li>○ <b>Forms of collaboration between EWC members and the national employee representatives/unions</b></li> <li>○ <b>Codetermination rights at companies</b> <ul style="list-style-type: none"> <li>- In business matters</li> <li>- In employment policy matters</li> <li>- In labor policy matters</li> </ul> </li> <li>○ <b>Levels and scope of codetermination</b> <ul style="list-style-type: none"> <li>- Information   Consultation   Codetermination   Approval required   Right of veto</li> </ul> </li> <li>○ <b>Tools and mechanisms</b> <ul style="list-style-type: none"> <li>- Notification and consultation   Bodies and committees   Forms of social dialog with the employer</li> </ul> </li> </ul>
<p><b>D) Current challenges</b></p>	<p><b>D) Current perspectives and focuses for the EWC</b></p>
<p><i>The EWC faces the following challenges 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 are:</p> <p>.....</p> <p>.....</p> <p>We want to implement and achieve the following:</p> <p>.....</p> <p>.....</p>