

Workshop 2: Employment, Work Design & Work 4.0

in Zagreb (HR) on 14/15 January 2019

Venue: Croatian Telekom Education Center
Park stara Tresnjevka 2, Zagreb

Hotel: PANORAMA ZAGREB HOTEL
Trg Krešimira Čosića 9, 10000, Zagreb



A G E N D A

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Day 1 | 14/01/2019 | 12:30h – 18:30h

12:30 – 13:30h Luncheon (*Panorama Hotel*) and transfer to conference venue

from 13:30h Start of the Workshop (*Croatian Telekom Education Center*)

13:30 – 14:00h Welcome, opening, introduction to the Workshop

14:00 – 15:00h **Key Note** (Hrvatski Telekom): **Current experience with digitisation projects in Croatia**
(*NN, Representative from Management Hrvatski Telekom*)

➤ **Debate / discussion**

15:00 – 15:30h Coffee / tea break

15:30 – 16:00h **Fostering Work & Employment: Trade union challenges in the process of digital change**
Juko Cikojevic, Chairman of the trade union HST (*Hrvatski sindikat telekomunikacija*)

16:00 – 17:00h **Work design, fostering employment and digital change: starting points for co-design of “Work 4.0”**

➤ **Lecture and discussion**

Wolfgang Anlauff (ffw Nuremberg)

17:00 – 17:15h Short break

17:15 – 18:30h **Introduction to the three focal topics**

(including feedback on the results of Workshop 1 “Digitisation and Innovation”)

(1) End-to-end digitisation (*Lothar Holzwarth, Works Council and Management Consultancy*)

(2) Agile working (*Karl-Heinz Brandl, ver.di*)

(3) Edge computing 5G (*Odysseus Chatzidis, EWC Chairman Deutsche Telekom*)

➤ **Questions to the experts and plenary discussion**

Impacts of digital change on work and employment

– Information and classification (challenges, risks and opportunities)

– Specific and in-depth treatment (design potential)

Interviewer: Wolfgang Anlauff (ffw Nuremberg)

Presenter: Klaus Gutbrod (Arbeit und Leben Bielefeld)

20:00h Dinner (external venue)



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08:45 – 09:00h **Introduction to the workgroups** (organisation, tasks, working methods)
Key questions for processing in workgroups
Expected results
Wolfgang Anlauff (ffw Nuremberg), Klaus Gutbrod (Arbeit und Leben Bielefeld)

Work phase 1: Developments & Challenges | Positions & Objectives

09:00 – 10:30h **THEMATIC WORKGROUPS 1-3**
Digitisation and Work 4.0 (in the context of the three focal topics)
a) Change Potential, Risks and Opportunities for Work and Employment
b) Employee Interests, Positions and Objectives for Co-Design of Digital Work
Facilitators: WG 1 Lothar Holzwarth | WG 2 Wolfgang Anlauff, Karl-Heinz Brandl | WG 3 Odysseus Chatzidis

10:30 – 11:00h Coffee / tea break

11:00 – 12:30h **PLENARY SESSION**

- **Presentation and discussion of the results of the workgroups**
- **Pooling of findings | recommendations & conclusions**

Presentation: WG speakers
Moderator: Klaus Gutbrod, AuL Bielefeld

Securing of results:

- **Developments and Challenges** (Relevance, Impacts and Justifications)
- **Positions and Objectives for Co-Design of Work 4.0** (employment policy fields of action)

12:30 – 13:30h Luncheon

Work Phase 2: Fields of Action & Measures

13:30 – 13:45h **Explanation of tasks and questions raised**
Wolfgang Anlauff (ffw Nuremberg), Klaus Gutbrod (AuL Bielefeld)

13:45 – 15:00h **THEMATIC WORKGROUPS 1-3**
Elaboration of concrete measures with design approaches to „Good Work“ relating to digital changes (short and long-term)
Facilitators: WG 1 Lothar Holzwarth | WG 2 Wolfgang Anlauff, Karl-Heinz Brandl | WG 3 Odysseus Chatzidis

15:00 – 15:30h Coffee / tea break

15:30 – 17:00h **PLENARY MEETING**

- **Presentation and discussion of the results of the workgroups**
- **Pooling of proposals and measures**

Presentation: WG speakers
Moderator: Klaus Gutbrod, AuL Bielefeld

Securing of results:

- **Fields of action, instruments and implementation perspectives**
(Employment policy related starting points for co-design of Work 4.0)

17:00 – 17:15h **Assessment and summary of the workshop** (speakers / plenary session)
Feedback and closing round

