About the project

Digital transformation of the economies and its impact on the whole spectrum of social relations is of strategic importance for boosting economic potential, thus improving working and living conditions.

The rapid invasion of technologies into the modern world brings numerous opportunities, but also raises many concerns for society at large, but, in particular, for the world of work, concerns that need to be addressed.

Digital transformation brings clear benefits for employers, workers and jobseekers by:

- ✓ Providing new labour market opportunities,
- ✓ Increased productivity,
- ✓ Improving the conditions of work
- ✓ New ways of organising work,
- ✓ Improving the quality of services and products.

With the implementation of the right strategies, the digital transformation could lead to employment growth and job retention.

The project aims to:

- ✓ Support the implementation of the *European Social Partners   Framework Agreement on*

Digitalisation as a prerequisite to the anticipated change that comes with digital transformation;

- ✓ Deliver the skills needed for workers and enterprises to succeed;
- ✓ Support the creation of new approaches at national level to adapt labour markets;
- ✓ Provide essential education and training;
- ✓ Enhance the role of the social partners by ensuring that the framework conditions allow and support employers and workers to benefit from the opportunities and to assist them in finding appropriate solutions to deal with the challenges.

Co-beneficiaries

Confederation of Independent Trade Unions in Bulgaria (CITUB)

Bulgarian Industrial Association (BIA)

Cyprus Workers' Confederation (SEK)

Cyprus Employers & Industrialists Federation (OEB)

Estonian Employers' Confederation (ETKL)

Services, Industrial, Professional and Technical Union (SIPTU), Ireland

The Malta Chamber of Commerce, Enterprise and Industry

Affiliated entity

MBB Malta Business Bureau (MBB)

Associated partners

European Trade Union Confederation (ETUC)

The Confederation of European Business - BusinessEurope

Concordia Employers' Confederation, Romania

Confederation of Swedish Enterprise (SE)

Swedish Trade Union Confederation (LO)

The Irish Business and Employers Confederation (Ibec)

The General Workers Union (GWU), Malta

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Social partners together for digital transformation of the world of work. New dimensions of social dialogue deriving from the Autonomous Framework Agreement on Digitalisation TransFormWork VP/2021/0014

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Aims of the project

- **To study** the national context, existing strategies and methodologies related to the implementation of the Framework Agreement, the challenges faced by social dialogue deriving from the digital transformation of the world of work, and the new opportunities presented by digitalisation;

- To make a **comparative analysis** of the trends in the partner countries;

- **To raise awareness of the European autonomous social dialogue outcomes and improve understanding** of employers, workers and their representatives of the opportunities and challenges resulting from the digital transformation;

- Within the context of the Framework Agreement **to exchange experience and good practice examples** and the role of the social partners and social dialogue in this process; To make a comparative analysis of the trends in the partner countries;

- **To develop a** 'Catalogue of Good Practices' to assist the employers' and workers' organisations;

- **To organise discussions and an exchange of experience between workers' and employers' representatives** on the role of social dialogue at national and transnational levels;

- **To promote good practices** and **positive outcomes** on the digital transformation and the role and impact that the social dialogue can play in the process for social development and economic effects in the partner countries and other EU Member States;

- **To explore the necessity** for amendment of the existing national legal frameworks in order to enhance the implementation of the Framework Agreement and to make suggestions to the relevant institutions.

Expected results will include

- Carrying out **research** of the existing strategies, methodologies and practices related to the Framework Agreement, the overcoming of the challenges faced by the social partners and the way the new opportunities are used in different national contexts;

- Collecting data at a national level of the processes mentioned in the project aims and developed in **five National Reports** of the partner Member States;

- Organising and carrying out **ten National Information Days** (two in each co-applicant country) for awareness raising, discussion, exchange of information and experience, capacity building and for collecting suggestions for the improvement of social dialogue in the context of digital transformation;

- Organising and carrying out **three Round Tables** with the Steering Committees' participation and experts from other EU Member States (the associate organisations in the project) and National and European-level institutions and organisations of the social partners (one day each after the second, third and fourth project meetings) for sharing information, building experience and finding solutions on the issues to be surveyed;

- Publishing a **European Comparative Report,** translated in the languages of the co-applicant Member States, on the impact of the Framework Agreement on the issues defined in the project objectives, based on the results of the national research and the exchange of experience and good practice examples between the partners during the National Information Days and Roundtable discussions;

- Developing a **Catalogue of Good Practices** to assist the employers' and workers' organisations during the transformation process;

- Organising and carrying out a **final International Conference** to present the findings of the project research and to spread the knowledge and good practice examples to a broader audience and other countries/regions;

- Creating a **project website** which will become a platform for all stakeholders interested in the topic of digital transformation;

- Creating a **network** for exchange of good practice.

Methodology

✓ The research will be carried out in four stages:
  □ Content analysis,
  □ Online survey and expert interviews,
  □ Analysis, conclusions and key recommendations,
  □ Comparative study of National Reports.

✓ The published **"Catalogue of Good Practices"** will be based on the information, contained in the National Reports and disseminated at the final conference of the project. The Catalogue will be available on the projects' website and the European social partners.

✓ The Framework Agreement will be presented within the **Information days** in each country, participating in the project (co-beneficiaries).

✓ **Three European Round Tables** will follow the third meeting of the Project Steering Committee, during which the research data and identified good practice examples will be scrutinized.

✓ A **final evaluation conference,** presenting the general results of the project.

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