



TRANSNATIONAL CONFERENCE

Monday 4 July 2022

FAI CILS conference room, 1st floor - Via Tevere 20, 00198 Roma

**NEW CHALLENGES+ THE IMPACT OF COVID IN INFORMATION AND CONSULTATION
-THE NEED FOR ORGANISATIONAL AND TECHNOLOGICAL ADAPTATIONS**



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Presentation of new challenges in **Germany**

- SERVICE UNIONS AND EMPLOYEE' PERSPECTIVE
- EMPLOYERS' PERSPECTIVE

CHOOSE ONE OF THE ABOVE



Dennis Dacke | Maria Wierscholowsky



Works concuil: Hearing and consultation

- Employer overwhelmed by situation
- Many works councils confronted with the situation for the first time
- Quantum leap in digitization without involving workers (many Cancelations of WC meetings)
- Gaps in labor law (keyword digital works council meeting)
- Short-time work as an obstacle to effective works council work.
- There has been little or no training for employees. Co-determination undermined.
- Problems in Hardware and Software
- Shifting workers' social interaction to social media. With this comes the elimination of co-determination. HR management on Facebook & co.

From a union and organizing perspective

- New focus on digital organizing as an important tool for the future
- Union in a pocket“
- Extreme but important digitization processes inside the union. Establishment of the digitization laboratory NPO 4.0 (example: digital volunteering, digital organizing, digital member administration - or also digital assemblies, etc.) This was successful in digital-savvy sectors.
- Problems: Many could no longer afford the union financially. Many full-time employees and volunteers could not follow the trend of digital work. The membership structure is too old. Youth union structure has been lost in many cases. And much more. Strikes have to be reconsidered because of the ban on assembly.

What can help in a union perspective

- More offers for works councils in the areas of digitization and agilization of work, mobile working. More external expertise to ensure employee data protection, co-determination, consequences in the event of misconduct and employee participation.
- Problems with performance control and behavior control. Nationwide offers for further training for older workers who will not be able to digitize so quickly. internal company agreements or CLAs must be concluded in all companies. This requires financial resource from the EU and the government. We need a European backing system.
- Special assignment for the EU: What do we do with transnational employees and their educational qualifications? How can we equate qualification and combine opportunities.

Project New Challenges+

Contract number: VS-2021-0059

Website: <https://newchallengesplus.obes.gr/>

