

**National workshop in Rome on 4 July 2022 for the "New Challenges+" project.**

**"The impact of covid- 19 in information and consultation - the need for organisational and technological adjustments"**

The topics discussed in the Italian working group during the transnational workshop coordinated by OBES Grecia were manifold.

First of all, the changes in information and consultation due to the measures against covid -19 were addressed.

The working group highlighted that in the food industry employees and their union representatives used company communications and the internet to keep abreast of changes in legislation and guidelines provided by the state during the pandemic.

Generally, the level of information made available by the companies' management was satisfactory with more meetings on the subject and more updates.

Consultations during the pandemic period were generally organised through the support of the internet in online mode.

Agricultural workers used smart working.

Despite initial difficulties related to the new online consultation mode activated during the pandemic, information and consultations were quite effective.

Platforms such as zoom or teams were used and whatsapp chat proved to be quite functional.

The main problems encountered were the lack of regulation concerning the right to disconnect and the reduced possibility of improving interpersonal relations between colleagues due to the difficulty of meeting each other in person.

Several companies activated a specific digital mode of the trade union or workers' representation process:

In some cases, online meetings were organised by taking legal advice.

Where a temporary solution was not found, online elections were held, with the secrecy of the vote guaranteed.

Lawyers were consulted in doubtful cases where there were problems with existing national legislation. In the case of FAI for example, the congress was postponed.

Despite all the difficulties faced during the pandemic, results were achieved at union level such as the various layoff agreements.

In short, the pandemic period and the measures taken in relation to it have had several impacts, mainly a negative impact on family management and work-life balance, on the other hand there has been a positive impact in terms of digitisation and increased productivity experienced by companies in the sector.

With a view to improvement, a series of measures were subsequently launched that defined:

- the right to disconnection
- safety
- work/life balance

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