



NEW CHALLENGES GENERATED BY THE PANDEMIC

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OBEΣ









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1. Effects and changes in labor relations due to the pandemic :

-  There are impacts on workers and changes in the way work is delivered.
-  We have impacts on the service delivery sectors in the production of products and the operation of businesses.
-  We have effects on labor relations and especially at the expense of workers with layoffs in the private sector.
-  Forced moves, even unfair downgrades were noted.

2. Assessment of the effects due to the pandemic :

-  Unfortunately, too many of our fellow human beings died unjustly.
-  There are major economic and social implications
-  An insufficiency of service provision was created and citizens strived to adapt to the new conditions.
-  Government and private enterprises have found themselves unprepared to cope with the need to provide services due to the acceleration of digital transformation.
-  Practical problems for employees, concerning their presence at their workplace, in their collective, professional and trade union activities.
-  Workers was achieved to pay the lowest cost of epidemy impacts only through consultation by the business unions because they knew the particularities of the business.

3. Changes made due to pandemic :

- 🎬 Changes to deal with the pandemic and facilitate work were made through **legislation** imposed by the **government**.
- 🎬 Changes were imposed by companies on employees due to specifics of the company's operation unilaterally.
- 🎬 Some changes would have counter-productive consequences, but they were not implemented at the end, because they were prevented by the workers themselves and their trade unions.

4. Digital transition

- ❏ Unfortunately, Greece is in the last positions among the countries of the European Union in the integration of digital technology in its businesses.
- ❏ Conditions force the acceleration of digital transformation in businesses.
- ❏ These same conditions require workers to develop their digital skills in order to cope and become sustainable and competitive.
- ❏ It is necessary to develop mechanisms and training to improve the digital competence of employees.
- ❏ Digitization will continue and it demands responsible and efficient workers, as well as confident and secure service delivery.





5. Digital care

- 🎬 Digital tools must be clear referring to their way of use and they must have rules and ethical principles for their proper operation.
- 🎬 The protection of privacy and personal data goes without saying.
- 🎬 Equal opportunities for all of us.
- 🎬 Emphasis on the protection of workers from the problems created due to intergenerational differences.
- 🎬 Care for workers' safety and psychological health.

6. Digital implementation and Teleworking :

- 🎬 Teleworking is not implemented because of the pandemic anymore but mainly because both the employer as well as the employees benefit from it.
- 🎬 The company's goal is to better manage isolated employees to achieve more efficient work and lower costs!
- 🎬 The goal for the teleworker is to make it easier for him/her in his/her family obligations, with lower travel costs and providing work in a comfort zone.
- 🎬 There are cases where this form of work is misunderstood by business managers and by teleworkers themselves.





7. Problems with the application of teleworking:

-  Businesses were not organized to implement teleworking.
-  Lack of provision by the company of satisfactory digital tools to employees: PC - software - Firewall - conference tools - fast internet - Web systems
-  Teleworkers lack the adequate knowledge and skills in handling digital tools.
-  Lack of support to teleworkers from companies and IT support departments.

8. Labor problems in the provision of Telework :

- The distance from the workplace and the lack of real-life contact with colleagues and superiors creates the feeling of void.
- There is insufficient professional communication on the day-to-day work requirements of the business.
- Lack of participation in the co-shaping of work culture and collegial solidarity.
- Newly identified intense work stress for teleworkers e.g. is the employer monitoring me?
- Insecurity about the effectiveness for the timely and valid management of own work.
- Insecurity of the employee regarding his/her objective evaluation by managers for his/her work performance.
- Bad configuration of space and conditions at home (disturbs from family members, bad office equipment - anatomical seat, etc.)
- Costs of teleworking (power consumption from PC – heating – air conditioning, use of fast Internet...)

9. The workers' representatives succeeded in:

-  They forced businesses to train employees in order that they acquire skills in digital tools.
-  Payment to employees of an additional daily cost for teleworking expenses.
-  Presence of the employee at his/her workplace in the company at regular intervals.
-  Start of consultation - negotiation of the company-based trade unions with the employers, with the objective to improve the conditions of teleworkorkers with the aim of concluding in terms put in the Collective Agreements.

Thanks a lot

Vassilis Ninos

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Project New Challenges+

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