

NEW CHALLENGES+ The impact of the Covid- 19 crisis - conclusions and guidelines for developing the digital competences of employee representatives.

Berlin 06/09/2022

Subjects

Organisation of virtual (online) meetings, events and seminars

- What is the level of digital literacy in the business sector?

The level depends on the sector. In industry, the level is lower than in service companies / Age is also linked to the level. In other words, older people have a lower level of digital literacy than young people.

- What is the impact of digital literacy on the organisation of such meetings?

In order to be able to organize online meetings, many employees had to learn to use digital tools and platforms.

- Are you taking action as a union to improve, if necessary, the digital registration of employees?

Yes, of course we do. Where there are unions. In the case of SMEs where there are no unions, no action is foreseen.

- Does the management of the company encourage the organization of such meetings and if so, how?

Yes, the way we adopt is through online meetings and, where possible, face-to-face meetings. Where the company has teleworkers, it provides them with laptops and training to enable them to work online. Many companies carry out many of their functions online. e.g., in fur farming (the Greek breeding of animals with fur) they sell the furs at an international auction.

- Are there any statistics on the levels of participation in such meetings? Are they accepted by employees or are there reservations and what are they?

Official statistics do not exist, but the participation of employees who have the necessary knowledge and training to participate in the meetings is high. For example, in the organization of elections in a large union with workers throughout Greece, the participation of workers in the elections was 100 %.

Issues of representativeness and confidentiality

- How have you achieved the required level of representativeness and confidentiality in the virtual meetings you have already organized?

Representation was achieved through elected representatives who participated universally. Confidentiality is ensured by involving individuals who are representatives and accredited, and this engages them either online or in person. The storage of discussion files is done in the "Cloud" designated by the company itself. Highly confidential documents are stored in local "Servers".

- If it has not yet organized such meetings, how do you plan to ensure the necessary representativeness and confidentiality?

N/A