



**MINISTÈRE
DE LA TRANSFORMATION
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**La transformation numérique au sein des
administrations publiques :
présentation de l'accord négocié par le comité sectoriel
de dialogue social pour les administrations d'Etat et
fédérales**

**Digitalisation in public administrations :
presentation of the new agreement negotiated by social
dialogue committee for central government
administrations**

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Social dialogue committee for central government administrations (SDC-CGA)

- European social dialogue :
 - is a fundamental element of the European social model and of good governance (articles 151 to 156 TFEU) ;
 - enables social partners to contribute actively to the definition of European policy in the social and employment field ;
 - carried out within sectoral committees, with the support of the European Commission's DG Employment.
- SDC-CGA :
 - Created in 2010
 - Deals with topics related to labour and social matters in central government (state and federal administrations)
 - Members : representatives of employers (EUPAE) and employees (TUNED)

Digitalisation agreement : framework

- Article 155 TFEU :
 - *should management and labour so desire, the dialogue between them at Union level may lead to contractual relations, including agreements.*
 - *agreements concluded at Union level shall be implemented either in accordance with the procedures and practices specific to management and labour and the Member States or, in matters covered by Article 153, at the joint request of the signatory parties, by a Council decision on a proposal from the Commission. The European Parliament shall be informed*
- Agreement based on prior lengthy discussions leading to a joint mandate, on the cross-sectoral agreement on digitalisation (2020), and previous SDC CGA work on digitalisation and work/life balance (EU funded project led by Italian administration)
- Concrete implementation of the European Pillar of social rights

Digitalisation agreement : framework

- How to best shape digitalisation for the interest of public workers and quality of administration ?
- Background:
 - COVID pandemic / teleworking
 - Dealing with digitalisation in all its form and consequences on work and workers
- First EU sectoral agreement on digitalisation
- Online negotiation for more than 1 year
- Final adoption during SDC-CGA meeting last June 17th
- Signing on October 6th

Digitalisation agreement : contents

- Regulate digitalisation and anticipate impact on jobs, work organisation, health and safety;
- Innovative points : global approach of digitalisation
 - workers rights and users rights: to telework; to disconnect; to train; to guarantee health and safety; to protect personal data;
 - human in control of AI, guarantee a human in-command and more strategic approach to artificial intelligence.
 - investment in public administrations' own IT expertise and skills.
- Teleworking must remain voluntary, reversible and available for every worker based on a joint analysis of tasks and activities and with the necessary support and equipment to work from home.
- It encourages national social partners to ensure that additional expenses related to telework are duly compensated in negotiation with the trade unions.
- The right to disconnect is clearly spelled out in the agreement, which every worker should be informed about before teleworking;
- Promote collective bargaining at national level (telework, AI ethical guidelines...).

Conclusion

- This agreement highlights the particularly pioneering role of public administrations in managing digitalisation issues.
- The agreement clearly establishes models for an ethical, human, safe and smooth digitalisation
- It's also a concrete step toward the implementation of the European Pillar of social rights
- Implementation: request to the Commission for becoming legally binding through a Council decision (article 155.2 TFEU)

Merci de votre attention