



**Motions of the Presidium and member organisations,  
adopted by the CESI Congress of December 2 2016, concerning**

**Main Motion III:**

***Digitalisation - Finding the balance***



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## **Motion 1 of the Presidium – Put forward by the “Post and telecom” (P&T) Trade council**

### **There must be limits to demanding greater flexibility for workers’ working and service times!**

CESI demands that the European institutions and employers define measures to ensure that the greater flexibility demanded of workers in terms of working times does not have a negative impact on the employees. Staff must be involved in planning the timetables, and their work-life balance must be taken into account.

#### **Justification:**

In the Post and telecom sectors, increasing competition is used as a justification to demand more flexibility of workers. It can even mean that timetables may be changed on a weekly basis. This means that workers find it impossible to plan their free time and this is in conflict with their right to a decent balance between their jobs and their families.

CESI condemns this attitude. It is not fair that workers should not be able to make personal appointments anymore or plan activities with their families (e.g. pick their children up from school, care for family members or have social commitments).

CESI notes that software programmes are now used to assign workers to different working slots on a daily basis, in line with the applicable legislation and according to predicted requirements.

CESI demands that the persons responsible ensure that timetables are given to all workers with at least one month’s notice and that employees be given the right to give feedback and express an opinion.

## **Motion 2 of the CGB (Christian Trade Union Confederation), Germany**

CESI must defend a people-centred organisation of digital labour vis-à-vis the European institutions, in which the needs of employees are not considered of lesser importance than the economic interests of employers.

### **Justification:**

Labour processes in production and services in Europe are undergoing a clear upheaval. New forms of digital labour are now at the heart of branches such as mechanical engineering, plant engineering, electrical engineering and the automobile industry, as well as the healthcare sector.

Just as in the large-scale industrial revolutions of the past (mechanisation, industrialisation, automation), this means that workers must adapt to new forms of work and new demands in order to make the most of the opportunities presented and deal with the risks involved.

Digital forms of labour will open the doors to more room for self-determination and improved work-life balance. Compulsory presence and the obligation to work at a specific place will gradually become a matter of the past in many areas of the digital labour world.

Qualification and further training will also gain in importance. The employees will have to gain digital skills throughout their careers, and they will have to review them from time to time.

Digital labour also presents dangers, however. Employers will have new ways of monitoring and controlling their employees' performance. With ever-expanding options offered by mobile technologies, employees are increasingly prepared to work outside regular working hours, and individual employers' expectations of their staff's availability also rise. Mobile work also presents risks related to data protection laws.

These developments call for questions concerning the preservation and adaptation of employees' rights and labour protection in Europe. We require new rules for flexibility and security, as well as a new balance between companies' demands and employees' interests.

Employees must have the possibility of more flexibility in terms of their working times and space. They must also be protected against the risk of being overworked and self-exploitation. Mobile work should not lead to prolonged regular weekly working hours for employees. Workers' availability should be defined by taking into account both corporate and personal needs. Workers must have the right to not be available for work outside agreed working times.

Digital work is a form of labour that must be organised in a people-centred manner. Technology must serve mankind, not the other way around. Technological developments must therefore be tailored to humans. The employees must keep up with these rapid technological changes thanks to education, qualifications and educational opportunities at work.



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Digital transparency must not be misused in order to monitor workers and limit their personal freedom.

Unskilled workers or workers with low levels of qualification must be pushed more than others so that they are not left behind.

Europe's trade unions are called upon to adapt the future world of work in Europe to the guiding principle of humane digital work. CESI, as an umbrella organisation, is called upon to defend the application of appropriate framework conditions vis-à-vis the European institutions.

### **Motion 3 of the dbb beamtenbund und tarifunion, Germany**

#### **Digital working practices**

CESI should defend the promotion of digital working practices that improve workers' work-life balance.

#### **Justification:**

New communication technologies and methods mean that work can be better adapted to workers' family situations in terms of working times and location. The right to alternating telework can improve workers' work-life balance.