

On June **25 and 26, in Paris**, on behalf of the **AXA EWC**, the **General Secretary and one of his deputies, Hedi Ben Sedrine and Daniel Folgado**, attended a seminar on "**EUROPEAN WORKS COUNCILS 4.0 - 1ST TRANSNATIONAL WORKSHOP**"

The subject was "**WHAT IS DIGITALISATION? IN WHAT EXTENT SHOULD IT BE A CONCERN FOR EUROPEAN WORKS COUNCILS?**"

The **Association Travail Emploi Europe Société (ASTREES)**, an independent French non-profit organization, and **IR Share**, a private research organization, launched this European project whose objective is to boost the role and added value - both for companies and for their employees- of the European Works Councils in the exploration of the impacts of digitization.



Project partners and promoters:

- **ASTREES (France - www.astrees.org)**
- **IR Share (France - www.irshare.eu)**

With the support of:

- **CEC European Managers (Brussels - <https://www.cec-managers.org/en/>)**
- **Fundacion 1 de Mayo (Spain- <http://www.1mayo.ccoo.es/nova/>),**
- **Fondazione Giacomo Brodolini (Italy - <http://www.fondazionebrodolini.it/en>)**
- **EWC-Service of SBI FORMAAT (Netherlands - <https://www.sbiformaat.nl/ewc-service>)**
- **SindNova (Italy - <http://sindnova.eu/app/>)**

The **first day 25th** we started by defining the **concept of Digital Transformation**:

"What is digitalization? Its on jobs, working conditions and social dialogue -An overview of EUROFOUND Works (Presented by Ricardo Rodriguez Contreras, Research Officer, Working Life Unit, EUROFOUND)"

The **next 26th** we highlight the **"Main outcomes of the first day exchanges"** and also we had presentations on **"Digitalisation: a topic for European Works Councils? 4 short sessions focused on different ways for EWCs to get into the topic of digitalization"**.

These were:

Session 1: Digitalisation as a topic for studies and information?

- *Initiative under the spotlight: **Engie***

Session 2: Digitalisation as a topic for EWC training?

- *Initiatives under the spotlight: **BNP Paribas***

Session 3: Digitalisation as a topic for EWC information and consultation process?

- *Initiative under the spotlight: **Airbus***

Session 4: Digitalization as a topic for transnational negotiation at company level?

- *Initiatives under the spotlight: **Unicredit***

All these sessions followed by the question **"What about your own EWC? - Exchanges of practices and ideas "**and of a **"Brainstorming / assessment: Finding out common points and differences"**.

After that we raised Questions, answers and comments: **"How does "digitalization" look like in your companies? ... exchanging own experiences to be able to share and take the best practices of all"**.

By way of **conclusion / summary**, comment on the following:

Regarding Digitization, including robotization, we point out the following effects:

- **Loss of employment**, main consequence and first problem to manage.
- **Danger in the privacy** of personal data.
- **Ethics in the operation of applications**, because sometimes mistakes happen.

- **Work-life balance**, difficult to achieve.

Also highlight the following:

- The **Information and Consultation** in EWCs, very important, also of course in the Local Representation Committees.
- **Social Dialogue and Collective Negotiation**. Our AXA Change Anticipation Agreement is a good example for your management.
- **Continuous and necessary training** in this digitalization, for all the world, workers and their representatives.
- **Statistics and research** that allow us to make forecasts about the evolution of jobs: point out those that tend to disappear, those that remain with the necessary changes and those that are newly created as an opportunity. Analysis by Areas and departments, to advance to possible problems.
- **Education of our EWCs** regarding these changes, but **also of the HR**. We need an open mind from everyone to get involved in the search for solutions.

We called for the next session: "**What's next? Exchanges about the 2nd EWCs 4.0 workshop (December 2018)**" in which we will continue with the study of these topics and from which we will also keep you informed.

Thank you for your attention and a hug.