



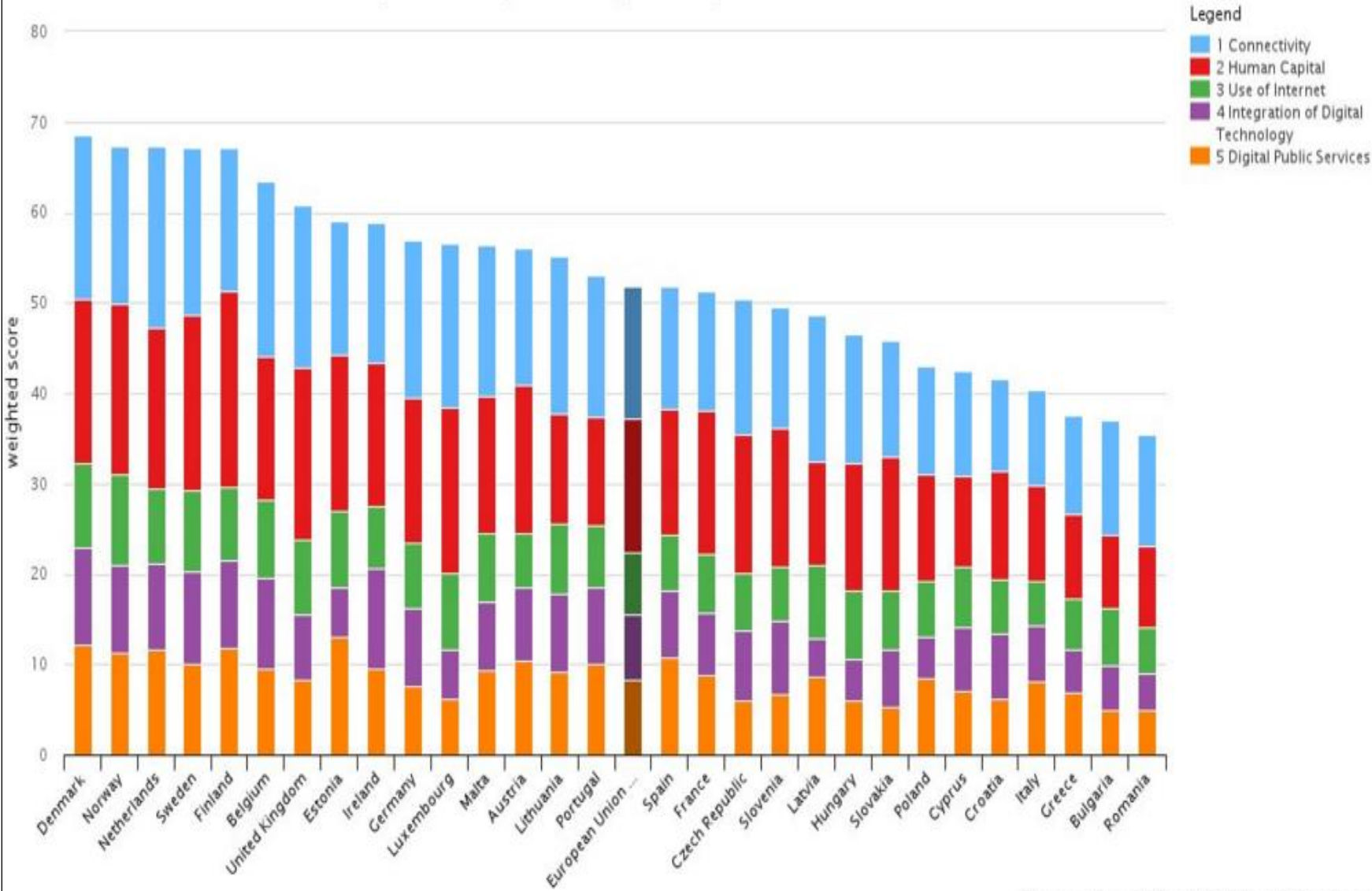
# Digitalization and Smart Production – challenges for Bulgaria and CEE-Countries

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Sofia, 27.06.2017

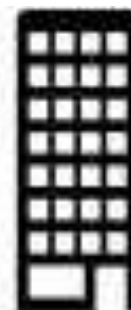
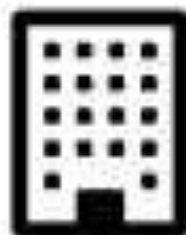
# Challenges for Bulgaria and CEE-Countries

- Last 5 years: rising employment in Information Technologies (56.2%) and Information Services (73.35) in Bulgaria
- ICT - Start Up – Companies: Bulgaria is in the top 5 position in Europe
- Policies must support innovations in the enterprises from the industrial sector
- EC: Reflection Paper on Harnessing Globalisation

Digital Economy and Society Index, by Main Dimensions of the DESI



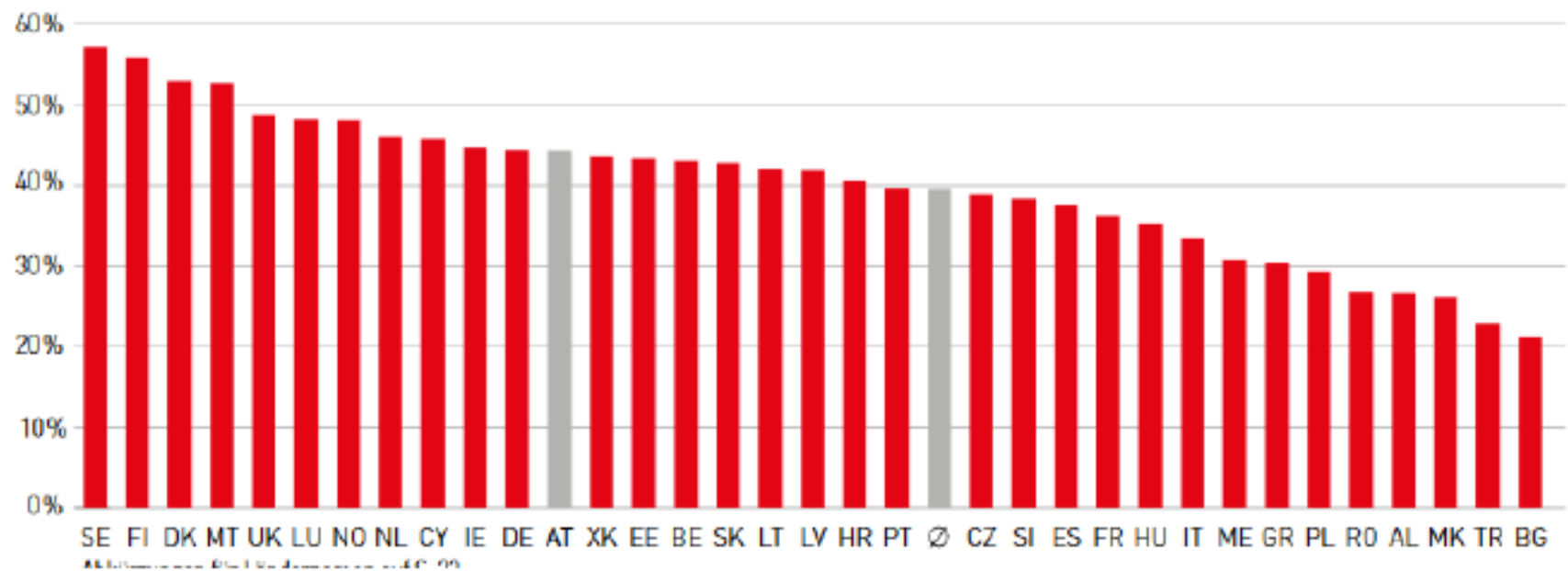
# Companies which offer further training in ICT (small, middle, large)



FI	32%	59%	88%
AT	28%	59%	87%
DE	23%	50%	80%
SI	22%	49%	79%
EU-28	17%	40%	69%
IT	10%	25%	53%
BG	6%	13%	34%

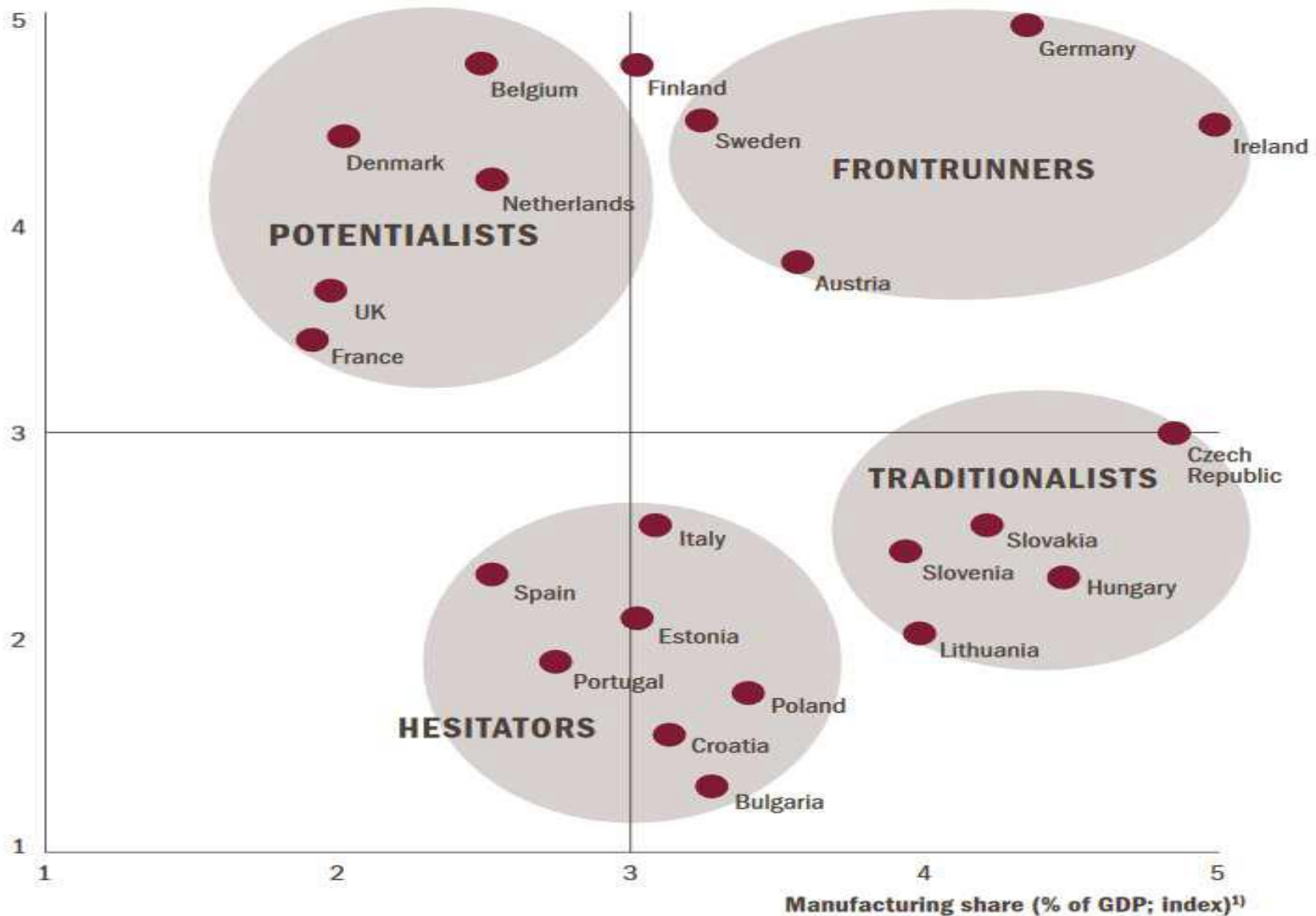
# Employees which experienced the implementation of new technologies during the last three years

Quelle: EWCS (2010): eigene Auswertungen<sup>1</sup>



# Readiness Check Industry 4.0 (1 – low, 5 – high)

RB Industry 4.0  
Readiness Index<sup>(1)(2)</sup>



# CHALLENGES TO TRADE UNIONS

For trade unions it is important to discuss:

- **How the world of work and nature of work and employment are changing** by the digital revolution and the challenges for trade unions and workers
- **TU must focus not only on the quantity of jobs to be lost or created but also on the quality of jobs** – how digitalisation is improving or worsening working conditions in Europe.
- **Labour market polarisation** creating new inequalities
- **Need to develop a policy framework to ensure that the expansion of digital economy will contribute to inclusive growth and will promote decent work** - ensuring fair working conditions and adequate and sustainable social protection for those working in the platform economy
- **Need for global trade union actions**, establishing representative structures for transnational representation of the interests of platform workers as most of the platforms are global

# THINKING OUT OF THE BOX – FUTURE UNION STRATEGIES

- The digital era is an **opportunity** for trade unions to shape a new role in societies, in organizing self-employed workers and other non-traditional groups
- Facing the challenges of digitalisation in production and in on-line platforms, unions and workers representatives **need to rethink their strategies, structures and methods** and to increase their knowledge on the impact of digitalisation on work organisation and working conditions;
- This does not mean that present structures and tools should be abolished or ignored, they must find **balance** between traditional and innovative forms of collective representation
- **Collective agreements** could be more innovative and cover larger areas and need to adjust to a changing world of work, information and consultation systems should be enlarged; there should be more influence over legislation on both national and European level



**Thank you for your attention!**

