

# Newsletter no 6

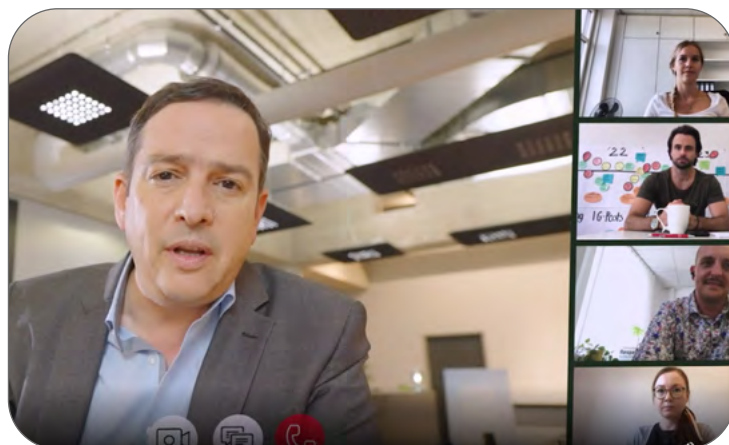
## Focus on: Co-designing digitalisation

Lead

### Co-designing digitalisation

The digitalisation of the world of work is one of the mega topics of the decade. Digital devices have long been everywhere: in the office as well as in the laboratory and in production. How „intelligent“ they will become in the future and how autonomously they will communicate with each other and make decisions is difficult to predict. What is clear is that the digital transformation is changing the way we work. And this process is only just beginning.


That is why the IGBCE has launched the „Monitor Digitalisierung“ (Monitor Digitalisation). “The first survey in 2019 showed that employees in the IGBCE sectors are confident and self-assured in dealing with technological changes. To ensure that this result does not remain a snapshot, the second survey is currently underway”, says Francesco Grioli, member of IGBCE’s Executive Board. It asks, among other things: What new tools and working methods are you using and what are the effects? How does digitalisation influence your health and well-being? And last but not least: What impact did the Covid-19 pandemic have on digitalisation in your companies?



IGBCE/ Video-Still: monitor-digitalisierung.de

The more employees participate in the study, the more accurate the picture we all get of the developments in our sectors. And an analysis of the current state is a prerequisite for consciously shaping the future.

Go directly to the Monitor Digitalisation 2021 (in German):  
[www.monitor-digitalisierung.de](http://www.monitor-digitalisierung.de)

 More on the topic of „Digitalisation at a glance“ here.

(in German)

### Further topics in this issue

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IT experts wanted!

Meetings upon meetings



Tabea Bromberg  
IGBCE, Abteilung  
Arbeits- und  
Betriebspolitik



Lyudmyla Volynets  
IGBCE, Abteilung  
Arbeits- und  
Betriebspolitik

### We for you

We received a particularly large number of responses to our last newsletter. We are very happy about this, because it shows that our offer meets with interest. We will go into more detail on some of the questions posed to us in the next issues and address the issues raised there, including the question of possible rationalisation effects in commercial areas through artificial intelligence. We are following up on this hint: Together with the “Stiftung Arbeit und Umwelt” (Foundation Work and Environment), we are getting involved in the topic of AI. As you can see – it’s worth writing to us. We are happy to receive further tips! Write to us at [kontakt@kaat.net](mailto:kontakt@kaat.net).

And now enjoy reading – with lots of information on the topic of digitalisation!

#KAAT

## Mit. Mut. Machen.

The 7th Ordinary Trade Union Congress of IGBCE set the course for the future of the union at the end of October. Among other things, the congress dealt with the questions of what our collective bargaining policy should look like in the future, how we as IGBCE address different groups of employees and how we want to expand our presence at the universities. KAAT.net was also represented at the congress. „At our stand we discussed the future of KAAT.net with the approximately 400 delegates. The focus was on the increasing academisation of the workforce and what this means for advocacy“, Lyudmyla Volynets sums up. „We made our topic visible – and thus also the large group of commercial, academic and AT employees in IGBCE companies.“



Foto: Danny Mertens



Read more here ...

## Events

### Driving licence digitalisation

We all have a vague idea of digitalisation. You can get an overview of what impact it can have on the business areas of companies as well as on the organisation of our work in the seminar „Führerschein Digitalisierung“ (driving license digitalisation). This covers digital business processes for business to business and business to customer, the control and digitalisation of processes as well as the importance of digitalisation for employees.

The next „driving test“ will take place on 15 and 16 December 2021 at the Wilhelm Gefeller Education and Conference Centre in Bad Münders.

The seminar can also be booked as an online workshop for companies. You can find out more here: :

[www.qfc.de/angebot/fuehrerschein-digitalisierung](http://www.qfc.de/angebot/fuehrerschein-digitalisierung)



Details and registration here ...

### Political dimensions of work-life-balance

The Friedrich-Ebert-Stiftung is committed to „a society based on solidarity that offers all people equal opportunities to participate in politics, economic life and culture.“ The foundation also has a lot to offer as an education provider: from topics in the world of work to political participation. In the coming spring, for example, there will be a seminar on „Self-stabilisation through work-life balance? – and the political dimension of mental well-being“ – from 16 to 20 May 2022 in Bonn.

Seminar, from 16 to 20 May 2022, from 8 am to 6 pm in Bonn



Details and registration here ...

### 2nd KAAT dialogue

After the success of our 1st KAAT Dialogue in Frankfurt am Main 2021, we are already looking forward to next year. The 2nd KAAT dialogue will take place on 1 and 2 July 2022. We will bring together commercial employees, academics and AT employees with works council members and shop stewards: With numerous opportunities for interaction, a wide range of KAAT topics and exciting speakers.



More information about the programme coming soon at: [kaat.net](http://kaat.net)

# KAAT.net

Für kaufmännische, akademische  
und außertariflich Beschäftigte.

## From the regions Myths about the AT employment relationship

„5 Myths about the AT-employment relationship“ could be explored by the AT employees of the Gersthofen Industrial Park at a web event on 22 September. If, for example, it says in the employment contract that you are not allowed to talk about your pay – do you have to stick to it? Michael Mostert, Abteilung Tarifrecht der IG BCE (Collective Bargaining Law Department of IG BCE), and Tabea Bromberg of KAAT.net clarified: „According to current case law, a clause prohibiting the mention of the individual salary is usually invalid.“ Torsten Falke, Bezirksleiter der IG BCE Augsburg (Head of the IG BCE district of Augsburg), had invited and was pleased about the lively participation of AT employees from several companies. He summarised: „We were able to show that AT and collective agreements have a lot to do with each other. That was an „aha“ effect for some people!“



If you would like to know exactly why you are generally allowed to talk about your remuneration and under which conditions you are exceptionally not allowed to do so:

[Continue reading here ...](#)

## Legal Digital right of access

According to the freedom of association enshrined in the Grundgesetz (the German constitution), trade unions must be granted access to the workplace. The IG BCE also demands a digital right of access. A legal opinion by Prof. Dr. Wolfgang Däubler for the Hugo Sinzheimer Institute (HSI) strengthened our view in October. According to this, the current legal situation grants a digital right of access for trade unions and works councils.

Parallel to the legal clarification, the IG BCE is approaching the company side. In the rubber sector, for example, the first social partner agreement on digital access rights in Germany was concluded. Progress is also being made at company level. For example, a similar agreement is currently being negotiated at the chemical company Evonik.



Foto: kras99 / AdobeStock

You can read more about the legal opinion here (in German):

[Read more here ...](#)

And an international assessment of the social partner agreement in the rubber sector here. (English):

[Read more here ...](#)

## Digital IT experts wanted!

Software developers, computer scientists and other IT experts naturally have the best overview of everything that is summarised under the heading „digitalisation“. They are therefore particularly well placed to assess how technology will develop over the next few years and what this means for work processes in companies. Therefore, our special request: Take part in the „Monitor Digitalisierung“ or make your IT colleagues aware of the survey!



Foto: Maksim M / AdobeStock

[You can take part here ...](#)

## Service

# Meetings upon meetings

Recent studies show that online meetings have reached a new high this year. For example, the times people use the Microsoft Teams platform for meetings abruptly tripled in March 2020 – to 2.7 billion minutes. Other platforms, including Zoom, Google and Jitsi, have also seen huge growth rates since the Covid-19 pandemic.

In the current situation, online meetings and home offices are an important building block in the fight against Covid-19. And what will happen after the pandemic? What will the „new normal“ look like? At the moment the situation is ambiguous: we hear from the press that some employers are already working on drastically reducing office space. In other companies, however, presence is still the top priority. And even among us employees there are different opinions and wishes. One thing is becoming increasingly clear: in the future, it will be important to have good management of office work and, in particular, functioning communication management that sets modern standards for both technology and people.



Foto: hisa-nishiya / AdobeStock

How do you see the development? Do you feel stressed or can you report positive effects? We want to find out together with you what „more online“ really means for our work. Write to us with concrete examples at [kontakt@kaat.net](mailto:kontakt@kaat.net) or use our digitalisation monitor.



We wish you a peaceful  
Advent season and happy holidays!

Thank you for a successful year!  
Kaat.net has arrived and wants to stay!

We are already looking forward to 2022 –  
together with you and your ideas to bring the  
working world up to speed.

Your kaat.net team



## Imprint

Industriegewerkschaft Bergbau, Chemie, Energie  
Verantwortlich: Stefan Soltmann, Leiter Abt. Arbeits- und Betriebspolitik  
Königsworther Platz 6, 30167 Hannover

Contact:  
+49 511 7631-0  
[abt.arbeitspolitik@igbce.de](mailto:abt.arbeitspolitik@igbce.de)