



EUROPEAN COMMISSION

DIRECTORATE-GENERAL FOR EMPLOYMENT, SOCIAL AFFAIRS AND INCLUSION  
DIRECTORATE-GENERAL FOR COMMUNICATIONS NETWORKS, CONTENT AND  
TECHNOLOGY

## **High-Level Experts Group on the Impact of the Digital Transformation on EU Labour Markets**

### **Report of the 4<sup>th</sup> meeting of 11 January 2019**

The **first part of the meeting** was dedicated to the exchange of views between the social partners and the members of the group.

In the **second part of the meeting**, the members of the group worked towards a common understanding of how the final report with the recommendations should look like. The Chair asked for a feedback on the draft report that was circulated in December. The group welcomed the draft report as a good start for working towards the final recommendations. Some of the comments that emerged in the discussion were:

- The report should look at the labour supply aspect also of the impact of digital technology
- In terms of skills development, it should look at ensuring regulatory compliance for intermediaries
- Needs further clarifications on concepts like private data as labour and intermediaries
- It should emphasise that social protection should be neutral vis-à-vis the types of employment relationships
- Address the flexibility/ job quality nexus
- Recommendations should be addressed at different levels and could be accompanied by proposals for investment
- Acknowledge the debate on the definition of workers
- Further elaborate on social worknets
- The report should also highlight also the positive aspects of digital technology use
- Being bold on the facts could reduce the technological anxiety

- There should be more on (inclusive) innovation and industrial policy, as well as, on artificial intelligence
- There could be section on scenario analysis that would look into different possible outcomes

The group agreed on a preliminary structure of the final report:

- 1) Define digitization and impact
- 2) Context of EU markets/ impacted groups
- 3) Reasons for paper and what problems
- 4) Opportunities/challenges of current outcomes /Projections future outcomes/ Recommendations
- 5) Implementation and future-proofing
- 6) Appendices

The group expects to develop policy recommendations in the following areas:

- 1) productivity and competitiveness;
- 2) fair, inclusive and sustainable society;
- 3) organisational and regulatory environment;
- 4) public sector and private sector.

One additional meeting is scheduled for 8 February 2019 to present and discuss the final report. Before that meeting, the group will be engaged in drafting the report based on a predetermined internal timeline.

## **Annex 1 – List of attendees**

### HLG experts

1. Vassil Kirov
2. Gary Shaughnessy
3. Karl McFaul
4. Lucia Velasco
5. Maria Savona
6. Maarten Goos
7. Morten Binder
8. Vili Lehdonvirta

### DG CNECT

1. Fabrizia Benini
2. Andrea Glorioso
3. Tommaso Alberini

### DG EMPL

1. Max Uebe
2. Carola Bouton
3. Istvan Vanyolos
4. Anita Vella

### SOCIAL PARTNERS

#### Trade Unions' delegation

1. Thiebaut Weber, ETUC
2. Juliane Bir, ETUC
3. Jan-Willem Goudriaan, EPSU
4. Isabelle Barthes, IndustriALL (manufacturing)
5. Aileen Koerfer, UNI Global Union

#### Employers' delegation

1. Ester Caldana, European Railways
2. Guillaume Afellat, CEEP
3. Rebekah Smith, BusinessEurope
4. Isabel Sobrino Mate, CEEMET (metal)
5. Christiaan Boiten, Eurocommerce
6. Liliane Volozinskis, SMEunited

**ANNEX 2 – AGENDA OF THE 4<sup>TH</sup> MEETING OF THE HIGH-LEVEL EXPERT GROUP ON THE IMPACT OF THE DIGITAL TRANSFORMATION ON EU LABOUR MARKETS**

9:00 – 9:30 Registration / coffee

SESSION 5: Exchange of views with social partners

9:30 – 10:45 Presentation of work so far (Maarten Goos)

10:45 – 11:15 Coffee break

11:15 – 12:30 Discussion with social partners

12:30 – 14:00 Lunch

SESSION 6: Discussion of draft report

14:00 – 15:00 Discussion of the first draft/ Suggestions

15:00 – 15:30 Coffee break

15:30 – 17:00 Concluding discussion (with feedback from EC)