PILLARS – Pathways to Inclusive Labour Markets: Workshop on Good Policy Practices Across the EU Regions

Event Note

1   Introduction

This event note highlights the main discussion points collected during the **Final policy workshop: Policy Tools and Guidelines for Inclusive Employment Strategies**. The workshop took place on **13 December 2023** in Brussels, Belgium. The event note will also share information on the format of the workshop, its aims, agenda, participants, and its context. The structure will be the following:

Chapter 2: Aim of the Workshop

Chapter 3: Date and Location of the Workshop

Chapter 4: Agenda and Format of the workshop

Chapter 5: Main Highlights from the Workshop Discussion

Chapter 6: Participating Organisations and Participants

Chapter 7: Presentations

Chapter 8: Pictures of Event

2   Aim of the Workshop

The final policy workshop was designed for the **policymakers** and **key stakeholders** that stimulate inclusive labour markets in Europe. The workshop was structured in two parts.

The first part of the workshop aimed to present and discuss the **policy tools** developed throughout the PILLARS project. These tools are expected to assist the policymakers and key stakeholders in ensuring preparedness for an **inclusive labour market**, while capitalising on the opportunities created by technological transformation (i.e., driven by automation technologies). Specifically, how to…

• Stimulate creation of innovative and inclusive jobs;
• Prevent and mitigate job displacement/loss;
• Support employers and employees during job transformation

…following/due to adoption of automation technologies. The following three tools were the focus of the discussion:

> **PILLARS Self-Assessment Tool** helps policymakers to assess/measure preparedness of their region/country towards an inclusive labour market.

	PILLARS Policy Toolkit provides a repository of useful resources for the policymakers and other stakeholders to ensure an inclusive labour market, while supporting technological transformation.
	PILLARS Policy Guidelines provide step-by-step recommendations for the policymakers on how to design, implement, monitor and evaluate an inclusive employment strategy that accounts for impacts of technological transformation.

In addition, the first part of the workshop included the presentation and discussion of the PILLARS findings (foresight research) on the impact of emerging automation technologies on industries and occupations.

The second part of the workshop was devoted to **sharing of the lessons learned across impactful recent/ongoing initiatives** on the topic of inclusive labour markets and the future of work. The aim of this part of the workshop was to raise awareness about relevant initiatives and stakeholders, stimulate synergies, collaboration and knowledge sharing.

Three guest speakers presented an overview of their initiatives, achievements, good practices, challenges and other relevant insights. Following the presentations, the discussion focused on the identification of gaps in knowledge, challenges that need to be tackled, and on potential next steps to stimulate greater inclusion on the labour market in Europe.

3   Date and Location of the Workshop

The workshop took place in Brussels, Belgium on 13 December 2023 between 9am and 1pm (Brussels time, GMT+2).

The venue of the workshop was the hotel DoubleTree by Hilton Brussels City. The exact address is Rue Gineste 3, Brussels, 1210, Belgium.

4   Agenda and format of the Workshop

The workshop included presentations and a plenary session, where workshop participants were invited to provide feedback on the policy tools and foresight research results presented, share insights and as well as experiences. Additionally, guest speakers were able to highlight related work being carried out or recently carried out.

The workshop was moderated by a project team from Technopolis Group. Technopolis Group is a leading international public policy research and consulting organisation with offices in

Europe, Africa, Latin America, and the Caribbean. For over 30 years, it provides evidence-based policy advice in the areas of science, education, health, green economy, technology, and innovation.

The agenda of the workshop is presented in Table 1.

Table 1 Agenda of the workshop

Time	Agenda Item	Description of the Item
09:00 – 09:15	Registration and welcome coffee	Welcome of participants, networking and a coffee
09:15 – 09:20	Opening remarks	Overview of the agenda and housekeeping rules
09:20 – 09:30	Introduction of the PILLARS project	Short description of the PILLARS project
09:30 – 09:45	*Tour de Table*	
09:45 – 10:00	PILLARS Self-assessment Tool	Presentation by the PILLARS project team
10:00 – 10:20	*Discussion of the Self-assessment Tool with the workshop participants*	
10:20 – 10:35	PILLARS Policy Toolkit and Guidelines	Presentation by the PILLARS project team
10:35 – 11:00	*Discussion of the Policy Toolkit and Guidelines with the workshop participants*	
11:00 – 11:15	Coffee break	
11:15 – 12:05	PILLARS results on the impact of emerging automation technologies on industries and occupations	Presentation by the PILLARS project team and discussion with participants
12:05 – 12:15	Looking Ahead: The Challenge of Anticipating AI's Implications for the Labour Market	Presentation by Stuart Elliott (OECD)
12:15 – 12:25	Digital transformation, productivity race and fragmented policymaking: is there space for workers' rights?	Presentation by Silvia Rainone (European Trade Union Institute)
12:25 – 12:35	Generation: tech and midcareer reports	Presentation by David Timis (Generation)
12:35 – 12:45	Improving workers data rights: the path ahead	Presentation by Justin Nogarede (Friedrich-Ebert-Stiftung)
12:45 – 13:10	*Panel discussion and Q&A with Stuart Elliott, Silvia Rainone, David Timis and Justin Nogarede*	
13:10 – 13:15	Closing remarks	Final remarks by the PILLARS project team
13:15 – 14:00	Lunch	Lunch at DoubleTree by Hilton Brussels City

5 Main Highlights from the Workshop Discussion

This chapter provides the highlights from the presentations and discussions that took place during the workshop.

The project team presented the **policy tools** developed throughout the project, aimed at assisting policymakers and key stakeholders in ensuring preparedness for an inclusive labour market to increase resilience and inclusiveness of the labour market during automation

technology-driven transformation. Additionally, the team also presented the results from a Delphi survey that yielded results on the impact of emerging automation technologies on different sectors and occupations.

The policy tools are composed of three main parts, the **Self-assessment tool**, **Policy Toolkit**, and **Policy Guidelines**. The self-assessment tool aims to determine the preparedness of a region/country towards an inclusive labour market by highlighting key policy areas that should be in focus of the policymakers. The main users of the assessment tool are envisioned to be policymakers and key stakeholders. The policy toolkit is a repository of resources that have the potential to help policymakers to implement policies conducive to inclusive labour markets while finding way to benefit from the adoption of automation technologies. The policy guidelines provide recommendations for the policymakers on how to design, implement, monitor and evaluate inclusive policies that take into account the impacts of automation technologies.

Lastly, the results of the foresight (Delphi) study to assess future trends in emerging automation technologies, their adoption in industry and their role in shaping future labour markets were shared for validation purposes.

PILLARS Policy Tools

5.1.1 Self-Assessment Tool

After the presentation of the self-assessment tool, participants provided feedback and comments. Overall, the tool was very well received by the participants, indicating that it is indeed a necessary tool, filling a gap in the labour policy spectrum. It was remarked that a good feature to improve is to make the tool 'clickable' allowing to go from section to section and to navigate between the different pieces of information. The geographical coverage of the tool was also discussed, and participants expressed that it is necessary to provide clarification at the beginning about whether the respondent should fill out the tool on a regional, national, or EU level. Accordingly, it was also recommended to include questions about background information of the country that allows to further aggregate results and information per country.

It was questioned whether the tool is for public sector agencies only, or if other users can make use of it. Participants indicated that labour policy covers many different domains, and that therefore many users can make use of this tool. In that sense, they recommended to tailor the questions depending on the type of user (public sector agency, research, ministry, private sector, etc.), and not to 'force' respondents to answer all the questions but give them the opportunity to skip and prioritise questions/sections. This will also allow for the development

of a form of triangulation between two different types of answers from users to the same question/domain.

It was noted that self-evaluations can have a lot of biases, and that to avoid this it is necessary to provide more information about the exact meaning of certain words, concepts, and actions mentioned throughout the sections.

Finally, a question came up about how the tool is being 'sold'/'marketed'. For some participants the tool can serve as a source of 'inspiration' or an information bank for future policies, calls for proposals, and funding initiatives in the field of labour policy.

5.1.2 Policy Toolkit and Guidelines

Regarding the policy toolkit and guidelines, it was acknowledged that the content is valuable and relevant for current policy challenges. In terms of user experience, it was remarked that it can be improved to make the toolkit clickable, updatable, and customisable. Additional suggestions and ideas were presented in terms of implementing a 'search engine' for the toolkit so that users can search through key words the policy examples they need.

It was also noted that this toolkit could be seen as a beta version of an open-source platform for the European Commission to use and implement in the future. This would also allow for interoperability between governments. In addition, it was mentioned that this platform can also serve to connect people across public administrations and borders so that peers can connect and share best practices and common challenges. Moreover, it was acknowledged that this tool can serve as an example and be duplicated to other policy areas such as Green Transition.

Finally, a point about what is exactly the special feature of this toolkit and what is its 'selling point' came up in the discussion. In that sense, participants suggested to identify the uniqueness of the toolkit and how it interacts with existing European Commission's initiatives.

PILLARS Results on the impact of emerging automation technologies

The workshop participants recognised the patterns on emerging automation technologies that were detected through the Delphi exercises. The participants highlighted that there are many technologies that are expected to be adopted across industries, therefore selection of technologies is relatively difficult. Lastly, the workshop participants also expressed concerns that new technologies call for the development of new skills and for introduction of regulations that will protect workers.

Guest Presentations

5.1.3   Looking Ahead: The Challenge of Anticipating AI's Implications for the Labour Market

This guest lecture was given by Stuart Elliot from the OECD. Stuart discussed the OECD-led project titled "Looking Ahead: The Challenge of Anticipating AI's Implications for the Labour Market," which he leads. The project's goal is to develop measure of AI capabilities for policy makers to better understand.

Figure 1 Guest Presentation Example Slide

5.1.4   Digital transformation, productivity race and fragmented policymaking: is there space for workers' rights?

This guest lecture was given by Silvia Rainone from ETUI. Silvia discussed her ongoing research pertaining to workers' rights in light of the digital transformation, the productivity race and fragmented policymaking. In her work, Silvia identifies critical gaps that need to be filled in order to be able to guarantee workers' rights.

Figure 2 Guest Presentation Example Slide
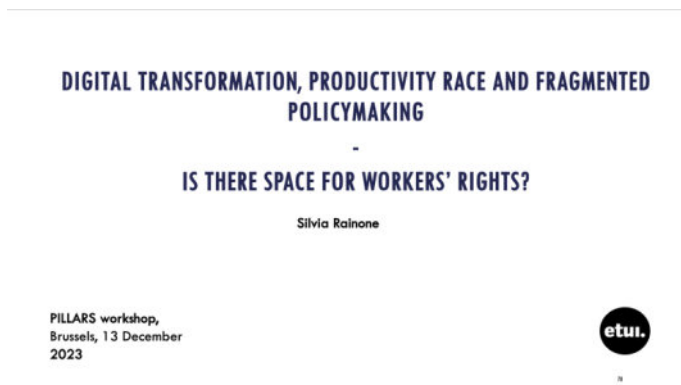
5.1.5 Generation: tech and midcareer reports

This guest lecture was given by David Timis from Generation. David presented three separate initiatives/projects conducted by Generation as well as some findings pertaining to skills gaps. Several reports presented give recommendations on how to create a more inclusive labour market.

Figure 3 Guest Presentation Example Slide
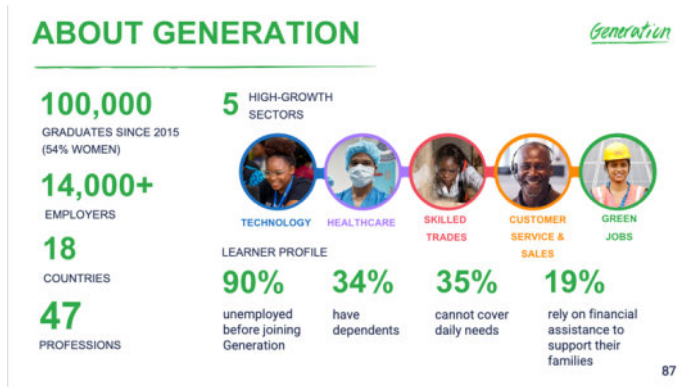
5.1.6 Improving workers data rights: the path ahead

This guest lecture was given by Justin Nogarede from Friedrich-Ebert-Stiftung. Justin discussed the possible barriers and enablers to further improve workers data rights. The impact of the GDPR in Europe was also discussed.

Figure 4 Guest Presentation Example Slide

6 Participating Organisations and Participants

The workshop had a total of 20 participants and speakers. The participants' names and the organisations they represented can be found in the table below:

Table 2 Participant List

Name	Organisation
Alexandra Sjoberg	DG for Employment, Social Affairs and Inclusion
Helen Weser	DG for Employment, Social Affairs and Inclusion
Cornelia Amihalachioae	European Factories of the Future Research Association
Maria Midon	European Association of Development Agencies
Anastasia Karatzas	European Policy Centre
Lena Erbstoesser	European Association of Institutes for Vocational Training
David Timis	Generation
Nathalia Izquierdo	Jesuit Refugee Service
Maud Nautet	National Bank of Belgium
Judith Ay	European Round Table for Industry
Manon Coyne	POLIS network
Begüm Dereli	European Council on Refugees and Exiles
Eric Wyart	Réseau LIEU
Annelien Bigler	Stad Gent
Justin Nogarede	Friedrich-Ebert-Stiftung's Competence Centre on the Future of Work
Stuart Elliott	Organisation for Economic Co-operation and Development
Silvia Rainone	European Trade Union Institute
Alina Brebenel	DG for Digital Services
Tatjana Guznajeva	Technopolis Group (PILLARS team)
Jonathan Puerta Pereira	Technopolis Group (PILLARS team)

7 Presentations

Complete presentations can be requested via PILLARS WP7 coordination: Tatjana Guznajeva (tatjana.guznajeva@technopolis-group.com) or WP7 team member Juanita Garcia Gutierrez (Juanita.garcia@technopolis-group.com)

Below are some example slides:

Figure 5 Example slide

Generalised patterns of policy approaches towards innovative job creation

☐ The policymakers develop a policy approach on innovative job creation in line with the **levels of regional/national economic development**, focusing on innovation in prioritised economic sectors, digitisation/IT sector development, and entrepreneurship;

   o The economic policies of **more developed regions** stimulate innovative job creation by prioritising innovation in advanced manufacturing, professional service sectors. Key instruments include **investments in R&D&I and industrial clusters**;

   o The economic policies of **transition regions** stimulate innovative job creation by prioritising digitisation and IT sector development, and several moderately developed industries. Key instruments include **internationalisation, investments in selected industries**;

   o The economic policies of **less developed regions** stimulate innovative job creation by prioritising entrepreneurship, digitisation and IT sector development. Key instruments include **regulatory frameworks for ease of doing business, investments in the education sector and in selected key industries**.

Pillars — This project receives funding from the European Union's Horizon 2020 Research and Innovation Programme under Grant Agreement No 101004703. — 14

Figure 6 Example slide

Figure 7 Example slide

8 Workshop Picture

Figure 8 Picture from workshop on 13 December 2024