



The Future of European Jobs

Europe is facing challenges in its labour market, some of them greater than in Asia and the US. The ageing societies, the brain-drain, mismatch in the labour market and the fast development of technologies are making it more difficult to anticipate the future of work and how to respond to new demands. This all affects the European trade, growth and wellbeing of the people. The New Commission is going to look at European economy with humans in the center of the interest.

The future of European prosperity largely depends on **a successful transition to a digitalised industry and society**. If Europe wants to succeed, much of the debate and actions, including massive investments, must focus on a seamless European Digital Single Market.

Skilled labour and mobility are key factors for successful and vigorous growth in / to the EU. We must fight for global talent, use all existing attraction factors and create new policies for making Europe world's best place to work and live, to invest in and to do business.

Technology Industries of Finland underlines:

- The EU needs an immersive work-related immigration programme. We must come up with ambitious plan to ensure the availability of world's top talent for European research, innovation and business.
- EU labour market regulation should meet the needs of the digital era; be reduced when necessary, redeveloped when necessary.
- However, EU must not interfere national mechanisms, when it comes to wage setting and social security. Such interventions would risk social partners' autonomy.
- The EU should support national education and training systems in digital re- and upskilling.
- Cohesion funds e.g. could be targeted to creating smart schools. Erasmus + programme should be retargeted in support of creating new education and training.
- Foster industry-led ecosystems and partnerships that bring together industries (global companies, SMEs, start-ups), innovators, researchers and governments, and promote and invest in R&I collaboration and innovative ideas with true scale-up potential.

The evolving sustainable digital economy is shifting parameters in working life. The platform economy, new professions and skills needs, disappearance of set working place and time, as well as rapid disruption of businesses are challenging the boundaries of the labour market regulation.

The legislation designed in the past is not compatible with the future needs of customers, employers and employees in the EU. While adhering to the principles of subsidiarity and proportionality, Europe must be ready to seize the opportunities offered by digitalisation and empower its citizens to do the same. To make learning opportunities available for everyone shared responsibilities between the different stakeholders are needed.

EU must make efforts to improve European competitiveness, which requires flexible regulation in the labour market. The direction must be more in deregulation than adding new regulative measures. 'One-size-fits-all' models do not work in advancing local solutions for employment contracts.

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