



# Agile Labour Markets

#1

**Realise that digitalisation is more than broadband and interconnectivity**

Digitalisation requires national reforms that support new concepts of work organisation. Agile labour markets are indeed more resilient and will help bolster employment creation in a European digital economy.

→ Agile labour markets are an integral part of the right regulatory framework for digitalisation and the uptake of industry 4.0 across Europe. A fit for purpose framework considers the previous points.

→ National policy makers need to make use of the flexibility offered in the existing Directives such as the Posting of Workers Directive and the Working Time Directive instead of gold plating when transposing EU law.

→ EU businesses need a more flexible framework in order to compete on the international market. Europe's companies are subject to a more rigid and burdensome framework than their US or China competitors.

## Key Messages

- #1 Realise that digitalisation is more than broadband and interconnectivity.
- #2 Prepare the ground to shape digitalisation by promoting reform of national labour markets into agile labour markets.
- #3 Reduce the burden on companies in social policy while maintaining employee protection.

The EU tech and industry sector created 1.25 million new and qualitative jobs between 2013 and 2017. This figure could increase in the coming years with the right-skilled people.



**1.25 Million**

## Ceemet

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The full report is also available online on [10-points.ceemet.org](http://10-points.ceemet.org)



## Who is Ceemet ?



200 000 companies



35 million (in)direct jobs



EU Social Partner

**ceemet**  
European Tech & Industry Employers

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## #2

### Prepare the ground to shape digitalisation by promoting reform of national labour markets into agile labour markets

- Subsidiarity offers opportunities for Member States to develop new type of work and new concepts of work organisation. Each of them corresponding to the developments within national labour markets and suiting the needs of companies and employees.
- Platform work, amongst others, require new and flexible solutions. National policy makers should leave room for social partners at national, sector and company level to find solutions to the benefit of all.
- In order to protect existing collective agreements, it is necessary that social partners have the possibility to deviate from specific provisions in EU and national social legislation. This is key as collective agreements are best placed to resolve problems specific to national, regional or company level.
- Experimenting and testing, the so-called sandboxing exercise, will allow new ways of bringing together digitalisation and labour markets to emerge. Policy makers at all levels should foresee some room for this in the social and employment area.



### Zooming in /// Posting

- 🔍 In general, illegal employment in cross-border mobility situations tends to be a problem in only a limited number of sectors.
- 🔍 Ceemet fully rejects illegal employment.
- 🔍 The revised posting of workers directive now creates excessive administrative burden on all EU-based companies.
- 🔍 EU policymakers must be vigilant of the consequences of the one-size-fits-all proposals when it comes to EU social policy.

## #3

### Reduce the burden on companies in social policy while maintaining employee protection

- As OECD says, agile labour markets are more resilient. Rigid employment protection tends to have negative impact on job creation and the uptake of digitalisation in industry.
- Overregulation stifles the setup and development of start-ups. EU and national policy makers should consider this and the specificities of SMEs and micro enterprises that are more susceptible to the high level of regulatory and administrative burden.

### Zooming in /// Working time



- 🔍 In Germany, the Working Time Act is much more restrictive than the EU Working Time Directive.
- 🔍 Therefore, German employers ask for changes. E.g. a change from the max daily working time of 8h to a max weekly working time of 48h as the Directive enables the national policy makers.
- 🔍 Industry needs a better use of the opening clauses - e.g. for autonomous workers - as more and more employees want flexible working hours and perform mobile work. The German Working Time Act is far too rigid for that.