

Position Paper: Harmonisation of Digital Markets

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Introduction

The digitization of the economy is one of the most important drivers behind the profound transformation of the labour market and the way people work. This is likely to become even more significant in the years to come because the digital revolution is unfolding over a shorter time compared to earlier industrial revolutions. Therefore, the adjustment process needs to be faster.

As digitization speeds up, the demand for digital skills is growing in the Eastern Partnership countries. Citizens need adequate and appropriate digital skills to be empowered in a digital economy and society. Harmonized digital skills strategies in the EaP should bring together national authorities, companies, social partners, non-profit organizations and education providers in joint action to address the growing need for digital skills.

Within digital skills development it is important to provide a basic, clear and sound orientation for companies and all type of organizations in the public and private sector who need to take decisions about recruitment, career paths, training, curricula, skills assessment, etc. It is also useful for promoting clearer understanding of skills needs from both business and ICT organizations, universities, non-for-profit and professional associations.

The issue of developing “solid” infrastructure for digital markets progress (communications and equipment for broadband access) in the EaP countries is a very important basic factor for further development of this sector. Thus broadband strategies should be developed, adopted, implemented and synchronized across the EaP region.

EaP CSF position

- **Setting up an e-Competence Framework in EaP partner countries**

The European e-Competence Framework (e-CF) provides a reference of 40 competences as applied at the Information and Communication Technology (ICT) workplace, using a common language for competences, skills, knowledge and proficiency levels that can be understood across Europe.

- **Monitoring the establishment of national digital skills&jobs coalition in EaP CSF countries, using as a basis on the EU's digital skills&jobs coalition model**

The work program shows that national coalitions for digital jobs are established by all EaP partners when, in fact, it has been established in Armenia only. It is also interesting to see if the strategy on digital skills of EaP partner countries is formulated and implemented.

- **Digital leadership and digital skills for value creation**

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The new industrial revolution (referred to as Industrial Revolution 4.0) is happening and business leaders are facing an ever-growing demand for digital technologies and e-competences. It is important to provide a clear understanding of e-leadership concept in order to support decision-making in the digital age. It could include monitoring and selection of leadership candidates, as well as the qualification, training and assessment of professionals with both business and IT savviness.

The industry needs professionals with a diversity of knowledge and skills in business, strategy and ICT as leaders cannot delegate business savviness, strategic management and digital expertise to others, but also with the knowledge of new emerging digital technologies and ability to apply it strategically.

- **Raise awareness on digital technologies**

Campaigns should be implemented to raise awareness both of the importance of the use of digital technologies to support and improve business performance, productivity and internal organization. Most importantly the major focus is on strategic alignment of operations and IT infrastructure as well as IT and business priorities of the firm, which should be strategically linked.

- **Impact of the digital transformation on EaP labour market**

The EaP digital skills network should envisage conducting a study and explore policy options on the impact of the digital transformation on EaP labour market. Among the issues to monitor are:

- Potential social impact (risks and opportunities) of digitalisation, in particular the expected job losses and gains;
- Developing responses to the impact digitalisation has on skills requirements;
- viable ways to manage digitalisation's impact on labour law, standards and working conditions;
- Identifying ways to use digitalisation (in particular artificial intelligence) to make labour markets more inclusive;
- Breaking down the potential effects of digitalisation by industry and sector of the economy.

More Information

The Eastern Partnership Civil Society Forum (EaP CSF) is a unique multi-layered regional civil society platform aimed at promoting European integration, facilitating reforms and democratic transformations in the six Eastern Partnership countries - Armenia, Azerbaijan, Belarus, Georgia, Moldova and Ukraine. Serving as the civil society and people-to-people dimension of the Eastern Partnership, the EaP CSF strives to strengthen civil society in the region, boost pluralism in public discourse and policy making by promoting participatory democracy and fundamental freedoms.

For more information, please visit the EaP CSF website at www.eap-csf.eu