Final results of the EU social partner project

# "Our Future Workplace: Digital Transformation in the Chemical Industry"

## January 2018 - December 2019

**ECEG**
European Chemical
Employers Group

**industriAll**
EUROPEAN TRADE UNION

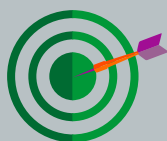With the financial support
of the European Union

Innovation and digital transformation extend across all sectors and affect competitiveness, growth and the labour market in Europe. This social partner project, analyses sectoral challenges in the face of digital transformation and the expected impact on companies and the workforce in European chemical, pharmaceutical, rubber and plastics industries.

The project aimed at:
- identifying the level of digital transformation across the EU in the sectors;
- evaluating the impact of digital transformation on skills, working patterns and health and safety.

It comprised desk research, an online survey (conducted by the research institute Prognos AG) and two conferences. A steering group of ECEG and industriAll Europe representatives guided the process, and prepared and evaluated the findings and events.

## Overall conclusions/recommendations

**1st wave of digital transformation** successfully **accomplished** in the chemicals sector

**2nd wave of digital transformation** (AI, IIoT, AR) will come **into effect shortly**
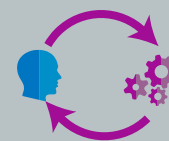
**Skills shift clearly visible:** advanced digital & transversal skills require more attention

**Working environment** changed through mobile working with greater employee autonomy but increase of multi-tasking

**Collective agreements** need to address more intensively the issue of mobile working, working-time arrangements & qualification while not forgetting other sensitive issues

**Change management** and the involvement & support of employees are big challenges with regard to the overall digital transformation process

## Other issues identified

- Lack of understanding about the advantages of digitalisation.
- Uncertain returns from digital investments.
- Methods and processes for digital transformation.
- Considerable implementation gap of digital technologies by company size.

EU social partners completed the project by signing the Joint recommendations of the digital transformation in the chemical, rubber and plastics sectors at the final conference in The Hague on 7 November 2019.