GOOD PRACTICES IN LABOUR MARKET POLICY & DIGITALIZATION IN SPAIN

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Digitalization is assuming an unstoppable transformation in the working environment.

In the next 10-15 years it is expected, on a global scale, the creation of around 21 million new jobs and, at least, 90% of these jobs will require some sort of digital knowledge.

It is required the requalification of the active labour force, not only from the public but also from the private sector. We can observe it in the following two examples.

A first good practice in our country is the agreement on digital skills for professionals signed by the spanish trade union "**Unión General de Trabajadores (UGT)**" and "**Google**", last 3th September 2018.

A 40 hours online course "Digital Competences for Professionals" especially designed to active workers (employed and unemployed people) with special interest in the effectiveness of digital tools in their daily work.

Its aim is to approach the main tools and topics before the digital transformation.

Google will freely train, on a personal attendance basis, 200 union checks that will be in charge of forming their members (workers).

UGT actively promotes and fosters this agreement as an e-skills tool for improving workers employability.

Digitalization shouldn't become an inequality factor or a gap towards unemployment, job deprivation (precariousness) and social exclusion.

A second example of good practices focused in our region is Ford-España Factory, settled in Almussafes (Valencia).

Twenty years ago, between 1998-2000, Ford-España started the first robotic revolution in the automotive sector. A first agreement on workers training saw the light and received the name of "Training Development Plans". Maintenance workers will be replaced once they retire by new workers with robotic skills. This will lead to a new figure: **MT (Maintenance Production Operator**). The agent/operator produces and repairs machines.

The win-win formula is implemented. The plant wins because less workhand is required and the operator is better qualified and capable to develop different functions with feasible increasing salaries.

This formula is pioneering applied in the Almussafes plant and it is extended to other plants worldwide such as Germany and United Kingdom in Europe, among others.

Second phase of robotization takes place in 2012 with a refurnished plant and the implementation of 2.100 robots. In 2013/2014 a total of 4.200 new qualified jobs are created (graduates in electricity, computing, assembly lines and engineering) increasing the production and new car models.

During these last years there has been a proportional increase in the number of workers (7.800 in 2018) and robots (3.200) and "cobots", automatic robots been able to interact safely with people.

This modernization process of the factory/plant, leader in robotization, has prompted to a higher production capacity (producing better equipped, complex, efficient and ecological cars).

A new job qualification is created: The **polyvalent agent**. A qualified worker with new skills and competences been able to update to new working environments and trained for new challenges, improving his working opportunities. On the other hand, the company benefits from workers human capital in order to increase its productivity according to XXI century market demand.

The goal is to improve efficiency, productivity, competitiveness and reduce costs.

CONCLUSIONS

Real needs in labour market require the democratization of technologies.

Digital competences are essential for employment, transparency and equality.

Besides, digital gap is a generational reality, a gender reality and a reality between urban and rural world.

All of us social partners, employers, trade unions, administration and workers must face it the soonest.