



European Commission QUESTIONS AND ANSWERS

29 November 2023

Questions and Answers: Commission Recommendation on addressing the impact of automation and digitalisation on the transport workforce

What is the Recommendation about?

Automation and digitalisation are creating many new challenges as well as opportunities for the transport workforce. With the Recommendation, the Commission raises awareness of these changes in the transport sector and invites relevant stakeholders, such as employers' and workers' organisations and national authorities, to consider and promote different means to ensure a just transition for transport workers, namely by:

- raising awareness of the impact of automation and digitalisation to prepare for a future involving both in a fair and just way;
- assessing skills needs and promoting training to ensure a good match between skills demand and supply in an automated and digitalised work environment;
- improving working conditions, and recognising the important role of social dialogue in managing change and fostering workplace innovation;
- managing change in a proactive and participatory manner; and
- making use of relevant funding opportunities to manage the transition, ensuring inclusiveness and accessibility for workers in all their diversity, in particular those at higher risk of exclusion.

Why do we need this Recommendation?

The Sustainable and Smart Mobility Strategy sets out a roadmap for putting transport on track for a sustainable and smart future. One of the milestones on the path towards sustainable, smart and resilient mobility is having automated mobility deployed on a large scale by 2030. The strategy recognises that changes in the transport sector, in particular those involving automation and digitalisation, are creating many new challenges as well as opportunities for the workforce.

The Recommendation addresses the challenges (including keeping pace with changing skills requirements in the transport sector) and opportunities (such as removing many monotonous and physically difficult tasks). The Recommendation is also a contribution to the [European Year of Skills](#), which is intended to help people develop the right skills for quality jobs, and help companies, in particular SMEs, address skills shortages.

A recent [study on the labour force](#) found that, in general, the sector is not sufficiently aware of the impact automation and digitalisation will have on the transport workforce.

Some stakeholders are unprepared for the transition or are unaware of measures or strategies to facilitate a just transition for workers.

To whom is the Recommendation addressed?

The Recommendation addresses all those who can contribute to a just transition for transport workers: European and national transport stakeholders (such as employers, workers, education and training providers, sector associations, and the social partners, while respecting their autonomy), civil society organisations representing all groups of workers, in particular groups at higher risk of exclusion from the labour market, and policymakers and public authorities at national and regional level.

How was the Recommendation prepared?

The draft content of the Recommendation was discussed with the Commission's [expert group on horizontal social issues in transport](#), and at a stakeholder conference in March 2023, with all relevant stakeholders from the transport sector, including public authorities, employers' organisations, trade unions, education and training providers, companies, and transport professionals. The [sectoral social dialogue committees](#) representing the various segments of the transport sector were also consulted.

For More Information

[Automation and digitalisation in transport – social dimension](#)