

# **ELA TECH Conference 2022**

## **Summary**

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## State of the Art

The objective of European Labour Authority (“ELA” or “the Authority”) is to contribute to ensuring fair and effective Labour Mobility across the European Union. With its mandate, ELA promotes sharing and disseminating good practices between the Member States, and strives to improve the availability, quality, accessibility and user-friendliness of information regarding rights and obligations offered to individuals, employers and social partner organisations.

As per ELA's mandate, the Authority shall also encourage the use of innovative approaches to effective and efficient cross-border cooperation and shall promote the potential use of digital tools to facilitate the access to data and detection of fraud, thus promoting cooperation and exchange of information between Member States.

The push towards digitalization of Labour Mobility must encompass all sectors. Starting with European Commission all the way to public administration from Member States. From the private sector to academia and even singular citizens. All must be involved in this effort.

The evolution of digital tools, that help to tackle all different challenges related to Labour Mobility, can benefit from input, vision, practical attempts and discussion from all sectors of society.

ELA is very much committed to drive a significant part of this effort and thus the ELA TECH Conference 2022 is a reflection of that effort.

## Inception – Call for Papers

Envisioning the Conference, ELA conducted a public and open Call for Papers with the intention to collect from all sectors of society proposals for innovative digital approaches to tackle Labour Mobility issues.

More details about the Call for Papers can be found at ELA's website:  
<https://www.ela.europa.eu/en/call22>

This Call for Papers allowed ELA to gather number of propositions, from which 8 papers were selected to be showcased during the TECH Conference, as already existing solutions.

## ELA TECH Conference 2022

“ELA TECH Conference 2022 - Digital solutions for labour mobility”, an all-day event, took place on 4 November in hybrid format enabling attendance of the wide audience.

The morning part of the Conference was policy oriented focusing on existing initiatives and potential of digitalisation for labour mobility. Presentations of the selected papers and Q&A session for each paper followed in the later part of the Conference providing a more technological and practical approach to digitalisation.

The Conference was opened by Mr Cosmin Boianiu, Executive Director, European Labour Authority and was followed by Mr Juraj Káčer, State Secretary, Ministry of Labour Social Affairs and Family of the Slovak Republic. Mr Káčer welcomed organisation of ELA TECH Conference 2022 and appreciated Union’s efforts aimed at the digitalisation in labour mobility field emphasizing that cross border cooperation is the basis to ensure fairness of labour mobility.

Following the opening remarks, a keynote speech “Towards digitalisation of labour mobility in the Union: Experience with existing digital tools and way forward” was delivered by Mr Dragoș PÎSLARU, Chair of the EMPL Committee at the European Parliament.

The keynote speech was followed by the panel discussion ‘Digital tools to meet stakeholders’ expectations and needs of national administrations. moderated by Ms Slavka Eley, Head of Governance and Coordination Unit. The panel members consisted of Mr Carsten Stender, Head of Directorate-General for European and International Employment and Social Policy, Federal Ministry of Labour and Social Affairs, Germany, Mr Arne Franke, Director of European Affairs for the Confederation of German Employers’ Associations (BDA), Mr Tom Deleu, General Secretary of European Federation of Building and Woodworkers (EFBWW) and Mr Raymond Maes, Advisor for digitalisation of social security coordination, Directorate-General for Employment, Social Affairs and Inclusion (DG EMPL), European Commission.

During the panel discussion, the panelists first expressed their views on the value added and use of the existing EU digital tools in the labour mobility area. EESSI<sup>1</sup> was mentioned as very important digital solutions despite the challenges related to its implementation and long time for its introduction in practice. Also, the IMI<sup>2</sup> tool was highly appreciated digital tool for information exchange. Regarding the ESSPASS<sup>3</sup>, there was a good experience at national level with the pilot project.

Some challenges are still to be overcome and although there are some Member States that haven't fully implement the EESSI<sup>1</sup> System, which are already others that want to further enhance it. The dimension of the EESSI<sup>1</sup> project does carry some difficulties for Member States, but it's expected that all will be fully connect by the end of 2023. By then the system will need to be further improved.

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<sup>1</sup> EESSI - Electronic Exchange of Social Security Information

<sup>2</sup> IMI - Internal Market Information System

<sup>3</sup> ESSPASS - European Social Security Pass

ESSPASS<sup>3</sup> should provide the missing link to EESSI<sup>1</sup> for the citizens to replace the paper form that is still in use when interacting with national authorities. ESPASS<sup>3</sup> will allow for a fully electronic interaction between the citizens and national administration in social security field.

The discussion addressed the need to clarify how all the ongoing and new projects will be linked and interplay for the benefit of labour mobility in the EU. It was clarified by European Commission representative that certain projects are more oriented for national authorities and new projects like ESSPASS<sup>3</sup> and the eIDAS<sup>4</sup> are more directed towards the citizen and workers. The panelists highlighted the importance of regular exchange and close contact of IT developers implementing the abovementioned initiatives, which are often interconnected, to fully use the potential of existing as well as future digital tools.

Regarding a practical role of ELA in the digitalisation effort, it was indicated by the panel members that ELA could play an important role by building network of experts and facilitating sharing of experiences that exists on national level, which could also help in potential identification of tools which could be an inspiration for future EU digital solutions. Such activities supported by ELA could also help to better understand what kind of policy changes are needed to better drive digitalisation initiatives.

The importance of quality, availability and reliability of data was highlighted several times. Participants mentioned the need to have EU level data related to all areas of labour mobility, not only for posting but also for enforcement. The availability of reliable data from all Member States will feed into the design of EU policies.

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<sup>4</sup> eIDAS - electronic IDentification, Authentication and trust Services

## Papers presented during ELA TECH Conference 2022

During the Conference 8 papers were presented followed by a Q&A. A summary of the papers follows by the order in which they were presented during the conference.

### #1 paper - Werk - hub of skilled migrant blue collar workers

#### Speakers

Ms Marion KALLAKAS, COO and co-founder, Werk

#### Paper summary

The innovative solution presented by Werk is digital solution platform that aims to automate the sourcing, vetting and relocation of blue colour workers to any EU country ten times faster by using a unified skill certification for employers and governments.

This is accomplished by collecting and gathering data about workers, by collection paperwork and recording them in a format reusable in Member States e-government systems.

The digital solution allows for fast hiring due to its skills vetting using a third-party Artificial Intelligence (AI) software, which is not used for profiling but rather for vetting and matching skills thus decreasing the time required to find the most suitable person of each job available. This allows to mass vet the workers and provide a highly accurate matching in a very fast way.

After applying this innovative solution, based on AI, to figure out the correct skill level of workers an automated process of relocation is used while still providing authorities with accurate data for legal cross-border movement.

The platform guides workers throughout the entire process with easy-to-follow steps and provides a way to manage all documents from one single place. As a benefit from this, Werk provides real time accurate data with time estimations on immigration in any country where it operates. The employers also get real time data.

## #2 Paper - Digital Solutions for Labour Mobility - Reimagining the labour mobility experience

### Speakers

Ms Lindsey BARRAS, Partner, PWD Lead, Vialto Partners

Mr Andrei IOANEI, Senior Manager, Vialto Partners

### Paper Summary

This digital solution presentation described a technological solution for posting which allows companies and employers to comply with social security rules and to speed up the filling of required documentation such as posted worker declaration.

By using a massive centrally decision tree which determines the need for notifications based on a set of criteria for a given posted worker, and if needed, information is gathered from sources that are not from the travelling worker (e.g.: tax identification number, address, social security number, etc.). Thereafter, robotic process automation (RPA) is used for filing everything where online portals are available for such purpose.

This encourages employers to increase compliance especially with Social Security laws, thus reducing the risk of penalties.

Another benefit is that it allows for gathering data that can be used for forecasting, decision making, audit and risk assessment.



### #3 Paper - Fragomen WorkRight Digital Mobility Solution for Europe

#### Speakers

Mr Jo ANTOONS, Partner, Fragomen

Mr Hans BENSON, Partner, Fragomen

Mr Marc GEER, Global Operations Director, Fragomen

#### Paper Summary

This digital solution presentation introduced a digital tool and solution for posted worker notification assessments and filings.

The presentation described the challenges that several Member States pose to submit information to comply with posted workers requirements. The level of documentation required for each posting, as well as the filing requirements, varies significantly between Member States.

The Posted Worker digital solution presented allows to do a quick assessment based on the destination, length of stay and activities of the posted worker and then automatically prepares the posted worker notification and files it with the relevant national authority of the destination Member State. The information generated is centrally stored and can be used later for multiple purposes.

This approach allows to create reports and run data analytics over the data collected, always subject to data privacy.

The digital solution provides interoperability thru an in-built rich Application Programming Interface (API) hub that can be used by other systems to communicate autonomously with this technological solution via machine readable formats.

On top of this solution a mobile App is provided that allows, *inter alia*, for push notifications that notifies, when there is a possible impact on the current posting, , such as expiration of posting period.

## #4 Paper - Mobilic

### Speakers

Mr Gaspard GRANGER, French Ministry of Ecological Transition, in charge of Transport

Ms Audrey DE MALEPRADE, UX designer, Mobilic (Beta Gouv)

### Paper Summary

This paper showcased a digital solution to ensure the monitoring of working hours in the road transport sector in France. This solution replaced a paper booklet to register such data. The usage of paper form booklet data was not adapted to control undeclared or underdeclared work.

The adoption of Mobilic provides a digital alternative to the paper booklet to register data and allows for employees to submit and monitor labour data in real time, whether it's driving hours, rest hours or other valuable information. All of this can be done with a mobile App via a smartphone.

This solution allows to tackle three main issues: Firstly, it addresses the lack of workers' knowledge about their rights and obligations. Secondly, the solution allows employers to get good quality data and removes the burden of having to input again manually into their software systems. Finally, it allows national authorities to have access to valuable data to check for compliance with the existing laws.

The presented solution comprises also a Web App and an Application Programming Interface (API) and it's tightly coupled with policy making so that laws and rules are always reflected in the digital solution.

This initiative was financially supported and incubated by the French Transport Ministry. The presented digital solution is open source meaning that any citizen, national authority, or Member State can adopt it free of charge and modify or customize it to its own needs.

## #5 Paper - Company matching and clearing assistant

### Speakers

Mr Markus STADI, CEO & Founder, Feature-engine

### Paper summary

This paper presented a digital assistant to improve data quality for company data matching and clearing.

When dealing with company related data, we often face ourselves with a diversity of data discrepancies that prevent us to cross-reference information about companies, identify connections between companies that may share communalities, find their similarities or even identify them properly to enforce social security obligations or benefits.

These data discrepancies pose challenges when trying to identify company labour market related information within or across Member States.

The presented digital solution aims to improve data quality about companies registered in several databases, either public or private, which in turn will lead to a more reliable source of data for better decision making and potentially determine the applicability of social security benefits for those registered companies.

In future, this digital assistant can provide more comprehensive and well-structured insights on companies of the EU Member States with a focus on labour related facts by using an innovative classification algorithm based on companies' notifications, location and connections to other companies which enables to identify company structures such as subsidiaries, branch offices, among other relevant details.

The data sources that feed this digital tool are business and information registers from Member States, private databases and social media, and the targeted result is to provide various labour market related stakeholders with more comprehensive insights on companies' characteristics and their connections and similarities (names, addresses, contacts, etc) with other companies.

As key futures this digital solution aims to improve quality of company related data in labour market digital systems, increase data quality of labour institutions datasets by merging companies with different spellings in a way that improves and consolidates their master data, provide comprehensive and well-structured insights on companies of the EU Member States with focus on labour related facts, enable the identification of company structures and provide an evolving digital platform by using Data Analytics and Data Science methods that can be further developed and constantly perfected.

This digital solution can be used to enhance the quality of company data use by labour inspectors and social security services, it can also be used by researchers for Research and Development (R&D), by jobseekers for searching information on companies, among others.

## #6 Paper - An interactive visualisation tool based on the EU posted workers registry and a machine learning non-compliance risk assessment model

### Speakers

Ms Nina van BRUGGEN, Data Scientist, Netherlands Labour Authority

Mr Gerard MEESTER, Data Scientist, Netherlands Labour Authority

### Paper summary

The paper presented by the Netherlands Labour Authority focused on an innovative solution, which is still in pilot test phase, by using Graph and Network Analysis over the Posted Workers Notification data that is received annually and cross references such data with the information about Dutch companies using Network Analysis techniques.

These Network Analysis techniques allows to identify relationships between law abiding companies and other companies that have been involved in infringements of applicable framework in the past. This relationship in the network can be analysed more deeply, at several levels of companies' relationships.

Tying all this data together, the solution is able to be applied over large datasets and including risk indicator. It allows to identify companies, which are more likely to infringe Dutch labour law. This is done by correlating data about companies who have trespassed in the past and trying to predict companies who will do it in the future.

The system gives every company a risk score and that information is then used to do corresponding risk analysis to assess the potential violations of the legislation.

## #7 Paper - WorkisrOund Posting Automation

### Speakers

Ms Teodosiya KIRILOVA, Product Development Manager, WorkisrOund

Mr Peter BOYUKLIEV, Innovation Manager, WorkisrOund

### Paper summary

The presenters of this paper brought us a digital posting platform focused on the labour law aspects of the posting. The platform facilitates the administrative tasks related to the posting process, with emphasis on applicable labour law. This brings benefits to both employers and employees since it reduces the administrative burden related to pre-arrival and post-arrival aspects of the posting.

The platform encompasses great integration functionalities and is GDPR compliant. It's constituted by several modules such as modules for producing assignments letters, a document storage module that allows to keep documents after the posting period to fulfil any necessary legal audit and the notification module.

The notification module relates to the national notification web portals. This module uses the data readily available in the system about the employee, posting and hosting company so that it's able to transfer such data into the notification web portal. At this moment it covers the Member States Bulgaria, France, Austria, Belgium, the Netherlands and Sweden (in progress).

Several challenges were mentioned regarding the interoperability of notification web portals across different Member States, such as sign-in processes, industries for which the notification is mandatory and the variety of information to be provided in each portal. This relates to the lack of developed Application Programming Interface (API) by Member States to allow for autonomous structured communication with external software.

The digital solution contains Content Management Module is taking care of compliance regarding the terms and conditions of employment in the host state.

Another module is the Document Generation Module, which allows to automatically creates the assignment letter with adaptable structure, content and language and has embed compliance features which takes into consideration things like working times, rest periods, remuneration, among other compliant rules and information.

## #8 Paper - Transnational Posting Monitoring System

### Speakers

Mr Daniel LUNETTA, Manager, Directorate General for Active Labour Policies

### Paper summary

The paper presented by the Italian Ministry of Labour and Social Policies was a Data Platform for information management regarding labour market obligations. This platform is characterized by a large and varied amount of different data.

Considering the analytical aspect, this digital platform required the development of a complex infrastructure that allows for the ingestion, transformation, cataloguing and governance of data. As a result it's used to monitor labour market through a set of KPI's, reports and Interactive Business Intelligence dashboards.

The entire Data Platform Infrastructure is composed by a series of integrated technologies such as Data Warehouse, Data Lake and Data Visualization tools, alongside with Data Governance tool, ETL (Extract, Transform and Load) tool and Business Intelligence and Analytics tool. The platform is managing several systems, with several sources of data, such as Databases, API, Files, among others.

In order to work with good quality data the system tries to harmonize the data from various sources and applications and then recreate an environment in which information can be analysed separately but also interconnected and crossed reference with other source systems. Alongside it allows for automating processing and preparation of monitoring reports and data exploration activities.

The Business Intelligence system is responsible for analysing prior notifications of transnational posting carried out online. The data is then collected and stored in Database or Relational Database Monitoring System. From that point onward ETL process refine, normalise and enrich content with data from other sources into the Data Warehouse. Once in the Data Warehouse the processed and refined data is made available on Business Intelligence Tool Dashboards that give statistical overview of the transnational posting trends and allow authorised users to carry out inspection tasks with drill down methods in an informed way.

## Some Statics about ELA TECH Conference 2022

Overall, 234 persons registered for the conference, from which 78 attended on premises and 156 online.

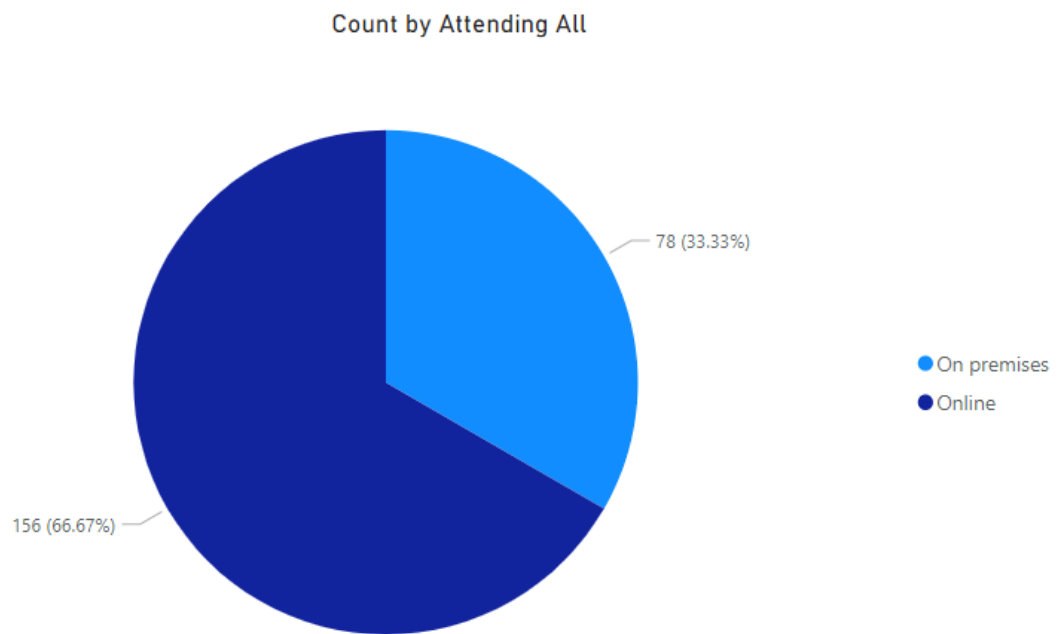


Figure 1

The distribution of registered participants by EU / EFTA Member State was as depicted in figure 2:

Count by EU / EFTA Member State

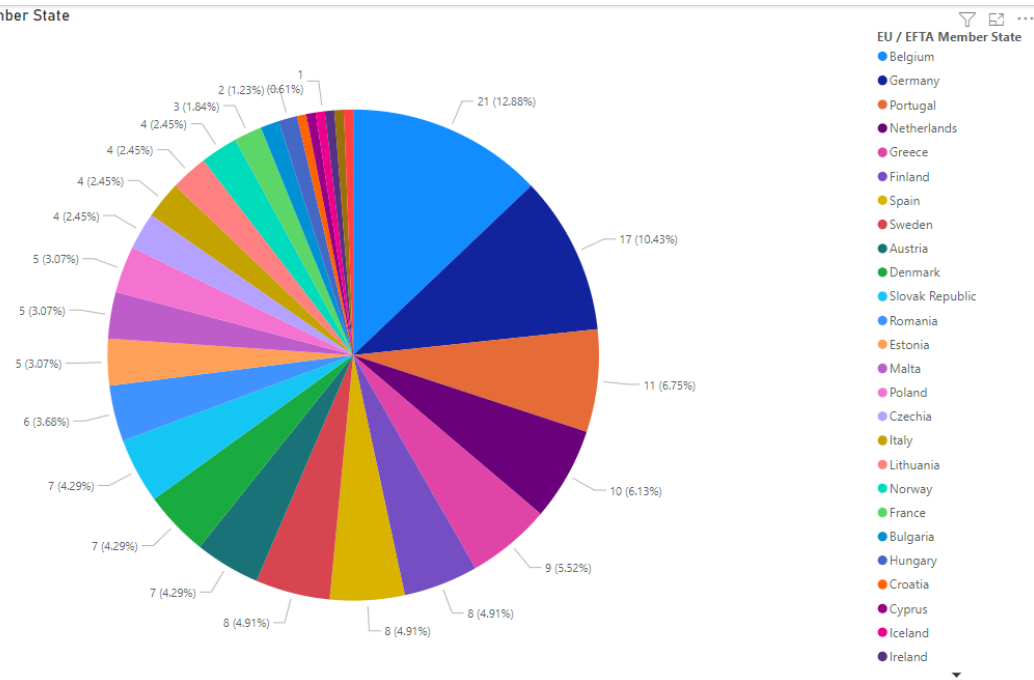


Figure 2



## Conclusion

ELA TECH Conference 2022 was very much congratulated by relevant stakeholders from different institutional background such as European Parliament, European Commission, national administrations, trade unions, employers' organisation and private sector. Particularly, the contribution of the presenters from selected papers was recognised.

The Call for Papers proved to be a very valuable initiative because it allowed to us to better understand what is being done either by the private sector, the public sector but also individual citizen (paper #5) thus allowing us all to draw inspiration on how to better improve the digitalisation process of labour mobility.

It was a general consensus that digitalisation of labour mobility is the way to move forward. Digitalisation empowers the citizens to better know their rights and obligations, helps companies to mitigate existing administrative burdens and also facilitates the enforcement of sometimes complex policies either at EU lever but also at Member State level.

By means of digitalisation it's possible to collect more data, process and provide information in a faster and more accessible way, and therefore provide better understanding for citizens, private companies and Member States. The support of digitalisation may even support and help for drafting new and better policies for labour mobility.

The presentation of the papers showed us the added value of the technology when applied correctly and showed us that all sectors are relevant in the effort of labour mobility digitalisation.

ELA TECH Conference 2022 showed that these events are extremely useful to demonstrate the importance of using technology in the fields of labour mobility, whether by demonstrating the importance of big EU wide projects such as EESSI and ESSPASS, by showcasing Member States projects and initiatives, and by allowing an open debate and raising awareness on the state-of-play of digitalisation of labour mobility, its future perspectives and objectives.

ELA announced its ambition to gradually transform ELA TECH Conference to a permanent platform for digitalisation to step-up its support for digital innovation for fair labour mobility.