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Building the future of work together

n.1/2016

Editorial



Insights into the future of work
Michele Tiraboschi, February 2016



Labour Markets & Reforms

World Employment and Social Outlook: Trends 2016
ILO, January 2016

Social protection for a new working environment o
Undeclared work in the EU
European Parliament, January 2016

What makes a good job?
OECD, February 2016

Manpower Employment Outlook Survey Global
Manpower, 2016

Joint regulation and labour market policy in Europe during the crisis
ETUI, January 2016

New forms of employment
EUROFUND, 2015



Demography & Migratory Fluxes

The 2016 Deloitte Millennial Survey Winning over the next generation of leaders
Deloitte, February 2016

Time to strengthen the policy focus on working carers

Infographics

Agency work is decent work



A JOB FOR EVERY PERSON,
A PERSON FOR EVERY JOB

Within the next 5 years, the private employment services (PES) will...
Support 350 million people in their job life
Help 75 million young people enter the labour market
De-skill 65 million people, giving them more work choices
Create 15 million more jobs
Serve 13 million companies with the right talents to succeed

EMPLOYERS

43% choose agency work to work flexibly
42% choose agency work to gain work experience
45% choose agency work as a way to help them find permanent work

One third of agency workers get a permanent job 12 months after entering a private employment agency

Ciett, the International Confederation of Private Employment Agencies, found that 32% of agency workers in Europe are under the age of 25.

On average, agency workers receive more training and at a younger age, than fixed-term workers.

Agency workers are employed in a wide range of industries and represent most strongly in services and manufacturing.

Satisfaction among agency workers is overwhelmingly positive: 83% of agency workers in the UK and 93% in Colombia would recommend it to friends or family.

EMPLOYERS

74% of employers would not consider hiring permanent workers as an alternative to taking on agency workers
76% of agency workers are willing to respond to changing business demands and activity fluctuations

Temporary agency work is an effective way to find a first job:
UK 95% in the UK
Belgium 86%
Poland 80%
France 84%
Spain 82%

Most agency workers use agency work to gain work experience and develop their skills:

Spain 86%
UK 86%
Belgium 27%
USA 20%

Source: Ciett National Federations

Video



Ideas on the future of work: Raymond Torres



CIPD, February 2016

Can mass migration boost innovation and productivity?
Bruegel, February 2016



Industrial Relations and Social Dialogue

Representativeness of the European social partner organisations. Temporary agency work sector
Eurofund, February 2016

Extending solidarity rather than bargaining concessions: the IG Metall campaign for agency workers
ETUI, January 2016

Ideas on the future of work: Lord Robert Skidelsky



Ideas on the future of work: Alain Supiot



Skills for the future

The Future of Jobs Employment, Skills and Workforce Strategy for the Fourth Industrial Revolution
World Economic Forum, January 2016

Qualification Framework in Europe
Cedefop, January 2016

Speed, agility, endurance, are you fit for talent?
Randstad, January 2016

Analytical Web Note 7/2015 – Measuring skills mismatch
Randstad, January 2016

Ideas on the future of work: Jayati Ghosh

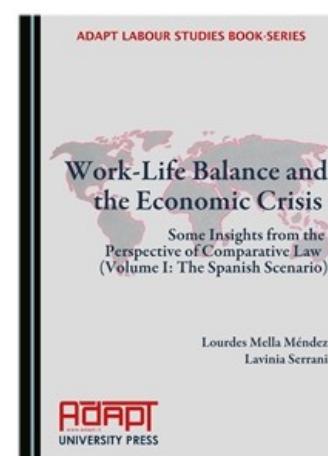
Report

CIETT Economic Report 2015



Publications

Work-Life Balance and the Economic Crisis: Some Insights from the Perspective of Comparative Law (Volume I and II)



Digital Work & On-demand Economy

Discover the future of social recruiting and smartworking
Adecco, 2015

Digitalisation of the economy and its impact on labour markets
ETUI, January 2016

The rise of the «just-in-time workforce»: On-demand work, crowdwork and labour protection in the «gig-economy»
ILO, January 2016

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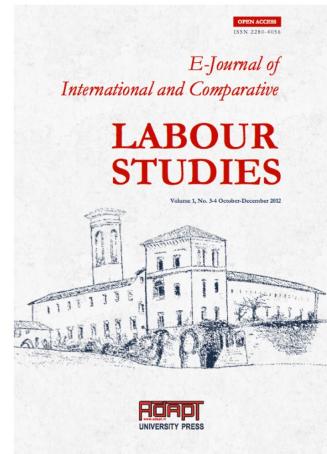
The new firm

Involvement and Productivity - The missing piece of the puzzle?
IPA, January 2016

Man and Machines in Industry 4.0
BCG, 2015

Industry 4.0 Digitalisation for productivity and growth
European Parliament, September 2015

Leadership in the New Frontier
KellyOCG, 2015



Transitional Labour Markets

Why Portable Benefits Should Be A Priority In The New Economy
Sara Horowitz, Fastcompany.com, August 2015

Working on skills to tackle youth unemployment, increase companies' productivity and countries' competitiveness
Staffing America Latina, February 2016

Call for Papers

The Future of Work: a Matter of Sustainability
ADAPT and University of Bergamo
11-12 November 2016,
University of Bergamo (Italy)



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