



## Bulding the future of work together

n. 7/2018

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### Contributions



**We need a new social deal that reflects the changing world of work**  
Denis Pennel



### Labour Markets & Reforms

**EU income inequality decline: Views from an income shares perspective**

Z. Darvas, bruegel.org, July 2018

**4.9 percent of workers held more than one job at the same time in 2017**

U.S. Department of Labor, July 2018

**Creative and science-oriented workers and innovation policy in Germany**

S. Brunow et al., voxeu.org, July 2018

**OECD Employment Outlook 2018**

OECD, July 2018

**New rules of conversion from fixed-term to open-ended contracts**

Y. Watanabe, Japan Labor Issues, vol. 2, n. 7/2018

**Impact of banking regulation on employment – Final Report**

WSBI-ESBG, July 2018

### Demography & Migratory Fluxes

### Focus

**Building a safety net for the 21st century workforce**  
WEC



**Building a safety net for the 21<sup>st</sup> century workforce**  
*"Social innovation: How social partners in the employment industry create portable social protection, learnability and employability in the Future of Work."*

Jacques de Bure & Tommaso Grossi

2018

#### Abstract

"The world of work is changing. People face more transition in the labour market that challenge the traditional system of social security and all having. Social partners in the employment industry together developed a new way of innovative solutions to create security. These in particular include: management benefits and pensions, health insurance, access to mortgage, training, loans, training etc. The paper presents an overview of the portable rights systems implemented by the industry, the benefits of security of their activities and recommendations on how policy makers and social partners can maintain social security and employability in the future of work."

**EU Commission Proposal for a Council Recommendation on access to social protection for workers and self-employed**  
WEC



**EU Commission Proposal for a Council Recommendation on access to social protection for workers and self-employed COM(2018) 132**

Position Paper

**World Employment Confederation (WEC) welcomes the EU Commission proposal for a Council Recommendation on access to social protection for workers and self-employed COM(2018) 132**

17<sup>th</sup> July 2018

#### Assessment:

- The World Employment Confederation (WEC) welcomes the EU Commission proposal for a Council Recommendation on access to social protection for workers and self-employed as a tool to start discussions on the reform of social protection schemes and to adapt them to increasingly diverse forms of work.
- Reforms of social protection schemes in Europe need to be based on social innovation as also illustrated in the World Employment Confederation Europe Manifesto: "No Future of Work without Social Innovation". Ensuring the transferability and portability of rights across different jobs and employment status is a key component in this context, given the fact that many people change jobs and employment status more frequently.
- Discussions on the reform of social protection schemes should also take account of the increasing digitalisation of the labour market and the emergence of new forms of labour intermediation, such as online talent platforms. The World Employment Confederation Europe and the Europe conducted in 2017/2018 a strategic joint project on "Online talent platforms, labour market intermediaries and the changing world of work". Key conclusions of the project focus on the correct classification of labour market of online talent platforms and the need to apply existing national and EU legislation correctly.

#### Definitions:

- The World Employment Confederation Europe is strongly concerned by the introduction of EU-level definitions for the terms "worker", "employment relationship" and "type of employment relationship" in paragraph 7 of the Commission proposal for a Council Recommendation.
- These terms are deeply rooted in the different national labour market systems and diversity in the national definitions should be maintained. It is also counterproductive to establish EU level definitions on the terms worker and employment relationship as labour markets are evolving more rapidly and main concepts for regulating and organising the world of work need to be adapted to these changes. This can best be done at national level to respect the principle of subsidiarity.

#### Main elements with regard to access to social protection

- The World Employment Confederation Europe welcomes the main principles of the Council Recommendation, focusing on formal coverage, effective coverage and transferability, adequacy and transparency.
- Expanding the scope of effective coverage and transferability is of central importance and the employment industry has developed best practices to ensure the transferability and portability of rights.

#### Implementation and reporting

- Explicitly welcomed is the focus on data collection and the monitoring of access to social protection. This needs to be done both at EU and national level and should cover various forms of social protection and forms of work.

**The share of teens with summer jobs has plunged since 2000, and the type of work they do has shifted**

D. Desilver, Pew Research Center, July 2018

**How does technology change the nature of work? Poland vs. the EU**

IBS, Policy Paper, n. 2/2018

**Nationalism, immigration, and economic success**

J. Furman, Project Syndicate, July 2018

**Take control of your learning at work**

T. Chamorro-Premuzic, Harvard Business Review, July 2018

**A Stanford researcher says we shouldn't start working full time until age 40**

C. Purtill, Quartz, June 2018



**Digital Work & On-demand Economy**

**Measuring American gig workers is difficult, but essential**

M. Escobari, S. Fernandez, brookings.edu, July 2018

**There's an app for Wrecking Nannies' lives**

A. Rosenblat, The New York Times, July 2018

**'This is happening!' Riders hail Saudi Arabia's first female professional drivers**

D. Abdulaziz, The Wall Street Journal, July 2018

**An earnings standard for New York City's app-based drivers: Economic analysis and policy assessment**

J. A. Parrott, M. Reich, Center for New York City Affairs, CWED, July 2018



**Industrial Relations and Social Dialogue**

**SUNI National Report**

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**Listening to employees' ideas could solve UK's productivity slowdown**

A. Felstead, theconversation.com, July 2018

**Scotus's labor decisions: Bad news for working**

**artificial intelligence and about protection**  
ILO



**Exploring the connections between EU- and national-level social dialogue**  
Eurofound



**Call for Papers – Professionalism, employment contracts and collective bargaining in the context of social innovation**  
University of Bergamo, ADAPT



## Collective agreements: Extending labour protection

S. Hayter, J. Visser, ILO, July 2018

## In Denmark, a historic collective agreement is turning the “bogus self-employed” into “workers with rights”

J. Hale, equaltimes.org, July 2018



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A. Alabdulkareem et al., Science Advances, July 2018

### We studied 3.000 new education ideas here's how to choose the best – here's how to choose the best

R. Winthrop, brookings.edu, July 2018

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E. L. Groshen et al., SAFE, June 2018



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EU-OSHA, July 2018

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S. Lund, E. Hazan, Project Syndicate, July 2018

### The future of work – Report

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O. Solon, The Guardian, July 2018

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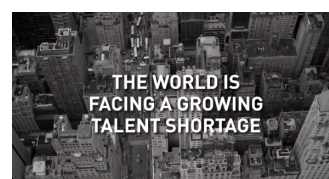
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## Solving the talent shortage

Manpower



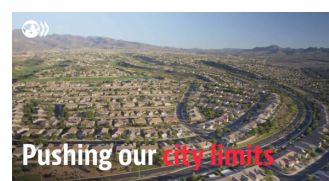
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