

European Commission

### **Future of work**

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## Changing world of work: Working life radically transformed

10 yea	ars ago	Today
Employment in the services sector 67%	å	Semployment In the services sector 72%
Same employer for more than 10 years 3/5	Ŵ	Same employer for more than 10 years 2/5
Europeans teleworked 1/14	8	Europeans teleworked 1/6
Europeans worked part-time 33 million Temporary job contracts 18.5 million	© -	Europeans worked part-time 44 million Temporary Job contracts 22 million
Lived & worked in other EUMS 8 million	*	Uved & worked in other EU MS >16 million
Active in labour market (55-64) 16 million	-	Active in labour market (55-64) 32 million by 2025 they will be 38 million



**EUROPEAN PILLAR** 

**OF SOCIAL RIGHTS** 





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### The Commission's policy framework: The European **Pillar of Social Rights**

A reference framework for upwards convergence

20 principles and rights

Building on the existing EU social law

A scoreboard of employment and social indicators

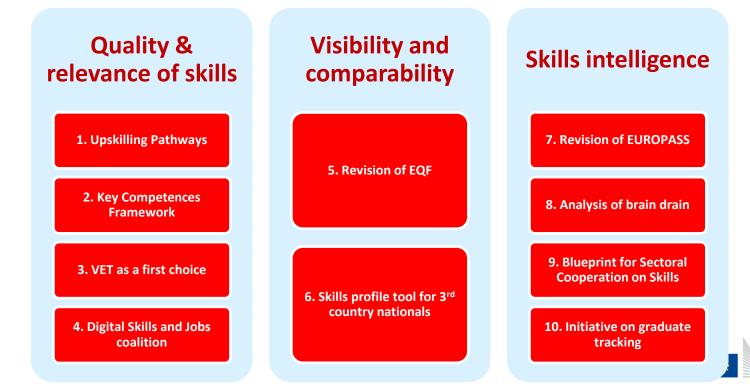
#### Several concrete initiatives





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## New Skills agenda - State of play







## An EU Directive setting minimum standards on working conditions

- 1. Maximum duration of any probationary period
- 2. Possibility of employment in parallel
- 3. Minimum predictability of work <u>if</u> work schedule is variable <u>and</u> determined by the employer
- 4. Transition to another form of employment on worker's request (softened for SMEs)
- 5. Cost-free trainings of workers if employers are required to provide training by EU/ national rules or collective agreements





# EU Council recommendation on access to social protection

- Allow non-standard workers and the self-employed to adhere to social security schemes
- Build up and take up adequate social benefits as members of a scheme and facilitate the transfer of social security benefits between schemes
- Increase transparency regarding social security systems and rights
- The proposal covers unemployment, sickness and healthcare, maternity or paternity, accidents at work and occupational diseases, disability and old age.







## **Future of work: recent activities in DG EMPL**

High Level Group on the impact of digital transformation (with CNECT):	<ul> <li>Analyse and advise the Commission on the impact of digital transformation on EU labour markets and explore policy options</li> </ul>
2018 ESDE:	• Future of work with five chapters (July 2018)
Europass Decison:	<ul> <li>Framework to support transparency of skills and qualifications for effective labour market transitions</li> </ul>
Mapping policy responses	• EC-OECD project on mapping MSs' responses to new forms of work





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## **Future of work: feeding into other initiatives**

European Semester:	<ul> <li>The Social Pillar has already been incorporated in the Semester</li> </ul>
International agenda:	<ul> <li>Topic is high in various international for a: G7, G20, ILO, OECD, WB</li> </ul>
Sustainable Development Goals	<ul> <li>Synergies between the proposed policy solutions and the SDG</li> </ul>
Next MFF	<ul> <li>Align funding so that it can better address challenges related to digitalisation</li> </ul>





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## For more information visit: ec.europa.eu/european-pillar-social-rights ec.europa.eu/social/main.jsp?catId=1223

