









Future of work

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Changing world of work: Working life radically transformed

10 years ago		Today	
Employment In the services sector	67%		Employment In the services sector 72%
Same employer for more than 10 years	3/5		Same employer for more than 10 years 2/5
Europeans teleworked	1/14		Europeans teleworked 1/6
Europeans worked part-time	33 million		Europeans worked part-time 44 million
Temporary job contracts	18.5 million		Temporary Job contracts 22 million
Lived & worked in other EU MS	8 million		Lived & 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





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



New Skills agenda - State of play

Quality & relevance of skills

1. Upskilling Pathways

2. Key Competences Framework

3. VET as a first choice

4. Digital Skills and Jobs coalition

Visibility and comparability

5. Revision of EQF

6. Skills profile tool for 3rd country nationals

Skills intelligence

7. Revision of EUROPASS

8. Analysis of brain drain

9. Blueprint for Sectoral Cooperation on Skills

10. Initiative on graduate tracking



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 if work schedule is variable and 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):

- Analyse and advise the Commission on the impact of digital transformation on EU labour markets and explore policy options

2018 ESDE:

- Future of work with five chapters (July 2018)

Europass Decision:

- Framework to support transparency of skills and qualifications for effective labour market transitions

Mapping policy responses

- EC-OECD project on mapping MSs' responses to new forms of work



Future of work: feeding into other initiatives

European Semester:

- The Social Pillar has already been incorporated in the Semester

International agenda:

- Topic is high in various international fora: G7, G20, ILO, OECD, WB

Sustainable Development Goals

- Synergies between the proposed policy solutions and the SDG

Next MFF

- Align funding so that it can better address challenges related to digitalisation



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