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**15<sup>th</sup> May 2018**

EU Sectoral Social Dialogue on temporary agency work

**16<sup>th</sup> May 2018**

Pan-European Conference on "Online talent platforms, labour market intermediaries and the changing world of work"

**6<sup>th</sup> – 8<sup>th</sup> June 2018**

World Employment Conference in Dublin

### Upcoming Events

In case you have questions on the Advocacy Report:

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## Global Public Affairs

### Executive Summary

#### ILO Future of Work

- WEC has created three priority briefs for the ILO Future of Work Commission to consider.
- The three priorities for the Commission are 'Diverse for work', 'Skills' and 'Informality' In the priority briefs the World Employment Confederation elaborates it's positions put forward in the Manifesto 'No Future of Work without Social Innovation'.
- The priority Briefs can be found on the members area of the WEC website.

#### G20/B20 Process

- Argentina is hosting and chairing the annual G20 conference in 2019. The G20 Conference will conclude with policy recommendations to the 20 biggest economies of the world.
- In April the B20 Employment & Education Taskforce met virtually to discuss the draft policy recommendations to the G20 employment ministers.
- The World Employment participated and pushed for consistency and implementation of existing G20 commitments and B20 recommendations
- The current draft version of the Policy Framework (that holds the B20 recommendations) to the B20 process can be found on the WEC members Information hub Dashub (via [www.wecglobal.org](http://www.wecglobal.org)).

#### Rating Recruitment Agencies

- ITUC started a website for rating recruitment agencies from Indonesia, Nepal and The Philippines.
- The website allows anyone to rate recruitment agencies on a five point scale on Recruitment fees, Employment contract, Pre-departure orientation, Conditions in country of destination and On return.
- The World Employment Confederation will monitor the website for developments.

#### G7 Employment ministers conclusions

- Every year the leaders of the USA, UK, Italy, Japan, Germany, Canada and France meet to discuss global policy (G7)
- The employment ministers met in the end of March and agreed on sharing best practises on dealing with changes in the world of work, in particular on dealing with new forms of working and finding ways to provide social security for new ways of working. .
- The B7, the business provided input and stressed the importance of an inclusive labour market and sufficient skilling opportunities.

#### ILO summary Future of Work

- ILO has created a document that summarized different documents about the 'Future of Work'
- The document mainly focusses on challenges in the future, is selective in the documentation used and holds a negative view on the developments driving the future of work .

- The document further strengthens the general business assessment that the ILO secretariat is out of touch with the ILO constituents.
- The document can be found on the members area of the WEC website.

### World Employment Confederation prepares priorities for ILO Future of Work Commission

As part of its broader future of work initiative (in relation to its 100<sup>th</sup> anniversary programme), the ILO has set up a commission with high level individuals. This Global Commission is to reflect upon the future of the labour market and the role of the ILO in that future. The Commission includes participants from all sides of the civil spectrum including unions, governments, business and civil society. The CEO of The Adecco Group, Alain Dehaze is a member of the Commission. This allows the employment industry a direct seat at the table discussing the future of work. The Commission will present a report at the end of 2018. This report will provide input for the 2019 International Labour Conference (ILC) that will discuss the Future of Work and the governance thereof on the global level.

The Commission met from 15 to 17 February. In this meeting, the Commission discussed the outlines for the final document and the outreach programs for the commission. However, the bulk of their discussions was geared towards the discussion on a large set of topical Issue Briefs. These topical Issue Briefs address a vast set of labour market trends and issues such as from gender issues, supply chain governance, social protection, and platform economy. Youth employment and informality. The ILO has asked the commissioners to prepare a document with their priorities for the Commission's report

The World Employment Confederation has been pushing for a strong focus on new forms of organization of work, fighting informality and improving skills and life-long learning. The Head Office prepared three priority papers for the Future of Work commission based upon these three topics. These documents can be found at the Members ara of the WEC website.

#### Assessment and next steps:

The Commission's report will be one of the many documents feeding into the 2019 ILC negotiations on the role and standard-setting of the ILO on labour markets. Nevertheless, although the report holds in no way any formal position in the ILO proceedings, its recommendations will have an impact on the direction of the mentioned negotiations.

Having an industry presence in the Commission provides opportunity to influence the recommendations in their report. This is obviously a positive development and justifies supporting Alain De haze in pushing for beneficial results. There are concerns concerning the proceedings and transparency of the process. It is very much driven by the Secretary-General and it is unclear to what extent the Commission's discussions are able to change existing ILO institutional thinking on the future of work as such.

Concluding the focus of the Head Office is on the 2019 ILC. That is where the decision-making will be. Having beneficial recommendations in the Commission's report supports beneficial outcomes of the 2019 ILC. The Head Office will, in conjunction with members, provide input to The Adecco Group and other participants in the Commission to influence the debate. Finally, keeping an eye out on the ILO's capacity to adapt their internal thinking to independent outside views contributes to the ongoing assessment of the ILO as a relevant international body on national labour markets.

## ILO summarizes Future of Work research

The ILO has summarized different existing report on the 'Future of Work' coming from different research institutions, think tanks, media and (inter)governmental organisations. It summarizes and reviews the various publications along five dimensions: Number of Jobs, Job Quality, Social Protection, Wage and Income Inequality and Social Dialogue and Industrial relations.

In the document a short overview of the different developments and analyses are shared on demography, technological job displacement, increase of non-standard forms of work, informality, social security sustainability, gender issues, climate change. The growth of wage inequality and decreasing union membership.

The summary has been put on [the members area on the website of the WEC](#).

### Assessment and next steps:

The summary paints a very negative and dark picture of the labour markets in the future. The report only focusses on the negative challenges in the future while chances are rarely noted. Also the writers of the summary have picked and chosen from the documents they've summarized in their assessment. This summary does not provide any new insights, apart from an glimpse on how these ILO 'researchers' perceive change and like to reference their own publications. This summary again underscores the broad understanding amongst business organisations that the ILO secretariat is an organisation that has an agenda that does not align with its constituents.

## B20 discusses employment and education



Annually, the leaders of the 20 world's largest economies come together ("G20 Summit") and agree upon a document that recommends and supports these countries to deal with global trends within their countries. This document is the result of negotiations over the course of the year on specific topics including the labour market. This process is influenced by global stakeholders including from the business

community. The business community is organised as the 'B20', the Business20, and is divided in different taskforces that deal with various issues. The World Employment Confederation and several corporate members are part of the B20 Employment & Education Taskforce.

The presidency, which also sets the priorities, rotates annually. In 2018 the Argentinian government will chair and organise the negotiations. The priorities for the Argentinian G20 chair are 'Future of Work', 'Infrastructure for development' and 'a sustainable food future'. This means that labour market developments are on top of the G20 agenda. Influencing this agenda is therefore an important opportunity to push labour market reform in the world's biggest countries.

On the 23<sup>th</sup> of April the B20 Employment & Education Taskforce met via conference call to discuss the second draft of the final position paper that will be put forward to the governments. The World Employment Confederation and representatives from WEC America Latina participated in the discussions.

#### Assessment and next steps:

Together with members the World Employment Confederation, the Head Office has pushed to include to recommendations of the WEC manifesto in the B20 recommendations. In this efforts the Head Office will work closely with the IOE. The process has been susceptible to the WEC messages. Yet there are concerns on the focus of the process and the outcomes, threatening that the WEC messages will get lost between all the various recommendations in the piece. In collaboration with members the Head Office will continue to provide input into this process to influence the business message to B20 leaders that are beneficial to the employment industry. The current draft of the 'B20 Employment and Education Policy Framework' (the actual recommendations) are on the members area on the WEC website.

#### Unions launch recruitment agency rating system

The International Trade Union Confederation (ITUC) and the ILO have together developed a online recruitment agency rating platform 'The Recruitment Advisor'. It lists thousands of recruitment agencies from The Philippines, Nepal and Indonesia that have registered as a cross-border recruitment agency with their respective government. [The website can be found here.](#)

The website is part of the ILO Fair Recruitment Initiative and the ITUC received funding from the Swiss government and the ILO to develop the tool. The ITUC has worked with their members in the Southeast Asian Region.

The agencies on the lists can be rated on a five point scale on five different categories: 'Recruitment fees', 'Pre-departure Orientation', 'Employment contract', 'Conditions in the Countries of Destination' and 'On return'.

#### Assessment and next steps:

As it currently looks the website has not been used by workers. A very small number of reviews have been added to the very large list of agencies on the website. No corporate WEC members are listed on the site (as far as the Head Office can assess).

A rating website for recruitment agencies might prove beneficial for compliant businesses that provide added value for workers. Yet, ratings are indeed very subjective and positive experiences are less likely to be submitted than negative ones. Moreover the categories of the rating are somewhat ambiguous. It is for that reason a tool that will be used by ITUC (validated by the ILO) to showcase bad recruitment practices. Yet, for that it will need much more reviews.

## G7 employment ministers agree on common strategy

Annually the governments of the US, Canada, the UK, France, Germany, Japan and Italy meet to discuss a common global agenda. This is the G7 process. Canada, the current chair of the G7 process identified 'Preparing for Jobs of the Future' as one of the themes to discuss.

On the 27<sup>th</sup> and 28<sup>th</sup> of March the G7 ministers for employment and education met to discuss this theme. Together they've agreed on implementing a strategy that: positions G7 countries to respond to the opportunities and challenges of the future of work; launches a digital tool to support effective collaboration among G7 countries; promotes women's economic empowerment; sustains the dialogue into the future; and demonstrates leadership to prepare the next generation of workers.

The core of these commitments is (to create a platform) to share best-practises in the field of the changing forms of work, underrepresented groups in the labour market, skills (anticipation), active labour market policies, modernise social protection schemes ( including to provide workers in different forms of employment with supports that are appropriate for the new world of work), and assisting individuals in making transitions on the labour market. For this purpose a special Forum has been launched under the management of the OECD.

Also the Canadian government has announced it will hold a domestic Future of Work dialogue with all the relevant stakeholders on the ground. It has further called upon the other G7 countries to do so as well.

In this regard the business community has presented its input in preparation of the G7 leaders' summit on the 8/9 June 2018 in Quebec. These recommendations stress the importance of labour market inclusivity and the need for skilling of the workforce in order to prepare them for the jobs of the future. These recommendations can be found here.

### Assessment and next steps:

The statement is quite forward looking on labour market challenges and acknowledges the overall diversity in the world of work. The commitment to start best-practices provides an opportunity to showcase the employment industry and public-private collaboration as a means to improve labour market performance. It also showcases that government leaders are very much looking for ways to tackle the changes in the labour market and are susceptible to business solutions in the employment area.

Also it provides the opportunity of the employment industry from the G7 countries to participate in the domestic Future of Work discussions.

## European Public Affairs

### Overview on the main European public affairs dossiers (Executive Summary)

- **EU Sectoral Social Dialogue on temporary agency work:** The joint project on “Online talent platforms, labour market intermediaries and the changing world of work” is almost completed. The research report and an executive summary are finalised and the preparations for the pan-European conference to present the project findings are progressing smoothly and effectively. Also negotiations on possible joint recommendations with UNI-Europa are progressing on a promising path.
- The next EU Sectoral Social Dialogue Committee on temporary agency work takes place on 15<sup>th</sup> of May, a day prior to the WEC-Europe/UNI-Europa conference on online talent platforms.

#### WEC-Europe / UNI-Europa pan-European Conference on “Online talent platforms, labour market intermediaries and the changing world of work”

- Conference on 16<sup>th</sup> of May 2018 at the NH Hotel Bloom in Brussels. Conference programme is available on the WEC-Europe website.
- Speakers from DG Grow (Enterprise, industry and single market), DG Employment, the CEPS research team, as well as from the OECD, the European Parliament and the online talent platform economy.
- WEC-Europe members interested to attend are kindly requested to contact the Head Office ([michael.freytag@wecglobal.org](mailto:michael.freytag@wecglobal.org))



- **Directive on transparent and predictable working conditions:** Discussions on the Directive are progressing at Council level and in the European Parliament. The draft Directive implies significant challenges for the employment industry. A WEC-Europe delegation implemented several advocacy meetings in the EP, with Permanent Representations of key EU Member States and employers organisations.
- **Posting of Workers Directive:** The Trilogue on the revision of the Directive has been completed and the compromise was endorsed by the Council and EP Employment Committee. Therefore, the final text will now be submitted to a final plenary vote in the EP plenary, before the Directive enters into the implementation phase.
- **WEC-Europe EU Advocacy Days** have been held from 24<sup>th</sup> – 25<sup>th</sup> April involving a members delegation and including meetings with policy makers
- **Access to mortgages:** A WEC-Europe delegation had a meeting with the European Banking Federation to discuss best-practice examples developed at national level to facilitate access to mortgages for temporary workers.

## EU Sectoral Social Dialogue Conference on "Online talent platforms" on 16<sup>th</sup> May 2018

On 16<sup>th</sup> of May 2018, the World Employment Confederation-Europe and UNI-Europa will host the pan-European Conference on "Online talent platforms, labour market intermediaries and the changing world of work, part of the 2017-2018 EU Sectoral Social Dialogue Project at the NH Hotel Bloom.

The conference will be the key focal point to present the research report and to discuss it with policy makers and stakeholders. Around 100 participants are expected for the event. Main speakers include our CEPS/IZA research team, Vesa Vanhanen, Deputy Head of Unit Digitalisation of the Single Market/DG GROW, Adela Barrero-Florez, DG Employment, Brando Benifei (MEP/S&D/IT), Stijn Broecke, Senior Economist OECD, Denis Maessen, EFIP, Jonathan Schockaert, ListMinut and Frederik Söderqvist, Unionen (Swedish Trade Union).

The research report has been finalised and an executive summary was prepared by CEPS & IZA. WEC-Europe Members who are interested to participate in the conference, are requested to get back to Michael Freytag ([michael.freytag@wecglobal.org](mailto:michael.freytag@wecglobal.org)).

The next meeting of the EU Sectoral Social Dialogue on temporary agency work will take place on 15<sup>th</sup> of May and thus a day prior to the EU Sectoral Social Dialogue Project pan-European conference on online talent platforms. The meeting will be focused on the final outcomes of the project and current EU social affairs dossiers, such as the Directive on transparent and predictable working conditions. It will be the first committee meeting during which the employers' delegation will be chaired by Sebastien Delfosse (ManpowerGroup), as Sebastien Delfosse has been elected as chair of employers delegation during the WEC-Europe governing body meeting in March 2018.

### WEC Assessment and next steps:

The project on "Online talent platforms, labour market intermediaries and the changing world of work" has delivered very good insights and findings. It is a key action to position the employment industry on an important topic currently discussed at EU and global level. Jointly with the steering committee, the research report has been finalised and the conference programme set up. As next steps, discussions on joint recommendations shall be finalised and the conference will be held in Brussels.

## Advocacy and policy update on the Directive on transparent and predictable working conditions

Discussions on the Commission proposal on the Directive on transparent and predictable working conditions (see WEC-Europe summary and assessment on the information hub) are progressing at Council level in the social affairs working group and in the European Parliament at committee level. Key controversial elements in the discussion are the definitions provided in the Directive, the information obligations for employers and basic employment conditions that shall apply to all workers.

Due to the upcoming European Parliament elections in 2019 and the end of the Commission mandate, both the Council and the European Parliament aim to speed up the legislative procedure. The Council aims to reach a general approach under the current Bulgarian or forthcoming, Austrian EU Council Presidency and thus until the end of this year.



In the European Parliament, discussions in the EP Employment Committee are in full swing and shall be completed by October 2018. A hearing on the Directive will be held in the European Parliament on 15<sup>th</sup> of May in the EP Employment Committee.

#### Assessment and next steps:

The Commission proposal and the discussions at EU level are assessed rather critically by the World Employment Confederation-Europe. The Commission proposal would add new obligations and conditions on the employment industry, which for some HR services are difficult to comply with. Whereas the employers community is very united in the opposition and criticism on the proposal, the intention of a quick legislative procedure might limit the room for improvements.

The World Employment Confederation-Europe has been very active in the past weeks on the proposal, include face-to-face meetings with most leading Members of Parliament, meetings at the permanent representations of several EU Member States and in providing a letter to national federations to support the national lobbying actions. The World Employment Confederation-Europe also participates in regular coordination meetings with BusinessEurope and the Brussels office of central employers organisations of influential EU Member States. Adela Barrero, legal officer at DG Employment / Working Conditions Unit, and a leading expert on the file, was invited as guest speaker to the WEC-Europe PA Committee of 24<sup>th</sup> April to discuss the Commission proposal with WEC-Europe members.

As next steps, the WEC-Europe Taskforce on the Directive on transparent and predictable working conditions will hold a conference call and discuss possible amendments to the Directive, which will be provided to leading members of the European Parliament.

#### Posting of Workers: EP Employment Committee and Council endorsed compromised of Trilogue

The EU Council confirmed the agreement on the revision of the Posting of Workers Directive during its meeting of 11 April 2018. The Council supported the approach to equal remuneration for posted workers, the principle of equal treatment for posted agency works and the applicable rules agreed between the EP, Council and Commission for longer posting. Also a new provision preventing double postings through agency work have been backed by the EU Council. A detailed assessment of the compromise reached is available on the information hub.

#### Assessment and next steps:

The endorsement of the trilogue compromise is the pre-final step in the legislative procedure. A detailed assessment of the compromise reached is available on the information hub. The employers' community (BusinessEurope and other employers' organisations) remains critical on the compromise reached.

## Advocacy on the need to foster cooperation between public and private employment services

As part of the WEC-Europe strategic advocacy programme for 2018 and building on the recommendations of the WEC Manifesto “No future of Work without social innovation”, a focus is laid by the Head Office on promoting further and better cooperation between public and private employment services.

Cooperation between employment services contributes to better functioning labour markets, can help to facilitate career transitions and access to the labour market. The value of cooperation between employment services has been recognised at EU level in the context of youth employment policies (Youth Guarantee schemes), which regard to access to apprenticeships and in the context of a general network of public employment services, which has been established at EU level.

Against this background, WEC-Europe has been striving for a European Memorandum of Understanding between public and private employment services in the past years and entered into a dialogue with the European Network of Public Employment Services on that topic. However, discussions showed that reaching a European Memorandum of Understanding on cooperation between public and private employment services is currently still too ambitious, due to the heterogeneity in the experiences and practices of cooperation between public and private employment services across Europe. It seems much more promising to follow a bottom-up approach, promoting the cooperation at national level, encourage mutual learning and the exchange of experience between WEC-Europe members. A Conference of the European Network of Public Employment Services will be held in Autumn 2018, focusing on the role of employment services and the future of work, to which WEC-Europe representatives will be invited.

### Assessment and next steps:

While it is certainly disappointing that a European Memorandum of Understanding on the cooperation between public and private employment services can at this stage not be reached due to the diversity of national traditions and practices, the topic remains as a high priority on the WEC-Europe agenda. Fons Leroy, Chair of the European Network of Public Employment Services, was invited to the WEC-Europe PA Committee and gave a presentation on the activities of the European Network of Public Employment Services as well as on the benefits of fostering cooperation.

A WEC-Europe delegation implemented a meeting with the Secretariat of the EU Public Employment Services Network, presenting the WEC-Europe Manifesto “No Future of Work without Social Innovation!”, which includes as one of its 5 main recommendations the call to foster cooperation between employment services and presented several case studies / best-practice examples from WEC-Europe member countries.

Based on the feedback obtained, a new action plan on cooperation between employment services will be set up, focusing on more on capacity building, exchange of good practices and mutual learning between WEC-Europe national federations.

## WEC-Europe Advocacy Days in April 2018: Social innovation, EU Directive on transparent and predictable working conditions as well as online platforms in the focus

As also reflected in the articles of this Advocacy Report, there are mainly European public affairs dossiers which require the outreach and discussion with EU policies. These topics cover particularly social innovation and the changing world of work, the role of online talent platforms on the labour market, the Commission proposal for a Directive on transparent and predictable working conditions and related discussions in Council and in the European Parliament as well as EU level debates on the need to foster cooperation between employment services.

Related WEC-Europe position papers and publications had been published in recent months, such as the position paper on the Commission proposal for a Directive on transparent and predictable working conditions, the WEC Manifesto “No future of Work without Social Innovation!” or the compendium of best-practices in cooperation between employment services.

The WEC-Europe Advocacy Days took place from 24<sup>th</sup> to 26<sup>th</sup> of April 2018 and included 13 meetings with EU policy makers and stakeholders. These included EU Commission officials (DG Employment and DG GROW), meetings in the European Parliament, at permanent representations of several EU countries, with central employers organisations (BusinessEurope and BDA). The WEC-Europe delegation was led by Sonja van Lieshout (Executive Committee Member and PA Committee Chair) and Michael Freytag (Public Affairs Manager) and included WEC-Member representatives from ABU/Netherlands (Laura Spangenberg), BAP/Germany (Michael Kersten) and The Adecco Group (Menno Bart). A comprehensive report on the advocacy days will be made available early May.

### Assessment and next steps:

The WEC-Europe advocacy days have been and continue to be an essential element of the WEC-Europe Advocacy Strategy, complementing advocacy actions implemented by the Head Office.

The Spring 2018 advocacy days have been instrumental to position the employment industry on key dossiers of the strategic advocacy programme and to interact with EU policy makers and stakeholders. The involvement of member organisations (national federations and corporate members) was an essential element allowing to combine the WEC-Europe public affairs messages with very concrete and precise experience and examples of WEC-Europe members. The advocacy days are held twice a year, once in Spring and once in Autumn.

## WEC-Europe discusses mortgages with the European Banking federation

WEC-Europe met with the European Banking Federation to discuss a particular of social innovation: a way for agency workers with a temporary employment contract to successfully apply for a mortgage in The Netherlands. The goal of the meeting was to spread this particular best-practice in other EU countries, but also to find partners in the business community to discuss changes in the world of work and find common solutions.

The best-practice involves a particular system in The Netherlands that allows agency workers with a temporary employment contract to apply for a so-called ‘prospect statement’ when they have sufficient labour market experience and potential. The system has developed a standard way of assessing agency workers and provide a statement on its labour market

potential. Based upon this statement banks and other mortgage providers are willing to process a mortgage application, even though the applicant does not have an open-ended contract.

During the discussions the European banking representatives recognised and acknowledged the significant changes occurring on labour markets everywhere around Europe and identified the potential impact on their members. The recognised that solutions such as 'the Prospect Statement' are part of the solution. Therefore, the EBF has invited WEC Europe to discuss labour market development and the Dutch best-practise during a broad meeting with their members in the Fall of 2018.

#### Assessment and next steps:

As part of the endeavor to promote social innovation as solution to future of work challenges working with other sectors holds the potential to strengthen the message to policy-makers. Furthermore by sharing best-practices in these way with other sectors allows for collaboration with the employment sector spread in other European countries. WEC Europe will prepare the meeting with EBF.

### GDPR: Guidelines on Consent & Automatic Decision-making (Profiling)

The Article 29 Working Party that comprises out of all European data-protection regulators, have established the guidelines on Consent and Automated decision-making (profiling). The Guidelines can be used to develop data-protection measures and compliance within the staffing practise. Both can be found [here](#) and on the Members Area on the WEC website.

The Guidelines on Profiling do specifically address automated recruitment decision-making. The GDPR obligates data-controllers to have human involvement in automated decision making when the outcome holds significant effects on the data-subject (the person involved). The guidelines (with reference to the recital on e-recruitment (no. 71)) state that it could fall within the category of significant effects when automated decisions "deny someone an employment opportunity or put them at a serious disadvantage".

#### Assessment and next steps:

The wording on automatic decision making create a further level of clarity on e-recruitment and how it will be perceived by regulators. Yet, the wording is very ambivalent and puts recruiters in the defense as they will have to explain why a particular software has not considered a particular candidate for a vacancy. This would mean that recruitment software that includes automated decision-making should be able to define why the software takes particular automated recruitment decisions and that this indeed takes out candidates that did not have a reasonable chance of getting the job.

## National Public Affairs

### ABU sets up a platform for freelance providers this year

ABU, the Dutch WEC Member of the World Employment Confederation, announced the launch of a new platform for freelance providers this year. This is an expression of the strategy of the ABU to broaden the range of services it represents, in line with the WEC Strategic Plan for the coming years. So far, the main focus of ABU has been laid on agency work and payrolling. ABU stressed that it is important to speak with one voice for the freelance providers, to share knowledge and focus on quality.

#### Assessment and next steps:

WEC-Europe welcomes this announcement, which is in line with the World Employment Confederation strategic plan on the broadening scope of HR services.

### Flemish government to open public sector for agency work services

The Flemish government endorsed a draft degree on 18 April allowing agency work companies to provide services to the Flemish government, as well as to local and regional authorities. This move follows a long-standing lobby of the Belgian WEC Member Federgon to remove the sectoral ban for the use of temporary agency work in Belgium. The restriction remains in place at federal level, in Wallonia and Brussels.

#### Assessment and next steps:

WEC-Europe had been assisting Federgon in their national lobby by sharing experience from other countries who lifted these restrictions.

## Thought Leadership

### WEC Managing Director used speaking opportunities to position the employment industry within the debate on the changing world of work

As the Managing Director of WEC, Denis Pennel had several opportunities over the last weeks to position the employment industry within the debate on the changing world.

- On March 28<sup>th</sup>, he was invited as a speaker to attend a conference in Hungary organised by former EU Commissioner Laszlo Andor. Entitled « The perspective of sustainable employment in Europe » and held within the Budapest Corvinus University, the conference brought together academics, policy makers and think tanks. Denis Pennel was part of a session focusing on the impact of new technologies and sustainable employment, together with Mark Keese (OECD), Sven Otto Littorin (former Swedish

Minister of Labour) and Alfred Kleinknecht (from Delft University) and conveyed as a key message the importance of diverse forms of work and social innovation.

- On April 4<sup>th</sup>, he acted as a panelist during the New Work Forum held in Paris, addressing the issue « How will we be working in 2030 ? ». Exchanging views with Caroline Bloch (HR Director at Microsoft France), Danielle Linhart (researcher from CNRS) and Dominique Turcq (Founder of Boostzone), Denis Pennel presented the WEC Manifesto and call for new safety nets to be designed for workers in order to secure portability of rights.
- On the same day, he was awarded the French Turgot prize for his last book « Travail, la soif de liberté » (« Work : the thirst for freedom »). The Turgot prize is an award given to an author of a book focusing on social & economic issues. The award ceremony took place in the French Ministry of Economy & Finance, and brought together more than 500 opinion leaders. During his acceptance speech, Denis Pennel stressed the key role played by labour market intermediaries in designing new ways to secure stability and predictability in the world of work.

#### WEC Assessment and next steps:

These different events and speaking opportunities reflect the significant contribution the World Employment Confederation makes to the Future of Work debate and the increasing influence we have.

#### WEC Joins SIA CWS Summit

Head Office's Jochem de Boer joined a panel discussion during the CWS Summit in London organised by Staffing Industry Analysts (SIA). The discussion was on the impact and importance of data-protection within the management of the contingent workforce.

The discussion revolved around creating awareness about the coming into force of the GDPR in the EU and the impact on the different relationships and parties within talent supply lines. Different approaches, risks and solutions were discussed on stage and with the audience.

The WEC used this opportunity not only to put forward its general messaging on the topic of data-protection, but – given the large number of (HR-) procurement professionals in the audience – to address the common misunderstanding within talent supply chains on the role with regards to the data subject and his/her personal data.

#### WEC Assessment and next steps:

Participating in the event provided a good opportunity to position the WEC as thought leader.

## WEC-Europe joins European Policy Centre (EPC) Taskforce on "Modernising social protection schemes"

Following a positive assessment of the WEC-Europe Executive Committee, the World Employment Confederation-Europe joined a taskforce on "Modernising social protection schemes" currently set up by the European Policy Centre (EPC). The taskforce will discuss and work on challenges linked to the Future of Work and social protection scheme over a period of one year in order to come up with a report and policy recommendations in due time for the next European Commission and European Parliament taking office. The Taskforce includes representatives of social partners, insurance companies and policy makers.

A detailed project description is available at the WEC-Europe Head Office. The first Taskforce meeting will take place on 31<sup>st</sup> of May 2018.

### WEC Assessment and next steps:

Joining the EPC Taskforce is an important step in progressing in the WEC-Europe thought leadership work on social innovation, the changing world of work and portable rights. The Taskforce membership will provide important opportunities to shape the EPC policy recommendations and to interact with stakeholders and policy makers, thus shaping the EU debates on the changing world of work.

## Abbreviations

CEPS	Centre for European Policy Studies
DG	Directorate General / policy department of the European Commission
DG GROW	Directorate General for Internal Market, Industry, Entrepreneurship and SMEs
EU	European Union
ILC	International Labour Conference
ILO	International Labour Organisation
ITUC	International Trade Union Confederation
IZA	Institute for Labour Economics
OECD	Organisation for Economic Cooperating and development
SIA	Staffing Industry Analysts
CWS	Contingent Workforce Summit