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Upcoming Events

24 April 2018

European Advocacy Day with several high-level meetings focused on social innovation and current EU dossiers

16 May 2018

WEC-Europe/UNI Europa Conference on online talent platforms, labour market intermediaries and the changing world of work

6th to 8th of June

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 and call for actions at the National level

CALL FOR INPUT: Insufficient enforcement of existing national laws

- The IOE is lobbying against the increase of cross-border due diligence and chain liability rules in several countries.
- Their main message is that existing rules should be enforced first, before developing new ones.
- They asked the Employment Industry for input on examples of laws are not enforced on the national level.
- The WEC Head office kindly but urgently ask you to respond to the request of the IOE.

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 March the Business representation to the G20 - the B20 – met in Geneva to discuss its input to the G20.
- The World Employment participated and pushed for consistency and implementation of existing G20 commitments and B20 recommendations
- The WEC Position Paper to the B20 process can be found on the WEC members Information hub Dashub (via www.wecglobal.org).

OECD jobs Strategy 2018

- OECD Jobs Strategy provides recommendations to OECD members states (mostly developed countries and some emerging countries)
- Positive recommendations in the Jobs Strategy can be leveraged and used at on the national level in OECD countries.
- The current draft of the Jobs Strategy is mostly positive for the employment industry and its recommendations can be used to push for labour reform and labour market policy action in OECD member states.
- The World Employment Confederation is involved in its draft via contact with other business representations (BIAC) and the OECD directly.
- The latest draft can be found on WEC member intranet Dashub (via www.wecglobal.org).

ILO Meeting of Experts Recruitment Fees and Related Costs

- The ILO Governing will ask the governments of Sri Lanka, Jordan, Morocco, Ethiopia, United Kingdom, Portugal, Canada, and Mexico to participate in the Meeting of Experts on Recruitment Fees and Related Costs.
- The meeting of Experts is to be held from 14 to 16 November 2018 in Geneva.
- The ILO Office is preparing a draft definition that covers all forms of recruitment, regardless of a cross-border aspect.
- The World Employment Confederation has assembled expert members in a Taskforce and will share its position with relevant stakeholders, including the IOE.

Policy Actions on the National Level:

1. Respond to the request of the IOE for input on national laws that are insufficiently enforced.
 - a. Address the IOE's survey with the national central business representative.
2. Start addressing the implementation of the OECD Jobs Strategy on the National level with national policy-makers.

CALL FOR INPUT: Which labour market laws are insufficiently enforced in your countries?

Together with the International Organisation of Employers (IOE) the World Employment Confederation recognises the growth of new laws at the national level that create mandatory public due diligence reporting and cross border chain liability for companies. This may have a negative impact and create red-tape for compliant businesses when using contractors in other countries, including HR-service providers. To support the IOE in their lobby the WEC Head Office put the following request to you.

We strongly request and urge you to share your national experience with Peter Hall at the IOE via: hall@ioe-emp.com by completing the table below. It is appreciated if you copy in jochem.deboer@wecglobal.org in your response.

Additionally, point your national central business representative to provide input to the IOE on this. They should have received this request as well.

--- Message from the IOE ---

"With more States starting to develop and enact new laws obliging some companies to conduct human rights due diligence (or elements thereof – ie: reporting), please may you help provide concrete examples of which country's existing laws are not currently being enforced and need to be in order for workers, communities and vulnerable persons not to suffer harms that involve business.

It would help with the advocacy work of the IOE if we can improve our broad message ("instead of establishing new laws, Governments need to enforce existing ones") with concrete examples to help make our case more compelling and precise.

At the moment, rightly or wrongly, there is a growing sense that Governments need to create new due diligence laws in order for them to demonstrate implementation of the UN Guiding Principles on Business & Human Rights. In order for us to try and get people to re-focus on the enforcement gap of current laws I would need concrete examples, otherwise the message (I think) gets lost.

Please may I ask you help for input into this table below. It's deliberately framed to focus on "victims" (not business) because that is the heart of the debate."

Country	Name of the law	When was the law created?	What is the enforcement issue? ie: how do workers, communities & vulnerable persons (women, children, migrants, refugees etc.) suffer because this specific law is not being enforced?	How would better enforcement of this law improve the situation facing workers, communities and vulnerable persons?

B20 Employment & Education Taskforce meets in Geneva

Annually, the leaders of the 20 world's largest economies come together 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.

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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 14th of March the B20 Employment & Education Taskforce met in Geneva to discuss the first 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

The first draft already reflected the broad support from the business community for diverse forms of work. Yet, apart from that the Draft was a bit out of focus and addressed specifics that potentially water down a strong and focussed message.

Together with the involved members on the global and Argentinian level the Head Office drafted a common input for the discussions. This was shared and plenary discussed in the taskforce as well as with influential individual Taskforce members.

The next step is to provide textual comments to the draft position paper. The input from the World Employment Confederation will be based upon the Manifesto and is tailored to the specific dynamic of the G20 process.

Do you wish to know more or become involved in the G20/B20 process, contact Jochem de Boer via jochem.deboer@wecglobal.org.

New Draft of OECD Jobs Strategy published

A new draft of the OECD Jobs Strategy has been circulated. As in previous versions the wording and vision of the document is business friendly and underlines the urgency for labour market action. Several recommendations in the Jobs Strategy align with the WEC *Manifesto 'No Future of Work without Social Innovation!'* The recommendations of the document therefore remain useful to leverage and follow-up on the national level of the various OECD member states. The World Employment Confederation was directly involved in drafting the reactions of the BIAC, the business representation at the OECD, to this new draft. In this reaction the push for collective bargaining was criticized, as *well as the use of the wording 'non-standard forms of work'*.

What is the OECD Jobs Strategy?

Since 1996, the OECD has developed a Jobs Strategy. This is advice to its member states on employment policy. In it various element in this regards are addressed such as flexibility, employment protection law, social security systems, skills and training, and active labour market policies (ALMPs). The first strategy has been drafted in 1996. It was reviewed in 2006. Now a new revision is being discussed. Influencing this document is therefore of importance as it will become a part of the policy discussions on national labour markets. Ideally, if the Jobs Strategy is positive for our industry, it can serve as instrument to push for labour market reform on the national level. This Jobs Strategy is an advice for OECD member and affiliate countries to align their employment policy with current labour market challenges. The new Jobs Strategy is to be agreed upon by the ministers of social affairs meeting in May 2018. Read more on the Jobs Strategy on [this OECD website](#).

What's in the current draft of the Jobs Strategy?

The Jobs Strategy's recommendations is built around three pillars: Promote, Prevent and Prepare. The first pillar is a general one about responsible fiscal policies (that allow fiscal

expansion in times of economic shocks), balancing labour market flexibility and creating education and training systems. The second one, prevent, is about creating policy for life-long learning and activation strategies for persons who are displaced by a changing economy. The third pillar, Prepare, is about acknowledging increased labour market dynamism and the need for policies and social protection that protect people instead of Jobs. The need for skilling (in particular STEM and soft-skills) is emphasized as well as the need for portable rights. I

In this last pillar the role of collective bargaining is pushed to a level that it imposes European social models onto other OECD member states. Sadly the draft Strategy still uses the terminology of standard versus non-standard. Yet, the context of the terminology is not a negative one per se. The quantity of 'non-standard forms of work is in no way addressed as a problem. The concern of the OECD is mostly with the quality with regards to income and social protection.

Role of the World Employment Confederation

Bettina Schaller (The Adecco Group) , Jaap Buis (Randstad) and Jochem de Boer (WEC Head Office) participated in discussions with key drafters of the OECD Jobs Strategy Stefano Scarpetta and Mark Keese. They stressed the need for promotion of diverse forms of work (both in policy and wording) as part of the prepare-pillar of the Jobs Strategy. Furthermore, the push for collective bargaining (and institutional extension of collective labour agreement) was challenged as a proper policy advise to all OECD countries.

Assessment and next steps

All in all the Jobs Strategy that is now in draft holds good recommendations to be leveraged on the national level. The OECD clearly creates urgency for policy-makers to address changing labour market dynamic, and the need for labour flexibility. This provides public affairs opportunity to engage with national policy-makers. The advices in the Jobs Strategy are as much a threat as it is an opportunity. When national policy-makers implement recommendations, it is important to be involved in this implementation and keep it in line with the interest of the national employment industry.

But in general the Jobs Strategy provides ample openings to start a discussion on national implementation and how the employment industry can contribute to that implementation.

The Jobs Strategy will be adopted in May 2018 by the OECD employment ministers.

ILO Meeting of Experts Recruitment Fees & Related Costs

1. Government Representation in the Meeting of Experts

During the last Governing Body meeting of the ILO, it was decided that the governments from the following countries will be ask to nominate experts on behalf of the governments: **Sri Lanka, Jordan, Morocco, Ethiopia, United Kingdom, Portugal, Canada, and Mexico**. In five of these countries the WEC has representatives. In the event that one of those countries is unable to attend, a replacement will be selected from the reserve list comprising: Costa Rica, El Salvador, Germany, Ghana, Italy, Kenya, Republic of

Moldova, New Zealand, Nigeria, Philippines, Qatar, Thailand, Uganda, Ukraine, United Arab Emirates, and United States.

2. Scope of the Draft definition of Recruitment Fees & Related Costs

Jochem de Boer (WEC Head Office) met informally with the ILO staff who'll be drafting the preparatory report and the draft 'definition'. In this meeting the following aspects have been discussed:

- a. There is going to be a comparative research on fee-charging practices in various parts of the world. Also some global stakeholders are going to be interviewed including the World Employment Confederation.
- b. The research is set to be concluded in May, and in June the draft rapport will be presented internally. The rapport will be susceptible for informal reflections between July and October. In October the documents and definition will be presented.
- c. The way they look at it right now they want to propose a definition that relates to all forms of recruitment, regardless of whether there is a cross-border element to it. **Yet, as for no they're only looking at recruitment that leads to employment.**
- d. Moreover, the proposal will be related to both ILO convention 181 and the Guiding Principles for Fair Recruitment, but will (they envisage) not be susceptible for derogation on the national level because the Operation Guidelines do not provide that opportunity (even though ILO C.181 does).

Assessment and next steps

This broad scope that the ILO Office has envisaged for this discussion creates a challenge. First of all it's unclear why the ILO feels that there should be no room for derogation on the national level, even though they want the definition to relate to an ILO instrument that clearly does provide this opportunity. Secondly, a broad definition will be very hard to agree upon. By doing so the Office risks organising its own failure, but also creates a situation in which businesses are being pushed in a defensive position.

The World Employment Confederation will start meeting with the International Organisation of Employers and start limiting the scope of the discussion in the Meeting of Experts. With the Taskforce on

WEC represents employment industry IRIS Advisory Committee meeting

Quick Summary:

- IRIS is an initiative of the IOM to promote ethical recruitment practices.
- Part of this system is the development of a certification system.
- The IOM is currently doing pilot testing of the scheme in The Philippines.
- The World Employment Confederation is part of the Advisory Committee and stated that practicality, costs, business support and governance are key for success.
- As the certification is being rolled out in the course of 2018, the WEC will await the on-the-ground business respond before taking any further action.

As a member of the IRIS Advisory Committee, Denis Pennel (Managing Director) represented the employment industry during the 4th meeting of this Committee. IRIS is the certification scheme for fair international recruitment practices being in the process of development by the IOM (International Office for Migration).

During the meeting, the IOM presented the draft « Certification Scheme Manuel » for IRIS, detailing how the certification scheme will be implemented. On behalf of WEC, Denis Pennel made the following remarks :

- It is key for the IOM to promote the business case for recruitment agencies to get certified : the certification will come with a cost, so the return for investment in terms of business development should be clear. The IOM replied that some public funds & subsidies are being looked after to sponsor the process, especially for SMEs.
- The IOM should be careful when promoting the IRIS scheme to other external, international stakeholders. The IRIS is now mentioned in several publications (e.g. global compact for migration) but the operationality of the project is still lacking.
- To be workable, the IRIS scheme will need commitment from employers : IRIS needs good recruiters that endorse and use the scheme to select their labour suppliers.
- The governance of the overall IRIS project is key, with the need to keep the multi-stakeholders approach that has been developed so far. It is especially true when formalising the informal « advisory committee » governance into a more formal Board one.

The IOM is currently working on pilot projects to test IRIS, notably looking at recruitment corridors between the Philippines and Canada. A next step will be to implement some capacity building with recruitment agencies to raise awareness about IRIS and to push for alignment between business practices and the IRIS standards. The first of such a capacity building workshop will most likely take place in Nepal.

Assessment and next steps

WEC will continue to monitor the development of the IRIS project and supporting the IOM to develop a better understanding of certification processes (a meeting has been organised early January between the IOM and the Dutch certification scheme to share knowledge and practices). Now that the IRIS certification scheme is becoming more concrete, WEC will assess how the market will respond to this project, in terms of time, costs and administrative burden needed.

European Public Affairs

President Bettina Schaller addresses EU Tripartite Social Summit on new forms of employment

On 21st of March, Bettina Schaller, WEC-Europe President, and Denis Pennel participated in the EU Tripartite Social Summit, a high-level meeting of the European cross-industry social partners with the leaders of the European Commission, the European Council and representatives of the rotating EU Presidencies. The World Employment Confederation-Europe was selected by BusinessEurope as the sectoral social partner to be included in the employers delegation.

The Tripartite Social Summit focused on the European Pillar of Social Rights, with sub-themes on new forms of work, the forthcoming, EU multiannual financial framework and policies to foster convergence in Europe.

The employment industry was given a three minutes speaking slot, in which a focus was laid on the fact that Europe is getting back on track with economic growth picking up and employment levels being on the rise. WEC-Europe President Bettina Schaller then focused on three main recommendations to create futureproof labour markets, namely the need to allow for a diversity of labour contracts, for more and better cooperation between public and private employment services and actions to foster transferable and portable rights. Bettina Schaller also referred to the EU Sectoral Social Dialogue Project on "Online talent platforms, labour market intermediaries and the changing world of work", for which project results will be published on 16th of May 2018.

BusinessEurope stressed the need for labour market reforms and to foster competitiveness, building on their recently published reform barometer.

Assessment and next steps

The participation in the Tripartite Social summit was a landmark opportunity to illustrate the thought leadership of the World Employment Confederation-Europe on new forms of work. It also offered an important opportunity to present key policy recommendations on how labour markets should be reformed to foster social innovation based on the WEC Manifesto. Focus was laid on the role of the employment industry as labour market enablers and the broadening range of HR services provided by the World Employment Confederation-Europe members. The World Employment Confederation-Europe already participated once in this high-level meeting in 2011, when the Adapting to Change Report was launched.

Advocacy on the EU draft Directive on transparent and predictable working conditions

Following the publication of the EU Commission proposal for a Directive on transparent and predictable working conditions in December and the World Employment Confederation-Europe position paper in February 2018, the advocacy on the dossier is in full progress.

Meetings have been arranged with the main, leading Members of the European Parliament. In the European Parliament, the leading rapporteur is currently working on his report on the Directive, while the political groups are discussing their positions.

At Council level, the discussions are taking place in the Council social affairs working group. The Commission aims to reach significant progress in Council under the current, Bulgarian Presidency, which seems to be more favourable towards the dossier compared to the forthcoming, Austrian Council Presidency.

The main, controversial points in the Commission proposal cover the definitions, the basic rights that should apply to all workers and the information obligations for companies on the employment relationship. Contacts have been established by the World Employment Confederation with the permanent representations of the current and forthcoming EU Council Presidencies (Bulgaria and Austria).

Assessment and next steps:

The World Employment Confederation-Europe is implementing a comprehensive strategy to influence and shape the EU debate on the Directive on transparent and predictable working conditions. These include meetings in the European Parliament, the advocacy during the Tripartite Social Summit and meeting with DG Employment.

As discussed during the governing body meeting of the World Employment Confederation-Europe, also actions at national level is required with WEC-Europe member federations contacting their national governments and central employers organisations to put forward the employment industry demands. Supporting tools will be provided to the member federations early April.

Internally, a special advocacy Taskforce has been set up to support the Head Office and to coordinate advocacy actions at European and national level. The Taskforce holds conference calls and meetings when needed. It currently involves six national federations and two corporate members.

EU Sectoral Social Dialogue on temporary agency work: Project on online talent platforms almost completed

In the framework of the sectoral social dialogue on temporary agency work, a main focus is laid on the project on online talent platforms, labour market intermediaries and the changing world of work. The areas of activities were the following:

1. Following the third steering project committee, final comments have been compiled by the World Employment Confederation-Europe and UNI Europa. These were submitted to the research team and the pre-final version of the report as well as an executive summary have been provided mid-March. Both are currently reviewed by the steering committee to give a final approval of the research results in early April 2018.
2. In parallel, the World Employment Confederation-Europe prepared a draft version of joint recommendations of both sectoral social partners, which will be discussed and negotiated in the coming weeks. These recommendations shall be finalised, if possible, by 16th May 2018.
3. The programme for the pan-European Conference the programme has been set up and several speakers are confirmed. These include representatives from the European Commission, a Member of the European Parliament, the OECD a representative of the Business community, the EU sectoral social partners.

Assessment and next steps

The research report and the conference will be a key instrument to position the employment industry on a topic linked to the changing world of work and the specific aspect of online talent platforms, which is increasingly and often controversially debated at EU level.

The next steps will be translation of the summary of the research report, the negotiations on the joint recommendations and the finalisation and implementation of the pan-European Conference. The Conference takes place on 16th of May in Brussels and all members will be invited to attend.

Trilogue negotiations on the Posting of Workers Directive completed

The European Commission, EU Council and European Parliament have formally completed the trilogue negotiations on the revision of the Posting of Workers Directive. Main elements of the revision are the move from minimum working conditions to comparable remuneration, new rules on the duration of posting and special conditions for the long-term posting as well as the principle of equal treatment as defined in Article 5 of the Directive on temporary agency work to be applied also to posted agency workers, combined with the option to apply more favourable/stricter conditions based on the Article 3, paragraph 9.

The agreement reached still needs to be formally endorsed by the EU Council and European Parliament, which is expected to take place before the summer break. Thereafter, the Directive will be published in the EU official journal and enter the implementation phase.

Assessment:

The World Employment Confederation-Europe maintained close contacts with the EU policy makers as well as with the EU cross-industry employers' organisation BusinessEurope in the final phase of the negotiations on the Directive. The main objectives linked to the posting of temporary agency workers, as reflected in the WEC-Europe position paper, have been achieved, namely to apply equal treatment as defined in Article 5 of the Agency Work Directive also to posted agency workers and to maintain Article 3, paragraph 9, which allows for more favourable and additional conditions.

EU Commission initiative on access to social protection and European labour authority

On 13th of March 2018, the European Commission published an initiative for a European labour authority and a Council Recommendation on access to social protection. Along with these initiatives, a stocktaking Communication was published on the European Pillar of Social Rights. Below you will find the key elements of the Labour Authority and the initiative on access to social protection, a detailed summary is available on the information hub.

- The Labour Authority has three main objectives, namely to facilitate access for individuals and employers to information on their rights and obligations, to support cooperation between Member States in cross-border enforcement of relevant EU law and to mediate and facilitate a solution in cases of cross-border disputes. To achieve its objectives, the authority shall have seven tasks: To facilitate access to information by individuals and employers on rights and obligations in cross-border situations, to facilitate cooperation and exchange of information between national authorities, to coordinate and support concerted and joint inspections, to carry out analyses and risk assessments on issues of cross-border mobility, to support Member States with capacity building regarding the effective enforcement of relevant EU law, to mediate in case of disputes between Member States authorities and to facilitate cooperation between relevant stakeholders. The remaining part of the proposed regulation focus on the governance of the labour authority and the stakeholder involved.
- The Commission proposal for a recommendation on access to social protection for workers and self-employed focuses on six key social protection rights, namely unemployment benefits, sickness and health care benefits, maternity and equivalent paternity benefits, invalidity benefits, old-age benefits and benefits in respect to accidents at work and occupational diseases. The Recommendation then focuses on four main principles for access to social protection, namely formal coverage, effective coverage and transferability, adequacy and transparency.

Assessment and next steps:

The World Employment Confederation-Europe welcomes the focus on transferability and portability of rights in the Commission proposal for a Council Recommendation on access to social protection, as it corresponds to a key demand of the World Employment Confederation Manifesto "No future of work without social innovation!". The proposal of a labour authority will be assessed in detail during the next Public Affairs Committee. While the focus on access to information and enforcement of regulation is welcomed, it can be

questioned whether the setting up a European labour authority is needed and the right solution.

National Public Affairs

Belgian government to open public sector for agency work

In Belgium, an agreement has been reached to open the public sector at federal level to agency work services. This major reform has been very much welcomed by Federgon, the Belgian World Employment Confederation member. The opening-up of the public sector follows a long-standing and strong advocacy campaign of the agency work industry to achieve this goal and follows a trend that could be observed also in other European countries, such as France.

Assessment:

The World Employment Confederation welcomes this important reform and will continue to work jointly with its members to shape a favourable economic environment for the agency work industry in Europe, allowing for further growth of the sector.

Bettina Schaller addressed the Board of Swiss Staffing

Bettina Schaller attended and spoke at a Board meeting of the Swiss World Employment Confederation member SwissStaffing, focusing in her speech on the World Employment Confederation strategy of the broadening scope of HR services. Discussions also focused on further improving the regulatory framework for agency work, the impact of EU regulation on the Swiss market and opportunities of a best-practice exchange and mutual learning based on the network of national federations and the different World Employment Confederation statutory bodies and committees.

Assessment:

Bettina Schaller used of the presentation as an opportunity to present the World Employment strategic plan and the thought leadership on the changing world of work

Thought Leadership

Advocacy at EU level on social innovation and the changing world of work

The World Employment Confederation-Europe continues to use relevant events, conferences and meetings to put forward messages of the World Employment Confederation Manifesto "No Future of Work without Social Innovation!". Key policy debates that are linked to the Manifesto focus on general labour market reforms linked to the European Semester for smart, sustainable and inclusive growth, the discussions within the European network of public employment services on the role of employment services and the added value of apprenticeships and dual learning to equip young people with the skills needed to succeed in the labour market. Linked to the last topic, the EU Council adopted in March 2018 a recommendation on a framework for quality and effective apprenticeships. The recommendation makes reference to the role of private employment services by underlining that these can contribute to increased transparency and access to apprenticeships for young people.

Assessment and next steps:

A series of meetings linked to social innovation and the changing world of work have been implemented in March 2018 to spread the messages of the World Employment Confederation-Europe on social innovation and the changing world of work. These include Alfonso Arpaia, deputy Head of Unit Labour Market Reform at DG Employment, as well as Jeroen Jutte and Katia Berti on the European Semester process for labour market reforms. A further meeting was held with Dana Bachmann, Head of Unit VET, apprenticeships and adult learning. These meetings were instrumental to put forward and discuss respective recommendations of the World Employment Confederation Manifesto "No future of work without social innovation!". The feedback obtained was overall positive and constructive.

WEC-Europe President Bettina Schaller spoke at the MEP Awards 2018



On 21st of March 2018, the World Employment Confederation-Europe acted again as sponsor for the employment category of the annual awards given to Members of the European Parliament for the work they have done on the various fields of European integration. For the employment category, Brando Benifei (MEP/S&D/IT), Helga Stevens (MEP/ECR/BE) and Martina Dlabajova (MEP/ALDE/CZ) were nominated and Brando Benifei won the 2018 award for his work on youth employment and skills policies. Bettina Schaller

handed over the Award, having the opportunity to present some key messages of the World Employment Confederation-Europe on skills, employability and social innovation.

WEC-Europe Assessment:

A World Employment Confederation-Europe delegation composed of our President Bettina Schaller, the Public Affairs Committee Chair Sonja van Lieshout, the Managing Director Denis Pennel and the Public Affairs Manager Michael Freytag attended the event and used the opportunity to network and liaise with Members of the European Parliament.

Cooperation with the European Policy Centre on a project on modern social protection schemes

The European Policy Centre, a leading European Think Tank, will launch end of May 2018 a new Task Force on Social protection at times of labour market transformations. The Taskforce will build on the various, recent studies that are discussing the potential impact of the future of work and its disruptive effects on existing jobs. These studies do sometimes point out to very different conclusions and often provide very controversial figures. As this angle is already being explored at length and because the concrete effects will closely depend on how the process will be shaped and anticipated at the micro-level, in particular within companies, the EPC project will rather concentrate on what can be done at the policy level, not least in the area of social protection and labour market institutions. The main objective will be to identify how the welfare state can better equip workers for labour market transformations and help them cope with the economic uncertainty they often trigger. The project will be designed to collect evidence on how many workers fall between the cracks of social provisions, gather information and inputs from high-level experts, and analyse what reforms are being undertaken across Europe.

The ultimate objective of the Task Force will be to turn the analysis into concrete policy recommendations that can impact EU policy-making. The project will have a reflection phase collecting information, evidence and best practices in 2018 in order to formulate policy proposals in 2019 when the new European Commission and European Parliament will take office.

Assessment and next steps:

Following first contacts and information gathering on the project, Denis Pennel and Michael Freytag from the Head Office had an extensive meeting with Claire Dhéret, project leader at European Policy Centre leading. Based on an overall, positive assessment, the Head Office put the project forward to the Executive Committee and Governing Body, which was endorsed the recommendation to cooperation with the European Policy Centre on this project and theme. The project will be implemented over two year from May 2018 to Summer 2019 and include several Task Force meetings, workshops and conferences. It will provide ample opportunities for the World Employment Confederation-Europe to put forward and get recognition for main recommendations agreed upon with our members on the changing world of work.

Abbreviations

ALDE	Alliance of liberals and democrats in the European Parliament
BE	Belgium
BIAC	Business and Industry Advisory Committee
CZ	Czech Republic
ECR	European Conservative and Reformist Group in the European Parliament
EPC	European Policy Centre
EU	European Union
ILO	International Labour Organisation
IOE	International Organisation of Employers
IT	Italy
MEP	Member of the European Parliament
OECD	Organisation for Economic Cooperation and Development
S&D	Socialists and Democrats Group in the European Parliament
VET	Vocational Education and Training