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Upcoming Events

5th – 8th June 2018

World Employment Conference / Dublin

18th June 2018

WEC Data Protection Taskforce

1st July 2018

Start of the Austrian EU Council Presidency

4th July 2018

Future of work: new forms of employment: WEC-Europe at EU-Japan Symposium

Upcoming Events

In case you have questions on the Advocacy Report:

WEC Head Office

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New colleagues at the WEC Head Office



Aurélie Pattyn joined the World Employment Confederation Head Office as new Communications Manager. Aurélie has a ten-year background in communications and EU public affairs. She worked both at company and European trade association level within the aluminum industry in Brussels. She brings a deep understanding of the role of communications to support advocacy work and a strong experience in developing messaging and storylines. A Belgian native, Aurélie graduated in journalism and European studies from the Université Catholique de Louvain-la-Neuve. Within the Head Office, Aurélie will be responsible for both internal & external communications, dealing with websites & internal information hub, social media, press relations, corporate literature etc. Aurélie can be reached at aurelie.pattyn@wecglobal.org or +32 478 649 750.



Gabriella Coorey joined the World Employment Confederation Head Office as Event & Membership Manager: A New Zealand national, Gabriella has a strong background in the education sector's approach to the future of work and futureproofing the workforce of tomorrow. She has held roles such as Professional Learning Committee member, Assistant Head of Department and has a strong background in the use and implementation of online tools. She will be supporting the Head Office in terms of event management, back office and administrative tasks as well as managing and developing our membership relations. Gabriella can be reached at gabriella.coorey@wecglobal.org or +32 492 533 479.

Gabriella will be taking over most of Sam Stringer's responsibilities, as Sam will be leaving the Head Office just after the World Employment Conference in Dublin.

LEADING
IN A CHANGING
WORLD OF WORK

Global Public Affairs

Executive Summary

Worldbank draft on the Changing World of Work

- The Worldbank provided a public draft of their 2019 World Development Report for interested parties to comment. The topic is the Changing World of Work
- The report puts labour market flexibility at its core as one of the key recommendation for developed and developing countries alike.
- A lot of the language of the draft aligns with the WEC Manifesto on the creation of rights regardless of form of work, partnership between public and private employment services and the general and broad emphasis that any employment contract/rights is better than what most of the global workforce currently has in the workplace.
- The report has good content to be used in advocacy efforts on the global, regional and national level, and emerging and developing countries in particular. The WEC considers providing comments to this draft.

ILO report Informality

- ILO published new data on informality across the world.
- Numbers of informal employment are still very high especially amongst the female, young, old, rural and undereducated parts of the global workforce. Especially in the emerging and developing countries.
- The data shows that temporary and part-time work has higher numbers of informality, underlining the need for regularisation of diverse forms of work.
- The report can be leveraged on the national level as it holds good estimates on informality.

WEC meets new director Employment Policy Department of the ILO

- WEC met with Mr. Sangheon Lee, the new director of the Employment Policy Department. This department advises and researches employment policies for ILO member countries.
- Apart from a mutual introduction, several current issues and developments – including the ILO Future of work Initiative – were discussed. Different WEC positions and recommendations were discussed and elaborated upon.
- The WEC and Mr. Lee agreed to meet with regularly. This allows the WEC to build a relationship with this crucial department. On the agenda for the next meeting stands Social Innovation.

Developments ILO Future of Work initiative

- The ILO Global Commission on the Future of Work met in May for its third meeting. During this meeting a draft framework for its report was discussed. This reports holds labour market advice for ILO member countries.
- Some convergence and consensus is building in the Commission, in particular on skills, better protection across forms of work and women's labour market participation.
- In November the Commission will meet for the fourth and final time to agree on a final report
- The WEC has been actively engaged to support the IOE and The Adecco Group to remain at the core of the global Future of Work debate.

WEC joins the 2018 OECD Forum

- During the Forum labour market themes were again addressed extensively. Especially the the cross-section of digitalisation and labour intermediation (recruitment AI and digital talent platforms) were addressed.
- Social Innovation was pushed forward by WEC as a way forward to deal with the changing world of work.
- During the Forum the 2018 OECD Economic Outlook was presented. Showcasing overall very positive economic numbers across the globe but warning for the risks associated with the growing interconnected economy. The OECD stressed the need for public investment in human capital and digital infrastructure.
- Overallly the OECD shows no sign of decreasing its focus on the labour market of its member states in order to improve inclusive growth in them.

Worldbank present draft report on the Future of Work

The Worldbank published [a draft of its 2019 Flagship World Development Report called 'The Changing World of Work'](#). The publication is meant for interested parties to comment on the draft.

The report is goes into the often mentioned developments on labour markets (technological change, demography and globalization) and provides extensively evidence based recommendations for governments. As the Worldbank is mainly focused on the developing countries this is reflected in the draft. Yet, the Worldbank also anticipates changes for developed labor markets and provides recommendations for high-income countries as well.

In its analysis the Worldbank takes some of the hot air out of many vested Future of Work assumptions (decline of manufacturing, increase of service economy, growth of Gig-Work) by providing and emphasizes that most labour markets are characterized by (very) large degrees of informality. Yet it also zooms in on tax evasion and the rise of digital platforms as a challenge to sustainable fiscal policies

In its recommendations is quite clear on the need for flexible labour regulation with a steady social protection base across different forms of work. Also it emphasizes (with an extensive amount of fact-based evidence and research) that given the changing world of work development pathways of European economies will not be adequate guides for the emerging and developing world.

Assessment

The report is quite refreshing indeed coming out of a UN institutions. It holds a very common sense approach to labour regulation, social protection and sustainable labour market development. Although not businesses will like it's recommendations, labour market reform to adjust to the changing world of work. Moreover it recognizes the role of public employment agencies as a way to formal work and as an effective partner in employment and activation policies.

Especially in countries where informality remains high this report can be used to support public affairs efforts for labour market reforms. The report details many national examples of frustrating employment protection legislation. On the national level in emerging economies

the connection with the local Worldbank office might prove beneficial to support a domestic call for domestic labour market reform.

ILO publishes new report on Informality

The ILO has published [a new report on informal work all around the world: 'Women and men in the informal economy'](#). This third edition highlights a vast set of data on informality all around the world and around various themes. It is the first one after the adoption of ILO Recommendation No. 204 on the transition from the informal to the formal economy (no. 204).

Globally just over 61% of all workers are in informal work. 93% of all informal workers are working in emerging and developing countries. While these countries contribute to 82% of the total global workforce. This means that over 69.6% of all workers in the emerging and developing world are informal work. Sadly the report (and lack of statistical consistency over time) does not allow for conclusions on global or regional trends, but there indicators based on national trends that show divergence between regions. In Latin America the informality rates appear to be decreasing, while in Eastern Europe and Central Asia numbers appear to increase.

Most of the informal workers are own-account workers, meaning they are an 'entrepreneur' with no or very few occasional informal employees. This again, is especially true for the emerging and developing countries. In the developed world, the majority of informal workers is an employee.

In terms of characteristics it's interesting to note that the chances of being in informality is higher for younger and older persons, persons with lower levels of education, people living in rural areas, working in agriculture, or for women. Especially women tend to be in the most vulnerable parts of informality (home-based work, domestic work of contributing family member) and earn less than the men working in the informal economy.

The report also looks at the levels of informality amongst part-time and temporary work amongst informal workers. The numbers of informality amongst these forms work reflects the high level of informality across the world save for the situation that part-time/temporary working women are less in informality. Also the reports notes that the lack of legal and/or social protection recognition of these forms of work are a driver of informality, as well as the lack of enforcement.

Assessment

The report provides a good overview of informality across the world. It is factual and well balanced. The data can be used by the Head Office to showcase the added value of the employment industry and the need properly regulate all forms of work on the labour market.

Yet, the report remains hampered by the dilemma that is inherent to informality: it is undeclared. Meaning the report are all estimates, based upon a there complex theoretical definition of informality.

Moreover it can be used on the national level as it showcases a lot of data on national informality levels. This can help support a national public affairs effort in those countries where levels of informality remain high.

WEC meets with new director of the ILO Employment Policy Department

Annemarie Muntz (President WEC), Denis Pennel (Managing Director) and Jochem de Boer (Global Public Affairs Manager) met with the new Director of the ILO Employment Policy Department: Mr. Sangheon Lee. Mr. Lee succeeds Ms. Azita Berar Awad who has retired. Before moving into this position, Mr. Lee was the head of the Research department of the ILO. Apart from the extensive and positive introduction between Mr. Lee and the World Employment Confederation, several key WEC messages and the WEC Manifesto were delivered.

The ILO Employment Policy Department has three areas it focusses its research and recommendations on: labour market supply, demand and how to get these two together. As such it is an important department for the WEC to maintain relations with. Yet, currently it is very much focused on the role of public employment services and the role of government as part of labour market functioning. Yet, Mr. Lee recognized the potential of what private employment services could play.

Also the Future of Work was discussed. Mr. Lee is one of the few ILO high-level officials involved in the ILO Global Commission on the Future of Work. This Commission is preparing a 'external' advise for the ILO how to remain relevant in the World of work in the second century of the ILO's existence. Mr. Lee shared that the Commission is particularly concerned with the 'platform economy' and what this will mean for labour conditions and relations. In that respect, Mr. Lee very much welcomed the report that European social partners in the agency-work sector have prepared on the platform economy and its comparison to agency-work. The WEC put forward that it is important to stay level headed and recognize that many of the new challenges are not as new as some perceive them to be, and that classification and the development of an appropriate regulatory labour framework that include diverse forms of work is crucial for meeting the challenges. Of course ILO Convention 181 was put forward in this respect.

Mr. Lee and the WEC agreed that it would be good to meet on a regular basis in order to discuss policy development and issues. Social innovation as identified as one of the topics to address during the next meeting as the employment industry is currently looking at this topic as a way to find concrete solutions for the Future of Work. This meeting could also be combined with a fieldtrip of Mr. Lee and his team to showcase and discuss best-practises in the employment industry.

Assessment

The meeting was a positive introduction and Mr. Lee and visibility of the industry and the WEC within the top of the Employment Policy Department is an important advocacy addition to the advocacy infrastructure. The messages of the WEC were well received, although it is as of yet unclear to what extent Mr. Lee is willing and capable to balance the general critical ILO narrative on the employment industry.

The opening for the regular meeting is a positive one and provides the opportunity to develop a good relationship with this important ILO department. Moreover, having a research background might support a more evidence based to counter the ideological perspective of many ILO operatives on their job.

Developments on the ILO Future of Work Initiative

As part of its broader future of work initiative (in relation to its 100th 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 ILO Global Commission on the Future of Work met for the third time in May. The meeting started with the presentation of a new Vice-Chair. This is Matamela Cyril Ramaphosa. He replaces the previous co-chair from Sri-Lanka as she was removed from office.

During this meeting the framework of their final report was discussed. The outcome of the meeting is still unclear, but a draft of themed recommendations is currently being circulated. In this draft some of the industry's input can clearly be identified. There appears to be a broad consensus in the Commission on the need to create a better level playing between different forms of employment, at least in terms of access to social protection. Also life-long learning and the participation of women on the labour market are on top of the Commissioners' minds. In November the Commission will meet for its fourth and final meeting. During which a final report will be agreed upon.

The WEC was intensively involved in preparations for both the IOE and The Adecco Group in aligning on messaging and assessing the large number of documents the ILO secretariat and the Commissioners had prepared.

Assessment

The Commission's report will be one of the many documents feeding into the 2019 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 Dehaze in pushing for beneficial results. Moreover being involved in the process strengthens relations with the IOE.

There are concerns with regards to 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 support 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 on the ILO as a relevant international body on national labour markets.

World Employment Conference attends OECD Forum

The World Employment Confederation attended the annual OECD Forum in Paris last week. Jochem De Boer (Global public affairs manager) participated in several labour market related issues. Labour markets remain on top of the OECD agenda as key element in the inclusive growth agenda of the OECD. Finally, the 2018 OECD Economic Report was published.

The theme of the OECD Forum this year was: 'What brings us together', signaling the need for international collaboration in a time of growing national proliferation and protectionism. Three main issues were addressed: International Co-operation, Inclusive Growth and Digitalisation. Inclusive Growth mostly dealt with employment, housing and healthcare.

The World Employment Confederation mostly focused on the Inclusive Growth Programme which deals with employment, housing and healthcare. Familiar topics on employment were addressed such as skilling and digital platforms. This year there was specific focus and interest from the OECD community on recruitment software working with artificial intelligence. Concerns were raised about privacy and biases with regards to these digital tools Christophe Montagnon of Randstad France addressed this issue. And put forward how AI in recruitment can support success the best outcomes of labour market matches.

Randstad CEO Jacques van den Broek participated in a plenary debate on the Future of Work. In the session agency work was hailed by European trade union ETUC as model to deal with 'new' digital platforms and organize social dialogue on improving labour conditions. WEC-Europe president Bettina Schaller contributed to the debate by putting forward Social Innovation as a way forward to managing the changing world of work.

Finally, the OECD 2018 Economic Outlook was presented. The report showcases the economic growth of the world economy and the historic low unemployment rates. Given the growth of the economy monetary policies are returning to 'normal' and fiscal policies are of growing importance. Especially now that the global economy is exposed to some structural risks related to further integration of the global economy. To consolidate growth across countries and people, the OECD calls on its members to invest in skilling, labour reform and digital infrastructure now that economic times are good.

Assessment

As part of the Inclusive Growth agenda, the OECD keeps on engaging with the labour markets of its members. It remains concerned about outcomes of global trends for citizens of OECD countries and beyond. It is clearly pushing for (responsible and sustainable) public spending on human capital. Yet, especially as interest rates start to rise, it is calling for more contributions from business to contribute to public spending (i.e. tax reform). In this is the

need and call for regulatory (labour) reform in order to improve (labour) demand can be overshadowed. The OECD Forum remains therefore an important platform to engage with stakeholders and, especially as the OECD associates countries that strongly overlap with the WEC membership.

European Public Affairs

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

- **Successful WEC-Europe/UNI-Europa Conference on "Online talent platforms, labour market intermediaries and the changing world of work".**

On 16th of May, the World Employment Confederation-Europe and UNI-Europa held a successful conference to present the results of their joint research project on "Online talent platforms, labour market intermediaries and the changing world of work. Around 80 policy makers and stakeholders attend the one-day event in Brussels, during which the CEPS/IZA Report was presented and discussed. The Joint Recommendations of the two sectoral social partners were signed. All project outcomes are available on a dedicated website.

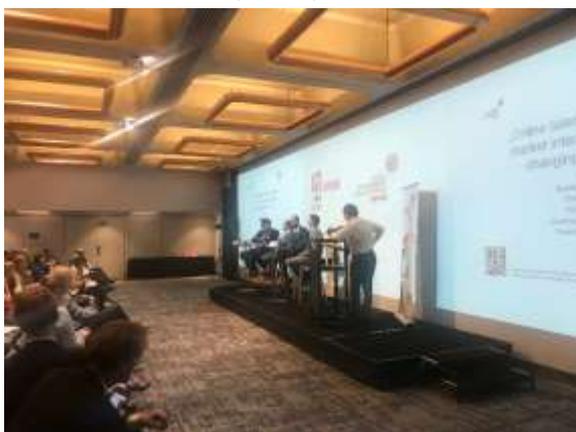


- **European Commission proposal for a Directive on transparent and predictable working conditions:** The WEC-Europe Head Office continued its pro-active advocacy campaign on the Commission proposal for a Directive on transparent and predictable working conditions. Meetings took place in the European Parliament and with the relevant stakeholders to put forward the key messages of the WEC-Europe position paper. A discussion on the Directive was also held during the EU Sectoral Social Dialogue Committee on temporary agency work on 15th of May.
- **European Semester process / country specific recommendations for labour market reforms:** On 23rd of May, the European Commission issued the 2018 edition of the annual country-specific recommendations. These address topics such as labour market participation and diversity, skills, access to training and apprenticeships as well as the role of (public) employment services. The World Employment Confederation-Europe had several meetings with EU Commission officials to provide input on the recommendations for labour market reforms, using key messages of the WEC Manifesto "No future of work without social innovation!"
- **EU General Data Protection Regulation entered into force:** The EU General Data Protection Regulation (GDPR) entered into force on 25th of May 2018, providing an updated and modernised framework for data protection in the EU.

Posting of Workers Directive: The European Parliament endorsed during its plenary session on 29th of May 2018 the compromise reached on the revision of the Posting of Workers Directive. A detailed assessment of the revision is available on the information hub.

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

On 16th of May 2018, WEC-Europe and UNI-Europa held a joint, pan-European conference on "Online talent platforms, labour market intermediaries and the changing world of work", which is part of the EU Sectoral Social Dialogue on temporary agency work. The project, which was conducted between January 2017 and May 2018 and aimed at mapping online talent platforms and comparing them with temporary agency work. Main dimensions of this comparison were the applicable regulation and regulatory framework, the access to social protection, the schemes to facilitate access to training and the labour market impact in terms of labour market participation, transitions and the reduction of undeclared work.



At the pan-European Conference, the report was presented by the CEPS research team and discussed with policy makers and stakeholder. Vesa Vanhanen, DG GROW of the European Commission gave an introductory keynote speech after the opening by the WEC-Europe President Bettina Schaller. Following the presentation of the report and a first discussions on the main findings, joint recommendations of the two sectoral social partners UNI-Europa and WEC-Europe were presented by the WEC-Europe Public Affairs Manager Michael Freytag.

During the afternoon session of the conference, a panel debate took place involving Stijn Broecke, Senior Economist of the OECD, Brando Benifei, Member of the European Parliament, Denis Maessen, European Forum of Independent professionals, Jonathan Schockaert, CEO and co-founder of the online talent platform Listminut and Fredrik Söderqvist from the Swedish trade union Unionen.

A project website is available online, including the CEPS/IZA research report, the executive summary in English and French, the joint recommendations and the presentations given during the conference.

Assessment:

The joint project on online talent platforms, labour market intermediaries and the changing world of work was an important milestone and achievement in the WEC-Europe advocacy and thought leadership work on the changing world of work. The project contributed to deepening the knowledge and understanding of the online talent platform economy and its comparison with temporary agency work. One of the key conclusions of the project was the diversity of business models and forms of work in the online talent platform economy, which include self-employed working via platforms, platforms that intermediate agency workers and some cases in which online talent platform labour suppliers have a legal status that is comparable to workers.

The World Employment Confederation-Europe will use the project findings and the joint recommendations in its advocacy on EU public affairs dossiers and in its thought leadership work.

Advocacy on the EU Commission proposal for a Directive on transparent and predictable working conditions

The European Commission proposal for a Directive on transparent and predictable working conditions continues to be discussed at the level of the EU Council social affairs working party and in the European Parliament at committee level. In the European Parliament, a hearing on the Directive took place on 15th of May 2018 and Members of Parliament are currently working on amendments to the Commission proposal. Discussions at the level of the Council social affairs working party are progressing rather quickly, as the Council aims to reach an agreement in the second half 2018. Main discussion points are the definitions, the information obligations and the basic working conditions that shall apply to all workers.

Assessment:

The Commission proposal is assessed rather critically by the World Employment Confederation-Europe. Based on the input from a dedicated Taskforce, a position paper has been published in February and meetings have been held with all leading Member of Parliament. However, it has become clear that chances for substantially changing the Commission proposal are rather limited, as the EPP Members of Parliament are not willing to enter a major controversy on the file with the European Commission and as S&D Members of Parliament are considering the Directive as being rather too weak than harmful for the business community.

Against this background, a limited number of technical amendments have been drafted and circulated to Members of Parliament and to permanent representations of the EU Member States. This advocacy work will continue in the coming months, also liaising closely with European cross-industry employers' organisation BusinessEurope.

European Semester Process: Country-specific recommendations published by the European Commission

On 23rd of May 2018, the European Commission published the 2018 edition of the Europe 2020 country specific recommendations to promote labour market reforms in Europe and to strengthen economic convergence. The recommendations follow-up on the national reform programmes submitted by the Member States earlier in the year and comment on labour market reforms linked to increasing labour market participation, reducing unemployment and specifically long-term unemployment, enhancing skills and dual learning and fostering the role of (public) employment services. A further thematic focus is laid on reducing poverty and social exclusion.

The World Employment Confederation-Europe had several meetings with EU Commission officials to provide input into the European Semester process and to put forward recommendations based on the WEC Manifesto "No future of work without social innovation".

Assessment:

The 2018 edition of the Europe 2020 country-specific recommendations provide valuable input in promoting labour market reforms in Europe. If followed-up by the EU Member States, several of the recommendations put forward by the EU Commission could help to

create a better regulatory environment for the employment industry. A detailed country-by-country overview will be drafted by the WEC-Europe Head Office in the coming weeks.

EU General Data Protection Regulation entered into force

On 25th of May, the new EU General Data Protection Regulation entered into force. As a regulation, these new rules are directly applicable in the EU Member States and impose new obligations for companies and employers' associations, the World Employment Confederation provided a toolbox and support to its members. A dedicated expert Taskforce has been set up to share experience and knowledge among national federations and corporate members. The Taskforce will meet again on 19th June to take stock of the first experiences of WEC-Europe members with the new regulation.

Assessment:

The EU Data Protection Regulations is an important, regulatory instrument at EU level, aiming to improve the protection of personal data and taking account of new developments in the world of work. Ensuring regulatory compliance is of central importance for the business community and the employment industry.

Posting of Workers Directive: EP approved outcome of Trilogue negotiations

On 29th of May 2018, the European Parliament's plenary adopted the final compromise text on the revision of the Posting of Workers Directive with a majority of 70% (456 votes in favour, 147 against and 49 abstentions). The most important elements of the reform are the move from a guaranteed minimum wage for posted workers to comparable remuneration in the country where the work is carried out, new provisions on the working conditions for long-term postings as well as specific provisions on the posting of temporary agency workers.

The provisions on temporary agency work provide for equal treatment for posted agency workers (as defined in Article 5 of the Directive on temporary agency work), the option of applying stricter/more favourable conditions (based on the former Article 3, paragraph 9 of the Posting of Workers Directive) and a new provision preventing double/cascade posting through temporary work agencies.

Following the adoption at EU level, the Directive will be published in the EU official journal and enter a three year transposition phase.

On 3rd of May, the EU Committee of Experts met in Brussels and discussed the revision of the Posting of Workers Directive, the transposition of the Enforcement Directive, recent Court of Justice cases linked to the Posting of Workers and the setting up of single national website covering information on the posting of workers. Michael Freytag represented the World Employment Confederation-Europe at the Committee of Experts

Assessment:

The European Parliament plenary vote concludes a 3-year legislative process at EU level and an intensive, but overall constructive and effective advocacy plan of the World Employment Confederation-Europe. While the overall employers' community and BusinessEurope4 assess the reform rather critical, highlighting that it will increase costs and administrative burdens

for companies, the World Employment Confederation-Europe managed to influence the legislative process in a constructive way to reflect and take account of key demands of the employment industry.

BusinessEurope elected Pierre Gattaz as new President

During its meeting on 18 May, the Council of Presidents of BusinessEurope, the main European cross-industry employers' organisation, unanimously elected Pierre Gattaz, current President of the French business federation MEDEF and CEO of Radiall to succeed Emma Marcegaglia as President of BusinessEurope. Pierre Gattaz will start his term as BusinessEurope President as of 5 July 2018. He has been elected for a period of two years.



The World Employment Confederation-Europe has close working relationships with BusinessEurope, working together with the European cross-industry employers organisations on a broad range of advocacy dossiers.

National Public Affairs

Spain has highest share of fixed-term contracts among European countries

When comparing temporary employment (covering direct fixed-term contracts and agency work) in the European Union.

Spain leads the group of countries with a share of temporary contracts amounting to 26,8% based on 2017 Eurostat data published in May. Eurostat data found that in 2017, 27 million employees aged 15 to 64 in the EU had a temporary contract, which is representing 14.3% of all employees in EU. After Spain, Poland (26.1%) has the highest share of temporary contracts, followed by Portugal (22,0%), the Netherlands (21,5%) and Croatia (20.6%).

Assessment:

The latest statistics published by Eurostat complements in a very useful way the data published on an annual basis by the World Employment Confederation in its Economic Report. The Economic Report 2018 has just been released and is available online.

WEC National Federations Committee meeting on 6th of June 2018

The World Employment Confederation National Federations Committee is a key committee to share information and updates on national market developments, changes in regulation and national best-practices. On 6th of June 2018, a new chair of the National Federations Committee will be elected, with Charles Cameron from RCSA/Australia being the one candidate for the position. Charles will thus chair the National Federations Committee meeting in the afternoon of 6th of June, which will be used to take stock of recent

developments and current priorities of the World Employment Confederation national federation members.

Assessment:

The WEC Head Office (Michael Freytag and Gabriella Coorey) coordinate the activities of the National Federations Committee, contributing to the strategic objectives of sharing best-practices among national federations and to the capacity building activities of the World Employment Confederation, aiming to strengthen national federations of the employment industry around the world.

Thought Leadership

World Employment Conference In Dublin



World Employment Conference 2018

The Clayton Hotel, Burlington Road, Dublin, Ireland | June 6th - 8th

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The World Employment Conference will be held from 5th to 7th of June 2018 in Dublin/Ireland. "Managing the extended workforce - Talent-as-a-service: How to navigate a new just-in-time, on-demand workforce ecosystem?"

The theme reflects on the fact that today, a company's workforce is very likely to be a group of people from an extended ecosystem: internal employees, agency workers, fixed-term workers, consultants, freelancers, online workers, alliance partners etc. While this biodiversity of the jobs market needs to be nurtured, it is also creating new challenges for companies in terms of sourcing the right talents, ensuring that they collaborate seamlessly, putting in place a skills strategy to develop them and implementing HR policies to keep them engaged. Companies need to develop a broader talent strategy that acknowledges the new diversity within the workplace and reflects the growing number of non-employee active contributors of the organisation. This will serve two essential competitive capabilities: access to specialised skills to staff project-based work and agility in the face of volatile and complex business environment. The employment industry has been at the forefront for designing and delivering new diverse and integrated workforce solutions. The 2018 World Employment Confederation Conference will bring together a widely ranged high-calibre keynote speaker line-up drawing from experts from the employment and recruitment industry, HR practitioners, academics and policy makers in order to explore the rise of an extended, just-in-time workforce and to seize new approaches and opportunities. The conference website provides an overview of the main speakers. Topics to be discussed include:

- How to source and acquire talents, whether by buying (direct, permanent hires), borrowing (temporary workers), renting (SOW, independent contractors) or building

(developing talents internally) channels? How to avoid legal risks associated with the use of self-employed workers?

- How to manage an extended workforce and facilitate interaction among the diversity of workers? How to measure performance of a multicultural team comprised of different types of contracts and statuses? How to ensure that project-based workers are as engaged and top-performing as the permanent workforce? How to integrate both internal and external workers via unified HR processes and systems within user companies? What could be the role for social medias and HR information systems in creating a sense of community between diverse workers?
- How to ensure that the extended workforce owns and develops the right skills? How to implement a strategy that is quickly closing skill gaps to avoid negative business impacts? To what extent the rise of an extended workforce affects the scope, the tasks and the expertise of the HR function?
- How to build new forms of security and predictability for workers who are dispersed, remote, independent with protean career? How to think about internal mobility and career advancement opportunities and offer the extended workforce new assignments or projects based on their skills, performance and career aspirations? What kind of social innovations can be implemented to reconcile with the need for some predictability in terms of incomes and access to social protection?

Assessment:

The World Employment Conference is a landmark event of the year to bring together experts of the employment industry, policy makers and stakeholders to discuss topics linked to the changing world of work and specifically approaches to manage an extended workforce. Around 400 people will take part in the Conference with 130 international delegates from 40 different countries.

EPC Taskforce on social protection in the 21st century

In 2018, the World Employment Confederation-Europe joined a taskforce of the European Policy Centre on "Social Protection at a time of labour market transformation". Further project partners of the European Policy Centre are CESI and Zurich insurance.

A first taskforce meeting takes place on 31 May, addresses gaps, and challenges in social protection. Keynote speakers cover senior experts from the European Foundation for the improvement of living and working conditions, the ILO, OECD and Zurich insurance. The World Employment Confederation-Europe is represented by its Public Affairs Manager Michel Freytag.

Assessment:

The Taskforce will conduct research and discuss issues linked to social protection over a period of one year and provide an important forum for the World Employment Confederation to promote the concept of social innovation and to put forward recommendations based on the WEC Manifesto.

Abbreviations

CEO	Chief Executive Officer
CEPS	Centre for European Policy Studies
EPC	European Policy Centre
EPP	European Peoples' Party / party group in the European Parliament
EU	European Union
GDPR	General Data Protection Regulation
ILC	International Labour Conference
ILO	International Labour Organisation
IOE	International Organisation of Employers'
IZA	Institute of Labor Economics
OECD	Organisation for Economic Cooperation and Development
S&D	Socialists and Democrats / party group in the European Parliament
UN	United Nations