



Contents

Global Public Affairs

Executive Summary & opportunities at your national level	2
ILO Future of Work: a quick reminder for national federations	3
OECD Ministers agree on 2018 Jobs Strategy	3
WEC contributes to ILO preparations on Recruitment fees meeting	5
Annemarie Muntz joins Seminar on the Future of Work in China	6
Christy Hoffman elected as new UNI Global SG	7

European Public Affairs

Executive Summary and actions at national level	8
EU Directive on transparent and predictable working conditions: Council reaches preliminary agreement	9
Data protection: WEC-Europe Taskforce held in June 2018	9
Access to social protection: WEC-Europe issues new position paper and contributes to Task Force of the European Policy Centre	10
European Semester for labour market reforms: WEC-Europe assessment of country-specific recommendations drafted	11
EU Sectoral Social Dialogue on temporary agency work: New projects	11
Austria takes over EU Council Presidency	12

National Public Affairs

Bettina Schaller and Denis Pennel participate in Swiss Staffing conference to celebrate the 50 th anniversary of the Swiss WEC-Europe member	13
Michael Freytag participates in the BAP Annual Conference in Berlin	13

Thought Leadership

World Employment Conference in Dublin "How to adapt to a diverse world of work"	14
Lisbon Council high-level EU roundtable on artificial intelligence, world class schools and the Future of Work	16

WEC Positions

WEC-Europe/UNI-Europa joint recommendations
online talent platforms



Upcoming Events

2nd July 2018

EU Liaison Forum – gathering of the EU cross-industry and sectoral social partners to exchange information and best-practices

4th July 2018

Future of Work and new forms of employment: EU – Japan Symposium

Contact us

In case you have questions on the Advocacy Report:

WEC Head Office

Tel. +32 2 – 421 1586

info@wecglobal.org

www.wecglobal.org

Global Public Affairs

Executive Summary and possible actions at the national level

Call to action: Your chance to shape the global debate on the future of work

- The 2019 International Labour Conference (ILC) will negotiate a new ILO declaration on the Future of Work.
- We call upon national federations to actively shape the input from their countries for these negotiations
- We call upon national federations members to participate in the negotiations and engage their national business association to join their national business delegation to the 2019 ILC. This should ensure a strong industry voice!
- Contact jochem.deboer@wecglobal.org at the Head Office for questions or more information.

OECD Ministers approve 2018 Jobs Strategy

- On 31 May OECD ministers Council agreed on the final text of the 2018 OECD Jobs Strategy, asking for the monitoring by the OECD of the implementation.
- The text holds good recommendations for the national employment industry to leverage on their respective national level, including on the importance of a more contract neutral safety net and improved cooperation between public and private employment services.
- [An online scorecard is available](#) on how countries are doing on reform their labour markets. These can also be used on the national level.

WEC contributes to ILO preparations for Meeting on Recruitment Fees

- The ILO is conducting a global comparative research on recruitment (fees) practices as preparation for the November ILO Tripartite Meeting of Experts on defining recruitment fees and related costs.
- The WEC has managed that the various regional researchers approached WEC regional representatives in order for the industry voice to be heard in the preparations.
- The report, which will include a draft definition on recruitment fees and related costs, is expected to be published end of September or the start of October.
- WEC has managed to secure a good industry representation in the employers delegation participation in the actual meeting.

Annemarie Muntz presents keynote speech on Seminar on Future of Work in China

- WEC president Annemarie Muntz represented the industry in China during a high level event organised by the Chinese Academy of Labour and Social Security think tank.
- She put forward the key messages in the Manifesto 'No Future of Work without Social Innovation!' stressing the need for diverse forms of work and social innovation.

Christy Hoffman elected as new UNI Global Secretary General

- During its annual conference in Liverpool UNI Global Union elected Christy Hoffman as new Secretary General. She succeeds Phil Jennings with whom the WEC maintained good relations.
- Christy Hoffman is expected to push for more cross-border legally binding instruments for businesses, including International Framework Agreements.
- WEC has reached out to Ms. Hoffman for an introduction meeting.

ILO Future of Work Initiative: a quick reminder for national federations

Your chance to shape the global debate on the future of work!

In June 2019 the ILO will celebrate its 100th Anniversary during the 2019 International Labour Conference (ILC) on the Future of Work. This ILC – as it looks now – will adopt a new Declaration, which will be negotiated during the Conference. This is an opportunity for the employment industry all around the world to enshrine the importance of their services. As discussed in Dublin, to be a part of the discussions you will need to engage with your national central employers/business association to shape the input your country will provide for these discussions.

The actual negotiations will take place during the ILC in June 2019. We would very much welcome you joining the discussions on behalf of your countries and our industry. This would strengthen our collective voice in the negotiations and showcase our collective dedication to making labour markets work for all. To participate you would need to become part of the business-delegation of your country. Your central *business association decides who they'll add to their delegation to the discussions*. If you wish to join, start showcasing your interest and expertise in order for you to shape this important debate!

If you need any further information or assistance do not hesitate to contact our Global Public Affairs Manager via jochem.deboer@wecglobal.org at the Head Office.

Assessment

The ILO's Future of Work Initiative is of core importance to the employment industry as it sets the agenda and role of the ILO in future labour markets. With labour markets and labour market governance under pressure, having the industry's messages front and centre is important as it's an opportunity to change the narrative on sustainable labour market governance. It is for that reason the WEC is supporting the IOE and the CEO of The Adecco Group, Alain Dehaze, as participant in the ILO Global Commission on the Future of Work.

All the preparations during the last years will lead to negotiation and decision-making in June 2019 during the ILC. After influencing the preparations we are now moving to start influencing the negotiations. We welcome any member to join those negotiations to have strong presence and voice!

OECD Ministers agree on 2018 Jobs Strategy

The OECD Ministerial Council Meeting agreed on the Final OECD Jobs Strategy 2018. As part of their statement they emphasized and underscored the importance of implementation and the role of the OECD to monitor this implementation. The agreed text will be presented on the 4th of December 2018. The full OECD Jobs Strategy 2018 can be found [on the Members-area of the WEC website](#).

As discussed during the General Assembly in Dublin the Jobs Strategy holds positive elements to serve as a conversation starter with national policy-makers on the role of a flexible labour market. On this OECD website (<http://www.oecd.org/employment/jobs->

strategy/country/scoreboard/) an overview can be found of the OECD (partner & member) countries and how their labour markets score on quantity, quality and inclusiveness.



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.

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 minister and formally presented on the 4th of December.

WEC contributes to ILO preparations for Fair Recruitment Meeting

The World Employment Confederation participated in the preparations for the ILO Tripartite Meeting of Experts on defining recruitment fees and related costs (TME on RFC). Various representative from the employment industry engaged with ILO researchers to put their perspective forward. The main line of this perspective was agreed upon in Dublin: In fighting recruitment fees, the ILO should focus its attention on the implementation of existing international instruments that address the banning of recruitment fees, in particular ILO Convention No. 181 on private employment and recruitment services.

In November The ILO will hold a meeting of experts to define recruitment fees and related costs. This is a result from the discussions around the ILO General principles and operational guidelines (ILO GPs) that left recruitment fees and related costs undefined. This meeting will be held between 24 experts from the side of governments, unions and employers (8 experts per side)

The goal of the ILO Office is come with non-binding guidance (soft-law) on recruitment operations and allocation of costs in the (cross-border) recruitment process. In the business community there is concern that this discussion can be used to frustrate recruitment business and raise the level of costs and complexity of finding talent at home or abroad, instead of pushing government to engage with social partners on the national level to implement appropriate legislation for ethical recruitment businesses.

ILO preparations: global comparative research

To prepare the meeting the ILO has recruited several researchers across the world to assess existing recruitment practises and regulation on recruitment fees and costs. A the request of

WEC these will also be in contact with the WEC regional representatives and other industry voices to make sure the voice of private employment service is heard in this global research that will serve as preparation for the actual discussions in November.

The role of WEC

To the private employment services industry this is an important discussion on the global level. It directly relates to the regulation of the employment industry. It is for that reason the WEC board has prioritized this process as one of the three 2018 Advocacy priorities. The WEC has set up an internal taskforce of members with relevant expertise. The WEC, in close liaison with the International Organisation of Employers (IOE), has arranged that four of them will serve as employers experts on behalf of the Business-community (Annemarie Muntz, Charles Cameron, Rituparna Chakraborty & Bev Jack), while six others will join as observers in the discussions. Also WEC President Annemarie Muntz has been appointed Spokesperson of the business delegation. This ensures that the employment industry has good representation during the actual meeting.

Assessment and next steps:

This is a key priority for the WEC as it directly addressed global regulation of labour market intermediation. The WEC has achieved a good industry representation in the discussions. It has now started to prepare the actual meeting. This will involve aligning the business-community on a message and strategy. The WEC will continue to work with the WEC-Taskforce going forward as the discussion further materialises.

Any questions with regards to this process can be directed to
Jochem.deboer@wecglobal.org.

Annemarie Muntz joins Seminar on the Future of Work in China

WEC President Annemarie Muntz put forward a clear message on the need for diverse forms of work in Huangzhou, China. She was a keynote speaker during a seminar on the future of work in China hosted by the Chinese Academy of Labour and Social Security (CALSS). The national think tank that is closely affiliated with Chinese ministry of Human Resources and Social Security.

Around 100 guest including regional representation from the ILO attended the address and discussions on the various developments changing the nature of the way people work all around the world. The keynote allowed Ms. Muntz to present the World Employment Confederation and the contribution to labour markets around the world.

WEC Manifesto 'No Future without Social Innovation!'

Given the topic of the Seminar there was great momentum for presenting the WEC Manifesto 'No Future of Work without Social Innovation!' This message hold relevance for China as it does anywhere. Especially given the aging population and the need to reform existing welfare systems to cope with labour market changes.

Christy Hoffman elected as new UNI Global Secretary General

Christy Hoffman is was elected as Secretary General of UNI Global Union during the 5th UNI Global conference held in Liverpool. She succeeds Phil Jennings with whom the WEC has had a good relation with. A full and good profile on Ms. Hoffman is available on the website of UNI Global Union: <http://www.uniglobalunion.org/news/meet-christy-hoffman-uni-global-unions-new-general-secretary-0>.

As UNI global is the global union associating unions in the services sector, the WEC hopes to build on the existing good relations with UNI Global and engage in constructive dialogue with Ms. Hoffman

Assessment and next steps:

In her opening address she emphasized that countries are pushed in submission by large corporation and that she wants further international (binding) standard-setting in the world of work. The election of Christy Hoffman will push further the agenda of the UNI Global to engage multinationals in international framework agreements. Also she will push for legislation in the developed world that will create liability of partners in international supply chains.

The WEC will set up a meeting with Ms. Hoffman to introduce the employment industry and discuss relations with UNI Global.

European Public Affairs

Executive Summary and action at national level

- **EU Directive on transparent and predictable working conditions:** At Council level, discussions have moved forward quickly and the Council agreed a general approach, which will form the basis of negotiations with the EP. Some improvements on the technical level could be achieved based on the advocacy actions of WEC-Europe and other employers' organisations.
- **EU General Data Protection Regulation:** A further taskforce meeting was held to exchange information and experience between WEC-Europe members. WEC-Europe members have been encourage to analyse further needs for action at the federation and/or company level to ensure compliance with this EU Regulation.
- **Access to social protection:** A WEC-Europe position paper has been finalised and WEC-Europe contributed to a Taskforce meeting of the European Policy Centre on modernising social protection systems. These debates provide opportunities at European and national level to promote a key recommendation of the WEC Manifesto on transferable and portable rights.
- **Europe 2020 European Semester:** A WEC-Europe assessment of the 2018 EU country-specific recommendations in the context of the Europe 2020 Strategy has been prepared. Several of these Recommendations can be related to the WEC Manifesto Recommendations. WEC-Europe members are invited to consult the overview prepared and use relevant recommendations for their country in related national public affairs and advocacy actions.
- **EU Sectoral Social Dialogue:** The joint project with UNI Europa on online talent platforms is about to be closed with the final reporting. An outreach programme to promote the findings at European level and where relevant also at national level will be launched in September.

A new project on social innovation is being prepared by the Sectoral Social Partners WEC-Europe and UNI-Europe and shall be launched in 2019, if funding from the European Commission/DG Employment can be secured.

- **Austria takes over the rotating EU Council Presidency on 1st of July 2018,** including a thematic focus on data protection, the EU Directive on transparent and predictable working conditions and the platform economy.



Commission proposal for a Directive on transparent and predictable working conditions

Discussions on the EU Commission proposal for a Directive on transparent and predictable working conditions are progressing quickly at EU level. The draft Directive includes new obligations for employment to inform workers about their working conditions as well as a number of basic rights that shall apply to all workers.

At Council level, the EU Member States have reached a provisional agreement on the agreement on the Directive (so called "General Approach"), which will form the basis for negotiations on the European Parliament and Council. Improvements have been achieved with regard to the information obligations by extending the timeframe to provide the information to workers and with regard to the definitions used in the Directive. The chapter on the main core, working conditions have not been changed substantially, as establishing these core rights was understood as a move towards a more social Europe.

At European Parliament level, a hearing took place in the EP Employment Committee and a first debate on a draft report on the Commission proposal was discussed in June. Debates focused predominantly on new forms of employment and the gig economy, discussing how basic employment and social rights can be secured for these categories of labour suppliers. Furthermore, the EP discussed the timing for providing information to workers and the basic working conditions that should be granted to all workers. The deadline for proposing amendments to the draft Directive in the EP has ended in June and a debate on the amendments will be held in September. At this stage, all Brussels sources indicate that Directive shall be agreed prior to the end of term of the current European Commission and Parliament.

WEC Assessment and next steps:

WEC-Europe considers the Directive has highly sensitive and problematic for the employment industry, especially with regard to the definitions used, the information obligations and the basic employment conditions that should apply to all workers.

A comprehensive advocacy programme has been implemented, including meetings in the European Parliament, the suggestion of amendments to members of the European Parliament, the close following of the relevant debates in the European Parliament and at the Council, as well as coordination and information exchange with BusinessEurope. The WEC - Europe Head Office is supported in this advocacy by a special Taskforce set up in 2018.

Important improvements could be reached in the EP and Council with regard to the timing for the information provision and the right to request a different form of employment, which shall only be granted where legally available and in fully respecting the related provisions of the Directive on temporary agency work.

General Data Protection Regulation

Following the entry into force of the EU General Data Protection Regulation, the World Employment Confederation-Europe continues the information exchange and mutual learning activities for its members on this file. A WEC-Europe Data Protection Taskforce meeting took place on 19th of May 2018, gathering both experts from national federations and corporate members. The most important outcomes of that meeting have been:

- National federations report lacking awareness and capacity on the GDPR amongst employment businesses.
- In order to create clarity on the issue of controller vs. processor in the various situations of the different HR services WEC-Europe is asked to create guidance. The Head Office will start drafting and a Conference Call will be set up in the first week of August.
- Issues that deal with the length of retention of personal data will be dealt with on the national level.
- Automated decision-making will be discussed further during the next meeting to possibly develop common understanding on the controls preventing biased automated decision-making.
- WEC-Europe members from Belgium and Sweden have stopped the development of formal Art. 40 GDPR Code of Conducts and turned them into guidelines for their members instead.
- The Taskforce recognises the global dimension of the data-protection and the GDPR but advises to remain a European body, while remaining open for signals within the industry and reporting its discussions to global bodies in order for them to provide input when necessary.

WEC Assessment and next steps:

The WEC Head Office will start drafting Guidelines on the processor/controller relationship in order to support members to clarify this issue.

Access to social protection: WEC-Europe position paper and EPC Taskforce

Access to social protection, which is also a key theme of the WEC-Europe Manifesto “No Future of Work without Social Innovation” continues to be a key theme of political debate at EU level.

At the level of the European Parliament and Council, policy makers are currently discussing the Commission proposal for a Council Recommendation on Access to Social Protection, which includes as one of its key principles the approach of ensuring the transferability and portability of rights. Given the sensitivity of the topic, the current Bulgarian Presidency only issues a progress report and debates in the European Parliament are also still in an early phase. A Position Paper on the Commission proposal for a Council Recommendation on access to social protection has been finalised in June 2018.

In parallel, the discussions in a recently established Task Force of the European Policy Centre (EPC) on modernizing social protection schemes are progressing. Following a first meeting in September, a project partners meeting took place in June to define priorities for the next meetings. These will focus on reforms in social protection schemes of different EU Member States, looking at the effective coverage by social protection systems and the transferability of rights, as well as social innovation in social protection and social welfare systems. The Task Force will produce a report and recommendations by Summer 2019 to provide input into the new priorities for the next European Commission and European Parliament.

WEC Assessment and next steps:

The topic of modernising social protection schemes is an important topic allowing WEC-Europe to put forward key conclusions recommendations of its Manifesto “No Future of

Work without social innovation” to strengthen its thought leadership role. The just finalised position paper will be an important instrument in this context.

European Semester for labour market reforms: WEC-Europe assessment of the country-specific recommendations 2018

In May 2018, the European Commission issued the 2018 edition of the Europe 2020 country-specific recommendations, focusing on labour market reforms, skills development and apprenticeships, the role of employment services and active labour market policies as well as social inclusion and the prevention of poverty.

Several of the recommendations put forward can be related to the WEC Manifesto “No Future of Work without social innovation!” and are therefore instrumental for the advocacy of the employment industry. At the same time, a few recommendations focus on the promotion of direct, open-ended contracts and are therefore less relevant for the employment industry.

As in the past years, the WEC Head Office has prepared a comparative assessment of the recommendations, which is available to members on the information hub and will use the European Semester recommendations in its advocacy.

WEC Assessment and next steps:

The Europe 2020 European Semester and the country-recommendations provide a very good framework for promoting labour market reforms which are in line with the WEC Manifesto key messages.

EU Sectoral Social Dialogue on temporary agency work: New projects

Activities related to the EU Sectoral Social Dialogue on temporary agency work currently focus on the following main areas:

1. After the successful, pan-European Conference on online talent platforms, labour market intermediaries and the changing world of work, the project results have been published on a dedicated website. The summary and the joint recommendations have also been published in a leaflet format. Finally, the WEC-Europe Head Office is currently preparing the final, financial reporting to the European Commission.
2. Following the launch of a call for proposals for new EU Sectoral Social Dialogue projects, WEC-Europe and Uni-Europa agreed to apply for a new project on social innovation in the temporary agency work sector. This project will inventory successful social innovation practices in the temporary agency work sector and include several workshops and best-practices exchange sessions.
3. Replying to a proposal of the European Foundation for the improvement of living and working conditions in Europe (Eurofound), WEC-Europe and UNI-Europa agreed to partner with Eurofound on a renewed, sectoral analysis on working conditions in temporary agency work, using data of the Eurostat labour force survey.
4. Between June and October 2018, WEC-Europe and UNI-Europa will also negotiate the next EU Sectoral Social Dialogue Work Programme 2019-2020, which shall be

adopted during the EU Sectoral Social Dialogue plenary meeting on 2nd of October 2018.

WEC Assessment and next steps:

The World Employment Confederation-Europe EU Sectoral Social Dialogue has been instrumental in the past six months and the last years to conduct joint research, to agree on common positions based on these projects and to contribute to EU policy debates on employment and social affairs. The relationship with UNI Europa has been overall constructive and fruitful. At the same time, some member federations report on more challenging relations with trade unions at the national level, which highlights the link to better link and connect the EU Sectoral Social Dialogue Work Programme with topics discussed at the national level.

Austria takes over EU Council Presidency

On the 1st of July, Austria takes over the rotation EU Council Presidency for the next six months. The main theme of the Austrian Presidency is "A Europe that protects".

Under this general theme, the Austrian Presidency aims to focus on the following key areas:

1. Security and fight against illegal migration
2. Securing prosperity and competitiveness through digitalisation
3. Stability in the European neighbourhood

For the employment industry, the most important sub-themes under this general topic are a focus on data protection, the discussion on the EU Directive on transparent and predictable working conditions, on platform work and the modernisation of social protection schemes will be in the focus.

The World Employment Confederation-Europe Public Affairs Manager Michael Freytag attended a breakfast briefing with the permanent representative of Austria to the EU and is in touch with the Austrian Permanent Representation to the EU to ensure the participation of WEC-Europe representatives at relevant events.

WEC Assessment and next steps:

The Austrian Presidency and its public affairs focus will provide an important opportunity to progress on the WEC-Europe strategic agenda, focusing on social innovation, new forms of work and the online talent platform economy. A WEC-Europe delegation might organise a visit to Austria in early September 2018.

National Public Affairs

Bettina Schaller and Denis Pennel attend the Swiss Staffing conference and 50th anniversary celebrations

WEC-Europe President Bettina Schaller and Managing Director Denis Pennel attended on 26th of June the Annual Conference of SwissStaffing, which at the same was the occasion to celebrate the 50th anniversary of the association, which has been active in the sector and actively supported it with our services since 1968. These have been, and continue to be, exciting years. The world of work is changing: processes are being digitalised and work is becoming increasingly flexible. As a result, the employment industry has taken on many new tasks and now supplements agency work and recruitment with a broad range of other HR services.



At the same time, digitalisation has also led to the introduction of new market players offering innovative products and services, which push existing laws and social security systems to their limits. swisstaffing's solid solutions can offer assistance to the temporary employment sector in this regard, creating framework conditions that establish a balance between the flexibilisation of work and social security – for both employees and employers.

During the General Assembly of SwissStaffing, Leif Agneus, General Manager of ManpowerGroup Switzerland was elected as new President of SwissStaffing. Georg Staub was awarded the position of an honorary President.

WEC Assessment and next steps:

The 50th anniversary celebrations have been a great opportunity to present the WEC vision and strategy to the Swiss Staffing members and to network with the Swiss member.

Michael Freytag attended the annual Employers' Day of the German WEC-Europe member BAP

On 28th June 2018, the German WEC-Europe member BAP held its annual general assembly and conference. The one day event focused on the changes that take place in the labour market, the impact of digitalization and new technologies. External speakers included Prof. Norbert Lammert, former President of the German Parliament, Johannes Vogel, a current member of Parliament from the German liberal party FDP and Ranga Yogeshwar, a science journalist. The general assembly and annual conference was followed by a summer reception providing networking opportunities with policy makers and experts from the employment industry

WEC Assessment:

The BAP Conference provided a good opportunity to discuss topics linked to digitalisation and the changing world of work with BAP members and stakeholders. Also the need to

reform social protection schemes and to establish transferable and portable rights was discussed during the conference.

Thought Leadership

World Employment Conference in Dublin "How to adapt to a diverse world of work"

From 6 to 8 June 2018, representatives from the worldwide employment industry gathered in Dublin, Ireland for their annual event. Diversity was the main focus this year. The World Employment Confederation believes in social innovation as the way forward to adapt labour markets to an increasingly diverse and extended workforce. The picture painted by the 2018 World Employment Conference is that today's world of work seems full of opposites. People want flexibility in how and where they work but they also want security regarding their social rights. Labour markets must be agile to adapt to changing demand for skills; yet they should also remain stable to guarantee employment prospects.

"We need to reconcile those opposites if we want the world of work to be open, inclusive and sustainable," says Annemarie Muntz, President of the World Employment Confederation (WEC). "Our sector believes that we have a responsibility to support workers and companies through these transformations. We can use our knowledge of labour markets to simplify the complexity."

"Our sector is already offering many solutions and concrete initiatives, for instance on training and access to property for temporary workers," adds Hans Leentjes, WEC Vice-President. "We must build on those best practices and we will work closely with all our members to enable social innovation at the national and global level."

Over the two days, about 400 participants from more than 40 countries discussed the different facets of managing an extended workforce. They heard from inspiring speakers like economist David McWilliams who encouraged to think unconventionally; gender diversity expert Peter Cosgrove who challenged people to change their perceptions and cross-cultural leadership specialist Fons Trompenaars who showed how great leaders are the ones who manage to innovate and combine opposites.

Several members from the World Employment Confederation were also part of various panels and shared their vision and experiences on topics such as talent and career management, bridging the skills gaps and the new employment models.



WEC members-only day: spotlight on social innovation

Annual conferences are also the opportunity for the World Employment Confederation to gather members for internal meetings and hold its General Assembly. Two new board members were elected: Charles Cameron as the new chair of the National Federations Committee and Mark Toth as the new representative from Manpower. "Share and Grow. These are the two themes that will underpin my chairmanship of the NFC," explains Charles Cameron. "There is so much great work being done across the whole WEC membership. We should learn from each other's "gold medal service" solutions so that we can continue to lead in the world of work whilst being commercially sustainable and deliver on our employment agendas."

During the General Assembly, regional representatives provided updates from their respective areas. The Southern Asia Pacific region continues to grow its presence by supporting the development of industry associations in several new countries. In North East Asia, great focus has been put on capacity building and exchange of best practices, for instance on the impacts of ageing population on labour markets. Latin America has worked on internal restructuring and is now turning to advocacy work at local and regional level. In North America, the legislative agenda has been heavy and upcoming political changes in Mexico will require to build new relationships with authorities. Finally, in Europe, all indicators are pointing in the right direction for the labour markets.



At the internal day, WEC members also participated in a workshop to further elaborate on the Social Innovation Manifesto that the sector adopted in November 2017. Members exchanged experiences and best practices on the different components of social innovation (social protection schemes, education and training systems, labour markets regulations, etc.).



Denis Pennel, WEC Managing Director, concludes: "In 2019, several international organizations will come up with initiatives related to the future of work (new ILO declaration for its 100th anniversary, OECD Jobs Strategy). The WEC will thus have many opportunities to promote its vision of social innovation and to cooperate with decision-makers to build labour markets that will fit the 21st century world of work. The discussion only starts..."

WEC Assessment and next steps:

The World Employment Conference 2018 in Dublin was a major successful for the employment industry, providing for insightful presentations, fruitful discussions and very nice social events. The main presentations given during the conference will be made available to WEC Members.

In the coming months, the WEC Head Office will be working together with the RCSA to plan the 2019 conference to be held in Brisbane / Australia.

Lisbon Council high-level roundtable on artificial intelligence, world class schools and the Future of Work

The Lisbon Council, a leading think tank on the Future of Work and the world of work, organised on 20th of June a high-level roundtable on “Artificial Intelligence, World Class Schools and the Future of Work. Main speakers included Andreas Schleicher, Director for Education and Skills at the OECD as well as Michel Servoz, Senior Advisor to President Jean-Claude Juncker on Robotics, Artificial Intelligence and the Future of Labour Law. Participants to the event included EU Commission officials, representatives of business and European employers federations. Denis Pennel added the event on behalf of the World Employment Confederation-Europe and contributed to the debate, putting forward key messages of the WEC Manifesto.

WEC Assessment and next steps:

The event was a good opportunity to strengthen the thought-leadership role of the World Employment Confederation-Europe and to network with EU Commission officials and stakeholders.

Abbreviations

EP	European Parliament
EPC	European Policy Centre
EU	European Union
GDPR	General Data Protection Regulation
ILC	International Labour Conference
ILO	International Labour Organisation
OECD	Organisation for Economic Cooperation and Development