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7th November 2018

Workshop Accelerating WEC Strategy Implementation

8th November 2018

Future of Work Conference of the European Network of public employment services

21st November 2018

BAP Delegation visit to Brussels

30th Nov–1st Dec 2018

ADAPT Conference in Bergamo

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Global Public Affairs

Executive Summary

Business at the OECD (BIAC) meeting

- BIAC met to discuss the various labour market policy-initiatives that the OECD works on. The number of OECD labour market activities is growing.
- BIAC will prepare input for the OECD Jobs Strategy implementation. WEC will provide support
- KEIDANREN, the Japanese central employers association, provided an overview of its activities and input for the 2019 G20 process which is held in Japan.
- BIAC discussed how to engage with 'The Global Deal' support unit which has recently been established at the OECD. BIAC will proceed with utmost caution.

IRIS to move from concept to implementation

- IOM's IRIS Advisory Committee met to discuss progress.
- IRIS is steadily moving forward with pilot testing the auditing of the IRIS standard. It did tests with recruiters in Sri Lanka and Nepal. Also they're actively working with APSO the South African WEC member.
- IRIS sponsors are looking for new ways to finance the project and are looking for broader commitment and a future-proof business-case for IRIS.
- WEC pushed for a better IRIS vision on how the IRIS certification scheme balances public and private labour market responsibilities.

ILO's 20th International Conference for Labour Statisticians

- The ILO has agreed on a new set of guidance for national labour market statisticians. This guidance (the ICSE-18) will now be implemented on the national level.
- Key feature is the introduction of the 'dependent contractor' category. This is meant the 'gig'-worker who works via an (online) platform or is otherwise operationally or economically dependent on a client or a third-party.
- Multi-party work relationships are also included in these guidelines and include wording on agency-work that aligns with WC preferences.
- **Call to action:** Attention on the national level is needed to secure beneficial and appropriate implementation of this new guidance by national statistics bureaus.

WEC joins Wilton Park Meeting

- As part of the advocacy and preparation for the ILO negotiations on recruitment fees, WEC joined a high level, exclusive and informal meeting on the Global Compact of Migration at the Wiston House, UK..
- The Global Compact for Migration (IOM) will be implemented from 2019 forward. The International Organisation for Migration will be in the lead on implementation
- In implementation the IOM will actively and pragmatically look for partnership with non-governmental partners and the private sector in particular. It will try to the commit companies, employers or sectors to one or multiple of the 23 Objectives in the GCM.
- The meeting gathered many key stakeholders in the upcoming ILO negotiations on Recruitment Fees & Related Costs which allowed for very good advocacy discussions and policy insights.

Business at the OECD Meeting

On the 15th of October the Business representative at the OECD (BIAC), met in Paris to discuss ongoing employment policy discussions at the OECD and beyond (the so-called BIAC ELSA meeting). There is growing discontent amongst the BIAC members on the direction the OECD is taking on labour market issues and departing from its usual fact-based policy guidance. The OECD is taking a more activist role while taking on board initiatives that are business unfriendly. Discussions resolved on how to deal with this.

WEC's Global Public Affairs Manager, Jochem de Boer joined the meeting and shared its overall priorities and concerns on labour markets and particularly zoomed in on the need for diverse forms of work and social innovation to develop new forms of securities for working people.

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 regard 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](#).

The OECD Jobs Strategy will be presented on the 4th of December at the French ministry of Labour. This will be the formal start of the OECD Jobs Strategy implementation process. This will mainly involve regularly updating [the OECD Labour Market Performance Scoreboard](#). Also the OECD will do a more in-depth analysis and reporting on the performance of OECD member states. The BIAC will prepare input for the implementation focus of the OECD, which the WEC will input.

Japan G20/ France G7

Apart from having its own role, the OECD supports the G20 and G7 in developing labour market guidance and analysis. For that reason the upcoming B20 process in Japan was discussed. Kiyotaka Morita of the Japanese employers' organisation KEIDANREN had joined the meeting to provide a briefing on how they anticipate the development of business recommendations to the Japanese G20 chair. The employment recommendations will be about: 1. Technology and Employment , 2. Entrepreneurship and 3. Global Supply Chains of Labour. under the first topic the WEC stressed the importance of Diverse Forms of Work as a structural solutions of dealing with technological labour market disruptions.

The G7 will be chaired by France in 2019 and it will have an employment track of work, meaning there will be G7 recommendations forthcoming on labour market policy. MEDEF, the French employers' association, will be lobbying the French government on these recommendations.

Global Deal

The Swedish government provided a two-year grant for the OECD to host a 'Global Deal' – support unit. This unit is meant to activate, educate on the Global Deal and social dialogue and share best-practices. The support unit will be part of OECD's Employment department. The Global Deal continues to meet great controversy in the global business community as it's a Union driven initiative without any regards for social dialogue with employers. Yet, given the fact that the OECD decided to host this support unit, the business engagement with it was discussed. Not in the least because the OECD would welcome BIAC to a part of its governance structures. This request was greeted with reluctance and hesitation from the BIAC ELSA committee members. The BIAC secretariat was advised to proceed with caution and properly assess their ability to actually influence this process, and not get stuck in taking responsibility on its progress or outcomes.

Assessment

The OECD mandate on labour market issues is broadening; increasing its importance for the World Employment Confederation. The World Employment Confederation is continuing its regular interaction with the OECD and the business representative at the OECD BIAC, as well as providing concrete input on relevant development and discussions at the OECD in particular the work on the Future of Work and the upcoming thematic 2019 'Future of Work' Employment Outlook that is due to be released in April 2019.

IRIS to move from concept to implementation

WEC, as member of the IOM IRIS Advisory Committee, joined the Meeting of this Committee in Geneva. During the meeting the IRIS Secretariat provided an overview of its progress and discussed moving towards a governance and finance model outside of the current IOM framework.

Together with certification professionals, IRIS did a pilot-test in Sri Lanka and Nepal with local recruitment companies. Checks are done via a management approach which ascertains to what extent the recruiters have diligence management in their operations in place. Outcomes of the pilot were relatively positive and showcased good compliance with the IRIS standard as well as the auditing method. In particular on Due Diligence with clients the recruiters were non-compliant with the standard.

Furthermore advanced cooperation between IRIS and the recruitment industry in South Africa was discussed. In this cooperation WEC Member in South Africa APSO was firmly engaged and referenced. The collaboration was highly appreciated.

What is IRIS?

The International Recruitment Integrity System (IRIS) is a three-pillared policy-project of the International Organisation for Migration (IOM) to promote decent cross-border recruitment. It has developed principles and standards for ethical and fair cross-border recruitment. The three pillars are (1.) raising awareness and advocacy, (2.) capacity building of recruiters and (3.) a certification scheme for cross-border recruiters based upon the IRIS-standard mentioned above. The WEC sits on its advisory committee, which associates the main stakeholders.

Moving forward

During the advisory committee the issue of governance and finances was expressly discussed. The IRIS project is currently financed by the Swiss government as part of their broader commitment to fair cross-border recruitment practises. There was a strong push to get IRIS 'of the ground', move governance further away from the IOM and make it more self-reliant by sharing the financial burden with all relevant stakeholders. The IRIS secretariat was requested to provide a business-case. WEC stressed that the costs of certification for recruiters should be a crucial part of that business-case.

Balancing public and private quality instruments

During the meeting the WEC put forward its appreciation of the IRIS project moving from concept to a operationalised project. It did voice concerns that the overall approach was lacking the role of government in the IRIS project, and did not showcase how governments are going to incentivize getting IRIS-certification. WEC asked to provide an vision from IRIS on the balance between public and private quality instruments.

Assessment

The IRIS project is maturing further. Yet its sponsors are growing impatience and are looking around the table of the involved stakeholders to share the tab. At some point this question will come to the WEC. At time it will be important to showcase that given the set-up the private recruitment industry is contributing through their certification and the costs involved in those. Moreover it will depend on the question on how IRIS will effectively broaden its awareness raising towards public actors.

20th ILO International Conference of Labour Statisticians

In October the ILO held its 20th International Conference of Labour Statisticians Conference (ICLS). During this meeting a new guidance was adopted for national statistics bureaus to measure the labour market. The goal of the 20th ILSC was to create tools that would better expose labour market diversity and trends than the existing guidance from 1993. During the negotiations APSOs Bev Jack and Randstad's Jan Denys joined the ILO negotiations and were able to amend the outcome on crucial elements esp. on temporary agency work. They've provided a report of the meeting which is available on the members-area of the WEC website.

Key feature of the new guidance is the introduction of the 'dependent contractor' category. This category combines 'working for profit' (in contrast to working for wage) but has a operational or economic 'dependency' on its client(s) or a third-party, including those that take a share of the proceeds of the contractor.

Multi-party work relationships

As cross-cutting variable (like numbers of hours, way of payment etc.) the guidance call for the measurement of the existence of multi-party work relationships. These include – also because of industry intervention – a clear alignment with the triangular agency-work relationship as expressed in Convention 181 on Private Employment Agencies. Strangely enough, under the new guidance outsourced services are also classified as multi-party relationship, without clarifying what constitutes an 'outsourced service'. Also multi-party

work relationships are measured when dependent contractors are involved with a third party that controls raw resources or payment of profits.

The full new guidance (ICSE-18) can be found [here](#).

Assessment

The new labour statistician's guidance seeks to create tools that better expose labour market diversity. It is questionable whether it will do this without diluting existing understanding of economic relations and labour market functioning. It risks contributing to confusion rather than to clarity. More importantly, especially on the 'dependent contractor' category the statisticians introduced politically charged and legally ambivalent wording which will prove detrimental to the successful implementation of statistical convergence, and understanding of labour markets.

Then again the ICSE could contribute to better data on multi-party work relationships across the world. This should support better understanding of the role and size of multi-party work relationships.

Call to Action: These new guidelines will now be discussed on the national level. On key pointers it might be important to secure industry input on the national level to make sure new national measurement tools on multi-party relationships are implemented correctly and in alignment with the industry's interest.

The WEC provided input to the international Employers delegation to prepare the negotiations. This input can be found on the members-part of the WEC website.

WEC joins Wilton Park Meeting

WEC's Global Public Affairs Manager., Jochem de Boer joined the Wilton Park Conference on implementing the Global Compact on Migration (GCM). The high level event and participants allowed for ample advocacy and informal exchanges on the upcoming Tripartite Meeting of Experts on defining recruitment fees and related costs, as well as good insights on general global policy developments.

The event was on implementation of the Global Compact on Migration sought to craft alliances and partnerships moving forward. In the discussions and plenary meetings several global and national policy-makers highlighted the way they are going to move forward. Also an overview was provided on how the implementation will be governed within the UN and which UN agencies will be in the lead.

Implementing the GCM through a multi-stakeholder approach

The most important remark made during the event was the political and non-binding nature of the GCM. Yet, the International Organisation for Migration (IOM) will be in the lead on taking and pushing the next steps. In doing so the IOM stressed the GCM to be a policy 'toolbox' rather than a 'to-do list'. It will promote regional governmental and non-governmental players to shape alliances and move forward on the objectives in the GCM that

they resp. find relevant (like the approach taken with the Sustainable Development Goals (SDGs)).

Although the non-binding nature was stressed, the IOM is considering developing national action plans and recalibrating its Migration Governance Indicators to align them with the GCM. Much emphasis was put on involving the Private Sector in moving forward. The Private Sector players emphasised the importance on its willingness to bring expertise to the table. The WEC stressed the importance of developing labour market opportunities in countries of origin as part of curbing irregular migration.

GCM Objective 6: Fair and ethical Recruitment

Although the Objective 6 of the GCM on fair recruitment was no formal part of the agenda and deliberations, it was frequently addressed as important topic and quick win to work on in the short term. In this context the importance of fighting human trafficking and modern slavery was addressed and the importance for business due diligence. During these discussions, the WEC stressed the importance of the governments duty to protect, enforce rules and prosecute criminals.

About Wilton Park Meetings

The Wilton Park Meetings are high level, small and informal events facilitated by the UK Foreign Office in collaboration with other stakeholders. Given the exclusive setting of the meetings they allow for ample exchange and insights under Chatham House rules. This particular meeting was on implementing the UN Political Agreement on Migration (the Global Compact on Migration). Over the course of two days several elements of this political agreement were discussed and follow-up and focus was determined.

Assessment

The event was themed on the implementation of the Global Compact on Migration. As this global policy instrument includes objectives and global policy-initiatives on cross-border recruitment the event gathered high level stakeholders from the IOE, ILO, IOM and national governments that will participate in the upcoming ILO negotiations on recruitment fees and related costs.

Although Objective 6 of the GCM (on cross-border recruitment) was not explicitly on the agenda, the WEC was able to influence and discuss its positioning and concerns with the participants and address the importance of focussing the ILO discussions on cross-border recruitment. The informal exchanges provided new insights into how stakeholders perceive the recruitment fees-issue which support the employers' advocacy going forward.

Finally, during the meeting it clearly showed that the IOM is moving from a practical 'on-the-ground' organisation to a global policy-making organisation. This is a development for the WEC to take on board in possible future engagement with the IOM, including on the International Recruitment Integrity System (IRIS, see elsewhere in this Advocacy Report).

European Public Affairs

Executive Summary

In October 2018, European public affairs activities and World Employment Confederation - Europe advocacy focused on the following areas:

1. The debate and vote in the EP Employment Committee on the Directive on transparent and predictable working conditions. While some improvements could be achieved with regard to definitions, on access to training and with regard to the Article on transitions to other forms of employment, the draft Directive still contains several critical and negative elements, including the obligation to provide information on the employment relationship on the first day.
2. The EU Sectoral Social Dialogue on temporary agency work, which held a meeting on the 2nd of October in Brussels to discuss mostly labour market reforms and trends in agency work regulation. A further, main focus was laid on social innovation and the social innovation practices in the temporary agency work industry.
3. The participation in the EU Single Market Forum, during which Michael Freytag presented results of the WEC-Europe/Uni-Europa project on online talent platforms.
4. The further discussion and preparation of a World Employment Confederation-Europe Vision Paper for the European elections, the next European Parliament and the new European Commission, which will take office in 2019. The Vision Paper will focus on the theme "Making Europe the best place to work!"

Advocacy on the EU Directive on transparent and predicable working conditions

On 18th of October, the EP Employment Committee voted on its draft report on the EU Directive on transparent and predictable working conditions. The EU Commission proposal for this Directive includes the following main areas: Definitions of the employer and workers and several other elements of labour law, information obligations on the employment relationship, basic rights and working conditions that should apply to all workers. The World Employment Confederation-Europe has implemented a very comprehensive and proactive advocacy campaign on this dossier.

With regard to definitions, the EP adopted amendments deleting the definition of the workers and the employer in Article 2 of the Directive, which corresponds to the demands of the World Employment Confederation.

On the information obligations, the voting results are more critical, as the EP Employment Committee kept the principle of information on the employment relationship on the first day, while a longer delay is foreseen for some information obligations. This is still an element of the draft Directive which is of major concern, as it imposes stricter regulation on the agency work industry which is in some cases difficult to comply with, as temporary work agencies have to collect the relevant information from the user company to which the worker is assigned to.

On the horizontal, basic rights that should apply to all workers, the most important changes have been with regard to access to training and for the transitions to other forms of work.

For training, the right to training paid by the employer has been limited to those trainings which are mandatory based on national law or collective labour agreements. With regard to the transitions to other forms of employment, amendments have been adopted specifying that requests for another, more secure form of employment can only be put forward where available/legally possible. Furthermore, the EP voted in favour of providing the option at national level to limit the frequency of these requests.

Following the EP Employment Committee vote, the Parliament voted in favour of entering into trilogue negotiations with the Council and the European Commission with a view to reach an agreement on the Directive before the end of the current, legislative term and the mandate of the current EU Commission.

WEC Assessment and next steps:

While some important improvements have been achieved based on the WEC-Europe advocacy (especially with regard to definitions and the transitions to other forms of work), the overall outcome of the EP Employment Committee vote is to be assessed critically and negatively, especially with regard to the provisions on the access to information. The World Employment Confederation-Europe will draft in the coming weeks a note on the key, critical aspects in the forthcoming discussions between the EP, the Commission and Council and put forward the main messages to EU policy makers. In parallel, the World Employment Confederation-Europe will continue to liaise closely with BusinessEurope on this dossier.

EU Sectoral Social Dialogue Committee meeting focused on labour market reforms

A meeting of the EU Sectoral Social Dialogue on temporary agency work took place on 2nd of October 2018. In the discussions with the trade unions, a special focus was laid on current and planned labour market reforms and changes in national regulation on temporary agency work. Furthermore, the sectoral social partners discussed the role of social innovation in the labour market and in societies and the World Employment Confederation-Europe presented the Social Innovation Map developed in cooperation with the Argumentenfabriek.

The Sectoral Social Dialogue Work Programme 2019/2020 has been presented and approved by the Sectoral Social Dialogue Committee. It includes a thematic focus on Social Innovation, where a new joint project has been submitted for EU funding in September 2018, a discussion on EU employment policies, a focus on European labour law and legislative dossiers as well as new emphasis on capacity building and the support of the national sectoral social dialogue on temporary agency work.

WEC Assessment and next steps:

The Sectoral Social Dialogue continues to be an important forum and channel in the strategic plan of the World Employment Confederation-Europe. For 2019 to 2020, the Sectoral Social Dialogue has been refocused on Social Innovation, an agenda for reform (employment policy and EU labour law) and capacity building. The next joint project on Social Innovation in the temporary agency work industry will, if endorsed by the European Commission, be an important activity in this context.

Michael Freytag presented online talent platforms project at EU Single Market Forum on the Collaborative Economy

On 11th of October, the European Commission, DG for the internal market, industry, entrepreneurship and SMEs organised the Single Market Forum 2018/2019, which was focused on the collaborative economy – opportunities, challenges and policies. Following an opening sessions on policy developments in the collaborative economy and keynote speeches from the EU Commissioner Elzbieta Bienkowska and the head of the European Political Strategy Centre Ann Mettler, parallel sessions took place looking at short-term accommodation rental services, employment issues and cross-cutting issues.

The World Employment Confederation-Europe Public Affairs Manager Michael Freytag contributed to the session on the employment issues, presenting main results of the WEC-Europe/UNI-Europa project on “Online talent platforms, labour market intermediaries and the changing world of work.” Issues such as the employment status of online platform labour suppliers, the applicable regulation and the contribution of online talent platforms to the economy and labour market featured prominently in these debates.

WEC Assessment and next steps:

The participation in the Single Market Forum provided a great opportunity to disseminate results of the WEC-Europe/UNI-Europa project on online talent platforms, to network with policy makers and stakeholder and strength the World Employment Confederation-Europe on single market and business services issues. The engagement was also linked to the function recently taken over by the WEC-Europe Public Affairs Manager Michael Freytag as Vice-Chair of the European Business Services Alliance (EBSA).

Elections to the European Parliament and appointment of a new European Commission in 2019

In May 2019, elections to the European Parliament will be held and in Autumn of next year, a new European Commission will be appointed and elected by the European Parliament. At this stage, discussions on party programmes for the elections are taking place and the party families are nominating their leading candidates. Manfred Weber, German Member of the European Parliament and currently leader of the European People’s Party Group has announced his candidacy in September. The election phase is expected to be challenging, due to the general challenges for the European integration process linked to Brexit and due to the rise of populist, anti-European parties in several European countries

The World Employment Confederation-Europe will contribute to the political debates ahead of the European Parliament and the appointment of the European Commission. A Vision Paper including the main policy recommendations from the employment industry is being finalised and shall be approved in November. We will also work closely together with national federation members who are willing to be active on national debates linked to the EP elections.

WEC Assessment and next steps:

The 2019 European Parliament elections and the appointment and election of the new European Commission provide an important opportunity for the World Employment Confederation-Europe to profile the association and the industry in the political debate. The

election phase also allows WEC-Europe to contribute to the shaping of the political agenda setting for the years to come by putting forward our vision for making Europe the best place to work, as well as for engaging with the incoming, new policy makers.

National Public Affairs

REC Report Recruitment 2025: What this means for recruitment

The REC published in October a new White Paper on the Future of Jobs "Recruitment 2025: The future of jobs – what this means for recruitment. The White Paper is structured into four main dimensions, focusing on:

- Looking ahead – nurturing a future-focused mind-set, pre-empting future skills needs and job market changes, driving innovation in recruitment and harnessing new technologies.
- Looking out by delivering new services and forging identity. Taking a lead on strategic workforce planning, building new relationships based on value and customer service excellence and making change happen on inclusion.
- Looking in by building future skills and leadership to take the industry forward. Building a new generation of industry leaders, reviewing the evolving role of recruiters and investing in the future skills of recruiters.
- Looking to make a difference through becoming future of jobs ambassadors, building the bridge between education and work, being the voice of change on employment and labour market policies and promoting the good recruitment message.

The full publication can be downloaded on the [REC website](#).

Assessment:

The publication offers very good insights in the changing world of work and the position the World Employment Confederation-Europe member REC takes on it.

BAP Delegation to come to Brussels on 21st of November

On 21st of November 2018, a BAP delegation and the BAP committee for international affairs will come to Brussels for a meeting at the World Employment Confederation and for discussions with EU policy makers ahead of the EP elections.

Two meetings with member of the European Parliament have been arranged for the BAP delegation and the World Employment Confederation Head Office will be providing an update on Social Innovation and the changing world of work.

Assessment:

Brussels visits of World Employment Confederation-Europe members have proven to be highly beneficial both for the World Employment Confederation and for its member organisations. The direct interaction and discussion with policy makers helps to share national experience and challenges of the employment industry and thus contributes to evidence-based policy making.

World Employment Confederation Workshop: Accelerating WEC Strategy Implementation

On 7th of November, the World Employment Confederation will be hosting the workshop “Accelerating WEC Strategy Implementation: How to support broadening scope and social innovation activities at national level & cascade best practices from large to smaller WEC members”.

This workshop will be an interactive seminar initiated by the WEC Head Office to exchange with some selected members (senior national federations and corporate members) on how best to accelerate the implementation of the WEC strategy, in relation to two major topics: Broadening scope of HR Services & Social Innovation.

The whole day workshop will consist of interactive sessions, where members are working in sub-groups to brainstorm, as well as presentations from leading national federations on specific issues, with the intention of sharing practices.

By sharing best practices and exchanging views with their peers, participants should develop ownership surrounding the two issues and come up with some concrete actions to implement the WEC strategy at national level. The second outcome will aim advise on how to cascade these strategies to other federations and stakeholders.

Assessment:

The workshop will be a landmark activity in taking social innovation and the broadening of scope of services to the next level, in gathering the experience and best-practices from our senior member federations and in promoting mutual learning and the exchange of best-practices.

Thought Leadership

WEC presents Social Innovation during Kelly Suppliers Forum

Global Public Affairs Manager Jochem de Boer joined the Fall Kelly Suppliers Forum as Key Note Speaker. In his presentation he highlighted the far-reaching trends in the world of work and the policy concerns that come with it (as expressed in the WEC Manifesto 'No Future of Work without Social Innovation!').

This provided the platform to discuss with HR service providers in the room the unique opportunity for the employment industry to create policy solutions through Social Innovation. In lively and interactive discussions the role and importance of working with policy-makers was highlighted. Also several Social Innovation best-practises were presented and discussed in the audience.

WEC-Europe / Trenkwalder Conference on new forms of work and social innovation on 24th October

There is no silver bullet to adapt to the new realities of the world of work but more proactive skills policies, diverse forms of work and increased cooperation between public and private employment services are good steps forward, concluded a debate organised by Trenkwalder and the World Employment Confederation-Europe on 24 October in Vienna. Gathering key Austrian stakeholders, the event discussed employment models of the future and how these trends will affect European labour markets.

Labour markets in Austria and Europe are characterised by an increasing diversity of contracts and forms of work. These correspond to economic needs of businesses, but also reflect changing preferences of workers. Labour market transitions are becoming more and more frequent and career paths less linear.

Cooperation between public and private employment services is one solution to cope with these new trends. "There should be no competition. Putting our expertise and knowledge of labour markets together will maximise the chances to bring more people to work, help businesses find the workforce they need and overall make our society prosper," explained Bettina Schaller, President of World Employment Confederation-Europe.

Speaking at an event co-organised by the World Employment Confederation-Europe and its member company Trenkwalder, Schaller also insisted that a broad approach is needed to address the challenges created by the changing world of work: "There is no silver bullet. We need a comprehensive agenda addressing forms of employment, working conditions, social protection schemes, skills and cooperation among labour market players. New realities call for new solutions. We must innovate."

The private employment sector has already embarked on the social innovation bandwagon. The World Employment Confederation's members have for long implemented initiatives to better adapt our ways of working, learning and ensuring social protection to a world of diverse forms of works.

Having the right skills is indeed an essential step to guarantee employability in a world that keeps changing. And it is not only about promoting lifelong learning and enabling reskilling of workers. As Dr. Matthias Wechner, CEO of Trenkwalder Austria, pointed out, it starts in the

classroom: "To skill people for the digital world, we need to bring digital tools already into pre-schools! We should actively teach how to use technology." Trenkwalder is an Austrian company founded in 1985 with operations in 17 European countries. It offers a broad range of services: Staffing (temporary and permanent placement), HR-Services (payrolling, learning & training, outplacement, etc.) and Business Process Outsourcing.

Bringing together political and economic figures such as Johannes Kopf, Executive director of Public Employment Service; Christoph Mag. Neumayer, General Secretary of the Federation of Austrian Industries and Silvia Hruska-Frank, deputy head of Social Policy Department of AK Wien, the Chamber of Labour (employees' representative body), the event was a good opportunity for the World Employment Confederation-Europe and Trenkwalder to highlight its policy priorities to Austrian stakeholders.

WEC Assessment and next steps:

The event was a landmark success in positioning the employment industry on the changing world of work and on social innovation in the context of the current, Austrian EU Council Presidency. The conference provided the opportunity to discuss several dimensions of social innovation and new forms of employment and to put forward policy recommendations to Austrian and European policy makers.

World Employment Confederation-Europe Conference "Making Europe the best place to work"

On 5th of December 2018, the World Employment Confederation-Europe will host a major stakeholder conference on the theme of social innovation. "Making Europe the best place to work!" will be motto to present and discuss social innovation practices in the area of skills enhancement and training, social protection and portable rights and cooperation between employment services.

Keynote speakers from the European Commission / DG Employment, the OECD, from EU Social Partners and the academic world will come together to discuss how Social Innovation in the employment industry contributes to the implementation of new solutions for working, learning and social protection for the benefits of workers, employers and the society at large.

The conference will be held on 5th of December at the Crown Plaza – Le Palace Hotel in Brussels. Around 80 to 100 participants are expected for the event. The World Employment Confederation-Europe will use the conference also to launch its Vision Paper for the 2018 EP elections and the new European Commission.

WEC Assessment:

The Conference "Making Europe the best place to work! How social innovation contributes to competitive and inclusive labour markets" will be the last, high-level event on Social Innovation and new forms of work in 2018, providing the opportunity to present social innovation practices and to engage in discussions with EU policy makers. The conference will also be used to launch the World Employment Confederation-Europe Vision Paper for the elections to the European Parliament.

Abbreviations

GCM	Global Compact for Migration
EBSA	European Business Services Alliance
EP	European Parliament
EU	European Union
ILO	International Labour Organisation
IOM	International Organisation for Migration
IRIS	International Recruitment Integrity System
OECD	Organisation for Economic Cooperation and Development
REC	Recruitment and Employment Confederation
SME's	Small and medium-sized companies
WEF	World Economic Forum