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WEC/Adapt Conference in Bergamo/Italy

4th December

WEC-Europe Governing Body meeting with guest speakers

5th December

Conference "Making Europe the best place to work"



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Global Public Affairs

Executive Summary

ILO agrees on definition of Recruitment fees and related costs

- The ILO negotiated a definition of Recruitment fees and related costs to complement the General Principles and operational guidelines for fair recruitment.
- The purpose of the definition is to support national policy-making for the public and private recruitment and enforcement thereof. The definition is clear on the prohibition of fee-charging, and provides national flexibility to adjust related costs to national circumstances.
- Given the importance to the employment industry, the industry was highly represented in the business-delegation
- The March ILO Governing Body Meeting will discuss the next steps.

OECD insights into national responses to changing labour markets

- The OECD showcased the various labour market reforms OECD member states implement. This appears to be focused on the conditioning of the use of temporary labour and extending the rights of self-employed.
- Part of the insight was also an insight into the OECD Employment Outlook which will look at policy responses as well as labour market classification issues, taxation, social dialogue and casual forms of labour.
- WEC has provided input for the broad business-community at the OECD (BIAC) messaging into the OECD employment recommendations. Most of the inputs from WEC have been taken on board and will be delivered to the Labour Ministerial Meeting in December which will see the formal presentation of the 2018 Jobs Strategy.

WEC joins Training on Fair Recruitment

- WEC was provided training on fair Recruitment at the ILO International Training Centre.
- This allowed for showcasing the WEC to NGOs, civil servants and representatives from private employment services and underlining its commitment to fair recruitment.
- In its intervention WEC emphasized the importance of appropriate regulation and rule of law as part of any strategy to create Fair Recruitment.

ILO Future of Work Initiative. Looking ahead at the 2019 ILC

- The Future of Work Commission concluded its work. The Commission's report will be published on 22 January 2019.
- The ILO Governing Body decided on the format of the Centenary International Labour Conference to discuss the report and national input into the FoW Initiative. This will lead to a new ILO 'Declaration'
- The declaration will re-iterate existing ILO mandate and text, address old and new labour challenges and define a future agenda for the ILO.
- The WEC will stay engaged and will support its members in shaping the national input into the 2019 ILC. Once the report of the FoW Commission is presented the WEC will provide concrete tools and guidance for doing so.

ILO agrees on definition of Recruitment fees and related costs

The ILO reached a tripartite agreement on a Definition on 'Recruitment fees and related costs'. Over the course of three intense days of negotiations an agreement was reached on this new guidance for national governments and social partners. It is focussed on protecting the most vulnerable of national and international workers that are forced to pay and deposit vast sums of money to access employment and job-offers. The outcome supports the creation of a level-playing-field for the employment and recruitment industry, based on the rule of law on the national level.

First and foremost, the agreement is very clear and unequivocal on the prohibition to charge fees to workers. 'Related costs' are not to be borne by the worker when (1.) the recruitment is initiated by the employer or recruiter; (2.) they're required to secure access to employment; or (3.) when they're imposed in the recruitment process. Yet, it also empowers national social partners and governments to regulate 'related costs' with more national flexibility than on 'fees'. Also, the final text distinctly recognises the triangular employment relationship from direct recruitment services. Furthermore, the outcome is clear on remaining within the context of the recruitment process, as opposed to creating guidance on 'costs' during an employment situation. Finally, it clearly identifies that a selection of the fees and costs charged in the recruitment process are inherently illegal. These should therefore be subject to enforcement, rather than to formal recognition in international guidelines (as the Workers' representation would have preferred). The outcome therefore reflects the positions of the International Organisation of Employers and the World Employment Confederation that state that the rule of law and appropriate regulations for the employment industry are crucial preconditions for any further regulation or guidance on recruitment fees and costs.

Given the interest of the negotiations to the employment industry, WEC members were adequately represented in the employers delegation. Eight of the fourteen strong employers delegation were from the employment industry (Annemarie Muntz, acting as Employers' Spokesperson (Randstad, The Netherlands), (Rituparna Chakraborty (ISF, India), Charles Cameron (RCSA, Australia), Bev Jack (APSO, South Africa), Menno Bart (The Adecco Group, Switzerland), Laura Spangenberg (ABU, The Netherlands), Edmundo Escobar (AMECH, Mexico) and Jochem de Boer (WEC)). Also former WEC Global Public Affairs Manager Sandro Pettineo supported the Employers delegation on behalf of ACTEMP. This allowed for extensive industry expertise and input into the employers' positioning and the negotiations. As such it also vastly contributed to 'damage control' as the Workers-delegation and some of the participating governments were mandated to go much further than the agreed final document does. But most importantly the extensive industry's engagement showcased to the ILO and other global and regional stakeholders that the World Employment Confederation is dedicated to creating fair and ethical recruitment markets and is able, willing and ready to negotiate on it.

The ILO Office is currently finalizing and translating the final and formal text that is going to be published. This should be ready in two weeks. At that time we will share the entire document with you. Once the text is finalized, it will be sent to the ILO Governing Body together with a plan to disseminate it to the ILO Constituents. In March, the ILO Governing Body Meeting will decide on follow-up and dissemination to the national level. Obviously, the World Employment Confederation will engage on the appropriate roll-out of these guidelines and that they're interpreted in the way it was agreed during the negotiations.

Assessment and next steps:

Sadly the definition has not yet formally been published by the ILO office, so we cannot share it yet. However, the definition is a good one and aligns with the way it is regulated in ILO Convention 181 on Private Employment Agencies (C.181). Meaning that its main purpose is to support national tripartite social dialogue on the issue, rather than a detailed descriptive document that could potentially have taken national deliberations hostage. Secondly the flexibility that C.181 provides on regulating fees and costs is firmly re-iterated. Therefore this new guidance does not change the direction or framework of the international understanding of recruitment regulation.

On the other side, as with many international documents like these, the new documents will have to be considered in the full context of the broader international regulation and guidance on recruitment and labour market intermediation. In full context it is balanced and promoting an appropriate framework for the employment industry. This will be the challenge on the national and international level; too make sure this definition, or elements form it, is not taken out of context.

Once the full definition is published we will share this with the members, accompanied by a full assessment of the wording and broader context. This is to support members who are confronted with discussions on the national level on them.

OECD insights into national responses to changing labour market

On the 7th of November WEC joined an conference of the OECD on the policy responses to the new forms of work. During the conference a first 'sneak peek' was provided on the OECD research amongst the OECD member and partner states on the national policy and regulatory actions to the changing world of work. This research will feed into policy advise and the 2019 Employment Outlook that is themed around the Future of Work. Core take away from the meeting is the comprehensive approach the OECD is explicitly taking in coming to its labour market recommendation, bringing in reforms on tax, social dialogue and labour laws.

The conference started with a quick 'sneak-peek' of survey the OECD has conducted amongst their members and partner countries. This survey was about the policy-actions that are being taken on the national level. The clear thread through the response is (1.)the conditioning the use of flexible forms of work and (2.) extending the rights of the self-employed. An overview is provided in [this presentation](#).

It further zoomed in on different aspects of new ways of working: (1.) classification of workers and the development of a new category of worker; (2.) casual work and variable working hours; (3.) Social dialogue and the self-employed; and (4.) diverse fiscal treatments of different forms of work. A full overview of the programme and the presentations about the different countries on these four aspects can be found on this website: <http://www.oecd.org/els/emp/conference-new-forms-of-work-policy.htm>

WEC Global Public Affairs Manager, Jochem de Boer – acting on behalf of the Business representative at the OECD, BIAC – provided a Employers' reaction to the conference. In this reaction the importance of (1.) a level playing field between diverse forms of work, including

(2.) in terms of social protection and the portability of rights; (3) skilling and life-long learning; and (4.) to implement social dialogue with respect to the national context.

Assessment and next steps:

The WEC and its members are heavily involved in shaping the Employment agenda of the OECD. The main network for doing so is the overall business representation at the OECD, BIAC. The BIAC positioning strongly aligns with that of WEC; meaning that it pushes diverse forms of work and the level playing field between them in terms of social protection and enforcement. The portability of rights is a strong element in this positioning as well.

It is this messaging that will also be brought by BIAC Secretary-General Russel Mills during the formal presentation of the 2018 OECD Jobs Strategy on the 4 December in the presence of Labour Ministers from across the OECD. The fact that the BIAC takes this messaging to the highest OECD level is result of collective industry collaboration and engagement with the OECD business community.

Next step for the WEC is to start raising awareness on the crackdown of flexible forms of labour without, solving the structural problems of outdated social protection schemes. Naturally the WEC will provide examples of how the employment industry develops new forms of social security as part of the Social Innovation narrative.

Global Public Affairs Manager Jochem De Boer addresses ILO ITC on fair recruitment

Global Public Affairs Manager Jochem de Boer joined a training of the ILO International Training Centre on Fair Recruitment. This provided a good opportunity to showcase the **industry's dedication on Fair Recruitment and the importance of good regulation and the enforcement thereof**. The participants to the training were mainly NGOs, civil servants and employment entrepreneurs

WEC's part of the five-day training was part of a broader business panel on showcasing the business approach to Fair Recruitment. In his intervention Jochem de Boer highlighted the involvement of the WEC in the global policy initiatives on Fair recruitment, including IOM's International Recruitment Integrity System (IRIS). The main intervention made was about the importance of the role of government in providing rule of law and an appropriate framework for the employment industry.

Apart from the WEC, the IOE, Intell and IOM were also represented on the panel. All emphasized the importance of business engagement and responsibility on this topic and the options to do so. Yet, all recognized and underlined the important allocation of roles and competence between government and business in upgrading recruitment practices across the world.

ILO future of Work Initiative. Looking ahead at the 2019 ILC

Last month saw two important developments on the ILO Future of Work Initiative. First of all the ILO Future of Work Commission (FoW-Commission) met for the fourth and final time. Secondly the ILO Governing Body started carving out the policy process of

developing a new ILO Declaration on the Future of Work that is to be agreed during the Centenary International Labour Conference (ILC) in June 2019.

Although the outcome of the meeting of the FoW Commission is still unknown, the final draft that was presented to the Commissioners meeting to discuss, was – generally speaking – a balanced document that highlighted the persistence of informality in most developing countries and the impact of changing labour markets on the standing skills and labour market infrastructures. This was dealt with in a forward looking way that seemed to acknowledge to growth of diverse forms of work, and sought to guide, rather than to fight, its growth. Cornerstone WEC positioning about the importance of skilling and the portability of social security across jobs and forms of work, were very present. The final report is to be presented on the 22 of January. After 22 January the countries of the world will be asked for a response to the report. These will feed into the 2019 ILC.

Meanwhile the ILO governing Body assembled and showed a first glimpse of what the Centenary ILC would look like. This discussion is a crucial part of how the outcome document – ‘a ILO Future of Work declaration’ – will be drafted and negotiated, but also on what the purpose of this Declaration should be. It was decided (in this ILO GB decision) that a ‘Committee of the whole’ was to be held. This Committee would discuss and negotiate the Declaration and allow for a broad group of stakeholders and experts to be heard.

Also the outline of the Declaration was discussed. It should be a short document that (1.) reiterates the commitment to tripartite social dialogue and the existing body of ILO instruments, (2.) should address the status of old and new labour market challenges (based on the FoW Initiative and the FoW-Commission in particular), and (3.) address the future role of the ILO to service its constituents and work together with other UN bodies.

About the 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 in January of 2019. This report will provide input for the 2019 International Labour Conference (ILC) in June, that will discuss the Future of Work and the governance thereof on the global level. The ILC is anticipated to agree on a ‘Declaration’ which will set out the future ambition and agenda of the ILO. This Declaration will be the culmination of the ILO Future of Work Initiative, and guide future ILO policy-actions.

Assessment

The Future of Work Initiative is a decisive project that is meant to change the way the ILO deals with the world of work. It therefore brings challenges and risks for the employment industry. Also it will determine the role and relevance of the ILO in global labour governance. The Declaration will be the conclusion of the FoW Initiative and set the agenda for the ILO. Influencing this process is a key global public affairs opportunity and necessity as it stands to set the terms of a more flexible and volatile labour market.

The WEC will remain involved in influencing this process. The next step needs action on the national level in the form of a national reaction to the report of the Commission. The WEC will activate and support its members in shaping and lobbying this national reaction.

European Public Affairs

Summary: Main European Public Affairs topics in November

In November 2018, advocacy of the World Employment Confederation-Europe focused mostly on the following areas:

- The Directive on transparent and predictable working conditions, which has entered into the Trilogue phase to reach an agreement between the EU institutions. A sensitive point for the employment industry is the timing of the information provision, where WEC-Europe calls for longer delays of at least one week.
- The European Commission published the 2019 Annual Growth Survey and draft Joint Employment Report, offering an assessment of current and forthcoming labour market trends in Europe. WEC-Europe had meetings with the relevant Commission officials to provide input.
- The World Employment Confederation-Europe has finalised its Vision Paper for the EP elections and the next European Commission. This will be presented during an event on 5th of December 2018.
- The EU Public Employment Services Conference on 8th of November focused on the future of work. WEC-Europe's Managing Director Denis Pennel and Public Affairs Manager Michael Freytag contributed to the event as speakers and session facilitators.
- Activities in the EU Sectoral Social Dialogue on temporary agency work mostly focused on communicating and disseminating the results of the recent joint project on "Online talent platforms, labour market intermediaries and the changing world of work" and on preparing for the next joint project on social innovation in the temporary agency work industry, which shall be launched in January 2019 (if a Commission grant can be obtained).

Directive on transparent and predictable working conditions: WEC-Europe Position Paper published and Trilogue on final agreement launched

At the EU level, the debate on the Commission proposal for a Directive on transparent and predictable working conditions has entered into a final, decisive phase with the launch of the Trilogue negotiations between the Council, the EP and the Council. For this Trilogue phase, the World Employment Confederation-Europe has published an updated position paper. One of the main demands put forward in this phase is to allow for more time for the provision of information on the employment relationship, taking into account that in the case of temporary agency work, this information needs to be gathered first from the user company.

Based on information from Brussels sources, the timeline of the negotiations under the Austrian Presidency will include 4 negotiation meetings (26 November, 30 November, 13 December and 21 December). It is likely that the discussions start on information (elements and timing of information) and on rights, with the scope and enforcement being discussed afterwards. The World Employment Confederation-Europe Head Office is maintaining close contacts with Austrian Presidency and the incoming Romanian Council Presidency, is meeting again the leading members of the European Parliament and the relevant

Commission officials to put forward the main demands. Close contacts are also maintained with the cross-industry employers' organization BusinessEurope.

Assessment:

The debates on this Directive remains to be critical and sensitive for the employment industry, especially with regard to the timing for the information provision. The World Employment Confederation-Europe does its utmost best to improve the text based on political contacts at European level and with the support of a WEC-Europe taskforce.

European Semester: EU Commission published annual growth survey and joint employment report

On 21st of November, the European Commission published the Annual Growth Survey with an assessment on economic and labour market prospects as well as the draft joint Employment Report, assessing the progress made by EU Member States linked to the EU employment targets and based on the Employment guidelines.

Key points from the Annual Growth Survey 2019

- Continued economic growth of the economy, six years of growth "Europe has largely turned the page on the economic crisis
- Growth is unevenly distributed and is not benefitting all citizens and countries in the same manner
- Continued job creation, though at different pace across countries
- Under the European Semester, structural reforms have supported inclusive growth and employment. This assessment can certainly be challenged from a WEC-Europe point of view looking at recent reforms affecting our industry.
- Renewed reform efforts are crucial to make the Union and its Member States stronger. Currently, there is sluggish reform momentum in several Member States, further reforms are needed to strike a balance between flexibility and security on the labour market. The European Commission underlines that "labour legislation and social systems should provide security to all types of workers, facilitate transitions between jobs and statutes, foster mobility and flexibility, while better tackling labour market segmentation"
- Employment rate of people aged 20-64 rose to 73,2% in 2018, the highest level ever reached in the EU.
- Digitalised and globalised economies require greater and smarter investment in skills and education.

Key points from the draft Joint Employment Report

- The draft Joint Employment Report assesses the progress of Member States in their reform efforts linked to the EU Employment Guidelines (boosting labour demand, enhancing labour supply and improving access to employment, enhancing the functioning of the labour market and the effectiveness of social dialogue and promoting equal opportunities
- The employment industry and specifically its agency work industry are mentioned with regard to German concerning the minimum wage for agency workers.

- Social Innovation is mentioned with regard to the proposed new ESF+ funding, which will include an EU Programme for Employment and Social Innovation. This programme will support Union actions for social innovation, mobility and health

The Annual Growth Survey can be downloaded here, the draft joint Employment Report is available [here](#).

The World Employment Confederation-Europe Head Office had meetings with DG Employment in Autumn 2018, providing input to the European Semester process, the Annual Growth Survey and the draft Joint Employment Report and to promote the concept of Social Innovation in employment policy, labour law and social protection schemes.

WEC Assessment:

The Annual Growth Survey and the draft Joint Employment Report provides an overall appropriate and balanced assessment of the current employment and labour market situation in Europe and the labour market reforms implemented by EU Member States. With regard to agency work, it needs, however, to be highlighted that several European countries have implemented reforms that restrict agency work services and hamper its contribution to well-functioning labour markets

EU elections: WEC-Europe Vision Paper to be published early December

The WEC-Europe Vision Paper "Making Europe the best place to work" has been finalised and will be presented during a stakeholder Conference on the 5th of December. The Vision Paper, which provides input into the priorities of the next European Commission and European Parliament, builds around the topic and theme of social innovation and is thus consistent with our global Manifesto "No future of work without social innovation". Making Europe the best place to work is centred around 5 sub-themes and recommendations, namely:

1. The best place to find work opportunities
2. The best place to grow business services
3. The best place to learn and progress
4. The best place to work in security
5. The best place to maximise the potential of labour market intermediation

For each area, concrete recommendations are put forward, such as the need to lift unjustified restrictions on agency work services, to foster apprenticeships and dual learning, to develop transferable and portable rights and to create a European memorandum of understanding for cooperation between public and private employment services.

The Vision Paper will be launched during a major, European Stakeholder Conference on 5th of December 2018, gathering EU policymakers, stakeholders, social partners and members. The Conference will also be used to showcase social innovation practices of the employment industry.

WEC Assessment:

Discussions on the EU elections are gaining momentum with the nomination of the leading candidates of national parties and European party families. European employers federations are starting to present their Manifestos and Recommendations for the EU elections.

The pre-election campaigns will gain further momentum in Spring 2019, requiring action and attention both of WEC-Europe at European level and of WEC-Europe members at national level.

EU Public Employment Services Conference on 8th of November focused on the future of work

On the 8th of December 2018, the European Network of Public Employment Services held its annual stakeholder conference, which was focused in 2018 on the theme of the Future of Work.

The first, opening session centred on trends impacting the future of work with speakers from DG Employment (Stefaan Olsen), the OECD (Stijn Broeke) and the ILO (Dorothea Schmidt). Thereafter, several thematic workshops were held on specific trends shaping the changing world of work, focusing on skills, new forms of employment and agile talent management. In the afternoon, a second series of workshops focused on services for employers, knowledge for new services and empowerment of PES costumers.

Workshop results were then presented in the plenary before the conference was concluded by the network chair Fons Leroy. One aspect that featured prominently throughout the conference and which should be challenged is the position of public employment services as conductor of the labour market and employment policies. In an economic model that is characterised by a multiplicity of actors, it has be questioned whether can and should be one central conductor and whether this should be a public body.

The World Employment Confederation-Europe was represented at the Conference both by its Managing Director Denis Pennel and by its Public Affairs Manager Michael Freytag. Both played an active role in facilitating discussions during two of the workshops.

On invitation of the European Commission, the World Employment Confederation-Europe furthermore contributed to an online public consultation on enhanced cooperation between public employment services, which focused on an assessment of the European Network of Public Employment Services. In the response, the World Employment Confederation-Europe underlined the need for cooperation between public and private employment services to reach better functioning labour markets, as well as the need to adapt to a changing world of work. The WEC-Europe contribution to the consultation can be downloaded [here](#).

Assessment:

The annual Conference of Public Employment Services provided a good opportunity to interact with public employment services, to promote cooperation between public and private employment services and to put forward WEC-Europe recommendations on the future of work and social innovation. At the same time, it has become clear that many of the Public Employment Services are much less advanced in their thinking and understanding on the changing world of work, current trends and new solutions. This highlights the needs for further dialogue and advocacy of the World Employment Confederation-Europe in this field.

EU Sectoral Social Dialogue on TAW: Dissemination of the results of the online talent platforms project

Following the completion of the most recent project on “Online talent platforms, labour market intermediaries and the changing world of work”, the World Employment Confederation-Europe has been active in communicating and promoting the results of the project. This includes presentations to other employers’ organisations, to EU policy makers (mostly EU Commission officials and Members of the European Parliament) and to the academic community at the forthcoming ADAPT Conference. The project was also presented and discussed during a BAP delegation visit to Brussels.

The new joint project proposal on “Social Innovation in the temporary agency work industry”, which will look specifically at access to training, access to social protection and the role of social dialogue in fostering social innovation has been submitted in September to DG Employment and is currently assessed. A first, informal reply to this application is expected for early December 2018.

WEC Assessment:

The joint projects conducted by WEC-Europe and UNI-Europa have been proven to be an essential and fruitful part of the European Sectoral Social Dialogue on temporary agency work. These project not only provide additional, financial resources to WEC-Europe and UNI-Europa to conduct research, but also contribute to a better understanding of the role of temporary agency work and its contribution to a better functioning labour market.

National Public Affairs

BAP delegation visit to Brussels on 21st of November

On 21st of November 2018, the BAP Committee on international affairs held a meeting in Brussels at the World Employment Confederation and met with several EU policy makers. During the committee meeting in the morning, focus was laid on the EU elections, on the recently completed project on online talent platforms and on social innovation. Willem Pieter de Groen from the Centre of European Policy Studies (CEPS) acted as guest speaker to present the results of the WEC-Europe/UNI-Europa project on online talent platforms, labour market intermediaries and the changing world of work.

In the afternoon, the delegation had a meeting in the European Parliament with Michael Detjen (MEP/S&D/D). Discussions focused on the role of the employment industry in the labour market and agency work regulation. Thereafter, the delegation meet with two colleagues from the German employers’ federation BDA to discuss the Commission proposal for a Directive on transparent and predictable working conditions and other dossiers.



Assessment:

Brussels visits for national federations are organised several times per year and on request of the national federation concerned. These have proven to be very helpful to on the one hand give the national federations the opportunity to interact directly with EU policy makers and to discuss current issues and to bring national topics to the attention of the EU decision makers.

Brexit: EU negotiators reach agreement on Brexit withdrawal agreement and political declaration

In November, the EU negotiators reached an agreement with the UK on the withdrawal agreement, which is the pre-requisite for an orderly withdrawal of the UK from the EU Membership. Also in November, a political declaration was presented, setting out general principles for the future EU-UK relationships. Both the withdrawal agreement and the political declaration were endorsed by a special European Council held on 25th of November.

As a next step, the agreement will be submitted to the UK parliament. At this stage, it is not certain whether the UK government will secure a majority for the agreement in the parliament, mostly due to still ongoing discussion in the UK on the status of Northern Ireland.

Thought Leadership

Making Europe the best place to work – WEC-Europe Conference 5th December 2018

On 5th of December 2018, the World Employment Confederation-Europe will organise a major stakeholder Conference on the theme “Making Europe the best place to work!” The event will focus on the theme of social innovation and showcase best practices of the employment industry, while also providing an opportunity to present and discuss the WEC-Europe Vision Paper for the EU elections.

A first, introductory session will feature presentations of Jurrien Koops (WEC-Europe Executive Committee Member), Daniela Geleng (Director “Skills” DG Employment) and Denis Pennel (WEC-Europe Managing Director).

Thereafter, WEC-Europe members will present during an ideas fair social innovation practices developed in their countries, focusing on working conditions, skills enhancement, portable rights and cooperation between employment services.

The concluding panel will include contributions from Alexandra Tzvetkova, of the European Commission policy strategy centre, Mark Keese (OECD), the WEC-Europe President Bettina Schaller, Erik Pentenga (UNI-Europa) and Dariusz Sikora from the Social Innovation Academy.

In the closing session, Bettina Schaller will present the WEC-Europe Vision Paper “Making Europe the best place to work!”

All WEC-Europe members are invited and encouraged to attend this high-level event, which will take place just a day after the WEC-Europe Governing Body and Annual Members Dinner.

WEC Assessment:

The Conference will provide a landmark opportunity and highlight of 2018 to present the WEC-Europe policy demands on social innovation and for a changing world of work. The WEC-Europe Vision Paper presentation will mark the start of the 2019 campaign around the European elections, offering the World Employment Confederation-Europe the opportunity to provide an input into the priorities for the next European Commission.

ADAPT Conference 2018 in Bergamo

The 2018 ADAPT Conference will take place from 30th November to 1st of December in Bergamo. Under the overall theme Professionalism, Employment Contracts and Collective Bargaining in the context of social innovation, more than 50 academics and experts will come together, present and discuss latest research and studies in the field of labour law, employment policy and social innovation.

As in previous years, the World Employment Confederation is again leading partner for the ADAPT Conference. The World Employment Confederation President Annemarie Muntz will deliver a keynote speech on the theme of "Social Innovation: Building New Safety Nets for a Diverse World of Work", while the World Employment Confederation European Public Affairs Manager Michael Freytag will intervene in a workshop and present the findings of the WEC-Europe/UNI-Europa project on "Online talent platforms, labour market intermediaries and the changing world of work".

The complete programme for the event is available [here](#).

WEC Assessment:

The ADAPT Conference organised in cooperation with the World Employment Confederation provides a landmark opportunity to exchange, discuss and interact with the academic community around the theme of social innovation, new forms of work and the changing world of work.

WEC Workshop on Social Innovation and the broadening scope services in London on 7th of December

On 7th of December 2018, the World Employment Confederation organised a strategic workshop on social innovation and the broadening scope services. Around the theme "Implementing the WEC Strategy, members from across Europe and from Japan came to London for an interactive exchange and debate. A first session focused on the theme of social innovation with members presenting their social innovation practices and a discussion on how to take the theme of social innovation to the next level.

The afternoon session then centred around the broadening scope of services and World Employment Confederation members provided an update on where they stand with regard to representing a broader range of HR services, which challenges they face and which solutions they found.

WEC Assessment:

The Workshop “Accelerating the implementation of the World Employment Confederation Strategy” provided a great opportunity to discuss the theme of Social Innovation and the broadening scope of services with members, thereby also setting the priorities and focus for the World Employment Confederation in 2019

Abbreviations

BIAC	Business and Industry Advisory Committee of the OECD
CEPS	Centre for European Policy Studies
D	Germany
DG	Directorate General / policy department of the European Commission
EP	European Parliament
ESF	European Social Fund
EU	European Union
IOE	International Organisation of Employers
ILO	International Labour Organisation
ILC	International Labour Conference
MEP	Member of the European Parliament
OECD	Organisation for Economic Cooperation and Development
PES	Public Employment Services
S&D	Socialists and Democrats in the European Parliament
TAW	Temporary agency work