



Contents

Global Public Affairs

Executive summary	2
ILO Future of Work Commission presents its report	3
2019 B20 recommendations	7
WEC's Labour Market Intelligence Officer visits OECD	8

European Public Affairs

Executive summary	10
Brexit: UK parliament rejects the withdrawal agreement	10
EU Directive on transparent and predictable working conditions	12
Romania took over the EU Council Presidency	13
WEC-Europe acts as partner for project on the posting of workers	13
WEC-Europe joins the EU platform on tackling undeclared work as observer	14

National Public Affairs

WEC Workshop on adverse agency work regulation on 30 th January	14
Netherlands: Court rules that Deliveroo riders are not self-employed	15
Italy: New collective labour agreement signed	15

Thought Leadership

WEC-Event on career management in February 2019	16
Social Innovation in the private employment industry	17

WEC Positions



Upcoming Events

30th January 2019

WEC Workshop on adverse agency work regulation

7th February 2019

WEC Career Management Event "Jobs for all, all for jobs?" in Brussels

12th February 2019

WEC Data Protection Taskforce

12th February 2019

European Business Services Roundtable

13th February 2019

WEC-Europe PA Committee

14th February 2019

EU Sectoral Social Dialogue Committee

Contact us

In case you have questions:

WEC Head Office

Tel. 0032 2 – 421 1586

info@wecglobal.org

www.wecglobal.org

Global Public Affairs

Executive Summary

ILO Future of Work commission presents its report

- ILO Future of Work Commission presents its input to the ILO constituents and present a 'human centred agenda'. This report will input a ILO Declaration defining future ILO focus, priorities, mandate and activities.
- In the report the Commission recommends investing in people's capabilities, labour market institutions and decent and sustainable work.
- It significantly focuses on digitalisation and informality on the labour market.
- WEC assess it to be a positive report as it moves away from delivering work quality in the context of one employment contract only, it acknowledges (the need for) increased labour market transition and prioritises on skilling and lifelong learning. Yet, the report does raise some concerns for the employment industry especially on an ill-informed proposal to develop a new international governance system for 'app-mediated' work.

2019 B20 recommendations

- WEC Head Office, in a concerted effort with members and stakeholders provided input to the 2019 B20 recommendations.
- The input focused on raising the priority of labour market reform as key issue for the business-community and aligning the business messages with WEC recommendations on diverse forms of work, skilling, informality and the importance of contract neutral social protection systems.
- The intervention was successful in securing that labour market issues were focused on and consistency and priority was maintained with regard to messaging.

WEC Labour Market Intelligence Officer visits OECD

- To increase understanding of OECD labour market research and methodologies, Robin Lechtenfeld (WEC Head Office) met with several senior OECD researcher on Employment, Labour and Social Affairs.
- Apart from improving understanding, the visit allowed for the exploration of more direct collaboration between WEC and OECD research.
- Also a full overview of (upcoming) OECD labour market research was developed (see the article for full list).

ILO Future of Work Commission presents its report

Key take-aways for the national level:

- This is an important advice for decision-makers of the ILO: national representatives from national governments, workers' and employers' representatives.
- The Commission advises national government, workers' and employers' representatives to develop national Future of Work strategies.
- The ILO is to use this report for 100th Anniversary 'Declaration' in June. The start of the negotiations for the text of this declaration has already started, and will involve input a decision from national tripartite partners.
- The WEC Head Office in accordance with the Global Public Affairs plan will soon provide support and tools for our members to input these national discussions, to secure the industry interest and increase recognition of the private employment services sector in the world of work.

On 22 January 2019 the ILO Commission on the Future of Work presented its report and recommendations. This report is to provide input into further national and international discussions on changing labour markets and the response of policy-makers. WEC finds that – in ILO terms – it is a groundbreaking report that changes the narrative of 'traditional' ILO documents. Although it does not significantly divert from its worker-protective ambition and the push for social justice, it does provide a new narrative on the delivery of it. Rather than allocating worker-protection onto the employer and/or the employment relationship, it appropriates the delivery of worker-rights towards the state. Main reason for this is that the Commission anticipates an increasing number of labour market transitions in which not one employer and/or sector can provide the decent work the Commission promote. The full report can be found [here \(link\)](#).

The report sets up a 'human centred agenda'. This is built up out three main recommendations: 1. 'Investing in peoples' capabilities'; 2. 'Investing in the institutions of work'; and 3. 'Investing in decent and sustainable work'. In doing so there should be tripartite collaboration with government and employers' and worker representatives.

1. Investing in people's capabilities

The Commission prioritises the increasing number of labour market transitions (especially in the digital and carbon-neutral economy) and seeks to support workers; and youth, old and women in particular. In order to do so it calls for an entitlement for life-long learning during paid working hours, paid for by governments and employers. Secondly a basic social protection floor is to be established, complemented by social insurance schemes through employment. Finally supporting labour transitions requires investment in Public Employment Services (PES), and PES should work with private actors.

2. Investing in the institutions of work

The Commission identifies four key issues with the institutional framework. First it calls for a 'Universal Labour Guarantee' for all workers regardless of work-relationship. This includes freedom to associate/bargain, freedom from forced labour, child labour and discrimination, as well as a set of basic working conditions: (i) 'adequate living wage', (ii) limits on hours of work, (iii) a safe and healthy workplace. Secondly it establishes that workers need better tools to manage their time. Excessive working hours need to be abolished and a minimum guarantee of working hours needs to be established. Social partners need to work together

on scheduling working hours. Thirdly the Commission call s upon worker's and employers' organization to dedicate themselves to social dialogue and make sure they improve coverage and representativeness. Finally, the Commission address (digital) technology at the workplace. It identifies chances (compliance and enforcement) and concerns (data-protection, access and monitoring, bias in (recruitment) algorithms) of digital data in the workplace. It also addresses online platforms. On this the Commission is concerned on work quality deficits and recommends the 'development of an international governance system for digital labour platforms. This system should be inspired by the ILO Maritime Labour Convention. Finally, it recommends that social partners and government monitor the impact of technology in the workplace.

3. Investing in decent and sustainable work

In this final recommendation the Commission calls for investing in certain sectors (care, climate, rural) and digital and physical infrastructure. Secondly it proposes to adjust reporting and measurement of companies and the economy to align with the 'human centred agenda'. This includes decreasing the periodicals of corporate reporting and creating an indicators that measure unpaid work, levels of inequality and the access to public services (housing, healthcare etc.) and finally it calls to incentivize private investment in long-term goals and sustainability.

To achieve this 'Human centred agenda' the social dialogue, the ILO and the multilateral system (international network of international organisations and countries) is placed as central for achieving the it. The Commission recommends tripartite social dialogue on the the national level to develop

The ILO is asked by the Commission to evaluate its standards, improve understanding of the world of work and the evaluation of the effects of new technologies on work design and worker well-being. The ILO is to develop a innovation laboratory to support working condition monitoring.

New: Digitalisation and Informality

In general the advice is a re-iteration of the existing ILO agenda, purposes and values through a new narrative (one that suits the industry's interest, see below). Yet two key elements stand out: 'digitalisation' and Informality. Informality is adequately and consistently addressed throughout the report. Showcasing the importance and urgency of the Commission on this issue. Secondly digitalization is addressed extensively. In particular 'app-mediated' work (and the data use in them) seems an important element of this advise. The recommendation, especially on digitalisation of the labour market carve out path for ILO involvement as well as policy thinking.

Context: the ILO Future of Work Initiative

This report is part of the Future of Work Initiative of the ILO. Starting in 2015, it consists out of three stages: first input from national dialogues on the changing world of work, secondly an advise from an independent Future of Work 'Commission' (the subject of this item), and thirdly a declaration by the 2019International Labour Conference (the ILO's 'General Assembly' of members) on the future priority and mandate of the ILO given changes in the world of work. As we've now finished the second stage, the negotiations are in full swing on the text of the Declaration.

Assessment and next steps:

Overall, the report is balanced in its overall assessment. Yet, worker-friendly in its policy proposals. In doing so it has a broad approach on the labour market with a focus on a minimum of employment quality, rather than a focus towards one standard of work. Also there is a clear call for investment in the world of work by governments, including on skilling and lifelong learning. This tips the balance of the assessment towards a positive one. Yet, there are some key concerns. In particular on the ill-informed call for an international regulatory instrument on 'app-mediated work'.

Industry specific

- The report calls for the collaboration with private partners by PES.
- The report does not differentiate between forms of work and acknowledges new ways of organising work, as well as all types of work
- The report present proposals for minimum rights of working hours
- Apparently app-mediated work is something different than work intermediation. The Commission fails to assess digitalisation as something different than an instrument. This is something that
- The Commission calls for an international regulation for 'app mediated work'. Yet in doing so the Commission perceives employment on a ship in international waters, as the same as buying goods and services abroad via an online platform.
- The Commission is concerned on bias in recruitment technology and data use by employers/ on the labour market in general.

General

- In ILO terms this is a good report. It does not use terms like standard/non-standard forms of work or precarious work, acknowledges the need to manage an increasing number of labour market transitions and significantly recognizes and specifically addresses the incidence/issue of informality. Finally, it recognizes all forms of works.
- The Commission adequately addresses the increased dynamic of the economy/labour market. It's main solution is to underpin this with rights and guarantees regardless of contract (or even 'employ' as such): a minimum guarantee for social protection, skilling entitlement and working conditions and more government investment (in infrastructure, particular (promising?) sectors and Public Employment Services). This is all to be created, governed and complemented in collaboration with social partners.
- Yet, the business case of 'the human-centred' agenda is shaky at best, if it is reflected upon at all. The management of expectation therefore is inadequate and risk decreasing popular support of (international) institutions.
- The report in no way attributes, allocates or appropriates any form of agency or responsibilities to workers. No investment, mentality or motivation is apparently needed for skilling. Just employer/government money. Neither is there any recognition of social security reciprocity. Workers and citizens are positioned as subjects of frameworks and structures governments, employers and social partner organisations develop for them; devoid of any free will, choice, ambition or accountability.

- The Commission inappropriately allocates priorities. It appropriates informality (i.e. est. 60% of the global workforce) the same attention and concern as it does to 'app-mediated' work (est. 1% - 2% of the global labour force).
- The report does not reflect on the adequate regulatory environment for business growth or job creation. It assumes demand for labour as a given, or a result of government investment.
- Informality is adequately addressed as a an area of specific attention. This is a positive. Yet, it is presented as fluid, rather than extra- or illegal. For instance, the reports call upon employer's organisations to include the voices of competitors that function outside of the law in the informal economy.
- Working time arrangements as a form of flexibility is overestimated.
- Human in control of technology is presented as worker in control; nowhere is the employers' (manager's) prerogative addressed or its intellectual property.

Next steps

This report is input into two discussions:

- A discussion/negotiation during the 2019 International Labour Conference (the ILO 'General Assembly' of its members (national states)) on the adoption of a 'Declaration' that sets out priority and mandate for the ILO in the coming years.
- Discussions and negotiations on the national level to determine the national position in on the above mentioned Declaration.

WEC will provide input for both. It will prepare a dedicated position paper tailored to the ILC discussions. Based on this it will provide tools and support to national federation members to lobby the discussions on the national level.

The World Employment Confederation has issued a press release on the report. This can be found on [the WEC website \(link\)](#).

2019 B20 Recommendations

Key take-aways for the national level

- G20 declarations and statements are done by national decision-makers
- G20 declarations can be used in national debates to remind national policy-makers on their international commitments and statements
- **National central employers' organization from the G20 countries are involved in formulating the business-position towards the G20 leaders.**

In a concerted action the World Employment Confederation intervened on the 2019 B20 recommendation. The first draft of these business recommendations to G20 leaders downplayed the importance of labour market policy and business-friendly employment regulation.

Annually leaders from the 19 biggest economies and the EU (G20) host rotating annual meetings to discuss global economic affairs. These G20 meetings receive input from all kinds of civil society actors including the business-community, the so-called B20. As these B20 recommendations are important statements of the business community towards G20 decision-makers, WEC engages with the B20 business-community to provide employment industry input.

A truly global collective intervention

A first draft of policy recommendations did not adequately align with previous B20 messages on labour market priorities such as skilling, diverse forms of work and informality. With the active engagement of several WEC members from the G20 economies the Head Office managed to convince the G20 and global central employers' representatives to prioritise on labour market reform and the importance of diverse forms of work.

In a new version the B20 recommendations did adequately address the importance of labour market reform as well as aligned with WEC wording and input. Currently the draft B20 recommendations look like this:

Future of work for all

Diverse and quality forms of work promote labour market inclusiveness and supports robust safety nets. *Digital technology can support this by enhancing employees' job satisfaction, labour market efficiency and overall productivity.*

Digital transformation will also create new job opportunities. The G20 should ensure that digital transformation will proceed inclusively by ensuring the following issues.

- A) Promote open, dynamic, and inclusive labour markets while making safety nets strong and portable, by improving labour legislation as appropriate.
- B) Advancing social dialogue with a focus on labour market formalisation through the creation of diverse forms of work, enforcement of labour rules and appropriate classification of employment relations.
- C) Increase access to life-long learning, promote sharing best practice in upskilling/reskilling of existing workers to adapt to the changing workplace, and ensure the vocational/academic education of skilled employees for tomorrow. Such measures are to be prioritised to traditional income protection.
- D) Establish innovation-friendly framework in which entrepreneurs can transform ideas into businesses.

Assessment and next steps:

The WEC will continue to monitor developments surrounding the G20 process. Last year's G20 Labour and Employment Ministers Meeting (LEMM) Declaration contained positive wording on promoting diverse forms of work and focusing on its benefits in terms of labour market inclusivity and participation. These statements can support messages on the national level to promote beneficial labour reform.

WEC's Labour Market Intelligence Officer at the OECD's Employment, Labour and Social Affairs Directorate

On the 16th of January 2019, the Labour Market Intelligence Officer of WEC, Robin Lechtenfeld, was hosted at the **Directorate for Employment, Labour and Social Affairs (ELS)** of the Organisation for Economic Cooperation and Development (OECD). During the course of the day, discussions on data and research projects were held with members of various divisions of the Directorate in order for WEC's Labour Market Intelligence Officer to gain deeper insight into the practices and methodology applied at the OECD. Since one of the key priorities for the WEC in 2019 is to raise its capacity of data collection and research on the private employment industry, the knowledge gathered from these meetings will be beneficial to this end.

Furthermore, various areas of potential collaboration between WEC and the OECD presented themselves.

Amongst the projects that were discussed are the following:

- OECD Future of Work Report: This OECD Report is to be published in March 2019 and will focus amongst other topics on "new forms of work". There is potential for collaboration with

the FOW team regarding data on the private employment industry. More information on the OECD's work on this topic can be found [here](#).

- OECD Employment Outlook: The Employment Outlook will be published earlier this year, in April 2019, and will also set a special focus on "the future of work". The 2018 edition of the OECD Employment Outlook can be found [here](#).
- Employment Protection Indicator: **The EPL Indicator by the OECD** is a synthetic indicator showcasing the strictness of regulation on dismissing employees and hiring temporary employees or agency workers. The Indicator will receive an update in the near future. Considering that WEC is aiming to develop a new tool on regulatory monitoring, there is room for collaboration with the ELS team that is responsible for the Indicator.
- Survey on employers' skills needs to combine with PIAAC: The OECD recognizes that employers are in a more suitable position than employees to assess skill needs and mismatches, which is why there will be a new approach organized around the PIAAC project by the OECD. This new approach will involve the surveying of employers. The Adecco Group has conducted the first test pilot of this survey and there is potential for collaboration with WEC in order to get further insight into employers' skills needs. More information on the OECD's Programme for the International Assessment of Adult Skills (PIAAC) can be found [here](#).
- Project to raise WEC's data quality: In order to raise the capacity of WEC's National Federation members' data provision, the implementation of a workshop involving National Federation members is being considered. The ELS Directorate of the OECD has implemented a project together with Public Employment Services in Italy to help improve the latter's data collection capacity. This opens the possibility of collaboration between WEC and the OECD for said workshop.
- General data sharing: Researchers at the ELS Directorate of the OECD are interested in the data collected on the employment industry by the WEC from its members. In turn, the WEC Head Office can benefit from data and research conducted by the OECD.
- Project on Management practices: The ELS Directorate is organizing a new project, which is to measure the impact of management practices on job quality, productivity and economic growth. A collaboration with WEC on this project was offered by the OECD.

Assessment:

The cooperation of the World Employment Confederation with the OECD is of strategic importance to advance the economic affairs and labour market intelligence activities of the World Employment Confederation.

European Public Affairs

Executive Summary

The European public affairs and advocacy agenda in January centred around the following main topics:

- The UK parliament rejected the withdrawal agreement on the UK leaving the EU on 15th of January. The risk of a hard Brexit without a ratified withdrawal agreement has now increased.
- The EU Commission proposal for a Directive on transparent and predictable is currently in the final Trilogue negotiation phase. Progress has been achieved on several issues that are sensitive to the private employment industry.
- Romania took over the rotating EU Council Presidency on 1st of January for six months. The World Employment Confederation-Europe Public Affairs Manager was in contact with the Social Affairs Councillor at the Romanian Permanent Representation to the EU to present the World Employment Confederation-Europe priorities and the WEC-Europe Vision Paper “Making Europe the best place to work!”
- In 2019, the World Employment Confederation-Europe will act as partner in the project “Eurodetachement” on the posting of workers and Michael Freytag (Public Affairs Manager) attended the first steering committee meeting in January 2019.
- As of 2019, the World Employment Confederation-Europe will join the European Platform on tackling undeclared work as an observer to contribute to related EU labour market debates. Michael Freytag implemented a meeting with the respective EU Commission officials in January 2019.
- A new joint project on Social Innovation in the temporary agency work industry” will be launched in February, after having signed the grant agreement with DG Employment in January (see social innovation story in the thought leadership section).

Brexit: UK Parliament rejected withdrawal agreement with large majority

UK parliament rejects withdrawal agreement

On 15th January 2019, the UK Parliament rejected the agreement negotiated over the last two years between the UK government and the European Union for an orderly withdrawal from the EU Membership.

The decision was taken with a rather large majority of 432 votes rejecting the agreement, compared to 202 in favour of the agreement. Immediately after the vote on the Brexit agreement, the opposition party launched a motion of non-confidence against Prime Minister May, which was rejected in a parliamentary vote on 16th January.

Based on a Brexit procedure launched, the UK will leave the EU on 29th of May, independent of the fact whether or not there is a formal withdrawal agreement.

Reaction of the European Commission

The EU Commission President Juncker and the Council President Tusk issued first reactions in the evening of 18th January 2019.

Jean-Claude Juncker underlined: "I take note with regret of the outcome of the vote in the House of Commons this evening. On the EU side, the process of ratification of the Withdrawal Agreement continues. The Withdrawal Agreement is a fair compromise and the best possible deal. It reduces the damage caused by Brexit for citizens and businesses across Europe. It is the only way to ensure an orderly withdrawal of the United Kingdom from the European Union. The European Commission, and notably our Chief Negotiator Michel Barnier, has invested enormous time and effort to negotiate the Withdrawal Agreement. We have shown creativity and flexibility throughout. I, together with President Tusk, have demonstrated goodwill again by offering additional clarifications and reassurances in an exchange of letters with Prime Minister May earlier this week. The risk of a disorderly withdrawal of the United Kingdom has increased with this evening's vote. While we do not want this to happen, the European Commission will continue its contingency work to help ensure the EU is fully prepared. I urge the United Kingdom to clarify its intentions as soon as possible."

European Council President Donald Tusk has suggested that the UK should consider staying in the EU, after the Prime Minister's Brexit deal was rejected in parliament: "If a deal is impossible, and no one wants no deal, then who will finally have the courage to say what the only positive solution is?" he stated on social media.

First reactions of national governments

First national governments have reacted in a quite similar way as the European Commission President, asking for clarification from the UK government on the next steps and proposals from the UK to avoid a Brexit without an agreement, while also stating that the EU will stick to the Withdrawal Agreement negotiated.

UK Prime Minister Theresa May

The UK Prime Minister Theresa May announced to continue the dialogue with the political parties in the UK to reach a majority for the withdrawal agreement, while at the same time resuming discussions with the EU negotiating team to assess, whether a better solution can be found with regard to the border between the republic of Ireland and Northern Ireland. In her statement on 22nd January, Theresa May also clarified that there will be no second referendum on the Brexit and that the UK government is fully committed to making sure that Brexit becomes a reality.

WEC Assessment:

The outcome of the UK parliamentary vote increases the risk of a Brexit without a formal, ratified withdrawal agreement, which would lead to legal uncertainty, problems in the free movement of workers and the provision of services. Against this background, the UK WEC - Europe member REC stressed in a first press statement that "crashing out of the EU without a deal would do real damage to British business and the millions of families they support. A no deal Brexit is not a tolerable way forward and Businesses critically need certainty on Brexit plans".

At this stage and following the rejection of the agreement on 15th of January, there are actually many open questions and challenges that need to be addressed by the UK and the EU:

1. Which approach will the UK government take to address this new crisis and which plan will be proposed by the government (if so)? One potential scenario is to request for more time to find a new solution that would be acceptable to the UK parliament.
2. Will the EU institutions and the other EU Member States stick to their current position of no further negotiations and no change in the timetable towards Brexit?
3. In case the UK government would ask for more time to continue discussions/negotiations, this would most certainly also have implications and raise questions for the European Parliament elections as in that case a withdrawal of the UK from the EU before May 2019 is unlikely. Proposals voiced by UK opposition parties and the “remain” campaign to stop the Brexit process and call for a second referendum have been rejected so far by the UK government.

EU Directive on transparent and predictable working conditions

The EU Commission proposal for a Directive on transparent and predictable working conditions, which was proposed in December 2017, is the final phase of negotiations between the Council, the European Commission and the European Parliament.

The Directive aims to set working conditions that apply to all workers independent from their labour contract, including obligations to inform the worker on the working conditions and covers provisions on the right to request another form of work. Following the adoption of the position of the EU Council and the European Parliament’s Employment Committee in 2018, trilogue negotiations between the European Commission, the European Parliament and the EU Council are currently ongoing to reach a final agreement.

Key elements still under discussion are mostly issues linked to:

- Definitions, which are likely to be taken out of the Directive and replaced with a reference to national definitions
- The information obligations and the timing of information and the workers’ rights and working conditions. With regard to the information obligations, Brussels sources indicate that Council and European Parliament will opt for a three-stage approach, with basic information that is available to the employer to be provided on the first day, further information to be supplied within one week and more complex elements of information within one month. The World Employment Confederation is advocating in its position paper on the Directive of delays to provide information of at least one week.

The Article on the right to request another form of employment, which is of key concern to several World Employment Confederation-Europe members seems to be less controversial among Member States so that changes in this area are unlikely.

WEC Assessment and next steps:

After a year of controversial and sometimes heated debates, the discussions on this Directive are moving to an agreement. Brussels sources indicate that an agreement will be reached in early February, which would then have to be approved by the EP and Council. The World Employment Confederation-Europe considers the provisions on the timing of the information provision and on the right to request another form of employment to be the most sensitive and is taking all necessary actions (contacts with Members of Parliament, with the EU Presidency and with BusinessEurope) to reach a favourable outcome.

Romania took over the EU Council Presidency on 1st of January 2019

Romania took over the rotating EU Council Presidency on 1st of January 2019 for 6th months. The Council Presidency will be strongly influenced by the European Parliament elections and the fact that the end of the current European Commission mandate is approaching. Focus is thus laid on closing pending, legislative files, such as the Directive on transparent and predictable working conditions, the Council Recommendation on access to Social Protection and the European Labour Authority. Also the 2019 European Semester process will take place under the Romanian EU Council Presidency.

In addition, the Brexit will of course require major attention and focus of the Presidency. Against this background, there have been some critical voices whether Romania, holding the EU Presidency for the first time since the EU accession, is able to manage this complex task.

The World Employment Confederation-Europe had contacts with the Council Presidency team in Brussels to present the priorities of the private employment industry and attended an event in December where the priorities were presented.

WEC Assessment:

With the EP elections, the Brexit and the ongoing, legislative files, the Romanian EU Council Presidency will be of central importance for the World Employment Confederation-Europe, while at the same time less high-level conferences or events will be held, due to the upcoming end of the mandate of the European Commission and the European Parliament.

WEC-Europe acts as partner for project on the posting of workers

In 2019-2020, the World Employment Confederation-Europe will act as partner of the pan-European project "Eurodetachement", which focuses on "Boosting transnational cooperation on the posting of workers. The project is run by three lead organisations (Astrees, intefp and CLR) and involves the social partners of the construction sector, agriculture and temporary agency work.

A kick-off meeting took place on 9th and 10th of January, during which the project design and actions to foster transnational cooperation were presented. In the coming two years, a series of workshops will be held in Romania, Germany, Portugal and Brussels. Some of these workshops, especially a session in Hamburg in September 2019 will offer opportunities to involve national employers organisations of the private employment industry. The Head Office will provide relevant information in due time.

WEC Assessment and next steps:

Being involved in the project Eurodetachement on the posting of workers is an important opportunity for the World Employment Confederation to influence related debates and to address existing misperceptions on the posting of agency workers.

WEC-Europe joins the EU platform on tackling undeclared work as observer

As of 2019, the World Employment Confederation-Europe will be joining the EU Platform on tackling undeclared work, which was established in 2016. The World Employment Confederation-Europe will be part of the employers' delegation with the cross-industry employers and several sectoral employers' organisations.

The 2019/2020 work programme of the platform includes a focus on thematic reviews on specific topics, including letterbox companies, seminars and mutual learning sessions. Furthermore, the platform holds regular plenary meeting with all its members (EU Commission and Member States) and the observers.

The 2019/2020 work programme also includes a focus on addressing fraudulent activities of temporary agency work, focusing less on the organised part of the sector, but on companies of the temporary agency work industry not complying with rules and regulations. The work programme of the platform is available [online](#).

Following the nomination of the World Employment Confederation-Europe as observer for the platform, Michael Freytag had a meeting with the main EU Commission officials in charge of the platform to discuss the future involvement of the private employment industry in the platform and input that can be provided.

WEC Assessment:

Even though not being a strategic priority for the World Employment Confederation-Europe, the decision to join the European Platform on tackling undeclared work provides a good opportunity to influence related policy debates at EU level and to provide input from the private employment industry point of view.

National Public Affairs

World Employment Confederation Round Table on adverse agency work regulation

At present, several countries around the world are (or are considering) adopting stricter regulation on agency work. This includes maximum length of assignment, sectoral bans, quotas for agency workers, etc.

Against this background, the WEC Head Office invited several national federations facing comparable challenges to a strategic roundtable event on the 30th of January for which the purpose is to work altogether on identifying the threats and to brainstorm on how best to fight against adverse evolution of regulatory framework, as well as to identify what support the World Employment Confederation can offer to its members. A first step will be to understand what the drivers behind these negative trends are, to map out the new restrictions adopted, and to define together the key messages WEC national federations can develop to counter fight these attacks.

The results of the Round Table meeting will feed into an action plan of the World Employment Confederation to fight these trends of adverse agency work regulation.

WEC Assessment:

The trends towards adverse and more restrictive agency work regulation in many countries around the world are a major concern for the World Employment Confederation and require action at the level of the World Employment Confederation and at national level in the countries concerned.

Netherlands: Court rules that Deliveroo riders are not self-employed

A court in the Netherlands has issued to judgements of different cases stating that riders that work for the online platform of food delivery drivers Deliveroo are not self-employed and entitled to the same pay and benefits as an employee. The cases could have a significant impact for gig economy workers in the Netherlands and their employment status

WEC Assessment:

The World Employment Confederation follows discussions on the gig economy and online talent platforms quite closely, also building on the project conducted in 2017/2018 with the European trade union UNI-Europa on "Online talent platforms, labour market intermediaries and the changing world of work".

Italy: New Collective Labour Agreement signed

In December 2018, Assolavoro and the Italian trade unions signed an agreement for the renewal of the Collective Labour Agreement on temporary agency work. After 20 months of negotiations and taking into account the new restrictions based on the "dignity decree", new rules for temporary agency work are being defined. The main objectives are the following: Supporting workers even in the non-work phases by enhancing professional retraining paths, favouring continuity in work, employment and wages also through the awarding of long-term employment contracts, enhance bargaining as a tool for inclusion, further enhance the sector's welfare, introducing forms of support that are not only economic in nature to workers with a greater job fragility and / or greater distance from the labour market; enhance continuous training and the right to training particular categories of workers, also with specific attention to health and safety issues and to introduce forms of reward and incentive for virtuous behaviour of the TWA.

WEC Assessment and next steps:

Signing this collective labour agreement is an important achievement for the private employment industry in Italy, especially in the context of the regulatory reform that was implemented in 2018 and imposed new restrictions on the sector. A presentation on the collective labour agreement will be given during the February WEC-Europe PA Committee and the EU Sectoral Social Dialogue Committee.

Thought Leadership

Jobs for all, all for jobs? Accelerating long-term perspectives on jobs, skills and business performance through career management – WEC Event on 7th of February

Employment rates are historically high in most OECD countries and the average unemployment rate is back to its pre-crisis levels. So, is the storm over and the sun shining bright again on the labour markets? Some clouds still loom over the horizon. Youth unemployment and long-term and very long-term unemployment continue to be sizeable in the EU. Despite progress, some groups remain under-represented on labour markets. In the EU, 17 million fewer women than men in working age are in employment. In the OECD countries, broad labour underutilisation was still at 28.1% in 2016.

At the same time, 45% percent of employers, across all sectors globally, struggle to find people with the competencies required; not just the technical ones but also the soft skills. Technological advancement is leading to a significant change in the set of tasks performed in many jobs, adding pressure on the need for upskilling and reskilling of workers. In such a more volatile environment, new forms of work offer flexibility and a form of resilience. But it also means fragmented careers and fluctuating periods of activities which, without the necessary guidance, can result in negative implications for workers and their quality of life.

In this context, employers must become smarter than ever to attract and retain their workforce, while individuals must be empowered and enabled to maintain their long-term employability. The employment industry has grown a range of career management services that help navigating this complex environment. Adding value at every stage of the work life journey, career management contributes to smooth labour markets and fulfilling work experiences; which benefit enterprises, individuals and society.

The World Employment Confederation organises on 7th of February a roundtable discussion with senior leaders from the largest career management firms worldwide, EU and global decision-makers, trade unions and research experts to better understand the role our sector can play in the labour market today and tomorrow, as well as debate the following questions:

- How can we help enterprises to look at jobs, skills and business performance in an integrated and long-term perspective?
- How can we equip people with better education and skills throughout their life so they gain control of their employability?
- How can we foster truly inclusive labour markets that offer opportunities to all, including those who are usually under-represented on labour markets (young, elderly, women, migrants, etc.)?
- How can we use social dialogue to develop innovative solutions to labour market changes?

Assessment:

The event organised by the WEC Head Office jointly with the career management Taskforce is a key opportunity to profile the career management segment of the employment industry to present innovative solutions and interact with EU policymakers and stakeholders.

Social Innovation in the employment industry

The theme of Social Innovation in the private employment industry continues to be of key importance for the World Employment Confederation and for profiling the industry at European and global level.

Following the launch of the World Employment Confederation-Europe Vision Paper "[Making Europe the best place to work!](#)" in December 2018 during a stakeholder conference on social innovation, the further advocacy and communication on the key messages of the Vision Paper has been launched in January. This includes face-to-face meetings and discussions with policy makers and stakeholders.

The World Employment Confederation furthermore continues to collect and compile social innovation case studies from its members to underpin and support the thought leadership work and advocacy on the topic. In 2019, a social impact report will be published showcasing the contribution of the private employment industry to inclusive labour markets.

On the level of the European Sectoral Social Dialogue, a European Commission grant has been obtained in December 2018 to conduct a project jointly with UNI-Europa on Social innovation in the temporary agency work industry, including a focus on access to training, access to social protection and the role of social dialogue in fostering social innovation.

Assessment:

Social innovation continues to be a main theme and focus for the World Employment Confederation in 2019, helping to position in the industry and to shape an environment that allows for industry growth. At the same time, the topic of Social Innovation will be more closely linked in 2019 with current, public affairs and regulatory challenges faced by the industry to support the World Employment Confederation members. At European level, the joint project with UNI-Europa on "Social Innovation in the temporary agency work industry is a key tool to progress in the debate on Social Innovation.

Abbreviations

CLA	Collective labour agreement
EU	European Union
ILO	International Labour Organisation
OECD	Organisation for Economic Cooperation and Development
PA	Public Affairs
PES	Public Employment Services
TWA	Temporary agency work