



AMSEP WAPES AMSPE

11th WAPES World Congress 2018 | 19 April 2018 | Max Uebe | EU Commission

The Impacts of digital Technology on Employment

Changing world of work

Working life radically transformed

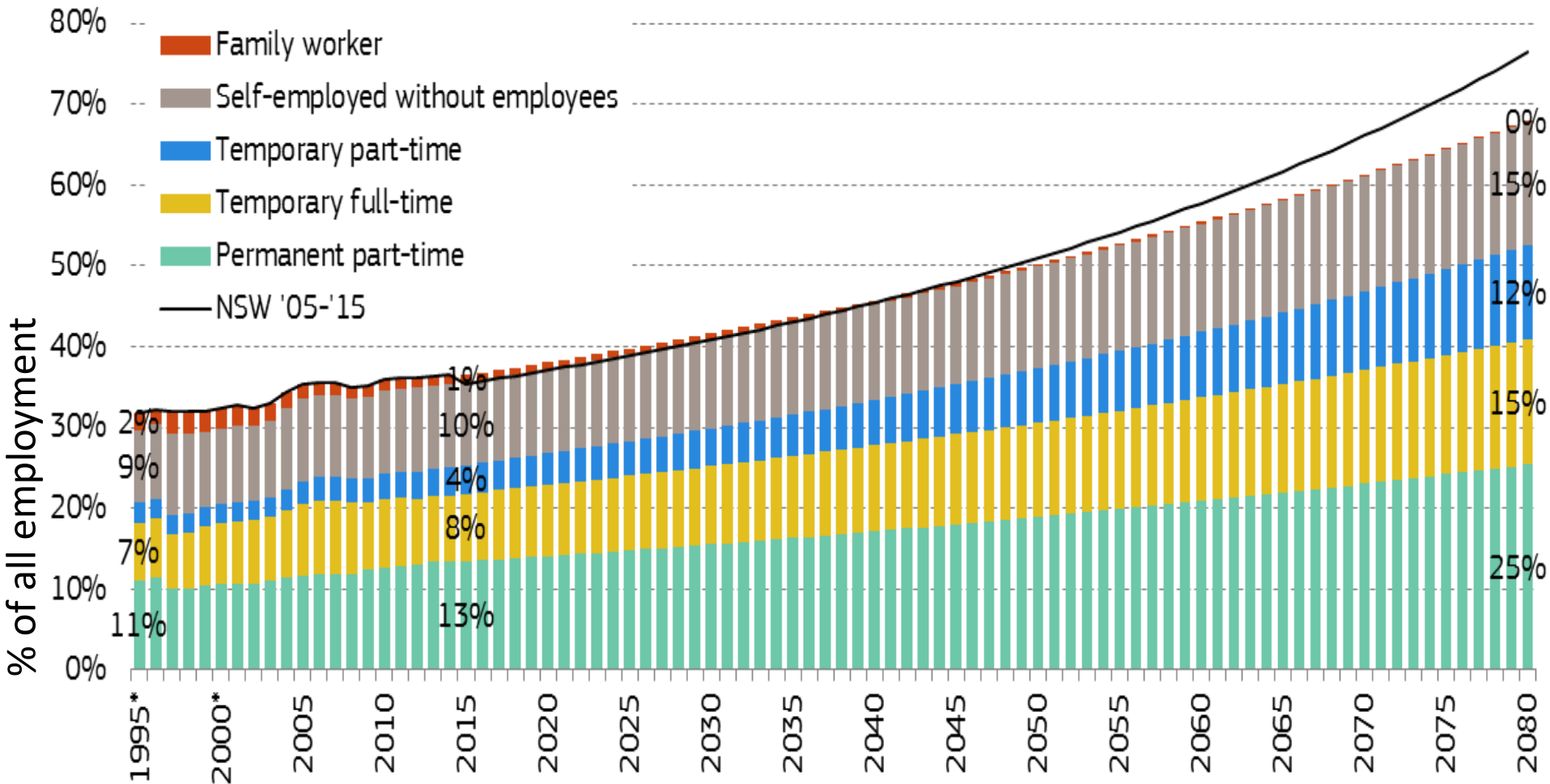
10 years ago

Today



New forms of work

New forms of employment spreading with digital technology



The European Pillar of Social Rights

A Commission's policy framework

A reference
framework for
upwards
convergence

20 principles and
rights

Building on the
existing EU social
law

A scoreboard of
employment and
social indicators

Several concrete
initiatives

20 principles and rights at a glance

Reaction on potential impacts on digital developments

Equal opportunities and access to the labour market

- Education, training and life-long learning
- Gender equality
- Equal opportunities
- Active support to employment

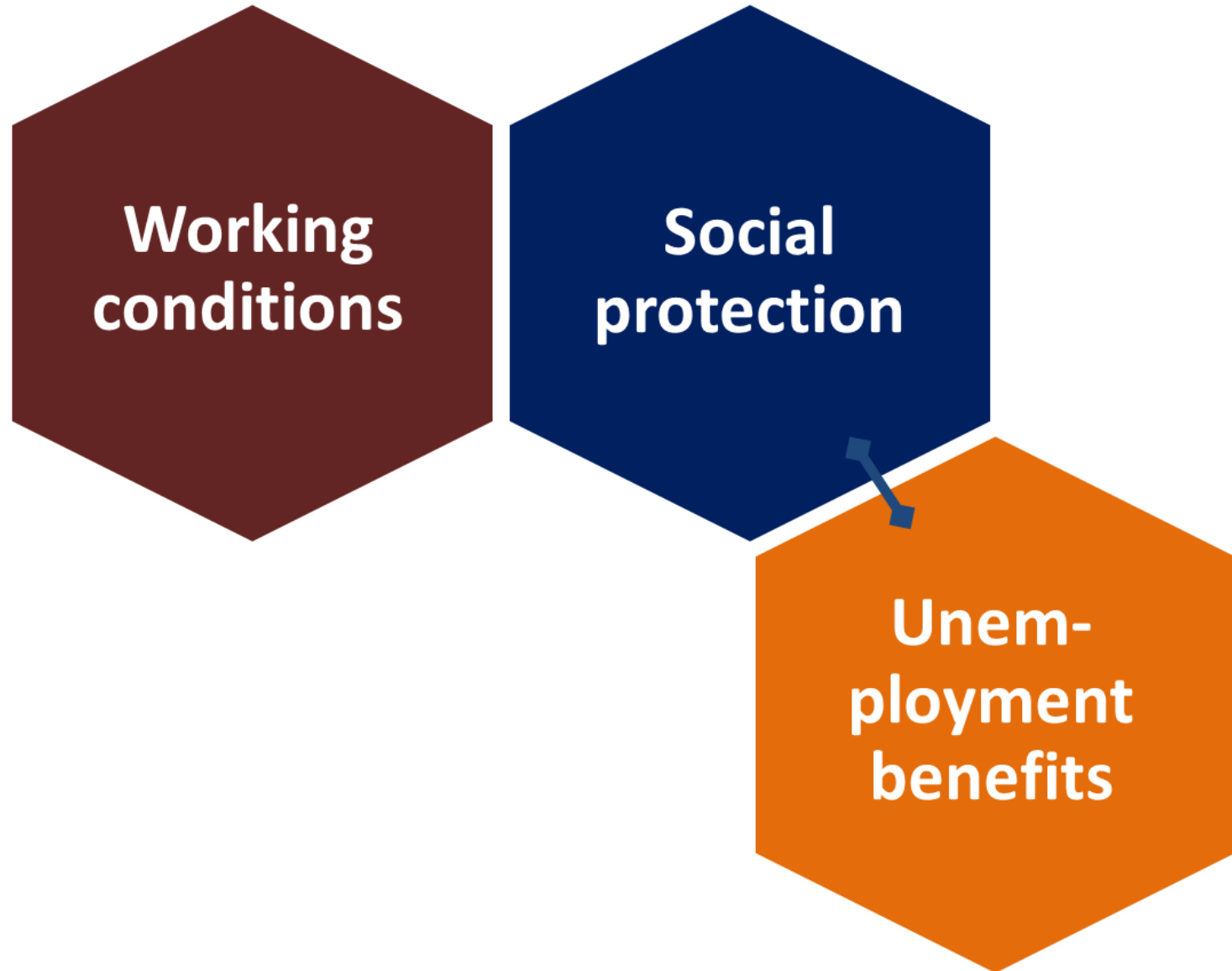
Fair working conditions

- Secure and adaptable employment
- Wages
- Information about employment conditions/ protection in case of dismissals
- Social dialogue/ involvement of workers
- Work-life balance
- Healthy, safe and well-adapted work environment

Adequate and sustainable social protection

- Childcare/ support to children
- Social Protection
- Unemployment benefits
- Minimum income
- Old age income/ pensions
- Health care
- Inclusion of people with disabilities
- Long-term care
- Housing/ assistance for the homeless
- Access to essential services

A detailed look into...



Working conditions

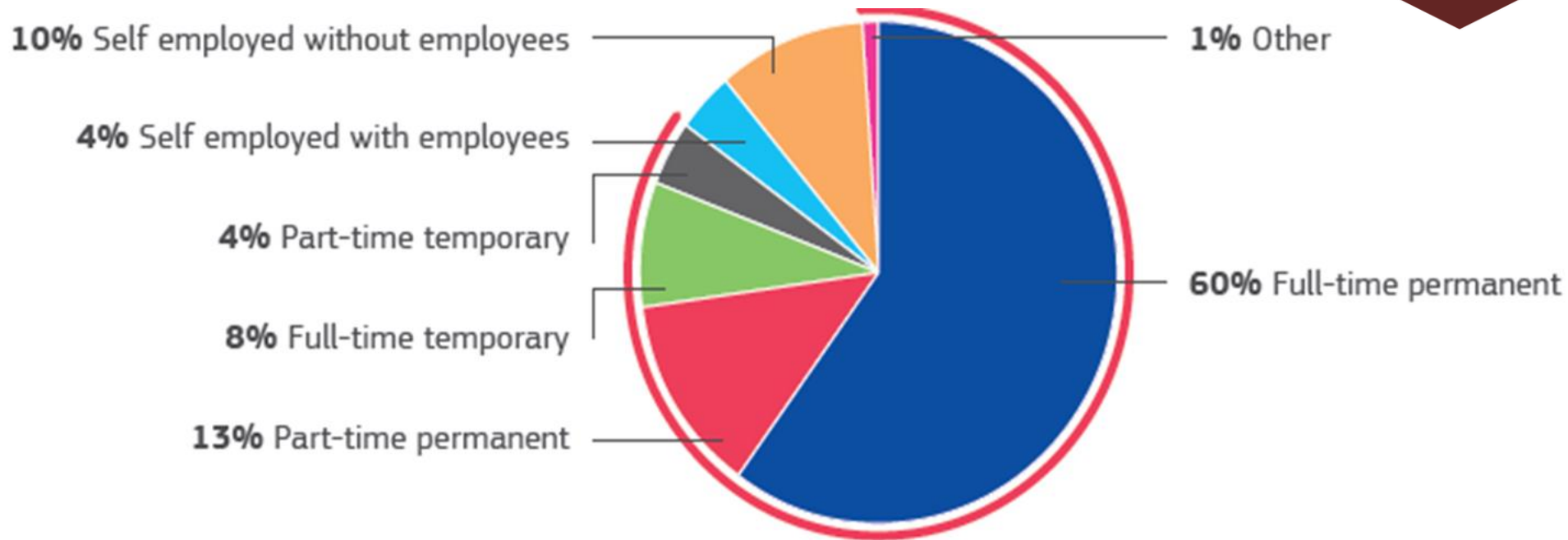
Proposal for an EU Directive setting minimum standards



1. Maximum duration of any probationary period
2. Possibility of employment in parallel
3. Minimum predictability of work if work schedule is variable and determined by the employer
4. Transition to another form of employment on worker's request (softened for SMEs)
5. Cost-free trainings of workers if employers are required to provide training by EU/ national rules or collective agreements

New rights for workers

200 million workers covered under the new rules



 Workers covered under the new rules
Total: 200 million

An example of an intermediary

For better working conditions and access to social protection



- **SMart** (Cooperative) in Belgium taking the role of employers and ensuring access to social rights and security
- Transforming the independent/self-employed contracts into employment relationships against a fee (6.5% of income)
- Salary guarantee insurance, smoothing income flows and providing a buffer against late payments and contractor default
- Offer of individual guidance, insurance pooling, co-working spaces, rental of equipment, trainings etc.

Access to social protection

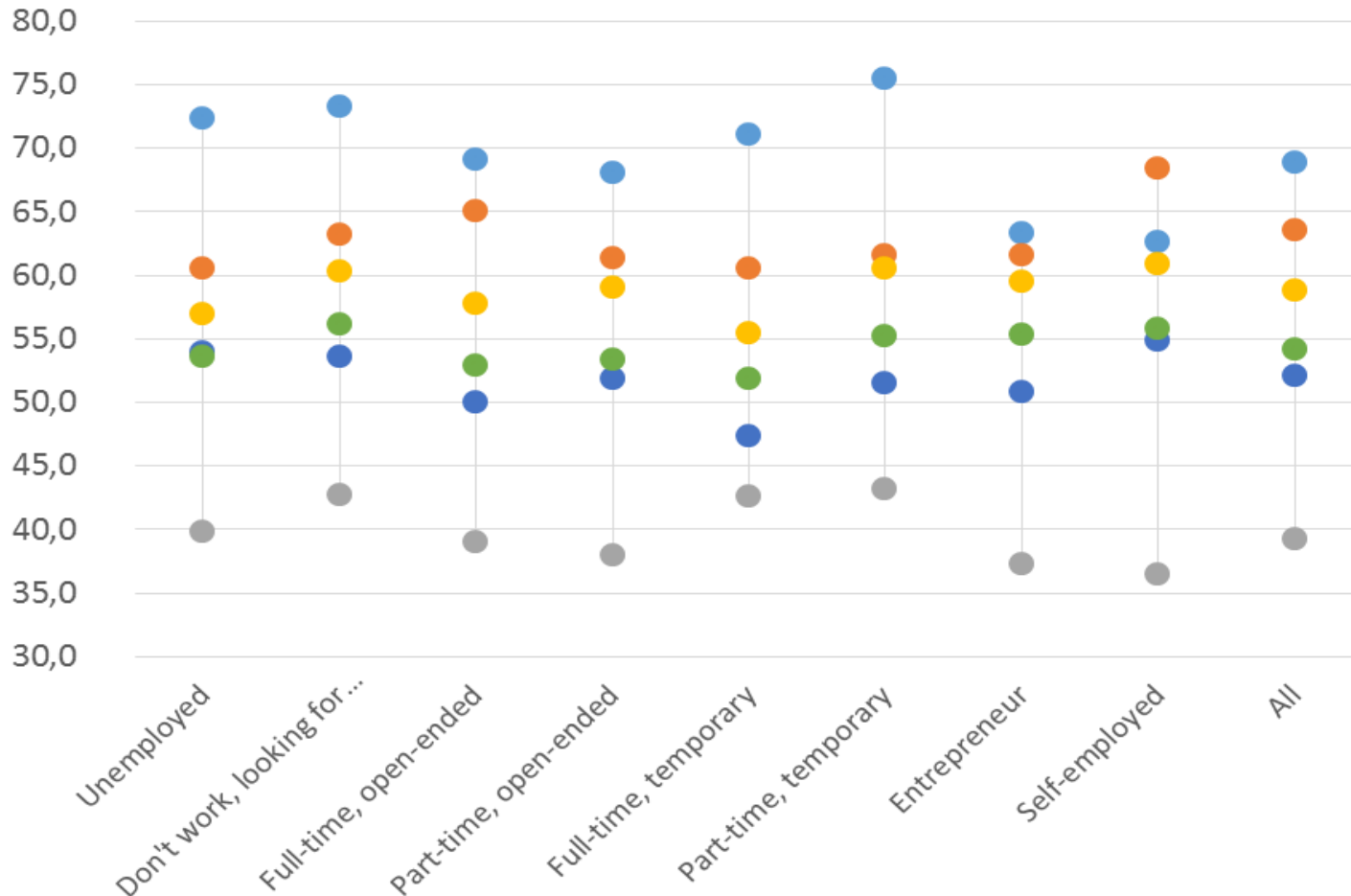
Proposal for a EU Council recommendation



- Allow non-standard workers and the self-employed to adhere to social security schemes
- Build up and take up adequate social benefits as members of a scheme and facilitate the transfer of social security benefits between schemes
- Increase transparency regarding social security systems and rights
 - ▶ The proposal covers unemployment, sickness and healthcare, maternity or paternity, accidents at work and occupational diseases, disability and old age.

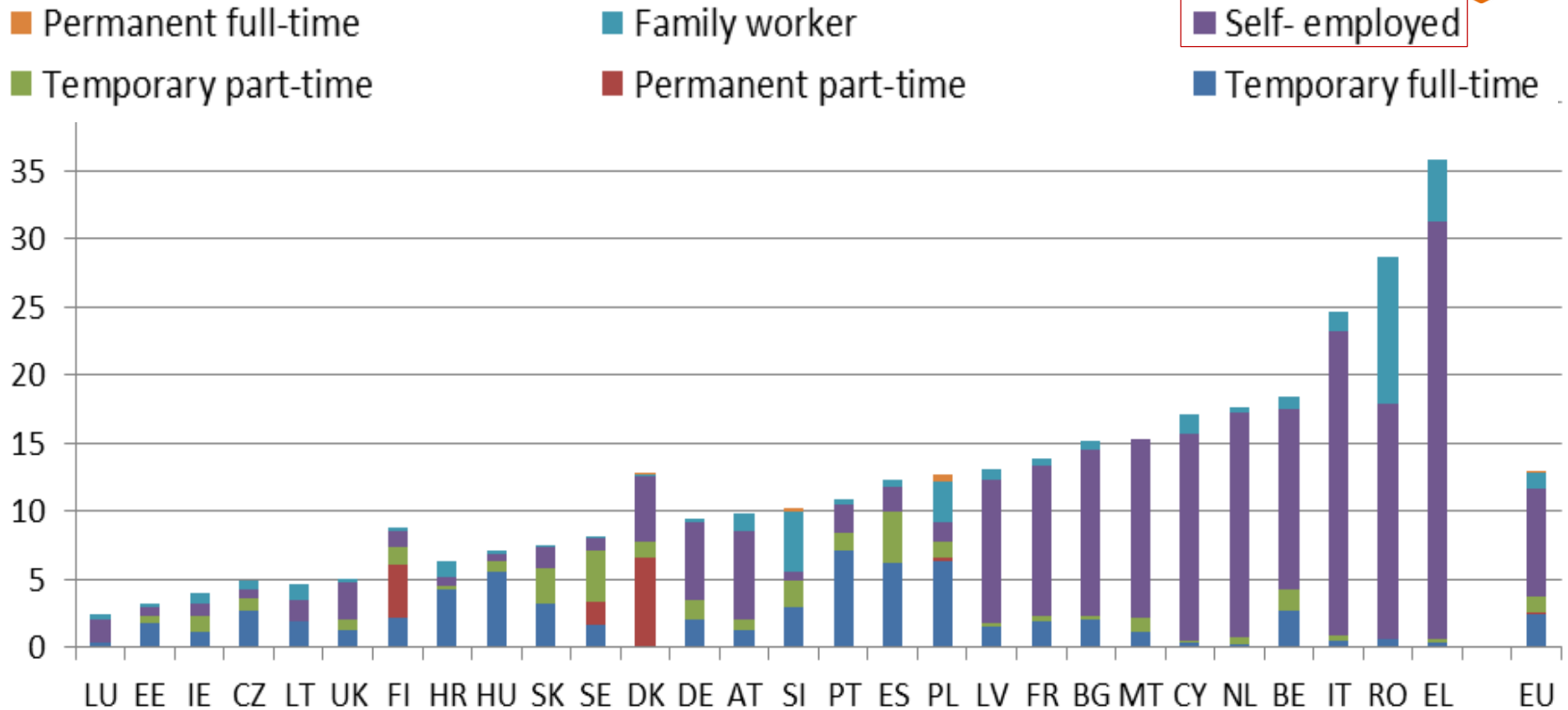
Social security – unemployment benefits

Branches of social security - most important for people?



Unemployment benefits

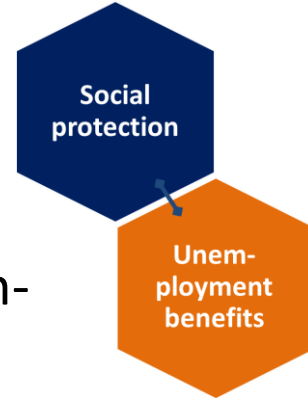
Risk of not being entitled to unemployment benefits



Denmark: A new unemployment insurance scheme for the future labour market

Providing access to non-standard employees

- On 18 May 2017, Denmark adopted a new unemployment insurance scheme for the self-employed and persons in non-standard jobs.
- Unemployment is defined in relation to activities rather than to a categorisation as either self-employed or wage earner
- Income as both wage earner and self-employed as well as income from multiple income sources will establish eligibility and entitlements.
- The scheme was proposed based on a consultation with social partners.



EU Commission Benchmarking

New key area: Unemployment benefits



- Performance indicator:
 - Coverage of unemployed with unemployment duration shorter than 12 months by unemployment benefits
- Identify key policy levers and evidence of their impact on performance:
 - Duration of benefits
 - Replacement rates and work incentives
 - Eligibility for unemployment benefits

EU activities on digitalisation

Next steps...

Working conditions

Social protection

Unemployment benefits

Communication on AI and robotics

- Job creation, smooth labour market transitions, and need for digital skills

High level expert group

- On the impact of digitalisation on the labour market

2018 ESDE

- Future of work with five chapters (June 2018)

Public Employment Services

- Impact of digitalisation on the access to labour market and service provision

Next MFF

- Align funding so that it can better address challenges related to digitalisation

OECD project

- Mapping policy responses on the new forms of work at Member State level

Further information

- [The European Pillar of Social Rights](#)
- [Proposal for a DIRECTIVE OF THE EUROPEAN PARLIAMENT AND OF THE COUNCIL on transparent and predictable working conditions in the European Union](#)
- [Example of "SMart"](#)
- [Proposal for a Council Recommendation on access to social protection](#)
- [European Network of Public Employment Services](#)
- [PES Knowledge Centre](#) with studies such as:
 - Atypical Employment and the Role of European PES
 - PES support to start-ups