



# MULTISTAKEHOLDER DIALOGUE

## Theme: Future of Work

### **AGENDA**

Work Stream 1: Access to Social Protection  
Roundtable 2  
**16 June 2021**

- **Welcome**
- **Expert lecture: “After the Supreme Court(s): recent high-profile rulings and access to social protection for gig workers” by Jeremias Adams-Prassl, Professor of Law, Oxford University (20 min + 10 min Q&A)**
- **Project Updates (5 mins)**
- **Discussion Topic 1: What constitutes a minimum level of social protection? (20 minutes)**

ILO recently recommended an international governance system for digital labour platforms to be established and to oblige platforms (and their clients) to respect certain minimum rights and protections. Three EU Directives concern non-standard work; they address part-time work (Council Directive 97/81/EC of 15 December 1997), fixed-term work (Council Directive 1999/70/EC of 28 June 1999) and temporary agency work (Directive 2008/104/EC), however, self-employed working through platforms fall outside of this scope. Having a unified EU action could ensure for convergence on the working conditions across the Member States This could also help avoid fragmentation of a single market and encourage innovation.

The Commission is considering an EU action that would ensure (1) the injury and disease prevention, (2) health and safety protection against occupational risks, (3) improved and accessible information on entitlements and obligations, (4) access to unemployment and sickness benefits schemes.

The difficulty lies in defining the scope of the EU initiative, precisely when it comes to what types of workers should be covered (e.g. all workers working through digital labour platforms, regardless of their employment status). It is also unclear whether an EU initiative should cover all digital platforms active in the EU or focus only on certain types of platforms or business models.

- What constitutes essential/minimum social benefits standard (e.g., healthcare, sick leave, unemployment benefits)?
  - Social protection is commonly managed at the national level. Does an EU action make sense in this context and what role would the states play?
  - Should EU action cover all people working through platforms, regardless of them being workers or self-employed, and which types of digital platforms should it focus on?
- **Discussion Topic 2: Financing minimum level of social protection benefits (20 minutes)**

Contributions to such minimum social protection benefits are another major point of debate. Some argue that platforms should assume all responsibility, while others argue that the responsibility should be shared among platforms, their clients and workers.

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- Who contributes to the social protection benefits for workers in diverse forms of employment?
  - How can contributions be managed (cross-border and across platforms) and distributed?

➤ **Defining Policy Pointers & Out-of-Box Solutions** (10 minutes)

We will use the remaining 10 minutes to identify policy pointers as well as build upon the acquired knowledge to identify some out-of-box solutions that we can take up in the subsequent roundtable discussions.

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## EXPERT'S BIO

**Professor Jeremias Adams-Prassl** is a Fellow of Magdalen College and an Associate Professor in the Faculty of Law, University of Oxford. He read law at the Universities of Oxford, Paris (MA, DPhil) and Harvard (LL.M.).

Jeremias is primarily interested in Employment Law and European Union Law. He is the author of *The Concept of the Employer* (OUP 2015; Paperback 2016), a co-editor of *The Autonomy of Labour Law* (Hart 2015), and one of the editors of *The Contract of Employment* (OUP 2016). He is also an editor of Chitty on Contracts (32nd ed, Sweet & Maxwell 2015).

His work in European law includes co-editing the EU Law in the Member States Series (Hart | Bloomsbury Publishing), exploring the reception and implementation of EU-level norms across different Member States. Through this work, he is a co-editor of several volumes of essays, including *Viking, Laval, and Beyond* (with Mark Freedland FBA QC, 2014) and *Air Passenger Rights, Ten Years On* (with Advocate General Michal Bobek).

In 2015, Jeremias was awarded a British Academy Rising Star Engagement Award to further his work in European Employment Law. In the spring of 2016 and 2017, he was an Associate Research Scholar at Yale Law School to complete work on his new book on work in the 'gig' economy, *Humans as a Service*, which will be published by OUP later this year.

## CHAIR'S BIO

**Jovana Karanovic** is Assistant Professor at the Department of Technology and Operations Management (Business Information Management section) at the Rotterdam School of Management, Erasmus University and Founder of Reshaping Work.

Jovana's research is at the intersection of digital technologies and new organizational forms, with a particular focus on platforms. Specifically, Jovana is interested in the new forms of organizing in the platform economy, strategies that online platforms undertake, and their impact on the broader set of stakeholders, including platform workers. Relatedly, she also explores alternative organizational forms and governance structures in the platform economy, such as platform cooperatives. Her research has most recently been published in a leading business journal - [the Journal of Management Studies](#).

Furthermore, Jovana is the Founder and Managing Director at Reshaping Work – a foundation that brings an international community together to discuss and debate the most pressing issues related to new digital trends (e.g., platform economy, artificial intelligence) and the future of work.

She has recently been recognized by the media outlet Silicon Canals among the most powerful female ecosystem builders of Amsterdam's tech domain for the year 2021. Jovana is also an RSA fellow. RSA (Royal Society for the encouragement of Arts, Manufactures and Commerce) has been leading the social change for the past 260 years. Jovana joined their 30,000 strong Fellowship to support RSA's mission and join inspiring change makers.

Jovana is also a frequent speaker at academic and industry events, of which the most notable appearances include [TEDx Amsterdam](#) and a feature in a Dutch documentary TV series [Backlight](#).