



MULTISTAKEHOLDER DIALOGUE THEME: FUTURE OF WORK

'The 'Reshaping Work' initiative is valuable because it provides a forum to do precisely this: creating a space for different stakeholders to make their voices heard and to jointly discuss the future of work and find ways to shape it. Listening to you and hearing your different perspectives helps us as policymakers to get a better picture of what concerns us all.'

MARIYA GABRIEL,
EU Commissioner for Innovation, Research, Culture, Education and Youth

About the project

The primary objective of the project is to create a permanent knowledge interlocutor where parties with the stake in the debate on the future of work can engage in a constructive dialogue, exchange views, negotiate positions, and propose new solutions.

The project is a collaborative effort that gathers incumbent players, scale ups, start-ups, researcher institutes, labour unions, advocacy groups and independent experts to discuss timely issues pertaining to diverse forms of work. The goal of the project is to inspire discussions on the European level by outlining points of consensus among the multi-lateral set of stakeholders, shedding light on best practices as well as sectorial differences, and providing policy recommendations.

The main deliverable of the project is a report (due in December 2020), outlining key issues in regards to 1) access to good quality work & social protection, rights and benefits, and 2) skills and career development – which were noted as two most prominent topics that deserve attention.

The report will be shared with the European Commission and other relevant political bodies. We will also strive to engage the broader community and further elicit discussions on these important topics.

The project is led by Reshaping Work – a Foundation headquartered in Amsterdam.

Project timeline

The project will commence with a kick-off meeting on July 30th, 2020 and be finalized in December 2020, when the report is due to be published.

Each work stream consists of four monthly roundtable discussions held as virtual conferences and one internal workshop with the European Commission, providing members an opportunity to directly interact with decision makers and receive clarification where needed.

In addition, on July 30th, we will host a special workshop on Digital Services Act (DSA). The workshop will be given by the European Commission exclusively for our project members. The Commission will give an overview of the public consultation related to online platforms and discusses relevant issues with our project partners.



Key dates:

July 30th – Project kick-off meeting & workshop with DG CONNECT (DSA related)

September 9th – First meeting, Work stream 1

September 23rd – First meeting, Work stream 2

November – Internal workshop with the Commission & executive summary

December – Final report (encompassing two work streams) & defining next steps

Contributions

The project is a collaborative effort where all the involved partners have equal rights. The project functions based on a solidarity principle, whereby corporate partners make a financial contribution proportional to their company size, and knowledge partners contribute in-kind.

Deliverables

- Kick-off workshop to identify expectations, concerns and perspectives
- Four monthly roundtable discussions per work stream (held as video conferences)
- Internal workshop – joint meeting with the European Commission
- Additional workshop related to DSA
- Executive summary (to be shared & presented to the European Commission)
- Full report encompassing & creating bridges among all work streams (to be shared & presented to the European Commission)
- Dedicated project webpage on reshapingwork.net
- In-between monthly calls as needed
- Defining steps for advancing the project based on the feedback provided by the Commission and 2021 direction (see long-term project objectives below)

Onboarding of new partners

In order to accommodate for partners that may need more time to confirm their participation, the project will allow onboarding of new partners up to the second project meeting. In the coming weeks, we will also be onboarding knowledge partners; any suggestions and referrals in this regard are very welcome.

Project website

The project website will be ready by August 1st. Each partner will have a personal login, where you will be able to find all the necessary information.



APPENDIX

Work Streams

WORK STREAM 1: Access to Good Quality Work & Social Protection, Rights & Benefits

Start date: Early September

Number of roundtables: 4 + workshop with the Commission (1.5 h each)

Joint meeting with the Commission: November 2020

Full report (encompassing all work streams): December 2020

The objective of this work stream is to address issues related to access to work as well as social protection, while keeping in mind the current economic challenges. The work stream will focus on actions that can be executed in a short-time span in order to support the post-crisis recovery of the labour market.

Diverse forms of work (e.g. contract work) can provide immediate access to income streams, which can be especially advantageous in the times of economic crisis. However, the demands of the situation can put workers, especially those in precarious jobs, in a vulnerable position (from both an economic and health perspective) with significant costs for social security systems.

Therefore, the objective of this work stream is to identify key elements that can enhance the quality of jobs in diverse forms of work, as well as actions needed to unlock the value-potential.

The work stream will also take a broader look at the social protection, rights and benefits for workers in diverse forms of work. The work stream group will be guided by recommendations as outlined by the Council (https://eur-lex.europa.eu/legal-content/EN/TXT/?uri=uriserv:OJ.C_.2019.387.01.0001.01.ENG&toc=OJ:C:2019:387:TOC), but will also be encouraged to look beyond those, for the issues that may have been neglected or deserve more attention.

The work stream will also strive to look beyond the current protection schemes to make sure social protection systems can evolve together with the labour market, ensuring the European social model is future-proof and resilient.

Issues to be covered

- Worker representation
- Ways to mitigate health and safety risks
- Cross-border harmonization, including the differences between on-location tasks and online tasks
- Fair working conditions & wages
- Outlook of best practices, adding to those outlined by the European Commission here: (<https://ec.europa.eu/social/main.jsp?catId=738&langId=en&pubId=8157&furtherPubs=yes>)



- Regulatory barriers to the offering of social protection to self-employed (issue of reclassification)
- The issue of 'recognition', or lack of it, that would allow these workers to apply for tenders and other supportive measures
- Alternative forms of social protection (e.g. portable benefits, digital social security model: https://www.boeckler.de/pdf/p_fofoe_WP_138_2019.pdf)
- Outlook of different legal structures across Member States, including the best practices to address the issues at hand, as outlined by the European Commission (<https://ec.europa.eu/social/main.jsp?catId=738&langId=en&pubId=8157&furtherPubs=yes>)

WORK STREAM 2: Skills and Career Development

Start date: Mid-September

Number of roundtables: 4 + workshop with the Commission (1.5 h each)

Executive report to be shared with the Commission: November 2020

Joint meeting with the Commission: November 2020

Full report (encompassing all work streams): December 2020

Objective

The work stream will encompass topics related to skills development and utilisation in the digital world as well as funding schemes that can be appropriated.

The group will map specific skills (not just digital) that workers in diverse forms of work and self-employed have and further acquire and suggest possibilities for career advancement. The need to have processes in place to develop and finance skills enhancement, as well as recognize them in the digital environment, will be addressed.

Aware of different national legislations in the EU, the group will also strive to make suggestions based on the reality beyond the EU, including in the EU neighbouring countries by focusing on best practices, among other things.

The group will be guided by the New Skills Agenda proposed by the European Commission as outlined here:

<https://ec.europa.eu/social/main.jsp?catId=1223#competences>.

Issues to be covered

- Skills development and utilisation
- Transferability/portability/recognition of skills
- Key competences for lifelong learning as outlined here: https://eur-lex.europa.eu/legal-content/EN/TXT/?uri=uriserv:OJ.C_.2018.189.01.0001.01.ENG
- Access to training and skills development
- Financing lifelong learning, reskilling and upskilling
- Facilitation of smoother labour market transition and reskilling
- Promotion of vocational education and training role in new provision realities, including in development of the digital and entrepreneurial skills



PROJECT PARTNERS

