Building the future of work together

Comprehensive measurement, social dialogue, and integrated policies

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Trends and challenges

Trends in the labour market lead to **more atypical work arrangements**:

❖ **Transitions** between various forms of work/non-work (jobs, family work, care, training, unemployment, voluntary work, etc.) become more frequent
❖ **"Standard employment" is reduced**; **bogus self-employment** (e.g. platform economy, construction) and **part-time** and **temporary work** (e.g. posting, temporary agency work) are increasing
❖ **Outsourcing** and **short-term contracts** replace stable, direct and long-term employment

… with both positive and negative consequences often depending on persons' socio-economic characteristics (age, sex, education, digitalisation skills, etc.).

→ **Policy systems hence must be adapted** (social protection, employment policy, living wage, pensions, etc.)
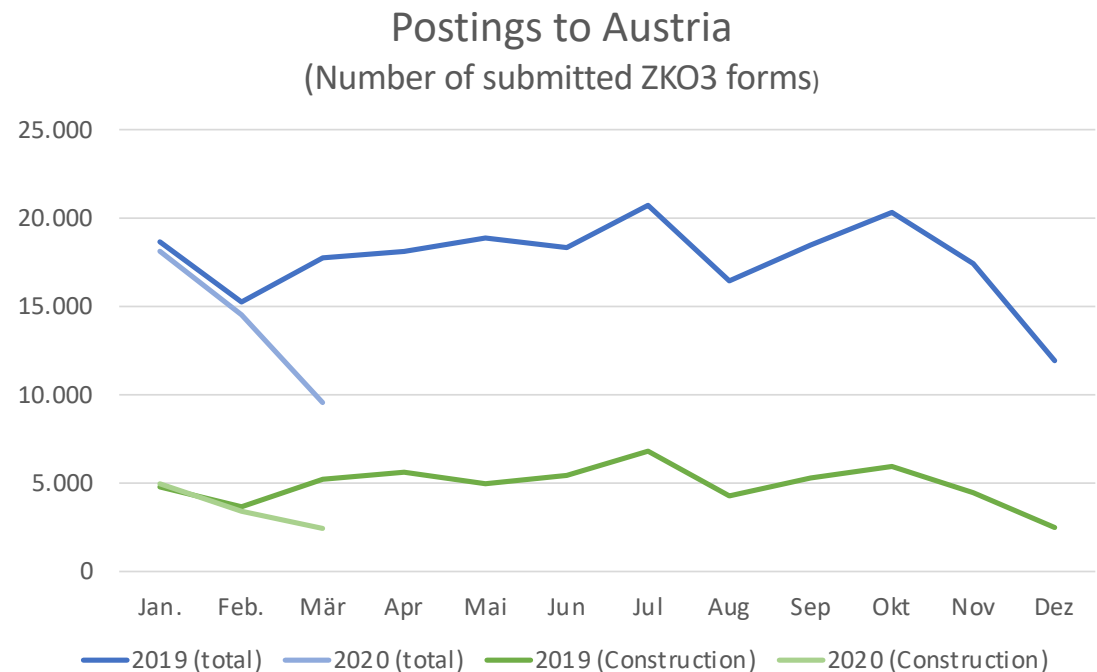
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What is needed? – Integrated policies

❖ Integrated policies that affect contemporary working life are needed (e.g. consider **multiple vulnerabilities**)

❖ Vulnerable groups, such as posted workers, low-paid workers, migrants, persons with disabilities, need **stronger representation** and **involvement in policy making** (e.g. results from the Social Situation Analysis in Austria/persons with disabilities)

❖ Policy measures must **be better tailored to the specific needs** of those most vulnerable

❖ Appropriate policies that help **create enabling environments** are required. This entails **improving the regulatory and policy framework** and promoting access to financing, support structures, and training and knowledge-sharing (e.g. Employment for people with disabilities)

What is needed? - Comprehensive measurement

What **happens** to posted workers when borders are shut in response to a global pandemic?

❖ Strong job losses among mobile migrant workers
❖ Additional OSH measures
➢ Workers need information on their rights
➢ Posted workers rights need to be enforced

→ Comprehensive measurements are required to understand how challenges evolve, so that we can react to them

Postings to Austria
(Number of submitted ZKO3 forms)

Legend: 2019 (total) — 2020 (total) — 2019 (Construction) — 2020 (Construction)

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What is needed? - Comprehensive measurement

Evaluation of support by the European Social Funds (ESF) for social inclusion activities in Austria

❖ Example: Youth College Vienna

→ Understand which measures are effective so that they can be replicated

Rationale: Integration of young refugees into education, training or employment

Input: €17 million over three years from ESF and three local partners

Activities:
• Needs assessment
• Modularised courses
• Counselling
• Support for transitions (education, employment)

Outputs: 2407 participants primarily from Afghanistan (1004), Syria (696), Somalia (209) and Iraq (134)

Outcomes:
• Improved competencies (German, mathematics, English)
• Transition into education (29%)
• Transition into employment (9%)

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What is needed? – Social & Stakeholder Dialogue

ESF & Con3Post

❖ Focus groups, Foresight discussions

SDG dialog forum "Leaving no one behind"

❖ Five workshops on different policy areas related to the SDGs (disability policy, decent work for young people, poverty and inequality, ageing, health and wellbeing of children and young people)

→ Integrate stakeholders and learn from them!

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How can we get there?

Involving civil society (NGOs, interest groups, research community) and improving social dialogue

➢ Strengthen the evidence-base of policy-making

➢ Give those affected a voice; ensure that problematic trends receive attention

➢ Support policymakers in developing better policies

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How can we get there?

Transnational and national cooperation in the European Centre's projects:

➢ Study Visits or Joint Visits that combined focus groups with foresight exercises and international seminars (POOSH: in Romania and Belgium; Con3Post: in Slovenia, Austria, Finland, Poland, Belgium and Italy)

➢ Multi-stakeholder workshops, awareness raising events and conferences that involved policymakers, enforcement agencies, social partners, NGOs researchers (SDG dialog forum "Leaving no one behind"; POOSH, EEPOW, Con3Post)

➢ Peer Reviews, Strategic Board Meetings, Mutual Learning Labs (EEPOW, POW-BRIDGE)

Comprehensive measurement

Integrated policies

Social and stakeholder dialogue

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THE BEST WAY TO PREDICT THE FUTURE IS TO CREATE IT.

- *Abraham Lincoln*