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.)
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
**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%)
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!
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
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)
THE BEST WAY TO PREDICT THE FUTURE IS TO CREATE IT.

- Abraham Lincoln