



The future of research and policy in employment and labour mobility

Parallel Session 1 – Chair: Sonila Danaj, European Centre

UNOV | 26 September 2024

EUROPEAN CENTRE FOR SOCIAL WELFARE POLICY AND RESEARCH



EUROPEAN CENTRE FOR
SOCIAL WELFARE POLICY
AND RESEARCH



Objectives

- Present the Discussion Paper
- Get feedback and fresh ideas from experts
- Identify additional areas of future research in employment and labour mobility
- Networking and forging potential partnerships

26 September | 14.30 | Room CR2

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Presentation of the Discussion Paper

Elif Naz Kayran and Leonard Geyer

European Centre for Social Welfare Policy and Research

Comments

Michael Blauburger

Paris Lodron University Salzburg, Austria

Tadas Leončikas

Eurofound, Dublin, Ireland

Outline

- Aim of the paper
- Current themes and challenges of work
- Our work: contributions of the European Centre
- Recent trends and future perspectives
- Conclusions
- Questions for discussion

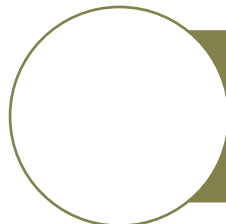
Aim of the paper



To provide an overview of the key themes and challenges dominating public and academic discussions in the world of work



To present European Centre's recent research on the topic



To discuss the way forward for the ELM team

Current themes and challenges of work 1

Work fragmentation and non-standard employment

- Multiple new configurations of work
- Voluntary vs. involuntary

Labour market segmentation, precarity, and inequality

- Ongoing and deepening dual market
- Predictability and security

Current themes and challenges of work 2

Adaptation to new skill demands and types of work

- Training, VET, life-long learning, occupational changes

Unemployment, activation, and inclusion

- Time arrangements, PES, gender dynamics

Current themes and challenges of work 3

Internationalisation of the workforce

- TCNs, intra-EU mobility, diversity of lengths
- Persistent labour market supply-demand dynamics

Un(der)declared & other falsely declared work

- Wage and social dumping risks, profit maximisation
- Labour vulnerability

Current themes and challenges of work 4

Transformation of industrial relations

- Adapting social dialogue actors and strategies
- Inclusiveness of collective bargaining

Professionalisation of policy making

- Evidence-based policy-making
- M&E, forecasts, and benchmarking
- Accountability and preparation

Our work: contributions of the European Centre

1974-2015 Work is pervasive in key thematic areas

2016 Work and Welfare Unit is established

2021 – Employment and Labour Mobility research team is created

2016 - 2019	2019 - 2021	2021 - 2024	2024 - onward
LABOUR MARKET POLICY Active ageing • Social entrepreneurship • Employment policies in Austria • Integrated case management Western Balkan • Western Balkan European Pillar of Social Rights • EU thematic network employment • EU Mutual Learning Program • Better Regulation Guidelines	LABOUR MARKET POLICY Better Regulation Guidelines • Inclusive employment • EU thematic network employment • Sustainable Development Goals stakeholder workshops in Austria • EU Mutual Learning Program • Western Balkan European Pillar of Social Rights	LABOUR MARKET POLICY Western Balkan European Pillar of Social Rights • Integrated case management Armenia & Tajikistan • Community of Practices: Employment, Partnership • BB Peer reviews • Employment of persons with disabilities • EU thematic network employment • EU Mutual Learning Program	LABOUR MARKET POLICY BB Peer Reviews • European Community of Practice Partnership • EU Mutual Learning Program • Integrated case management Uzbekistan • Youth transitions
LABOUR MOBILITY Occupational Safety and Health of posted workers • Posting in Eastern Europe	LABOUR MOBILITY Posting in Eastern Europe • Posting of third country nationals in the construction sector • Bridging legislation and practice in posting	LABOUR MOBILITY Bridging legislation and practice in posting • Secure mobility of posted workers • Posting statistics • European construction labour market • Information channels in posting	LABOUR MOBILITY Posting statistics • Study on third country nationals • Analyses for European Labour Authority
LABOUR STANDARDS & WORKING CONDITIONS Occupational Safety and Health of posted workers • Training of SME's in 'Work 4.0'	LABOUR STANDARDS & WORKING CONDITIONS Posting of third country nationals in the construction sector • Bridging legislation and practice in posting	LABOUR STANDARDS & WORKING CONDITIONS Bridging legislation and practice in posting • Ridersurvey • Secure mobility of posted workers • Undeclared work platform • European construction labour market • Information channels in posting • Driversurvey	LABOUR STANDARDS & WORKING CONDITIONS Study on third country nationals • Study on temporary migrant workers • Analyses for European Labour Authority • Driversurvey • Data on collective agreements in the platform economy • Transnational sectoral labour markets • Green and digital transition through union-employer negotiations
		INDUSTRIAL RELATIONS Ridersurvey • Driversurvey	INDUSTRIAL RELATIONS Driversurvey • Data on collective agreements in the platform economy • Transnational sectoral labour markets • Green and digital transition through union-employer negotiations

Employment and Labour Mobility: Project Overview

Themes



Employment and labour market policies

ESF TRANSNATIONAL PLATFORM

EMPLOYMENT THEMATIC NETWORK



Labour mobility and migration



INFO-POW



POOSH
Occupational Safety and Health of Posted Workers



Labour standards and working conditions

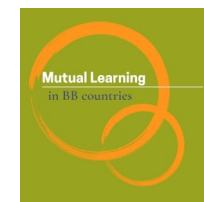


the relationship between workers, employers and social partners

Projects



Scope: National, cross-national and transnational



Geographical coverage: EU, Western Balkans, Eastern Partnership countries



Con3Post
Posting of Third Country Nationals



Methods: Qualitative, quantitative, case study, policy analysis, and comparative research

JUSTMIG



Target groups: non-standard workers, posted EU and third-country workers, temporary migrant workers, platform workers, persons with disabilities, youth and the elderly, SMEs and big companies, social partners, enforcement agencies and policymakers

Recent trends and future perspectives 1

Digitalisation and automation

- ✓ Potential to increase productivity and workplace safety and create well-paying jobs
- ✗ Risk of upskilling pressures and technological redundancies as well as of the use of new technologies to monitor workers

Re-organisation of work and changing working conditions

- ✓ Emergence of more mobile, flexible, and non-traditional work arrangements (*teleworking, online and on-location platform work, cross-border work*) and new economic opportunities including for previously excluded
- ✗ Risk of bad working conditions and new workplace risks

Recent trends and future perspectives 2

Demography and Migration

- Increasing life expectancy and low-birth rates in the EU contribute to population aging and an increasing need for care workers necessitating
 - policies to harness the potential of the domestic labour force and
 - research on where and how to integrate foreign workers

Climate change and green transition

- Decarbonization requires changes to production process and related skills and can mean the end of some industries and the rise of new ones
 - Need for public policies and social dialogue to ensure the transition is done effectively, but also in a socially responsible way

Conclusions

- Labour market transformations create great challenges but also new opportunities, meaning the future is **uncertain** and **can be shaped**

What does this mean for us?

- A lot more work!
 - **Research**: understand how the future of work is unfolding
 - **Policy work**: help shape labour and employment policy for the better and to meet future needs

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Comments

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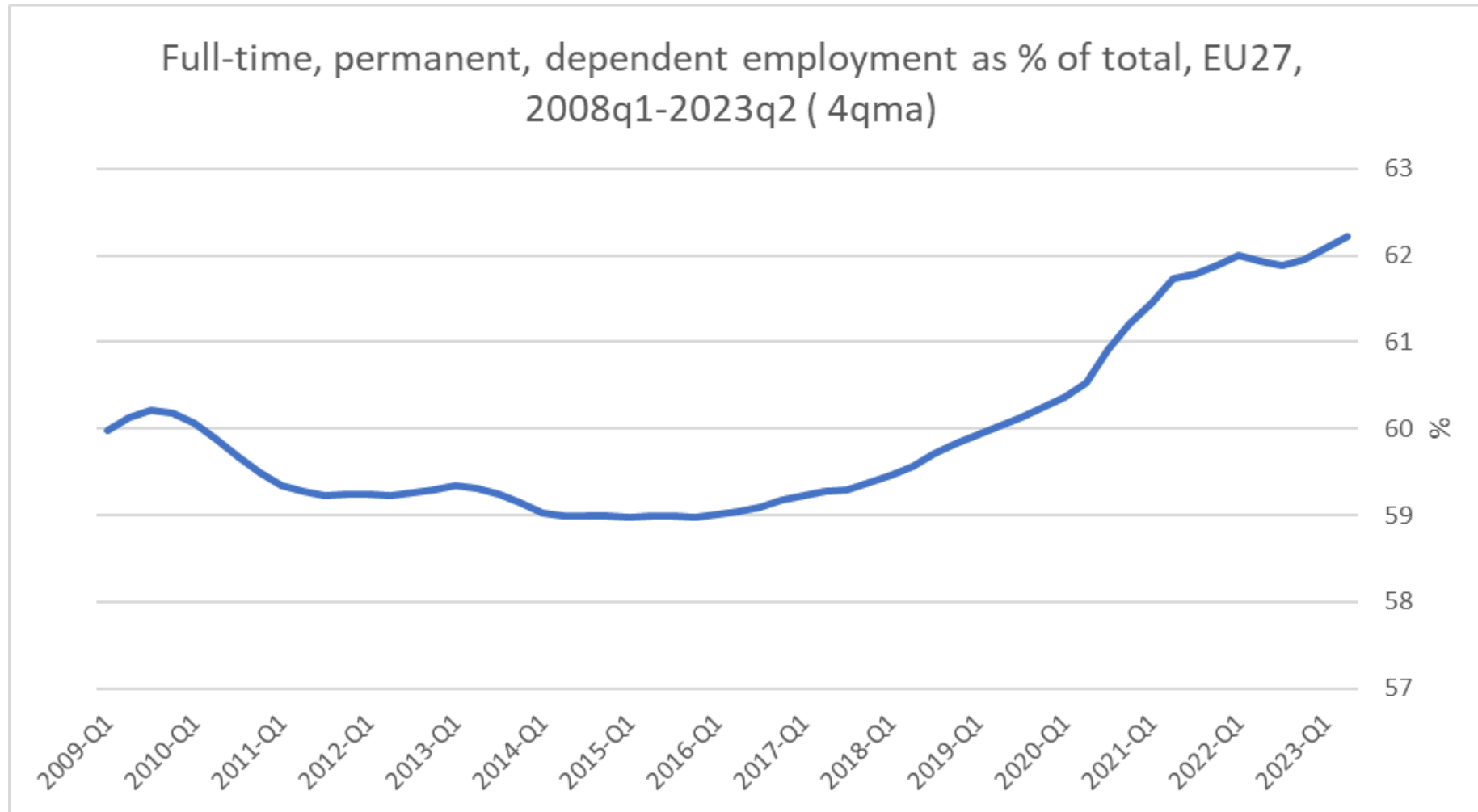
Future focus in researching employment –

comments by

Tadas Leoncikas, Head of the Employment unit

26 September 2024, Vienna

Growth of core employment: rise in standards or shortage of labour?

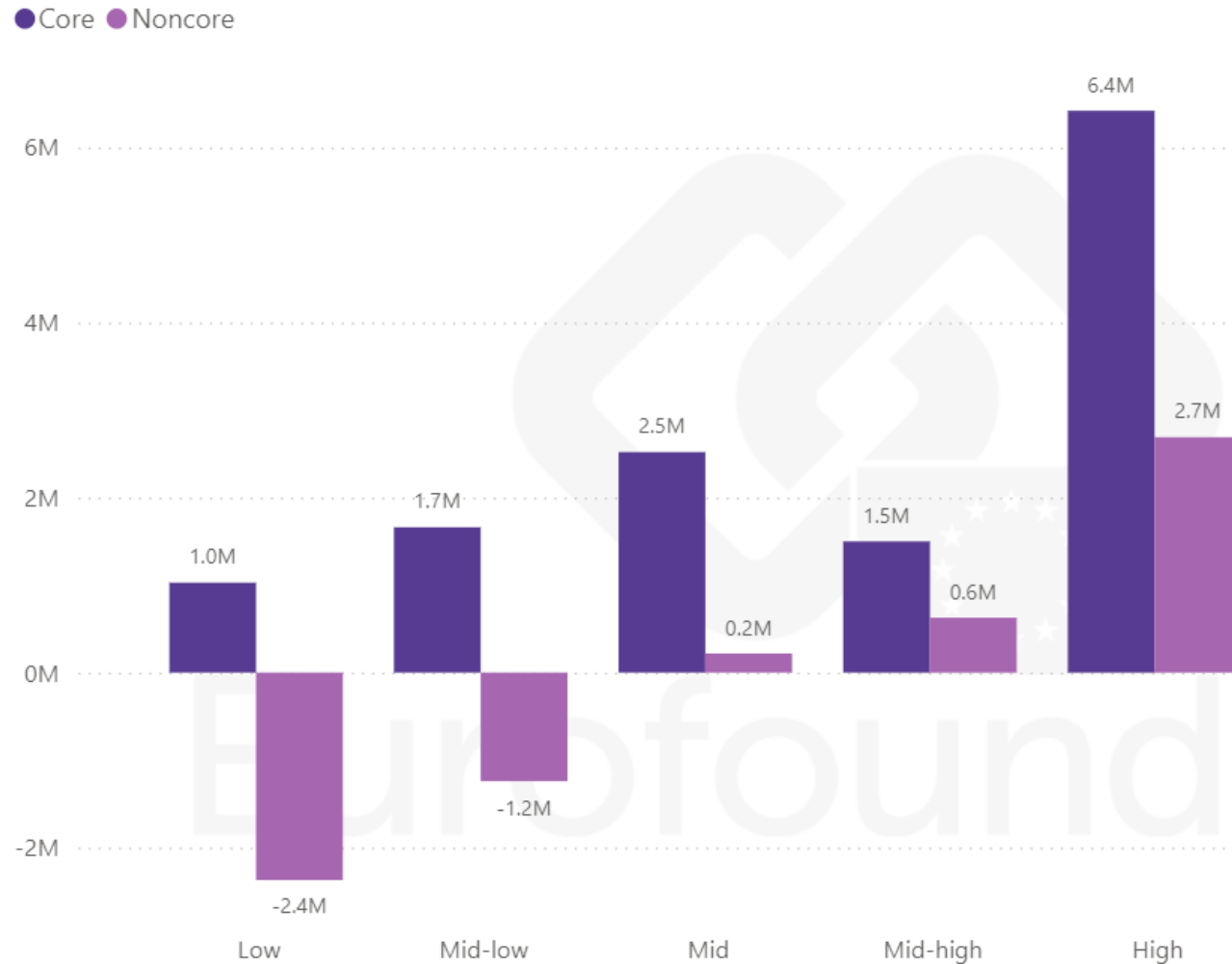


The share of employment in the EU27 that is 'core' or standard has been increasing.

Part-time employment: some growth, incl. in permanent contracts.

Greater **decline** in *self- and temporary employment and family workers.*

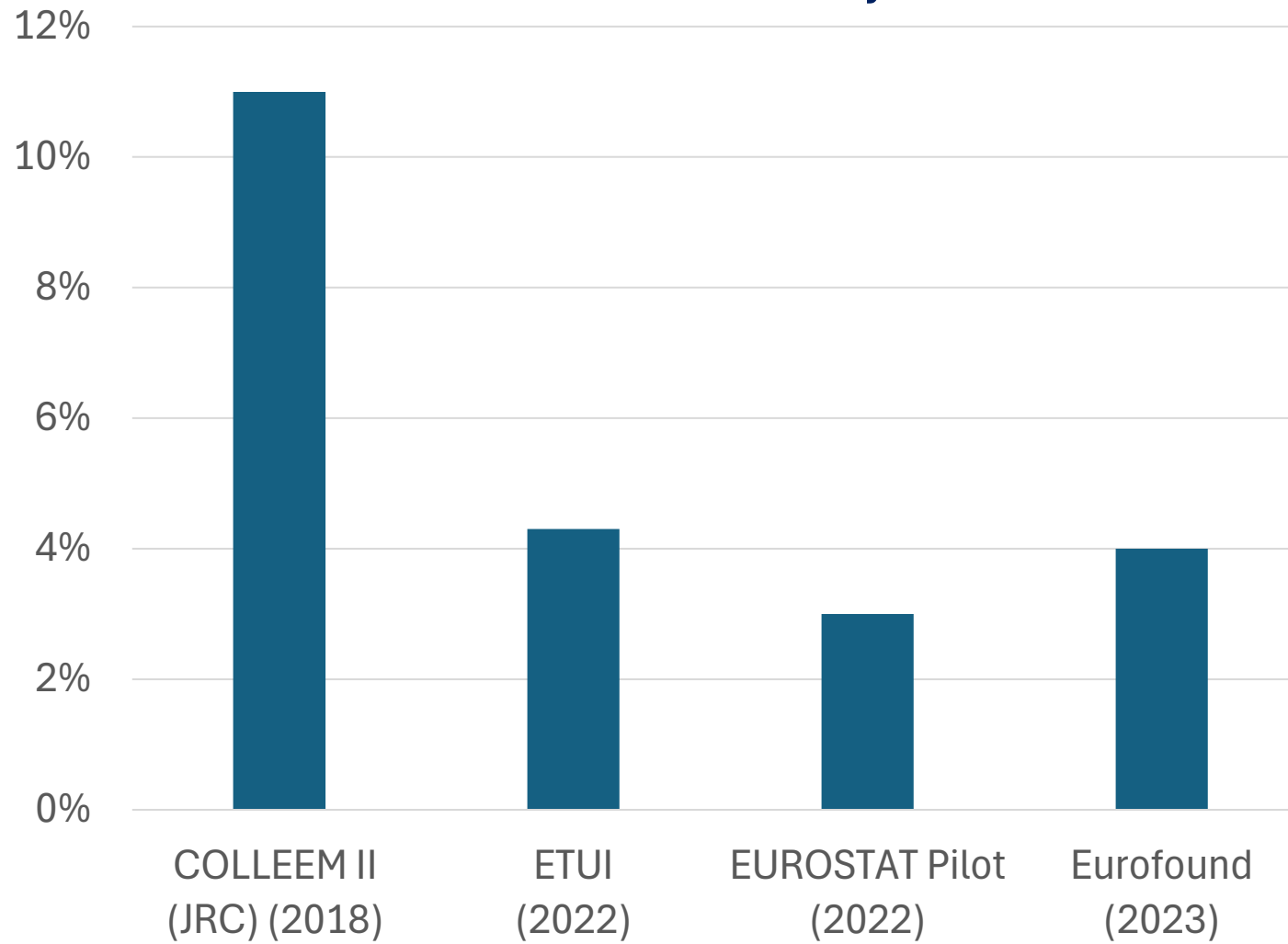
Employment change by job-wage quintile in European Union (2011–2022)



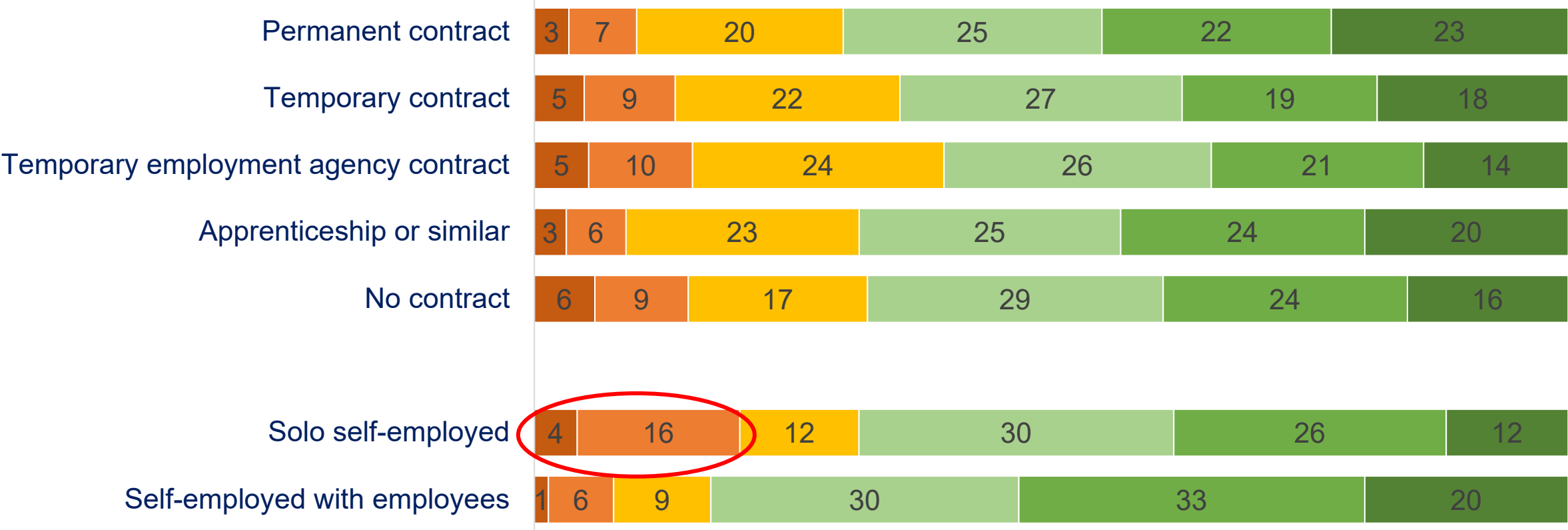
2011–2022 has been a period of employment upgrading in the EU as a whole and most MSs experienced stronger employment growth in well-paid compared to low-paid or mid-paid jobs (exceptions: IT, BG).

Nonetheless, **non-standard employment has increased in well-paid jobs** accounting for nearly one in three of net new top-quintile jobs (2.7 million of 9.1 million). Non-standard employment therefore has also been **upgrading**.

Prevalence of platform work EU - different surveys

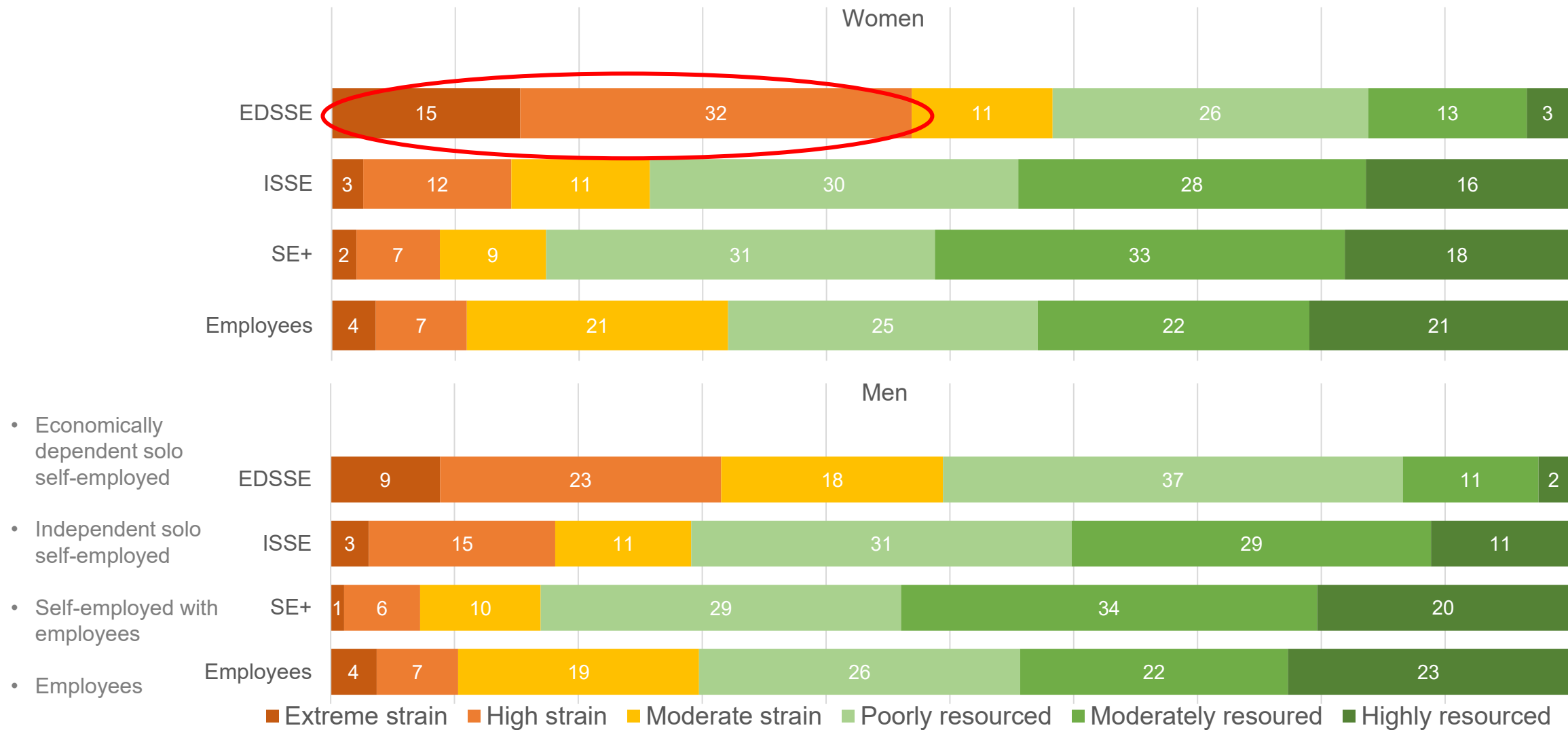


Job quality index by employment type, EU 27 (%)



■ Extremely strained ■ Highly strained ■ Moderately strained ■ Poorly resourced ■ Moderately resourced ■ Highly resourced

Job quality index by employment type and gender, EU 27 (%)



Source: EWCTS 2021

Also see:

Eurofound (2024), *Employment and distributional consequences of job retention schemes in the EU*

Eurofound (forthcoming), *Social protection 2.0 - Unemployment and minimum income schemes*

European Working Conditions Survey 2024 - results in 2025

Thank you



15.45 – 16.15
Enjoy your break!

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Marta Kahancova

Central European Labour Studies Institute (CELSI), Slovakia

Thore Hansen

Directorate of Labour and Welfare, Norway

Jan Drahokoupil

European Labour Authority, Slovakia

Anna Daimler

Vida/Austrian Trade Union in the transport and service industries

Natasha Ghulam

Austrian Chamber of Commerce (WKO)

Questions for discussion

- What are the pressing issues public authorities and social partners face regarding current trends in the world of work? Do they coincide with what we discuss in the paper or are there any other ones you can mention?
- What are the emerging questions researchers should focus on in the present and the near future related to employment and the world of work?
- How can research practices and work be improved to anticipate policy and interest articulation needs through their work?

26 September | 17.45 | Room CR2

End of Session

Thank you and follow-up



**Please follow us to
the bus stop in front
of UNOV!**

**The bus will leave at
18.15**





Thank you!



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