










## The Future of Work –

- What is changing?
- How is the EU responding?

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# Changing world of work: Working life radically transformed

10 years ago		Today	
Employment In the services sector	67%		Employment In the services sector 72%
Same employer for more than 10 years	3/5		Same employer for more than 10 years 2/5
Europeans teleworked	1/14		Europeans teleworked 1/6
Europeans worked part-time	33 million		Europeans worked part-time 44 million
Temporary job contracts	18.5 million		Temporary job contracts 22 million
Lived & worked in other EU MS	8 million		Lived & worked in other EU MS >16 million
Active in labour market (55-64)	16 million		Active in labour market (55-64) 32 million by 2025 they will be 38 million





## Specific initiatives on the impact of digitalisation

Communication on AI and robotics:

- Job creation, smooth labour market transitions, and need for digital skills

High level expert group:

- On the impact of digitalisation on the labour market

2018 ESDE:

- Future of work with five chapters (June 2018)

Public Employment Services:

- Impact of digitalisation on the access to labour market and service provision

Next MFF

- Align funding so that it can better address challenges related to digitalisation



# The Commission's policy framework: The European Pillar of Social Rights

## Equal opportunities and access to the labour market

- Education, training and life-long learning
- Gender equality
- Equal opportunities
- Active support to employment

## Fair working conditions

- Secure and adaptable employment
- Wages
- Information about employment conditions and protection in case of dismissals
- Social dialogue and involvement of workers
- Work-life balance
- Healthy, safe and well-adapted work environment

## Adequate and sustainable social protection

- Childcare and support to children
- Social Protection
- Unemployment benefits
- Minimum income
- Old age income and pensions
- Health care
- Inclusion of people with disabilities
- Long-term care
- Housing and assistance for the homeless
- Access to essential services



## Principle 10: Safe work environment

- Right to a high level of protection of health and safety at work
- Right to have personal data protected in the employment context
- Right to a working environment adapted to the professional needs and longer professional career



Safe work  
environment



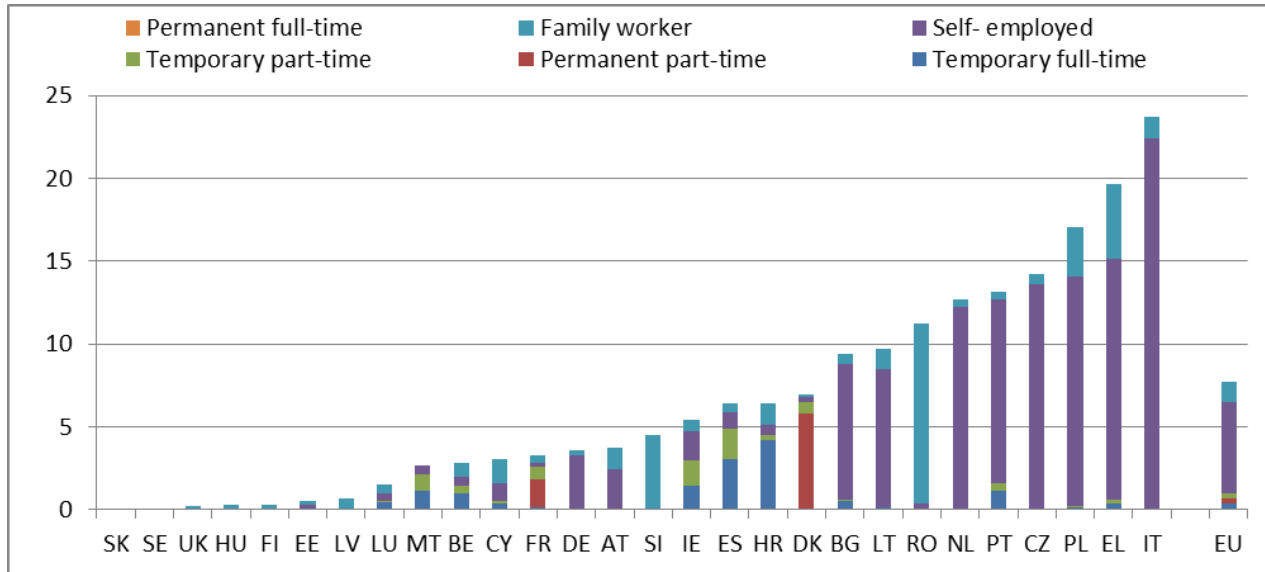
## Proposal for an EU Directive setting minimum standards on working conditions

1. Maximum duration of any probationary period
2. Possibility of employment in parallel
3. Minimum predictability of work if work schedule is variable and determined by the employer
4. Transition to another form of employment on worker's request (softened for SMEs)
5. Cost-free trainings of workers if employers are required to provide training by EU/ national rules or collective agreements



# Is everyone being protected?

Risk of not being entitled to sickness benefits





## Proposal for a EU Council recommendation on access to social protection

- Allow non-standard workers and the self-employed to adhere to social security schemes
- Build up and take up adequate social benefits as members of a scheme and facilitate the transfer of social security benefits between schemes
- Increase transparency regarding social security systems and rights
- The proposal covers unemployment, sickness and healthcare, maternity or paternity, accidents at work and occupational diseases, disability and old age.





For more information visit:  
[ec.europa.eu/european-pillar-social-rights](https://ec.europa.eu/european-pillar-social-rights)  
[ec.europa.eu/social/main.jsp?catId=1223](https://ec.europa.eu/social/main.jsp?catId=1223)