

Pan-European Conference „Online talent platforms, labour market intermediaries and the changing world of work”

16th May 2018, Hotel NH Bloom, Rue Royale 250, Brussels

Opening remarks Bettina Schaller

Dear Ladies and Gentlemen,

Welcome to the pan-European Conference on “Online talent platforms, labour market intermediaries and the changing world of work”. We look forward to an interactive day to present the results of an 18 months project, funded by the European Commission/DG Employment.

About the World Employment Confederation

- **Voice of the employment industry**, 30 national federations, representing the industry in its entirety and diversity
- **Broad range of HR services**: agency work, direct recruitment, career management, RPO and MSP
- **Important actor on the labour market**: Enabling work for 11 million people, helping 3,7 million young people to enter the labour market, supporting 750 000 people in career transitions

WEC Manifesto

- The World Employment Confederation published recently its **Manifesto “No future of work without social innovation”**.
- **Several key recommendations to create futureproof labour markets**. In the Manifesto, we underlined that online talent platforms secure access to specialised talent on an ad hoc basis, while at the same time calling for a secure and equal access to labour markets through diverse forms of work.
In our Manifesto, we also call for a new Social Deal, modernising social benefit schemes and making social benefits transferable and portable.

Future of Work is at the centre of political attention

- At global level: **ILO high-level Commission on the Future of Work**. Employment industry is closely associated to it.
- At European level: **European Pillar of Social Rights** and the recently published Commission proposals for a **Directive on transparent and predictable working conditions** as well as on a Council Recommendation on access to social protection.

The employment industry follows these proposals very closely. We welcome the Council Recommendation on access to social protection, while we see the Commission proposal for a Directive on transparent and predictable working conditions as more problematic. We support a fair job for all, but labour market regulation should predominantly be established at national level and this draft Directive simply adds too many burdens and obligations on companies.

- We also see an increasing focus on the changing world of work in national labour market reform discussions and we are happy that many WEC-Europe and UNI-Europa affiliates are here today to discuss the role of online talent platforms and labour market intermediaries in a changing world of work.

About our Sectoral Social Dialogue on temporary agency work

- World Employment Confederation is the **Sectoral Social Partner for temporary agency work since 2001**, interacting with UNI-Europa.
- **Several joint projects** such as comparison of agency work to other forms of work (2015) and on labour market transitions (2013).
- Recent joint projects touched on the changing world of work, such as the one we are presenting here today online talent platforms, labour market intermediaries and the changing world of work.
- **The report launched today looks at online talent platforms, their role on the labour market, applicable regulation to these forms of intermediation and their contribution to a well-functioning labour market** in terms of skills enhancement and access to training, labour market transitions and the role of social partners.

Temporary agency work serve in this context as reference point and comparator, as both forms of intermediation involve three parties in the organisation of work: The temporary agency worker, the temporary work agency and the user company on the one hand and the online talent platform, the labour supplier and the client/platform users on the other hand.

But I will not present the research in detail, we have our colleagues from CEPS here today to do so after a few introductory words by our colleague Christina Colclough from UNI-Europa.