



EISS Conference 2020 Zagreb



Tackling New Forms of Work in Social Security

Zagreb, 24-25th September 2020

Venue:

Faculty of Law at the University of Zagreb
University hall, ground floor
Trg Republike Hrvatske 14

Language of the conference: English

Labour markets are changing across Europe. This is partially due to a growing digitalisation and informatisation in our current industries, but also partially caused by the economic globalisation and various market pressures. At the same time flexible labour forms, such as casual work, freelance work, platform work, on-demand work, part-time work, self-employed work (bogus or genuine) are increasingly in demand by employers. Persons working on the basis of these alternative work forms can be swiftly hired and fired by employers and can be more easily integrated in modern production processes. Hence, due to their flexible character they become an important element in entrepreneurial strategies to save production costs and help enterprises to face the growing competition in the globalised economy.

However, apart from labour law challenges, flexible work forms also create a number of challenges for the organisation and financing of social security schemes. These schemes, at least when addressing professional groups, have often been designed with the standard worker in mind, i.e. the full-time employee working in a subordinated relationship on the basis of an open-ended labour contract. New forms of work deviate from standard work in one or more of these elements: work is contracted part-time and/or definite in duration; the income of the non-standard worker does not come from one employer or client, yet can be generated across a variety of commissioned (short-term) work assignments. The worker's income may show an irregular pattern over time, the size of which is dependent upon the number of work assignments and negotiated tariffs. If many providers are available on the market, the worker may face fierce competition and structural low income returns. Sometimes work itself is part of the provided service in case it is made available by the employer to a third party (agency work), making it unclear in the end which party can be considered as the real employer.

New forms of work are growing in size, now amounting to approximately 40% of the workforce in the EU. Social security systems consequently need to be reshaped in order to keep the new work forms on board. With this conference, we have the ambition to highlight the challenges that flexible and new work forms generate for traditional social security systems. The conference first aims at giving an overview of the flexible work forms that emerged during the last couple of years and the changing labour markets that are at the origin of these modifications. This overview is followed by an in-depth analysis of how these evolutions challenge current social security systems in practice and how countries specifically try to incorporate non-standard work and self-employment in their social protection schemes. In order to do so we focus upon a selected number of challenges which systematically unfold in the ongoing debates: the financing of social security and the concrete (difficult) organisation of social security schemes such as pensions, unemployment and work incapacity schemes for non-standard workers and self-employed. Finally, the attention will go to how the European Union is addressing the growing number of non-standard work and self-employment in its regulatory framework. Hence, the recent EU Recommendation (2019) setting standards in the field of access to social security and the EU Regulation 883/2004 (coordination of social security in the field of free movement) will be looked upon more closely.

PROGRAMME	
Thursday, 24th September	
09:00-09.30	Registration
09.30-09.45	Opening of the conference <ul style="list-style-type: none"> Minister of Labour and Pension System -TBC Dean Faculty of Law, University of Zagreb Prof. Dr. Franz Marhold, president of EISS
09.45-10:15	Flexibilisation of Working Arrangements: An Overview of New Work Forms <ul style="list-style-type: none"> Prof. Dr. Valerio De Stefano, KU Leuven
10:15-10.45	The Future of Employment as the Basis for Sustaining and Renewing Social Security <ul style="list-style-type: none"> Prof. Dr. Enzo Weber, University of Regensburg
10.45-11.00	Questions and discussion
11.00-11.30	Coffee break
11.30-12.00	Changing Labour Markets: Accessibility of Social Protection for Different Workers <ul style="list-style-type: none"> Dr. Herwig Immervoll, OECD
12.00-12:30	Extending Social Security Coverage to Non-standard Workers and Self-employed: An European View <ul style="list-style-type: none"> Dr. Slavina Spasova, OSE
12.30-13.00	Questions and discussion
13.00-14.00	Lunch
14.00-15.30	Young researchers' forum (selection of 3-4 participants) <ul style="list-style-type: none">
15.30-16.00	Questions and discussion
16:00-16.30	EISS general assembly (EISS members only)
19:00-20:00	Guided tour at the Museum of Arts and Crafts (Trg Republike Hrvatske 10)
20:00	Dinner at the Museum restaurant (Trg Republike Hrvatske 10)
Friday, 25th September	
09.00-09.30	Are Social Security Systems Adapted to New Forms of Work Created by Digital Platforms? <ul style="list-style-type: none"> Dr. Wolfgang Schulz-Weidner, European Social Insurance Platform – Bund Deutsche Rentenversicherung
09.30-10.00	Self-employed: Redefining Social Risks in a Continuously Changing Labour Market <ul style="list-style-type: none"> Dr. Saskia Montebovi, Tilburg University
10.00-10.30	New Forms of Work and Challenges for Social Security Financing and Benefit Adequacy <ul style="list-style-type: none"> Prof. Dr. Ivana Vukorepa, University of Zagreb
10.30-11.00	Questions and discussion
11.00-11.30	Coffee break
11.30-12.00	The European Pillar of Social Rights: Giving Atypical Workers Access to Adequate Social Protection <ul style="list-style-type: none"> Prof. Dr. Paul Schoukens, KU Leuven and Tilburg University
12.00-12.30	Social Security Coordination and Non-standard Forms of Employment and Self-employment <ul style="list-style-type: none"> Prof. Dr. Grega Strban, University of Ljubljana
12.30-13.00	Questions and discussion
13.00-13.30	Closing remarks <ul style="list-style-type: none"> Prof. Dr. Danny Pieters, KU Leuven