



# EISS Conference 2021 Zagreb



## *Tackling New Forms of Work in Social Security*

**Zagreb, 23-24<sup>th</sup> September 2021**

Venue:

Croatian Music Institute (Hrvatski glazbeni zavod)  
Concert hall, first floor  
Gundulićeva 6–6a, Zagreb

Language of the conference: English

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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. The latter 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 workers' 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 in the end can be considered as the real employer.

New forms of work are growing in size, amounting now 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 try to incorporate concretely 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.

<b>PROGRAMME</b>	
<b>Thursday, 23<sup>th</sup> September</b>	
<b>09:00-09.30</b>	<b>Registration</b>
<b>09.30-09.45</b>	<b>Opening of the conference</b> <ul style="list-style-type: none"> <li>• Minister of Labour and Pension System -TBC</li> <li>• Dean Faculty of Law, University of Zagreb</li> <li>• Prof. Dr. Franz Marhold, president of EISS</li> </ul>
<b>09.45-10:15</b>	<b>Flexibilisation of Working Arrangements: An Overview of New Work Forms</b> <ul style="list-style-type: none"> <li>• Prof. Dr. Valerio De Stefano, KU Leuven</li> </ul>
<b>10:15-11.00</b>	<b>The Future of Employment as the Basis for Sustaining and Renewing Social Security</b> <ul style="list-style-type: none"> <li>• Prof. Dr. Enzo Weber, University of Regensburg</li> </ul>
<b>10.45-11.00</b>	<b>Questions and discussion</b>
<b>11.00-11.30</b>	<b>Coffee break</b>
<b>11.30-12.00</b>	<b>Changing Labour Markets: Accessibility of Social Protection for Different Workers</b> <ul style="list-style-type: none"> <li>• Dr. Herwig Immervoll, OECD</li> </ul>
<b>12.00-12:30</b>	<b>Extending Social Security Coverage to Non-standard Workers and Self-employed: A European View</b> <ul style="list-style-type: none"> <li>• Dr. Slavina Spasova, OSE</li> </ul>
<b>12.30-13.00</b>	<b>Questions and discussion</b>
<b>13.00-14.00</b>	<b>Lunch</b>
<b>14.00-15.30</b>	<b>Young researchers' forum (selection of 3-4 participants)</b> <ul style="list-style-type: none"> <li>•</li> <li>•</li> <li>•</li> </ul>
<b>15.30-16.00</b>	<b>Questions and discussion</b>
<b>16:00-16.30</b>	<b>EISS general assembly (EISS members only)</b>
<b>19:00-20:00</b>	<b>Guided tour at the Museum of Arts and Crafts (Trg Republike Hrvatske 10)</b>
<b>20:00</b>	<b>Dinner at the Museum restaurant (Trg Republike Hrvatske 10)</b>
<b>Friday, 24<sup>th</sup> September</b>	
<b>09.00-09.30</b>	<b>Are Social Security Systems Adapted to New Forms of Work Created by Digital Platforms?</b> <ul style="list-style-type: none"> <li>• Dr. Wolfgang Schulz-Weidner, European Social Insurance Platform – Bund Deutsche Rentenversicherung</li> </ul>
<b>09.30-10.00</b>	<b>Self-employed: Redefining Social Risks in a Continuously Changing Labour Market</b> <ul style="list-style-type: none"> <li>• Dr. Saskia Montebovi, Tilburg University</li> </ul>
<b>10.00-10.30</b>	<b>New Forms of Work and Challenges for Social Security Financing and Benefit Adequacy</b> <ul style="list-style-type: none"> <li>• Prof. Dr. Ivana Vukorepa, University of Zagreb</li> </ul>
<b>10.30-11.00</b>	<b>Questions and discussion</b>
<b>11.00-11.30</b>	<b>Coffee break</b>
<b>11.30-12.00</b>	<b>The European Pillar of Social Rights: Giving Atypical Workers Access to Adequate Social Protection</b> <ul style="list-style-type: none"> <li>• Prof. Dr. Paul Schoukens, KU Leuven and Tilburg University</li> </ul>
<b>12.00-12.30</b>	<b>Social Security Coordination and Non-standard Forms of Employment and Self-employment</b> <ul style="list-style-type: none"> <li>• Prof. Dr. Grega Strban, University of Ljubljana</li> </ul>
<b>12.30-13.00</b>	<b>Questions and discussion</b>
<b>13.00-13.30</b>	<b>Closing remarks</b> <ul style="list-style-type: none"> <li>• Prof. Dr. Danny Pieters, KU Leuven</li> </ul>