

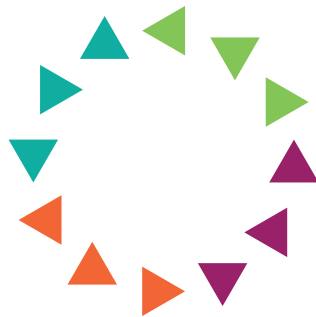


GOVERNMENT OF MALTA
MINISTRY FOR SOCIAL POLICY
AND CHILDREN'S RIGHTS



European
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Transition of Jobs: Changing Labour Markets and the Impact on Social Cohesion

MALTA · 14 JUNE, 2023

Corinthia Palace, Attard, Malta

Concept Note

European nations face new challenges as a result of recent developments across the continent and globally. On the one hand, new risks stem from digitalisation and IT developments and, on the other, from the transition to a green economy - a formidable challenge for the whole continent. These new developments have a particular impact on the labour market, which is undergoing significant transformations.

The development of online work platforms and the increased prevalence of atypical work are among the most vivid examples of digital transformation in the field of labour. They have brought to the fore the challenges for the realisation of workers' labour rights as well as their legal access to and enjoyment of a range of rights guaranteed under the Charter. This includes, not least, the right to social security under Article 12 of the Charter. As workers become increasingly dependent on technologies, the challenges of access to digital technologies and digital literacy are becoming increasingly evident. Furthermore, robotisation and the increased use of artificial intelligence are widely questioning the need for skilled and expert labour raising strategic and ethical questions.

There is a pressing need to take all necessary steps to ensure that all workers engaged in the new forms of employment, be it a platform work or other, have a corresponding legal status (employee, self-employed or other categories); that their status is in line with the actual situation to avoid abuse (such as the use of "bogus" or "false" self-employed status to circumvent the applicable social security regulations) and confer adequate social security rights as guaranteed by Article 12 of the Charter on the platform workers and atypical workers concerned.

At the same time, both the post-pandemic recovery and the energy crisis caused by the war in Ukraine open up opportunities for ambitious public policies on the transition to a green economy. This transition will likely impact millions of workers across Europe and worldwide. Along with new opportunities, the positive impact on the quality of jobs, and the promotion of social security for employees, , the risks of the transition may span many dimensions, including job losses and employment transitions, as well as risks for the protection of basic social rights.

In order to respond to changing labour market's demands, social and labour market policies for enterprises and workers will have to be adapted to new realities. Therefore, to fully realise the employment and social potential of the transition, the challenges accompanying the transition of jobs vis-à-vis the green economy should not be overlooked. In this regard due consideration could be given to flexicurity, when elaborating new labour policies. Furthermore, the just transition will require adequate and sustainable social protection in employment, as well as for job losses and displacement for those effected by the transition.

Social rights are, by definition, about people's survival, well-being, and flourishing. Therefore, the understanding and implementation of these rights must adapt to the ever-changing realities of rights bearers. There is frequently a time lag between the emergence of new issues on the ground and the introduction of the legislative and administrative measures necessary to address those issues' impact on social rights and, ultimately, social cohesion.

In view of the importance of these developments, the Ministry for Social Policy and Children's Rights of Malta and the Council of Europe, under the auspices of the European Committee for Social Cohesion (CCS), are organising a Conference with a focus on the transition of jobs. The Conference aims to bring together national policymakers, civil servants, and other stakeholders to provide a forum for exchanging views and good practices among Member States of the Council of Europe.

Objective

The main objective of the Conference is to discuss the changing dynamics of the labour market caused by the transition of jobs, the development of the platform and atypical work, and the impact on social rights and social cohesion and to suggest possible policy-level responses to mitigate the social and economic consequences.

It will consist of three successive panel sessions.

Panel Session 1: Transition of jobs: increased use of AI – strategic and ethical issues around it

During the first session, the discussions will focus on the effects of the transition of jobs. Namely, (i) the impact of digitalisation on platform workers and “atypical workers,” and (ii) challenges for skilled workers stemming from the increased use of artificial intelligence, including strategic and ethical issues around AI.

Panel Session 2: Transition of jobs: transition to a green economy

During the second session, the participants will be provided with a platform for discussions about the (i) transition of jobs vis-à-vis a green economy and the link between environmental and labour policies in relation to social policies. The Conference will also focus on (ii) guarantees of social protection for those who will be affected by the transition to a green economy. (III) What arrangements should be put in place to embrace a win-win (for all) approach. who benefits from the positive changes and the gains that are happening and will happen.

Panel Session 3: Transition of jobs: access to the labour market

Given the effects of digitalisation and IT developments, as well as the transition to a green economy, during the third session, the participants of the Conference will be invited to discuss (i) challenges related to access to the labour market for persons in vulnerable situations. In addition, (ii) the Conference will touch upon different models of economic activities, such as self-employment and social entrepreneurship and social guarantees for those.



Agenda

9:00-9:30

Registration of the participants

9:30-10:00

Opening and Welcome Address

Mr Joe GERADA, Chairperson of the Social Cohesion Committee of the Council of Europe and Advisor to the Minister for Social Policy and Children's Rights, Ministry for Social Policy and Children's Rights of Malta

Dr Andy ELLUL, Parliamentary Secretary for Social Dialogue, within the Office of the Prime Minister of Malta

Dr Michael FALZON, Minister for Social Policy and Children's Rights of Malta

Mr Jan MALINOWSKI, Head of the Social Rights Department, Directorate of Human Rights, DGI, Council of Europe

10:00-11:15

Panel Session 1: Transition of jobs: increased use of AI and strategic and ethical issues around it

The labour market is undergoing significant transformations due to digitalisation and IT developments. These new developments pose challenges to the realisation of workers' labour rights and their legal access to and enjoyment of a range of other rights guaranteed under the Charter. This brings to the fore the questions that arise around the effects of the transition: What is the impact of digitalisation on platform workers and "atypical workers"? How to prevent abuse of labour and other social rights for workers in new forms of employment? What are the challenges for skilled workers stemming from the increased use of artificial intelligence, including strategic and ethical issues? What possible policy responses could address these new challenges?

Moderator:

Mr Joe GERADA, Advisor to the Minister for Social Policy and Children's Rights, Ministry for Social Policy and Children's Rights, Malta, and Chair of the European Committee for Social Cohesion (CCS) (IN PERSON)

Speakers:

Mr Mario VINKOVIĆ, Professor of labour law and social security, Holder of the Jean Monnet Chair in EU Labour, Equality and Human Rights Law (2013-2016), Faculty of Law, University of Osijek, Croatia, member of the European Committee of Social Rights (ONLINE)

Dr. Valeria PULIGNANO, Professor in Sociology at the Centre for Sociological Research (CESO) - KU Leuven (ONLINE)

Mr Stefan GRAN, Senior Policy Advisor, European Trade Union Confederation (ETUC) (ONLINE)

Ms Angelica SALVI DEL PERO, Senior Advisor to Director for Employment, Labour and Social Affairs (OECD) (IN PERSON)

DISCUSSION



11:15-11:30
Coffee Break

11:30-12:45
Panel Session 2: Transition of jobs: transition to a green economy

The energy crisis that erupted in the aftermath of the war in Ukraine has put the question of energy supplies in the global spotlight. This goes hand in hand with the broader questions on climate change and underlines the need to think with the consideration of the need to transition to a green economy to make our societies more environmentally resilient: How does the transition to a green economy affect the labour market? What are the challenges for workers' access and enjoyment of their rights brought about by the transition? How to ensure environmentally sustainable progress during the transition through labour market policies? What major policy decisions are required from Member States to guarantee social protection for those affected by the transition to a green economy? Are current arrangements forgetting a win-win (for all) approach and leading too often to winner-takes-all (for those on the winning side, progressively winning more and broadening the wealth and social divide).

Moderator:

Mr Jerzy CIECHANSKI, Counselor at the International Cooperation Department Ministry of the Family & Social Policy, Poland, Member of the European Committee of Social Cohesion (CCS) (IN PERSON)

Speakers:

Dr Philip VON BROCKDORFF, Professor, Council of Europe consultant (ONLINE)

Mr David XUEREB, Chairperson of the Malta Council for Economic and Social Development (IN PERSON)

Mr Bela GALGOCZI, Senior research officer at the European Trade Union Institute (ETUI) (IN PERSON)

DISCUSSION

12:45-14:30
Lunch Break



14:30-15:45

Panel Session 3: Transition of jobs: access to the labour market

Effects of digitalisation and IT developments, as well as the transition to a green economy, are likely to vary from country to country, region to region, depending on economic and social variables and vulnerabilities of particular groups. This raises the following questions: In light of these developments, what challenges do people in vulnerable situations face when accessing the labour market? How do the green transition and digital developments affect different models of economic activities, such as self-employment and social entrepreneurship? What are the challenges in terms of receiving social guarantees for them? What are possible policy responses that could address these new challenges?

Moderator:

Mr Riccardo VENTURINI, University of San Marino, Expert Secretariat of State for Health and Social Security; Member of the UN CSD Commission; Member of European Committee for Social Cohesion (CCS), San Marino (IN PERSON)

Speakers:

Mr Lars ENGSTED, Team Leader, Future of Work, Youth Employment Unit, Directorate General for Employment, Social Affairs and Inclusion (DG EMPL) European Commission (ONLINE)

Mr Christophe SENTÉ, Fellow at the Centre d'Etude de la vie politique at the Université Libre de Bruxelles (IN PERSON)

Ms Katerina CHAROKOPOU, Greek National Commission for Human Rights, Co-Chair of ENNHRI's Economic, social and cultural rights Working Group (IN PERSON)

Mr Piotr SADOWSKI, Secretary General of Volonteuropa, President of the Social Platform and member of the Standing Committee of the Conference of INGOs (IN PERSON)

DISCUSSION

15:45-16:15

Closing of the Seminar

19:00

Gala Dinner | Villa Corinthia, Attard



Join Zoom Meeting

<https://us02web.zoom.us/j/87390251001?pwd=OTdsNzNpUTZTNnB4bnZUcUNlOFImdz09>

Meeting ID: **873 9025 1001** | Passcode: **801475**