

First CESI SUMMER DAYS

4 Jul 2019

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The technologies that change work and our lives. The digital that transforms our habits. Future of work, social protection and representation. This was the theme of the Summer Days held on June 26 and 27 in Brussels organised by CESI in collaboration with the Bertelsmann Stiftung.



The event included a series of plenary meetings and parallel sessions coordinated by the Directorate General for Employment, Social Affairs and Inclusion of the European Commission, the European Foundation for the Improvement of Living and Working Conditions (Eurofound), the International Labor Organisation (ILO), the European Policy Center (EPC), the European Policy Studies Center (CEPS), CESI and CESI Youth.

“As disruptions are the new norms, also trade unions will have to question the traditional interrelations of the industrial age”, said CESI Secretary-General Klaus Heeger.

The event also had a great participation of young workers, which are at the center of the discussion on the future of work. The importance of a union capable of renewing itself and of intercepting interests and difficulties and of including the prospects of young people stressed was repeatedly.

Given the fact that in particular the work on digital platforms is increasingly disconnected from time, place, colleagues, employees, trade unions and other communities, the classical structures and the interconnections of the industrial age and industrial relations will have to be stress tested. Reflection groups, trade unions, employers, platforms, civil societies and not least the young representatives discussed how to face the future of work by analysing the challenges and formulating proposals to ensure legal clarity, social protection and interest representation in the next future.

The issues addressed? Many – and all central to the future of work: Does the traditional dichotomy of employer/self-employed or employer/employee still apply to the conceptualisation of future forms of work? How useful is the definition of the term ‘worker’ in framing tripartite relations? Which new concepts and legal frameworks are needed to conceptualise new forms of work? Are traditional social protection schemes still adequate to ensure coverage of social security in the platform economy? Will traditional social partners remain the main institutions and will social dialogue and collective bargaining remain the main tools for guaranteeing interest representation for workers? How can the representation of interests, regardless of the actors, remain effective?

CESI Secretary-General Klaus Heeger stressed: “In order to remain relevant intermediaries, trade unions must also become the representative of workers in atypical forms of work. They may become the typical ones in the future. ‘Re-coupling’ workers will be key in order to ensure social protection, access to social rights and efficient interest representation.”

The event highlighted the importance of trade unions capable of facing change through a true dialogue which includes workers, researchers, experts, different social partners, institutions and the youth audience.

CESI President Romain Wolff spoke of the new forms of work in the context of the importance of including young people. “We have addressed the issue of the future of work and new forms of work. When we talk about this we absolutely have to include young people and it is important for the union to face change and readjust to what the new forms of work are. Trade unions need to face and address questions which will help workers find their traditional *raison d’être* in society and the economy.”

Two days of intense work at the Summe Days included the attention of CESI to the themes of work and of the worker, which must be brought back to the center of political discussions. Surely it will be necessary to work for a more dignifying and satisfactory social protection for all workers in any type of work. It is also important not to demonise flexibility per se, but instead, to fight for new and greater forms of protection within this new framework, CESI took away as a take-home message.

[Video interviews on CESI's YouTube Channel](#)

[Photos](#)

[SUMMER DAYS full programme](#)







***The European Confederation of Independent Trade Unions (CESI)
and
the Bertelsmann Stiftung***

invite you to their

***Summer Days - The future of work
Legal frame, interest representation and social protection***

As especially platform work is expected to be increasingly decoupled from time, place, colleagues, employers, trade unions and other communities, the classical structures and interconnections of the industrial age may be challenged.

Think tanks, trade unions, employers, platforms, institutions, the civil society and not least youth representatives shall debate on ways to face the future of work by analysing the challenges and by coming up with ideas and proposals to ensure legal clarity, social protection and interest representation in the future.

*Moderated by
Gianluca Sgueo
European Parliamentary Research Service*

***Wednesday, 26 June 2019, 14.00-18.30
Thursday, 27 June, 9.00-13.30***

*Venue: Bouche à Oreille
Rue Félix Hap 11, Brussels/Etterbeek*

*Wednesday, 26 June, 18.30: Reception and barbecue
Thursday, 27 June, 13.30: Walking lunch*

The questions debated among others are the following:



- Does the traditional dichotomy of employer-worker still apply for the conceptualisation of future forms of work?
- Is the definition of 'worker' helpful when framing tri-partite relationships in the platform economy?
- Are new legal concepts and frames needed to conceptualise new forms of work?
- Are traditional social protection schemes still adequate to ensure social security coverage in the platform economy?
- Do traditional social partners remain the main institutions and social dialogue and collective bargaining remain the main tools to ensure interest representation?
- How can interest representation, regardless of the actors, remain effective?
- Can platform work remain predictable, safe, socially secured and represented by a strong lobby?

Wednesday, 26 June | 14.00-18.30

14.00 Registration and welcome coffee

14.30 Opening of the Summer Days

Romain Wolff, President of CESI

14.45 Keynote - Future of Work: Heaven or Hell?

Martin Risak, Professor of European and Comparative Labour Law
University of Vienna, Department of Labour Law and Law of Social Security

15.00 Legal aspects and examples of new forms of work

Birgit Wintermann, Project Manager at Bertelsmann Stiftung

Coffee break

16.30 First breakout sessions

**Future of work - Trade Unions vs Employers / Employers vs Employees /
Employed vs Self-employed: Will the traditional dichotomies continue to apply?**

BertelsmannStiftung	Breakout session 1 Bertelsmann Stiftung Employed vs self-employed: What defines the employee of the future? Birgit Wintermann, Project Manager at Bertelsmann Stiftung
	Breakout session 2 CESI Secretariat Flexibility both ways: What rights and obligations of workers and employers in Work 4.0? Hendrik Meerkamp, Senior Policy Adviser at CESI
	Breakout session 3 Eurofound Addressing labour market disruptions: New regulation concepts by governments, social partners and trade unions? Irene Mandl, Head of the Research Unit 'Employment' at Eurofound

**17.30 Plenary wrap-up
breakout sessions reports**

Thursday, 27 June | 9.00-13.30



9.00 Registration and welcome coffee

9.30 Keynote - New forms of employment and impacts

Esko Kilpi, Finnish Researcher, Founder of the Esko Kilpi Company

9.45 The platformisation of work in Europe: implications for social protection and collective voice

Ursula Huws, Professor of Labour and Globalisation at University of Hertfordshire Business School

10.00 Second breakout sessions

Future of social protection: Towards adequate and affordable coverage for all?

	<p>Breakout session 4 Moovenda - food delivery platform Offering social protection: A responsibility and interest also for digital platforms? Filippo Chiricozzi, Chief Operating Officer at Moovenda</p>
	<p>Breakout session 5 European Commission - DG Employment Keeping in mind platform workers: Addressing specific challenges in their access to social protection? Ana Carla Pereira, Head of Unit "Modernisation of Social Protection Systems" at European Commission</p>
	<p>Breakout session 6 European Policy Centre Finding new ways to deliver social protection: A step forward or backward? Claire Dhéret, Head of Programme at European Policy Centre</p>
<p><i>Coffee break</i></p>	
<p>11.30 Third breakout sessions</p>	
<p>Future of interest representation, collective labour law and bargaining: Are new concepts needed?</p>	
	<p>Breakout session 7 Centre for European Policy Studies Changing landscapes: What future for industrial relations and social dialogue in Work 4.0? Mehtap Akgüç, Senior Research Fellow in the Jobs and Skills Unit at CEPS</p>
	<p>Breakout session 8 CESI Youth Rejuvenating trade unions: How to reach out to young workers and exploring future ways of interest representation? Matthäus Fandrejewski, Youth Representative at CESI</p>
	<p>Breakout session 9 International Labour Organization Staying attractive: How to adjust traditional trade unionism to the expectations of atypical workers? John Ritchotte, Labour Relations and Collective Bargaining Specialist at ILO</p>

12.30 Plenary wrap-up – breakout sessions reports

Conclusions

Klaus Heeger, Secretary-General at CESI



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