



EISS Conference 2021 Zagreb

(Postponed from 2020 due to Covid-19 pandemic and earthquake)



Tackling new forms of work in social security

Zagreb, 23 - 24 September 2021

Venue:

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

Language of the conference: English

Labour markets are changing across Europe; this is partially due to growing digitalization 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, free-lance 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. Moreover, the recent Covid-19 crisis amplified the use of such work, especially in the form of telework and platform work.

However, apart from labour law challenges, flexible work forms, create also a number of challenges for the organization 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 is not coming from one employer or client, yet can be generated across a variety of commissioned (short-term) work assignments. The workers' income may show over time an irregular pattern, 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 forms of work generate for traditional social security systems. The conference aims at giving first 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. The overview is followed by an in-depth analysis on 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) organization of social security schemes such as pensions, unemployment and work incapacity schemes for non-standard workers and self-employed. Finally, attention is given on 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.

EISS Conference 2021 Zagreb PROGRAMME	
Thursday, 23th September	
09.00 - 09.30	Registration
09.30 - 09.45	Opening of the conference <ul style="list-style-type: none"> ○ Josip Aladrović, Minister of Labour, Pension System, Family and Social Policy ○ Prof. Dr. Maja Seršić, Vice-dean of the Faculty of Law, University of Zagreb ○ Prof. Dr. Franz Marhold, president of EISS
09.45 - 10.15	The Future of Employment as the Basis for Sustaining and Renewing Social Security <ul style="list-style-type: none"> ○ Prof. Dr. Enzo Weber, Institute for Employment Research (IAB) and University of Regensburg
10.15 - 10.45	Flexibilisation of working arrangements: the return of precariousness and working poor? <ul style="list-style-type: none"> ○ Dr. Alberto Barrio, KU Leuven
10.45 - 11.00	Questions and discussion
11.00 - 11.30	Coffee break
11.30 - 12.00	Umbrella Companies as Fictitious Employers: Example of a new Business Model <ul style="list-style-type: none"> ○ Prof. Dr. Annamaria Westregård, Lund University
12.00 - 12.30	Extending social security coverage to non-standard workers and self-employed: a 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 participants) <ul style="list-style-type: none"> ○ The social security of self-employed farmers in Turkey, Ergün Metin, Pamukkale University (paper co-authored with Prof. Dr. Oğuz Karadeniz, Pamukkale University) ○ Corporate social responsibility as groundwork to impose social duties on platform, a possible reconciliation between economic freedom and social law?, Sabrine Magoga-Sabatier, Université de Neuchâtel ○ An adequate inclusion of the self-employed in social security schemes: the concept of income, Charlotte Bruynseraede, KU Leuven
15.30 - 16.00	Questions and discussion
16.00 - 16.30	EISS general assembly (EISS members only)
18.00 – 19.30	Guided city tour (starting point: hotel Dubrovnik, Gajeva ul. 1)
20.00	Dinner at hotel Dubrovnik (Gajeva ul. 1, 1 st floor, ban Jelačić hall)
Friday, 24th 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, German Social Insurance European Representation/DRV Bund
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: challenge 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