

*Project proposal in response to open call VP/2018/001 under budget heading*

*Support of Social Dialogue*

**BUDGET HEADING EMPL 04.03 01 08**

## PROJECT DESCRIPTION

# Social Innovation in the temporary agency work industry

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Social innovation is a key component of the changing world of work and a tool to establish futureproof, better functioning labour markets. Social innovation can be related to skills enhancement and training, helping people to acquire the skills they need to succeed in the labour market, to modern social protection schemes that allow for the transferability and portability of rights, new safety nets that are established for example via bipartite funds and bodies and collective bargaining / sectoral social dialogue. The World Employment Confederation-Europe and UNI-Europa have touched on these aspects in previous joint projects, such as the project on comparing temporary agency work with other forms of employment or the project on “Online talent platforms, labour market intermediaries and the changing world of work”. Joint recommendations have been adopted by the sectoral social partners linked to each of these projects.

“Social innovation is the implementation of new strategies in the field of working, learning and social protection to meet both employers’ and workers’ needs”. Social innovation is driven by major shifts that are taking place in the world of work, such as an increasing diversity of labour contracts, new skill needs in the context of digitalisation and the move towards the services economy and the need for the creation of new safety nets in increasingly dynamic and volatile labour markets.

The policy concept of social innovation is also closely linked to recent, EU Social Policy initiatives, such as the European Pillar of Social Rights, The Commission proposal for a Directive on transparent and predictable working conditions and the Commission proposal for a Council Recommendation on access to social protection for workers and self-employed.

To contribute to the EU debates on Social innovation and the changing world of work, the World Employment Confederation published in 2017 the strategic Manifesto “No Future of Work without Social Innovation”. Since then, topics linked to social innovation have been discussed several times between the sectoral social partners in the context of the EU Sectoral Social Dialogue Committee on temporary agency work, including also the presentation of examples of national best-practice examples and case studies.

The new project of the two sectoral social partners aims to create a compendium of social innovation practices across Europe, which can serve as source of inspiration and mutual learning for social partners in the temporary agency work industry across Europe. The compendium can also support EU policymakers to address the changing world of work and to develop futureproof employment policies addressing the needs of citizens and companies in Europe.

## Phase 1 – preparation and launch of the research (months 1-2)

In this phase, The World Employment Confederation-Europe and UNI Europa will take all the necessary steps to launch the research. Notably, they will:

- Set-up of a core working group between the two secretariats, the World Employment Confederation-Europe and UNI Europa, to closely follow and coordinate the project. The members of this working group can be up to two per each social partner and are based in Brussels.
- Draft and publish the call for tenders to subcontract the research. An external research team will support the sectoral social partners to sum up the social innovation practices presented during several workshops and to compile the compendium that will be presented during a concluding, pan-European Conference.
- Review the applications received and select the most suitable proposal
- Set-up of a Steering Committee made of 3 members from each partner. The Steering Committee will provide guidance and direction to the inventory of social innovation practices and will meet 4 times throughout the project. The core working group of the two secretariats will also take part in the Steering Committee meeting.
- Definition of the methodology of research and data gathering
- First meeting of the Steering Committee to agree on the methodology and on the direction of the research. The research institute will also take part in the first meeting.

- Call to World Employment Confederation-Europe and UNI Europa members to provide case studies and examples to contribute to the research.

## **Phase 2 – Social Innovation in access to training (months 3 – 5)**

In this phase, the researcher will focus on the first dimension of social innovation, namely on approaches to enable access to training, gathering experience, practices and data from the temporary agency work sector. This information gathering will form the core of one chapter of the compendium, looking at social innovation in access to vocational training. Steps in this phase include:

- Gathering of relevant data, case studies and examples based on desktop research.
- The researcher reach out the bipartite training funds to gather information on access to training for temporary agency workers and socially innovative practices
- A special focus will be laid on apprenticeships and dual learning in the temporary agency work as an example of social innovation.
- Preparing 5-6 concrete national case studies illustrating social innovation in access to training for temporary agency workers
- Compilation and analysis of the information collected.
- Drafting of an overview report (with tables of comparisons between countries, where possible).
- Second meeting of the Steering Committee involving industry experts in the area of training for agency workers to provide input and feedback on the findings and conclusions on social innovation in access to training.

## **Phase 3 – Social innovation in ensuring social protection, Brussels (month 6 - 8)**

In this phase, a second dimension of social innovation will be explored, namely social innovation in securing social protection for temporary agency workers. A special will be laid in this context on innovative practices in securing the transferability and portability of rights, which is ensured in the temporary agency work industry via bipartite funds and individual accounts for social benefits. In this phase, the following steps will be taking:

- Gathering of relevant data, case studies and examples on access to social protection based on desk research
- Reaching out to the bipartite social funds and pension funds set up in the temporary agency work sector to ensure social protection
- A special focus and attention to models set up in the Member States and by social partners to ensure the transferability and portability of rights
- Preparing 5-6 concrete national case studies on social innovation to ensure appropriate social protection
- Third meeting of the Steering Committee involving industry experts in the area of social protection to present findings and conclusions on social innovation in access to social protection. The summary report and collection of social innovation practices in the areas of access to training will be reviewed.

In phase 3, there will be the European stakeholders meeting in Brussels where the researcher and social partners will present the preliminary findings and will get input and comments to enrich and adjust the research before its finalisation.

- Organise a meeting with the key European stakeholders in Brussels to discuss and exchange views on the preliminary findings of the research.
- Around 25 relevant key European stakeholders, including (when possible) representatives/stakeholders from social innovation practices (access to training, access to social protection, collective bargaining), European Commission, Academics, and practitioners etc. will come together to engage in an interactive debate on the topic of the action.
- Linked to the Stakeholder Workshop, 2-3 face-to-face meetings shall be organised with officials of the European Commission and stakeholders. When feasible, also discussions with representatives of the EU Member States shall be held
- The Steering Committee Members will take part in the interactive exchange of views with the European stakeholders meeting.

The proposed draft programme for the meeting is outlined below:

11:00 – 11:30	Welcome of participants & lunch
11:30 – 12:00	Presentation of the joint project by WEC-Europe and UNI Europa
12:00 – 13:00	Presentation of the state of play and preliminary results of the study by the researcher

13:00 – 14:00	Exchange of views and feedback from EU stakeholders on field research
14:00 – 14:30	Coffee Break
14:30 – 15:30	Discussion on specific social innovation case studies
15:30 – 15:45	Concluding remarks
15:45 – 16:00	Next Steps <ul style="list-style-type: none"> <li>- Pan-European conference, tbd</li> <li>- Online publication</li> </ul>
16:00	End of meeting

#### **Phase 4: The role of social partners and collective bargaining in fostering social innovation in the temporary agency work sector (months 9 – 11)**

The fourth phase of the project will look into the role of social partners, social dialogue and collective bargaining in fostering social innovation in the temporary agency work sector. In this phase, the following steps will be taken:

- Gathering the relevant data, case studies and examples of sectoral social dialogue outcomes and practices that helped fostering social innovation
- Analysing the framework conditions and supporting factors that foster social innovation through collective bargaining and social dialogue
- Establish contacts to selected social partners at national level to learn about their social innovation practices
- Comparing and mapping the EU Member States and the practices of the sectoral social partners with regard to social innovation practices to create a social innovation index
- Preparing 5-6 case studies on the role of social partners and collective bargaining in driving social innovation.
- The draft report and case studies will be circulated to the steering committee members and feedback will be provided in written by the two sectoral social partners. When needed, a steering committee conference call will be held.

## Phase 5 – Finalisation of the report (months 12-14)

The report will be finalised in this phase and will be circulated to World Employment Confederation-Europe and UNI Europa respective national members to check the content and get their final remarks.

A fourth meeting of the Steering Committee will be held to discuss and approve the content of the research and the case studies.

The researcher, based on the final report, will prepare an executive summary with the key findings and the case studies.

The executive summary will be translated in this phase into a further language (French and Spanish) in addition to English, the language in which it will be originally written.

## Phase 6 – Launch of the report at the pan-European conference (months 15)

A one-day pan-European conference will be organised in Brussels to present the main outcomes of the project and the case studies. This will be the basis for discussion between social partners, policy makers and key stakeholders on social innovation practices in the temporary agency work sector and its impact on the overall labour market. Around 100 participants are expected.

Discussion and exchange at the pan-European conference will offer a forum for the temporary agency work social partners to put forward a joint declaration or joint recommendations on social innovation in the temporary agency work sector.

The proposed draft programme of the pan-European conference is outlined below:

11:00 – 11:30	Welcome coffee & registration
11:30 – 12:00	Opening of Conference by the World Employment Confederation-Europe and UNI Europa Keynote speech from EU Commission, DG EMPL
12:00 – 13:00	Presentation of the key findings of the final report by the external researcher

13:00 – 14:30	Lunch break
14:30 – 15:00	Panel discussion with representatives of social innovators innovation practices researched Exchange of views and discussion with the floor
15:00 – 15:45	Presentation of recommendations from the World Employment Confederation-Europe and UNI Europa and discussion
15:45 – 16:00	Concluding remarks and end of meeting

### Phase 7 – Dissemination of the results (months 16-17)

In this phase, the World Employment Confederation-Europe and UNI Europa will disseminate the results of the final report and will follow-up on the conclusions of the pan-European conference.

A final document comprised of the research report, the case studies and the presentations given during the conference, and (if agreed upon) the recommendations issued by the social partners will be produced. It will be published online on both World Employment Confederation-Europe and UNI Europa's websites as well as distributed internally to all their national members.

The proceedings of the conference, the main findings of the research and the key recommendations launched at the pan-European conference will be also sent to the key national and European stakeholders (e.g. national bipartite training funds, European Commission, MEPs interested in the topic, academics).

An executive summary of the final report together with the joint recommendations will be printed out for the English version. The translated version will be available on line and put on World Employment Confederation-Europe and UNI Europa's websites.

### Phase 8 – Reporting and closing of the action (month 18)

In this phase, the World Employment Confederation-Europe and UNI Europa will take care of the final reporting about the progress of the action and will provide the European Commission with all the

necessary documents to close the project, in accordance with the guidelines set out in the call for proposals and in the grant agreement.

The staff involved in the management and the implementation of the action is:

World Employment Confederation-Europe:

- Denis Pennel, Managing Director (full-time): management and coordination
- Michael Freytag (full-time): administration and implementation
- Gabriella Coorey (part-time): secretariat functions
- Katrien Decoster, Accountant (part-time): accounting

UNI Europa:

- Oliver Röthig, Regional Secretary (full-time): management and coordination
- Catherine Grauwels, Assistant (full-time): secretariat functions



## TIMEFRAME OF THE ACTION

MONTHS	01	02	03	04	05	06	07	08	09	10	11	12	13	14	15	16	17	18
<b>Phase 1 – Preparation of and launch of the research</b>																		
Selection of a research institute	X	X																
Setting up of the Core working group	X	X																
Setting up of the Steering Committee	X	X																
Definition of the methodology of research		X																
1 <sup>st</sup> meeting of the Steering Committee		X																
Meeting with the selected research body		X																
<b>Phase 2 – Social Innovation in access to training</b>																		
Collection of data			X	X	X													
Compilation and analysis of data collected			X	X	X													
Draft of a chapter for the report			X	X	X													
Identification of 2-3 case studies			X	X	X													
2 <sup>nd</sup> meeting of the Steering Committee				X	X													
<b>Phase 3 – Social innovation in ensuring appropriate social protection</b>																		
Collection of data						X	X	X										
Compilation and analysis of data collected						X	X	X										
Draft of a chapter for the report						X	X	X										
Identification of 2-3 case studies						X	X	X										

MONTHS	01	02	03	04	05	06	07	08	09	10	11	12	13	14	15	16	17	18
3 <sup>rd</sup> meeting of the Steering Committee							X	X										
<b>Phase 4 – The role of social dialogue and collective bargaining in fostering social innovation</b>																		
Collection of data									X	X								
Compilation and analysis of data and examples collected									X	X	X							
Identification of case studies									X	X	X							
Exchange of stakeholders											X							
<b>Phase 5 – Finalisation of the report</b>																		
Report and compendium of practices will be sent to WEC-Europe/UNI Europa members to get final feedback												X	X	X				
Finalisation of the report, taking stock of the EU stakeholders meeting												X	X	X				
4 <sup>th</sup> meeting of the Steering Committee to approve the report and the case studies													X					
Translation of executive summary + case studies														X				
<b>Phase 5 – Pan-European Conference</b>																		
Draft of the programme													X	X				

<b>MONTHS</b>	<b>01</b>	<b>02</b>	<b>03</b>	<b>04</b>	<b>05</b>	<b>06</b>	<b>07</b>	<b>08</b>	<b>09</b>	<b>10</b>	<b>11</b>	<b>12</b>	<b>13</b>	<b>14</b>	<b>15</b>	<b>16</b>	<b>17</b>	<b>18</b>
Launch of invitations														X	X			
Logistics														X	X			
Conference															X			
<b>Phase 6 – dissemination of report</b>																		
Follow up meeting																X	X	
Dissemination of documents																X	X	
Publication online on World Employment Confederation- Europe and UNI Europa + affiliates' websites																	X	X
<b>Phase 7 – Final reporting and closing of action</b>																		
Final reporting																		X