

E-SOCIAL SECURITY: ANTICIPATING THE FUTURE ESIP Conference 2018

Scoping paper

Workshop 3: New forms of work and their impact on social security

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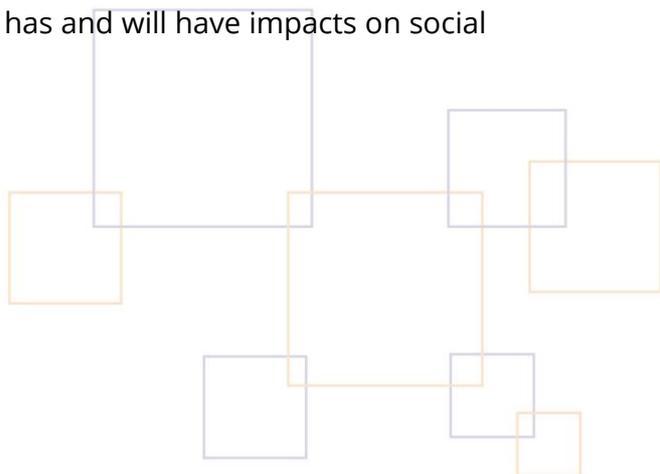
In recent years, European social security systems have been confronted with the emergence of what are commonly known as new forms of work. This generic term (new world of work) is sometimes difficult to define and brings together aspects that can be very different.

In order to assess more specifically the implications of new forms of work for social security systems, in particular platform work, ESIP is in the process of finalising a survey conducted with social security institutions. Some preliminary conclusions can be drawn from this comparative study. It appears that social security is based mainly on employment status, whereas new forms of work create a blurring of these statuses. This in turn impacts the social security rights for these workers. In addition, it appears that new forms of work often constitute a side activity, combined with more traditional work. This also raises issues in terms of coverage and accrual of social security rights of the concerned workers.

In order to circumscribe the scope of this workshop, we propose to limit the scope of our discussions to the following aspects:

- Development of the platform economy from the perspective of the **emergence of self-entrepreneurship and other atypical forms of labour relations**.
- Generalizations of **new forms of work organization**: telework, co-working, open space, etc ...
- **Impact of automation of tasks** and use of artificial intelligence

Like all industrial revolutions, the new world of work has and will have impacts on social security systems.



These impacts relate, in principle, to four fields of action:

1- The emergence of new social risks

Social security has historically been built around bringing responses to social risks. The new world of work brings a range of new social risks or reformulates existing risks. For example, there is an increasing confusion between occupational and private risks caused by the gradual decline of the barriers between work and private life as well as the impact of robotization on the health of workers.

2- The coverage of workers

The development of increasingly mixed and atypical careers raises, among others, two fundamental questions on the coverage of workers: is a social security of "status" (employees, workers, civil servants, self-employed, ...) still sustainable in the context of the emergence of the new world of work? Are we not likely to see an increasing demand for an "option-based" coverage by workers (and especially young workers) who are experiencing their careers in a fundamentally different way from previous generations?

3- Funding

How the traditional financing structure of social security (contributions from workers, employers, state) can be organized in the context of these changes and with the development of parallel "minimum" coverage (offered especially by the giants of the platform economy) and increasing automation of certain tasks?

4- The strategic organization of social security

This question may seem to be settled for universal systems organized around a direct relationship with users. It is more acute for paritarian systems that are relying on the representativity of the organizations that make up the management bodies of their social security institutions. Does the paradigm shift brought about by the new world of working have an impact on paritarian systems?

