

**Navigating the Changing World of Work – a Flexwork research conference / expert meeting
5th NCWW 2015 – Rotterdam, the Netherlands, 22-23 Oct 2015:**

“Exploring non-standard employment in inclusive labour markets – outlining key issues and metrics”

Conference Theme

In the EU organization and regulation of employment are under pressure. Growing flexibilization and particularization of employment relationships brings possibilities of adaption, development and innovation. At the same time it brings insecurity and risks of short-term opportunistic behaviors. Furthermore previously relatively self-evident issues of, for example, community, social and economic maintenance and development have come under pressure and require more active attention.

For a large part challenges in employment and HRM have become more complex and require further and fresh thinking, both about the issues at stake and about the metrics that can be used to illuminate the issues and support decision-making.

Reframing employment, its allocation, management and organization requires us to reevaluate the metrics used. Measurement is still mostly connected to the traditional concept of a long-term open-ended employment contract. This is reflected in, for example, the wide-spread use of measures of job security and tenure as proxies for people having a good outlook / life perspective. Also at the level of organizations and individual jobs evaluations of HR performance and job quality most metrics focus on performance and quality in relation to long-term open-ended employment relationships.

Knowledge and experience at the various levels of analysis may have more to offer to each other than before. Flexibilization, diversity and global economic pressures bring the challenges in the formerly relatively distinct areas of labour market, organization and individual jobs closer together: Issues of flexicurity and decent work; skills and work force quality; economics and community; organizational possibilities and individual capabilities.

The temporary work agency industry is in the middle of these debates, dealing with situations where traditional solutions seem to fail to work. It has an interest in the debate about challenges, possibilities and dilemma's in the labour market. Not because it can solve all issues, but because debate can lead to a mature and inquisitive debate on where to go, what is possible, what is desirable, what is responsible and what sustainable.

For Flexwork research there seems to be a lot to gain from cross-fertilization between the debates at the various levels of investigation. At the same time, the academic debate at the various levels has developed its own lingua, experiential base, and contribution to the debate on regulation,

organization and management of nonstandard employment. At the level of fundamental academic research the different areas each make valuable contributions, but seldomly meet.

This year's Flexwork research conference is organized with the aim to stimulate debate around these issues. To address the important themes in the labour market, in the organization of work, and at the level of individual jobs we have organized a working conference where we address core issues at each level in three rounds engaging the expert participants in a debate across these levels.

In each round we address the issues of challenge, perspective, decision-making, and measurement in three ways:

1. A stimulating and challenging academic keynote introduction (1x45 min)
2. Presentation of significant research and concrete metrics in the area (2x20 min)
3. Discuss a case of a key decision situation in the area addressing the issues: what are fundamental issues here? How does it require creative reframing? Who is involved? What are key variables, key metrics and models to document, what is missing? How should responsible decision-making proceed? (20 min introduction; 40 min analysis and discussion; format: expert meeting, moderated engagement of all participants)

Keynote speakers

Raymond Torres (ILO) "Key issues and criteria for measuring Inclusiveness, comparing different debates, ways forward and questions ahead (ILO)"

Chris Warhurst (Warwick) "Successful local resilience in the face of global pressures for cost reduction and fragmentation"

Amy Wrzesniewski (Yale) "The meaning of the job – job crafting, career and calling. Shaping interactions and relationships in nonstandard employment – the possibilities and challenges of being a good employer"

Conference organisers / program committee:

Dr Bas Koene (RSM Erasmus University Rotterdam)

Dr Els Sol (AIAS University of Amsterdam)

Dr. Isabella Biletta (Eurofound)

Dr. Werner Eichhorst (IZA U of Bonn)

Prof. dr. Dirk van Dierendonck (RSM Erasmus University Rotterdam)

Prof. dr. Christina Garsten (SCORE, Stockholm University)

Prof. dr. Slawek Magala (RSM Erasmus University Rotterdam)

Prof. dr. Ida Regalia (University of Milan)

The conference is organised by Erasmus University and the University of Amsterdam, in cooperation with and sponsored by Eurociett, the European Confederation of Private Employment Agencies

Program

DAY 1

Introduction and welcome (9.00 – 9.30)

Theme 1 Driving labour inclusiveness: how to measure the efficiency and performance of a labour market, 9.30 – 13.00. Chair: Werner Eichhorst (IZA U of Bonn)

1. Introductory key note Raymond Torres (ILO) 9.30-10.15 – *Key issues and criteria for measuring Inclusiveness, comparing different debates, ways forward and questions ahead*
2. Measurement and research
 - a. John Hurley (Eurofound) 10.30-11.00 – *Job polarization and destandardization of employment in Europe: what do we see, what do we measure, what should we measure?*
 - b. Maarten Keune (U of Amsterdam) 11.00-11.30 – *Job quality beyond flexicurity, important to not ignore political context, what variables/issues come up when we do let them into the discussion?*
3. Case study 11.45 – 12.45: Simon Deakin (U of Cambridge) – *On a single labour contract: legal issues of new forms of employment.*

Lunch

Theme 2 Sustainable in an unstable environment: how companies can cope with a remote, dispersed and fragmented workforce? 14.00 – 17.30. Chair: Isabella Biletta (Eurofound)

1. Introductory key note Chris Warhurst (Warwick) 14.00-14.45 – *Successful local resilience in the face of global pressures for cost reduction and fragmentation*
2. Measurement and research
 - a. Francois Pichault (Lentic) 15.00-15.30 – *The role of LMIs in serving nonstandard workers – beyond matching and placement, adding services and advocacy*
 - b. John Nurthern (Staffing Industry Analysts) 15.30-16.00 – *New ways to contract vendors: the evolution and future development of contingent workforce programmes*
3. Case study 16.15-17.30: Ronald Kliphuis (Schiphol group) – *Case study Schiphol Group. Engaging a flexible and diverse workforce, challenges, dilemmas, choices and responsibilities in doing so.*

Dinner

DAY 2

Theme 3 Flexibilization and destandardization of jobs: how to appreciate relevant work contribution and enable job quality and quality transitions for target groups 9.00 – 13.00. Chair: Bernard Gazier (Univ-Paris1)

1. Introductory key note Amy Wrzesniewski (Yale U) 9.00-9.45 – *the meaning of the job – job crafting, career and calling. Shaping interactions and relationships in nonstandard employment – the possibilities and challenges of being a good employer*
2. Measurement and research
 - a. Sandrine Cazès (OECD) 10.00-10.30 – *How good is your job? Measuring and assessing job quality and extending the measurement?*
 - b. Christina Garsten (Stockholm U) 10.30-11.00 – *Sorting people out: detecting and classifying employability, work capacity and disability at Swedish Public Employment Services*
3. Case study 11.15-12.30: Aart vd Gaag – *Sustainable inclusion of disabled workers in the Netherlands. Job quality and performance: facilitating and appreciating their contributions, and providing long-term job-quality.*

Wrap-up and closing (12.30-13.00)

Lunch