GREEN BOOK
FUTURE OF WORK

GREEEN BOOK – FUTURE OF WORK

REPÚBLICA PORTUGUESA

GENERAL FRAMEWORK

STRUCTURE OF THE BOOK

NEW CHALENGES

EXPECTED GUIDELINES

MAKING DECISION PROCESS

CONCLUSION

GENERAL FRAMEWORK

- Technological progress, developments in TICs and the increase of digital platforms, robotics, artificial intelligence, remote work, informal work and the work within the gig economy, are transforming work as we know it, raising new challenges regarding employment, qualifications, digital transformation, equality, privacy, working time, and social protection.

- The main goal of the Green Book is to be a tool that can be helpful to transform the uncertainties related to the future of work into new opportunities on the labour market, regarding skills and productivity, working conditions and salaries, remote work, the stability of jobs, equality and social protection.

STRUCTURE

STRUCTURE

NEW CHALENGES

NEW CHALENGES

1. The digital revolution: artificial intelligence, automation, connectivity, and innovation. Impacts on the labour market

2. The future of work

   a. Working through digital platforms

   b. New models

   c. Telework

   d. Informal work and digital nomads

3. Work-life balance & right to disconnection

4. Right to privacy and data protection

5. Equality and non-discrimination

6. Social protection

7. Skills, lifelong learning and active ageing

GUIDELINES

1. Telework

- Work-life balance; right to disconnection

- Equality and non-discrimination

- Remote surveillance and right to privacy

- Property, payment, and maintenance of tools and working equipment

- Structures of collective representation

- Accidents at work / domicile ?

- Development of rural areas

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2. **Right to privacy and data protection**

- Remote surveillance

- Monitoring of internet and emails

- Big data management

3. **Equality and non-discrimination**

- Access: regulate employment background check; help low-skilled individuals, women, older people, disabled and migrants to have access to employment

- Performance: equal pay principle; job post progression; access to training

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4. **New types of jobs**

- Intermittent jobs / informal work

- Digital platforms; gig economy

- Digital nomads / Flexibility

5. **Social protection**

- Employee vs Independent contractor

- Extend the social security net and foster minimum labour standards

- Sustainability of Social Security

6. **Skills, vocational training and lifelong learning**, in order to follow technological changes and promote skilled workers
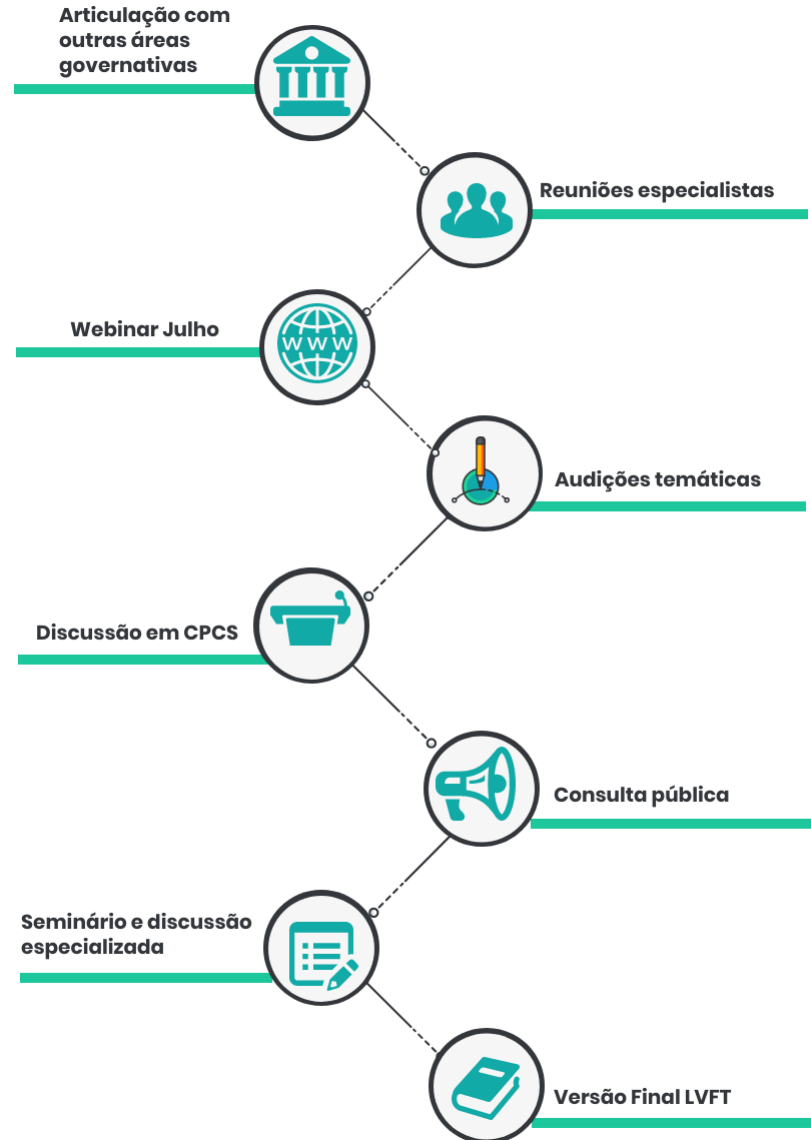
7. **Health & safety at work**, to assess new occupational risks, new professional diseases and new types of work accidents at work (vg telework)

8. **Develop a new social compromise and a normative strategy for the digital economy**, based on dialogue with social partners and stakeholders (academics, thinkers, NGO´s, etc)

MAKING DECISION PROCESS

LISTENING SESSIONS

Engage with a diverse group of people, organizing listening sessions to assemble the right people and allow everyone to share their perspective

Articulação com outras áreas governativas

Reuniões especialistas

Webinar Julho

Audições temáticas

Discussão em CPCS

Consulta pública

Seminário e discussão especializada

Versão Final LVFT

SCHEDULE / TIMELINE

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Maio - Junho

- Constituição grupo de trabalho
- Definição da estrutura e modelos de auscultação e comunicação.
- Aprovação cronograma

Julho

- Articulação áreas governativas
- Webinar
- Reuniões especialistas
- Audições temáticas
- Primeira versão (31 jul)

Agosto - Setembro

- Audições temáticas (cont.)
- Incorporação da informação do processo de auscultação nos capítulos Livro Verde

Outubro

Versão Preliminar (até 30 out)

Novembro

- Discussão CPCS
- Consulta pública
- Debate especializado
- Início tradução

Dezembro

Versão final
Apresentação política

CONCLUSION

SUMMING UP

➢ **Study** the trends and challenges of the future of work

➢ **Assess** new problems at work that are currently arising from the digital economy to see if we can minimize them

➢ **Find** solutions based on dialogue and debate through listening sessions with stakeholders

➢ **Develop** a new social compromise and a starting point for a normative strategy, whether by laws, or collective bargaining

➢ **Committed** to a goal: finding ways to achieve better jobs for a better world, and reaching a fair balance between modernity, freedom of work, and entrepreneurship, on one hand, and decent, secure and healthy jobs, on the other

Send your Suggestions (until July 30) to:

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THE FUTURE OR WORK
APRESENTAÇÃO RSE

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E SEGURANÇA SOCIAL