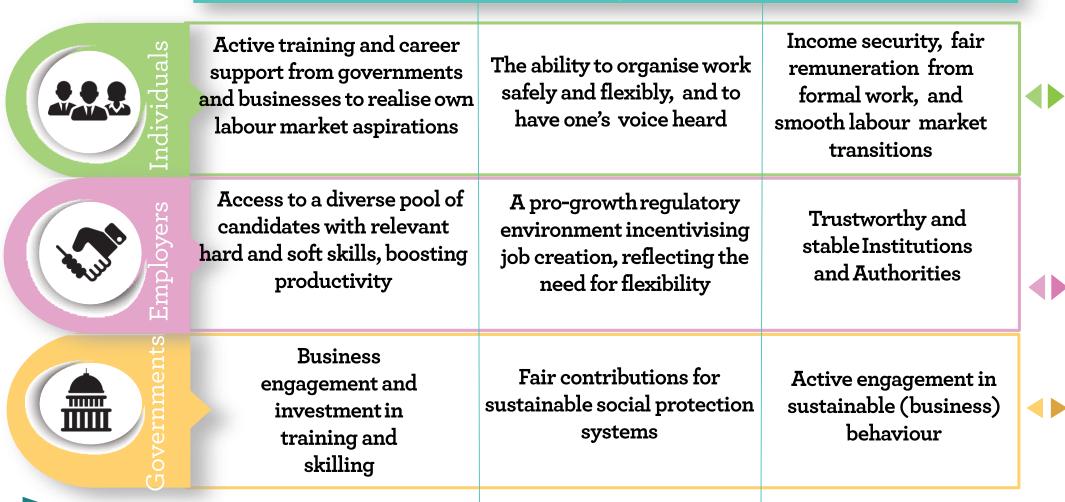
## The New Social Contract for a World of Work that works for everyone

The impact of the COVID-19 crisis has exacerbated ongoing megatrends like digitization, political and economic volatility, and labour market inequalities. Now more than ever, the Adecco Group believes that old structures to organise the labour market are no longer adequate; we need a New Social Contract. This social contract consists of a set of expectations and responsibilities from all labour market actors.

## Expectations

that labour market actors may hold in the world of work



## Responsibilities

that labour market actors need to take in the world of work

Take ownership of own employability and skills development through active career planning	Fair social security contributions to match the career-long transitions regardless of contract or employment status	Being an engaged and productive collaborator, ready for more flexible career choices
Focus on sustainable employability and (re-) deployment of staff	Provide inclusive and decent work for all individuals regardless of their contract and workplace	Embed sustainability and Social Impact commitments in the 'DNA' of the company
Facilitate training and skilling systems to support sustainable employability for all workers	Enable diverse forms of formal work – including remote – to boost competitiveness and career opportunities	Ensure portable social protection for all, including transition support and other ALMP's, and up-to-date benefits systems

Good faith collaboration between all labour market stakeholders

1