

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

 <p>Individuals</p>	<p>Active training and career support from governments and businesses to realise own labour market aspirations</p>	<p>The ability to organise work safely and flexibly, and to have one's voice heard</p>	<p>Income security, fair remuneration from formal work, and smooth labour market transitions</p>		<p>Take ownership of own employability and skills development through active career planning</p>	<p>Fair social security contributions to match the career-long transitions regardless of contract or employment status</p>	<p>Being an engaged and productive collaborator, ready for more flexible career choices</p>
 <p>Employers</p>	<p>Access to a diverse pool of candidates with relevant hard and soft skills, boosting productivity</p>	<p>A pro-growth regulatory environment incentivising job creation, reflecting the need for flexibility</p>	<p>Trustworthy and stable Institutions and Authorities</p>		<p>Focus on sustainable employability and (re-) deployment of staff</p>	<p>Provide inclusive and decent work for all individuals regardless of their contract and workplace</p>	<p>Embed sustainability and Social Impact commitments in the 'DNA' of the company</p>
 <p>Governments</p>	<p>Business engagement and investment in training and skilling</p>	<p>Fair contributions for sustainable social protection systems</p>	<p>Active engagement in sustainable (business) behaviour</p>		<p>Facilitate training and skilling systems to support sustainable employability for all workers</p>	<p>Enable diverse forms of formal work – including remote – to boost competitiveness and career opportunities</p>	<p>Ensure portable social protection for all, including transition support and other ALMP's, and up-to-date benefits systems</p>

Good faith collaboration between all labour market stakeholders