



European Economic and Social Committee
Section on Employment, Social Affairs and Citizenship



Public hearing

on

The changing nature of employment relationships, the sharing economy, zero-hour contracts and the living wage

SPEAKERS

Manuela Tomei



A sociologist by education, Manuela Tomei was appointed Director of the Conditions of Work and Equality Department, International Labour Organization (ILO), with effect from 13 February 2013. Until then, she had been Director of the Labour Protection Department since 1 September 2011, and she was Officer-in-Charge of the Social Protection Sector since 1 August 2012.

Prior to that, Ms Tomei held various posts in the ILO, both at Headquarters in Geneva, Switzerland, and in the ILO's field offices. While Chief of the Conditions of Work and Employment Branch of the ILO, she was the lead coordinator of the preparatory work which culminated in the adoption of the new international labour standards on decent work for domestic work by the International Labour Conference in June 2011. She is also the main author of the two Global Reports on discrimination at work produced by the ILO in 2003 and 2007 in the framework of the follow-up to the 1998 ILO Declaration on Fundamental Principles and Rights at Work. She has written and provided policy advice on a range of subject matters, including gender, poverty and work, informal and atypical work, and wages and the gender pay gap.

Steve Garelick

Steve Garelick is the Branch Secretary of The GMB London Region Professional drivers branch. He has driven for Uber and has been a professional driver for over 24 years.

The GMB is the UK's third Largest Union which numbers Over 630,000 members.

GMB maintains an office in Brussels to keep engaged with the work carried out within the EU.

The Professional Drivers Branch currently has a mixed membership of both Taxi, Private Hire (Minicab / Chauffeur),

Parts Delivery and other professional drivers.

The branch is bringing Uber to tribunal to confirm driver's employment rights.

Amaya Apesteguía



Since 17 years ago, she has worked in the Spanish consumers association OCU, to empower consumers with practical information for an ethical and collaborative consumption.

She has conducted multiple researches on ethical consumption, corporate social responsibility and collaborative consumption, with the purpose of guiding consumers in their purchasing choices. She has coordinated the international report "Collaboration or Business? Collaborative consumption: From value for users to a society with values", released on February 2016.

The Organization of consumers and users (OCU) is a fully independent spanish consumers association. It is a private organization funded by more than 300,000 members.

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Marco Torregrossa



Marco Torregrossa is Secretary General at the European Forum of Independent Professionals, a European association advocating for policy, business and society to become more conducive to the self-employed way of working both in the public and private sector. Formerly policy officer at the EU Commission and a lawyer by training, Marco is specialised in collaborative self-employment, cooperative solo-entrepreneurship, digital work on platforms and the impacts of flexible labor regulations on new forms of work. More about Marco: <https://about.me/marcotorregrossa>

Marianna Georgallis



Marianna Georgallis is Policy and Advocacy Coordinator at the European Youth Forum responsible for Employment policies ; Mobility ; Quality Internships ; Youth Rights. The European Youth Forum (YFJ) is the platform of youth organisations in Europe. Representing 100 youth organisations, both National Youth Councils and International Non-Governmental Youth Organisations. The Forum believes youth organisations empower, encourage, involve, represent, reach out and support young people. The Youth Forum brings together tens of millions of young people from all over Europe, organised in order to represent their common interests.

Maxime Cerruti



BUSINESSEUROPE is the leading advocate for growth and competitiveness at European level, standing up for companies across the continent and campaigning on the issues that most influence their performance. A recognised social partner, we speak for all-sized enterprises in 34 European countries whose national business federations are our direct members. Maxime Cerutti is Director for Social Affairs at BUSINESSEUROPE.

Digitisation offers new opportunities for people, e.g. more flexibility in work organisation, possibilities to balance work and private life, new learning opportunities as well as access to more diverse work opportunities. Policy makers and social partners in Europe need to assess how best to adapt labour markets and work organisation in order to derive maximum benefits of the digital transformation. A key challenge is to adapt skills policies to better meet the rapidly evolving labour market needs linked to the digital economy and through this, to maximise job creation potential of digitisation processes.

Esther Lynch



Esther Lynch was elected as ETUC Confederal Secretary at the Paris Congress in 2015. She has extensive experience of the trade union movement both in Ireland and at European and international level. Before joining the ETUC, she was the legislation and social affairs officer of the Irish Congress of Trade Unions (ICTU).

She represented the ICTU on the Board of the Health and Safety Authority of Ireland, the European Commission's advisory committee on the free movement of workers and in the ILO as well as on ETUC committees and working groups. She is a member of the International Centre for Trade Union Rights.

Siôn Simon



Siôn Simon is a Labour MEP from the West Midlands of England. He started his professional career out of Oxford University as a newspaper columnist before becoming a Member of Parliament for Birmingham Erdington and then Government Minister for Further Education. As a Member of the European Parliament, Siôn sits on the Employment and Social Affairs committee and uses this platform to challenge the EU on the unacceptable levels of youth unemployment across Europe, zero hours contracts and where EU funds are allocated.

Siôn's intervention will look at a bit of his work on this topic and look at the situation in the UK and the rise of non-standard work contracts across varied and some unexpected sectors. He will also look at a case in New Zealand and call on joint-action to pressure national governments to introduce binding legislation to prohibit these exploitative contracts and guarantee quality jobs.

Nicholas Costello



Nicholas Costello is working for the European Commission, DG Employment, Social Affairs & Inclusion and is Deputy Head of Unit, E1, Job Creation.

Gerrit Van de Mosselaer



Gerrit Van de Mosselaer started his career at the Federal Public Service Social Security in 2004 as a legal counsel for the Directorate-General Social Inspection. The mission of this Directorate-General is to ensure compliance with the social legislation and to strengthen the social protection of all citizens by giving special attention to the correct registration of workers and of their salaries to the social security scheme.

In charge of defending the growing number of investigation files with cross border aspects, he gained expertise and experience in international relationships and has been nominated since 2014 as the Belgian National Contact Person within the framework of Decision No H5 of 18 March 2010 concerning cooperation on combating fraud and error within the framework of Council Regulations (EC) No 883/2004 and No 987/2009 on the coordination of social security systems.

He studied Law at the “University of Antwerp” and obtained further degrees as European Master Social Security and Master Public Management at the “University of Leuven” and Master Company Law at the “University of Brussels”. He is the author of numerous scientific articles related to Social (Criminal) Law *sensu lato*.

Martin Risak



Martin Risak is an Associate Professor at the Department of Labour Law and Law of Social Security at the University of Vienna/Austria.“

Outline of the intervention:

„Gig-economy: The Good, the Bad and the Ugly.

One of the key assumptions underpinning the rise of the sharing or gig-economy is the assertion that the crowdworkers are self-employed, independent contractors. As a result, individuals might find themselves without recourse to worker-protective norms. But is this accurate? And if yes, how can we close the legislative gap?“

Jorge Cabrita



Jorge Cabrita, Research Officer in the Working Conditions and Industrial Relations unit at Eurofound – European Foundation for the Improvement of Living and Working Conditions. Eurofound is a tripartite European Union Agency, whose role is to provide knowledge in the area of social and work-related policies. Established in 1975 by Council Regulation (EEC) No. 1365/75, Eurofound has been contributing to the planning and design of better living and working conditions in Europe. The intervention in the EESC public hearing summarises the wealth of research produced by Eurofound on how employment relationships are changing and the impact on many aspects of living and working conditions including earnings and the capacity to make ends meet, i.e., being able to pay for basic expenses. Working poor, ‘very atypical’ contractual arrangements, ‘fraudulent’ forms of contracting work, ‘economically dependent’ self-employed and the so-called new forms employment are some of the notions that will be touched upon on the basis of Eurofound work.