
VMix 2012 V3 (7.3.0.86) Portable

Work 4.0 and the future of labour law.

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Abstract

As the world of work is undergoing the substantial transformation known as 'Work 4.0', this paper explores and develops possible avenues for a corresponding transformation of labour law. It begins by identifying the underlying transformational trends (Section 1-2) to argue five core priorities for the near future of labour law: activation 2.0, transversal career management, sustained labour quality focus, continuous and integrated talent development, and active support of economic participation (Section 3). Adopting a long term view, it describes the potential dismantling of the employment contract to develop a future of labour law as a 'law on persons' beyond employment status, with a corresponding need to reconfigure collective consultation and bargaining (Section 4). It concludes by stressing and illustrating how the future of labour law is a choice (Section 5).

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1. Work 4.0

The world of work is undergoing a revolutionary change generally referred to as 'Work 4.0'. Described as the most radical change in the labour market since the first industrial revolution, not a week goes by without yet another study heralding the large-scale disappearance, transformation or innovation in work, labour organisation and employment relationships. But what do all these

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