



SEGUNDO EJERCICIO DE LAS PRUEBAS SELECTIVAS PARA INGRESO EN EL CUERPO SUPERIOR DE TÉCNICOS DE LA ADMINISTRACIÓN DE LA SEGURIDAD SOCIAL.

El ejercicio consistirá en realizar, un resumen en castellano, del texto que se les leerá a continuación, disponiendo para ello de veinte minutos, así como **una traducción directa**, sin diccionario, durante el tiempo máximo de cuarenta minutos, del siguiente texto:

THE EUROPEAN PILLAR OF SOCIAL RIGHTS ACTION PLAN

Making work standards fit for the future of work.

Working conditions in the EU are among the best in the world. EU law sets minimum requirements on working conditions, working time, health and safety at work, and the equal treatment of persons regardless of sex, ethnic or racial origin, disability, religion or belief, age or sexual orientation. It also guarantees equal treatment of mobile workers with nationals in access to employment, working conditions and all other social and tax advantages. Yet, the world of work is in permanent change, particularly due to digitalisation. New forms of work organisation and employment relationships are emerging and bring new opportunities and challenges. Reaching full employment will require not only a significant increase in labour market participation but also adequate working conditions underpinning quality jobs, which is a key responsibility of employers. Taxation should be shifted away from labour to other sources more supportive to employment and in line with climate and environmental objectives, while protecting revenue for adequate social protection.

A first challenge to address is in-work poverty and inequality. EU labour markets are facing an increasing share of low-paid and low-skilled occupations, and the erosion of traditional collective bargaining structures in some countries.

Ensuring that jobs pay an adequate wage is essential to guarantee adequate working and living conditions for workers and their families, as well as to build fair and resilient economies and support inclusive growth.

Another important emerging trend is the blurring of traditional lines between a worker and a self-employed person, and a growing heterogeneity among the self-employed. A case in point is the emergence of vulnerable self-employed working through platforms and operating under precarious conditions. The pandemic has highlighted this for delivery workers, in particular regarding their access to social protection, and health and safety risks.

The accelerated digitalisation of workplaces also puts the spotlight on issues related to surveillance, the use of data, and the application of algorithmic management tools. Artificial intelligence (AI) systems are often applied to guide recruitment, monitor workloads, define remuneration rates, manage careers, or increase efficiency of processes and when performing high-exposure tasks.

Telework has become the norm for many because of the pandemic, and it is likely to remain common in the long term. Being able to work from anywhere at any time has been crucial for business continuity. Telework offers opportunities for synergies and efficiencies on work-life balance: reduced travel and fatigue, as well as more flexible organisation of professional and private life can lead to productivity gains and to a positive green impact.