



European Foundation
for the Improvement
of Living and Working
Conditions

The tripartite EU Agency providing knowledge
to assist in the development of better social,
employment and work-related policies

Platform work and employment conditions

Informal meeting of EU Employment and Social Policy Ministers

Vienna - 19 July 2018

Juan Menéndez-Valdés, Director

Digital age

RESEARCH REPORT




Digital age
**Automation, digitalisation and platforms:
Implications for work and employment**




RESEARCH REPORT




New forms of employment





RESEARCH REPORT



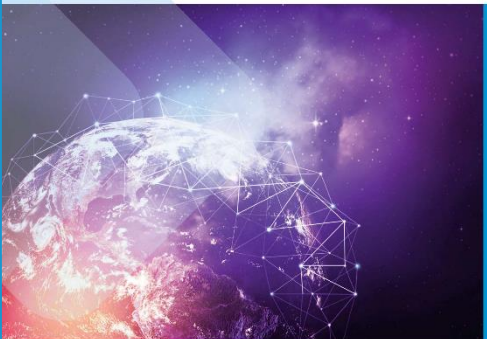
Future of manufacturing
**Game changing technologies:
Exploring the impact
on production processes
and work**



RESEARCH REPORT



**Working anytime, anywhere:
The effects on the
world of work**



Joint ILO-Eurofound report

New forms of employment



**ICT-based
mobile work**



Job sharing



**Interim
management**



**Employee
sharing**



**Casual
work**



**Collaborative
employment**



**Portfolio
work**



**Voucher-
based work**



**Platform
economy**

Platform economy



Platform economy



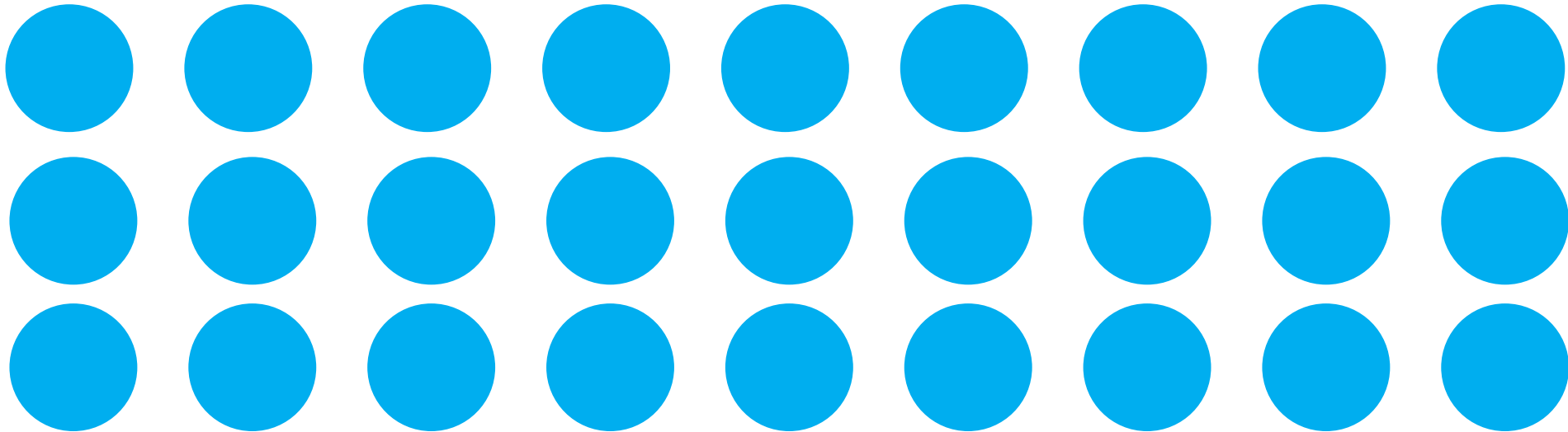
Platform economy



Platform work: on-demand paid work with jobs broken down into tasks

Platform work

- 10% have worked for a platform at some time
- About 2% of the working age population (JRC estimates)
- Potential to grow
- Huge diversity



Platform work

99designs

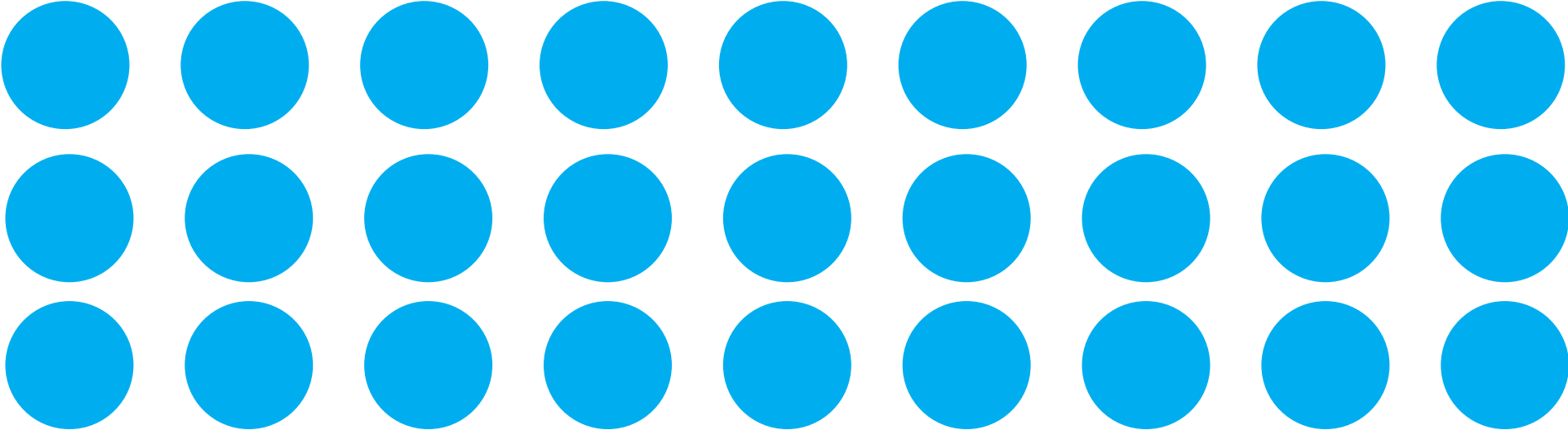
Specialised work decided by client (online contests)

UBER

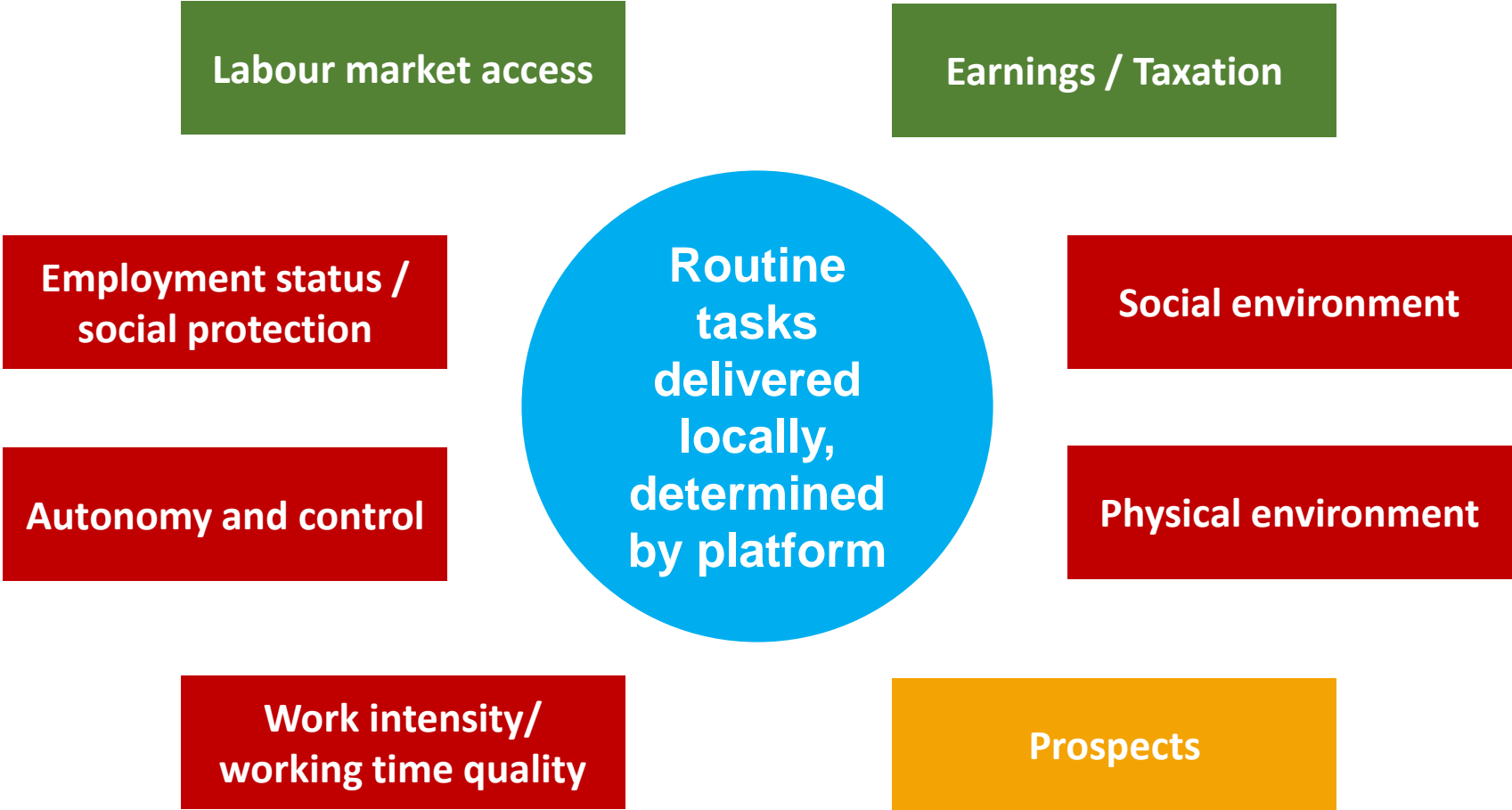
Routine tasks delivered locally, determined by platform

listminut'

Worker-initiated tasks delivered locally



Employment conditions



Main issues, some solutions

Employment status / social protection

- Employee or self employed
- Entitlements, protection gaps

- **Enforcement (courts, inspections..)**
- **Self-regulation (protection packages, negotiation, cooperatives...)**

Autonomy and control

- Automated management
- Fair/unfair algorithms
 - Not understood by workers
 - Not possible to dispute/discuss

- **Information and training new recruits**
- **Complaint and mediation channels**
- **Clearance of bad ratings**
- **Transparency and limits of algorithms?**

Work intensity / Working time

- Some conditions may lead to:
- Long hours, no breaks
 - Poorer H&S conditions

Main issues, some solutions

Sectoral allocation/ collective agreement coverage

- IT or sectoral companies
- Entitlements and obligations
- H&S regulation
- Taxation...

- **Enforcement: Court cases, inspections (UBER- transport)**
- **Collective agreement negotiation**

General approach

- Stigmatisation or consolidation
- Taxation, fair competition...

- **Voluntary/Reputation**
- **Awareness/Information**
- **Negotiation for Social Partners - TAW approach?**
- **Regulation, Competition rules**



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Thank you for your attention!

eurofound.link/digitalage