



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

Statistics Day 2017

Social statistics in and for a changing Europe

New forms of employment

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Eurofound



European
Foundation for the
Improvement of
Living and Working
Conditions



Established in 1975



Budget of € 20.5 million



100 people



Tripartite agency

New forms of employment

Background and objectives

- Anecdotal evidence of new employment forms
- Little information on characteristics and implications
- Research objectives
 - Identify and characterise the new employment forms
 - Illustrate their implications for working conditions and the labour market
 - Derive policy pointers
- Methodology
 - EU wide mapping exercise
 - Literature review and data analysis on selected forms
 - 66 case studies on selected forms across Europe

Outputs

- New forms of employment
 - Report <http://www.eurofound.europa.eu/publications/report/2015/working-conditions-labour-market/new-forms-of-employment>
 - Case studies
<https://www.eurofound.europa.eu/new-forms-of-employment>
- ICT-based mobile work
<https://www.eurofound.europa.eu/publications/report/2017/working-anytime-anywhere-the-effects-on-the-world-of-work>
- Strategic employee sharing
<https://www.eurofound.europa.eu/publications/report/2016/working-conditions-labour-market-business/new-forms-of-employment-developing-the-potential-of-strategic-employee-sharing>
- Ongoing research
 - ICT-based mobile work
 - Casual work
 - Crowd employment
 - Cooperatives

What is a 'New form of employment?'

Non-conventional workplace (e.g. 'around', own-office, etc.)

Support of ICT (e.g. mobile phone, iPad, etc.)

Employment relationship

- 1:n
- n:1
- n:n

Work patterns

- Discontinuity
- Intermittent
- Non-conventional fixed term

Networking among self-employed

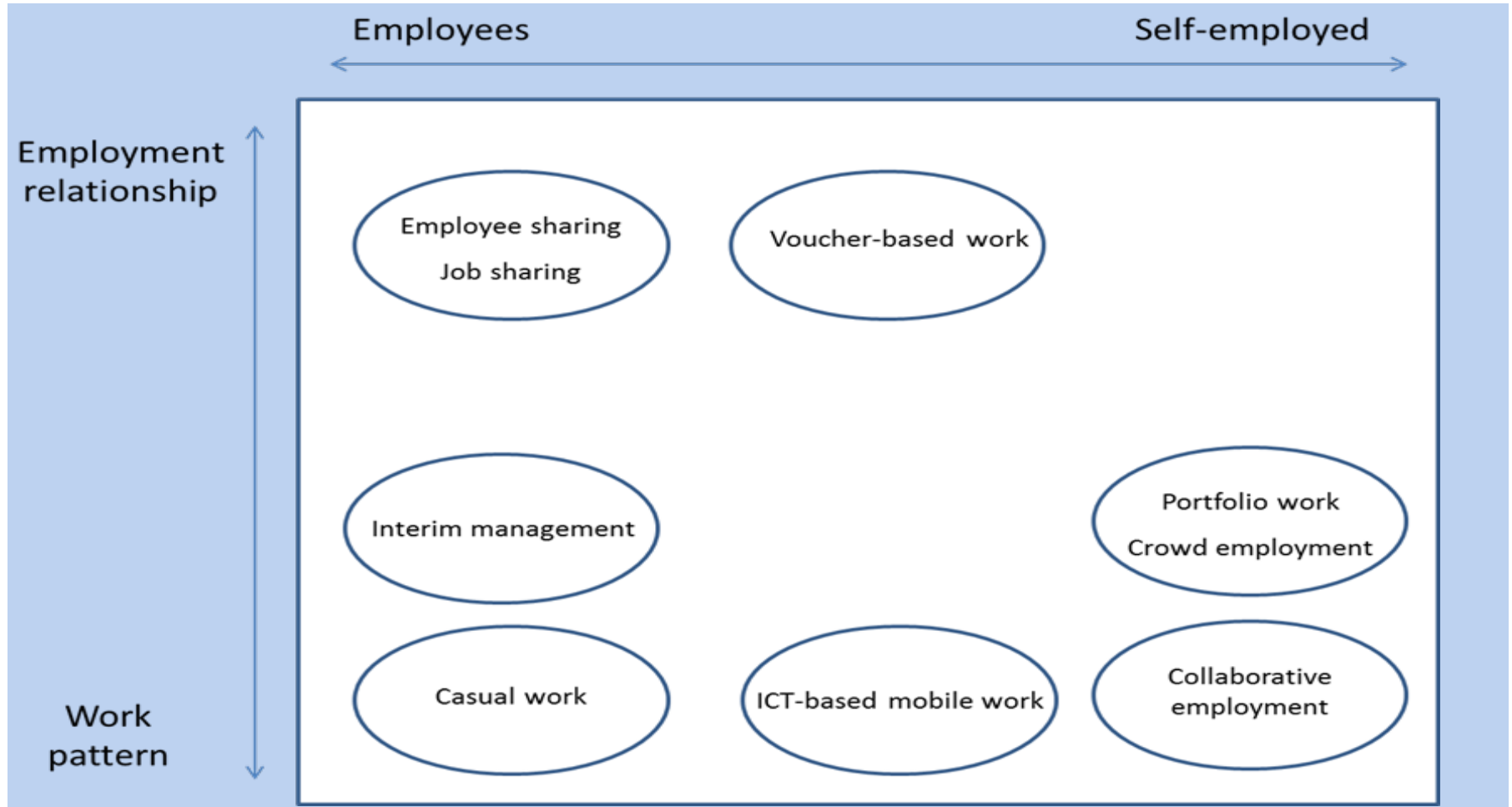
Irrespective of legal basis, collective agreement, type of contract

Irrespective of sector and occupation

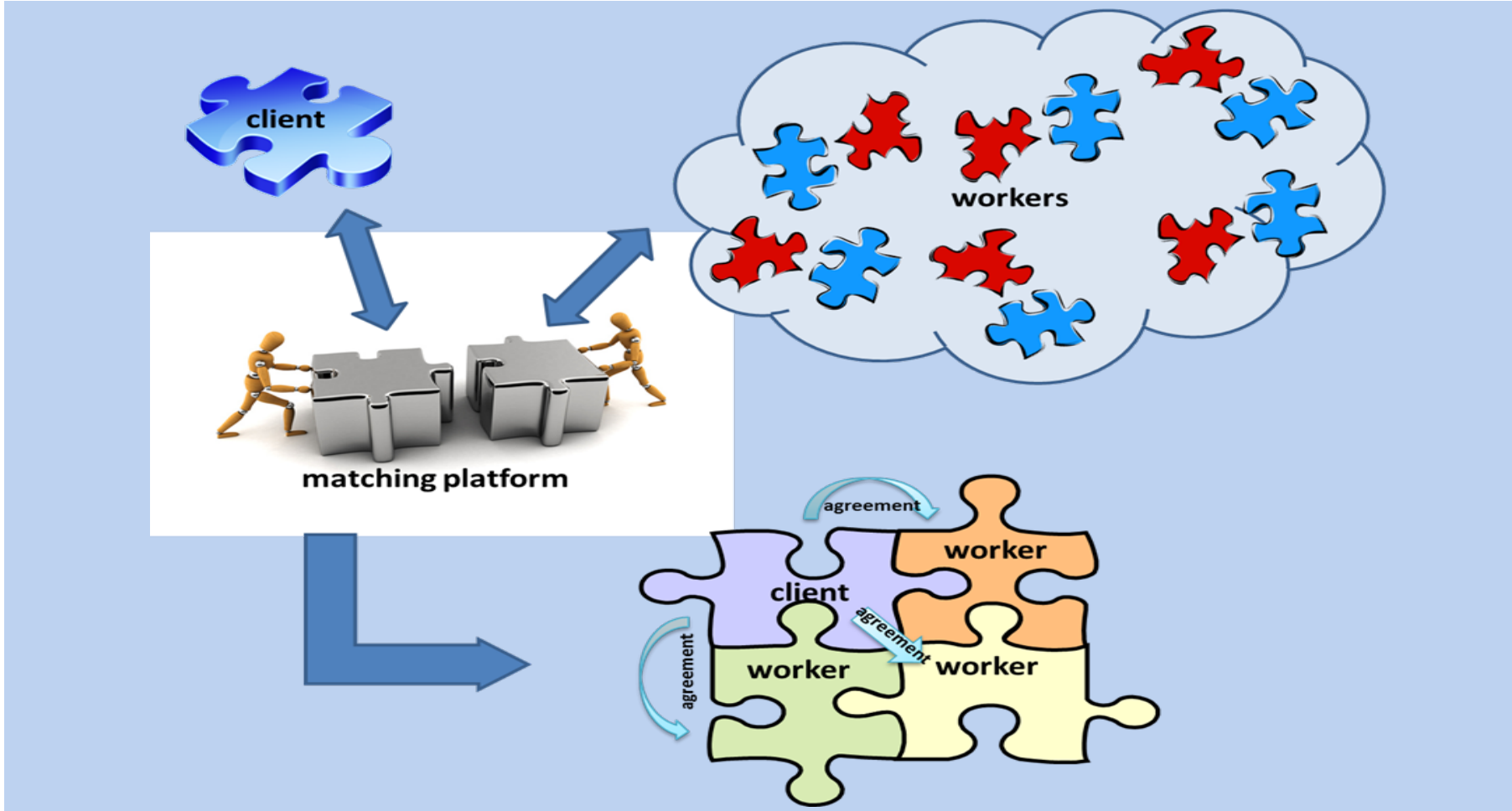
- National perspective
- Newly emerging or of increasing importance
- Since about 2000

New forms of employment

Overview



Crowd employment



Some characteristics

- No specific regulatory frameworks (employment)
- Unclear status of platform, client, worker
- Heterogeneity of platforms and tasks
- Clients
 - Private individuals, all company sizes
 - To access resources, skills
 - To complete the job quickly and cheaply
- Workers
 - Rather young
 - High vs. low skills
 - ‘Next to something’ activities (fun, additional income, building up expertise and track record)

Implications

Positive effects	Negative effects
High flexibility	Low pay, insecurity about pay
High autonomy	Limited social protection
Personal productivity gains	Limited representation
Skill development	Information asymmetry
Improved work-life balance	Lack of reliable dispute resolution systems
	Possibility of privacy violation
	Social isolation
	Boredom
	Stress due to need for self-organisation
	Blurring spheres of work and private life

Data collection attempts

- Web crawling
- Population vs. crowd worker surveys
- Any time vs. single point in time
- Main topics covered
 - Demographic data
 - Employment/job status, social protection
 - Frequency, intensity of crowd employment, working hours
 - Income
 - Satisfaction
- Eurofound's plans
 - Use of the European Company Survey
 - Establishment of a 'Crowd employment observatory'

Some findings

- AT: 18% (36%) crowd workers (Huws/Joyce, 2016)
- DE: 14% crowd workers (Huws/Joyce, 2016)
- NL: 12% crowd workers (Huws/Joyce, 2016)
- SE: 11% crowd workers (Huws et al, 2016)
- UK: 4% (CIPD, 2017) vs. 11% crowd workers (Huws/Joyce, 2016)
- US/UK/FR/ES/DE/SE: 3.5-4% crowd workers (McKinsey, 2016)
- US: 0.4% (Harris/Krueger, 2015) vs. 0.5% (Katz/Krueger, 2016) vs. 0.6% crowd workers (Farrell/Greig, 2016)

ICT-based mobile work

- Work outside the employer's or a client's premises
- Reliance on ICT, access to a shared computer network
- Informally implemented
- Preconditions for implementation to be considered
- Rather young, male workers
- Rather high-skilled specialists, management
- Demand driven

Implications

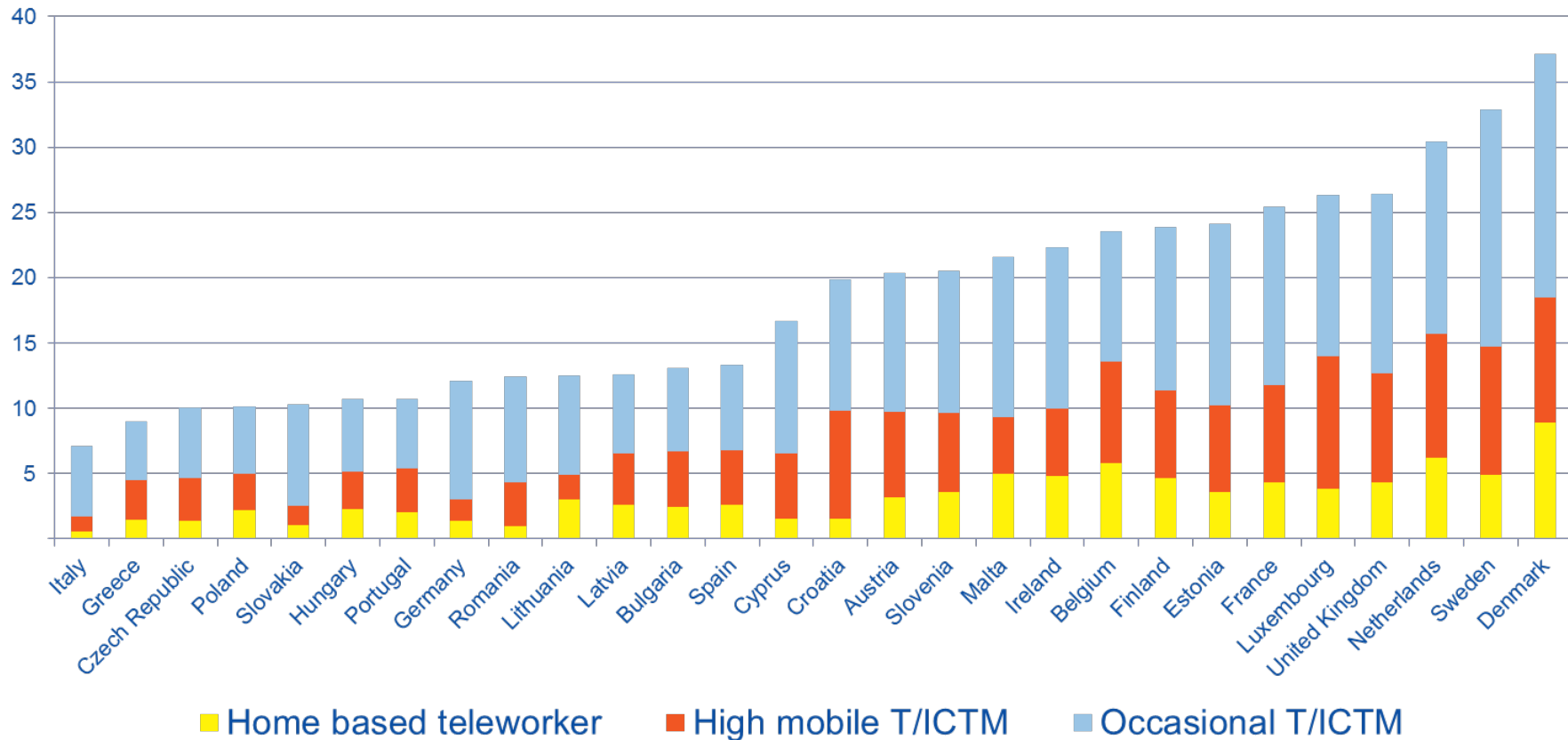
Positive effects	Negative effects
Potential transformation of work organisation	
Potential effect on relative income	
High flexibility	Outsourcing of employer responsibilities
High autonomy	Advanced monitoring/control systems
Personal productivity gains	Increased work intensity and stress level
Improved communication and collaboration	Information overload
Skill development	Social isolation
Contribution to inclusive labour markets	Potential of expected 24/7 availability
Job creation potential	Blurring spheres of work and private life

Some data

- 2003 study on 28 regions in 13 European countries
 - 5% of workers are ‘mobile teleworkers’
 - Range from 0.5% to 13%
- 2012 Micropol EU project
 - 81% of workers are willing to work at a distance from their employers’ premises
- Norwegian employers’ poll 2013
 - 91% of companies provided workers with mobile devices
 - 62% of companies made working documents available for mobile devices
- Eurofound’s approach
 - European Working Conditions Survey
 - Combination of use of ICT and place of work
 - ‘Telework and ICT mobile work’

For sources, please refer to Eurofound (2015), New forms of employment, Publications Office of the European Union, Luxembourg.

Incidence of telework/ICT mobile work



Source: Eurofound/ILO (2017), Working anytime, anywhere: The effects on the world of work. Publications Office of the European Union, Luxembourg/ILO, Geneva

Casual work

- Mainly based on legislation
- Pools of workers to be activated if needed
- Very short up to a month notice before having to work
- Theoretical possibility to decline assignments
- Access to social protection, but not necessarily coverage in practice
- Intermittent work
 - Limited scope (max. days per year, max. hours per week)
 - Limited applicability (sectors, tasks)
 - Minimum wage in a few countries
- On call work, incl. zero hours contracts
 - Except of IT no limitations of scope
 - Very rarely payment for inactive/waiting time

Implications

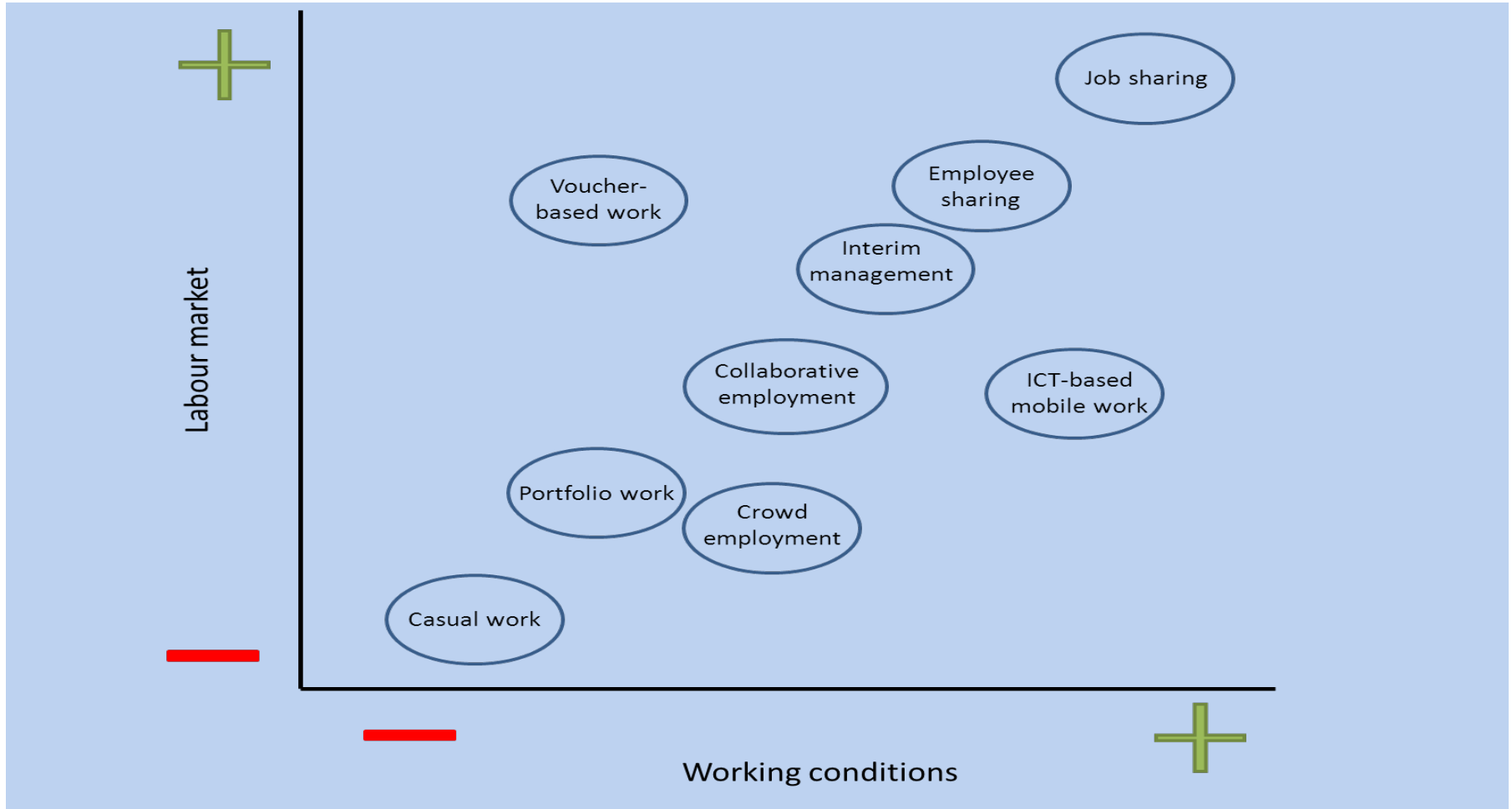
Positive effects	Negative effects
Labour market integration	Low job security
Legislation of undeclared work	Hardly predictable and regular working time
	Low income security
	Low wages
	Limited social protection
	Limited representation
	Low autonomy
	Potential of not very interesting tasks
	Limited access to training
	Potential health effects
	Work-life balance

Some data

- Mainly registry data (social security, tax, labour inspectorate etc.), but also surveys
- BE (2009-2011):
 - 10,000-13,000 contracts per year
 - 2,000-2,600 full-time equivalents
- HU (2011-2013):
 - 444,000-630,000 employment positions
 - 86,000-120,000 employers
- IE: 4% of employees (2009)
- NL
 - 6-7% of private sector employment are on-call arrangements (2002-2009)
 - 777,000 workers in 2013
- RO (2011-2013):
 - 2.34-4.5 million days paid for casual work
 - 150,000-516,000 workers
- SK (2011-2014): 416,000-700,000 agreement contracts per month
- UK: variety of different findings
- Eurofound's approach
 - European Working Conditions Survey
 - Focus on on-call work
 - Combination of employee status, non-permanence/continuity and non-predictability

For sources, please refer to Eurofound (2015), New forms of employment, Publications Office of the European Union, Luxembourg.

Impact on working conditions and the labour market



Another perspective: Digital technologies in the workplace

- Automation
 - Replacement of HR by machines
 - Robotics, autonomous cars, drones, Artificial Intelligence
 - Job polarisation, upgrading of jobs
 - Changes in work organisation
 - Changes in skill demands
- Digitisation
 - Use of sensors and rendering devices to translate production into the digital domain
 - Internet of Things, Virtual Reality, 3D printing
 - Fragmentation of jobs, isolation of tasks
 - Contractual arrangements
 - Privacy, autonomy and control

Conclusions

- Increasing heterogeneity of employment forms
- Technology as one of the drivers
- Lack of strong evidence on scale and scope
- Potential for structural change on the labour market, e.g.
 - Job vs. tasks
 - Working time, place of work
 - Work organisation
- Opportunities, e.g.
 - Flexibility, autonomy
 - Labour market integration
 - Meaningfulness of work
- Risks, e.g.
 - Absence and suitability of regulatory frameworks
 - Representation
 - Data protection, property rights
 - Working conditions, employment standards, social protection

Policy pointers

- Awareness raising
 - Public support/incentives
 - Clarification and facilitation of legal frameworks
 - Safety nets
 - Monitoring and control mechanisms
 - Exchange of experience and lessons learned
- Need for improved data – challenges, e.g.
- Lack of harmonised definitions
 - Timelag of adjusting registry data collection
 - Timelag of publication of/access to registry data
 - Lack of tailor-made surveys – need to apply proxys
 - Difficulties in reaching the target group in survey
 - Request for future orientation – scenarios, forecasts, foresights

Thank you for your attention!

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