

40 1975-2015
Eurofound

Emerging forms of employment across the EU

Irene Mandl

Workshop
'Contribution of new forms of work to a dynamic EU labour market'
Brussels, 25 February 2015

Coordinating the Network of EU Agencies 2015 

40 1975-2015
Eurofound

Eurofound

- Agency of the European Commission
- Established in 1975
- Comparative socio-economic research
 - Restructuring/structural change
 - Working conditions
 - Industrial relations
 - Living conditions




Coordinating the Network of EU Agencies 2015 

40 1975-2015
Eurofound

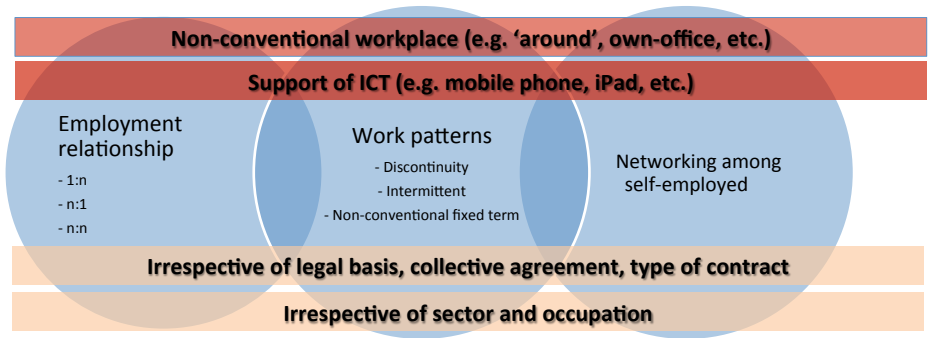
'New forms of employment' Background, objectives, methodology

- 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

Coordinating the Network of EU Agencies 2015 

40 1975-2015
Eurofound

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

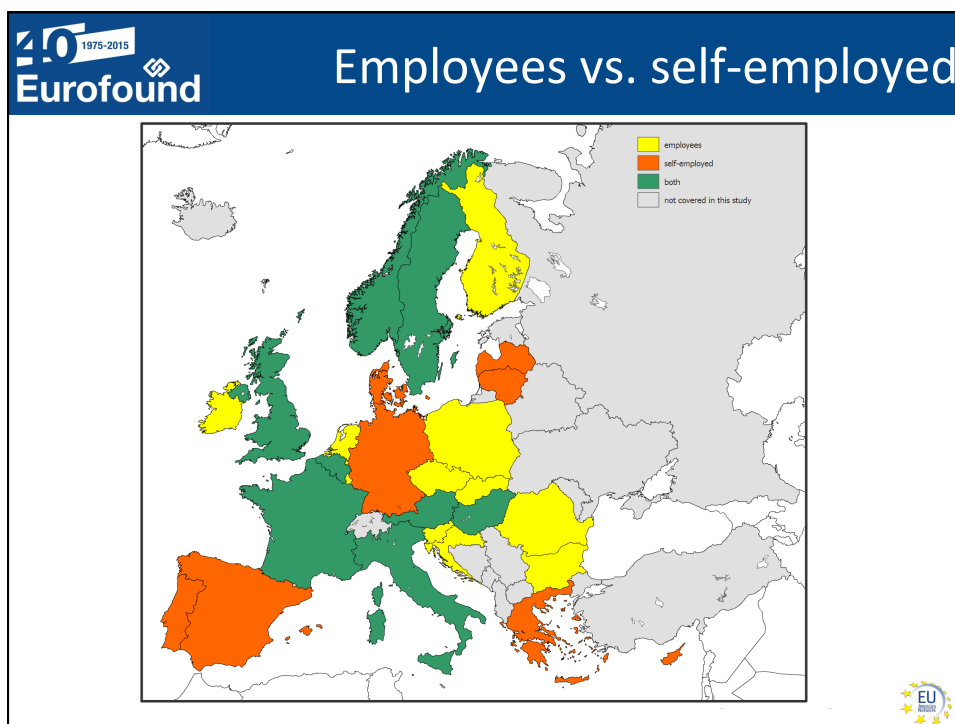
Networking among self-employed

Irrespective of legal basis, collective agreement, type of contract

Irrespective of sector and occupation

- Since about 2000
- National perspective

Coordinating the Network of EU Agencies 2015 



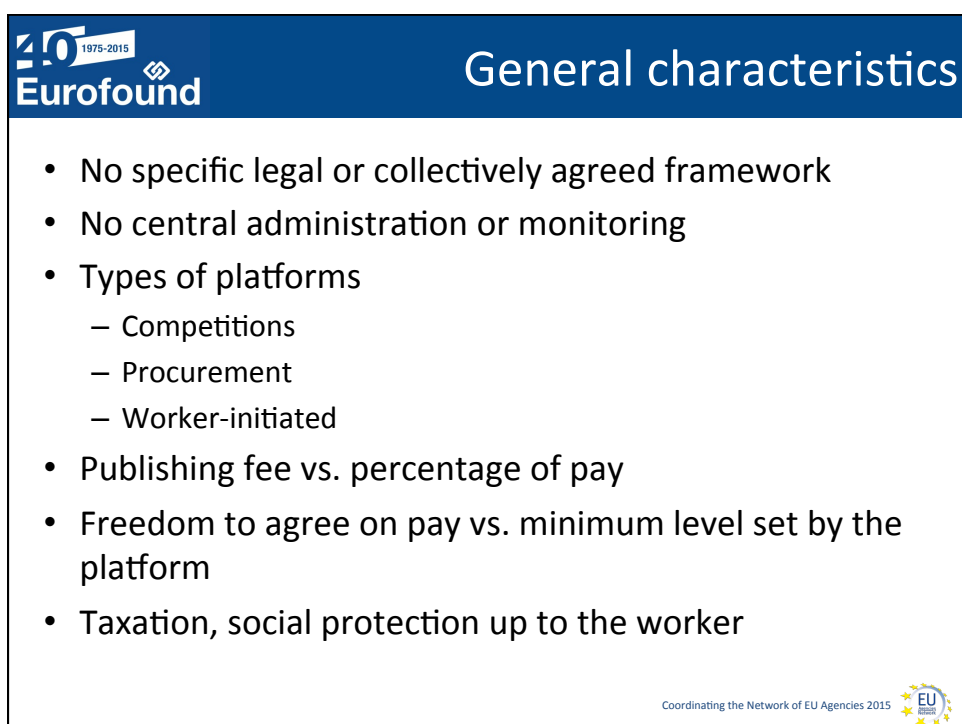
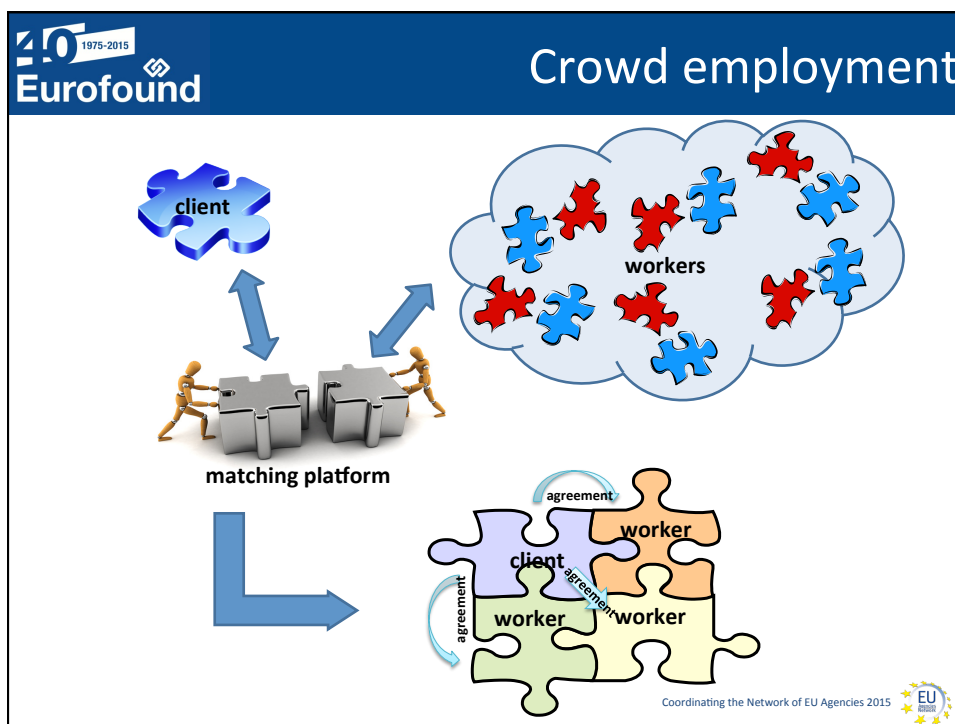
40 1975-2015
Eurofound

New employment forms for self-employed

- Crowd employment
- Collaborative employment
 - Coworking
 - Umbrella companies
 - (Cooperatives)
- Portfolio work
- ICT-based, mobile work
- (Voucher-based work)

Coordinating the Network of EU Agencies 2015


EU



40 1975-2015
Eurofound

Clients and workers

- Rather national orientation
- Clients
 - Web content, software development, databases
 - Creative services
 - To access resources, skills
 - To complete the job quicker and cheaper
- Workers
 - Rather young workers
 - High vs. low skills
 - ‘Next to something’ activities (fun, additional income, building up expertise and track record)

Coordinating the Network of EU Agencies 2015 

40 1975-2015
Eurofound


Implications for working conditions

Positive effects	Negative effects
High flexibility	Low pay
High autonomy	Insecurity about pay
Personal productivity gains	No access to benefits
Skill development	No social protection
Improved work-life balance	Information asymmetry
	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

40 1975-2015
Eurofound

Implications for the labour market


Positive effects	Negative effects
Access to work opportunities	Orientation on tasks rather than jobs
Contribution to inclusive labour markets	Potential for 'race to the bottom' as regards quality of work
Opportunity for income generation and social mobility	Potential crowding out of standard employment
Improvement of competences	
Job creation in the platform administration	

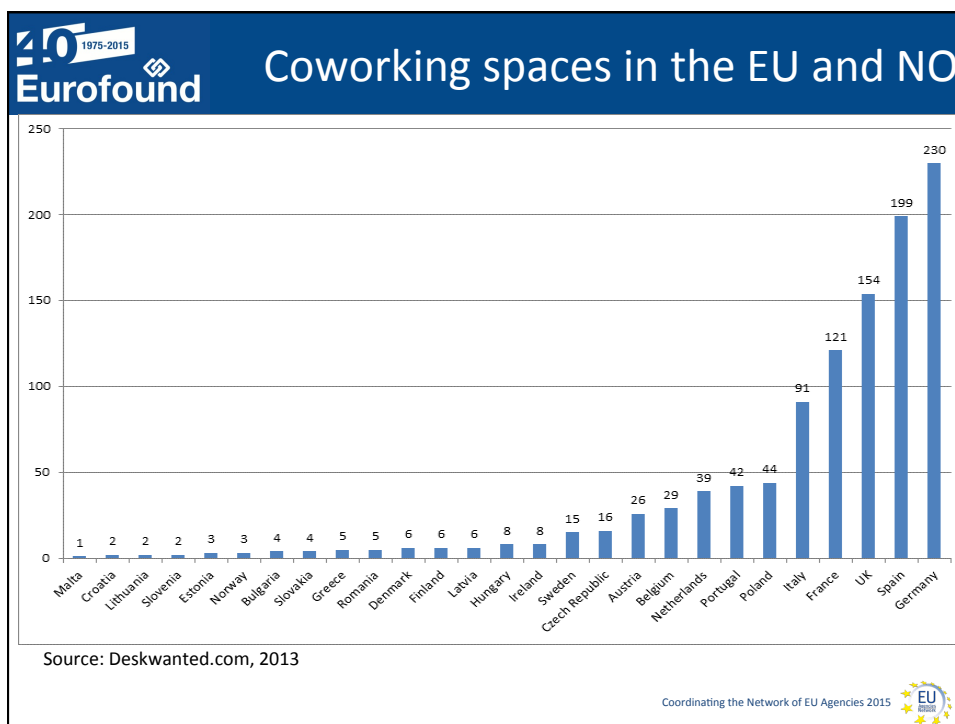
Coordinating the Network of EU Agencies 2015 

40 1975-2015
Eurofound

Coworking

- Not limited to start-ups
- Sharing of premises and support tasks
- Cooperation and exchange (main motivation!)
 - Joint events
 - Socialising
- Flexible rental conditions
 - Permanently vs. fixed-term vs. walk-in
 - Individual office vs. open space
- Rather in non-traditional sectors (creative industries)
- Rather in bigger cities
- Rather young, highly skilled workers; main job

Coordinating the Network of EU Agencies 2015 




Positive effects	Negative effects
Potential for more suitable working conditions (e.g. health and safety)	Costs?
Separation of private and working sphere	Guidelines?
High level of flexibility	
Reduction of social and professional isolation	
Potential for improvement of skills	
Potential for improvement of employability	

Coordinating the Network of EU Agencies 2015


Positive effects	Negative effects
Potential contribution to enhanced entrepreneurial activity	Potential negative effects of regional clustering?
Potential to foster innovation and synergies	
Potential contribution to regional economic development	

Coordinating the Network of EU Agencies 2015



Eurofound	Umbrella organisations
<ul style="list-style-type: none"> • Workers retain the main characteristics of self-employed • Support for administrative obligations • Partly access to specific benefits (social protection) • Rather experienced workers, rather main job • Opportunity vs. necessity driven • Potential to contribute to a more dynamic labour market 	


Coordinating the Network of EU Agencies 2015



40 1975-2015
Eurofound

Conclusions and policy pointers

- Variety of 'new employment forms'
- Partly blurring boundaries between employed and self-employed
- Issues related to crowd employment
 - Absence of any regulatory framework
 - Data protection, property rights
 - Potential for a structural shift from jobs to tasks
 - Potential deterioration of product quality and social standards
- Issues related to coworking
 - Not too high on the agenda – 'bubble'?
 - Little strategic support from public authorities
 - Public coworking centres perceived as unfair competition

Coordinating the Network of EU Agencies 2015 

40 1975-2015
Eurofound

Thank you for your attention!

Irene Mandl
Irene.Mandl@eurofound.europa.eu

Coordinating the Network of EU Agencies 2015 