



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

New challenges for work and employment?

Future of work conference

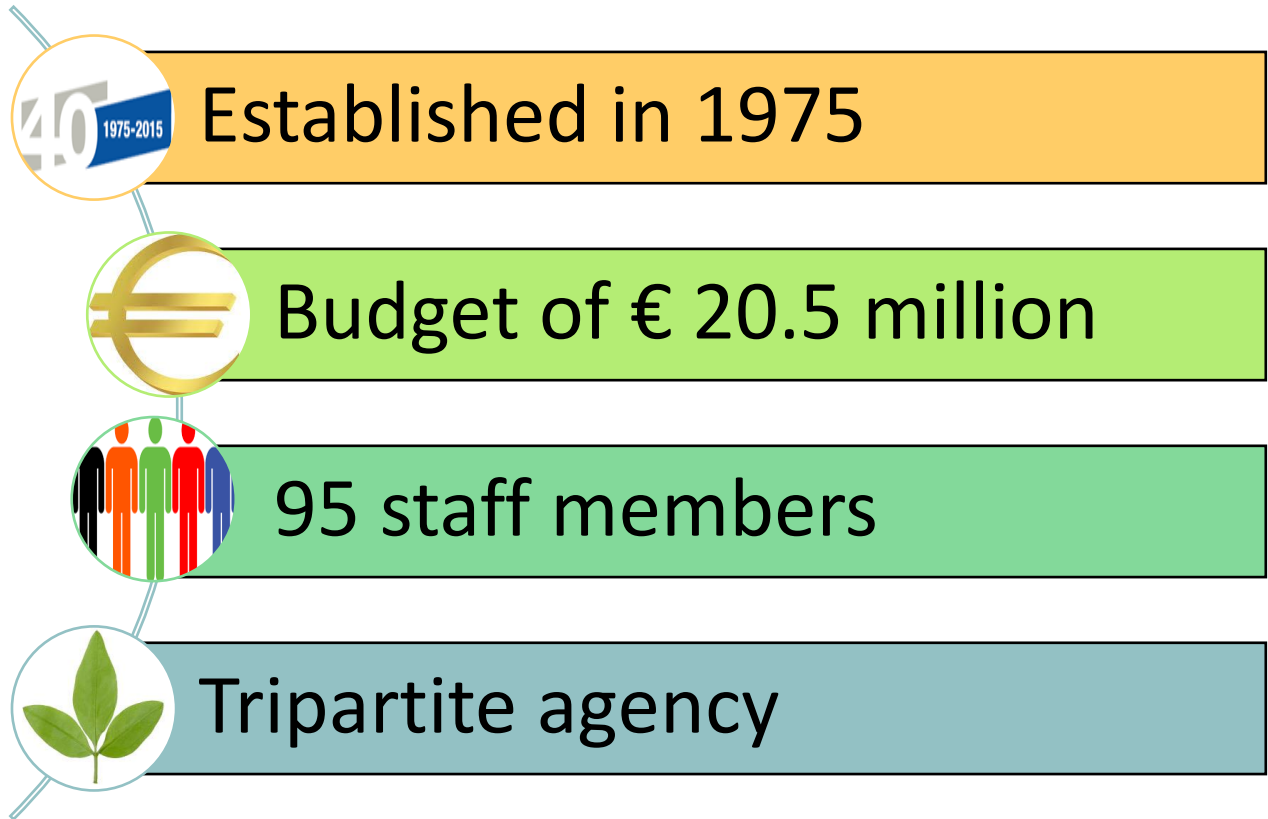
Dublin Castle,
May 12th 2017

David Foden, Eurofound

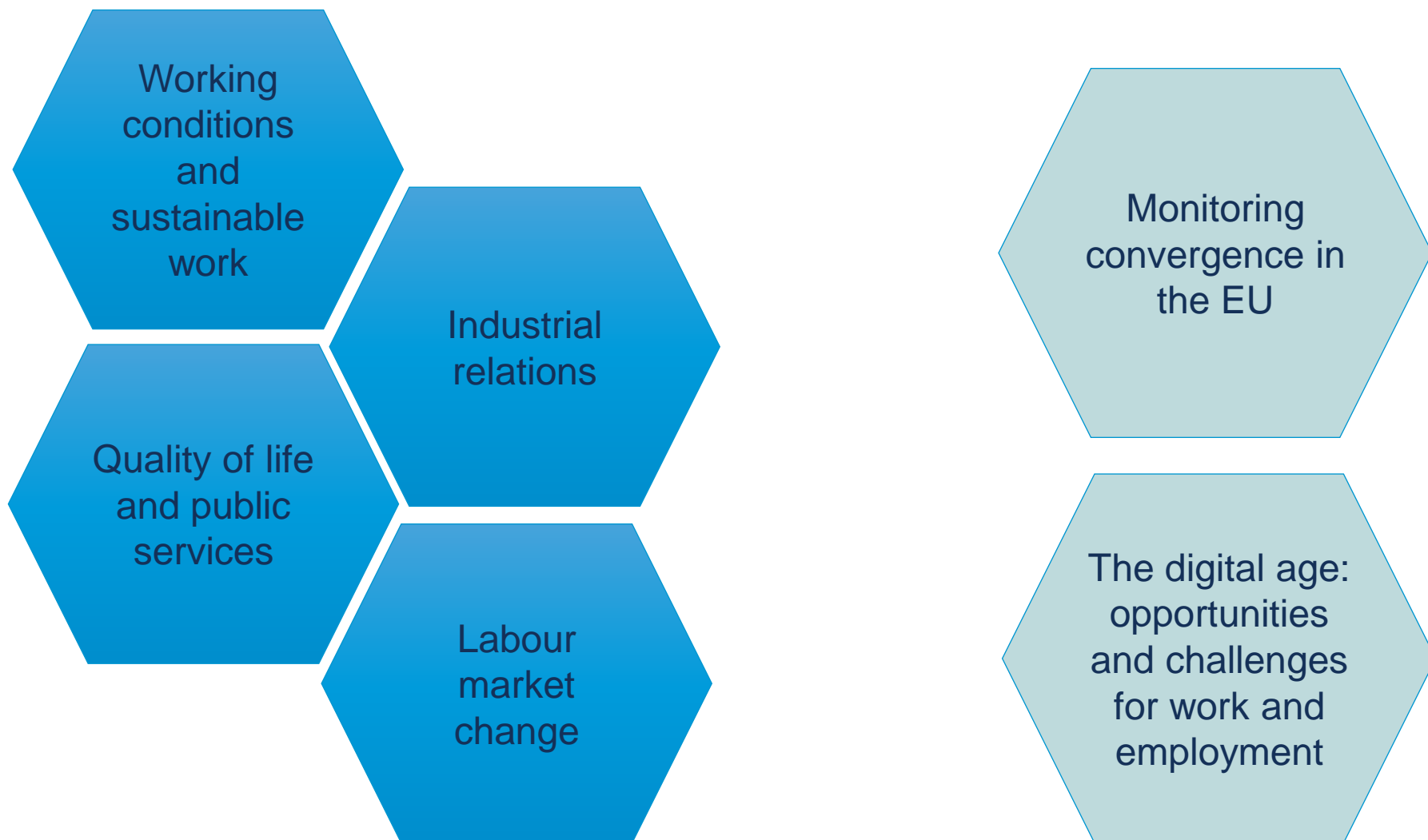
Eurofound – the basic facts



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Strategic areas of intervention



Eurofound research and the future of work

- **Specific projects**

- New forms of employment
- ICT-mobile work
- Foundation Seminar Series 2016 – the impact of digitalisation on work
- Fraudulent forms of contracting work and self-employment
- Exploring self-employment in the European Union

- **Data and resources**

- European Working Conditions Survey
- European Company Survey
- EurWORK, EMCC, EJM

- **Future work**

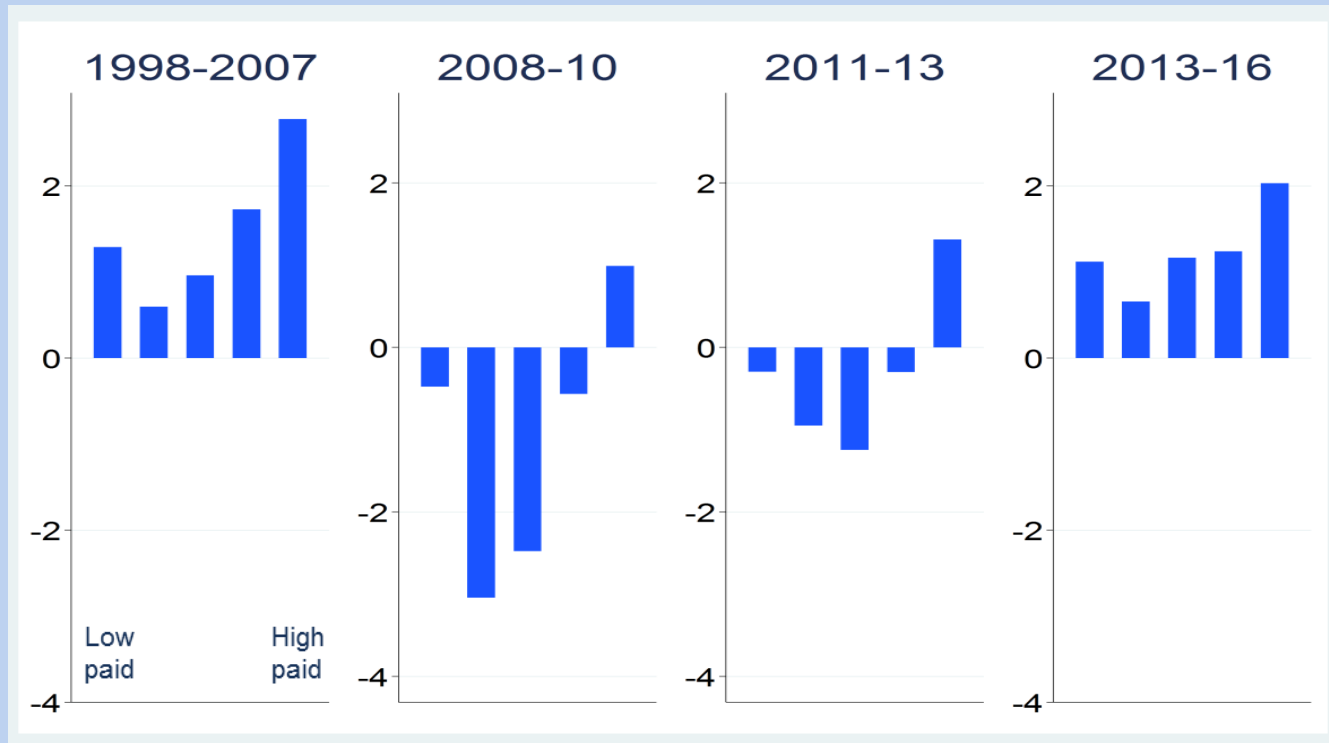
- The digital age – challenges for work and employment
- Casual work

Scope of presentation

- Structural change in the labour market
- New forms of employment and their implications
- The case of ICT/mobile work
- Self-employment
- Looking forward and challenges

Long term trend in high growth of well paid jobs – with some polarisation

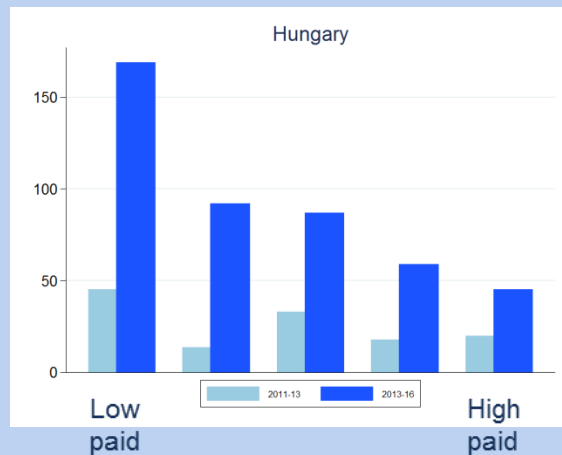
Employment growth by wage quintile in EU 1998 – 2016



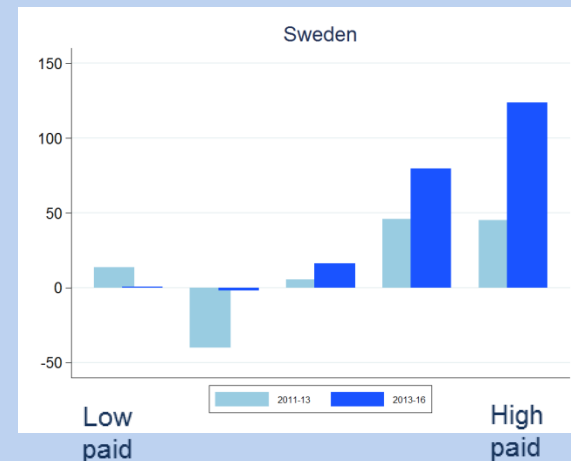
Source: EF: European Jobs Monitor

Net employment change in selected Member States: mixed picture

Employment change (in thousands) by wage quintile in Hungary and Sweden, 2011-2016



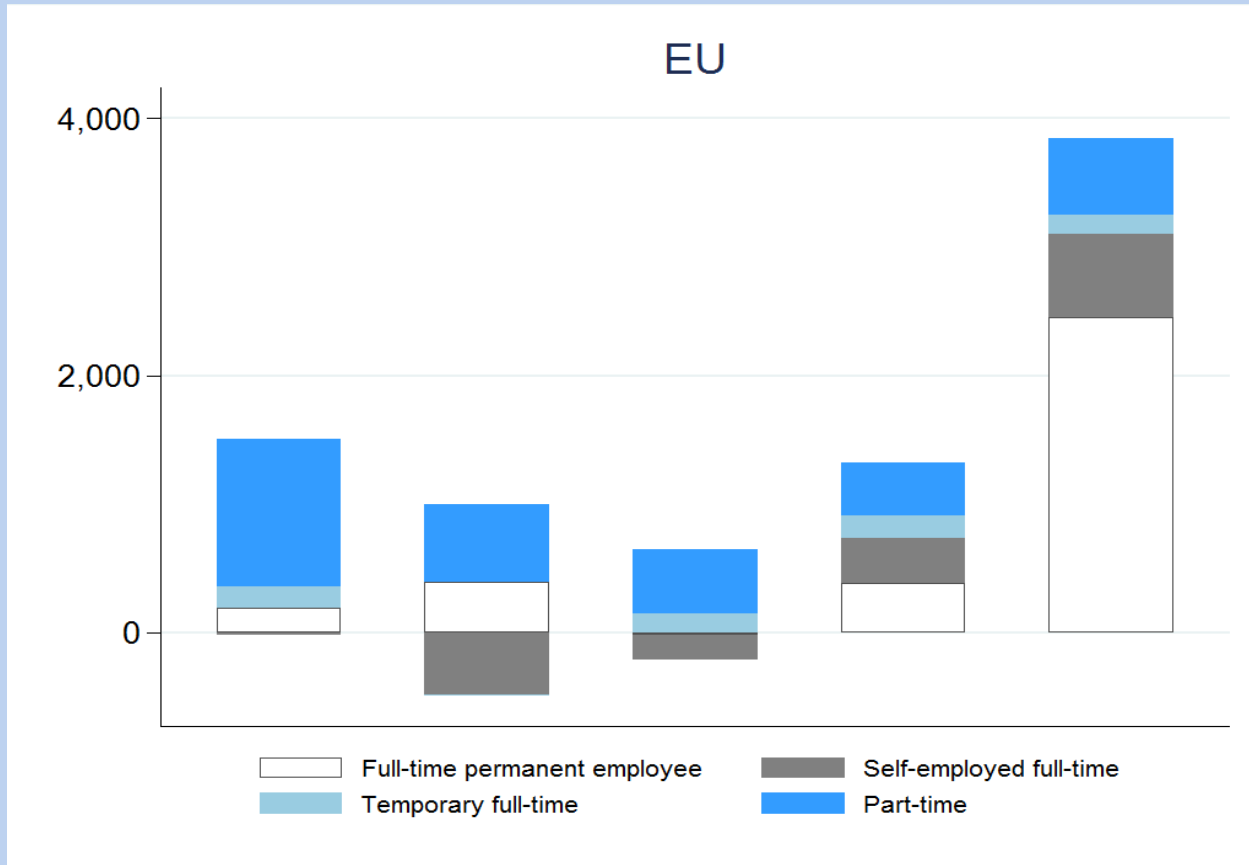
Downgrading



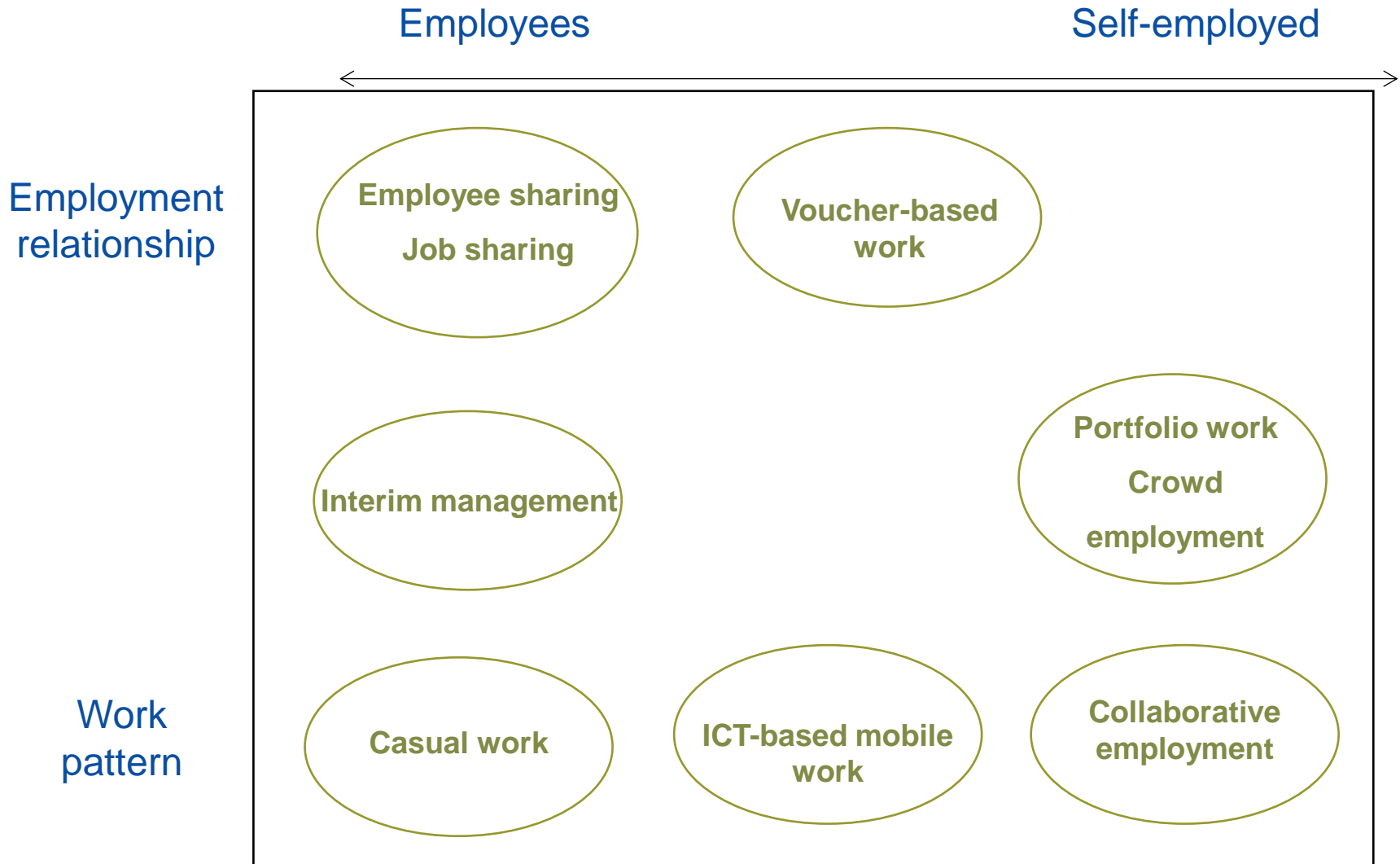
Upgrading

Source: EF: European Jobs Monitor

Job growth in wage quintiles by type of contract in the EU, 2011-2016



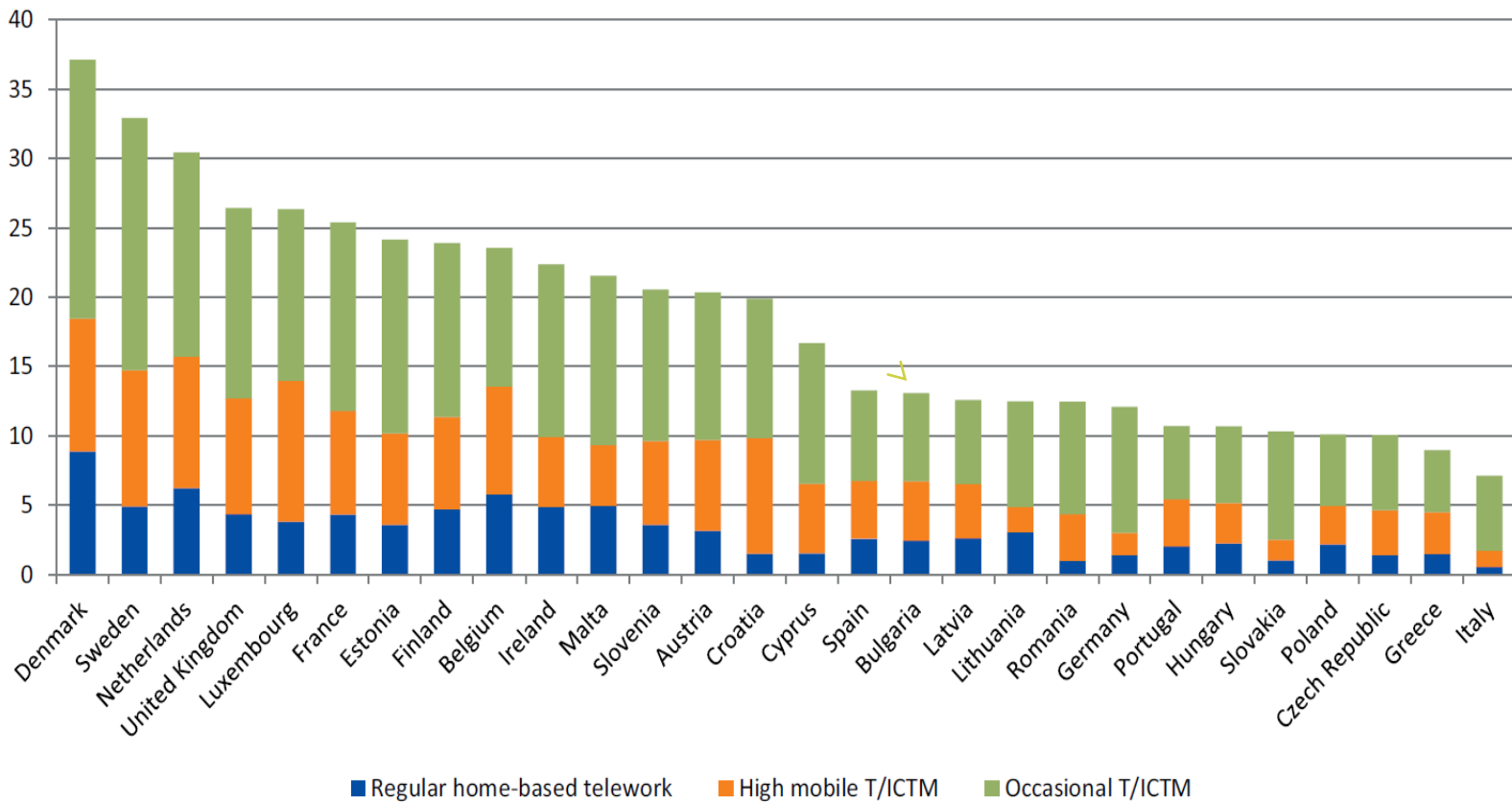
New forms of employment



Implications for working conditions:

	Employee-sharing	Job sharing	Interim-management	Casual work	ICT-based mobile work	Voucher-based work	Portfolio work	Crowd employment	Collaborative employment
Social protection	Yellow	Green	Yellow	Red	Yellow	Green	Red	Red	Red
Health and safety	Yellow	Yellow	Yellow	Yellow	Red	Yellow	Yellow	Yellow	Yellow
Income	Green	Yellow	Green	Red	Yellow	Yellow	Yellow	Red	Red
Bonus, fringe benefits	Green	Yellow	Red	Red	Yellow	Red	Red	Red	Red
Length of working time	Green	Green	Yellow	Yellow	Red	Red	Red	Green	Yellow
Flexibility	Yellow	Green	Green	Red	Green	Green	Green	Green	Green
Work-life balance	Yellow	Green	Green	Red	Yellow	Green	Green	Yellow	Green
Stress, work intensity	Red	Red	Red	Yellow	Red	Yellow	Red	Red	Green
Career development	Green	Green	Red	Red	Yellow	Red	Red	Yellow	Yellow
Training, skill development	Green	Green	Red	Red	Yellow	Red	Red	Yellow	Green
Content of tasks, responsibilities	Green	Yellow	Green	Red	Green	Red	Green	Yellow	Green
Autonomy, control	Yellow	Yellow	Green	Yellow	Green	Green	Green	Green	Green
Integration in work organisation	Yellow	Yellow	Yellow	Red	Red	Red	Red	Red	Green
Representation	Red	Yellow	Yellow	Red	Red	Red	Red	Red	Red

Percentage of Employees Teleworking or ICT mobile working, EU28, 2015



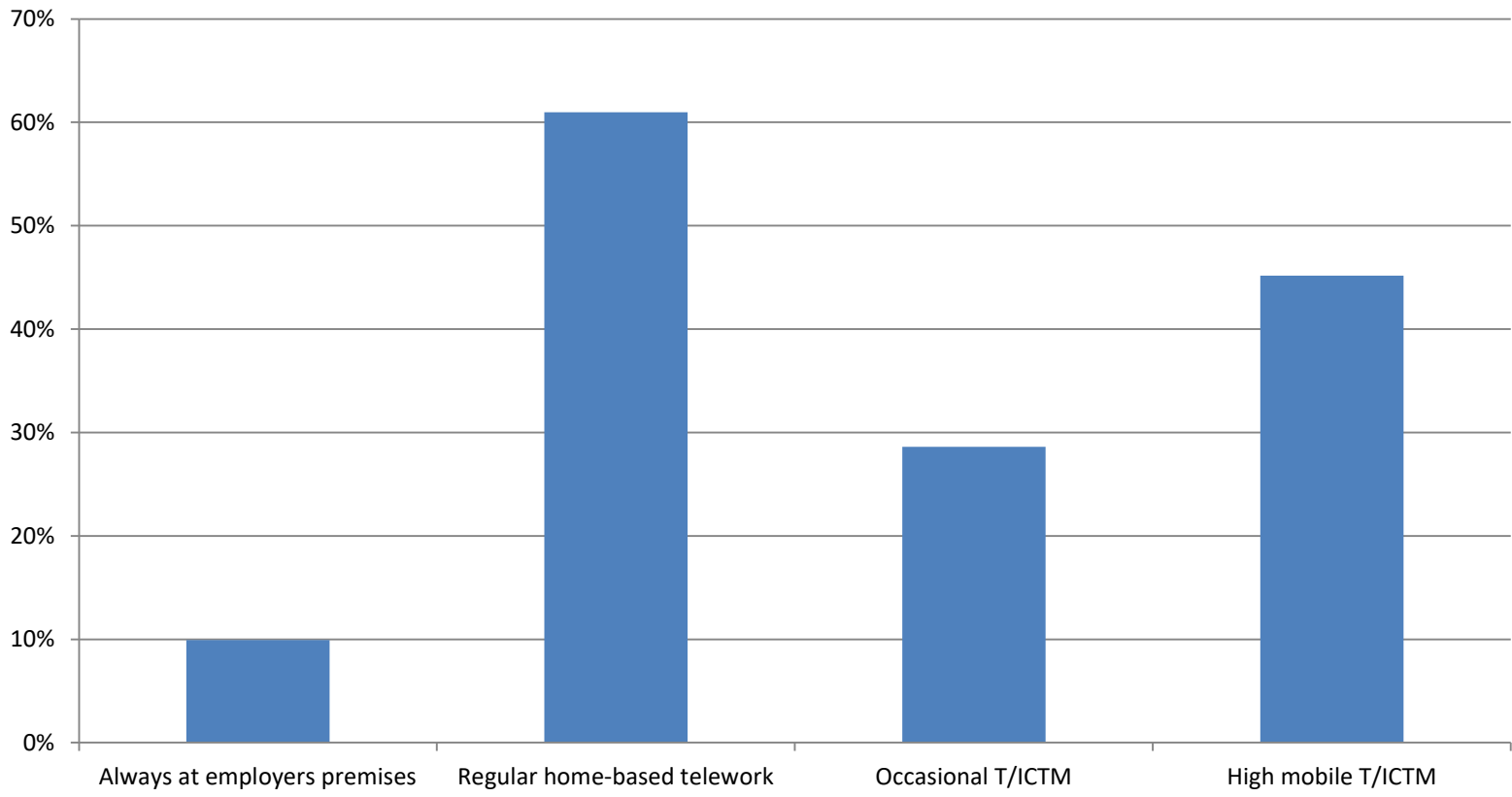
Source: EWCS 2015.

Working outside the workplace gives more working time autonomy...



Source: EF: 6th European Working Conditions Survey (2015)

... but might end up working in free time



Source: EF: 6th European working Conditions Survey

Main Effects of T/ICTM: ambiguity

- Longer, more “porous” working hours, including supplemental working hours, BUT reduced commuting time, more working time autonomy for employees to organise work schedules based on personal needs
- Better overall work-life balance, BUT more work-home and home-work interference due to blurring of work-life boundaries
- Greater work intensity, BUT more working time autonomy appears to offset the greater intensity except for “high mobile” T/ICTM workers
- More stress for some T/ICTM workers, especially ICT-mobile workers
- Lack of attention to ergonomics and the potential for isolation
- Overall positive effects on individual performance/productivity
- **Partial (part-time) telework and occasional ICT-mobile work seem to produce the most positive balance in relation to the effects of T/ICTM work**

Source: Eurofound/ILO-study, *Working anytime, anywhere* (2017)

Exploring self-employment in Europe: Three policy concerns driving the debate

Supporting entrepreneurship

- Ensure (genuine) choice in creating one's own business

Economic dependency/'false' self-employment

- Address blurring boundaries between employee and self-employed
- Detect fraudulent use / introducing regulation

Economic sustainability

- Ensure financial sustainability in long and short-term
- Address 'precarious work'

Heterogeneity

Self-employed workers

**Self-employed
with
employees
(SEWE)**

**Self-employed
without
employees
(SEWoE)**

Why become self-employed?

2015	All SE	SEWoE (without employees)	SEWE (with employees)
% Workforce	15%	10%	5%
Personal preference	60%	54%	71%
Has no alternative	20%	24%	10%

What do self-employed workers think?



I enjoy being my own boss (89%)

I find it hard to bear the responsibility for my business (26%)

If I had a long-term sickness, I would be financially secure (48% disagree or strongly disagree)

What is genuine self-employment?

Checklist

(Self-employed without employees - SEWoE)

- More than one client
- Authority to hire/dismiss staff
- Authority to make strategic business decisions

✓✓✓ = genuinely independent

56% of SEWoE

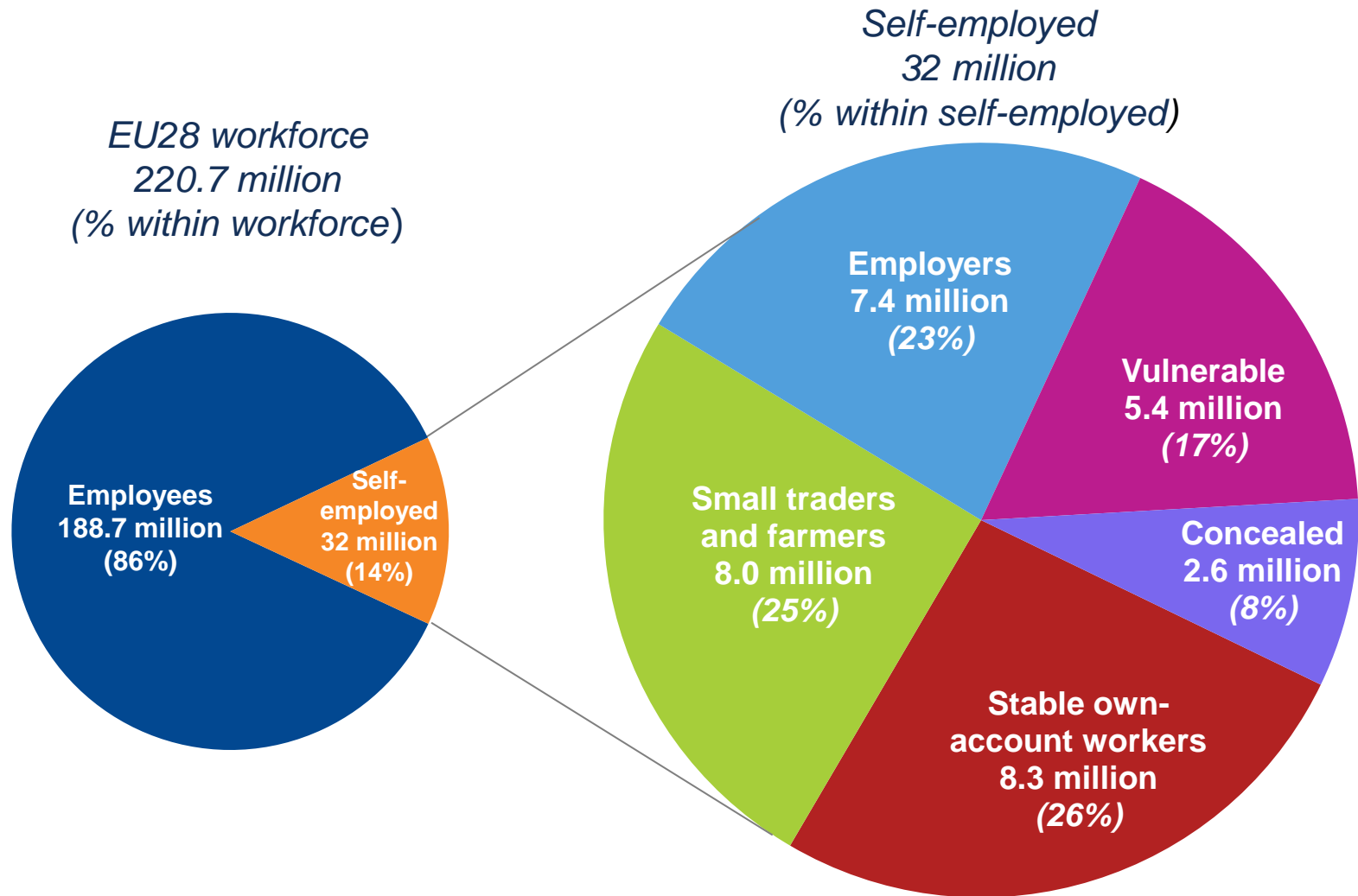
✓✓ = grey zone

30% of SEWoE



















No or just one criteria fulfilled = Economically dependent worker

13% of SEWoE

Heterogeneity of self-employed workers



Comparing outcomes

	Effect on health	Effect on mental well-being	Ability to work till 60	Effect on work-life balance
Stable own account workers				
Employers				
Small traders and farmers				
Vulnerable				
Concealed				

Key conclusions

Heterogeneity of self-employed workers

- Need to go beyond the traditional dichotomy ‘Self-employed with and without employees’
- Some self-employed workers face particular issues in job quality and sustainability of work

Working conditions and social rights – Issues on which all Member States can reflect:

- Social protection systems, incl. specific (potentially new) risks
- Address abusive situations, e.g. bogus self-employment
- Representation of self-employed workers

Looking forward – research on the digital economy

A new activity in Eurofound's Work Programme 2017-2020:

The digital age – challenges for work and employment

- How the widespread application of digital technologies transforms the production and distribution of goods and services, and the implications of such transformation for work and employment
- Conceptual framework and literature review (2017)
- The automation of services:
 - Game-Changing Technologies in Services (2017-2018)
 - Automation, task reorganisation and employment (2017-2018)
- Mapping the contours of the platform economy in the EU (2018-2019)
- The nature of work and employment in digitized workplaces (2019-20)

Looking forward – the role of social dialogue

Foundation Seminar Series 2016

- Participants from 15 Member States to discuss, explore and learn about the impact of digitalisation on work. Aim to build up national agendas for better implementation of digital changes.
- Sectoral impacts, new business models, skills needs, job quality and social dialogue

“Addressing digital and technological change through social dialogue”

- Five countries (CZ, DK, DE, ES, IT)
- Social partners active in national debate
- OSH, working-time, HR development, data protection etc.
- Expectation that negotiations will follow – though limited so far

Challenges

- Can governments regulate to ensure protection in the new world of work?
- European pillar of social rights foresees improved rights for leave and flexible working time
- And improved coverage of social protection (temporary workers and self-employed exposed)
- Can social partners negotiate better job quality?

Job quality profiles

