

Working conditions in the era of digitalisation and automation, new forms of employment and entrepreneurship

Open Round Table
The Future of Work

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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

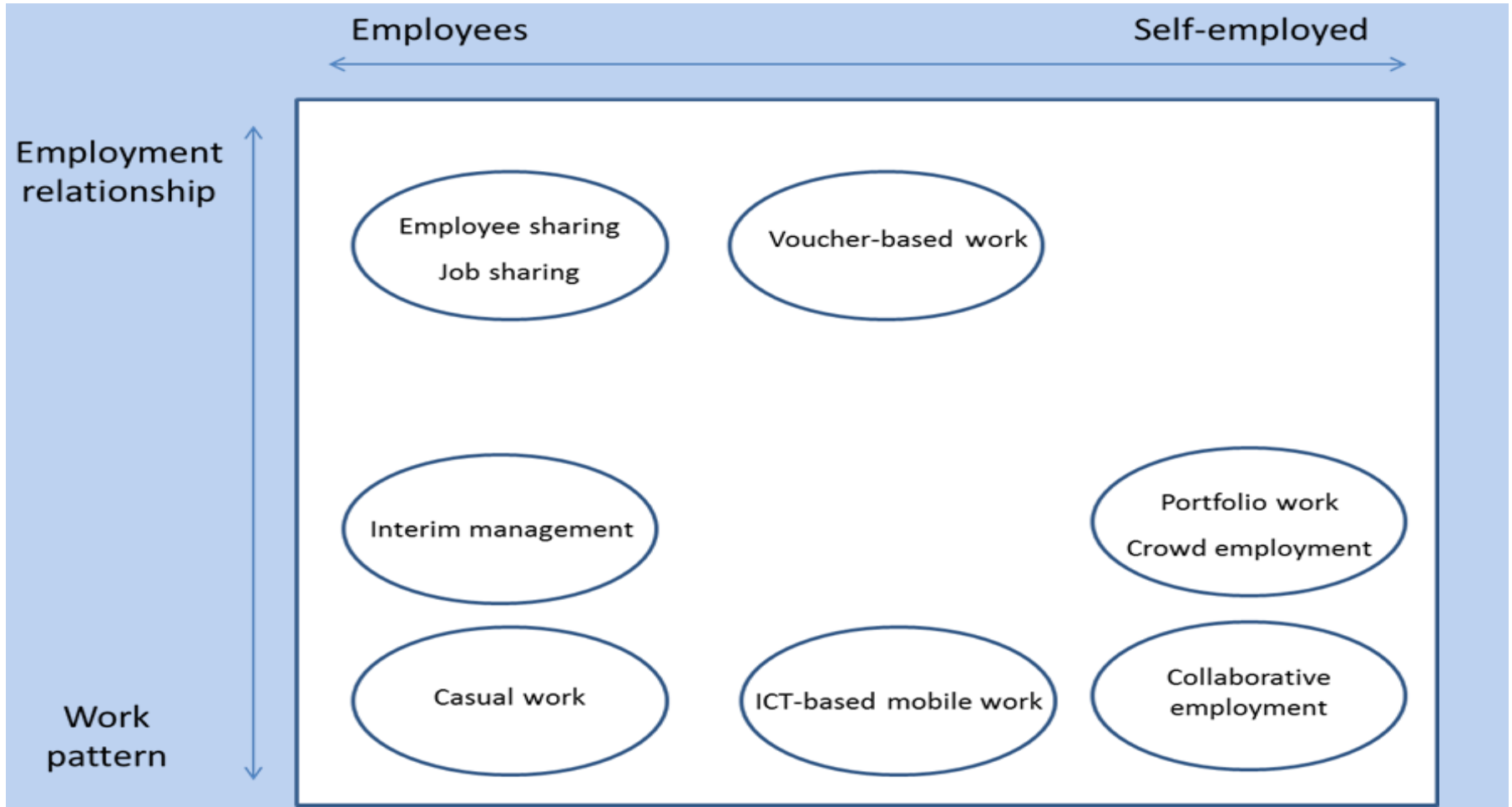
Irrespective of legal basis, collective agreement, type of contract

Irrespective of sector and occupation

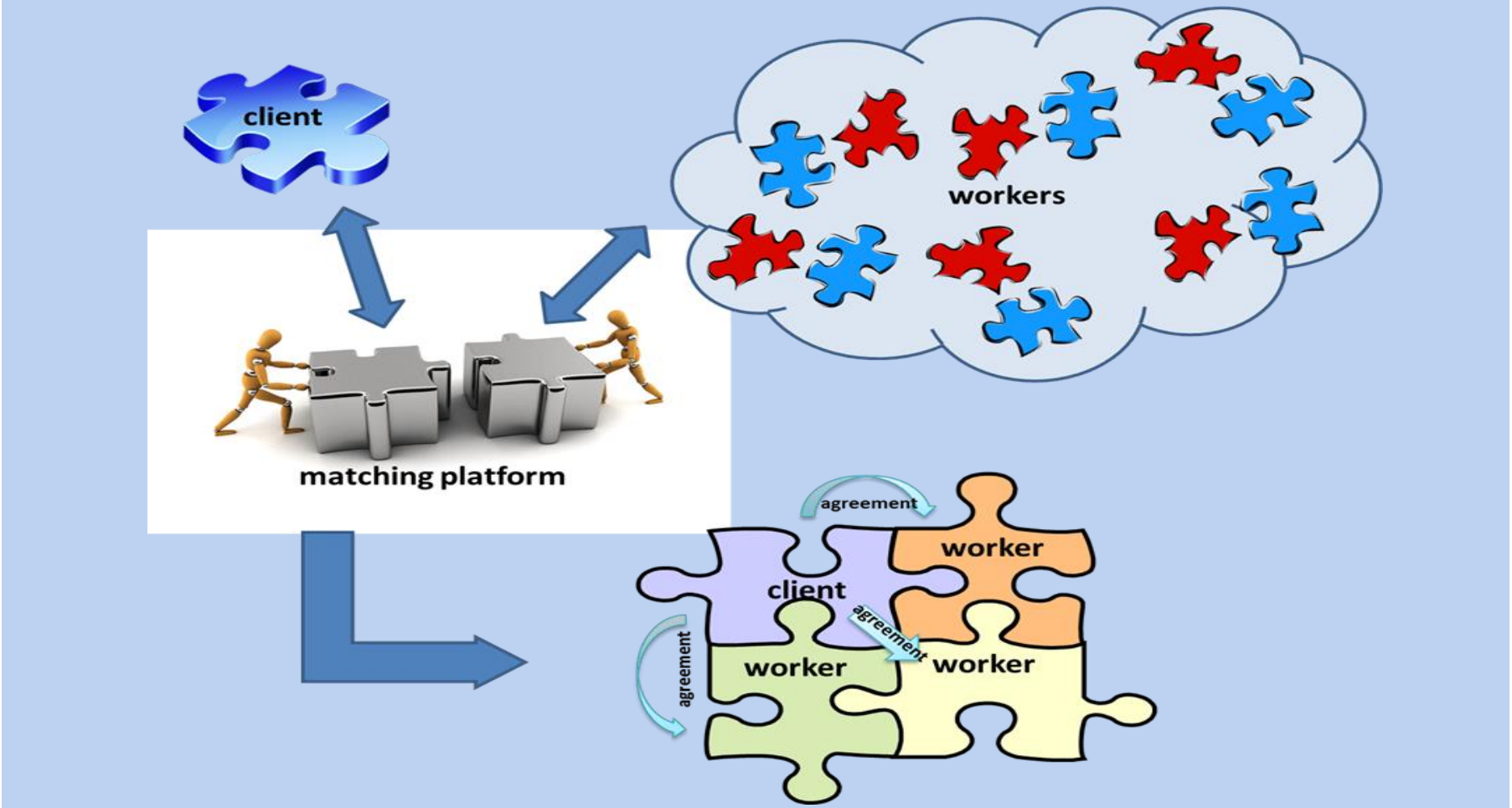
- National perspective
- Newly emerging or of increasing importance
- Since about 2000

New forms of employment

Overview



Crowd employment



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

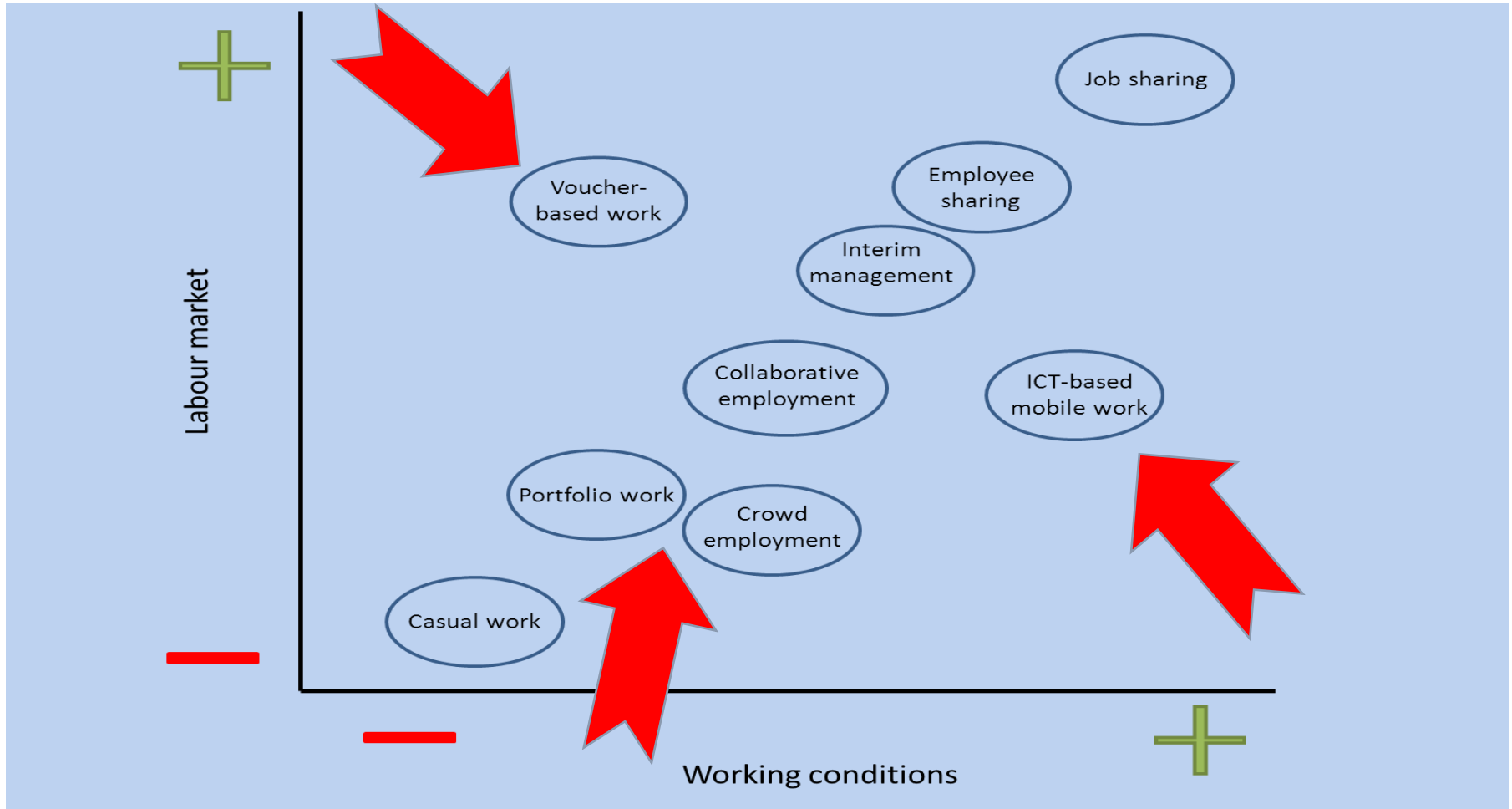
ICT-based mobile work

- 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

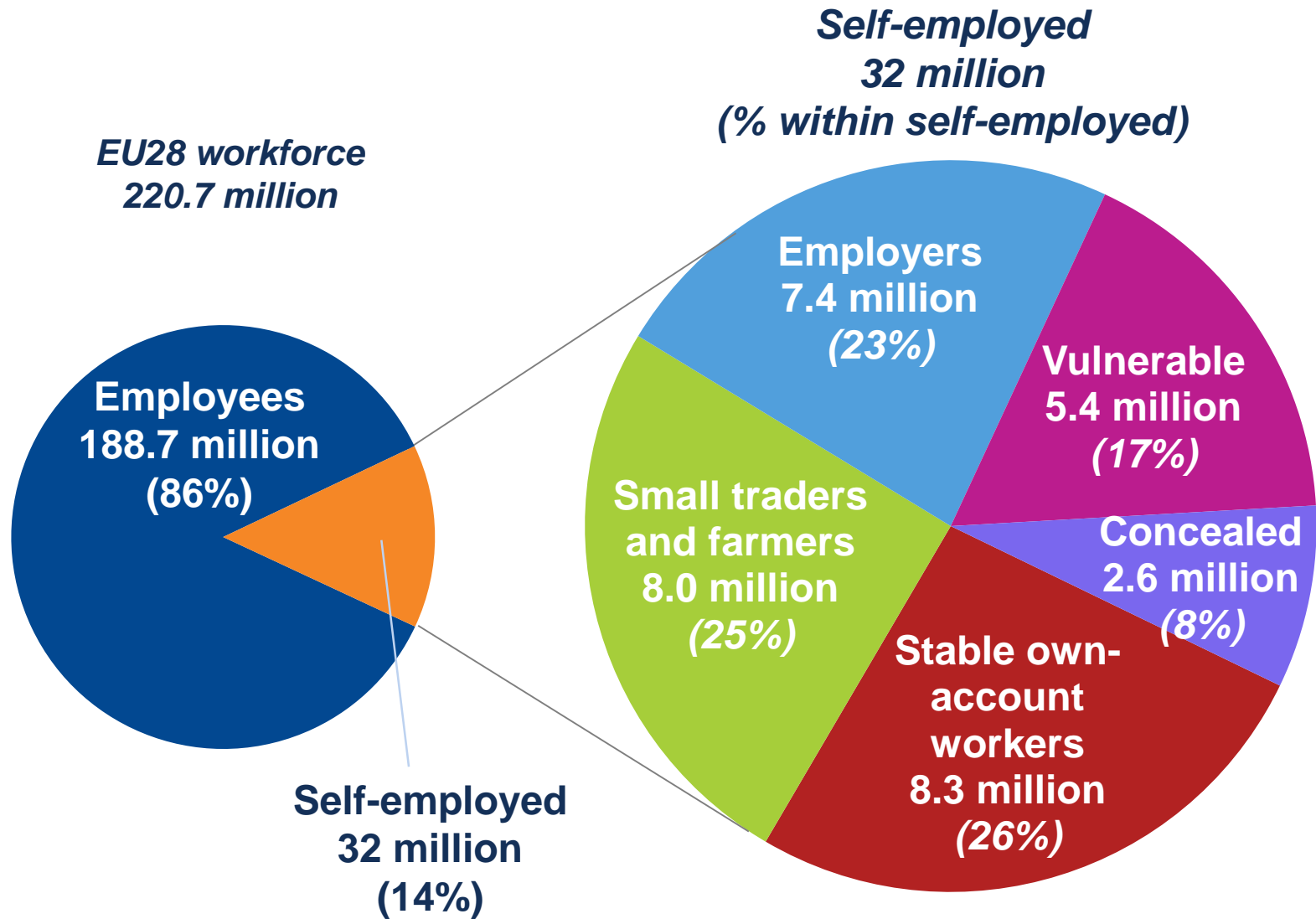
Implications

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

Effect of new forms of employment on working conditions and the labour market



Categorisation of self-employed in Europe



Heterogeneity as regards ...

- Necessity vs. opportunity driven
- Dependency on clients
- Income levels
- Average weekly working hours
- Discretion over important decisions
- Good prospects for career advancements
- Risk to lose the job

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

- **Variety of new employment forms**
 - Contractual arrangements and work organisation for employees
 - Heterogeneity among self-employed
 - Technology as ONE driver, but also societal and economic trends
- **Potential for structural change on the labour market**
- **Opportunities to be promoted, e.g.**
 - Flexibility and autonomy
 - Labour market integration
 - Meaningfulness of work
- **Challenges to be identified and tackled, e.g.**
 - Suitability of legislation
 - Social protection
 - Representation

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

Thank you for your attention!

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