

New forms of employment in Europe. Implications

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LPS Solidarumas and EZA conference 'The significance of Social dialogue in addressing flexibility of labor relations and employment quarantees (flexicurity) issues in Europe'

19 June 2015

Vilnius

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





- New Forms of Employment (2015)

<http://www.eurofound.europa.eu/publications/report/2015/working-conditions-labour-market/new-forms-of-employment>



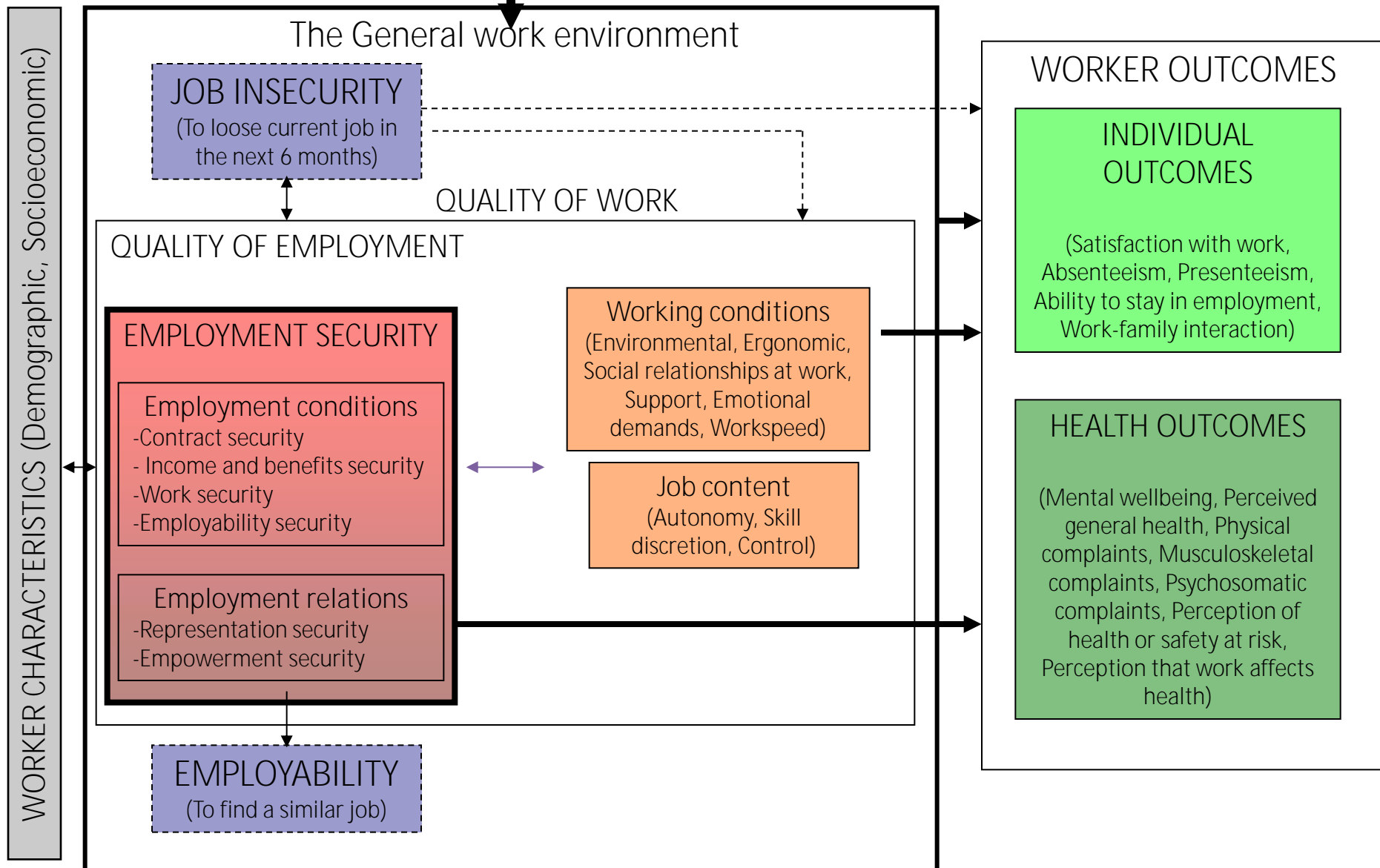
- Quality of employment conditions and employment relations in Europe (2013)

http://www.eurofound.europa.eu/sites/default/files/ef_publication/field_ef_document/ef1367en.pdf

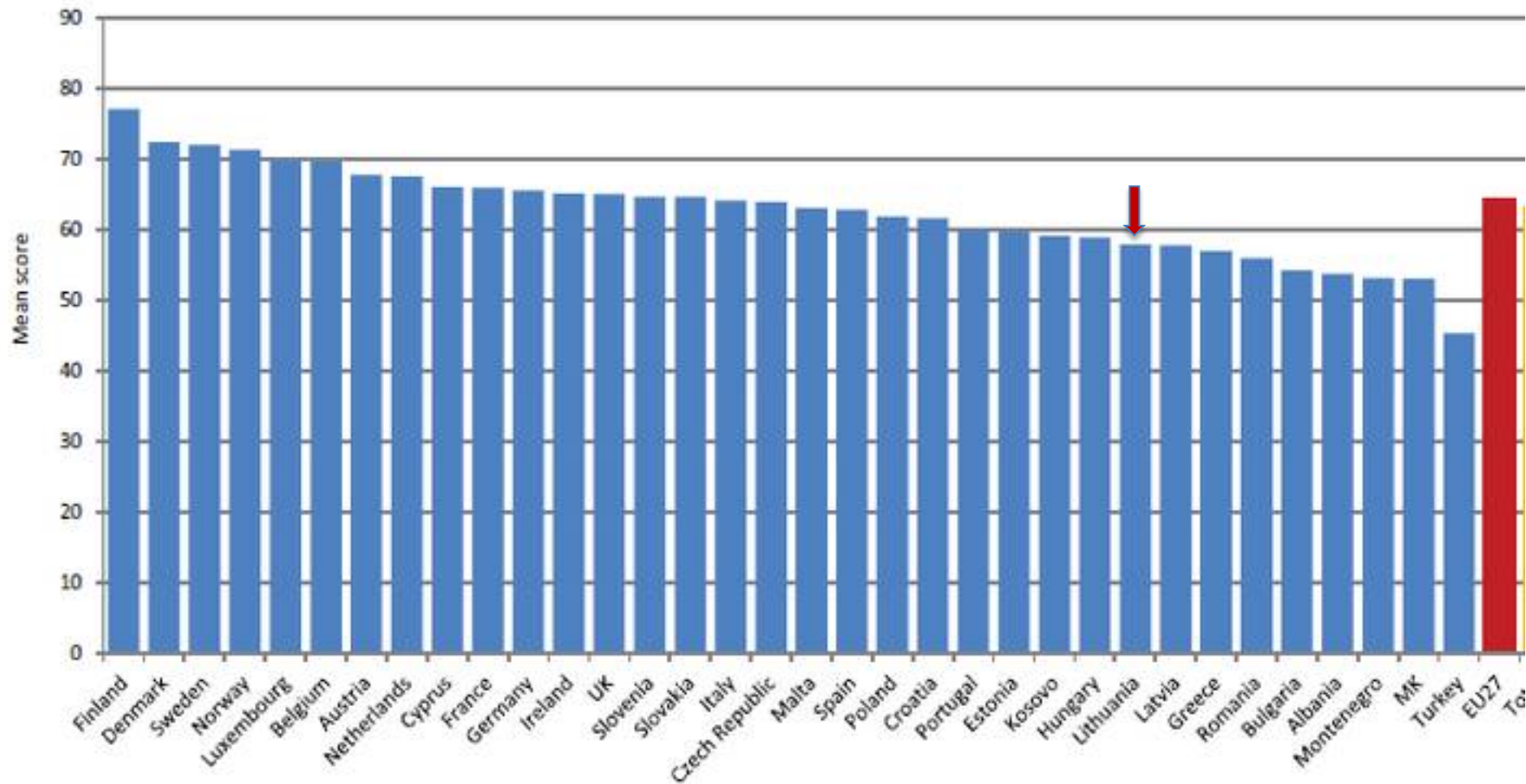
MACRO CONTEXT – countries and their socioeconomic policies

MESO SOCIAL CONTEXT – company and sector characteristics

Source: Eurofound (2013)
*Quality of employment
conditions and employment
relations in Europe*, p. 7.



Employment quality score (based on 12 EWCS indicators)



Eurofound (2013) *Quality of employment conditions and employment relations in Europe*, p. 26

12 EWCS indicators:

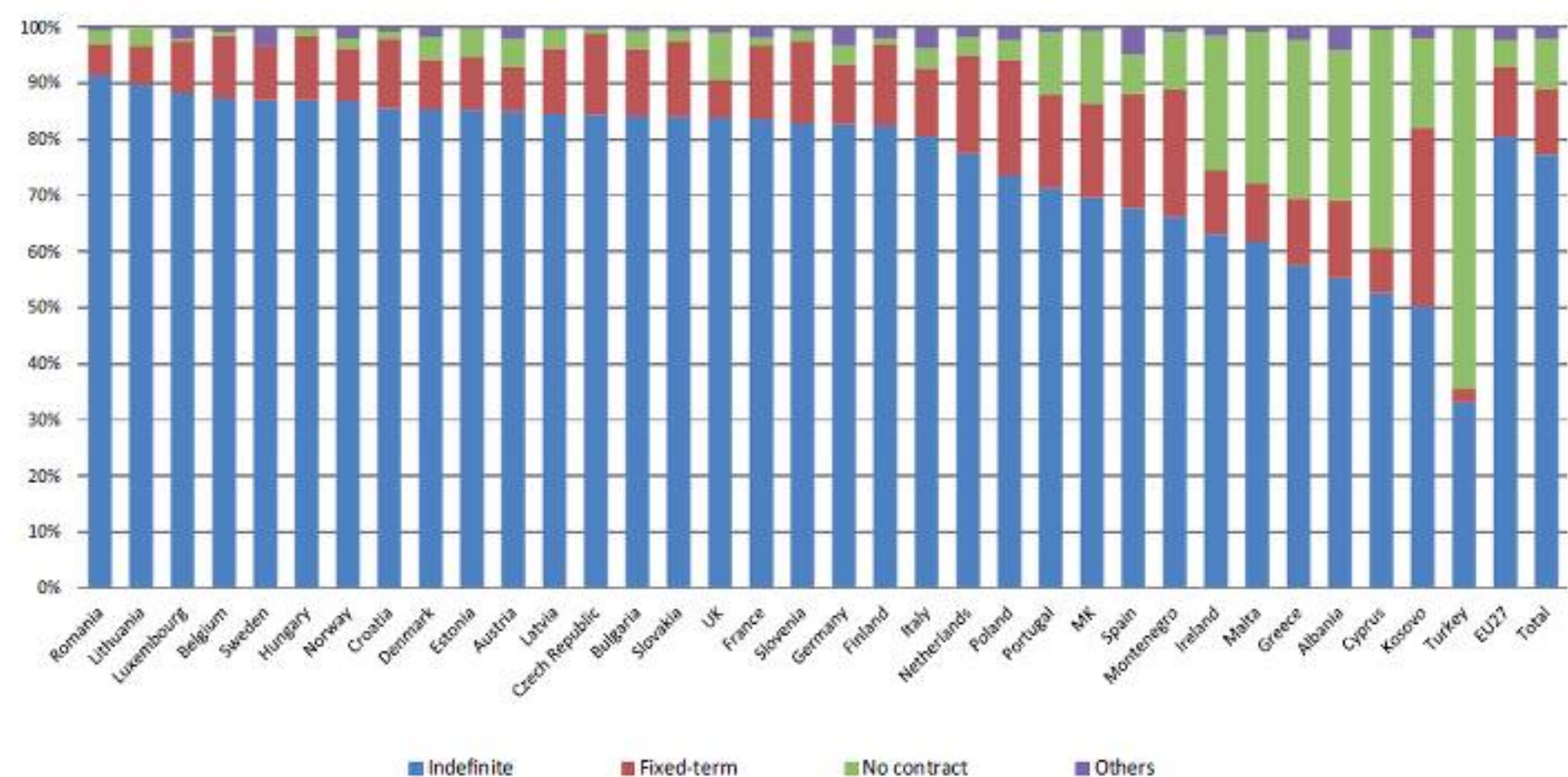
- type of employment contract;
- low-waged jobs;
- non-wage benefits;
- uncompensated flexible working times;
- information on occupational health and safety;
- (involuntary) part-time jobs;
- long working hours;
- regular working hours;
- training paid or provided by the employer;
- knowledge about the availability of an employee representative;
- opportunities for communication and participation with superiors;
- control over personal work schedule

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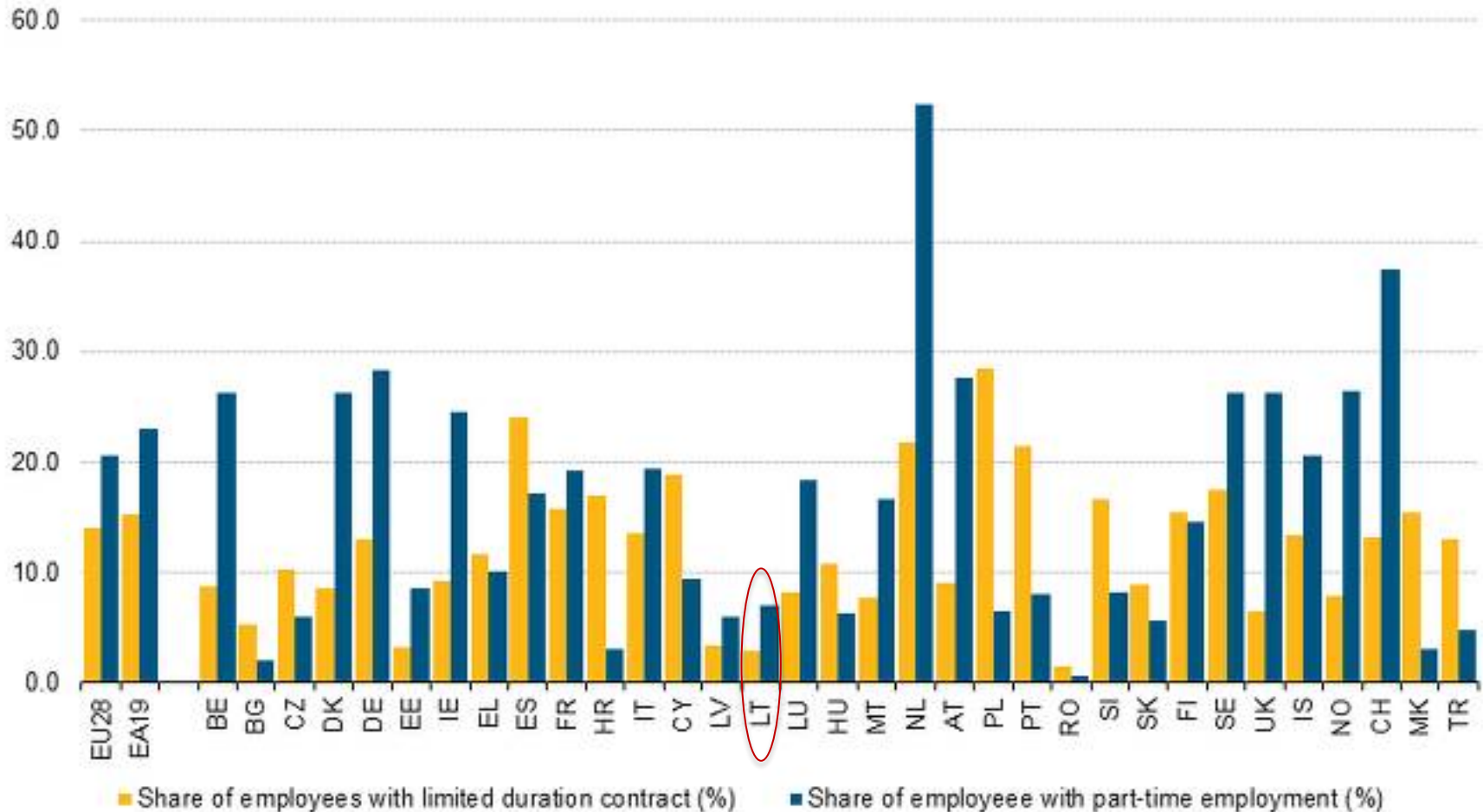
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Eurofound (2013) *Quality of employment conditions and employment relations in Europe*, p. 12:

Type of employment contract – European Working Conditions Survey 2010



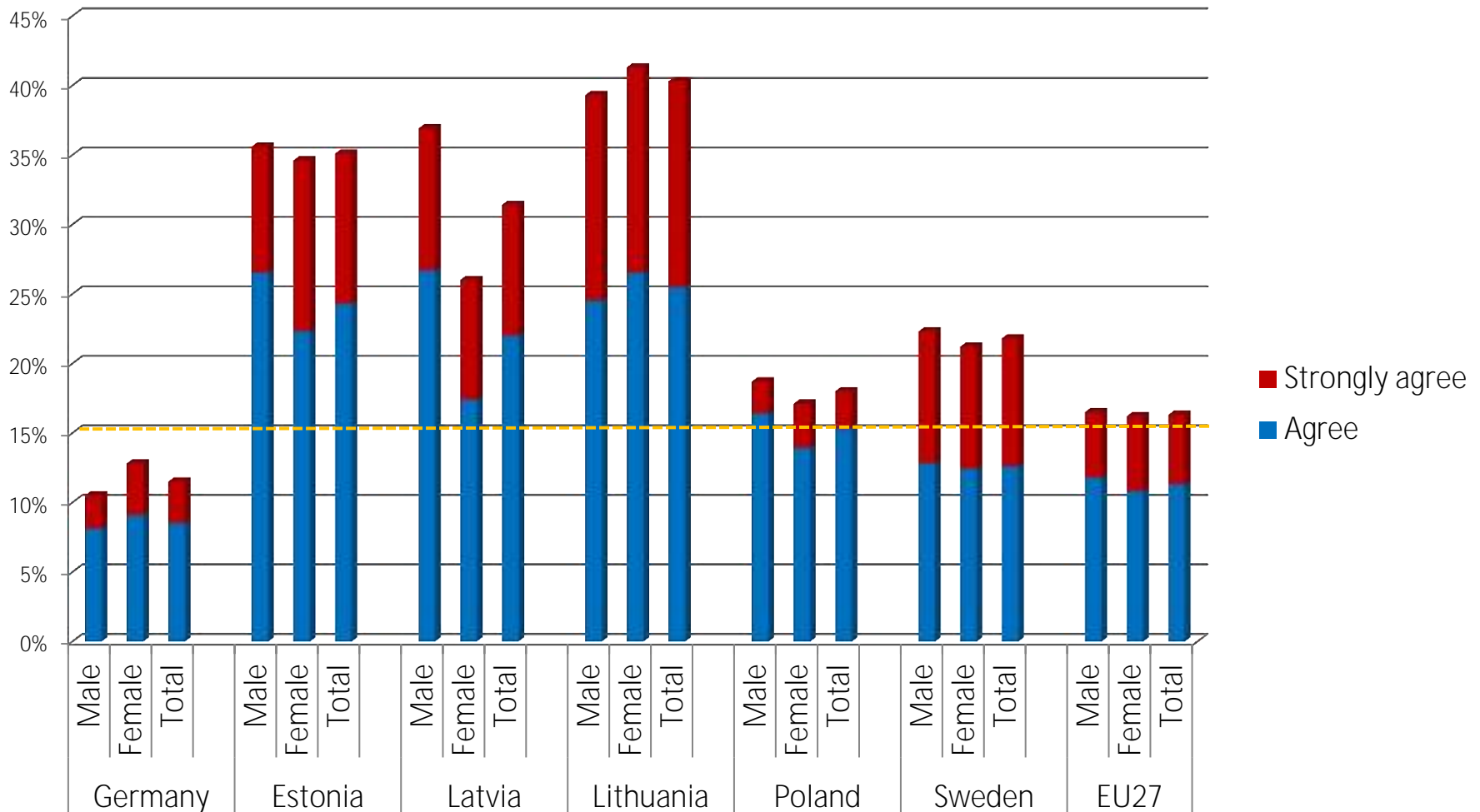
Share of limited duration contract and share of part-time employment, Employees 15+, 2014



Source: Eurostat

LT Self-employed as a share of total employment: 11.8% (2013)

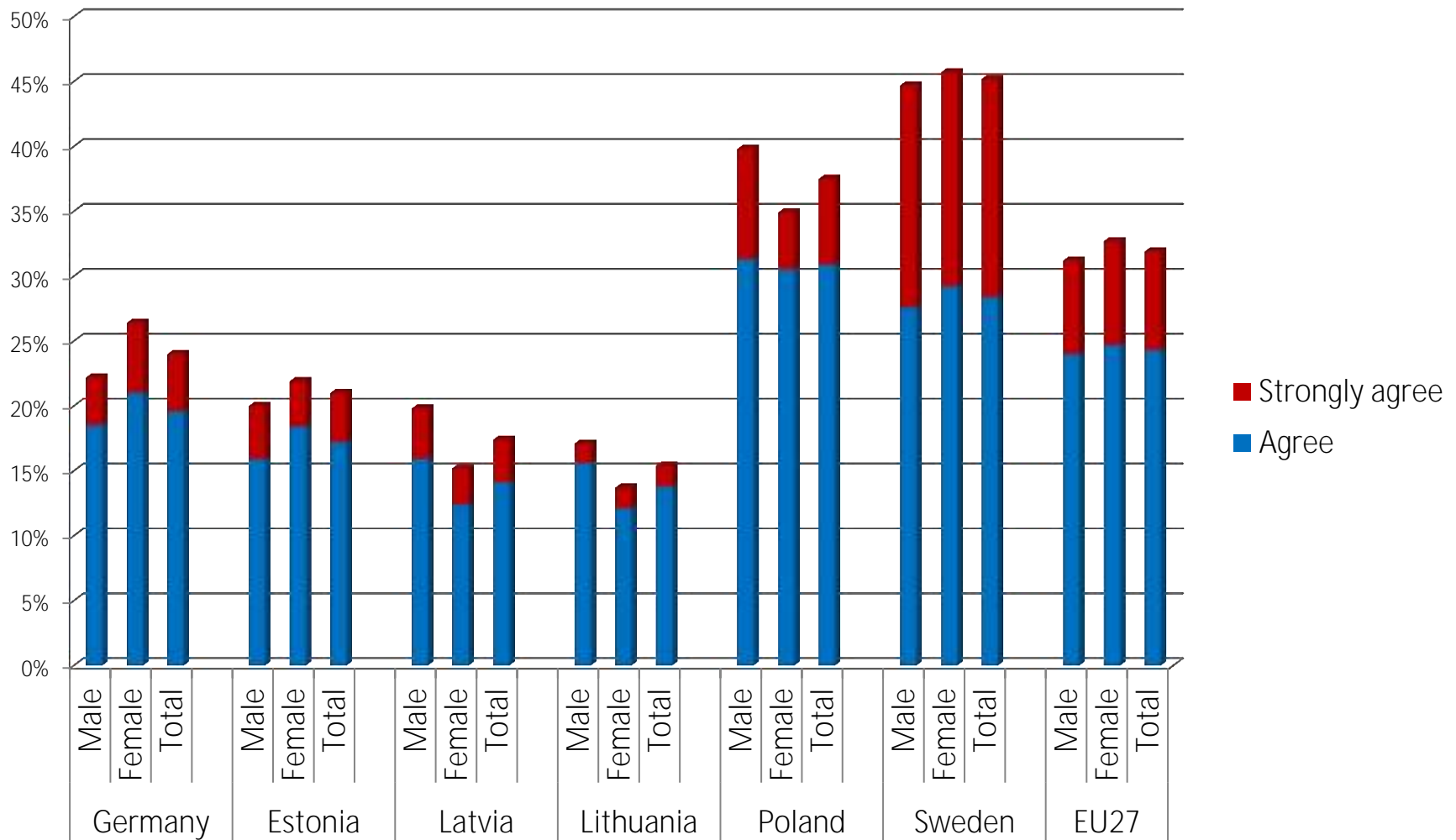
Job security: 'I might lose my job in the next 6 months'



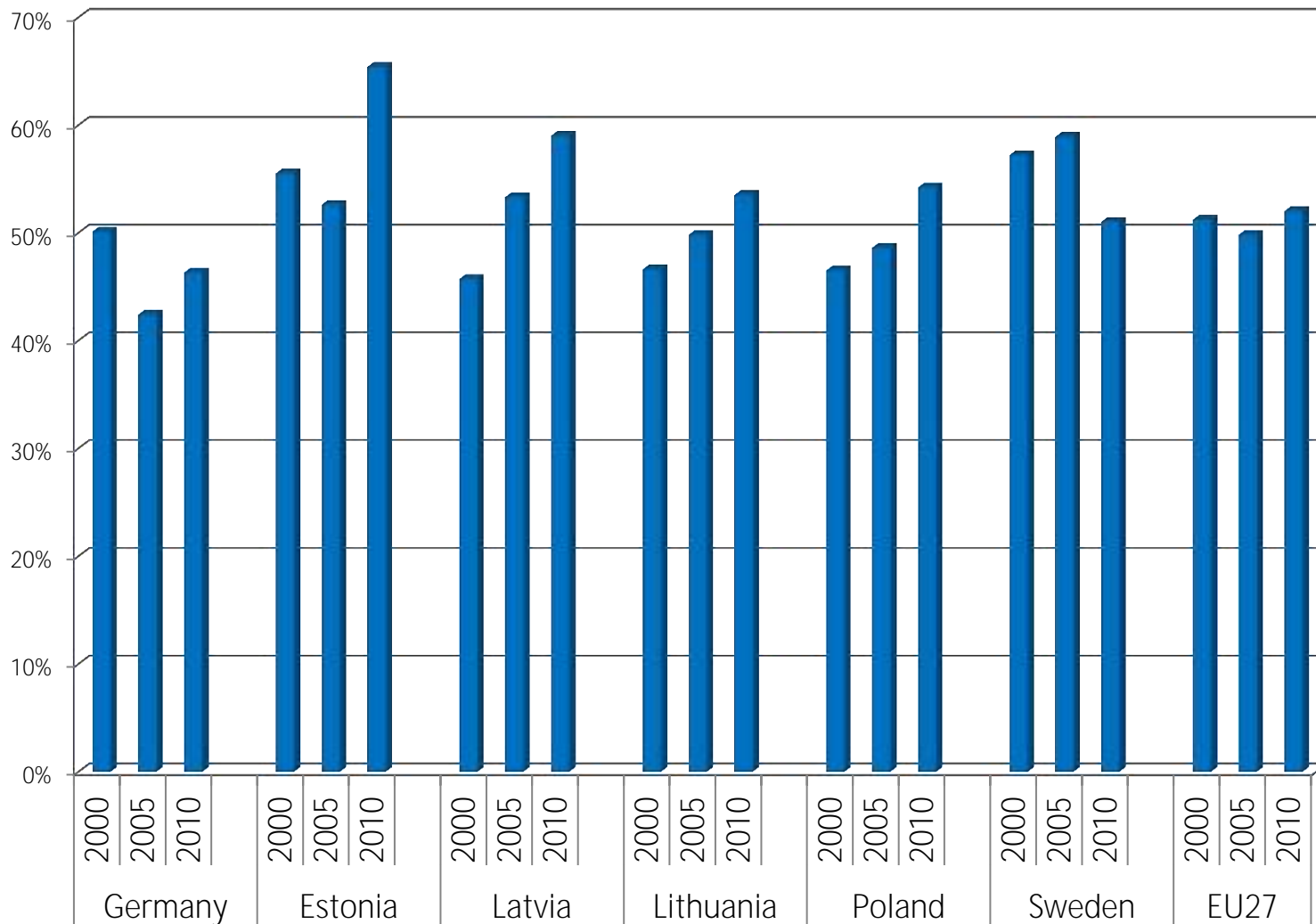
Source: EWCS 2010

Coordinating the Network of EU Agencies 2015

Job security / employability: 'If I were to lose or quit my current job, it would be easy for me to find a job of similar salary'



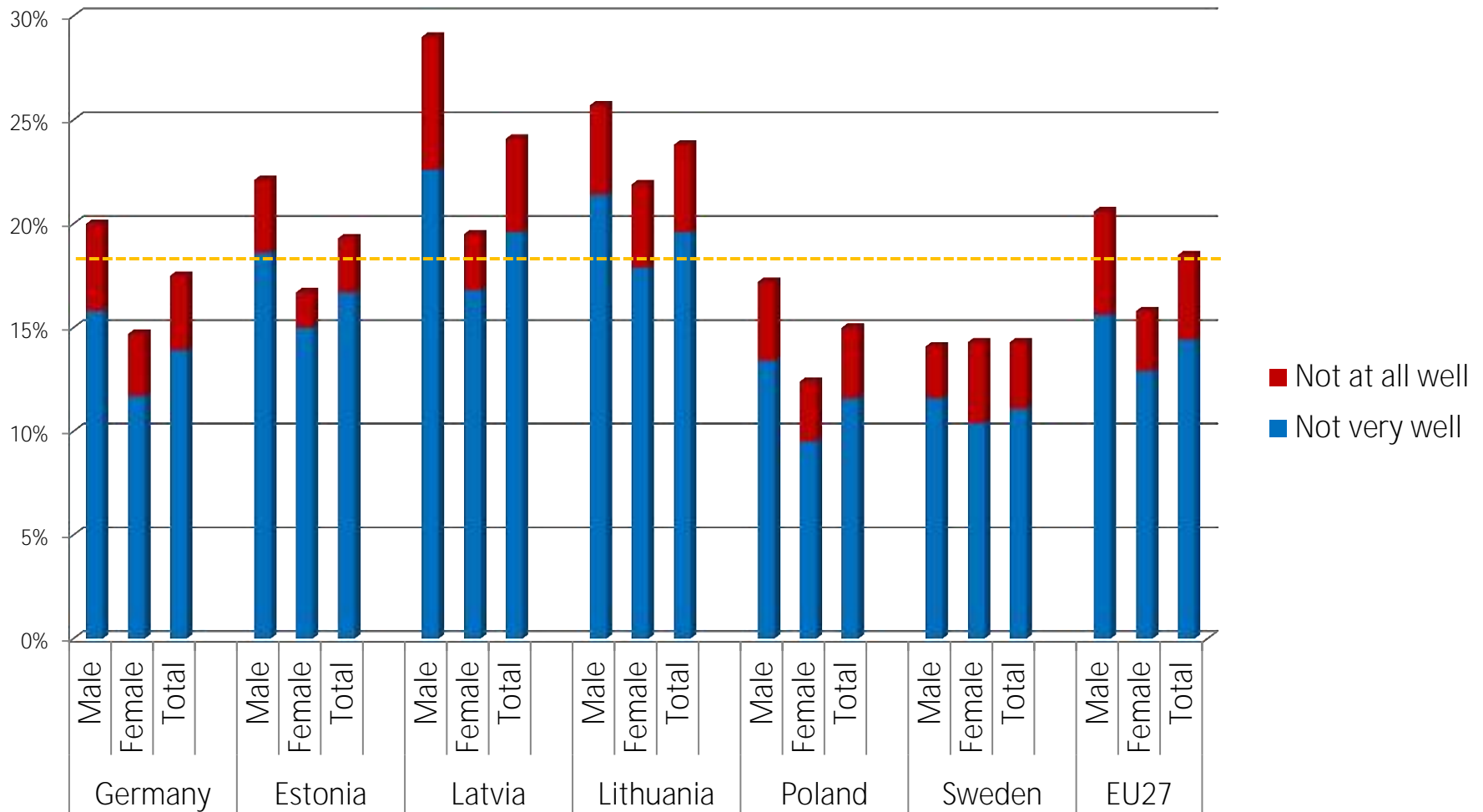
Little change in job autonomy on EU level, but varying trends between countries



Source: EWCS 2010

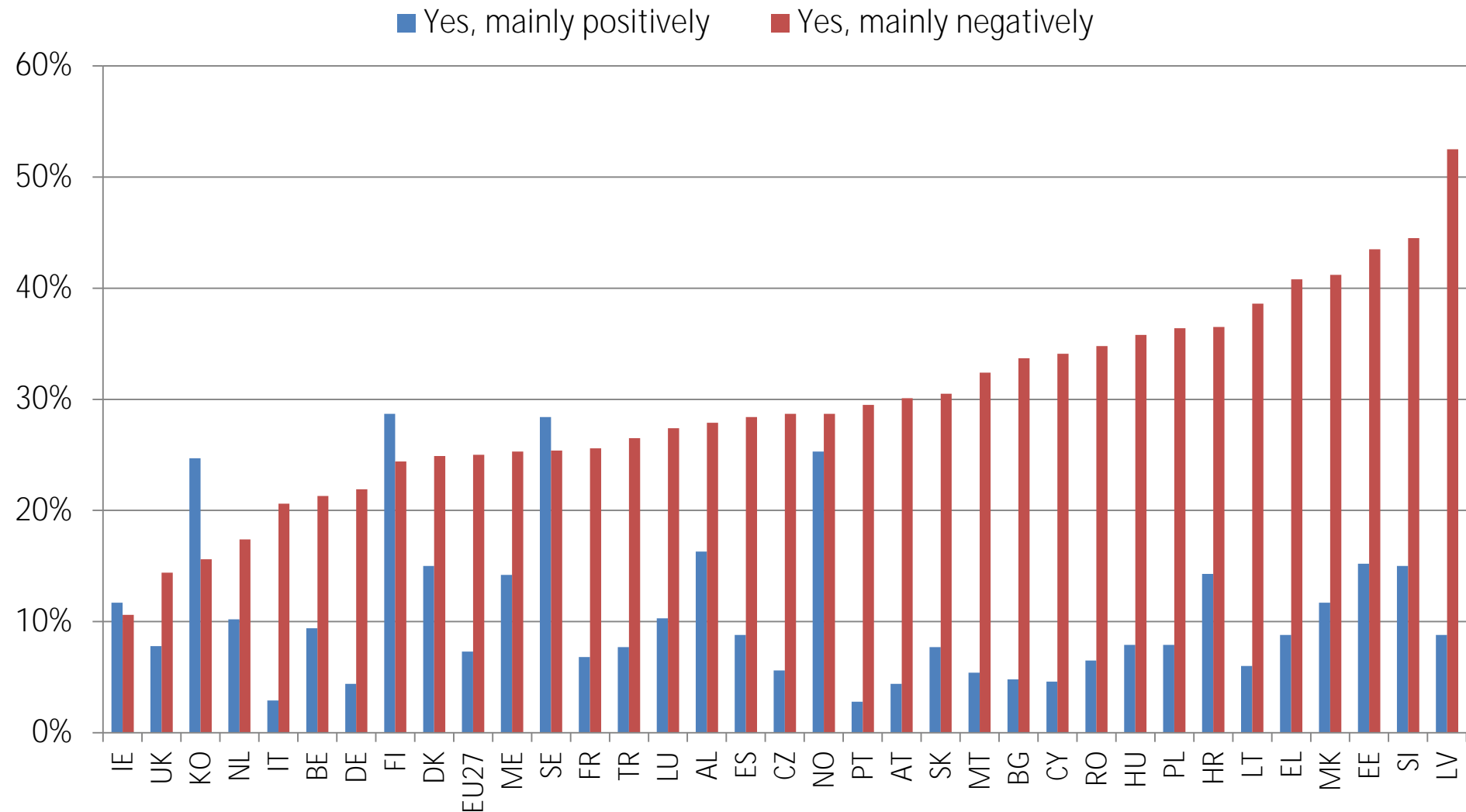
Coordinating the Network of EU Agencies 2015

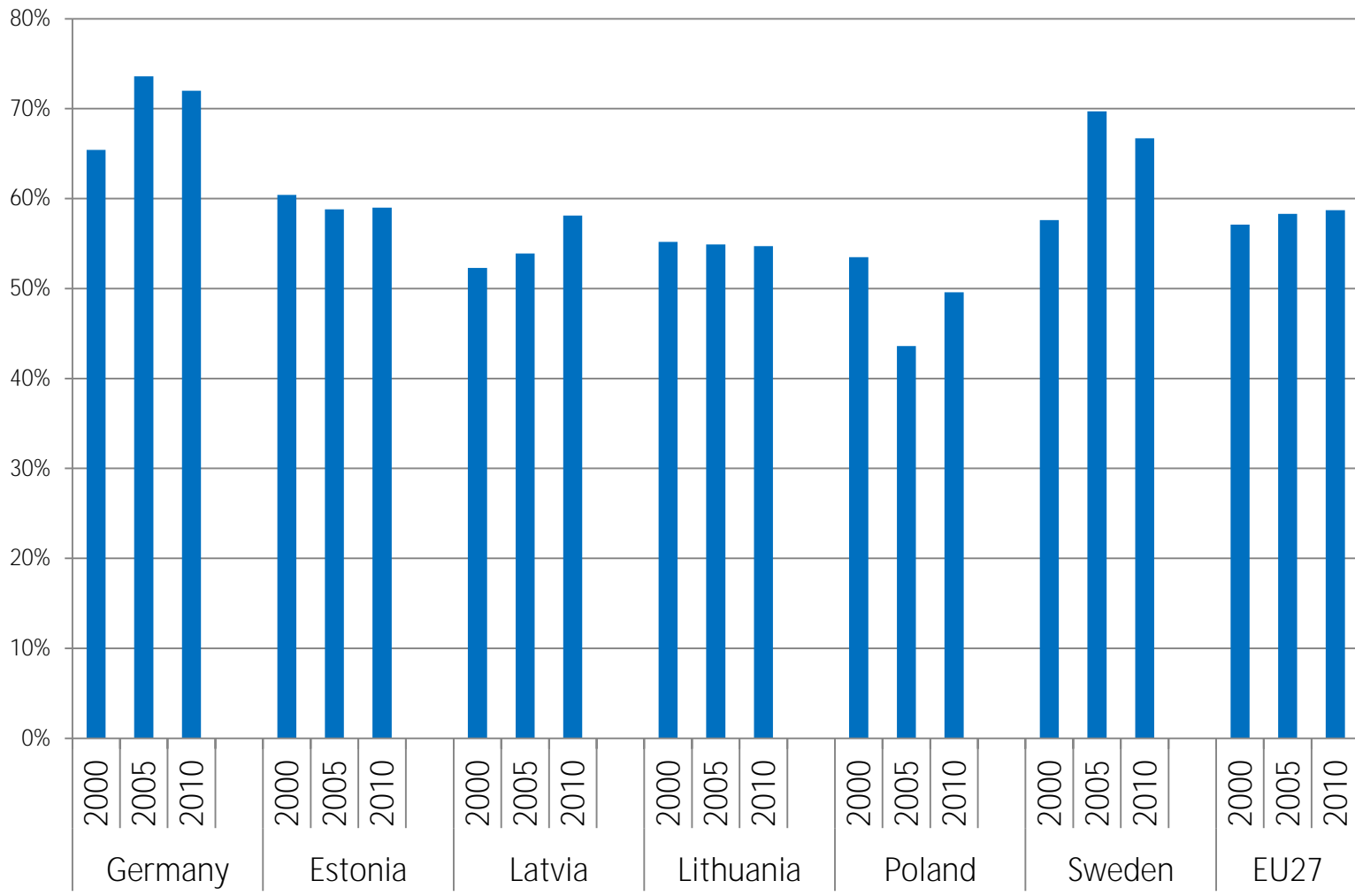
Fit between working time and social commitments



Does your work affect your health?

(No; yes, positively; yes, negatively)





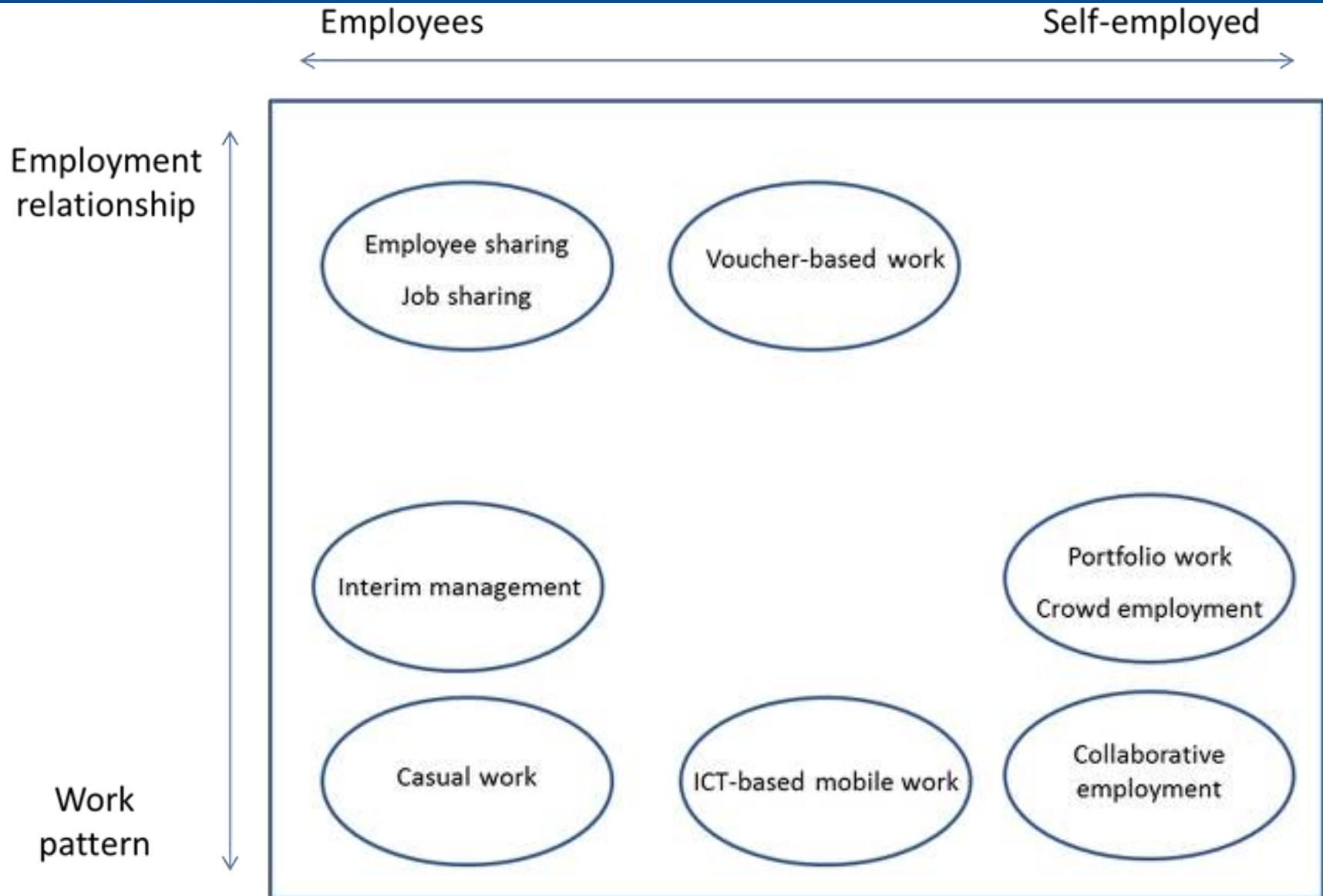
EWCS,
2010

New Forms of Employment (2015)

Eurofound project and report by I.Mandl,
with M.Curtarelli, S.Riso, O.Vargas, E.Gerogiannis

- 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:
<http://www.eurofound.europa.eu/new-forms-of-employment>

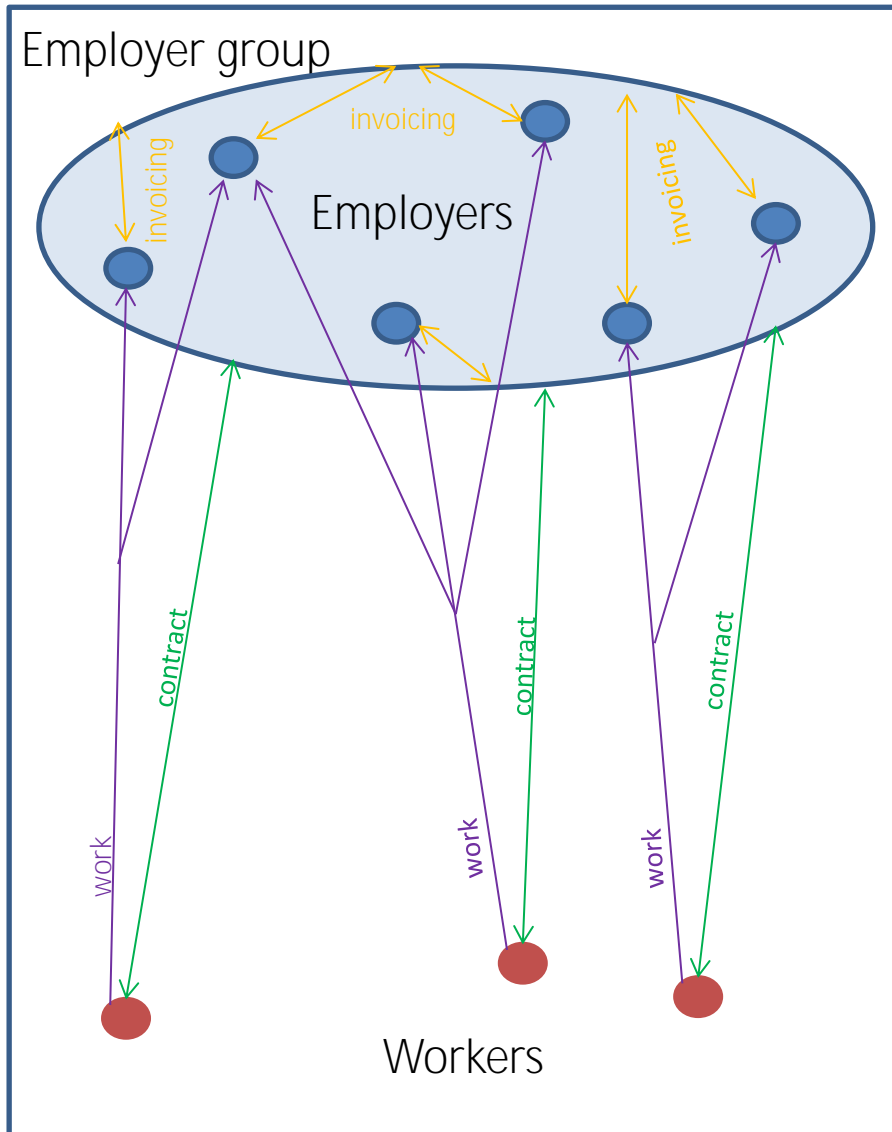
New forms of employment *Overview*



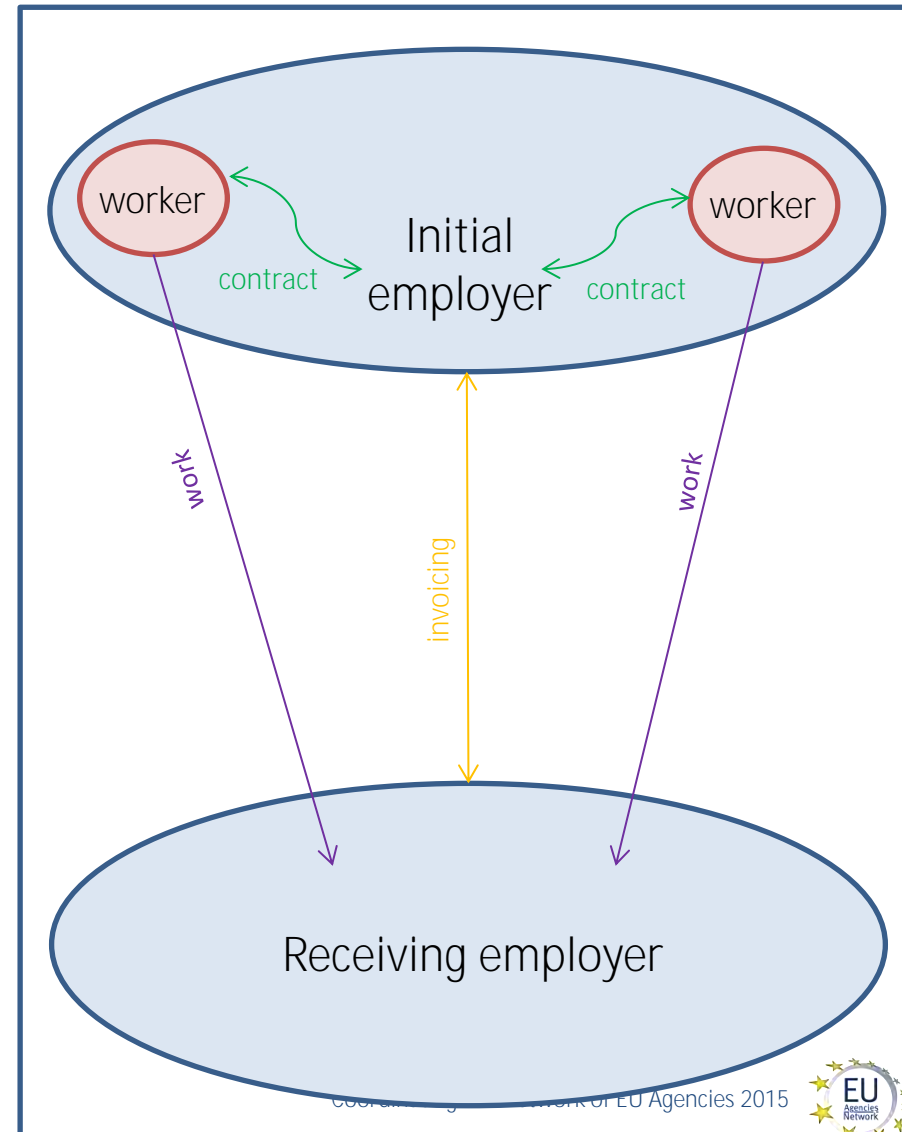
	Employee sharing	Job sharing	Interim management	Casual work	ICT-based mobile work	Voucher-based work	Portfolio work	Crowd employment	Collaborative employment
Hungary	X	X	X	X	X		X		X
Ireland		X		X					
Italy		X		X		X	X	X	X
Latvia			X		X		X	X	
Lithuania					X	X	X	X	X
Luxembourg	X								
Netherlands				X	X		X		X
Norway			X		X		X		
Poland		X							
Portugal					X		X	X	
Romania				X					
Slovakia		X		X					
Slovenia		X		X	X				
Spain					X			X	X
Sweden				X	X				X
UK		X	X	X			X	X	

1) Employee sharing

Strategic employee sharing



Ad-hoc employee sharing



- One employer – several workers – one job
- ‘Extraordinary’ part-time work
- Design and implementation up to employer-employee
 - Division of tasks on skills vs. time
 - Split of working time
 - Strict task allocation vs. autonomy of the job sharers
 - Communication flow
 - Hand-over practices
- Not suitable for everybody

3) Interim management

- No specific regulation identified
- 'Leasing out' of a worker to another firm
 - Who becomes the employer or TWA style (or umbrella organisation)
 - Temporary
 - Gap management
 - Integration into core staff/core activities of receiving company
- Specific purpose/task requiring specific expertise
 - Older and better skilled workers
 - Rather in the private sector
 - Crisis, projects, expansion
- Voluntary vs. necessity driven workers' decision

- 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

5) ICT-based mobile work

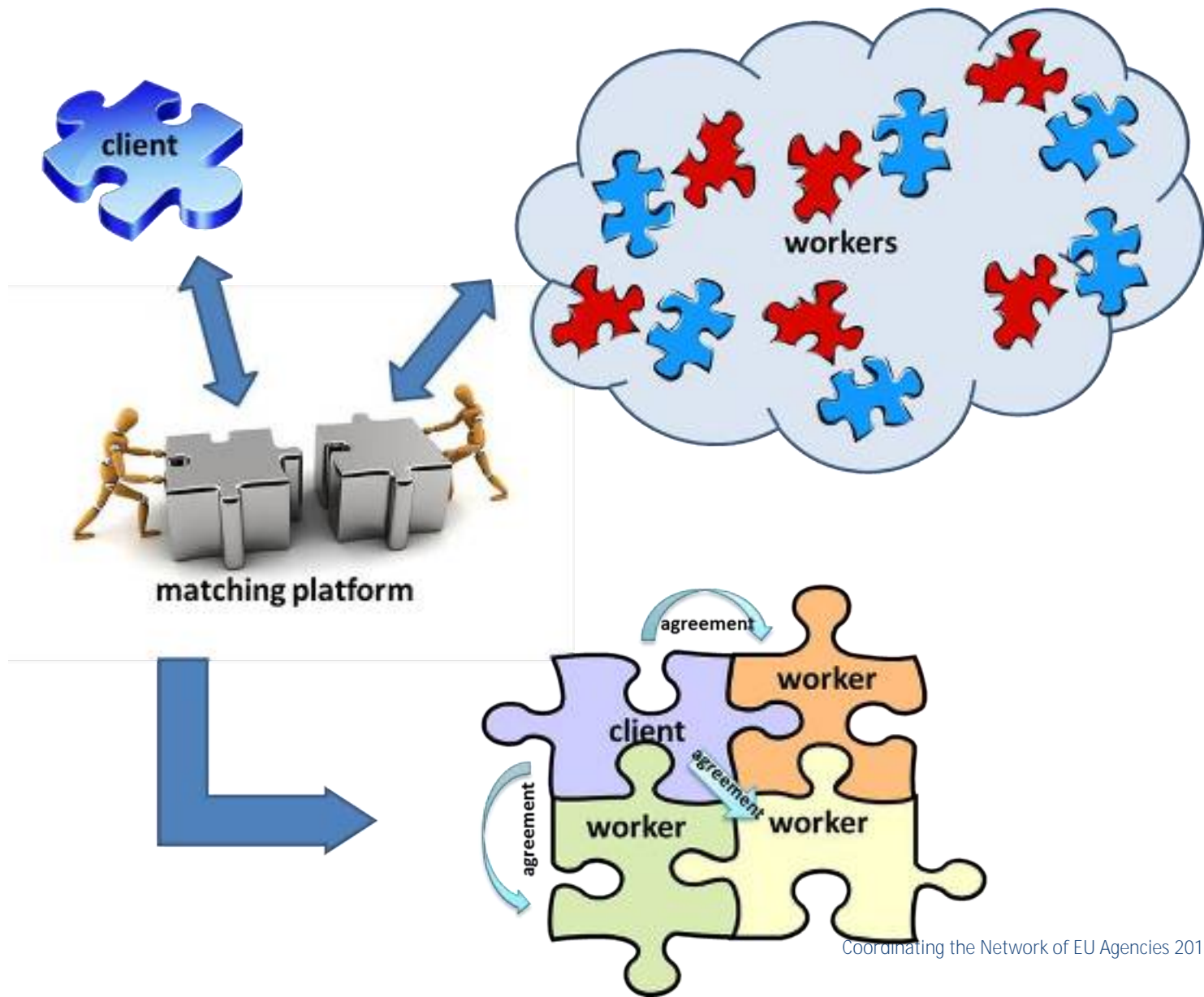
- Work outside the employer's or a client's premises
- Reliance on ICT, access to a shared computer network
- Informally implemented
- Preconditions for implementation to be considered
- Rather young, male workers
- Rather high-skilled specialists, management
- Demand driven

6) Voucher-based work

- Payment with vouchers rather than money
- To legalise undeclared work (households, agriculture)
- With intermediaries (BE, FR) or without
- Except of BE limitations as regards scope
- Specific eligibility for employers in AT, EL, FR
- No limitations as regards workers
- Minimum hourly wage in AT, BE, EL, IT
- Variations of social protection across Europe

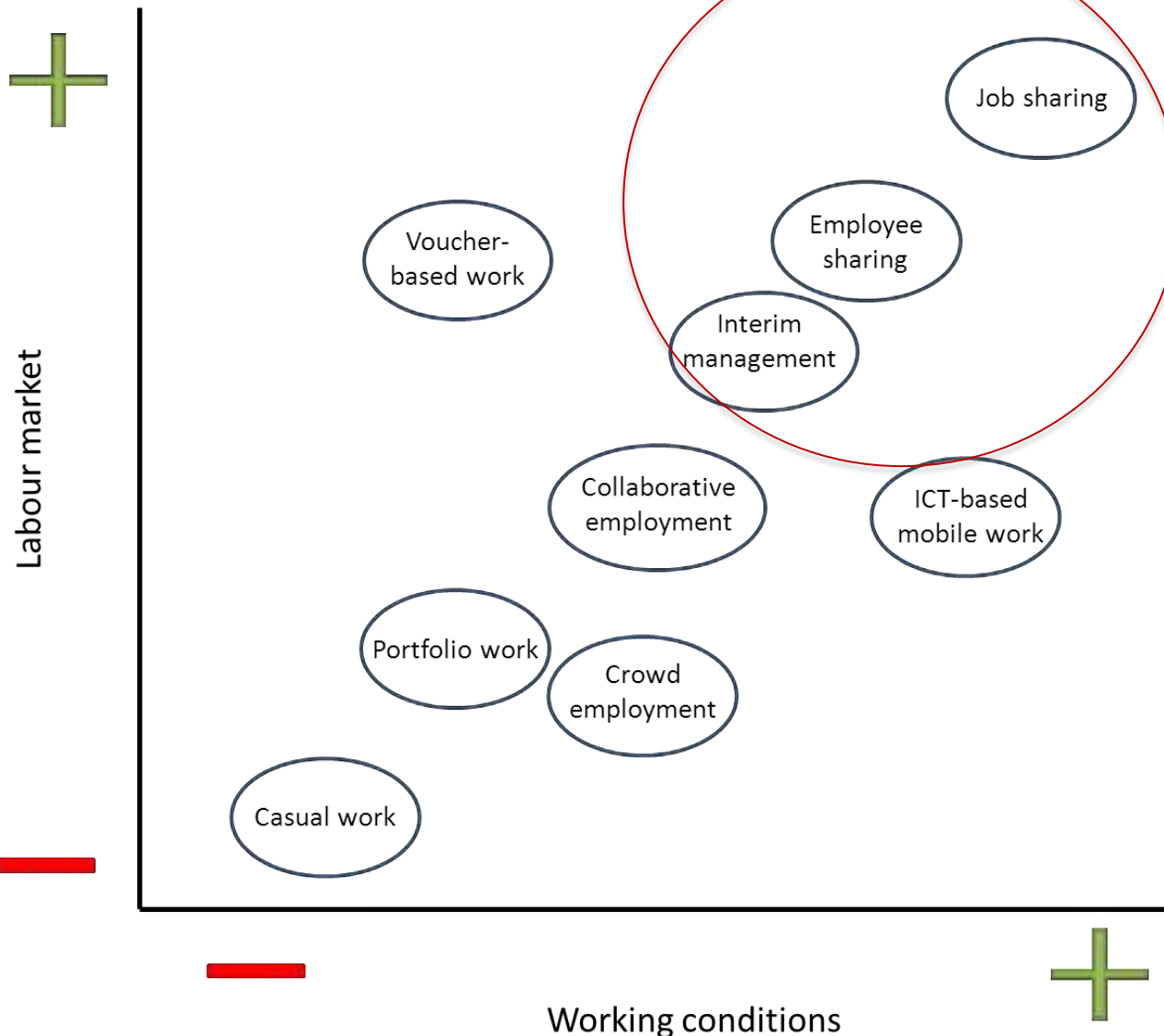
- Self-employed with a large number of clients
- Relevance of
 - Self-management and organisation, self-marketing
 - Need for flexibility and adaptability
 - Partly ICT
- Widespread in creative industries and project based work
- Rather specialised workers, middle aged

8) Crowd employment



9) Collaborative employment

- To overcome social and professional isolation
- Umbrella organisations
 - Support services for independent self-employed
 - Partly related to special benefits (tax, social protection)
- Co-working
 - Shared premises and services, peer exchange opportunities
 - Non-traditional sectors, urban
 - Young and skilled workers
- Cooperatives
 - Increased dynamism and resilience in the crisis
 - 'new forms', e.g. FR, DE
 - Traditional sectors



! For the criteria, see p.139 and 141

- Variety of new employment forms
- Mainly driven by the need for flexibility
- Potential for structural change of the labour market

- Some with good win-win potential, e.g.
 - Employee sharing
 - Job sharing
 - Interim management
- Some raising concerns, e.g.
 - Casual work
 - ICT-based mobile work
 - Crowd employment

- Awareness raising, e.g. employee or job sharing, interim management
- Clarification and facilitation of legal frameworks, e.g. employee sharing, casual work, voucher-based work
- Public support/incentives, e.g. voucher-based work, job sharing
- Safety nets, e.g. casual work, ICT-based mobile work, maybe also job sharing and crowd employment
- Monitoring and control mechanisms, e.g. casual work, ICT-based mobile work, crowd employment, voucher-based work
- Exchange of experience and lessons learned

For assessing future developments:
In your country or sector,
what will be monitored, what will be assessed?

Consider:

Issues to monitor

Indicators

Coverage

Frequency

(Social) dialogue to agree on the above

The significance of social dialogue

- Junker: 'I would like to be a President of social dialogue'

A new start for Europe, Opening Statement in the European Parliament Plenary Session, 22.10.2014

- Involvement of national and European social partners in the European Semester:
 - SPs were invited to comment on AGS 2013 in October 2012
 - [Declaration by the European Social Partners](#), Tripartite social summit 24.10.2013
 - SPs take part in the informal EPSCO Council meetings (since 2014) and are consulted by EMCO and SPC
 - EPSCO, 21-22 April 2015 (Riga): ways towards true and responsible social dialogue

Thank you

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EWCS: Agnes.Parent-Thirion@eurofound.europa.eu

Sustainable work: Greet.Vermeylen@eurofound.europa.eu

← → http://old.eurofound.europa.eu/surveys/smt/ewcs/ewcs2010_01_03.htm What kind of employment c... Intranet Home page

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EWCS 2010 Survey Results

- Job context (11)
- Working time (12)
- Work intensity (9)
- Physical factors (12)
- Cognitive factors (9)
- Psychosocial factors (7)
- Health and well-being (6)
- Skills, training and career prospects (8)
- Work organisation (9)
- Social relationships (5)
- Job fulfilment (7)
- Work-life balance and financial security (7)

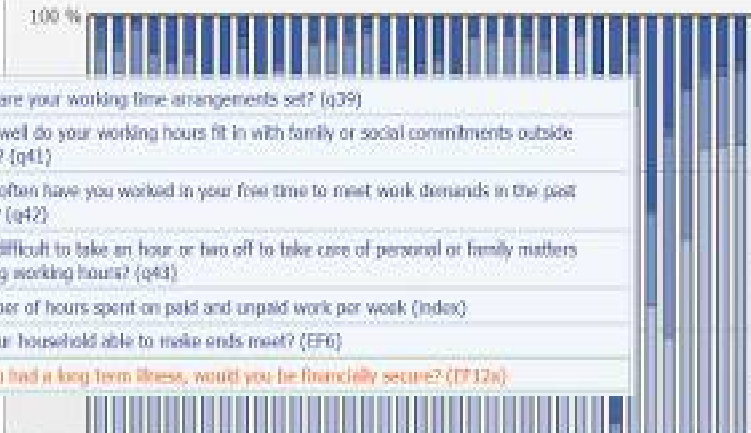
What kind of employment contract do you have? (q7)

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Note: This question was asked of employees only

100 %



How are your working time arrangements set? (q39)
How well do your working hours fit in with family or social commitments outside work? (q41)
How often have you worked in your free time to meet work demands in the past year? (q42)
Is it difficult to take an hour or two off to take care of personal or family matters during working hours? (q43)
Number of hours spent on paid and unpaid work per week (Index)
Is your household able to make ends meet? (EF6)
If you had a long term illness, would you be financially secure? (EF12a)

[http://old.eurofound.europa.eu/surveys/smt/ewcs/ewcs2010_12_08.htm](#)

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