

Global Conference on Measuring New Forms of Employment

Brussels, 4 - 5 July 2024



#MeasuringEmployment

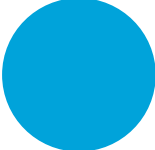
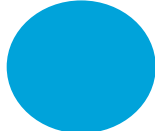
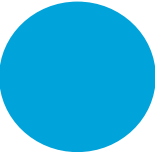
Data needs on new and emerging forms of employment by 2030: DG EMPL's perspective

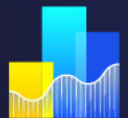
Session 6

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Outline

-  What new forms of employment?
-  Identifying data needs
-  Challenges to data collection



What new forms of employment?



Jobs in emerging sectors

In 2023, 9.8 million ICT specialists employed (4.8 % of total EU employment)

=> 20 million will be needed by 2030

Since 2015, jobs in environmental goods and services (EGSS) increased by 18.1% reaching over 5 million in 2021, and jobs in the circular economy increased by 11% to 4.3 million.

=> 1 to 2.5 million additional 'green' jobs by 2030

- *The transitions will induce job creation as well as job losses*
- *Green and digital jobs may require different set of skills=> possibly adding to existing skill and labour shortages (ESDE 2023)*
- *They may not equally proliferate in all regions and sectors, exposing workers to the risk of being left behind*



Jobs in new forms of work

New forms of work are characterised by
(Eurofound 2020):

- Work provided on a **discontinuous** or intermittent basis or for very limited periods
- Novel forms of networking and cooperation for the self-employed (**free lancers**)
- Workplace other than employer's premises
- Strong **support from ICT** => transforming working relationships or patterns of work
- *Deteriorating workers' employment status also relying on opaque algorithmic management systems*
- *Teleworkers may face inadequate working conditions, discrimination and an 'always-on' culture with repercussions on their mental health*



What new forms of employment?

Gig and Freelance Economy (digital gig work, local hosts, remote freelancers)

Remote and hybrid work (remote health professionals, remote educators)

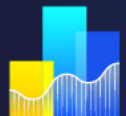
Artificial Intelligence, Robotics and Cutting-Edge ITC (AI trainers, Machine Learning Engineers, AI ethics specialist, Robotics Technicians, Cryptocurrency Miners and Traders)

Education and Lifelong Learning (EdTech Innovators, Skills Sharers)

Creative Economy (Digital Artists, Streaming services)

Circular Economy and Repair Services (Repair specialists, Upcyclers, Second-hand marketplaces)

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Identifying data needs



Data needs for the transitions

Accurate and consistent data will be needed to measure and monitor upcoming work challenges related to the **green and digital** transitions:

Standardised approaches and definitions on **green jobs** and **AI work and advancements**

Skills gap analysis to identify and measure the **mismatch** between current workforce skills and those needed in the green and digital economy

Data on the **adoption rate** and magnitude of effects of AI and **Algorithmic Management** across different economic sectors and EU countries



Data needs for new forms of work

Current framework should be updated to reflect emerging trends by:

- refining indicators of self-employed, part-timers, temporary contract workers to capture gig and platform workers
- covering “casual work”, multiple employment (including in different countries by multiple employers), subcontracting (or other forms of outsourcing)

To better monitor consequences of telework, data should cover:

- prevalence of remote work by country/sector and employee productivity, job satisfaction, and mental health in remote and hybrid work environments.

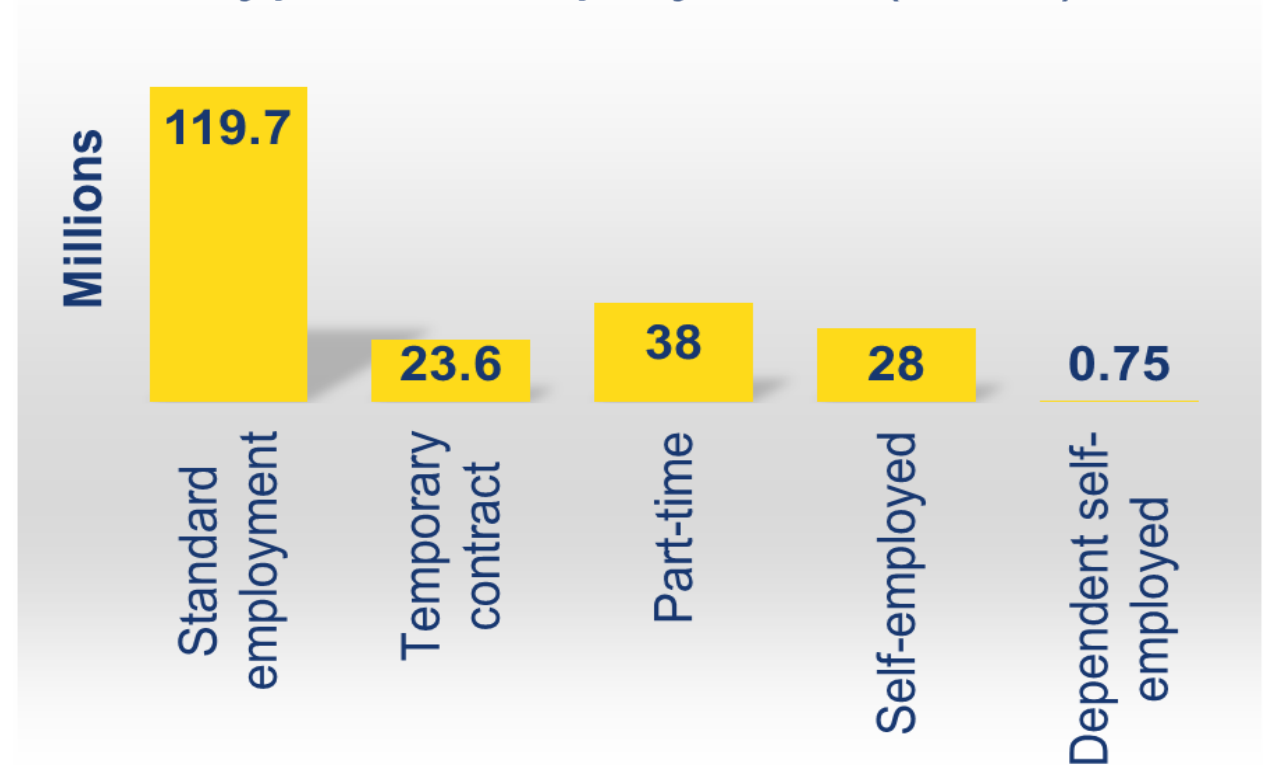


Data needs for non-standard work

As most new forms of employment are non-standard work, data should cover:

- Quality of employment (social protection, safety at work, working hours, balancing work and life, security of employment..)
- Coverage and take-up rate of benefits
- Seasonal workers, domestic workers, trainees..

Types of employment (2023)



Challenges to data collection



From official statistics

EU Labour Force Survey (EU-LFS), EU Statistics on income and living conditions (EU-SILC), Eurofound Working Conditions survey and COM Labour Market Policy (LMP) database are crucial sources of data.

Official statistics presents however some limitations:

1. Fixed number of variables
2. Some population groups are difficult to reach (e.g. migrants not in population registers)
3. Challenges of sample size

Administrative-linked data from ministries can be used to complement data collection. EC-OECD project on administrative-linked data used to assess impact of ALMPs in some Member States. Yet, issues of access and comparability of data arise.



...to unconventional data

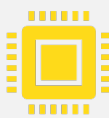


Unconventional data can fill gaps in official statistics



Data gathered through **web-scraping** techniques, accessing the wealth of online information

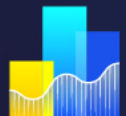
=> For example, latent variable indicators for seasonal workers can be data on telecommunication network usage, or financial transfers abroad



However, accessibility of these data, including costs and its long-term stability, requires continuous monitoring

*To write it, it took three months; to conceive it
three minutes; to collect the data in it all my life.*

F. Scott Fitzgerald



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Thank you



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