

Global Conference on Measuring New Forms of Employment

Brussels, 4 - 5 July 2024



#MeasuringEmployment

New forms of work: job quality perspective

Session 1 - Changing forms of employment and work relationship
measurement

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New forms of work – in flux



ICT-based mobile work
Platform work
Casual work

Employee sharing
Interim management
Portfolio work

Job sharing
Voucher-based work

Collaborative employment (coops)



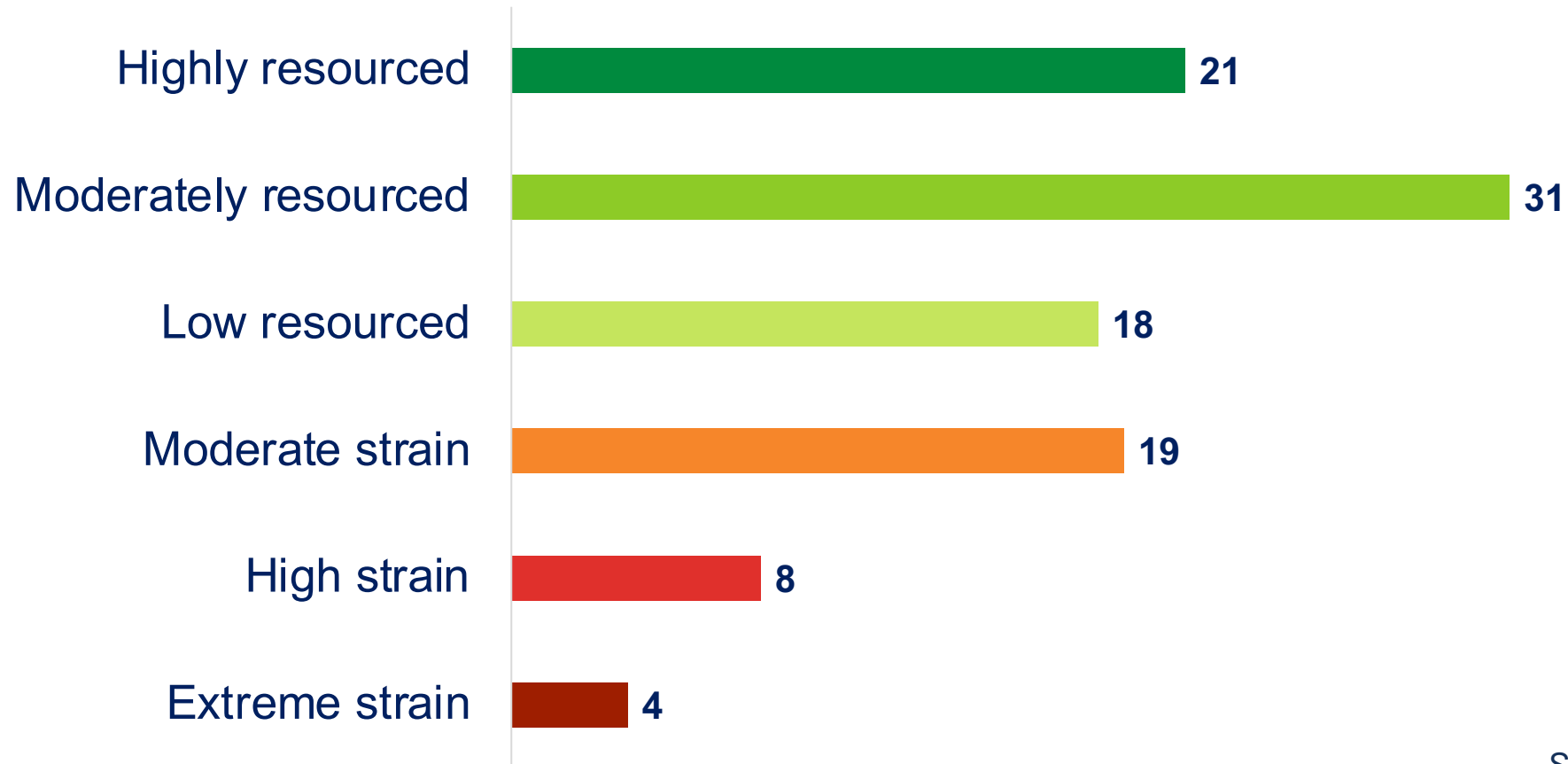
Dimensions of job quality by job demands and job resources

Dimension	Job demands	Job resources
Physical and social environment	Physical risks	
	Physical demands	
	Intimidation and discrimination	Social support
Job tasks	Work intensity	Task discretion and autonomy
Organisational characteristics	Dependence (self-employed only)	Organisational participation and workplace voice
Working time arrangements	Unsocial work schedules	Flexibility of working hours
Job prospects	Perceptions of job insecurity	Training and learning opportunities
		Opportunities for career development
Intrinsic job features		Intrinsic rewards
		Opportunities for self-realisation

Eurofound (2022), *Working conditions in the time of COVID-19*



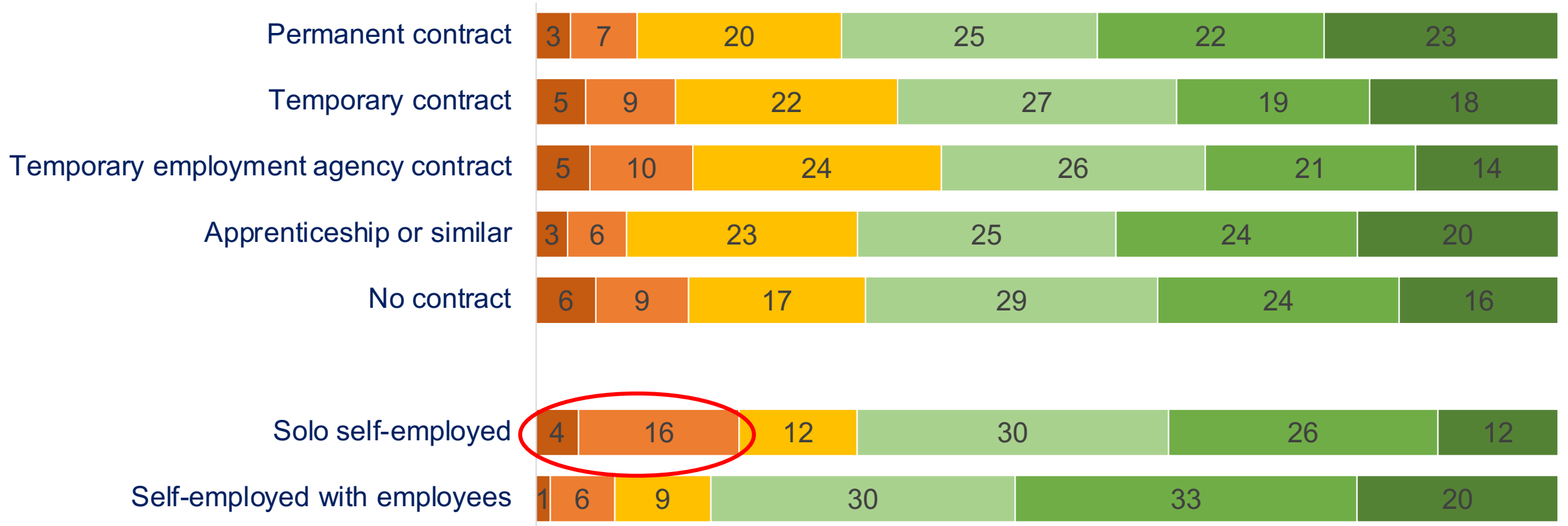
Distribution of job quality, EU 27 (%)



Source: EWCTS 2021



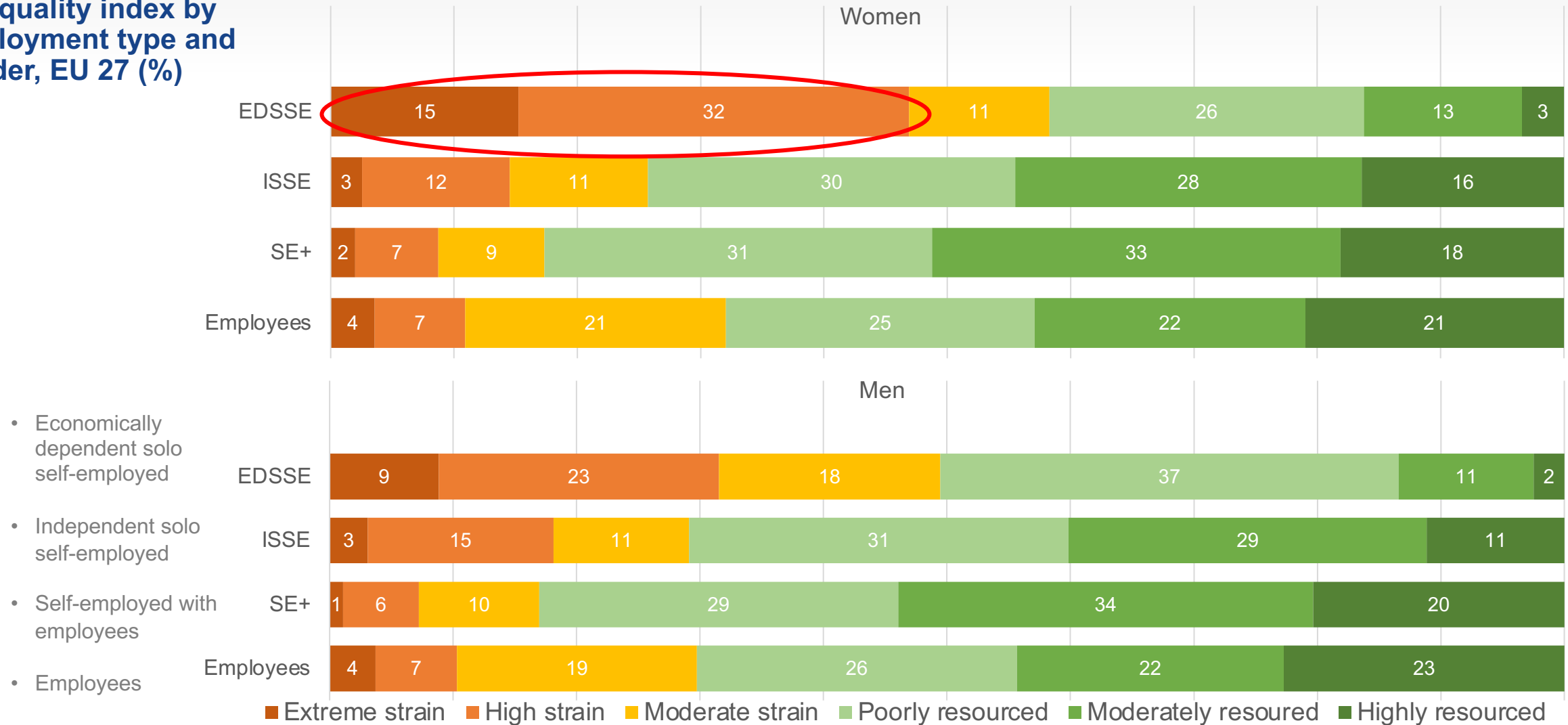
Job quality index by employment type, EU 27 (%)



■ Extremely strained ■ Highly strained ■ Moderately strained ■ Poorly resourced ■ Moderately resourced ■ Highly resourced



Job quality index by employment type and gender, EU 27 (%)



Economically dependent solo self-employed

According to EU-LFS methodology:

- worked during the past 12 months for only one client or for a dominant client (*economic dependence*)
- that decided on their working hours (*organisational dependence*)

EWCS:

- Generally have more than one client or customer (No)
- Make the most important decisions on how the business is run (No)
- Have the authority to hire or dismiss employees (No)

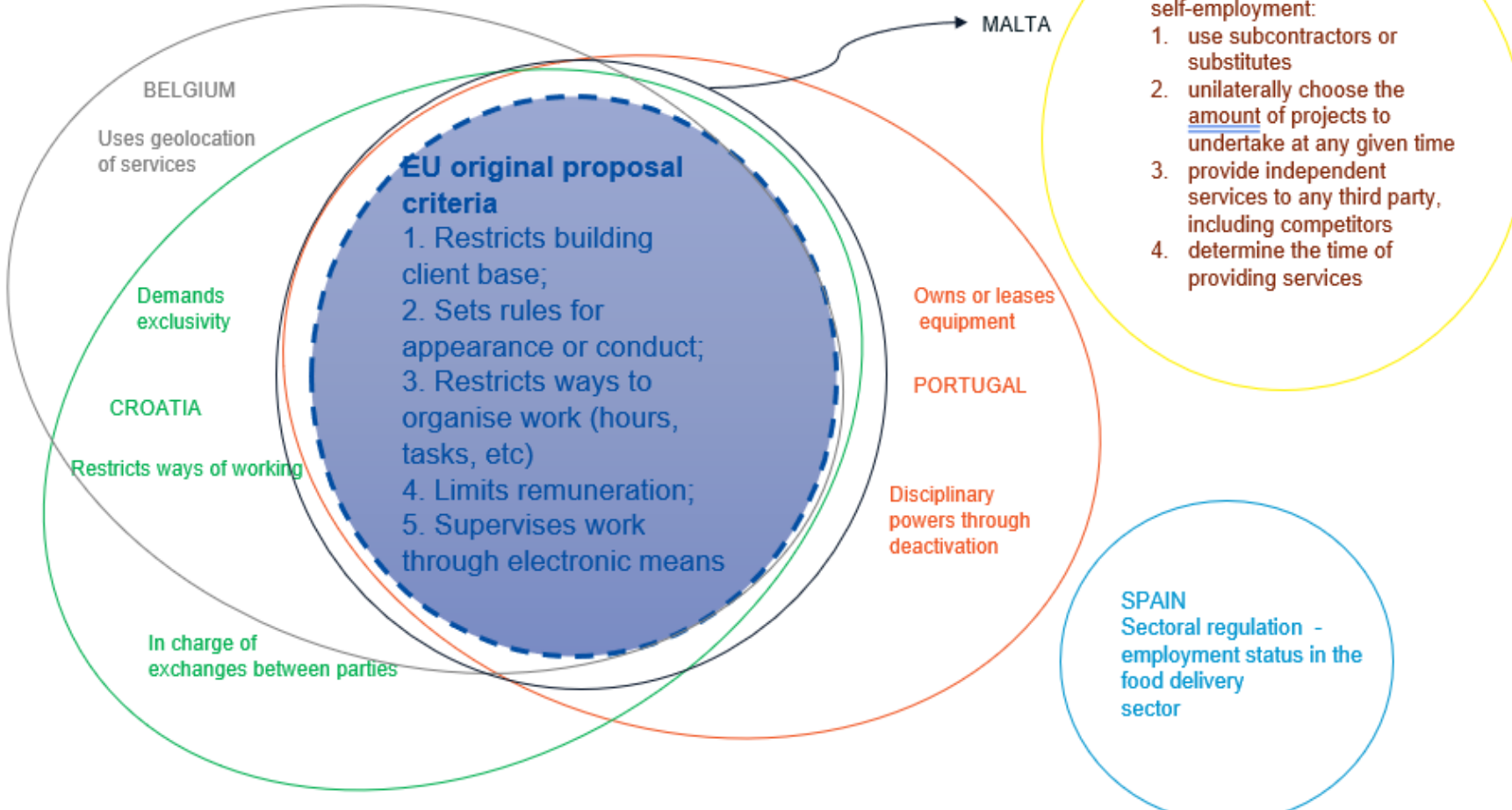
Further EWCS indicators of disadvantage of EDSSE compared to employees and other SE:

- **Task discretion and autonomy** (ability to choose methods of work; order of tasks)
- **Training** opportunities (get least of on-the-job training)
- **Job prospects** (can't predict earnings in the next 3 months; low career expectations; expect undesirable changes; likely to lose job in the next 6 months)
- **Health:** physical and emotional exhaustion; at risk of depression

Eurofound (2024), *Self-employment in the EU: Job quality and developments in social protection*

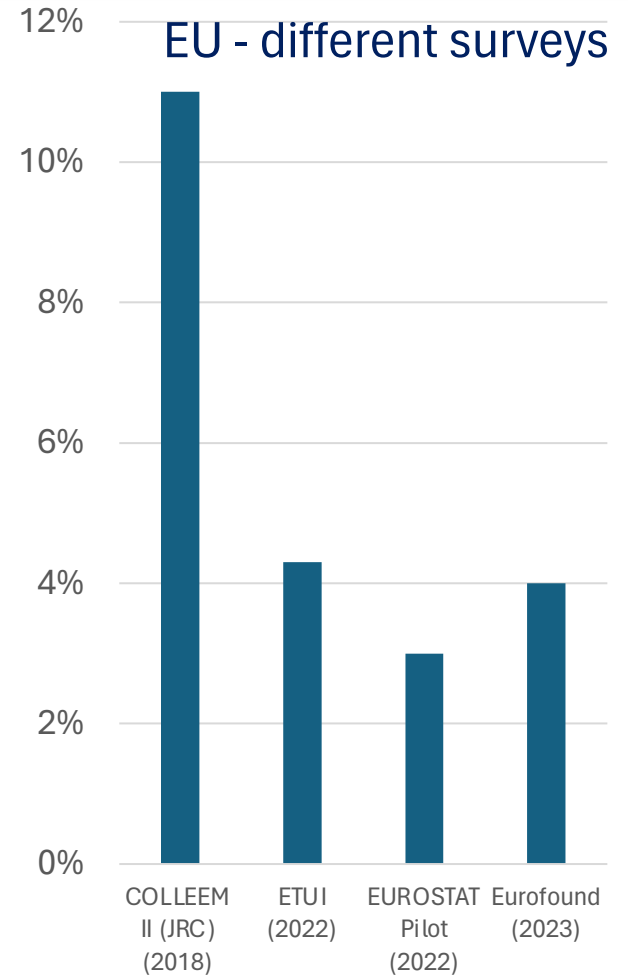


EU policy debate on platform work – echoes in national legislation



- GREECE – presumption of self-employment:**
1. use subcontractors or substitutes
 2. unilaterally choose the amount of projects to undertake at any given time
 3. provide independent services to any third party, including competitors
 4. determine the time of providing services

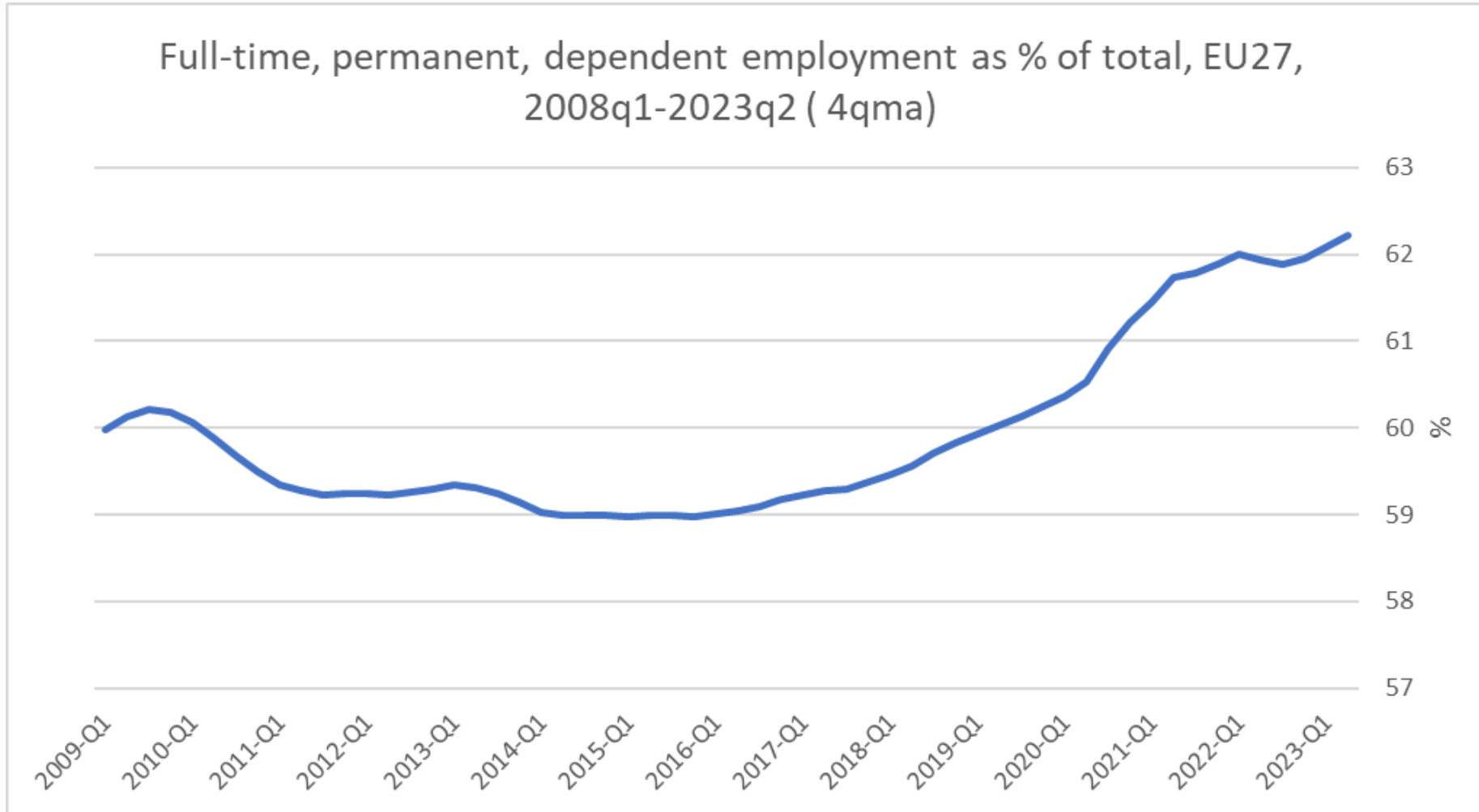
Prevalence of platform work
EU - different surveys



Presumption of employment: ...when facts indicating control and direction are found...



Growth of core employment: rise in standards or shortage of labour?

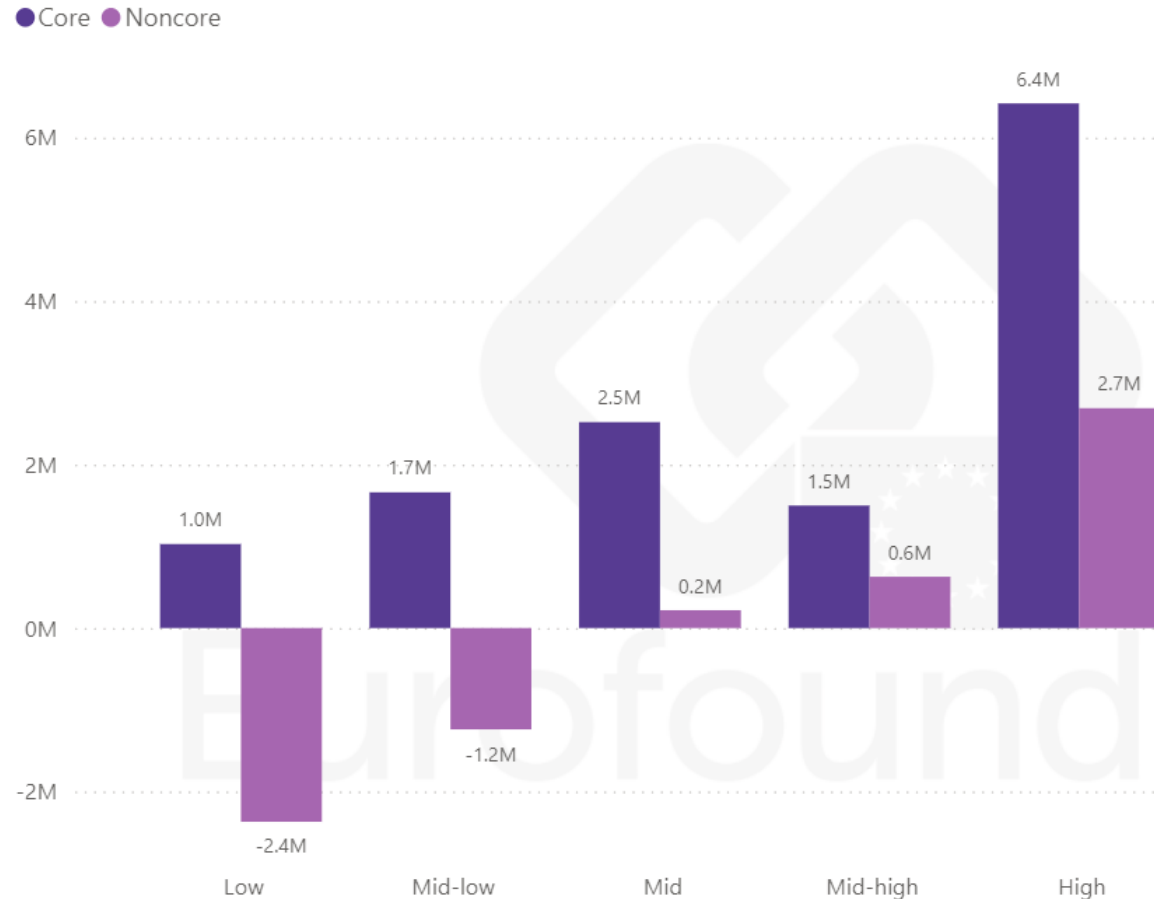


The share of employment in the EU27 that is 'core' or standard has been increasing.

Part-time employment: some growth, incl. in permanent contracts.

Greater **decline** in *self- and temporary employment and family workers.*

Employment change by job-wage quintile in European Union (2011–2022)



Source: [European Jobs Monitor](#)

2011–2022 has been a period of employment upgrading in the EU as a whole and most MSs experienced stronger employment growth in well-paid compared to low-paid or mid-paid jobs (exceptions: IT, BG).

Nonetheless, **non-standard employment has increased in well-paid jobs** accounting for nearly one in three of net new top-quintile jobs (2.7 million of 9.1 million). Non-standard employment therefore has also been **upgrading**.



‘Standard’ vs ‘non-standard’ work - degrading or upgrading? Convergence of self-employment and dependent employment?

EU policy trend addressing working conditions and non-standard employment, e.g.

[expected] Directive on Platform work
Directive 2019/1152 on Transparent and Predictable Working Conditions
Directive 2000/34/EC on Working Time
European Pillar of Social Rights

Policy developments concerning self-employment

Support level was raised during the COVID (along the job retention schemes)
Platform work: increasing attention to employment type and social protection

Persistent challenges

Economically-dependent solo self-employed
Platform workers, esp.: social protection; distinction of on-location and on-line work
Multiple job holders
Undeclared work
Worker representation in new forms of employment



Acknowledgment:

Agnes Parent-Thirion, Dragos Adascalitei, Franz Eiffe, John Hurley

Also see:

Eurofound (forthcoming), *Social protection 2.0 - Unemployment and minimum income schemes*

Eurofound (forthcoming), *Employment and distributional consequences of job retention schemes in the EU*

European Working Conditions Survey 2024 - results in January 2025

Thank you



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