



European Foundation
for the Improvement
of Living and Working
Conditions

The tripartite EU Agency providing
knowledge to assist in the development
of social and work-related policies

Social changes in business

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Eurofound

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Eurofound

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

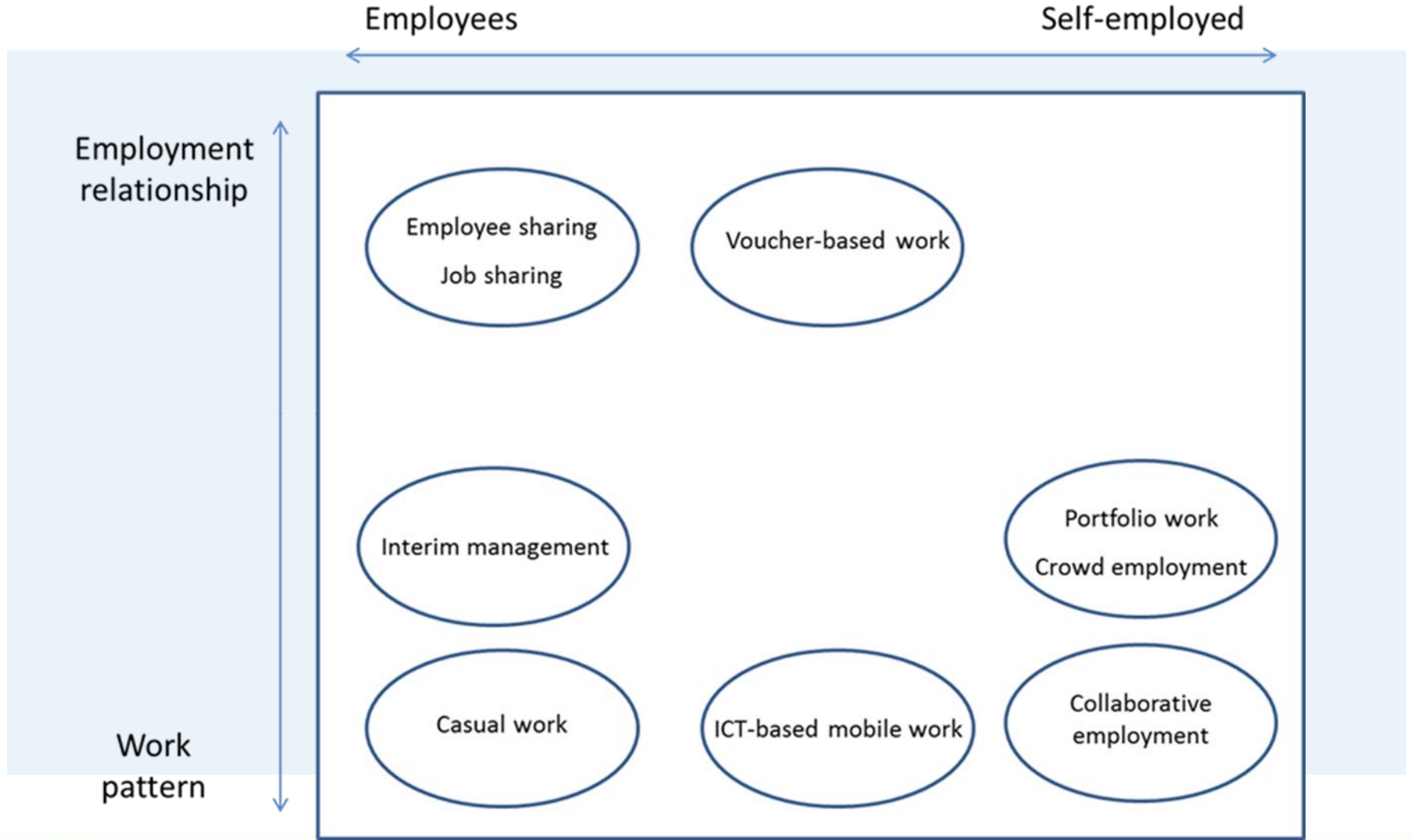


New forms of employment - Background and objectives

- 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/publications/report/2015/working-conditions-labour-market/new-forms-of-employment>

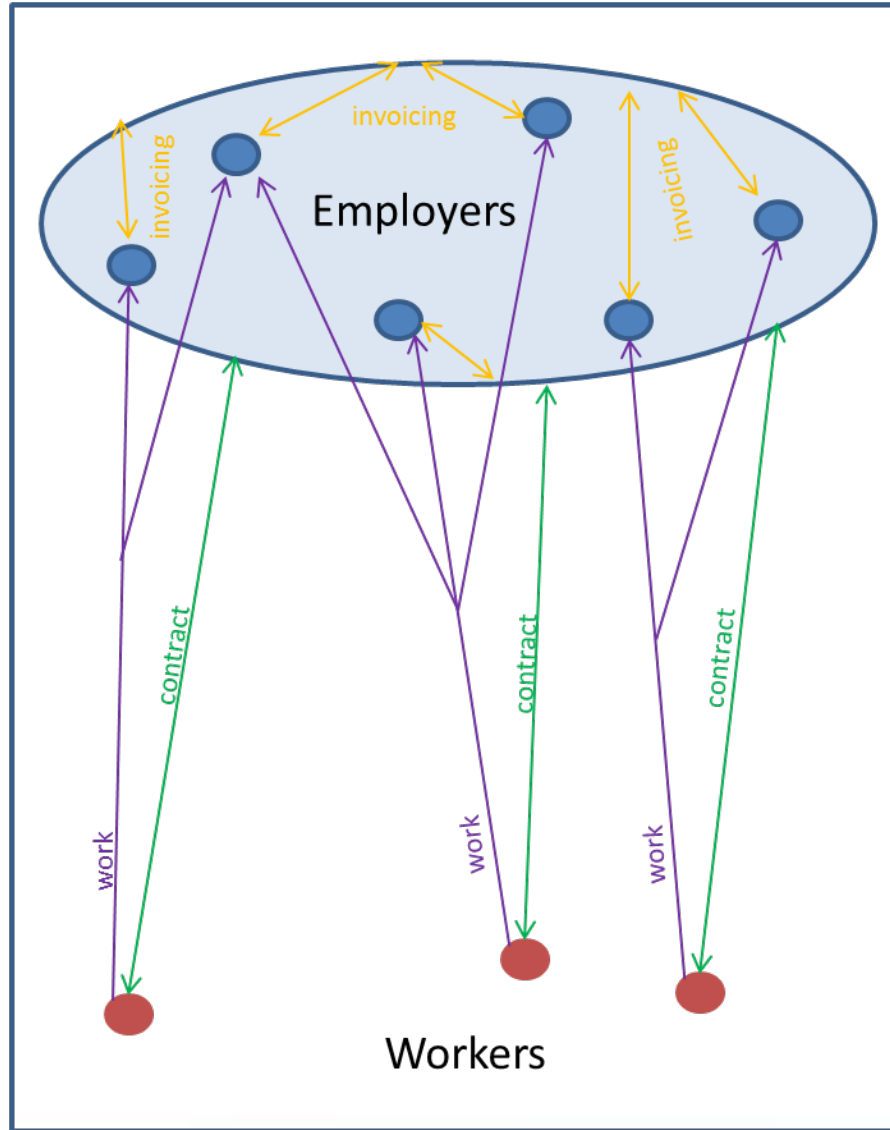
'New forms of employment'- Overview (1)



‘New forms of employment’- Overview (2)

- Variety of new employment forms
- Mainly driven by the need for flexibility
- Employees and self-employed affected
- Social change in business
 - Relationship employer – employee
 - Jobs vs. tasks
 - Relationship between staff members
 - Win-win outcome vs. exploitation of one party
 - Contribution to labour market integration vs. segmentation

Strategic employee sharing



Job 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

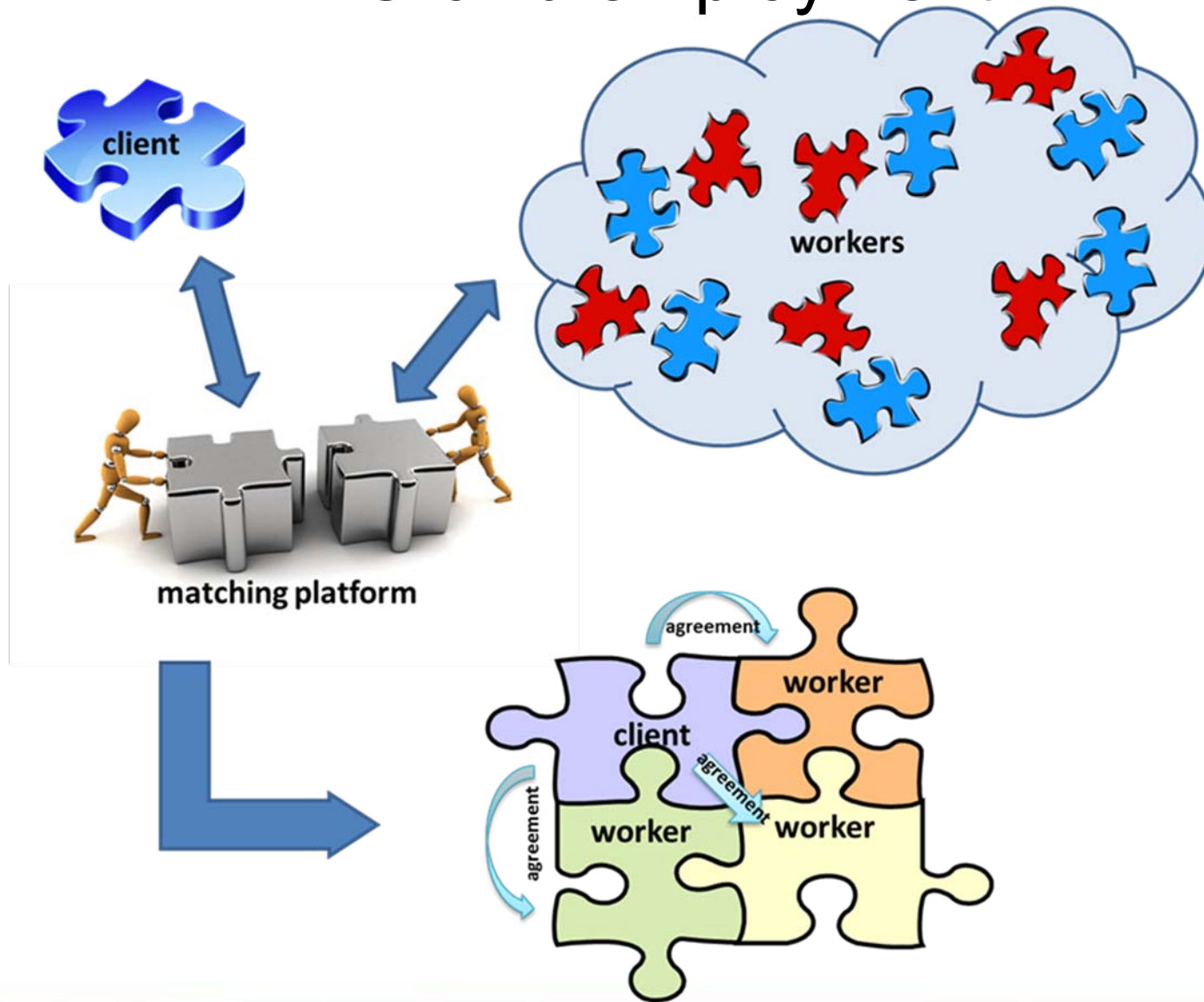
Social change ...

- More than 2 parties involved in an employment relationship
- New understanding of part-time work
- New understanding of staff/teams
- New requirements as regards cooperation
- New requirements as regards work organisation, communication

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

Crowd employment



Social change ...

- Digitalisation of work
- New understanding of place of work
- New understanding of time of work
- Involvement in the overall business process
- Role of trust

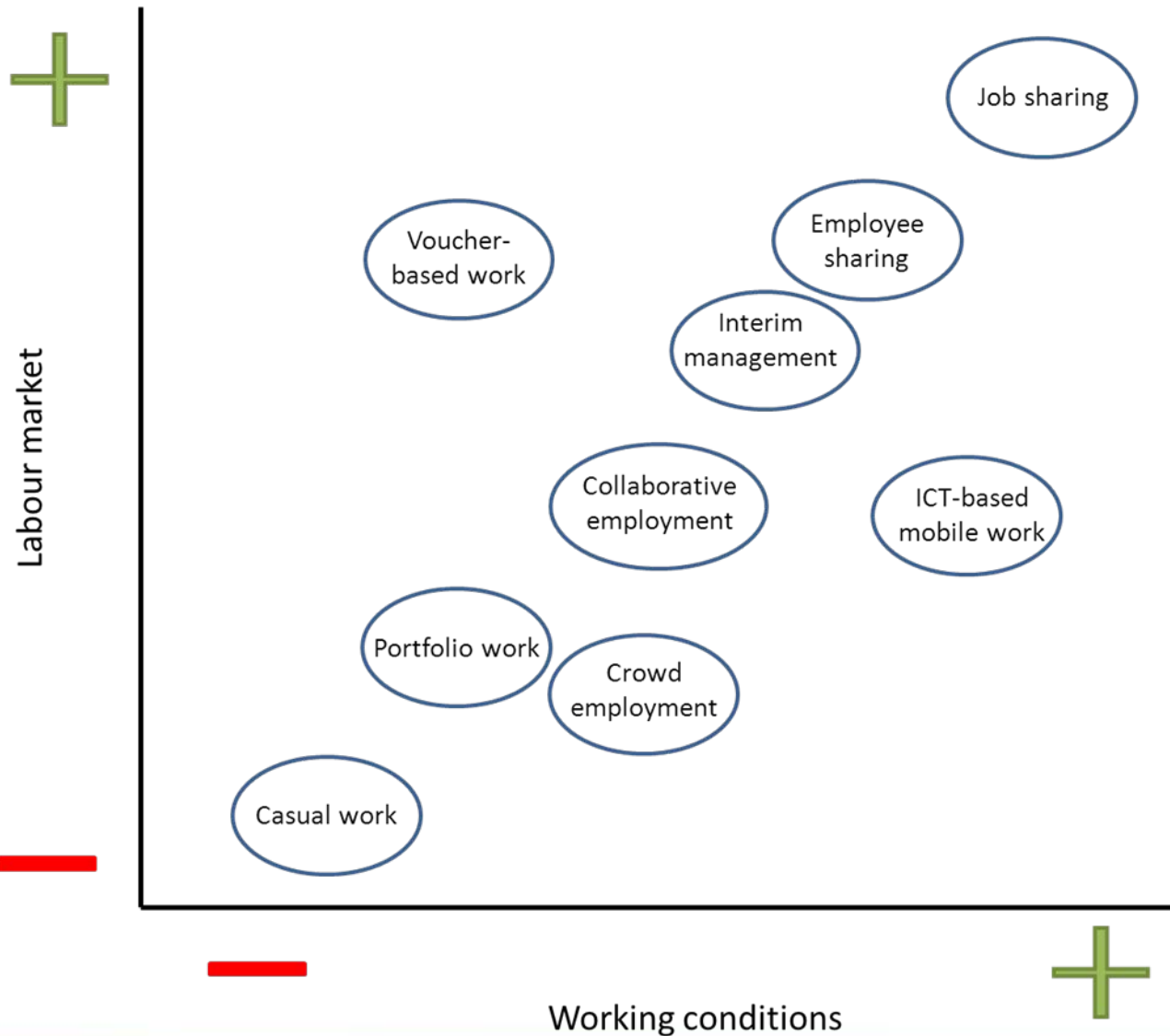
Collaborative employment

- Umbrella organisations
 - Support services for independent self-employed
 - Partly related to special benefits (tax, social protection)
- Coworking
 - 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

Social change ...

- Changing format of self-employment
- Collaboration to overcome professional and social isolation
- Physical and virtual environment

Impact on working conditions and the labour market



Conclusions and policy pointers

- Potential for structural change of the labour market
- Win-win potential vs. Concerns
- BUT: effects not fully explored - yet
- Potential interventions
 - Awareness raising
 - Public support/incentives
 - Clarification and facilitation of legal frameworks
 - Safety nets
 - Monitoring and control mechanisms
 - Exchange of experiences and lessons learned



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Thank you for your attention!

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