



European Foundation
for the Improvement
of Living and Working
Conditions

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

Platform work initiatives in Europe: a stock taking exercise

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EU-OSHA workshop

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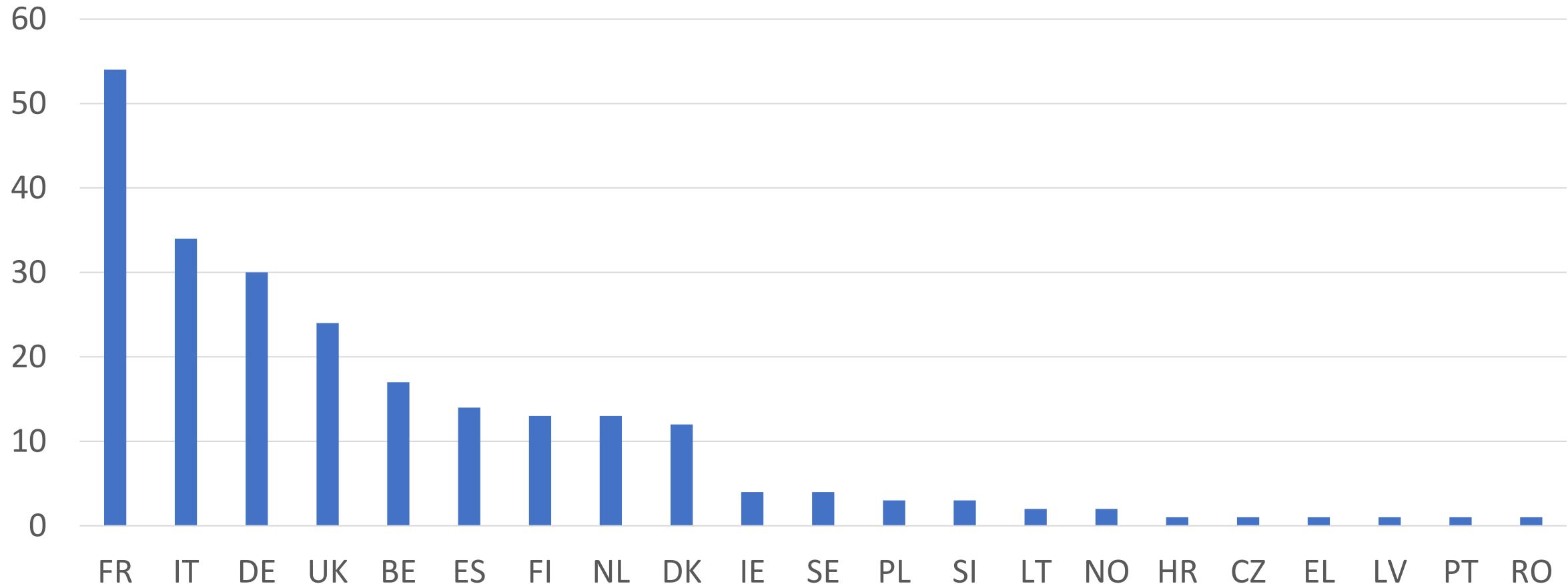
Some stylised facts

- Scale of platform work: ~1.4% of labour force (main) but more engaged in platform work as a secondary (~4.1%) or marginal (~3.1%) activity
- No monolith but heterogeneity along scale of tasks, format of service provision, skills etc.
- High turnover, short tenure, cross-border component
- Demographic profile
 - Younger, male and more educated on average than offline workers
 - Women increasingly join the platform economy (part of a broader trend in EU labour markets of increased female participation)
 - Migrants
- Evidence that experience in platform work is valued over unemployment but less than traditional experience

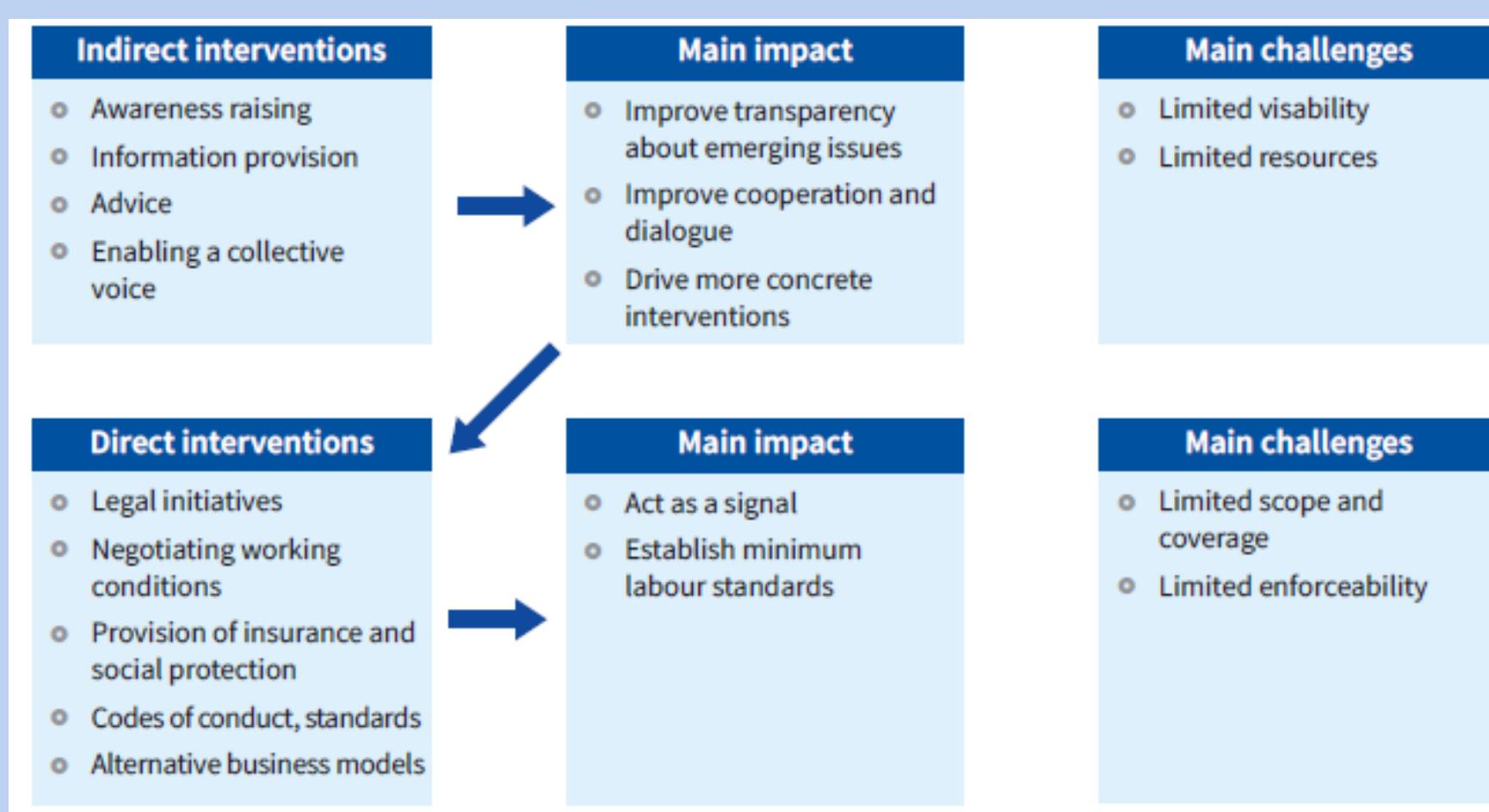
Evolution of platform work

- Platform work **version 1.0**
 - 2010-2020 – emergent phase of the platform economy
 - Mainly voluntary initiatives
 - Regulation through litigation (~200 cases in the EU since 2015)
 - Employment growth & ‘creative destruction’
 - Market expansion into new types of services
- Platform work **version 2.0**
 - 2020-2030 – consolidation phase of the platform economy
 - Voluntary initiatives and legislative changes at the national level
 - Employment growth but slower pace
 - Oligopolistic markets and adaptations in business models

Initiatives to address working conditions of platform workers



Do initiatives improve working conditions of platform workers?



Recent developments – rebuttable presumption

Spain (2021)	Malta (2022)	Belgium (2023)
	Five criteria in the proposed directive	Five criteria in the proposed directive + additional 3
(...)activity of persons who provide paid services consisting of the delivery or distribution of any consumer product or merchandise, by employers who exercise business powers of organisation, management and control directly, indirectly or implicitly, by means of algorithmic management of the service or working conditions, through a digital platform, is presumed to be included within the scope of this law.	Presumption of employment can be rebutted if it can be proven that the digital labour platform or work agency does not control directly or indirectly the performance of digital platform work because it does not fulfil at least 4 of the criteria.	Presumption triggered if three of the eight included criteria or two of the last five criteria are met: <ul style="list-style-type: none">- the platform operator may claim exclusivity with respect to its field of activity- the platform operator may use geolocation for purposes other than the proper functioning of basic services- The platform operator may restrict the freedom of the platform worker regarding the manner of performing the work.

Conclusions

- Platform work – consolidated as a significant type of employment with consequences for the broader labour market – ‘platformisation’
- Growing number of initiatives on platform work but also new national regulations bring clarity on a number of issues (i.e. employment status, algorithmic management etc.)
- Emerging issues in the platform economy relate to dualisation, new business models and subcontracting practices

Thank you!
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