



Jeremias Prassl  
**Humans as a service**

*Discussion*



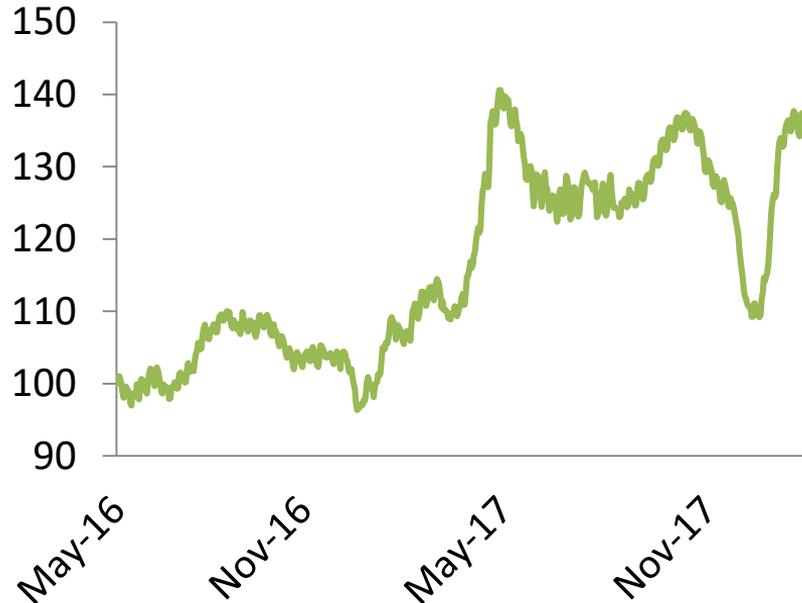
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OECD



# The platform economy may be growing fast (but it remains small)

New platform vacancies  
May 2016 to February 2018

28-day moving average, May 2016=100



3%  
5%  
0%  
15%  
1%  
0%



# The platform economy is also heterogeneous

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**Work on-demand via platforms**  
E.g. ride-hailing, delivery, accommodation



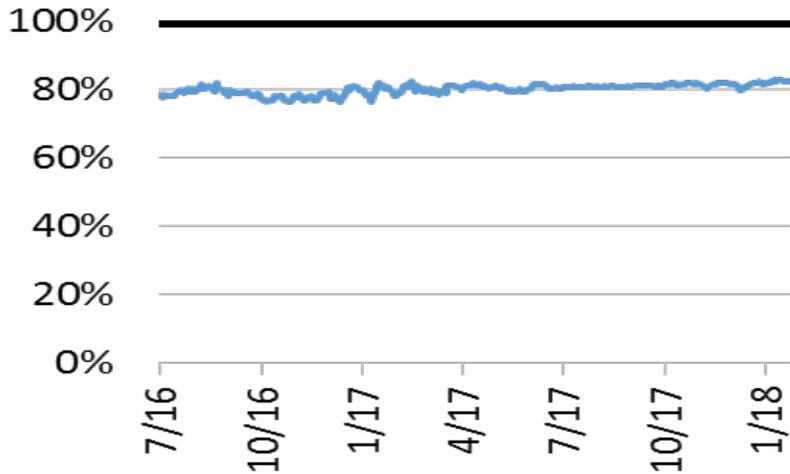
**Online gig work (“crowdsourcing”)**  
E.g. click work, freelancing



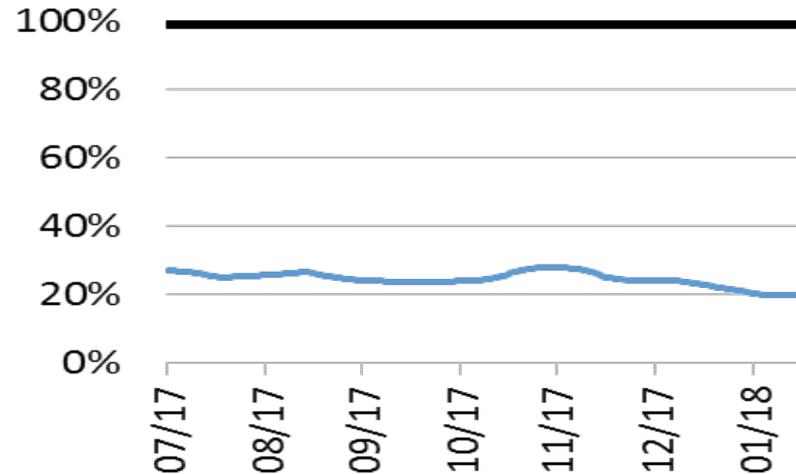
# And platform work can be highly international

Countries buying online labour are not the same as countries supplying online labour

**Share of vacancies posted in OECD countries**



**Share of workers based in OECD countries**





# Does policy need a paradigm shift?

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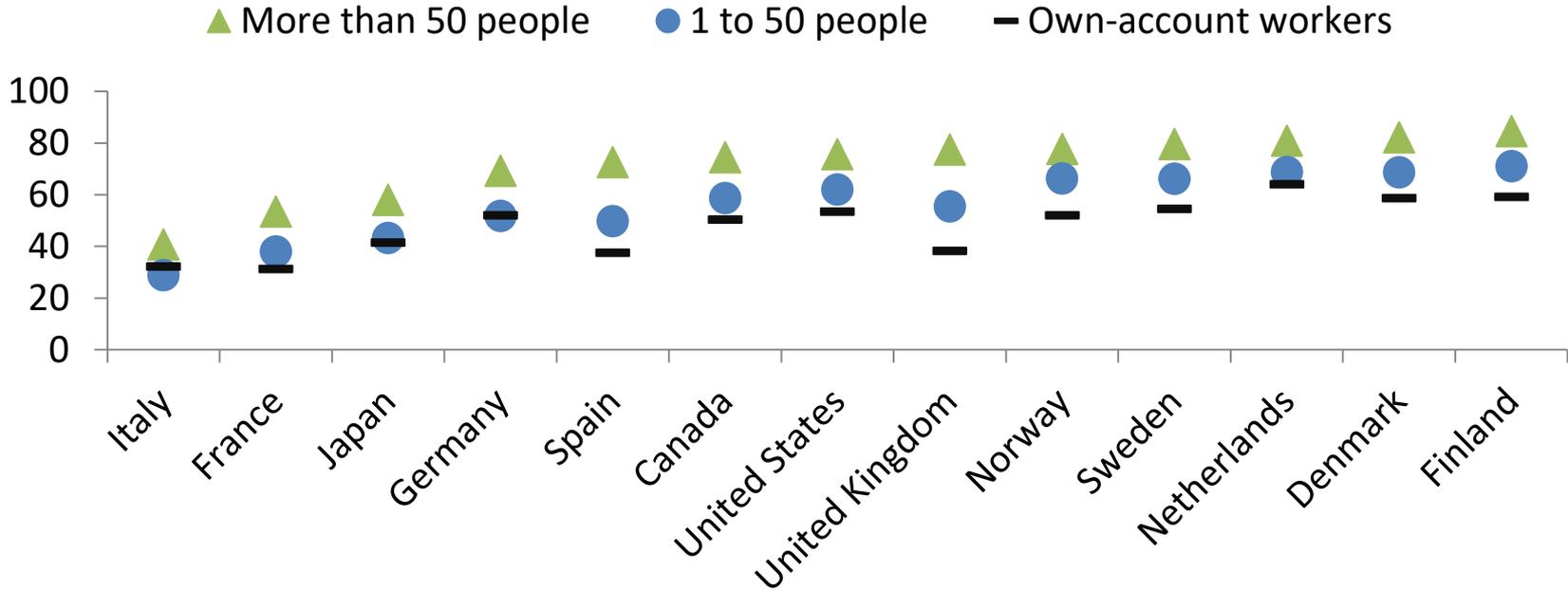


**Skills.** Lifelong learning: from rhetoric to reality.



# Own-account workers benefit participate less in training

Percentage of adults who participated in adult education and training during year prior to the survey, by firm size





# Does policy need a paradigm shift?

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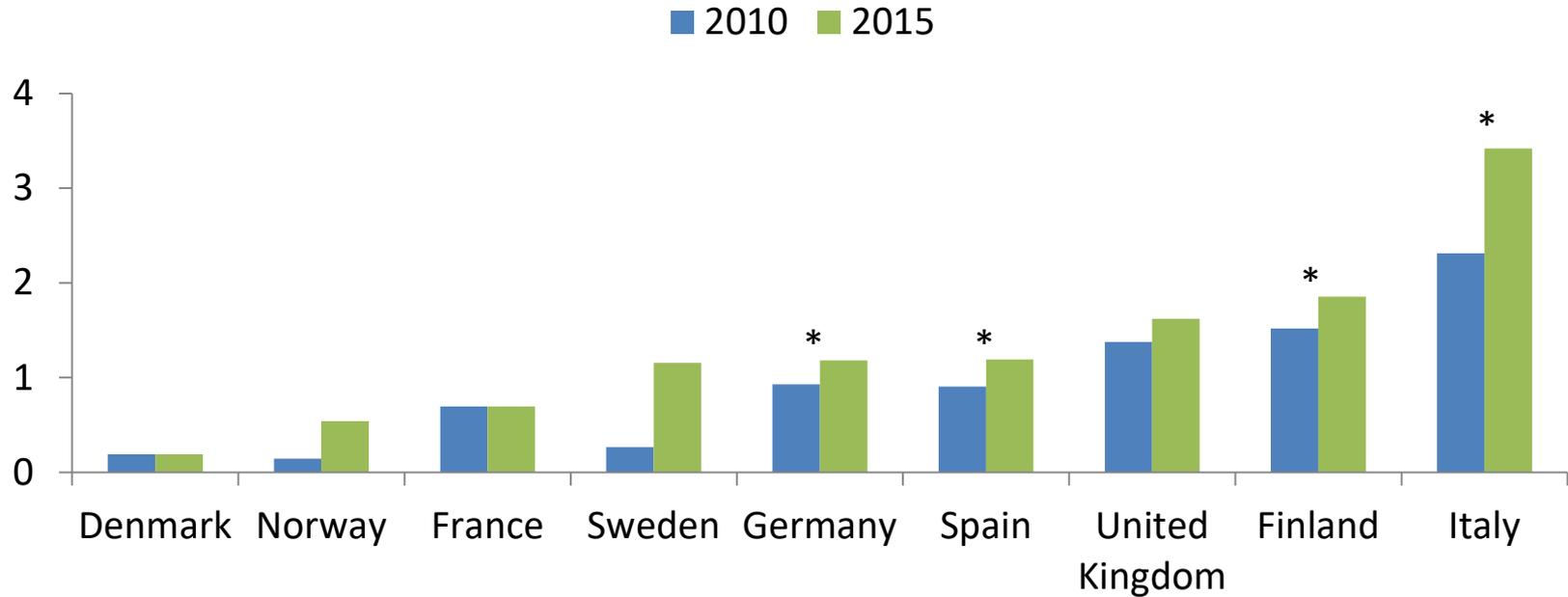
**Skills.** Lifelong learning: from rhetoric to reality.

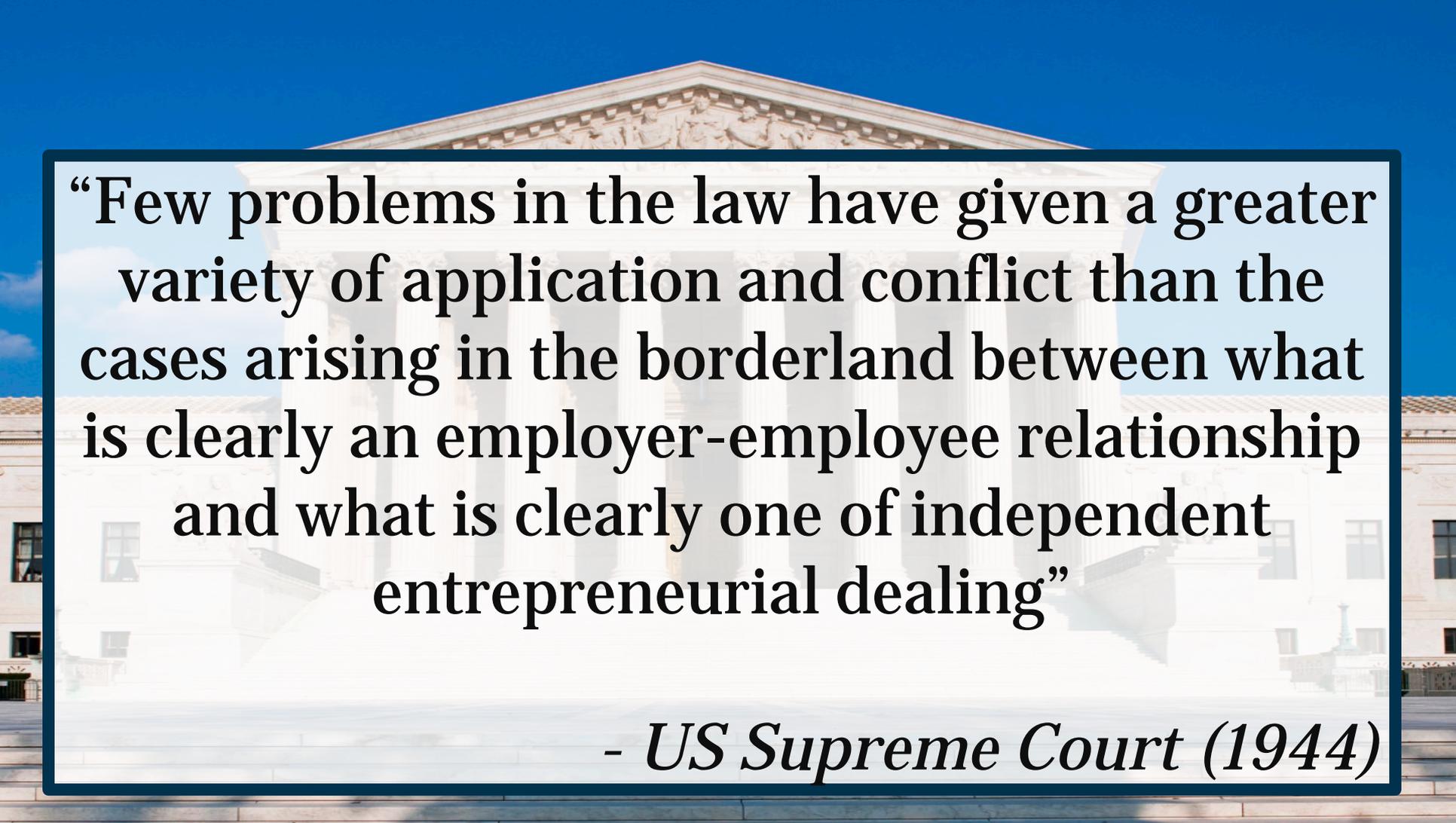


**Regulation.** Balancing flexibility with security.



# There has been a rise in dependent self-employment



The background of the image is a photograph of the United States Supreme Court building, showing its iconic neoclassical architecture with a large pediment and columns. The text is overlaid on a semi-transparent white box with a dark blue border.

“Few problems in the law have given a greater variety of application and conflict than the cases arising in the borderland between what is clearly an employer-employee relationship and what is clearly one of independent entrepreneurial dealing”

- *US Supreme Court (1944)*



# Does policy need a paradigm shift?

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**Skills.** Lifelong learning: from rhetoric to reality.



**Regulation.** Balancing flexibility with security.



**Social protection.** Repairing or replacing the safety net?



# Many non-standard workers slip through the (social safety) net

## Statutory access to social protection for the self-employed

	Old age	Invalidity	Parental benefits	Sickness benefits	Accidents at work	Unempl. benefits
Finland						
Sweden						
Denmark						
Spain						
Norway						
Germany						
Netherlands						
France						
Italy						



# Many non-standard workers slip through the (social safety) net

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Statutory access is not the same as effective access

**55%**

The share of self-employed (15-64) in the EU at risk of not being entitled to **unemployment benefits**

**38%**

The share of self-employed (15-64) in the EU at risk of not being entitled to **sickness benefits**

**46%**

The share of self-employed women (15-49) in the EU at risk of not being entitled to **maternity benefits**



# Does policy need a paradigm shift?

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**Skills.** Lifelong learning: from rhetoric to reality.



**Regulation.** Balancing flexibility with security.



**Social protection.** Repairing or replacing the safety net?



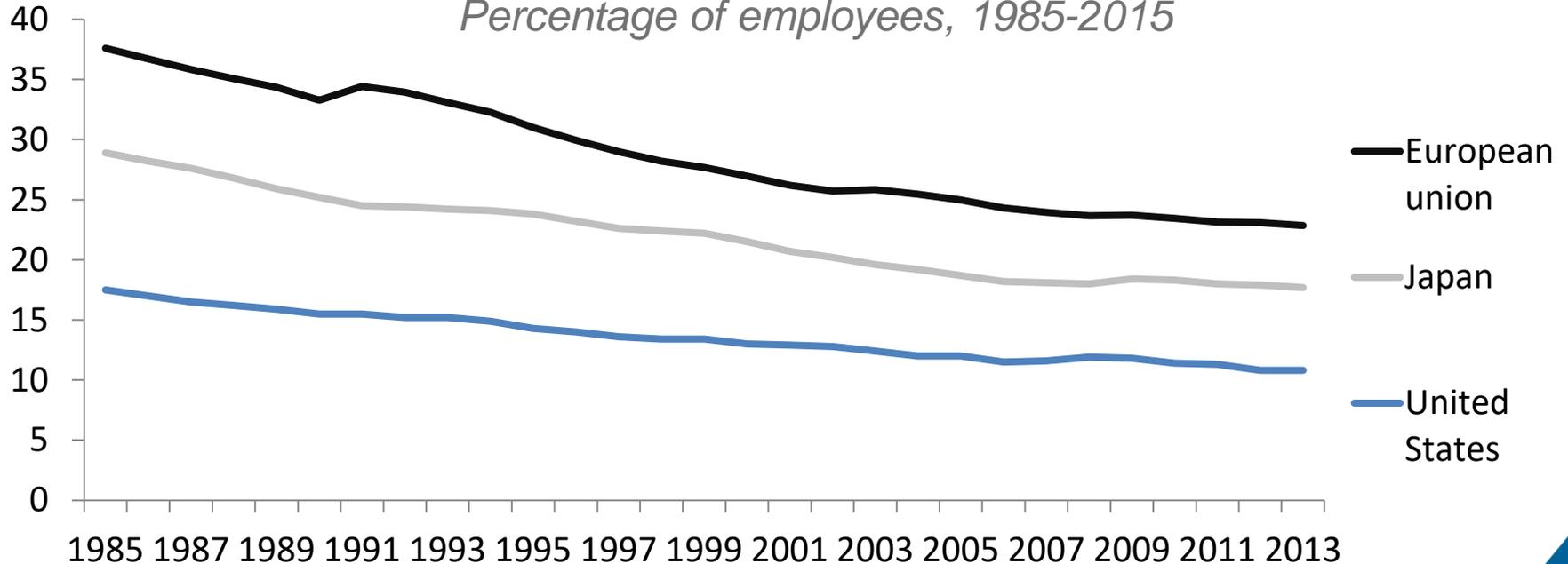
**Social dialogue.** Rebuilding or reinventing?



# Trade union density has been declining steadily in most OECD countries

## Trends in union density

*Percentage of employees, 1985-2015*





# The OECD Future of Work Initiative

Employment Outlook 2019



Policy workshops



Policy briefs

OECD Publishing

**KEY  
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Analytical work



# The OECD Future of Work Initiative

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## Future of work

> Employment policies and data

> Public employment and management

> Labour markets, human capital and inequality

> Labour statistics

> Local Economic and Employment Development (LEED Programme)

## The Future of Work

Globalisation, technological progress, and demographic change are having a profound impact on OECD labour markets, affecting both the quantity and quality of jobs that are available, as well as how and by whom they are carried out. The future of work offers unparalleled opportunities, but there are also significant challenges associated with these mega-trends. While it is difficult (if not counter-productive) to try and plan in detail for the potential changes that might affect the world of work in years to come, it is important that policy makers strengthen the resilience and adaptability of labour markets so that workers and countries can manage the transition with the least possible disruption, while maximising the potential benefits. Against this backdrop, the OECD Future of Work initiative looks at how demographic change, globalisation and technological progress are affecting job quantity and quality, as well as labour market inclusiveness - and what this means for labour market, skills and social policy.

## What's new

- > New OECD collaborative PhD opportunity at Royal Holloway, University of London (Dec 2017)
- > Upcoming Seminar - Labour Relations in the Future World of Work (11 Dec)
- > "Unprecedented Unpredictability": Remarks by Angel Gurría (Nov 2017)
- > Announcing the 2017-18 Future of Work Fellows (Nov 2017)



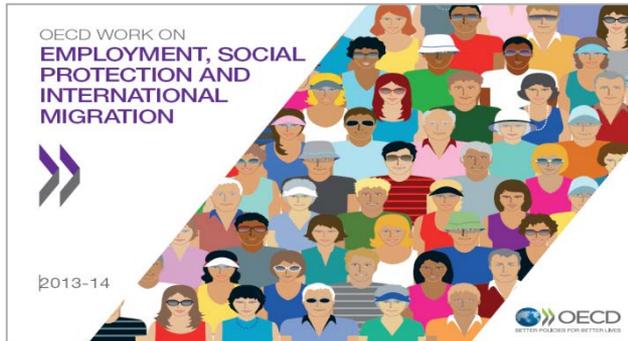
Video: The penetration of the Internet, Big Data, Artificial Intelligence are allowing machines to do things that were unthinkable only a few years ago. Technological change poses questions on the types of jobs that will be needed in the future, the tasks that will be required and how work is organised.



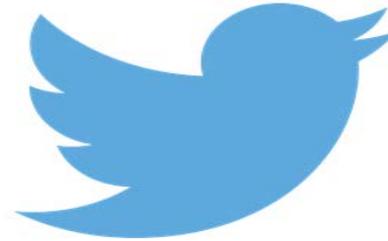
# Thank you

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