







The OECD is carrying out a new series of reviews to help countries identify policies that will shape a future of work with fairer access to high quality jobs. One key issue that countries may wish to focus on is how to respond to the emergence of new forms of work.

## New forms of work: The challenge

- ▶ On-call labour, zero-hour contracts, own-account working, platform and gig work – most countries have seen rises in at least one of these forms of employment in recent years.
- ▶ These forms of work offer many potential benefits for employers as well as workers – particularly in terms of flexibility and new job opportunities.
- ▶ However, they raise important concerns about job quality, inclusiveness, unfair competition between employers and the relevance, adequacy and sustainability of existing policies and institutions.

## What are the issues?

While the standard form of full-time, dependent employment is unlikely to disappear overnight, countries are grappling with a number of key policy challenges:

<p><b>Is labour market regulation still fit for purpose?</b></p>  <p>The employment status of workers is critical because it determines access to employment rights, benefits and protections. How can governments ensure that workers are correctly classified and fight false self-employment? Should a third/intermediate worker category be introduced? How can labour market regulations be adapted to new forms of work to improve working conditions while preserving flexibility and job opportunities?</p>	<p><b>Can social protection be extended to all?</b></p>  <p>Individuals engaged in new forms of work may not be eligible for social protection or fail to build up substantial entitlements because of intermittent working patterns and frequent transitions. How can entitlement conditions for social protection be revised and should there be an increased reliance on universal social protection? What should be the role of income-smoothing measures?</p>
<p><b>What changes in training policies are needed?</b></p>  <p>New forms of work also challenge existing skills and training policies. They are associated with less training and greater individual responsibility for the costs of training. How can training provision become more flexible and how should its financing be adjusted? Do individual learning accounts offer the solution for workers in new forms of employment?</p>	<p><b>How can workers' voice be strengthened?</b></p>  <p>Workers in new forms of work may have little power to negotiate pay and working conditions because they work alone or they are separated by place and language. There may also be regulatory challenges to overcome – e.g. competition policy. What role can government play to enhance the negotiating power of workers in new forms of employment?</p>

## How the OECD can help

Through its project on “policy responses to new forms of work” as well as other research and analysis, the OECD has gained considerable insights into the challenges associated with new forms of work, as well as the range of options available to policy makers.

Building on this knowledge, the OECD can help countries by: i) identifying their key challenges and assessing policy-readiness in the face of new forms of employment; and ii) provide tailored policy advice based on the lessons learnt from the experiences of other countries.

The country reviews can be tailored to the specific policy issues of the country concerned. The OECD help can also be provided in the form of a shorter policy brief on a specific issue summarising country practices or through a workshop on a specific issue to share country experiences.

**For further information on how the OECD could assist, please contact [Stijn.Broecke@oecd.org](mailto:Stijn.Broecke@oecd.org) (or by telephone on +33 1 45 24 82 48).**