

New forms of employment, working conditions and labour market transitions

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New forms of employment, what is (really) new?

- « Uberisation » of our societies?
- «My father had one job in his lifetime, I will have six jobs in my lifetime, and my children will have six jobs at the same time » (Robin Chase, co-founder of Zipcar)
- A 2016 report for the Conseil National de l'information statistique (CNIS) on « La diversité des formes d'emploi » (Gazier, Picart, Minni) showed a new Solow's paradox, at least for France: the new employment forms are everywhere but in the employment statistics...

Main conclusions of the CNIS report (1)

- Difficult to measure, eg. « dependent independent workers », multi-activity and multi-employers
- The size of most of the new employment forms remains modest: the platforms (collaborative) economy, independent workers salaried by an umbrella company (« portage salarial »), Employers' Alliances (« Groupements d'Employeurs »)...
- Strong heterogeneity of some independent status, eg. « auto-entrepreneur » : half of them did not declare any earning during the year

(2)

- Explosion of very short-term contracts in France: daily tacit renewal, most of the time with the same employer
- Close to « zero-hours contract » (UK; NL, BE; illegal in France): a new dimension of subordination, the permanent availability requirement?
- This applies to long-term employment contracts as well: unstable hours of work, subject to weekly change
- Many intermediate unclear situations, eg. partially paid internships
- Fragmentation of work and of employment: some people make a living out of several part-time jobs, but how many?
- The role of « third parties » is increasing and ambiguous

Employment relationships with third parties: a provisional typology

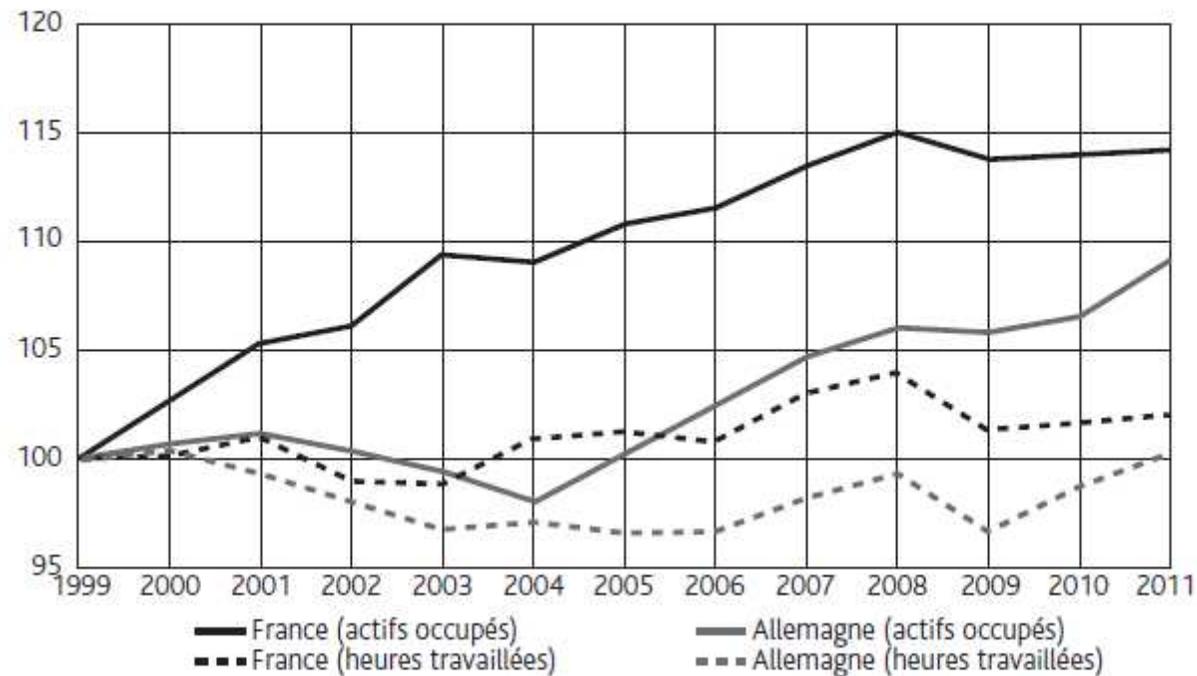
	Bilatéral pur	Bilatéral Tiers non payeur	Relation ambiguë	Trilatéral avec tiers en service	Trilatéral pur
Salarié	X	Stage rémunéré. PE mandataire, apprentis 400	S/T régie 500 ?	GE, 30 associations intermédiaires	Intérim OSP 500 400
Sal non dép.	Dirigeant salarié ?			Portage salarial CAE 30	
Indép dépend.		Franchisé, mandataire, coworking gérant 150 ?		Plate-forme < 50 ?	
Indépendant	X			Plate-forme	

A more general evolution

- Recent OECD studies and France Stratégie's contributions show the importance of job polarization and a consistent but still limited risk of job losses stemming from robots and automation
- Independent workers: no tide
- Job fragmentation: connected to slow growth?

Slow growth: employment and hours worked, Germany and France

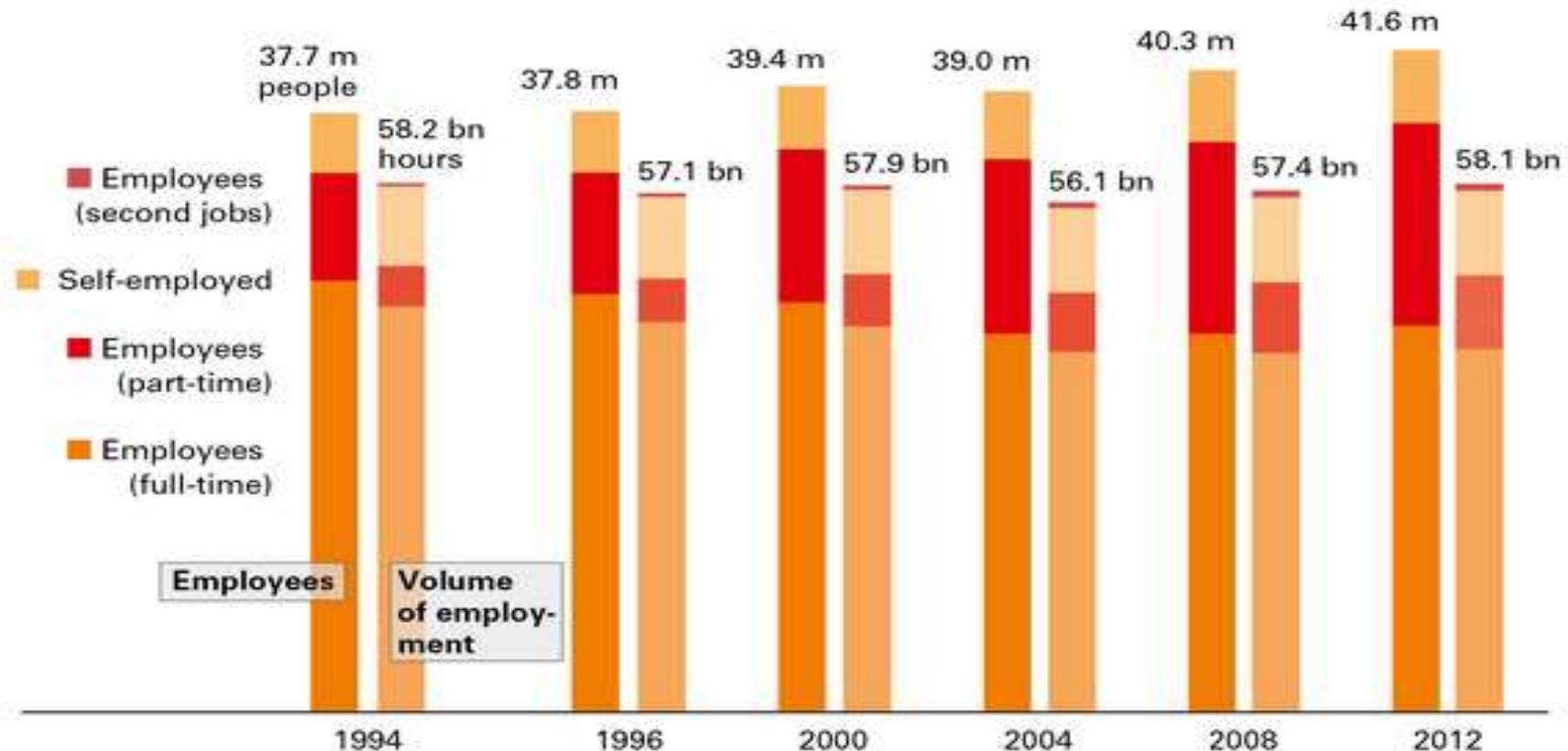
Évolutions du nombre d'heures annuelles travaillées et nombre d'actifs occupés en France et en Allemagne (indice base 100 en 1999)



Creating additional jobs: the German experience

More people in employment: fewer hours worked

Changes in the number employed and the volume of employment ...



Source: Institute for Employment Research (IAB) 2013 | © Hans Böckler Foundation 2013

Managing transitions ?

- The risk of separate circuits with revolving doors
- « Flexible and secure labour contracts » is a contradiction in the very terms
- « Flexible and secure labour market transitions » is a more coherent motto
- Self-organization of independent workers, quasi-unions or FPO
- Local arrangements and initiatives for training, retraining, economic development

Some policy perspectives

- Need for improving our knowledge of new employment forms, especially multi-employers and multi-activity
- Not so difficult to trace and tax platforms' activity; earning thresholds?
- Universal basic income? Social Drawing Rights? Two possible ways: « asset based welfare » vs « capability based welfare »; the European social model belongs to the second tradition and relies on social dialogue at various levels
- Territorial social dialogue is a possible response to the challenge of organizing nonstandard workers and ensuring a more symmetrical treatment of all workers
- Setting minimum wages should be complemented by a negotiated management of transitions...
- ... And lifetime, flexible and negotiated work sharing is probably an important part of the new policy horizon