New forms of employment, working conditions and labour market transitions

Contribution of Bernard Gazier
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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
• 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

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<th>Bilatéral pur</th>
<th>Bilatéral Tiers non payeur</th>
<th>Relation ambiguë</th>
<th>Trilatéral avec tiers en service</th>
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<tr>
<td><strong>Salarié</strong></td>
<td>X</td>
<td>??? Stage rémunéré. PE mandataire, apprentis 400</td>
<td>S/T régie 500 ?</td>
<td>GE associations intermédiaires 30</td>
<td>Intérim OSP 500 400</td>
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<td><strong>Sal non dép.</strong></td>
<td>Dirigeant salarié ?</td>
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<td>Portage salarial CAE 30</td>
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<td><strong>Indép dépend.</strong></td>
<td>Franchisé mandataire, gérant mandataire, coworking 150 ?</td>
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<td>Plate-forme &lt; 50 ?</td>
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<tr>
<td><strong>Indépendant</strong></td>
<td>X</td>
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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
Creating additional jobs: the German experience

More people in employment: fewer hours worked

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

Employees
Employees (second jobs)
Self-employed
Employees (part-time)
Employees (full-time)

37.7 m people
37.8 m
39.4 m
39.0 m
40.3 m
41.6 m

58.2 bn hours
57.1 bn
57.9 bn
56.1 bn
57.4 bn
58.1 bn

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