



POLICY RESPONSES TO NEW FORMS OF WORK

Findings from an international survey

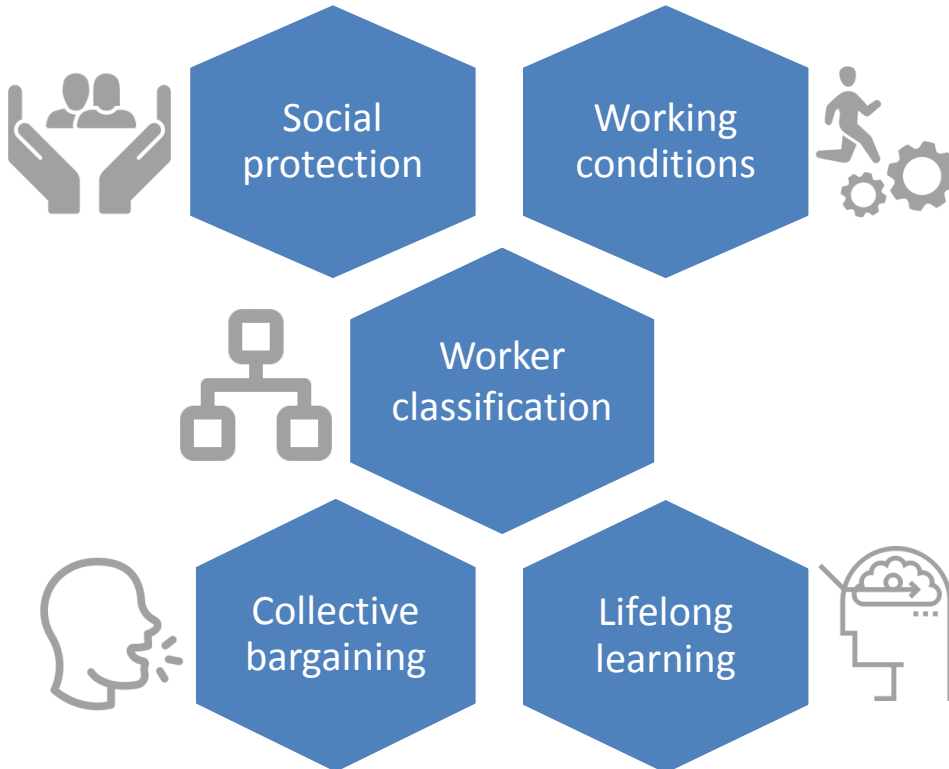


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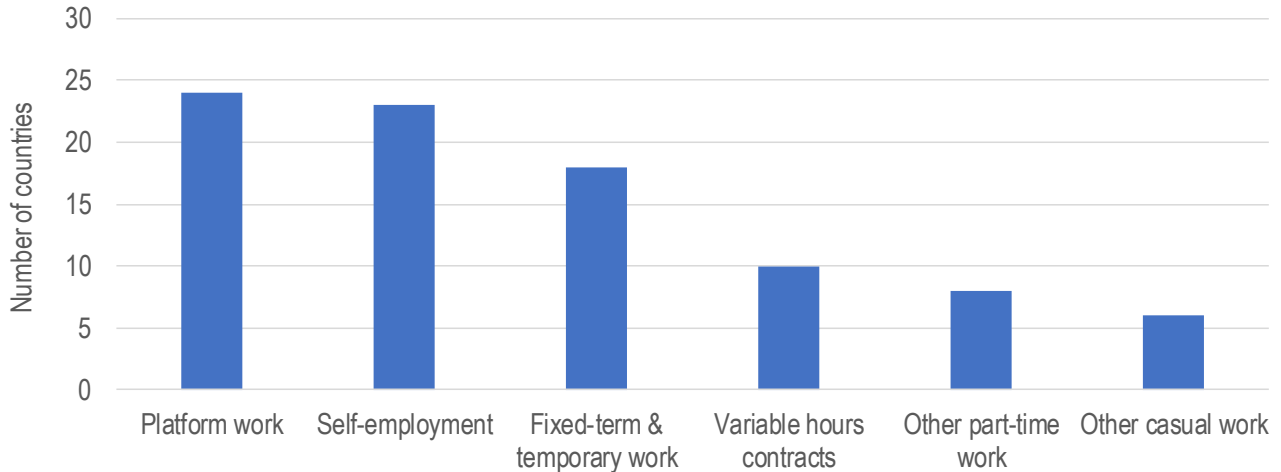


Challenges in new forms of work





What are new forms of work and associated challenges?





First things first: Getting employment status right

Employment status acts as a gateway to worker rights. Ensuring the correct classification of workers (and tackling misclassification) is therefore essential

Policy responses:

- Strengthening the capacity of labour inspectorates (e.g. Spain, UK)
- Making it easier for workers to challenge their status (e.g. Belgium)
- Strengthen penalties (e.g. Canada, UK)





Reducing incentives for misclassification

Countries should aim to minimise incentives for firms and workers for misclassification just in order to avoid tax and social contribution liabilities

Policy responses:

- Assessing tax incentives and reducing large discrepancies in tax treatment (e.g. Netherlands, UK)
- Bringing work in the platform economy into the tax system (e.g. Estonia, France)



Tackling the *grey zone* between employment and self-employment

Countries may want to consider extending rights and protections to workers in the “grey zone”

Policy responses:

- Extending rights and protections to specific occupations (e.g. Germany & Austria)
- Extending rights and protections to the economically dependent self-employed (e.g. Portugal)



Improving working conditions in new forms of work

Greater efforts are needed in some countries to ensure adequate working conditions in fixed-term, casual and platform work, and tackle excessive and/or improper use

Policy responses:

- Regulating the use of fixed-term and casual contracts (e.g. Finland)
- Promoting fair working conditions in the platform economy (e.g. France)



Ensuring adequate social protection

Social protection systems should be examined and, where necessary, reformed to improve access to benefits for workers in new forms of work

Policy responses:

- Reviewing entitlement criteria and identifying any gaps in provision (e.g. Sweden)
- Boosting the portability of entitlements (e.g. Denmark)
- Increasing the role of tax-financed social protection elements to help address gaps (e.g. Korea, Italy)





Supporting those in new forms of work to develop professionally

Governments may need to adapt existing strategies for PES and public skills programmes to improve access and participation amongst those in new forms of work

Policy responses:

- Ensuring broad-based access to public employment services (e.g. Germany)
- Training jobseekers for opportunities in platform work (e.g. Israel)
- Ensuring broad-based participation in adult learning (e.g. France)





Extending collective bargaining rights

Countries may want to consider adaptations to existing regulations for i) workers in the grey zone, and/or ii) those with little/no bargaining power and few/no outside options

Policy responses:

- Extending collective bargaining rights to dependent self-employed workers (e.g. Canada)
- Extending collective bargaining rights to specific occupations or sectors (e.g. Austria)





Enhancing data collection and coordination

Policymaking should be based on evidence rather than anecdotes and where countries are facing similar issues, peer learning can contribute to better policies

Policy responses:

- Using data collection to build better evidence (e.g. Finland)
- Addressing challenges through a comprehensive approach (e.g. Denmark)



Related publications



Policy responses to new forms of work
(full report available now)

www.oecd.org/els/policy-responses-to-new-forms-of-work-0763f1b7-en.htm



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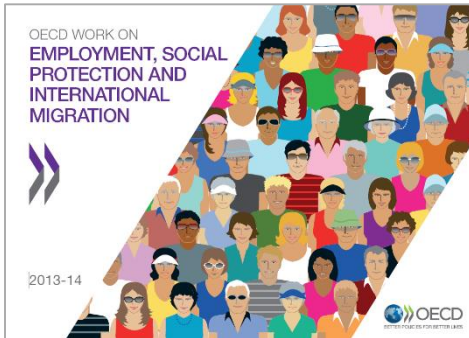
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