

Promises and Perils of the Platform Economy: Challenges and Opportunities for Labour Inspection

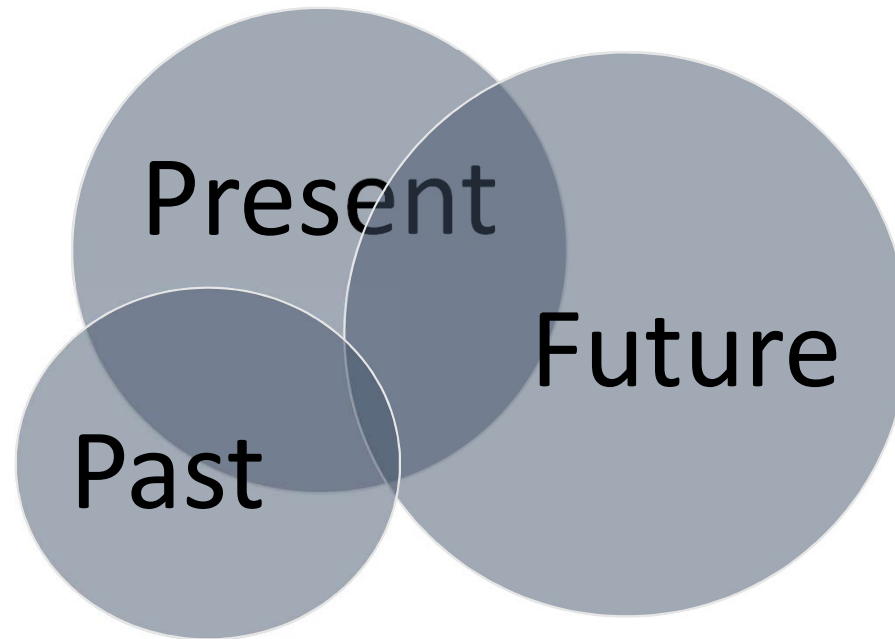
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On behalf of the
Nordic Future of Work Group

The Past shapes the Present and it also guides the Future



« Englevinger i Flakstad Lofoten

Asbestrør i lange baner som vannledni drikkevann i Norge!

Publisert 12. desember 2012



Langt fra alle ga
inneholder det f
byttet ut i Norge
steder på Kavli
Mange innbygg
drikkevann fra
kreftfremkallen
påpekt en muli
asbest i drikke
det vil ta cirka
asbestement
nåtidens rør. /
høy bruddfrek

over 30 års alder. Det regnes med at de ryker 4-6 ganger ofte
finnes en meget god grunn til å skifte ut alle asbestrør og kor
hvilke assosiasjoner folk får når det er snakk om asbest. Ikke
kildevann på flaske.

Blant annet så burde det snarest i

Asbestos

- Studies published the hazardous nature already in the 1930s
- Regulation has taken its own time....about 50 years in Norway

Hjelp
de
Streikende
Fyrstik-
pakkersker

Vi forlanger
Kun flere mere
Dr. Gros
og
bedresanitere
Forhold.



Platform Economy

- The PE is an internet-based technology that utilizes smart-phone applications or websites for administering, requesting, providing, remunerating and evaluating work that delivers a range of offline and online consumer services.
- Offline services in a PE typically include professional driving, cleaning services and food delivery.
- While, online services include desk-jobs like translation, web-designing and proofreading.
- Individuals who render these services are often called service providers.
- Sharing economy, gig-economy and on-demand economy are also nomenclatures designated to the PE.

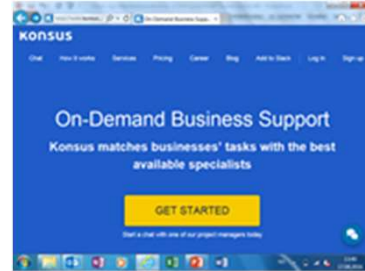
Types of Platform Work

Offline work

- Taxi
- Food delivery
- ...

Online work

- Coding
- Designing
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Flexibility in work-life and platform economy

Self-employed / independent workers (Task performer)

- More autonomy
- Control over working time
- More free time
- Home office (knowledge-based economy)
-

Task provider

- Optimum use of resources
- Less investment
- Flexibility in production (on-demand / just in time)
-

Consumer

- More choice
- Better price
- Better quality?

Authorities

- Lack of oversight
- Policy and regulation challenges
- Challenges collaborating with Social partners
-
-

Salient Features

- Use of the digital platforms
- Non-standard nature of employment,
- Apparent absence of the traditional employer

Win-win for everyone involved...Consumer, Task Provider and Service Provider...?

- **Perhaps someone, somewhere and somehow must pay the cost of convenience, choice, and efficiency.**
- **Plausibly these costs are partially offset by compromising the OSH of the platform worker as well as failure to provide workers' compensation.**

Mitigation of Hazards....?

- The work tasks are mainly the same in the platform economy as in the traditional economy
- Digital platform facilitates work-on demand when needed in just the required amount
- Platform economy does not change the hazardous exposure, but responsibility for OSH is likely changed - at best the OSH responsibility becomes unclear, and in the worst case it remains absent

Atypical Work

EU parliament paper og EU OSHA 2014

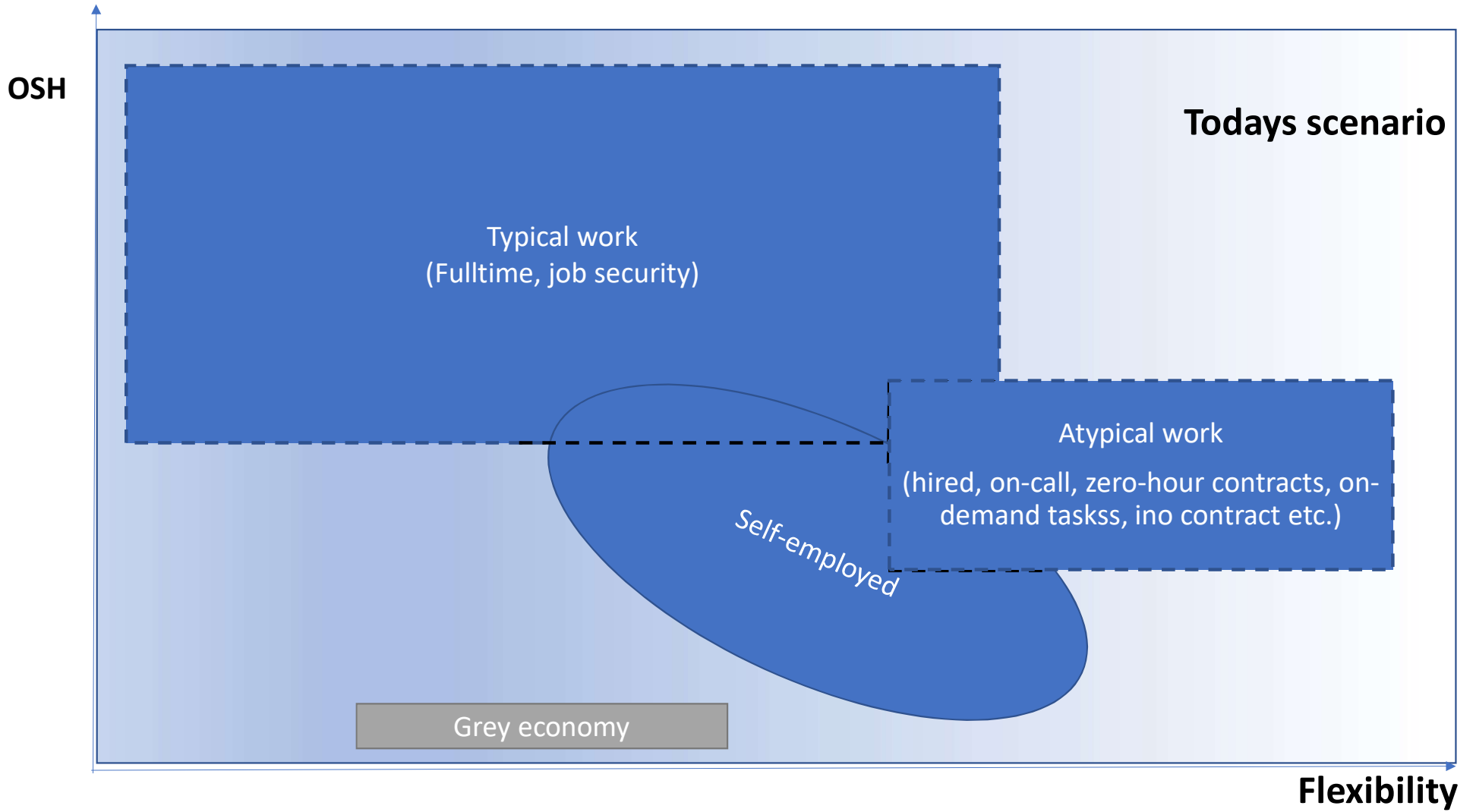
- Atypical work refers to employment relationships that do not conform to the standard or "typical" employment conditions. Full-time job, regular work, mainly one employer over a long period of time.
- Precarious work is a combination of job insecurity, poor individual control over work (eg. work time and work intensity), low level of protection (eg unemployment, discrimination, social security and OSH), and with little opportunity for training and career development.



Atypical work and OSH consequences

- Fragmented OSH responsibility can lead to increased risk for injuries and diseases.
- Increasing tendency for injuries among workers in atypical working conditions (EUROSTAT 2014).
- Under the same conditions, workers in atypical working conditions have an increased tendency to both physical and mental health problems (OSH Wiki - EU OSHA 2015).
- Increase in atypical work is associated with negative OSH consequences as well as weakening of the regulatory framework (ILO 2015).

The assumption is that if traditional employee-employer relationships become less common, traditional preventive and systematic OSH work will be negatively impacted



OSH

Today's scenario

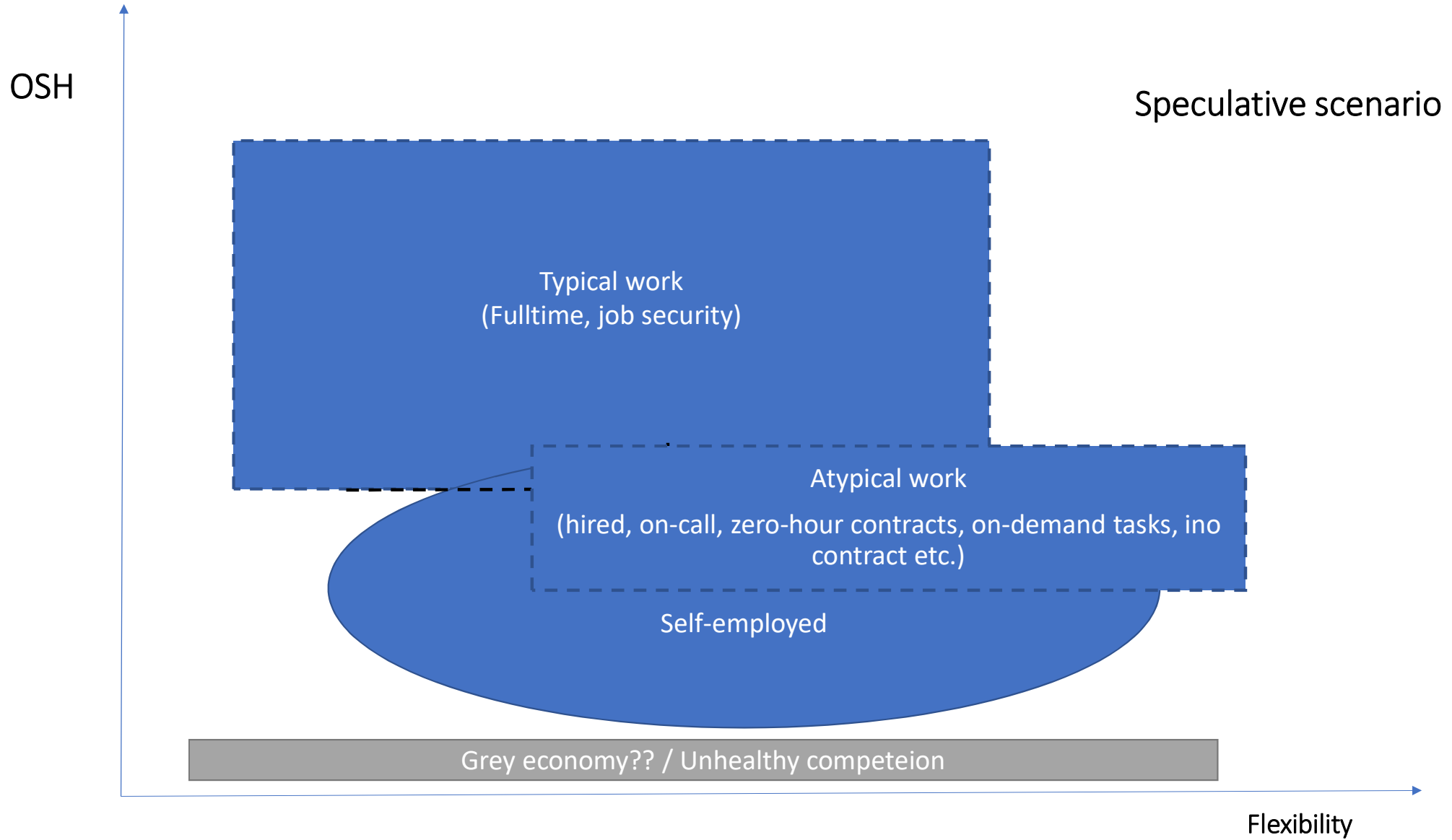
Typical work
(Fulltime, job security)

Atypical work
(hired, on-call, zero-hour contracts, on-demand tasks, no contract etc.)

Self-employed

Grey economy

Flexibility



Many questions for the OSH authorities?

- Who is an employee?
- Who is an employer?
- Is the one (platform) who disseminates work responsible for OSH?
- Who , and how will risk assessments be conducted?
- Questions about individual freedom (flexibility) versus costs to the community?
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Some proposed actions....

- New categories of workers
- Engage in collaboration beyond the traditional tripartite organisations in targeting specific challenges
- Collaboration with NIVA for developing training courses (Nordic Training Institute for OSH)
- Developing global OSH standards for platform work
- Application of Big data, Algorithms and Machine Learning principles for smart regulatory interventions
- Extended collaboration with ILO, EUOSHA, SLIC, ICOH and other global institutions
- Global Coalition for OSH – Future of Work is associated with this initiative of the ILO



Working together with the
Technology to innovate and
improve safety and health

Asante!