Dr. Anita Tisch, Federal Institute for Occupational Safety and Health

EU-OSHA Workshop on Protecting workers in the online platform economy, Brussels 24 May
Dialogue process on the future of work (White Paper ‘Work 4.0’)

**Process:**
- Green Paper and kick-off conference in April 2015
- Three expert workshops and one mid-term conference
- Final conference and White Paper in November 2016

**Participants:**
- Expert dialogue: social partners, academia
- Civil dialogue: internet blogs, dialogue events

**Current developments:**
- Minister of State for Digitalisation in Chancellery, Dorothee Bär
- Department for Digitalisation at the Federal Ministry of Labour and Social Affairs
Dialogue process on the future of work (White Paper ‘Work 4.0’)

**Types of digital platforms**

<table>
<thead>
<tr>
<th>SOCIAL COMMUNICATION PLATFORMS</th>
<th>DIGITAL MARKETPLACES</th>
<th>INTERMEDIARY PLATFORMS</th>
<th>CROWDWORKING PLATFORMS</th>
</tr>
</thead>
<tbody>
<tr>
<td>Intermediaries for contacts and (personal) information, as well as communication between users</td>
<td>Intermediaries for the exchange of products and services which do not intervene in transactions, as well as “sharing” in the narrower sense</td>
<td>Intermediaries for services which intervene in transactions, especially on-demand services</td>
<td>Intermediaries for workers, usually for IT-related services</td>
</tr>
<tr>
<td>e.g. Xing or Facebook</td>
<td>e.g. MyHammer or Kleiderkreisel</td>
<td>e.g. Uber, Helpling or Airbnb</td>
<td>e.g. UpWork or Amazon Mechanical Turk</td>
</tr>
</tbody>
</table>

**Acceptance and Prevalence to Date**

*Source: Federal Ministry of Labour and Social Affairs*
Research findings and positions on online platform economy

- Literature review on online platform economy in the German speaking countries (BMAS FB 499)
  - no reliable data on prevalence
  - user numbers allow no differentiation between main and additional income thru platform work

- Position Paper of the Federal Government on the discussion draft of the EU Directive on online intermediary platforms
  - Common definition of online platforms
  - Address legal issues of competitive impact, protection of users, copyright law, liability questions and questions addressing illegal content, media law
  - data protection and cyber security
  - need for regulation of the participatory economy
First findings for crowd work: Usage of crowd work by companies (BMAS FB 473)
First findings for crowd work: socioeconomic characteristics and motivation of crowd workers (BMAS FB 462)

Crowd workers are on average:
- male (65%)
- younger than the average working population and more often single (63% < 30 years of age)
- higher educated (41% university degree)

Most important motives to conduct crowd work:
- flexibility with respect to time, space and content
- divergence between crowd work tasks and formal qualification
Research findings – crowd work

Employment status of crowd workers

- White/blue collar, civil servants: 38.8%
- Self-employed with employees: 3%
- Self-employed without employees: 5.1%
- In education: 39.6%
- Housewives/husbands: 4.6%
- Seeking work: 7.4%
- Retirees: 1.5%

Source: BMAS FB 462
Research findings – crowd work

Weekly income/week platform work

Source: BMAS FB 462
Fair Crowd Work

- **Code of Conduct and guideline for fair crowdsourcing/crowd working (March 2017)**
  - German federation for Crowdsourcing and eight Germany-based online platforms
  - fair pay
  - motivating work and respectful interactions
  - clear definition of tasks and schedule
  - freedom and flexibility
  - constructive feedback and open communication
  - regulated acceptance process and rework
  - data protection and privacy
- **Ombudsan‘s office for the implementation**