

Network of BRICS Research Institutes of Labor

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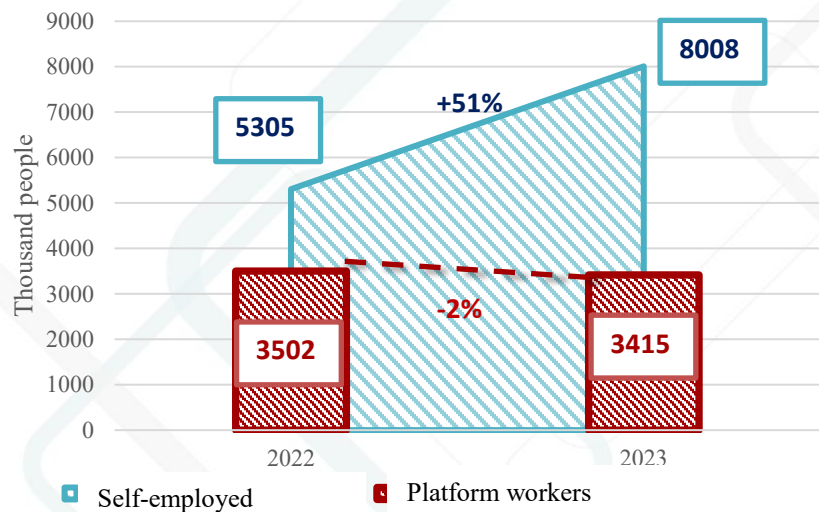
Platform employment: role in the labor market and problems of platform workers' labor regulation

BRICS 20
RUSSIA 24



THE SCALE OF PLATFORM EMPLOYMENT IN RUSSIA

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ROSSTAT (Official statistics)

2023 – 3 415,3 thousand people (4,6% of the employed population)
2022 – 3 501,9 thousand people (4,9% of the employed population)

- ❖ The introduction of platform employment in the Labor Force Survey – 2022
- ❖ Methodology changes (2023) (distinguishing between main and additional work)

OTHER ESTIMATES

According to HSE estimates, the share of platform employment in Russia grew from 14.6% in April 2022 to 16.0% in April 2024: in regular platform employment the increase from 3.2 to 3.5% was observed, and in episodic platform employment — from 11.4 to 12.5%.

NO definition of platform employment enshrined in law



Different assessment tools

Different estimates

PROBLEMS OF PLATFORM EMPLOYMENT EXPANSION IN RUSSIA

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- ❖ **The shift** from "traditional" labor relations to the sphere of civil law regulation
- ❖ Emerging **deficit** of social guarantees in the labor field
- ❖ **Individualization** of labor and the **underdevelopment** of the system of collective representation of the platform workers
- ❖ The narrowing of opportunities for continuing professional education and the **social elevator** for self-employed and platform workers

Risks:

For workers
For business
For government

Draft legislation on
platform employment

SPECIFIC TRAITS OF PLATFORM EMPLOYMENT IN RUSSIA

- ❖ Prevalence of the use of platform employment for the **main work** (95% of platform workers).
- ❖ Predominance of **dependent workers** (56.6%), 92.6% of which are employees.
- ❖ **Regional variability** in the coverage of the regions of the Russian Federation with platform employment (from 0% to 23% of the employed).
- ❖ **Women** are more prone to work **for a salary**.
- ❖ Among **rural** population, more than a half of those involved in platform employment (54.1% of the rural population) are **working for profit**, whereas in **urban** areas the majority (54.7% of the urban population) – work **for salary**.

SPECIFIC TRAITS OF PLATFORM EMPLOYMENT IN RUSSIA

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- ❖ **Industrial cross section:** almost **62%** of platform workers are in the following industries:
 - ❖ wholesale and retail trade, repair of motor vehicles and motorcycles (**19,3%** of platform workers);
 - ❖ transportation and storage (**19,3%**);
 - ❖ other types of services (including personal) - **13,3%**;
 - ❖ professional, scientific and technical; administrative activities and related additional services (**9,7%**).

Predominantly '**male spheres**' of economic activity in platform employment are: transportation and storage (93.5% of men from platform workers by type of activity), construction (89.8%), information and communication (72.7%).

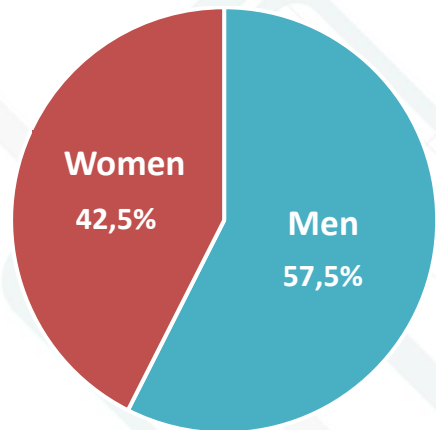
Predominantly '**female spheres**': health and social services (83.8%); other types of services (80.5%), education (76.6%).

- ❖ **Professional predisposition:** **56%** of platform workers are represented by:
 - ❖ workers in service and trade sector, protection of citizens and property (**19,0%**);
 - ❖ highly qualified specialists (**18,8%**);
 - ❖ operators of production machines, installations, assemblers and drivers (**17,8%**).

SOCIO-DEMOGRAPHIC PROFILE OF PLATFORM EMPLOYMENT IN RUSSIA

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2023 – **3,4 million people** (*among them 3,2 million classify platform employment as their main work*)



82,2%
Urban



62,5%
30-49 age



77,6%
with secondary
vocational and/or
higher education

PLATFORM EMPLOYMENT IN RUSSIA: Workers' satisfaction level of their interaction with the platforms

	2021	2023	Delta
Average satisfaction level	3,25	2,84	-0,41
Convenience of the work schedule	3,50	3,29	-0,21
Ease of collaboration	3,51	3,19	-0,32
Timely payment	3,45	3,18	-0,27
The promptness of the beginning of cooperation	3,49	3,13	-0,36
Payment frequency	3,44	3,12	-0,32
The way to formalize a relationship	3,53	3,08	-0,45
Organization of the order receipt process	3,42	3,06	-0,36
Stability	3,48	3,03	-0,45
Payment level	3,43	2,91	-0,52
Payment and fees transparency	3,37	2,87	-0,50
Relationships with other platform workers	3,18	2,87	-0,31
Feedback	3,36	2,85	-0,51
Rating system	3,28	2,82	-0,46
The quality of conflict support	3,29	2,69	-0,60
Corporate culture	3,02	2,58	-0,44
Provision with everything necessary for work	2,64	2,52	-0,12
Mentoring	3,18	2,52	-0,66
Career prospects	2,67	2,26	-0,41
Benefits package	2,50	2,12	-0,38

- ❖ **Lowest satisfaction level**
– social guarantees (benefits package) and career growth
- ❖ **The biggest decrease** in the satisfaction level – in the areas of "Mentoring", "Quality of support in conflicts", "Payment level", "Feedback" and "Payment and fees transparency"

SOCIAL PARTNERSHIP IN THE FIELD OF PLATFORM EMPLOYMENT IN RUSSIA

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- ❖ **NOT** legislated, as it does not fall under Labor Code regulation
- ❖ **Strikes and protest movements**
- ❖ **WORKERS → TRADE UNIONS** («Novy Trud» [New Labour], «Courier», «Solidarity platform»)
- ❖ **PLATFORMS → Digital Platforms Council** at the Russian Union of Industrialists and Entrepreneurs
- ❖ **GOVERNMENT** – Dialogue within the framework of the working group on the regulation of platform employment in Russia

Level of social partnership	Subjects of social partnership	Implementation of forms of social partnership
Federal	Trade unions, representatives of digital platforms and/or their associations, public authorities	A working group on platform employment aimed at solving the problem of communication between the parties through legislative regulation
Regional Territorial	At the moment, social partnership in the field of platform employment is not differentiated by regional or territorial level	
Industry	Representatives of digital platforms and/or their associations, platform workers	At the moment, the discussion of industry agreements is highly one-sided, reflecting the platforms' view of solving any problems
Local	Local representative of the digital platform, platform workers	The digital platform independently negotiates with the platform workers (often in connection with strikes)

PROSPECTS FOR REGULATING PLATFORM EMPLOYMENT IN RUSSIA

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- New Federal Law "On Employment of the population in the Russian Federation" No 565-FZ, dated 12th of December, 2023
- Additional laws (on self-employment and platform employment)
 - Definitions
 - Rights and obligations
 - Labor disputes and peculiarities of communication between workers and platforms
- Amendments to legislation regarding the application of regulation of social partnership in the field of labor to the activities of all trade unions (Federal Law "On Trade Unions, their Rights and Guarantees of Activity")
- Amendments to the legislation on compulsory social insurance in case of temporary disability (voluntary inclusion of platform workers in the program)
- Improving the methodology of the Labor force survey of Rosstat and expanding the database of statistical and sociological information on platform employment in Russia

Thank you for your attention!

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