

The logo for BRICS 2024 Russia is a vertical stack of stylized characters. At the top are the numbers '2024' in a grey, multi-lined font. Below them is the word 'BRICS' in a large, bold, multi-lined font, with 'B' in blue and 'R', 'I', 'C', 'S' in red. To the right of 'BRICS' is the word 'RUSSIA' in a blue, multi-lined font. The entire logo is composed of thick, parallel lines.

NETWORK OF BRICS SCIENTIFIC RESEARCH INSTITUTES
OF LABOR

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

27th of August, 2024
Moscow

BRICS NETWORK 2024 RESEARCH



- ❑ The Research Network committed to do joint study on “Platform employment: role in the labor market and problems of platform workers’ labor regulation”
- ❑ Member Countries presented their reports, the discussion of which formed the basis of key issues of BRICS countries regarding platform employment development

FINDINGS: COMMON THEMES



The growing penetration of digitalization; involvement of the population in digital environment increases as well

In general, there is a trend towards an increase in platform employment in all Member countries.

High differentiation of platforms, platform workers and mechanisms of their interaction.

The regulation of platform employment is the focus of public policy in all BRICS countries.

Active attempts are underway to include platforms and platform workers in the process of discussion of the legislative changes.

FINDINGS: COMMON THEMES



There is a spatial, professional, age and gender differentiation of platform employment. Greater participation of youth. In general, there are predominantly male (transportation) and predominantly female (social and personal services) spheres of platform employment.

In general, platform workers have a relatively high level of education (secondary education and higher).

High importance of representation of platform workers' interests; at the moment, the focus is on actively stimulating platform workers to participate in the trade union movement and on expanding the functions of trade unions themselves.

Various risks of the development of platform employment, especially the sphere of social protection. Work is underway to ensure that platform workers have access to social protection.

In each BRICS country, there is a tendency for platforms to accept their social responsibility for the workers and to introduce new social protection mechanisms for platform workers.

FINDINGS: CHALLENGES



Lack of a common understanding of platform employment and legislative definition (with the exception of India). Difficulties in separating platform workers from other types of employment and its classification.

Shortage of statistical data at the level of official statistics.

Platform workers in all BRICS countries highlight the problem of a shortage of social protection.

Despite the fact that the number of platform workers participating in trade union movement is increasing, it is still relatively low. Some of the platform workers resort to non-institutional means to protect their interests. Shortage of information on how to participate in trade unions.

FINDINGS: CHALLENGES



Problems of ensuring labor protection, the formation of professional standards and their application in platform employment.

Most of the policy measures as of now are not enshrined in law; some are advisory rather than mandatory.

Regulation of the platform employment should go together with the development of regulation of the platform economy and bring benefits to the society as a whole. Regulation is necessary, but not to excessive extent.

RECOMMENDATIONS



Jointly with the ILO, ISSA and other international organizations, develop an approach to understand and classify platform employment, ensuring its measurement and international comparison.

Continue developing flexible mechanisms for including platform workers in social protection schemes.

Think through mechanisms for financing research and activities carried out by the Network of Labor Institutes.

Include platform employment in the system of national statistical observations.

Expand the use of sociological surveys by the Ministry of Labor to obtain information and feedback on the state of platform employment and satisfaction with government policy measures.

With respect to social partnership, focus on the development of institutions for representing the collective interests of platform workers; expand the role of trade unions: negotiating with platforms, conducting research and surveys, participating in the development of labor legislation.



Thank you for your attention!

Sergeeva Maria,
PhD, research associate,
msergeeva@vcot.info