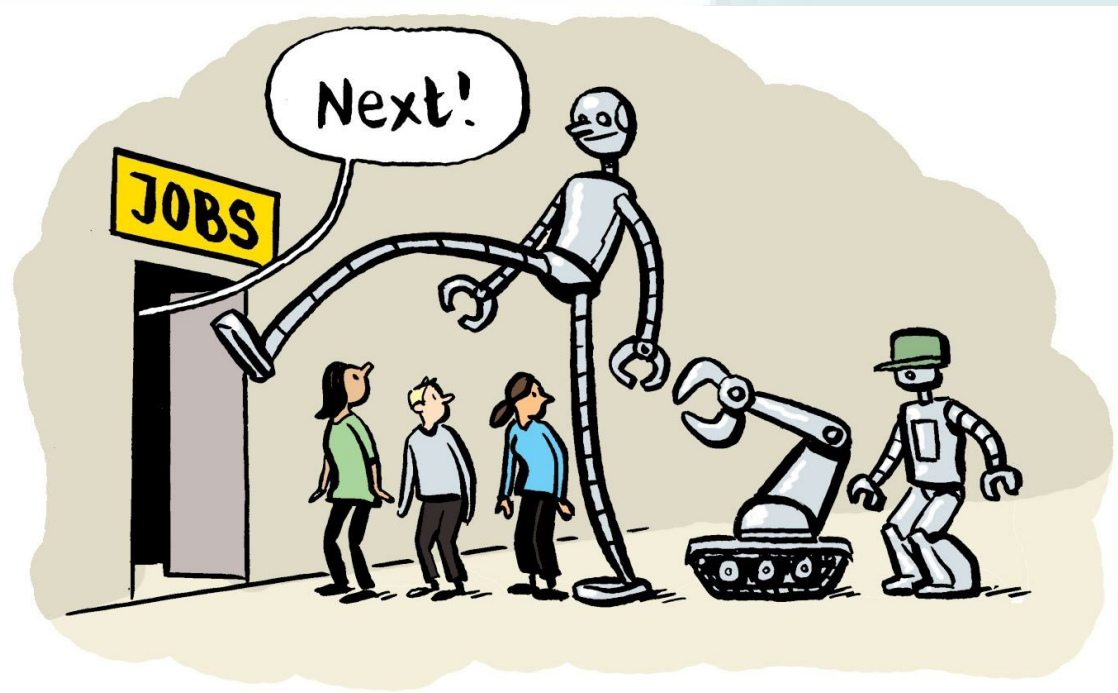




Platform Working A Social Justice Issue

Susanne Rogers
Research and Policy Analyst
Social Justice Ireland

Platform Work

Platform work is a form of employment in which organisations or individuals use an online platform to access other organisations or individuals to solve specific problems, or to provide specific services in exchange for payment.

European Council



Platform Work Globally

At an international level, the OECD in an examination of the impact of the pandemic on labour markets identified precarious working arrangements with low pay, limited or no access to social protection, lifelong learning and collective bargaining as one of the trends that continues to impact the labour market.

OECD



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Platform Work in EU

While still relatively small in scale, it is an area that continues to expand and develop with 28 million workers in the EU working through digital labour platforms in 2022 and this number is projected to increase to 43 million workers by 2025.

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Platform Work

Workers who previously had decent jobs with financial security and social protections saw them recrafted into ‘flexible’ jobs – where the downsides of flexibility fell on the workers, and the employers or shareholders reaped the benefits. The clearest example of this is the emergence and growth of the platform economy, whereby workers are required to be available to deliver food or do other work if and when they are called upon by consumers via the platform. This is heralded as allowing people to work as and when they want, but would more accurately be termed a contemporary form of day labour.

Ingrid Robeyns - Limitarianism



Algorithms in the Workplace

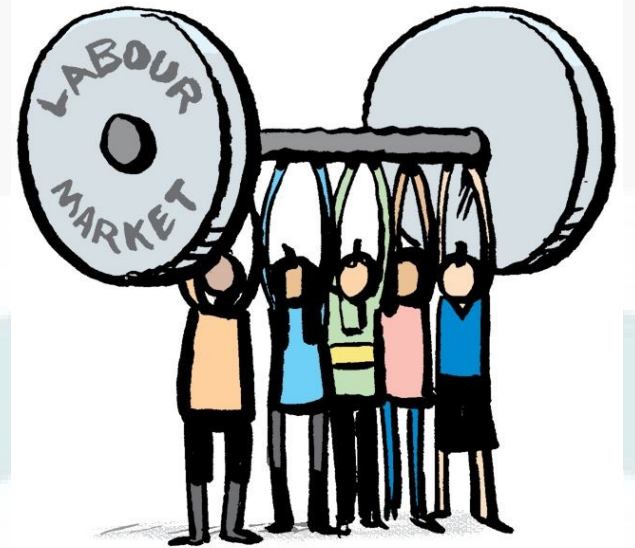
Digital labour platforms use algorithms for human resources management. These systems are used to organise and manage the people performing platform work through their applications or websites.

European Trade Union



Heavy Lifting in the Workplace

Many platform workers will also engage in the unpaid labour of spending time in the search for tasks to work on and many will require additional equipment such as phones and computers (with the corresponding need to understand the technology) on which to access the platforms, as well as bikes and cars for deliveries which all involves a considerable financial outlay in advance.



Platform Work in Ireland

Ireland had the second highest percentage of Survey respondents reporting platform work within the previous 12 months and had a higher than average intensity.

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Ireland's Labour Force Data 2011- 2024

	2011	2019	2024	Change 11-24
Labour Force	2,226,500	2,489,400	2,892,500	666,000
LFPR%	61.8	62.5	65.5	+3.7pp
Employment %	60.1	70.0	74.3	+14.2pp
Employment	1,886,400	2,377,800	2,776,400	890,000
<i>Full-time</i>	1,438,400	1,881,600	2,195,700	757,300
<i>Part-time</i>	447,900	496,200	580,700	132,800
<i>Underemployed</i>	147,200	109,600	125,900	-21,300
Unemployed %	15.3	4.5	4.0	-11.3pp
Unemployed	340,100	111,600	116,100	-224,000
LT Unemployed %	9.3	1.6	1.0	-8.3pp
LT Unemployed	206,500	38,800	28,200	-178,300
Potential Additional LF	<i>n/a</i>	100,700	113,700	<i>n/a</i>

In-Work Poverty

140,377 people living in poverty are in employment - the “working poor”.

Over time poverty figures for the working poor have remained more-or-less static, reflecting a persistent problem with low earnings.



A Living Wage

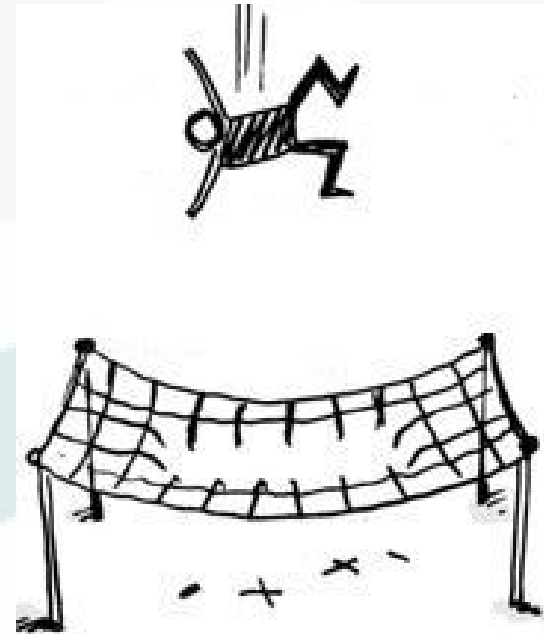
The Living Wage rate is based on the rationale that full-time employment will at least provide for a socially acceptable minimum standard of living for a single person without dependants.

It represents the minimum required to meet physical, social, and psychological needs, and enable a life with dignity.



Social Welfare Supports

Platform workers often face income volatility and lack of traditional employer-provided benefits increases their reliance on social welfare payments as a crucial safety net during periods of instability.



Policy Recommendations

- Recognise the challenges presented by precarious employment and adopt targeted policies to address these.
- Strengthen and enforce legislation to tackle job precarity and low pay.
- Policy should at all times seek to ensure that new jobs have reasonable pay rates, and adequate resources are provided for the labour inspectorate.
- Increase the National Minimum Wage to the Living Wage.
- Develop flexible working initiatives to support increased participation of vulnerable groups and those underrepresented in the labour market.
- Increase investment in lifelong learning and the up-skilling of those who are unemployed, or who are at risk of unemployment.



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Thank You