

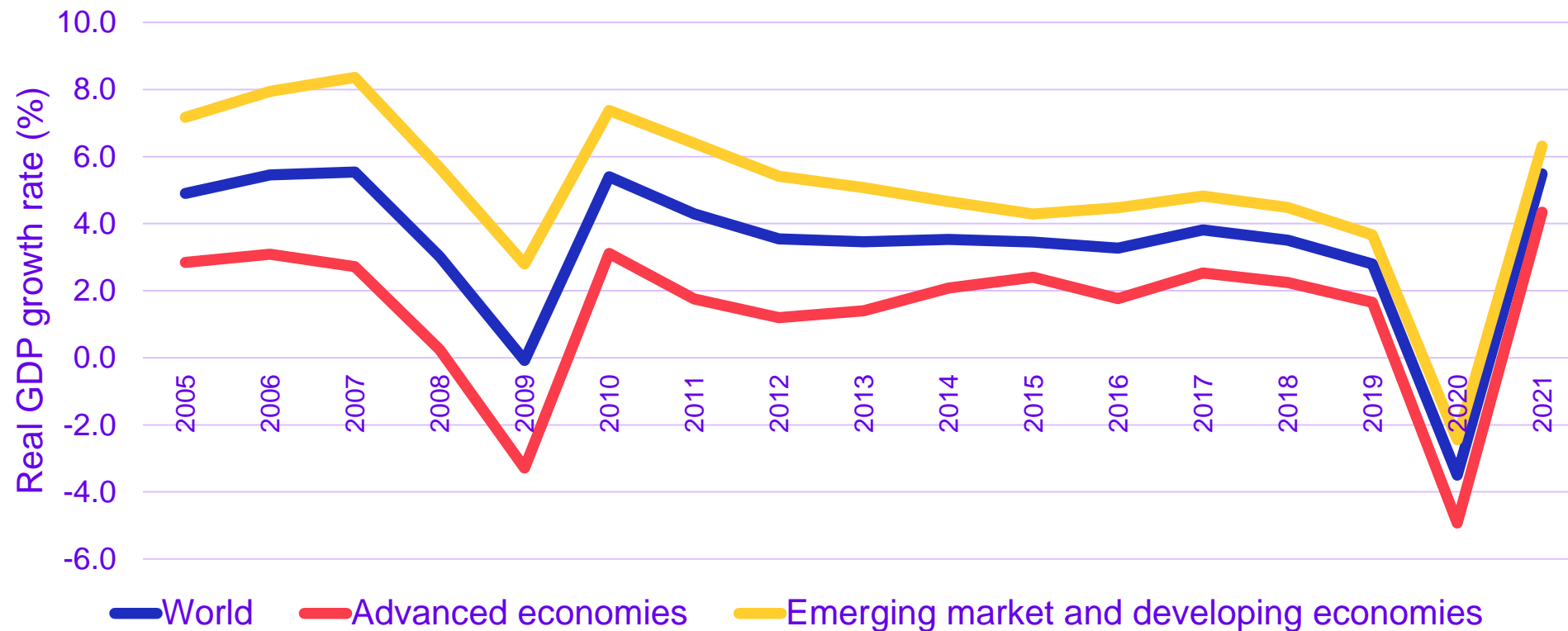
▶ COVID-19, Gig work and young people

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▶ A few words on..

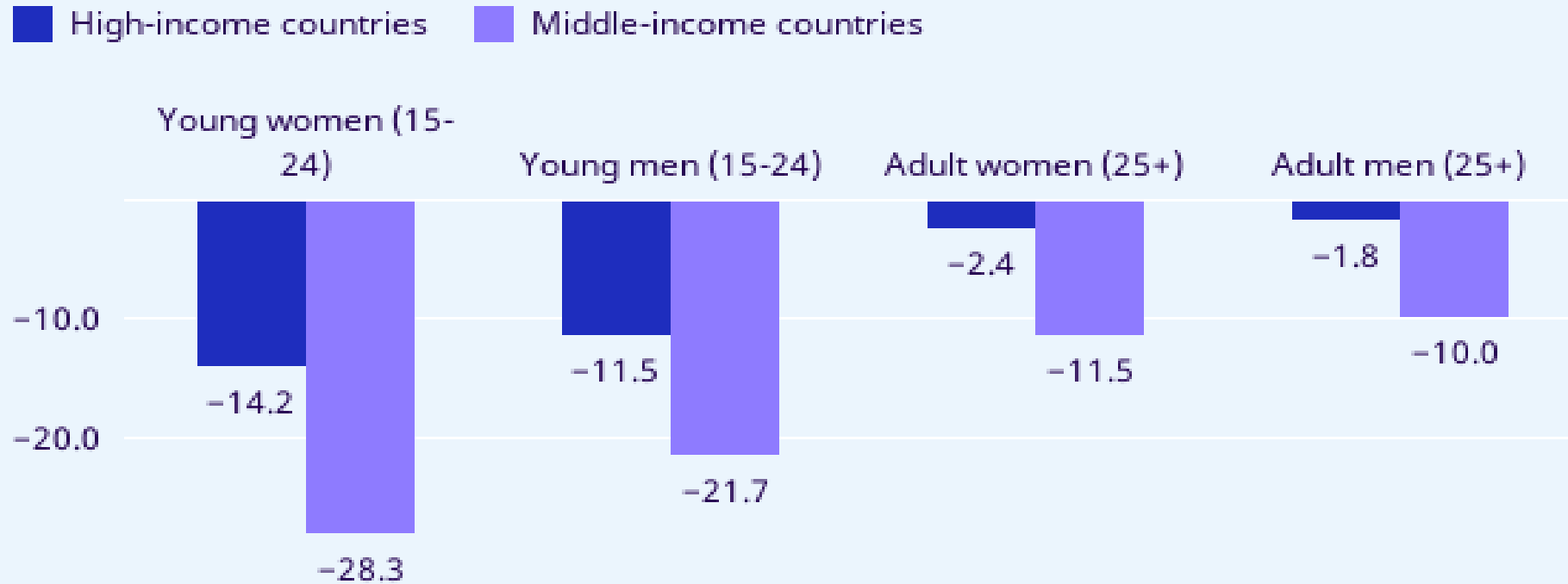
- ▶ Impact of the **Covid-19 pandemic** on Youth labour markets
- ▶ Youth and **Gig economy**:
 - ▶ Pre-existing Trend towards short-term task-based work accentuated by the Pandemic
 - ▶ Presents opportunities and challenges

The impact of Covid-19 is Bigger and More Widespread than the previous Global Economic and Financial Crisis (GEFC)



The fall in employment rates has been much greater for young people – especially young women – than for adults

Percentage change in employment 2019Q2-2020Q2 (year-on-year)



▶ Overall, COVID-19 is inflicting a triple shock on young people through:

▶ Disruptions to education and training

▶ Effects of lock-down measures

▶ Increased difficulties for young jobseekers to transition to decent jobs

▶ New vacancies heavily restricted

▶ Job and income losses for young workers

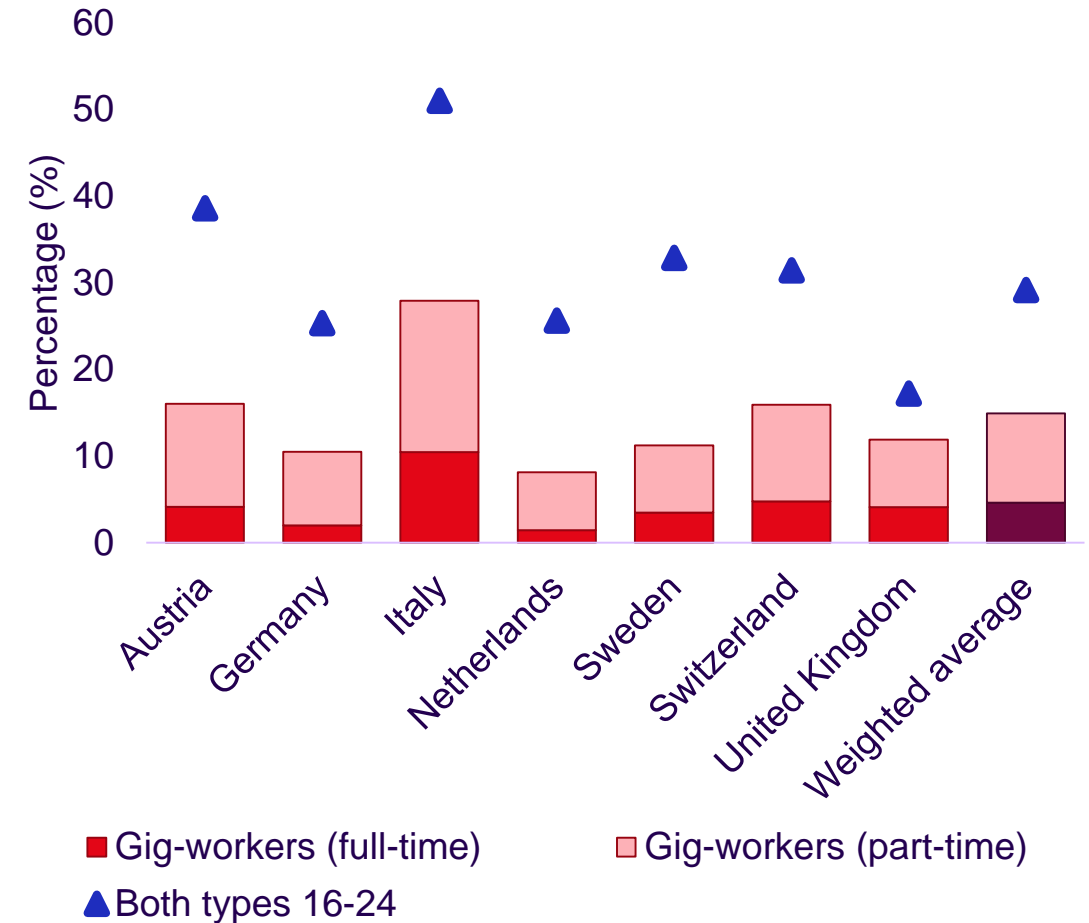
▶ young workers are concentrated in economic sectors most heavily impacted by the Covid-19 induced economic recession

▶ Young people in less secure forms of work – less eligible for job/income support measures

▶ Turning to youth and gig work..

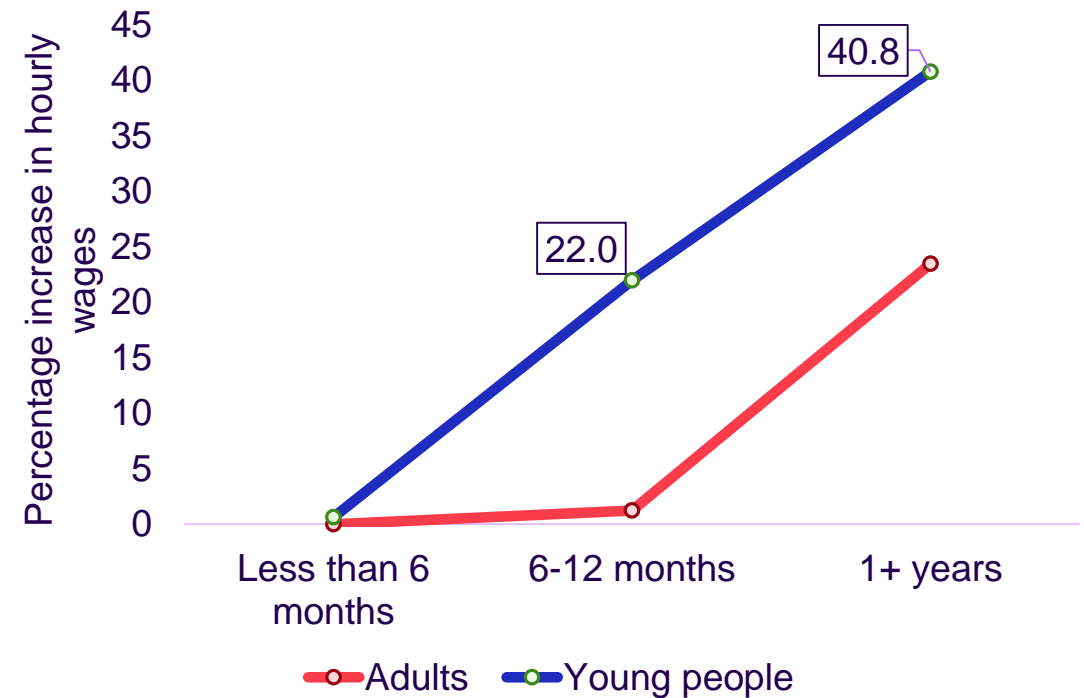
- ▶ **The COVID-19 pandemic has reinforced the pre-existing trend - shift from long-term employment towards more short-term/task-based jobs**, especially for young people, and especially, but not only, in high income countries
- ▶ Platform economy – important and growing source of work, especially for young people
 - ▶ 5-fold increase in digital labour platforms 2010-2020

Prevalence of gig-workers among the employed; selected European countries 2016/17



▶ Young people are particularly suited to gig (and platform) work and have some **relative** advantages in doing it. For example:

- ▶ young crowdworkers earn higher wages than older crowd-workers;
- ▶ (relatively) high level of job satisfaction amongst young people
- ▶ Particularly attractive to young people in lower income countries (given their alternatives)



▶ But there are challenges related to young people's rights at work:

1. Basic issue of **job/employment/income security**

- ▶ Work is poorly paid
- ▶ Access to recourse when problems arise
- ▶ Access to social protection
- ▶ Access to OSH
- ▶ Validating experience

2. Driver of **inequality** within youth labour markets?

- ▶ Which Young People have access (e.g. educational attainment)?

Median monthly earnings by worker type, 2016/17



▶ Macro-level large scale investments are needed for employment recovery with supportive Micro-level Active Labour Market policies

▶ **BUT, Don't forget Youth Rights to and at Work:**

- ▶ Need an emphasis on the **most vulnerable** in the labour market – avoid a 'lock-down generation'
- ▶ Protect young people's entry into employment AND employment rights
 - e.g. Extend access to social protection (in and out of gig economy); define appropriately the employment relationship; leverage digital technology to protect (young) workers
- ▶ Danger of encouraging short-term, unstable forms of employment

Some references: Covid-19, gig work and youth

- **ILO Policy Brief on tackling the COVID-19 youth employment crisis (2020)**
- **Global Employment Trends for Youth, 2017, 2020, 2022 editions**
 - 2017: Platform work & youth (ch. 5)
 - 2020: Technology and the future of work for youth
 - 2022: digital economy and youth – divisive or inclusive?
- **Is the future ready for our youth? (2021)**
 - Youth and gig work (chapter)
- **Youth and Crowdswork (ILO working paper forthcoming 2021)**
- **Rising to the youth employment challenge (ILO major publication, 2017)**
 - Contractual forms of employment (chap 6)