

OSH Challenges In The Gig Economy and Freelance Workforce

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Agenda

- Introduction to IOSH
- The emerging prominence of the Gig Economy
- Gig economy typology
- OSH Challenges in the Gig Economy
- Responses to OSH risks Policy and Platforms solutions
- National case study Singapore
- Enhancing the welfare of gig workers
- Future Outlook and Conclusion



About IOSH

Professional body

A not-for-profit organisation holding a Royal Charter that exists for the public good

Thought leader

Underpinned by research, expertise and understanding around occupational safety and health



Membership organisation

Supporting a global network of 50,000 members in 130 countries

Enabler

helping organisations around the world to excel in safety and health

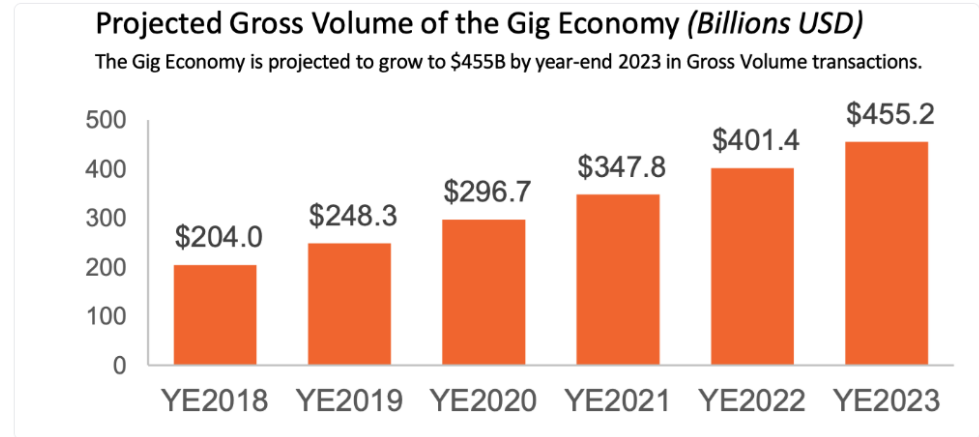


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The emerging prominence of the Gig Economy

- Traditional working practices have changed
- It offers more flexibility to the employment model
- Global reach
- Anyone can do it (but overrepresentation of migrant and ethnic minorities)
- New industries adopting the gig model



Source: World Economic Forum



Gig economy typology (EU-OSHA, 2023)



On-location digital platform work: tasks are matched with workers online but performed only or mostly in the physical world, such as in public areas, on the road or at the client's premises. On-location platform workers include riders, drivers, handy workers, domestic workers, nurses and carers.

Online digital platform work: tasks are matched with workers online and performed only or mostly virtually with the help of an electronic device at any location (mostly the workers' home) content moderators, software programmers, clerical workers and graphic designers.



OSH Challenges in the Gig Economy

- Lack of Employer Responsibility
- Lack of access to OSH information, training
- Poor risk assessments
- Physical and Psychological Risks
- Unpredictable work schedules
- Limited OSH Data and access to PPE
- Limited access to work accidents, unemployment, sickness
- Isolation and lack of support
- Algorithmic management



Responses to OSH risks - Policy solutions (EU-OSHA, 2023)

- Improvements on sickness and occupational accident insurance
- Calls for public consultations and joint initiatives
- Transparency requirements to platforms using algorithmic management
- Working time limits, road safety protections, right for workers to be informed about technological changes
- Labour inspections and awareness campaigns



Responses to OSH risks – Platform solutions (EU-OSHA, 2023)

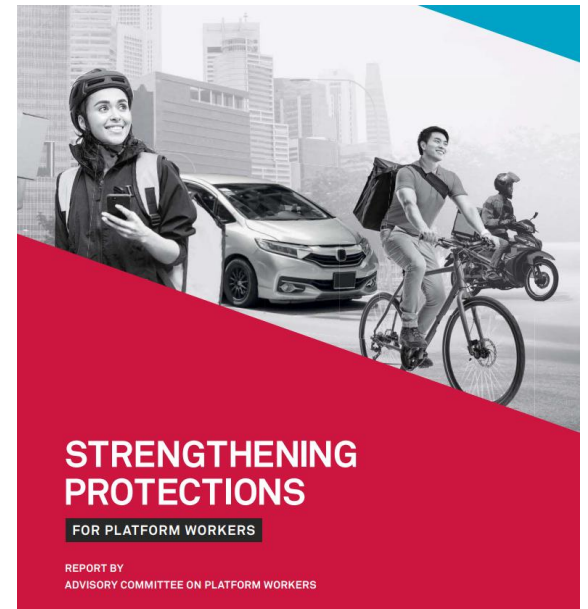
- Provision of OSH protections such as personal protective equipment, physical and mental safety and wellbeing strategies, healthcare assistance, work-related injury insurance, tailored OSH training
- OSH policies for road safety and violence and harassment
- Industry pledges and codes of conduct



National case Study: Singapore (Ministry of Manpower, 2023)

Singapore's MOM accepted recommendations from a tripartite workgroup to enhance platform workers' (delivery workers, private-hire car drivers and taxi drivers) protections under a new legislative framework, which will be implemented from the second half of 2024.

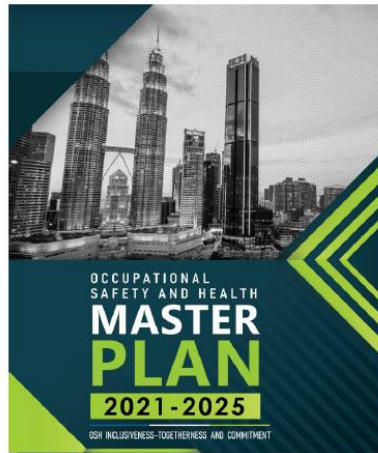
- Platform Workers should not be classified as employees.
- Require Platform Companies that exert a significant level of management control over Platform Workers to provide them with basic protections.
- Ensuring adequate financial protection for platform workers in case of work injury



Enhancing the welfare of gig workers (DOSH, 2021)

Malaysian Occupational Safety and Health Master Plan 2021-2025

IOSH response to the Department of Occupational Safety and Health (DOSH), Ministry of Human Resources, Malaysia



Submission
08.12.20



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STRENGTHENING OSH IN WORK-RELATED ROAD SAFETY (WRRS), INFORMAL SECTORS, AND FUTURE JOBS

- Programme 1: Enhancing awareness and alertness of OSH practices for Future Jobs
- Programme 2: Enhancing awareness and alertness of OSH practices in E-hailing services
- Programme 3: Strengthening Management of WRRS
- Programme 4: OSH Improvement in informal sectors



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Future Outlook and Conclusion

- The gig economy is a dynamic landscape, and its future outlook holds both opportunities and challenges for gig workers
 - Continued Growth
 - Diverse Income Streams
 - Worker Protection Debate
 - Legal Reforms and Rights
 - Platform Accountability
 - Skills and Upskilling
 - Health, Safety and Well-Being Focus
 - Global Harmonization



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THANK YOU