

“IDENTIFYING AND PROTECTING

EMPLOYMENT RIGHTS FOR ATYPICAL WORKERS IN THE DIGITAL AGE - LEGAL

Implications and Employee Participation”



BACKGROUND AND GENERAL OBJECTIVES

The project is in line with directives and principles that guarantee social protection for all workers, regardless of their type of employment. The pandemic has reinforced the importance of social distance, leading to an increase in teleworking and a push for digital technologies that are transforming labour relations. The project focuses on understanding these new ways of working and their impact on workers' rights and participation, in line with the social partners' agreement on digitalisation.

PROJECT OVERVIEW

This project focuses on the growing problem of atypical work in the service sector. This phenomenon is driven by technological advances and social change. The COVID-19 pandemic crisis has heightened concerns about job security, legal protection, wages, working conditions and worker participation for atypical workers such as teleworkers and platform workers, among others. It has also underlined the exclusion of these workers from consultation and participation processes. The project aims to identify and understand these forms of atypical employment, improve the capacity of social partners to protect workers' rights and promote workers' participation through transnational exchange and awareness-raising in eight EU Member States and candidate countries.





NEEDS ANALYSIS AND SPECIFIC OBJECTIVES

It highlights the emergence of an invisible workforce through digital platforms, with workers working in precarious conditions to drive the digital economy. Working from home, which has been accelerated by the pandemic, is becoming a permanent solution for many people. This shift poses logistical and structural challenges for companies, from legal issues to the impact on organisational culture. Precariousness factors for atypical workers are identified, such as lack of job security, low income, lack of choice in working conditions and limited trade union representation, among other issues to be addressed.

CONCLUSIONS

The definition of a worker is changing, through contracts that differ from the traditional model. Atypical workers face significant challenges in terms of security, income, and participation in the labour market. New legislation aims to strengthen their rights, but the effective inclusion and interpretation of these laws on worker participation remain key areas of focus for this project.

