



universität
wien

Platform work as a virtual form of precarious work

Martin Gruber-Risak

Department of Labour Law and Law of Social Security - University of Vienna

Aspects of precarity

- ▶ **Bogus self-employment** with limited protections – no labour law, no collective agreements, (often) no or limited social insurance -> legal presumption of an employment relationship
- ▶ **Unclear multi-party relationships** -> legal presumption of a legal relationship with platform
- ▶ Little and unclear amount of **working hours** – zero-hour contracts, protections of TPWCD enough?
- ▶ Unpaid **standby times**/unclear legal status
- ▶ **Low wages** – minimum wages above the poverty level

It's only an extra income ... **... why side jobs also matter.**



- ▶ **Reasons for side jobs?**
 - **Wages/hours in main job too low**
 - **Social/student benefits too low**
- ▶ **Shift from standard employment to fragmented part-time jobs – facilitated by online platforms**
- ▶ **Good working conditions are not an individual choice but matter for a society as a whole**