



23-25 November 2015  
CEPS, Centre for European Policy Studies  
Place du Congrès 1  
1000, Brussels, Belgium

## Winter School: From Uber to Amazon Mechanical Turk: Non-traditional labour markets driven by technological and organisational change

### Programme

#### Monday, 23rd of November

- 09:00 – 09:30      **Registration**
- 09:30 – 10:00      **Welcome and Introduction**  
*Ilaria Maselli, CEPS*  
*Monique Ramionl, University of Leuven*
- 10:00 – 11:30      **SESSION I. Are we all going to end up self-employed?**  
*Jan Drabokoupil, European Trade Union Institute (ETUI)*  
*William Rodgers, Heldrich Center for Workforce Development, Rutgers, The State University of New Jersey*  
Moderated by *Ilaria Maselli, CEPS*
- 11:30 – 12:00      **Coffee break**
- 12:00 – 13:00      **SESSION II. Crowdsourcing and contests: A new digital working class**  
*Ursula Huws, University of Hertfordshire Business School*  
*Alex Busarovs, Innomaniacs (TBC)*  
*Irene Mandl, Eurofound*  
*Ilaria Maselli, CEPS*  
*Brian Fabo, CEPS*  
Moderated by *Miroslav Beblavý, CEPS*
- 13:00 – 14:00      **Lunch break**
- 14:00 – 16:00      **Presentations by participants**
- 16:00 – 16:30      **Coffee break**
- 16:30 – 17:30      **Presentations by participants**

## **Tuesday, 24th of November**

- 08:30 – 09:00      **Registration**
- 09:00 – 10:00      **SESSION III. The special case of local transport: What policy-makers say**  
*Pascal Smet*, Brussels Government  
*Miroslav Beblavý*, CEPS / *Daniel Gros*, CEPS  
Moderated by *Ilaria Maselli*, CEPS
- 10:00 – 10:30      **Coffee break**
- 10:30 – 12:30      **SESSION IV. Work in the sharing economy**  
*Claire Ingram*, Stockholm School of Economics  
*Anna Felländer*, Swedbank  
*Koen Frenken*, University of Utrecht  
*Alice Szczechpanikova*, European Commission  
Moderated by *Miroslav Beblavý*, CEPS
- 12:30 – 13:30      **Lunch break**
- 13:30 – 15:30      **Presentations by participants**
- 15:30 – 16:00      **Coffee break**
- 16:00 – 17:30      **Hackathon**

## **Wednesday, 25th of November**

- 08:30 – 09:00      **Registration**
- 09:00 – 10:30      **SESSION V. Employment and technological change**  
*Alexandre Borovik*, University of Manchester  
*Vili Lehdonvirta*, University of Oxford  
Moderated by *Karolien Lenaerts*, CEPS
- 11:00 – 11:30      **Coffee break**
- 11:30 – 13:30      **Hackathon**
- 13:30 – 15:00      **Farewell lunch**

## **From Uber to Amazon Mechanical Turk: Non-traditional labour markets driven by technological and organisational change**

### **CONCEPT**

Technology is a powerful driver for change in the world of labour. The objective of this third INGRID Winter School is to bring together scholars and policy-makers interested in two recent but rapidly growing phenomena: the sharing economy and crowdsourcing. More specifically, we are interested in the labour aspects of these innovations: do they lead to an increased share of freelance workers? What are the working conditions of crowdsourced workers? Do we need to adapt our definitions of labour to fit these new challenges? Is there a blurring of the border between work and leisure in the shared economy?

Given the limited knowledge of these phenomena, we are open to accepting different types of contributions: from theoretical work, even model-based, to more empirical analyses based on surveys, for instance. We expect applications from a broad range of disciplines: from big-data analysts to political scientists, economists and sociologists.

### **SESSION I. Are we all going to end up self-employed?**

Self-employment makes a considerable contribution to the EU's economy in terms of entrepreneurship and job creation, and it accounted for almost 15% of total employment in the Union. But it also carries a degree of risk and vulnerability for the individual, both in the short and long run. Countries like Italy, Greece and Spain have the highest rates of self-employment in Europe.

Is there evidence of an increase of such labour market arrangements in recent years? Are careers becoming shorter? Are they driven by technology or by institutional factors? Is one job over a lifetime really over? In this session, speakers will shed light on the drivers behind the recent growth in self-employment and the policy consequences that need to be addressed as a result.

### **SESSION II. Crowdsourcing and contests**

Crowdsourcing is a quick and cheap option for outsourcing, but it is more than that. The definition of crowdsourcing can be wide and includes phenomena such as Wikipedia, where the construction of the encyclopaedia is in the hands of the crowd. Here we restrict the focus to the crowdsourcing of paid labour, which allows for specific tasks to be assigned, from the creation of a web programme code to translation or data collection to a worker in an unspecified location. In this session we would like to understand the labour implications of these phenomena, both for workers in this new sector and for the users of traditional markets.

### **SESSION III. The special case of Uber: What policy makers say**

The objective of this session is to listen to the voices of policy-makers to better understand what challenges they face with respect to Uber, for example – the best-known case of the sharing economy, and what type of solutions they are devising.

### **SESSION VI. The sharing economy**

Innovations like Uber and AirB&B generate heated debate. These innovations, which some consider as ‘disruptive’, can be analysed from many different angles: who benefits from them? Who loses? Do they challenge our definitions of labour? Do they support or challenge the general trend towards inequality? In this session we would like to ask the pioneers of this new literature in the field of labour studies to share their views on the subject. We also welcome the views of policy-makers who find themselves addressing these issues with very little backup from the research community.

### **SESSION V. Employment and technological change**

Technological developments, from big data to cloud, have changed the workplace forever. Nonetheless, the extent to which workers participate in these changes is deeply unequal. A trend towards specialisation is increasingly fragmenting the workplace, sometimes mirroring the power relations observed in a Fordist economy, but magnified by the pressure for new forms of work organisation. Increased specialisation also means that useful knowledge – vital for mastering new technology – is concentrated among a select few, while the majority of workers are reduced to the status of easily replaceable users.