

THE GIG ECONOMY

EMPLOYERS

PROS

- Can quickly get specialist project teams
- Easy hire and fire
- Employers costs reduced
- Can be a source of ready talent
- Reduced HR costs
- Elastic

CONS

- Loyalty hard to build
- Less beneficial when labour supply is tight
- Turnover can be high
- Durable teams hard to sustain
- Merry-go-round of re-training
- Company culture can suffer

GIGGERS

PROS

- Flexible working hours
- Ease of entry
- Opportunity to work internationally
- Be your own boss
- Works for digital nomads
- Means of acquiring experience
- Low entry costs
- Earn as you go
- Route to full-time employment

CONS

- Short term work
- Risk of exploitation
- Insecurity
- No paid holidays
- No sick pay
- No pension
- Discourages long-term planning

MAKING IT WORK

- Do not undervalue yourself
- Seek expert advice
- Collectivise
- Plan ahead
- Take a long term view
- Research your prospective employer/employee

SCOPE YOUR MOVE

- What are your objectives?
- Agree work programme
- Define responsibilities & liabilities
- No surprises
- Agree pay rates

MAKE AGREEMENT

MATUALLY BENEFICIAL PARTNERSHIP

WHO CAN HELP

- Those with previous experience
- Peers
- Unions
- Employer organisations
- Interest groups
- Sector groups
- Professional bodies
- Accountants/tax advisors
- Educations
- Labour market specialists
- Enterprise Agencies

GOVERNMENT POLICY CHALLENGES

IT CAN'T BE IGNORED

- Uncertain tax revenues
- Social welfare burden
- Can enable commercial creativity
- Regulate?
- Pension time-bomb
- But risk of exploitation

THE PROJECT PARTNERS

- | | | |
|------------------------------------|--|--------------------------------------|
| Meath County Council – IE | Learning Hub Friesland Foundation – NL | Fometica – IT |
| WIN Consultants Ltd – IE | Concello de Vedra – ES | Union de Cooperativas Asociacion |
| VET college Friesland College – NL | Comune di Capannori – IT | Galega de Cooperativas Agrarias – ES |



This project has been funded with support from the European Commission. The European Commission's support for the production of this publication does not constitute an endorsement of the contents, which reflect the views only of the authors, and the Commission cannot be held responsible for any use which may be made of the information contained therein.