

Requirements of a public market for Irregular Work

20 criteria for a public market for irregular work			
	Functionality for:	Should enable:	Notes
1.	Work-seekers	Control over hours	Individuals decide exactly the times they can be available for work; today, tomorrow or in future. There is no expectation of confirming to a weekly pattern (but that is an option).
2.		Control over bookings	Each person decides how far they will travel and how much notice they need for a period of work. Minimum session lengths and other parameters can be set.
3.		Control over rates	Workers can set their own hourly rates including pricing higher for disliked buyers.
4.		Ability to progress across types of work	Workers can make informed choices between different types of work, raise their rates for in-demand roles and progress to higher paid options.
5.		Classification/benefits	People selling their time are able to do so with a labor market intermediary acting as employer-of-record, collating insurance and benefits.
6.		Routes out of market	Track record in the market is easily verified and portable to any other market. Transitions to employer/employee relationships fostered.
7.	Buyers	Speed of booking	Buyers instantly see genuinely available, willing, vetted, legally compliant, priced, workers for each requirement. Risk of transaction failure minimized.
8.		Fostering of a pool of approved workers	Buyers can create direct contractual relationships with selected workers, possibly with fixed pay rate offered. (This incentivizes training.)
9.	Intermediaries	Control over terms	Employment charities or commercial recruiters can vet workers into the market, adding a mark-up on each hour sold.
10.	Compliance	Minimum wage	Localized legislation is universally enforced.
11.		Interface to tax	Tax is factored into bookings, possibly deducted.
12.		Restricted hours	Controls on young workers or working time enforced.
13.		Health & Safety etc.	Full regulatory compliance. Protections enshrined in market contracts with liabilities clear.
14.	Governance	Transparency	Rules governing the market published openly.
15.		Accountability	Market rules set by accessible panel or body.
16.		Local control	Market is run to reflect local economic situation.
17.	General	Support interventions	Market must be able to effectively target, administer and monitor a full spectrum of schemes.
18.		Data openness	Aggregated data on activity/pricing/trends available.
19.		Low overhead	As the market prices with tax and needs to incentivize intermediaries its own charges must reflect cost of operation, not maximized possible profitability.
20.		Work with external markets	External irregular work platforms can interface into the market, adding value and charges.

