

## Example factors to be handled within a comprehensive hourly labor market

20 key variables to be handled within a comprehensive irregular work transaction		
No.	Variable	Explanation
1.	Availability	The person or item being traded will have specific times when it is available for hire. Those hours could follow a recurring pattern or be constantly changeable.
2.	Contactability	An option should only be put forward to a potential buyer if the seller of that option can be contacted in time to confirm they will fulfill the transaction.
3.	Travel distance	The facility being traded will usually have a restricted travel area ("I will only work within 5 miles of my home address"). Some transactions, such as a journey from point A to point B, involve start and end travel calculations.
4.	Personal terms of acceptance	The seller is likely to have constraints on their minimum period of notice for a booking, the minimum length of a booking and other parameters.
5.	Seller rules on buyers	A seller may have named buyers with whom they do not wish to trade or for whom their price is to be increased/decreased.
6.	Reliability	Sellers with a strong track record of reliably completing bookings are particularly valuable. Track records must be monitored, taking account of the various factors, which can cause a booking to fail .
7.	Vetting	Sellers for certain sectors need to be vetted by an external authority.
8.	Skill specific requirements	Some transactions require highly specific skills (for example roofing). There needs to be incentives for adopting these skills and tracking of those who currently have them.
9.	Working time compliance	In the UK, under-18's are not allowed to be booked between 22.00 and 04.00. Other countries have similar restraints based on a seller's attributes.
10.	Maximum hours compliance	Individual sellers can have legally imposed caps on their trading hours over a given period. For instance: foreign students in the UK can generally only work for a maximum 12 hours a week.
11.	Buyer/seller history	Allowing a buyer to make informed choices between sellers requires presentation of data for "bookings between you in the past" in each case.
12.	Buyer preferences for sellers	A buyer may have sellers he has approved, trained or liked in the past. This data also enables swift informed decisions at the point of purchase.
13.	Buyer track record	Some sellers will be wary of trading with a buyer until the buyer has reached a certain number of bookings with no problems emerging.
14.	Minimum wage controls	There are legalities around payment in many countries but often only for some sectors. The UK, for example, has four age bands for minimum wage calculations covering formal work. The figures change each October.
15.	Personal pricing rules	A seller may want to charge more based on how far they will have to travel to a booking. They could require more cash to make a short notice requirement worthwhile or a higher hourly rate for a booking of only one or two hours.
16.	Fixed price working	Some trades in some sectors will be subject to pre-agreed rates which need to be enforced.
17.	Employment tax	A range of taxes, such as Employer's N.I. in Britain, need to be factored into pricing. Sales tax can also be a consideration.
18.	Agency mark-up	Often, sellers will enter the market through an agency that vets them and takes responsibility for their legal status as a worker. The agency may seek compensation through a mark up (% or fixed rate) on each hour then sold.
19.	Agency supply arrangements	Agencies may wish to supply their sellers to buyers registered with another agency. There could be agency-to-agency fees to be calculated for each of these engagements.

20.	System charge	The marketplace itself needs to be funded. This may be done through a mark-up calculated on each transaction.
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