

Presentation slides

Contact us for a PowerPoint version of the slides with animations.

These 22 slides are typically used when we are invited to present to a group, for example a roundtable. Our aim is to avoid a long monologue. Instead, slides are broken up into 4 sections. We aim to stop and start a group dialogue after each section, moving on at a natural point.

For example we end Chunk 1 at Slide 8. After some group analysis and reactions around the scale/scope of irregular working, there usually comes a point when someone says something like *“So what can be done about it...?”* We then ask if it is to continue with our next section. And so on.

Guide to the slides

- 2 and 3: explain how labor markets have changed. No longer do we have a vast majority in a job with a few unemployed and a sliver doing odd hours of work in between. That sliver has ballooned in recent years, eating into traditional jobs and worklessness.
- 4 explains the “connective tissue” between buyers and sellers of this labor.
- 5 Goes through the three categories of irregular worker.
- 6 is where we talk about the problems in this part of labor markets. Drawbacks to illegal cash-under-the-table working should be obvious. Being scheduled in a “monopsony” market (a market in which only one buyer from many sellers) is clearly disadvantageous for workers and can drive down quality. But gig work marketplaces have traditionally promoted themselves as enabling “free agents” who have no bosses. Market closures, slashing of pay and punitive algorithms have progressively dispelled that myth.
- 7 speaks to a view that “Irregular Work is awful and needs to be rolled back somehow”. Attempts to do this are having uncertain impact. Fair scheduling ordinances create opportunity for apps that keep pools of work-seekers awaiting a text every morning to see if they have an assignment that day. This gives companies the flexibility they no longer have with employees.
- We then explain British government bodies took a lead in tackling these issues. 9 explains there are [many interventions](#) possible for this workforce but we concluded the root problem is quality of marketplace used to find the work. That has to be based on technology because the transactions are so complex. 10 outlines the qualities of a healthy market for this labor and makes the point that public agencies already run [markets for all types of jobs](#) with no agenda beyond economic growth, individual opportunity and data collection. The ethos of those services could be extended to flexi-labor.
- 11 then looks at how the travel industry moved its very fluid resources online using a model called Stored Availability. We explain how this has been good for sellers and buyers of travel, fostering low transaction costs, data and reliability. 12 transitions to a similar model for hourly labor in a city or region,

- If we are going to demonstrate the markets we use a slide like 13 to set up the transactions (one for a work-seeker, another for a buyer of flexi-labor). If not, we bring slide 23 from the end instead and just explain the technology exists and is ready for use.
- Slide 14 explains some possibilities that can follow from these markets.
- 15 is where we pivot to “How to launch”, telling the story briefly of the controversy in Britain about these markets (DWP, the equivalent of USDoL believed government should not do anything to improve irregular work, focusing purely on traditional job creation).
- We explain (16) multiple city governments launched a market regardless, but kept their launches small scale. This resulted in massive oversupply, far more people trying to sell time than there were employers ready to hire them on day one. That led to market collapse. Fingers-crossed launches are to be avoided.
- 18 provides an overview of a good launch: plenty of demand committed to the market before it launches. This allows a first cohort of work seekers to prove reliability and become an asset that attracts other employers, and so on.
- In 19 we briefly recap what happened as we were learning these lessons; DWP did a 180 degree and inserted these markets in their sweeping Universal Credit scheme to transform the welfare regime. That overarching project then hit multiple problems, slowing the prospects of these markets in Britain.
- 20 shows a first wave of workforce bodies who tentatively explored how launch might look in the US for a July 2017 report funded by Annie E Casey Foundation. 21 shows how a wider group then refereed a report gained from learning about how to launch in Los Angeles County.
- We end on 22 and invite further discussion.