

FUTURE OF WORK & GIG ECONOMY

**A RESEARCH BY CEPI
FGV SAO PAULO LAW SCHOOL**

WORKPLAN

Future of Work and Gig Economy

Regulatory issues on technology and social protection

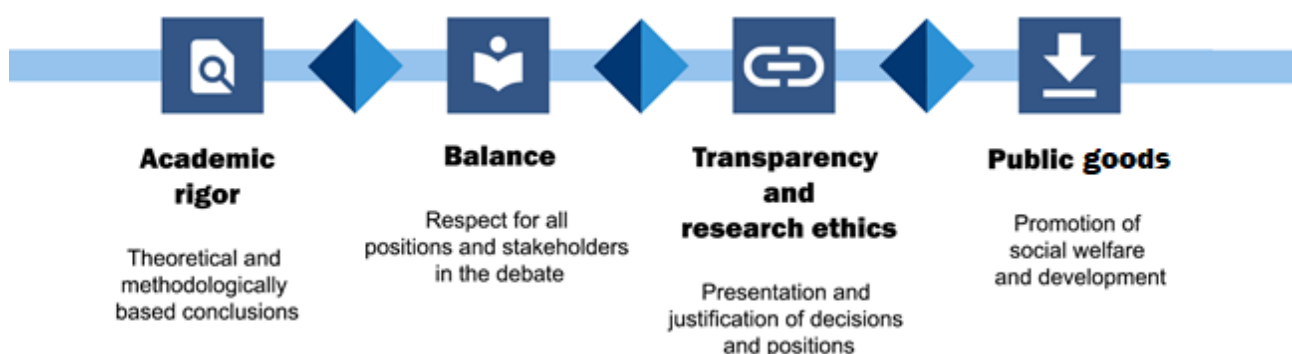
Several trends (social, economic, technological and cultural) impact the labor market in Brazil and other countries, for example automation of services and of commerce. Changes in occupations and in the way of working represent a challenge to society, policymakers and the law, which have to deal with new structures of production. In this scenario, it is urgent to study the [impacts of technological changes in the nature of working relationships](#). These issues mobilize and gather players from different sectors, such as international organizations, consultancies, research centers and state agencies. They seek to understand trends and perspectives of how working relationships will develop, so that private agents can plan their business, the State can make and adopt appropriate policies, and the society can understand and ac-

tively participate in ongoing discussions and transformations. In this regard, it is important to point out that the [acceleration of digital transformation caused by COVID-19 has intensified a concern in this matter](#), following the path of studies prior to 2020 and reinforcing the [need for research and debates](#) on this topic.

Center for Education and Research on Innovation (CEPI FGV São Paulo Law School) presents this work plan as a continuation of its research agenda on the future of professions and technology regulation. Based on important values for academic research (Figure 1), the Center will explore the [future of work at the interface with legal discussions involving socio-technical transformations](#), of which algorithmic discrimination and transparency and the use of personal data are only examples.

RESEARCH VALUES

FIGURE 1: Own elaboration.

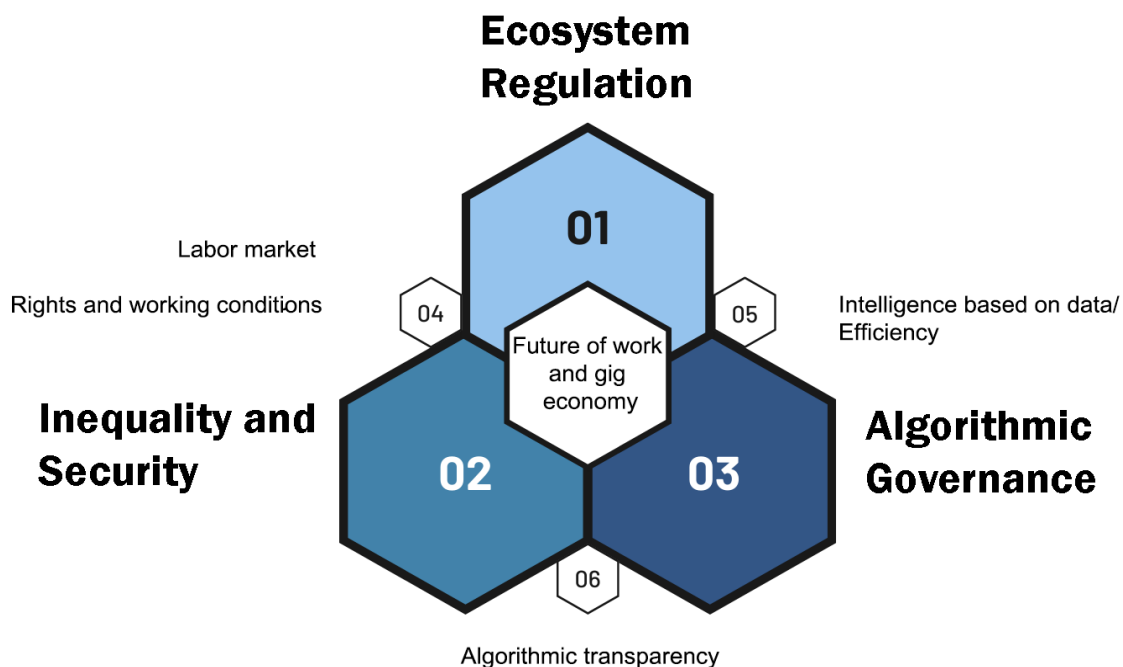


Research scenario

This research is motivated by CEPI's interest in qualifying the public debate on the interface between Law, Technology and Society, providing valuable information to stakeholders. It seeks to **understand and empirically discuss social, economic, technological and legislative changes in the context of the gig economy and its legal implications, especially for the design, execution and evaluation of regulatory technology frameworks in the Brazilian context** (e.g., algorithmic governance) and the social protection system (e.g., portable benefits). In Figures 2 and 3, we highlight some thematic axes that most represent the current debate.

AXES OF RESEARCH INTEREST

FIGURE 2: Own elaboration.



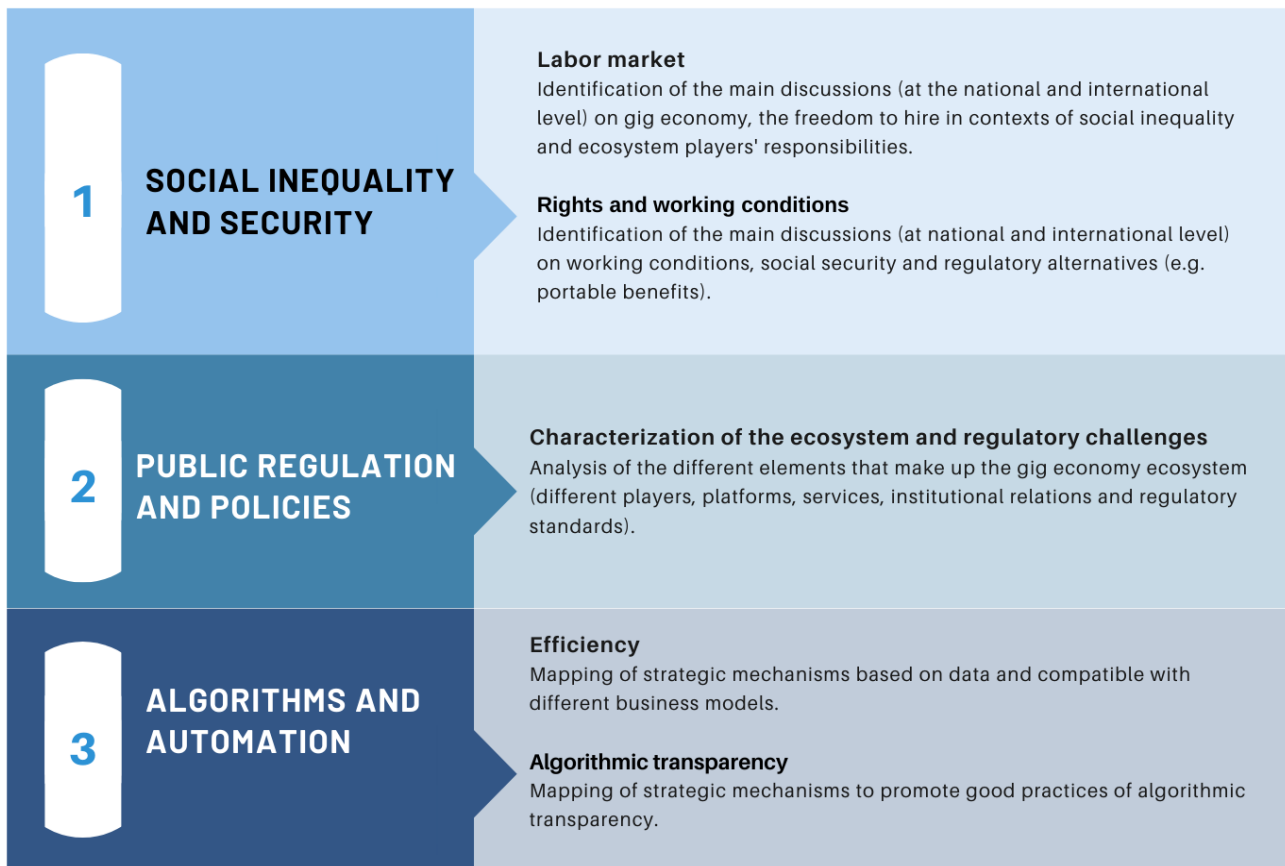
Mobilizing questions

From an exploratory research and mapping of a set of issues that permeate this agenda, **we are interested in broadening and qualifying the discussions on the future of work and work relations within digital platforms**. Among several issues that mobilize the project, we highlight:

- ◆ How to guarantee decent working conditions and social security in the gig economy?
- ◆ How to regulate realities, business models and architectures of different platforms?
- ◆ How to implement good transparency practices in automated decisions in working relationships?

LINES OF ACTION

FIGURE 3: Own elaboration.



Describing the workplan

This workplan presents our plan of action in this matter. The research tries to **better understand and qualify the debate on the opportunities and challenges that involve the gig economy**, focusing on the Brazilian reality. Its objectives are:

- (i) strengthen a **multi-sector approach**, attentive to the social, legal, technological and cultural issues of this phenomenon;
- (ii) contribute to **current and future legislative debates**;
- (iii) identify and evaluate aspects relevant for the development of **public policies**;

promote **actions that bring together different perspectives to promote a qualified and democratic debate** on the future of work in Brazil and other

countries, based on academic autonomy as a premise.

With these objectives in mind, CEPI will seek to:

- (iv) encourage public debates and **multi-stakeholder dialogue, regardless of their position** on the topic;
- (v) monitor and engage in **legislative and academic debates at the national level**, in order to strengthen the exchange between researchers and decision makers;
- (vi) **train researchers** who are working on this research agenda;
- (vii) implement new **strategies for scientific dissemination** of key findings related to this matter;
- (viii) **produce qualified information and public goods based on empirical research**, which, in

its turn, will serve as a reference in the understanding of the main concepts and discussions related to the topic;

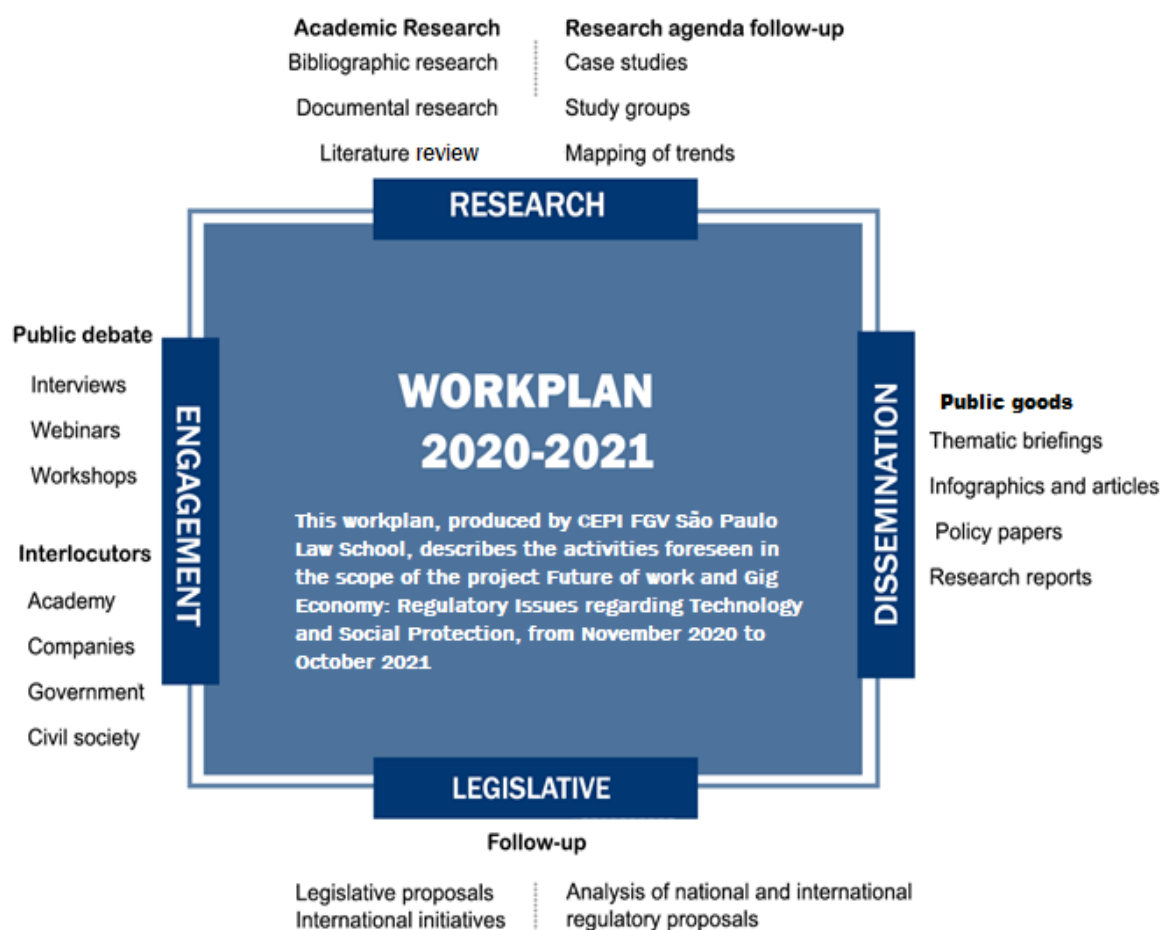
- (ix) build [dialogue with both national and international, public and private institutions](#), which includes publishing our products in Portuguese, English and Spanish.

In view of the [goal of mapping and discussing legislative, technological and public policy trends in the "future of work" and "gig economy" intersection](#), the project will be structured and conducted based on the pillars indicated in Figure 4.

The main elements of the workplan are described in Figure 5.

ACTION PLAN

FIGURE 4: Own elaboration.



MAIN ELEMENTS OF THE WORKPLAN

FIGURE 5: Own elaboration.

Type	Description
Workplan	Document for detailing the research workplan and a roadmap for the study on the matter. Once published, it serves not only as a starting point for discussion with relevant interlocutors, but also to guide another research on the subject.
Thematic briefings	Short texts that present and map the debate and the fundamental questions on a specific topic.
Various publications on social networks	Texts and infographics on current topics of public interest.
Events in different formats	Events on specific topics adapted to the online/virtual format and broadcast on FGV's YouTube channel. They can take the format of webinars, roundtables and interviews.
Research workshops	Research workshops and cycle of debates with strategic players to discuss the research topic and/or results.
Research report	Text in which the team summarizes the research path and presents the main results. It contains executive summary, methodology, theoretical basis, results/conclusions and references.
Policy paper	Text in which the team maps and presents the regulatory policy paths on a given topic, presenting cases (including comparative law) and good practices.

FGV SÃO PAULO LAW SCHOOL

The Getulio Vargas Foundation Law School in São Paulo (FGV São Paulo Law School) is a young and *avant garde* institution in Brazilian legal education. It follows FGV's commitments to excellence and social development in the country, highlighting the importance of the quality of its research. Its mission is reflected in actions that seek to position the school as a benchmark in the shaping of law in the country.

CEPI FGV SÃO PAULO LAW SCHOOL

The Center for Education and Research on Innovation arises from a 10-year experience in various activities at FGV Law School. It studies the impacts of new technologies on Brazilian society, with special focus on the legal challenges arising from these transformations in different sectors and the demand for the training of professionals with legal practice, among other relevant topics.

The Center's activities aim to promote: (i) inclusion of debates on law and new technologies in the curriculums of undergraduate and graduate legal courses; (ii) qualification of public debates, court rulings and laws and regulations on issues related to the Law and new technologies agenda; (iii) consolidation of a space for empirical research and applied knowledge with high social impact on Law and technology from current, innovative projects and topics that dialogue with different sectors of society. To this end, CEPI dedicates its efforts to producing and making available knowledge and content on the interactions between Law, new technologies and legal education in different formats, in order to contribute to public debate.

CREDITS

HOST



Supported by



TEAM

General Coordination

Alexandre Pacheco da Silva
Marina Feferbaum

Research Leader

Ana Paula Camelo

Research Co-leader

Guilherme Forma Klafke

Researchers

Ana Carolina R. Dias Silveira
Bruno Ett Bícigo
Olivia Q. Figueiredo Pasqualetto

Translation

Brazil Translations



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