

The Online Industry Revealed

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Online Work Terminology

Discussed

- Freelancer
- On Demand Work/ Gig



Comment/ Reaction

- Online Professionals
- Online opportunities available
 - Employment
 - Career
 - Project/task-based
 - Specialization
 - Business (service & e-commerce)
 - Agency
 - Sub-contract
 - Advocacy

Senate Bill 1469 National Digital Careers Act



- To prepare Filipinos for the skills needed for the **online professionals industry**
- To promote and strengthen digital careers
- Senator Angara filed **Senate Bill 1469** or the **National Digital Careers Act**.
- Supports the Digital Jobs PH of DICT

Paypal 2018 Global Freelancer Insight Report

- Analyzed 22 countries
- Philippines has one of the highest number of **online professionals** per capita
- At around 2 percent or roughly 1.5 to 2 million Filipinos.
- This number is unverified up to the moment, but hopefully, a research study can be done to capture the correct numbers.



Platform work & Crowd Work

Discussed

- Platform Work and Crowd Work

Comment/Reaction

- Tracking software
 - mostly for entry level opportunities
 - employment
- An online professional (intermediate and advanced) can choose to find work opportunities that don't require trackers.



Overarching Issues



Discussed

- Platform issues about not approving tasks

Comment/Reaction

- Depending on how big the client's organization is, there may or may not be a process in place
- Normally it's the client and the online professional who splits up the tasks and agrees on the payment process
 - milestones
 - task submitted
 - project completion
 - periodic (weekly or bi-monthly)

Asymmetries | Structural Inequalities



Discussed

1. Risk Asymmetry
2. Value Asymmetry
3. Information Asymmetry
4. Power Asymmetry

Comment/Reaction

1. Risk Asymmetry
 - a. Platforms enforce bonds once a contract is in place. Eg. Upwork
2. Value Asymmetry
 - a. Online professionals earn more than a corporate or government employee and in dollars.
 - b. Research on Payoneer 's salaries & Earnings Potential @\$1 to \$100/hour
3. Information Asymmetry
 - a. Continuous education lies on the online professional, not the government or industry as a whole, however, any support from various institutions is encouraged.
4. Power Asymmetry
 - a. He who knows how the business works has more opportunities and choices. Collaboration, virtual co-working spaces and friendly online communities are encouraged to keep the industry growing.

Overarching Issues

Discussed

Comment/Reaction



Issues

1. Lack of collective representation
2. Workers isolation
3. View each other as competitors
4. No formal mechanism to negotiate and address grievances

1. National-based cooperative that may represent the online industry
2. Online co-working spaces
3. Collaborate instead of compete with each other & promote friendly online communities
4. Continuous education on client management and relationship building

Discussed

1. Contractors w/o employee-employer relationship
2. No benefits for health, pension, etc.
3. Should have better protection coverage

Comment/Reaction

1. Yes, most online professional has no employee-employer relationship with the client but has the opportunity to ask for higher pay depending on skills.
2. If an online professional is already receiving more than the minimum wage, most online professional opt to invest on health & life insurance, etc.
3. Online professionals use their own equipment but on a case to case basis, some clients provide the equipment depending on agreement.

Overreaching Issues



Working Condition

Discussed

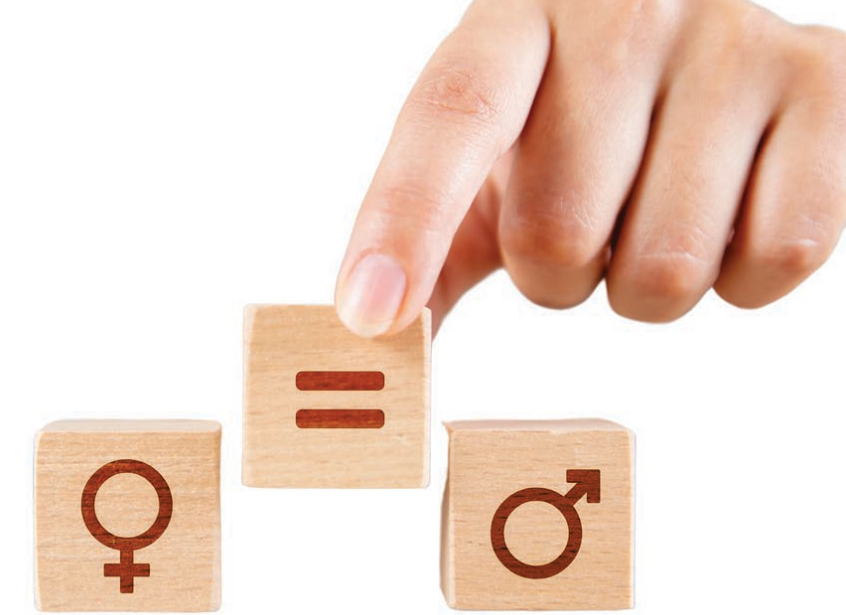
1. Standard employment benefits
2. Employee rights and privileges
3. Stability and opportunity
4. Work conditions (time, pay, safety)



Comment/Reaction

1. Not according to our labor standards because the scope of opportunity is on a global scale.
2. Online professionals have a choice on what working standard he/she wants.
3. Stability varies on the online professional's skills and clients business.
4. Online professionals has more options, though different clients also offer various conditions in terms of pay, working hours, project submission, etc. Safety may be taken out of the equation since they work from home.

Gender Issues



Discussed

MALE

FEMALE

STRESS

Comment/Reaction

- Equal opportunities for men and women; increasing number of women in technical industry.
- Account verification is needed before you can sign up to any legit agency sites, so using fictitious name that sounds masculine is not appropriate and unacceptable.
- Women can take care of her family while able to provide financially and feeling fulfilled
- Lesser stress for majority of online professionals, unless they try to manage too many clients that they can't handle

GAD GAP

Discussed

- Widenning the GAP between men and women

Comment/Reaction

- Closing the gap



Not For Everyone

Discussed

1. Flexibility depends on platform work
2. Platform work combination
3. Work autonomy results in overtime intensification for men
4. Isolations and stress
5. Platforms exercise control

Comment/Reaction

1. Flexibility depends the online professional
2. Work combination the online professional wants / chooses
3. Work autonomy can be exercised by the online professional's preference
4. Virtual co-working space for support group
5. The online professional always have the control



Suggestions

- May we use the term **online professionals** instead of freelancers to better represent what we all are and do.
- Get advice from different industry representatives (beginner, intermediate, skilled and online entrepreneurs).
- Involve online professionals in policy-making and project planning.
- Support continuous education and upskilling programs like the Digital Jobs PH of DICT and other similar advocacies.



Suggestions



- Make registration and payment of dues available online.
- Strengthen infrastructures for faster and stable internet connection
- Creation of an act for online professionals welfare administration just like overseas workers welfare administration act or RA 10801
- Support online-based cooperatives.

Mission

To help the Filipino online professionals achieve a sustainable livelihood in online workspace by providing support through continuous education, marketing, mentoring and leadership equipping.



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TECHNICAL TRAINING

Providing Digital Skills for Job Opportunities to the Filipinos



DICT
DEPARTMENT OF INFORMATION AND
COMMUNICATIONS TECHNOLOGY



Other References

1. [Hootsuite Philippine Report](#)
2. [Hootsuite Global Report](#)
3. [Payoneer Freelancer Income Survey](#)

