

Platform work and access to social protection across major European countries

Felix Sieker













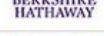






Three questions

1. How accessible are social protection systems for platform workers?
2. Is accessibility to social protection systems a predictor for how country's deal with platform work?
3. What are the policy options to regulate platform work?

Size of platform work

- In most countries, between 1-2% of the adult population
- Platform work rarely main job
- Despite its limited size important
 1. Platform firms are growing at an unprecedented scale
 2. Global platform work is growing exponentially
 3. Most platform work affects service sector occupations, which are difficult to
 4. Reflection of broader trend towards workplace fragmentation (Careers Jobs Tasks)

**LARGEST GLOBAL COMPANIES IN 2018 VS 2008:
SEVEN OUT OF TEN ARE NOW BASED ON PLATFORM
BUSINESS MODELS**

2018				2008			
RANK	COMPANY	FOUNDED	US\$bn	RANK	COMPANY	FOUNDED	US\$bn
1.	 Apple *	1976	890	1.	 PetroChina	1999	728
2.	 Google *	1998	768	2.	 EXXON	1870	492
3.	 Microsoft *	1975	680	3.	 中国移动 China Mobile	1892	358
4.	 amazon *	1994	592	4.	 ICBC 工商银行	1997	344
5.	 f *	2004	545	5.	 GAZPROM	1984	336
6.	 Tencent 腾讯 *	1998	526	6.	 Shell	1989	332
7.	 BERKSHIRE HATHAWAY	1955	496	7.	 Microsoft	1975	313
8.	 Alibaba.com *	1999	488	8.	 Shell	1907	266
9.	 Johnson & Johnson	1886	380	9.	 AT&T	2000	257
10.	J.P.Morgan	1871	375	10.	 AT&T	1885	238

* Companies based on the platform model

Sources: Bloomberg, Google

Platform work

- Growing body of literature on platform work
 - Platform work often associated with low wages, long working hours and high stress (Huws et al., 2017; Forde, 2017)
- Few comparative studies on the accessibility of specific social protection systems for platform workers across countries (Jerg et al, 2020; Joyce et al, 2020)
- Little response on countries' responses to platform work
 - Significant research on Uber and taxi legislation, but not much on employment legislation



Research questions and Hypothesis

RQ1: How accessible are social protection systems for platform workers across countries?

RQ2: Which responses are formulated by countries to regulate platform work?

Hypothesis: Access to social protection for self-employed workers is a predictor for a country's response towards the regulation of platform work

Countries either pursue (1) a more integrative response or (2) a more confrontational approach to regulate platform work

Research design

- Comparative case study
- Analysis of access to social protection schemes for self-employed workers
- Index on access to social protection systems for self-employed workers
- Case study on responses developed by countries



	Denmark	Sweden	Finland	Norway	Austria	France	United Kingdom	Netherlands	Italy	Germany
Health care	Full	Full	Full	Full	Full	Full	Full	Full	Full	Full
Sickness benefits	Full	Full	Full	Partial to full	Full	Partial to full	Partial to full	None	None	Partial to full
Maternity/paternity benefits	Full	Full	Full	Full	Full	Partial to full	Partial to none	Partial to full	Full	Partial to full
Old-age pensions	Full	Full	Full	Full	Full	Full	Full	Partial to full	Full	Partial to none
Unemployment benefits	Partial to full	Partial to full	Partial to full	None	None	None	None	None	None	None
Social assistance benefits	Full	Full	Full	Full	Full	Full	Full	Full	Full	Full
Invalidity benefits	Full	Full	Full	Full	Full	Full	Full	None	Full	Partial to none
Accidents at work benefits	None	Full	Partial to none	None	Full	Partial to none	None	None	Full	None
Family benefits	Full	Full	Full	Full	Full	Full	Full	Full	Partial to none	Full

Index: access to social protection for self-employed workers

Fuzzy set score	Description of fuzzy set score	Fuzzy set score applied to the accessibility of social protection systems
1	Fully in	Full
0.66	More in than out	Partial to full
0.33	More out than in	Partial to none
0	Fully out	None

Country	Index value
Sweden	0.96
Austria	0.89
Finland	0.89
Denmark	0.85
Norway	0.74
France	0.73
Italy	0.70
UK	0.66
Germany	0.55
Netherlands	0.48

	Denmark	Sweden	Finland	Norway	Austria	France	United Kingdom	Netherlands	Italy	Germany
Court cases						Multiple lawsuits involving Deliveroo and Uber, including supreme court decisions	Multiple lawsuits involving Deliveroo and Uber, including supreme court decisions	Multiple lawsuits involving Deliveroo, including supreme court decisions	Multiple lawsuits involving Foodora, including supreme court decisions	Initial court cases on the employment status of crowd-workers
Collective agreements	Hilfr and 3F Just Eat and 3F	Bzot and Swedish Transport workers' Union Instajob and Unionen		Foodora and the United Federation of Trade Unions	Bike courier platforms and vida					
Legislative proposals						Law 2016-1088 (Loi Khomri) Law 2019-1428 (Loi Lom)			Legislative decree 81/2015 Law 128/2019	Legislative proposal released by the Federal Ministry of Labour and Social Affairs

Responses to regulate platform work

- (1) Inclusive response by integrating of platform work into industrial relation system via social dialogue
 - Nordic countries and Austria □ negotiation of collective agreements
- (2) Confrontational response to platform work aimed at challenging self-employment status of platform worker
 - France, the Netherlands & UK: Court cases reclassifying platform workers
 - UK: Diverging court cases on reclassification of platform workers
 - Germany: Proposed legislation in 2020 aimed at increasing social protection for platform workers
 - Italy: Reclassification of platform workers as economically dependent self-employed workers and extension of social protection

Conclusion

- Access to social protection schemes is a predictor for response towards platform work
 - Wide access to social protection for self employed workers inclusive response
 - Narrow access to social protection for self-employed workers confrontational response
- Policy options
 - Third employment status discussed
 - Extension of social protection coverage to self-employed workers
 - Not a new debate
 - Rise of platform work makes gaps in social protection coverage visible

Order of presentation