

# **New forms of (platform) work and social security**

Prof. dr. Paul Schoukens

Changing world of work – Research Seminar – Brussels  
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PRESENTATION OF THE BROADER RESEARCH

DEFINING (A) TYPICAL WORK

NEW FORMS OF (PLATFORM) WORK EMERGING  
BETWEEN STANDARD AND NON-STANDARD WORK

CONSEQUENCES FOR SOCIAL SECURITY

## BROADER RESEARCH

- Research Instituut Gak:

Is it possible to come to adapted social security schemes for atypical workers (i.p. solo-SE) in the NL, within the framework of the theory on the necessity to distinguish 'profession-specific' application rules and basic (profession-neutral) principles underlying our social security systems?

- Building further on comparative research (1992-2005) on social protection self-employed
  - Basic principles (neutral to the profession) >< application rules (adapted to specific working situation of the 'atypical' professions)
  - Employee as regulatory 'default' standard for social protection → specificity SE?
- New atypical work types (esp, gig-economy) → quid previous findings SE-research?

### WHAT IS TYPICAL WORK?

- Typical as ‘most common’

58% of the workforce in the EU is in indefinite full-time employment.

- Typical as the ‘regulatory standard’

The «STABLE, OPEN-ENDED AND DIRECT EMPLOYMENT RELATIONSHIP BETWEEN A DEPENDENT, FULL-TIME EMPLOYEE AND HIS UNITARY EMPLOYER» (WALTON, 2016)

became the **standard** for the regulation of the male labour market during Fordism because:

- It provided a secured pool of middle-skilled workers.
- It provided the income security needed for developing consumerism and the welfare State.

# EXTERNAL CHALLENGES TO THE STANDARD EMPLOYMENT RELATIONSHIP - I

## STANDARD EMPLOYMENT

(EMPLOYEES IN A FULL-TIME  
PERMANENT JOB)

58% EU employment

TEMPORARY  
EMPLOYEES

12% EU  
employment

PART-TIME  
EMPLOYMENT

20% EU  
employment

SELF-  
EMPLOYMENT

16% EU  
employment

# INTERNAL CHALLENGES TO THE STANDARD EMPLOYMENT RELATIONSHIP

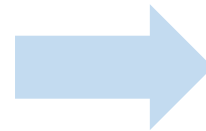
## EMPLOYMENT RELATIONSHIP

- Personal subordination
- Bilateral character
- Salary
- Economic dependency
- Mutuality of obligations
- Work usually performed at the employer's premises

STANDARD  
EMPLOYMENT

## LABOUR STABILITY

- Indefinite duration
- Full-time



## INCOME SECURITY

- Salary which is sufficient to ensure livelihood
- Expectation of an adequate level of social insurance

- Special Edition: Major Updates & Project Curie Month #1 Roundup (12 August - 11 September 2016)  
 One Month of Project Curie This will be special update from Project Curie. One month ago, Project Curie b...  
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- [Steemfest] Follow up - Poster designs! SBD rewards will donated to the project!  
 I want to follow up on @roelandp announcement post about the steemfest.com at November 11/12/13.  
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 I wanted to share another track/story taken from my debut EP Closer | Closure Written & Produced by Ben...  
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 Who Should We Find Responsible For The Subprime Mortgage Lending Crisis? I want to preface this artic...  
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We give businesses and developers access to an on-demand, scalable workforce. Workers select from thousands of tasks and work whenever it's convenient.

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HITS - Human Intelligence Tasks - are individual tasks that you work on. [Find HITS now.](#)

As a Mechanical Turk Worker you:

- Can work from home
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Find HITS Now

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# PLATFORM WORK AND 'WORK' IN THE 'SHARING ECONOMY' - TYPOLOGY

Cloud work (web-based digital labour) – gig-work (location-based digital labour)

(Florian A. SCHMIDT)

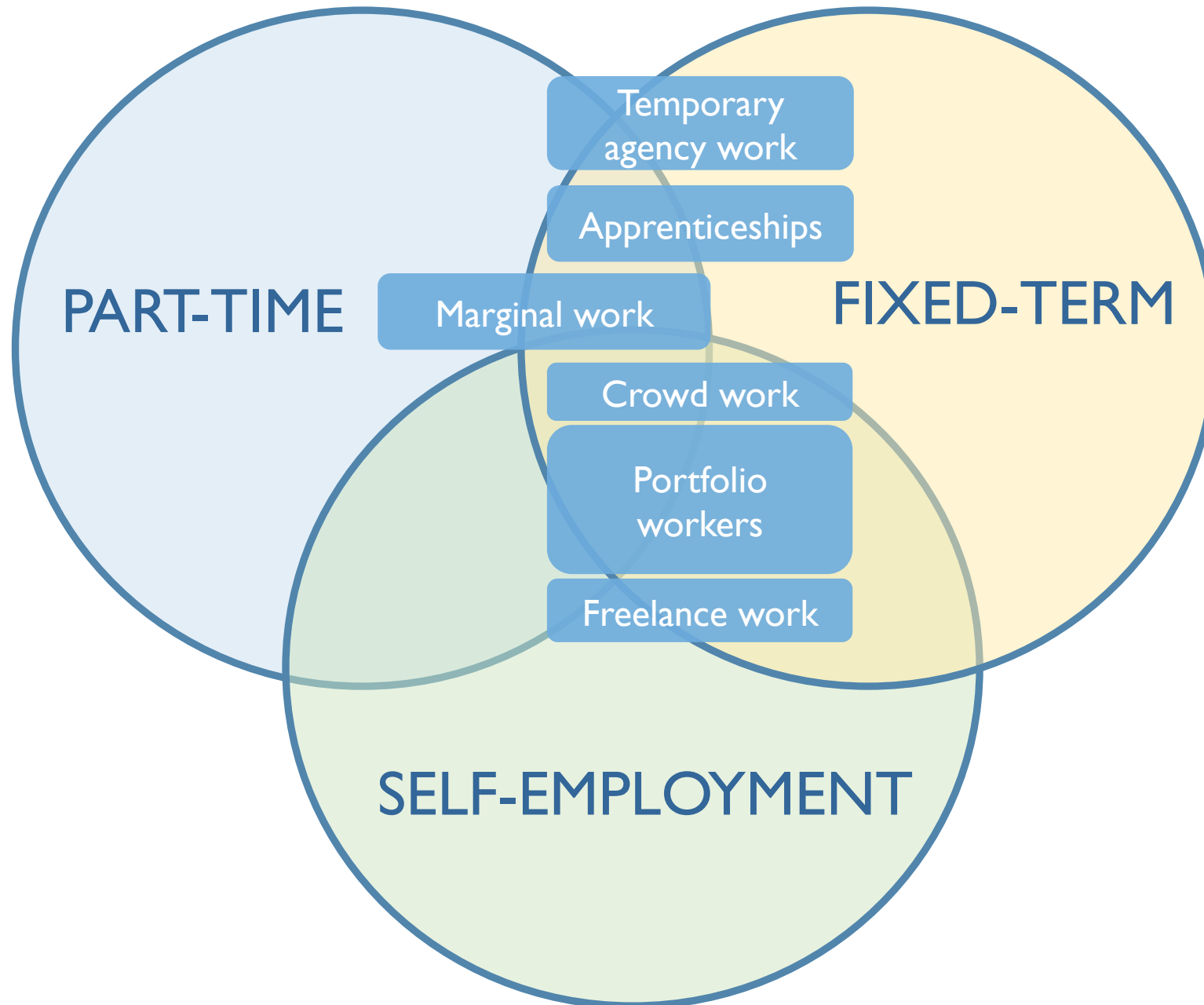
- Cloud work
  - Freelance market places: tasks to select(ed) individuals
  - Crowd work: tasks made available to the crowd
    - Micro-tasks – creative work
    - Contest (payment best work) – no contest
- Gig-work: tasks given to individuals
  - Accomodation – transportation – delivery services – household services

Companies renting own products/services – Companies enabling third party transactions (resolving or not information asymmetries)

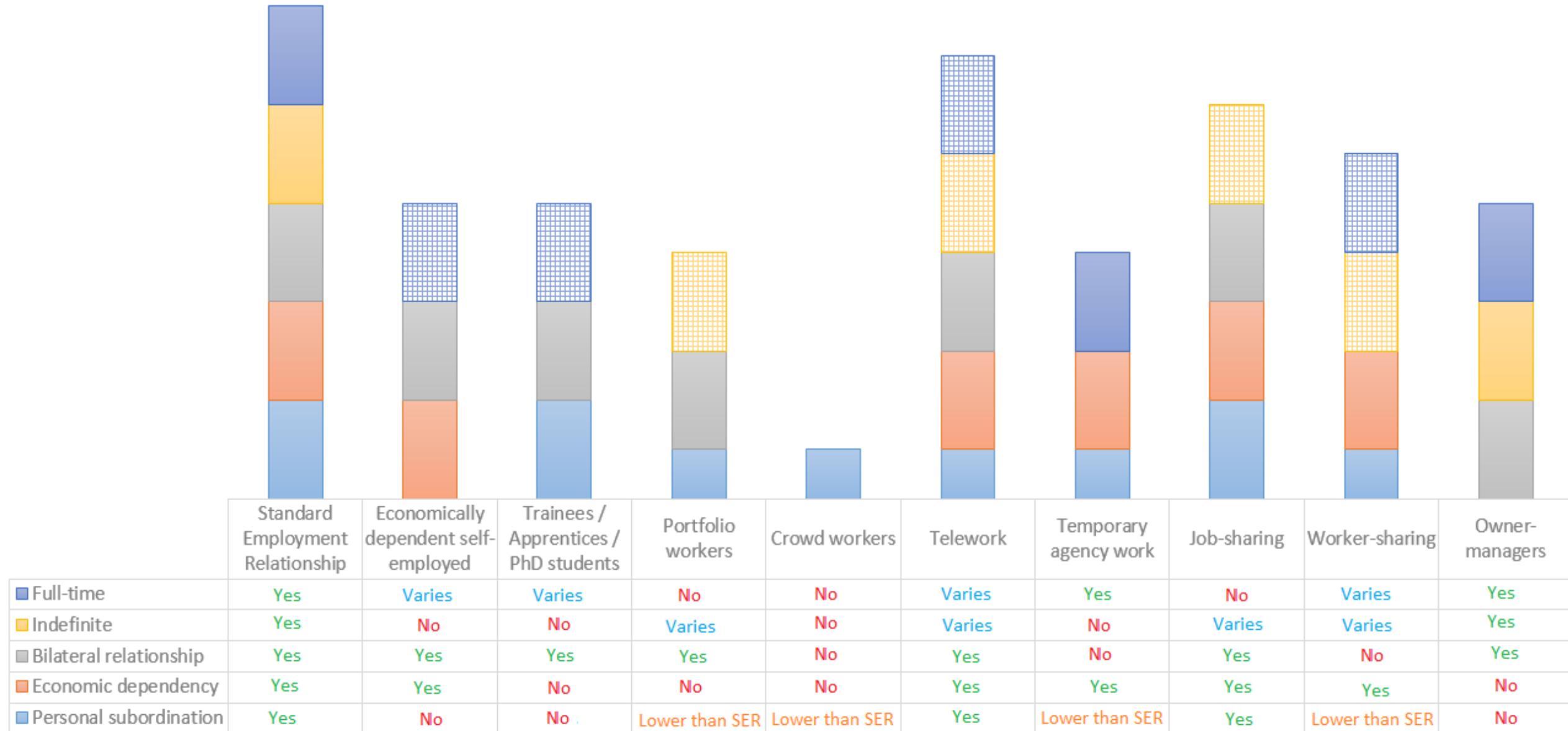
(Deepa DAS ACEVEDO)



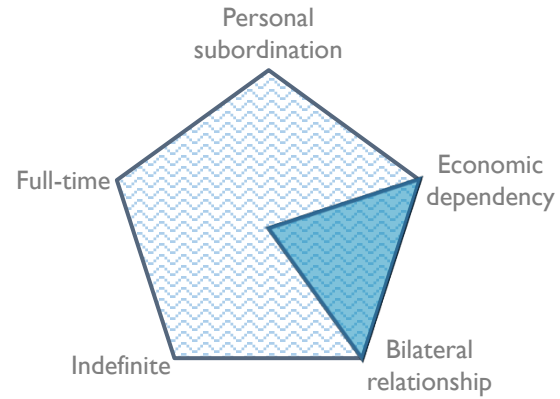
# EXTERNAL CHALLENGES TO THE STANDARD EMPLOYMENT RELATIONSHIP - II



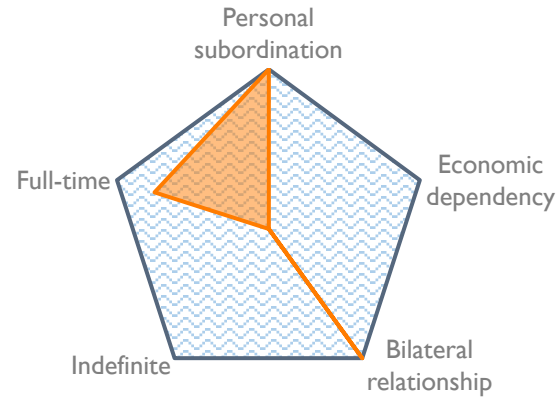
# EXTERNAL CHALLENGES TO THE STANDARD EMPLOYMENT RELATIONSHIP - III



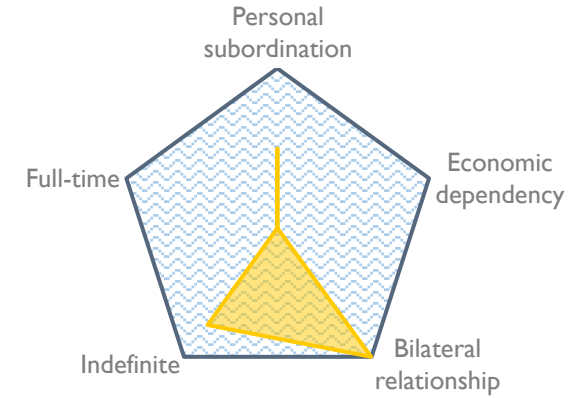
# EXTERNAL CHALLENGES TO THE STANDARD EMPLOYMENT RELATIONSHIP - IV



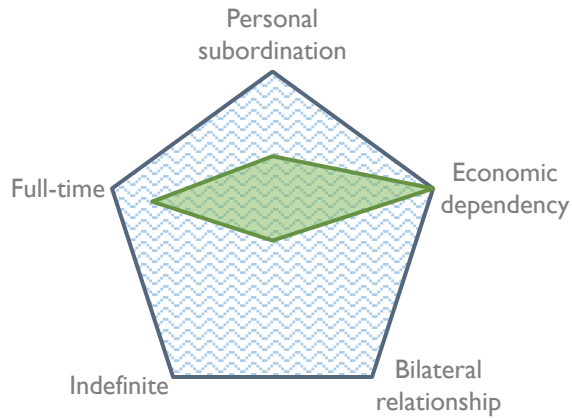
Economically dependent self-employed



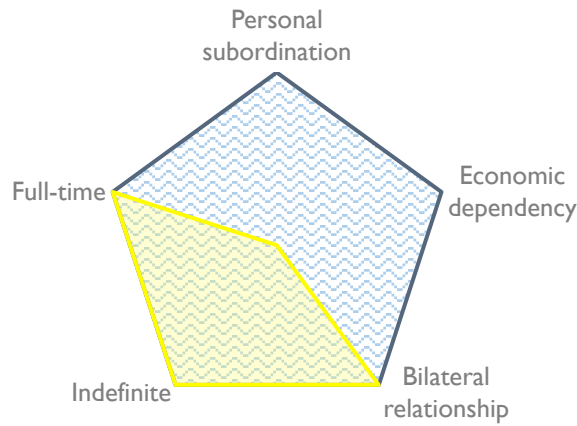
Trainees / Apprentices / PhD students



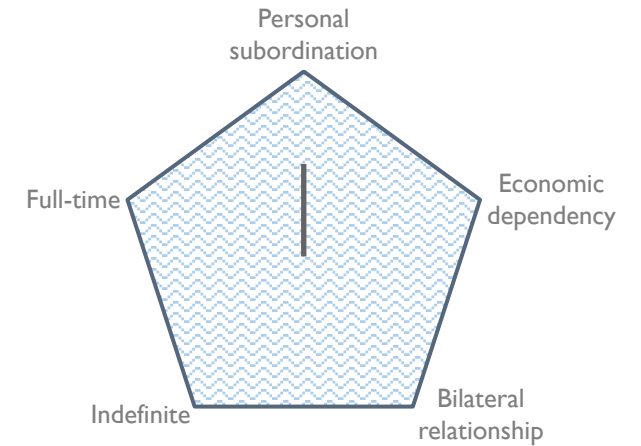
Portfolio workers



Temporary agency work



Owner-managers



Crowd workers

# HOW NON-STANDARD WORK CHALLENGES SOCIAL SECURITY SYSTEMS?

## WHY IS IMPORTANT FOR SOCIAL SECURITY?

TO DEFINE/  
TO DETECT  
WORK

Persons in work  
earn a salary

Persons not in work  
need to find work

Employer is  
responsible for soc  
sec and for financing

Employer decides  
on redundancy

Thresholds in social  
insurance schemes

TO DETECT  
EMPLOYER

LACK OF  
LABOUR /  
INCOME  
STABILITY

## HOW IS CHALLENGED BY NON-STANDARD FORMS OF (PLATFORM) WORK?

Unpaid activities/commodification (V. De Stefano)/informal work? ...

Unpaid work

Marginal work?

Multiple employers

Issue of classification: Bogus  
self-employed  
Eer based social protection?

Zero-hours contracts: Both sides may refuse work

Very small number  
of hours / low  
income

Difficult to track hours

# USE of THRESHOLDS → effects atypical (marginal) work

- Mapping the diversity of thresholds
  - Traditionally applied for combat fraud, reduce administrative burden
  - Flexibility (flex labour) → mini-jobs → (partial) exclusion
    - Depending (or not) on having socially covered 'main activity'
  - To define 'professional' character of the activity
  - Minimum income self-employed persons (issue of under-reporting)
  - Limited to defined groups (domestic work, pensioners,...)
- Different goals
- Having impact upon atypical work forms (esp. Gig-economy)

## CONCLUSION

The standard employment relationship is still typical in **numerical terms**, but it is stopping to be typical as a **regulatory model**

This produces **challenges** and rethinking for **social security**

- To adapt technically the system to the specificities of non-standard work
- Leaving Fordism: From stable work to income out of activity

Subsidizing non-standard work?

- Position universal (basic) systems → Basic income?
- Social Security itself conducting to poverty?



# Thank you