

Author	Year	Title	Country/Region of focus	Focus	Definition of type of work	Legal Basis	Social Protection Toolboxes	Programmes	Support SP	Critique SP	Future of SP	
Adams, J., Pater, D., 2012	2012	ESPA Thematic Report on Access to social protection of people working as self-employed or on non-standard contracts - Turkey	Turkey	non-standard employment	The definition of self-employment involves workers not subject to labour contract, including business owners and partners.	N/A	cash benefits and benefits in kind for those registered with the system  Maternity/parental cash benefits and benefits in kind  Old age and survivors' pensions  Unemployment benefits and social assistance benefits	N/A	Progressive coverage extension offered in the recent years to non-standard workers with a major reform in 2008.	Self-employed workers do not receive social security and they cannot claim any SP benefit. Social assistance is inadequate in terms of coverage. Non-standard workers hardly fulfil the eligibility requirements for accessing to social security because of non-linear coverage paths. Most cash and social benefits are irregular.	N/A	
Adams, A., Prasad, L., 2018	2018	Zero-Hours Work in the United Kingdom	UK	zero-hour work	Zero-hour contract follows definition by Simon Deakin and Gillian Morris. Subsequent to the 2012 and 2015, the employer's contractual obligations to the worker are limited to the extent that the employer is not obliged to provide any work available. M. Freedland and K. Stewart (The Legal Construction of Zero-hour Work Relations, CIPU, 2012) p.18-19: work arrangements in which the worker is in a personal work relation with an employer (entity, i.e. who has no one else) and is guaranteed hours of remunerated work. "These arrangements are normally described as 'zero', 'intermittent', or 'on-demand' work." (B) there is no certainty that any such work or services will be made available to the worker. [2] For this purpose, an employer makes work or services available to a worker if the employer requests or requires the worker to do the work or perform the services.	Section 27A of the Employment Rights Act of 1996 (ERA 1996). (1) In this section, "zero-hour contract" means a contract of employment or other worker's contract under which— (a) the undertaking is to do or perform work or services as an employee has duty to do so continuously on the employer making work or services available to the worker, and (b) there is no certainty that any such work or services will be made available to the worker. [2] For this purpose, an employer makes work or services available to a worker if the employer requests or requires the worker to do the work or perform the services.	Covers income support National Minimum Wage (Act 1998), Tax credits, income-based job seekers allowance (JSA), universal credit, Pension	Given the nature of work, there will be variation in income streams. ZHC workers are more likely to be a recipient of government benefits and if they earn over a certain threshold, employees will be enrolled in pension fund.	Unlike self-employed, ZHC are not treated preferentially by the UK tax system. Income tax is levied on earnings from ZHC work. ZHC workers also come to face otherwise identical workers on fixed hours. When hours vary week-to-week, they may require ZHC workers to re-assess need for evidence to do the Tax Credit Office, and perhaps switch between the JSA and tax credit or risk benefit overpayment and the risk of sanctions. "Social security regulations need to be adjusted to ensure that the state does not inadvertently create a significant supply of workers desperate to accept work at any cost especially given the weak evidence of a link between accepting casual work and future labour market outcomes	N/A		
Abar, J., 2019	2019	Platform Work: The link with social security systems	EU	platform work	"collaborative economy" as "business models where activities are facilitated by collaborative platforms that create an open marketplace for the temporary usage of goods or services often provided by private individuals". Having three main sub-categories being service providers, users, and intermediaries. EU Online platform, defines a platform as "an underlying operating system for multi-sided markets, which uses the internet to enable interactions between two or more distinct but interdependent groups of users who do not generate value for at least one of the groups". The platform economy, in particular the sharing economy, has opened the interest of Denmark's legal and social players. This said, no concrete measures have been put in place in terms of policy, social dialogue, regulation or jurisprudence where digital platforms are concerned. The country's National Digital Council (Conseil National du Numérique) released a report on the future of digital working conditions. Trade unions, however, do not consider taxpayers (Woh, employment, digitalisation: new trajectories) in which the issue of platform work was discussed for the first time in August 2015 platform work was regulated for the first time in Law n° 2015-980. In April 2020, related to the COVID-19 pandemic, the modernisation of social dialogue and the safeguarding of career paths. This law includes that Article 24 of the Equality Act sets that the requirement of equal treatment applies with respect to social protection.	European Parliament Legislative resolution of 16 April 2019 on the proposal for a directive of the European Parliament and of the Council on transparent and predictable working conditions in the European Union (PE 54370) (2018/1033) has drawn up a set of mandatory minimum standards to protect workers. The objective is to provide legal certainty and improve the quality of work, regardless of the legal status accorded to the service being provided. In Germany, platform workers are considered to be neither self-employed nor employed. The Homeward Act details to these workers some degree of protection in terms of sick leave, health and safety, parental leave, etc. The platform economy, in particular the sharing economy, has opened the interest of Denmark's legal and social players. This said, no concrete measures have been put in place in terms of policy, social dialogue, regulation or jurisprudence where digital platforms are concerned. The country's National Digital Council (Conseil National du Numérique) released a report on the future of digital working conditions. Trade unions, however, do not consider taxpayers (Woh, employment, digitalisation: new trajectories) in which the issue of platform work was discussed for the first time in August 2015 platform work was regulated for the first time in Law n° 2015-980. In April 2020, related to the COVID-19 pandemic, the modernisation of social dialogue and the safeguarding of career paths. This law includes that Article 24 of the Equality Act sets that the requirement of equal treatment applies with respect to social protection.	social security is defined as "any programme of social protection established by legislation, or any other mandatory arrangement", that provides individuals with a degree of income security when faced with the contingencies of old age, unemployment, incapacity, disability, unemployment or leaving children. It may also offer other forms of social protection, such as preventive medical care". (S)	N/A	N/A	N/A	N/A	
Albert, F., Gaspár, K., 2017	2017	ESPA Thematic Report on Access to social protection of people working as self-employed or on non-standard contracts - Hungary	Hungary	non-standard employment with focus on self-employment	No official definition of NEPE work and self-employment. Self-employed is neither used but related alternative terms: "sole proprietor", "sole trader" or "entrepreneur". Entrepreneurial definition in Hungarian Law "an entrepreneur is a natural person, a legal person and/or incorporated entity without legal personality, pursuing economic activity on his/her/its own behalf"  No included in activities: Part-time employment and fixed-term contracts, Simplified employment (simplified employment - a kind of 3 consecutive days for a max of 5 days a month and 90 days a year), temporary agency workers.	Family benefits (unemployed), child benefits, long-term care benefits (healthcare (mandatory and contribution based) health and work (contribution based) unemployment benefits (unemployment benefits (unemployment-based) Public social assistance (unemployed) Old-age and survivor pensions (contributory)	N/A	I support a the fairly universal design of the system which allows access to everyone irrespective of employment situation - but highlights the leakage and leaves large gaps. There is a wide legal mechanism, i.e., no minimum wage.	-Issue is coverage of risks and whether contributions are actually based rather than the coverage of people. This results in a shrinking contribution base. (8) There is a wide legal mechanism, i.e., no minimum wage.  "This is the main problem in Hungary is not that the self-employed and most of those in non-standard employment are excluded from provisions, rather it is that any provision that depend on contributions and they need small sums, as well as their own contributions on the basis of the minimum wage (or even less). Such provisions are first and foremost the persons by some extent, it is regarded, sickness benefit, the childcare law (DICE), and the maximum 3-month unemployment benefit". (9)	N/A		
Alho, A., Gramenzi, E., 2019	2019	Workers Without Workplaces and Unions Without Unity: Non-standard Forms of Employment, Platform Work and Collective Bargaining	EU	non-standard employment platform work	At the European level, casual work can be distinguished from other NEPE, such as part-time, fixed-term or temporary agency work, which has already received growing judicial attention and consequent regulatory intervention. There is no universally accepted legal definition of non-standard employment other than "employment offering less security and fewer benefits than the standard employment relationship". In the case of self-employment there are intermediate grey areas such as: "economically dependent work" and "digital self-employment". Platform-mediated work includes crowdworking and work on-demand through platforms. ILO definition. Four components: (1) temporary employment, (2) part-time work, (3) temporary agency work and other forms of employment involving multiple parties, (4) disguised employment relationships and dependent self-employment. Component is particularly affected by new forms of work. Platform work tends to come in the form of crowd work and on-demand work via apps.	The minimum accepted legal definition: "The paper crosses definitions from EU, US, OECD and the ILO/ITF which reach the minimum consensus on NEPE being: fixed-term or temporary contracts, part-time work, temporary agency work, self-employment or independent contract work. The ILO and OECD also include dependent self-employment. The ILO also includes disguised employment relationship."	Social security	N/A	N/A	In case of disguised employment, the ILO and promulgated aim is to conceal an employment relationship and circumvent statutory or collective agreed provisions, payroll taxes, and social security contributions".	N/A	
Ameghe, A., 2018	2018	Adapt or perish - recent developments on social protection in EU under a gig model of pressure	EU	non-standard employment	Platform-mediated work includes crowdworking and work on-demand through platforms. ILO definition. Four components: (1) temporary employment, (2) part-time work, (3) temporary agency work and other forms of employment involving multiple parties, (4) disguised employment relationships and dependent self-employment. Component is particularly affected by new forms of work. Platform work tends to come in the form of crowd work and on-demand work via apps.	Proposed Directive (2015) EC relates a worker as "a natural person who for a certain period of time performs services for and under the direction of another person in return for remuneration" (p.16). This relates mainly to on-call workers and not to all gig workers. The directive is also known as the Directive on Transparent and Predictable Working Conditions in the European Union, and concerns an employer's obligation to inform employees of the conditions applicable to the contract or employment relationship. It lacks clarity on how to establish the existence of and the relationship of subordination.	benefits of unemployment insurance or equivalent (maternity, invalidity, sick pay) and occupational accidents or disease related	European Pillar of Social Rights, EPSR covers 20 principles in 3 packages. Principle 12 and others under theme SP while to SP is a regulation of the top of and duration of contract. A15 refers to coverage on mandatory basis for employment benefits, yes, in the case of the self-employed people this is only voluntary basis.	-EPSR is an adequate step to cover new forms of employment in the changing society when used together with other initiatives such as the proposal for a Directive on Transparent and Predictable Working Conditions, the ELA and a future proposal for a European Social Security Number.	-SP systems designed when full-time contract was the rule. Partial access to social protection results. It concerns uncertainty at an individual level, and 2) decline of the state law tax levy on individuals contribute to the system. -EC Directive is a proposal and therefore, non-binding. This has implications for enforceability. -EC Directive leaves out some individuals whose contract does not fit the criteria of worker. -Lack of data collection in SP and NEPE	N/A	
Arlow, S., 2019	2019	The dynamism of the new economy: Non-standard employment and access to social security in EU-28.	EU	non-standard employment & self-employment	"we define non-standard employment as consisting of part-time jobs, fixed-term or temporary contracts, 1) and self-employment. Within the category of self-employment, a distinction is made between own-account workers and the self-employed with employees, while the structure of this employment category is also analysed along the lines of gender, economic sector and level of education." (9)  "Moreover, the self-employment status contains a list of variation, since this category includes precarious forms work (Germans in Croatia, Romanians and Poles), low skill own-account workers which are often cheap labour (Germans in the Czech Republic, Cyprus, Italy, Slovakia and the United Kingdom) as well as the self-employed with tertiary education which are likely selling knowledge based services (Germans in Luxembourg, Estonia and Ireland)".(10)	Unemployment benefits (unemployment-based) cash benefits and benefits in kind (contributory insurance based) Old age and survivors' pensions (contributory) Unemployment benefits and social assistance benefits (non-contributory) Long term care benefits (contributory) Inequality, accidents at work and occupational injuries benefits (contributory - based on periods of previous contributions)	N/A	N/A	N/A	Highly criteria restrict access to unemployment benefits for the self-employed. The structure of the tax system does not incentivise the self-employment to enjoy with contributions.	N/A	
Bäcker, Gerhard, 2017	2017	ESPA Thematic Report on Access to social protection of people working as self-employed or on non-standard contracts - Germany	Germany	self-employment	Self-employed "who work in their own business, professional practice or farm for the purpose of earning a profit"	Labour Lawing Act Act on Fixed-Term Contracts	Healthcare and sickness cash benefits and benefits in kind (contributory insurance based) Maternity/parental cash benefits and benefits in kind (contributory insurance based) Old age and survivors' pensions (contributory) Unemployment benefits and social assistance benefits (non-contributory) Long term care benefits (contributory) Inequality, accidents at work and occupational injuries benefits (contributory - based on periods of previous contributions)	The parental benefits ("Elterngeld") Long-Term Care insurance scheme	N/A	Self-employed workers are excluded from some areas of social protection, for instance the regulations on occupational health and safety which exclusively is dependent employees.	N/A	
Balaram, B., Warden, J., Wilshaw-Stephens, F., 2017	2017	Good Gigs - A fairer future for the UK's gig economy	UK	platform work	Gig economy is referred as the use of online platforms for small jobs completed on-demand	Employment Law	N/A	N/A	"A Minimum Income Floor" (MIF) is being introduced under UK to deter under-reporting of income, which will ensure that a claimant's income is assumed to be a certain amount each month and that any fluctuations below this will not be made up with more social security contributions". (7)	The key issues identified to be playing a part in the social protection available for workers in the digitalisation/employment landscape: "There is an urgent need to government to clarify the law and deter misclassification of workers, however, clarifying workers' responsibilities under the law is not limited to its presence to transform workers' experiences of the gig economy". (8)	N/A	
Belonić, C., Nguyen, 2018	2018	Innovative approaches for ensuring universal social protection for the future of work	Global	non-standard employment	Adheres to ILO definition. The category of non-standard employment (NSE) includes new forms of employment or contractual arrangements that deviate from the standard open-ended, full-time, dependent employment relationship.	N/A	-social assistance, social security, - mandatory, voluntary (contributory, non-contributory)	N/A	From Table 1 at Page 16, "Social insurance coverage of self-employed workers in Europe" The table offers a ranking of policies regarding the self-employed that result in different level of coverage from HDG to NO ACCESS. "Full to high access to coverage: Self-employed workers are required to be insured under one or more insurance-based schemes that are mandatory for high to medium access to coverage" Self-employed workers are not mandatorily insured under one or more insurance-based schemes that are mandatory for salaried workers. The coverage in these countries can voluntarily opt into one or several schemes. Additional policy innovations include: the relaxation of minimum thresholds on income, modification of contribution collection schedule that can follow the patterns of income of different typologies of workers, agreements on contribution collection deferrals in times of crisis, governments subsidization of contributions for the self-employed.	From Table 1 at Page 16, "Social insurance coverage of self-employed workers in Europe" The table offers a ranking of policies regarding the self-employed that result in different level of coverage from HDG to NO ACCESS. "Medium to low access to coverage: The self-employed are not required to be insured under one or more insurance-based schemes that are mandatory for salaried workers. The coverage in these countries can voluntarily opt into one or several schemes. Low to no access to coverage: Self-employed workers are not mandatorily insured under one or more insurance-based schemes that are mandatory for salaried workers, and they cannot opt into one of the schemes (most frequently unemployment insurance or work injury schemes).	This report lists a series of measures that for each form of NSE can be undertaken in order to close the coverage gaps. Part-time workers: - Lowering legal minimum thresholds on working time or annual income. - Facilitating coverage for workers with multiple employments. - Encouraging farmers to determine enterprises and benefits. - Addressing the wider challenges with regard to marginal part-time employment. Temporary workers: - Lowering or removing legal minimum thresholds with regard to the duration of employment. - Allowing more flexibility with regard to breaks in employment status. - Better recognition of care responsibilities as social protection systems. - Ensure adequate regulation of temporary contracts (fixed-terms). - Ensure adequate regulation of temporary agency workers against market risks of agencies. - Ensure adapted mechanisms to protect casual workers in different sectors. Self-employed workers and unclear employment relationships.	N/A



Cahuc, P.	2018	France: Social protection for the self-employed	France	self-employment	Self-employed workers (mainly craftsmen and traders) - micro-entrepreneur is traditional self-employed workers. Micro-entrepreneur: - EURL 82 820 for the sale of goods, or for accommodation services, except for rental of furnished accommodations, which is a threshold of EUR 32 000. - EURL 32 000 for services in the industrial/commercial and non-commercial companies. The cap is not subject to VAT or billing of VAT or recovery of VAT on purchases. The micro-entrepreneur cannot deduct any costs (depreciation, travel costs...) (EURL 820)	social security	Intermittents du spectacle scheme for intermittent performers (e.g. artists and technicians) in the entertainment industry provides generous unemployment insurance for workers on the entertainment industry, whose jobs are naturally unstable. It awards an employee and benefit a sum from the social security system. They are eligible for a specific unemployment insurance scheme that takes account of their particular situation, which involves a cessation of fixed-term contracts and alternating periods of employment and unemployment. Eligible roles are: intermittent performers must belong to one of the following two categories: 1. Performing artists (on a fixed-term contract). 2. Blue collar workers or technicians working on a fixed-term contract, with both their occupations and their living from a collective fund in a collective agreement. The intermittent scheme is very generous and provides little incentive to work beyond the maximum number of hours required to gain entitlement to unemployment benefits. It allows workers to combine earned income with unemployment benefits (including, if they work at least two months over a ten-month period, so this scheme is very attractive for them. But the cost of this system rises without doubts about its sustainability and the possibility of extending it to other professions.	SP for Self-employment since 2016 aligned with general system. 78: Family benefits, plus national scheme. 70: in-kind benefits from health insurance. 16: sickness benefits payments. Pension system an asset integrated for low earners for liberal professions. Three main types of benefits: 1) Universal benefits not contingent on professional status (SOT may be less available). 2) Occupation-specific benefits (including retirement benefits) which are harmonized or employment income schemes which may differ significantly. 3) Coverage for uninsured or optionally insured risks. Dependent on status activity and determination: extent to a self-employed employee. Self-employment are assigned to a scheme (if disagree, to be decided upon by DUL Court).	Social protection system lacks transparency and homogeneity. These weaknesses make the system difficult to reform. There is a wide range of situations of the self-employed relative to that of employees in a way obstacle to merging the management of the social protection systems of the two groups. The convergence of the rules for contributions and benefits for employees and self-employed is difficult, because the contributions of the self-employed are lower.	A way forward for convergence is identical compulsory and optional contributions with associated benefits. But would entail either increase contribution on side of self-employed or lower that and the associated benefits for employees.	
Cahuc, S., Remy, C.	2019	Introduction to general issue: Self-employment and social protection	Europe	self-employment	Self-employment is related to legal economy or platform capitalism precarious for work. "Incarcerates the 'labor' of the new middle, constantly active and highly flexible 'intermittent worker'" (2015) French case shows it is a double-edged sword as may exacerbate social and economic inequality due to labour market segmentation resulting in individual risk and vulnerability, while at same time discourse of autonomy	N/A	N/A	N/A	Dutch self-employed suffer from low coverage & disability insurance. UK Universal credit - design flaws in terms of income volatility that characterizes self-emp. means to be individually purchased. extent to which financial risk is dependent on type of work - need to recognize heterogeneity	N/A	
Dłak-Domińska, A.	2017	EPN Thematic Report on Access to social protection of people working as self-employed or on non-standard contracts - Poland	Poland	temporary employment	There is no legal definition of self-employment in Poland. The Polish legal system uses the term "conducting business activity" (prowadzący działalność gospodarczą) (p. 5) Temporary employment is categorized into: (i) fixed-term contracts regulated by the labour code; (ii) civil law contracts, including commission contracts (umowa dziełna) and contracts for a specific task (umowa o dzieło); and (iii) own-account self-employment ("osoba nie zatrudniona")	Law on Social Insurance System (minimum income regulations)	Healthcare and sickness: cash benefits and benefits in kind Maternity/paternity cash benefits and benefits in kind	Standard and non-standard (self-employed and temporary workers) categories have similar access to most social protection benefits. Access to the SP for non-standard workers has increased thanks to changes in social insurance legislation. Additionally, the SP system does not create mobility barriers between different types of employment.	On average non-standard workers receive lower levels of benefits. Among the SP employment theories there is a high of income inequality with a large share of the income workers. On this share of low-income Self-employment it should of social contributions to particular firms, and given the voluntary nature of the system the coverage levels are low and extending coverage remains a challenge.	N/A	
Cotareanu, C.	2018	Behavioural Study on the Effects of an Extension of Social Protection for People on Atypical Forms of Employment	EU	non-standard employment	ILO Definition, 1) self-employment, and 2) all other forms of employment that are not standard employment. Members perform work as an agent. Organization resulted in increase of on-call employment or other forms of temporary and part-time employment, as well as a dependent self-employment and temporary Agency. NOW includes self-employment, and all other forms of employment that do not match the following conditions: standard open-ended and full-time employment. In labour force survey: own account self-employed (i.e. self-employed not hiring employees), temporary or fixed-term contracts, part-time work -> business & decrease the shortcomings of its definition extensively. ILO definition: Digitalization and automation have facilitated the emergence of new forms of employment, such as work on digital platforms, and have led in some countries to an increase in on-call employment or forms of temporary and part-time employment, as well as dependent self-employment and temporary agency work, often referred to as non-standard forms of employment.	N/A	Family benefits Unemployment benefits Old-age benefits Maternity/Paternity benefits Sickness benefits Involuntary benefits Accident/occupational disease benefits	Unemployment benefits for temporary contracts and self-employed Old-age benefits Maternity/paternity benefits Sickness benefits Involuntary benefits Accident/occupational disease benefits	N/A	- Social protection level of coverage is deemed to be inadequate and unequal throughout the types of benefits management (see column 4 below). Disadvantaged individuals in NOW and the unemployed are the categories most affected by the social protection gaps. - Individual country concerns are the issues of unemployment and pensions. The remaining concerns are concerning the sample (Italy, Portugal, and Spain from 2008 to 2016) as the countries were unemployment to the major concern. - Transparency, accountability, and level of administrative complexity are perceived issues. - Lack of awareness is higher for those individuals would need information the most because they are the least secure conditions. - Applying for benefits is considered complicated. - There is evidence of a low propensity to change forms of employment due to expected "lock" effect.	The European Commission will act at stimulating Member States in modernizing their welfare states in the direction of more flexible and entry-exit terms of employment, reducing dismissals and fragmentation. To this aim the main proposal regards the reorganization of mandatory rather voluntary schemes. The rationale behind this choice is the general "entry and mobility behavior" that has been found to be the cause for underemployment in social protection among several social groups.
Courtoussis, N., Diekmann, S., Fiedler, M., Rostkötter, A., Trendl, J.	2016	Report on temporary employment agencies and temporary agency work, International Labour Office	Comparative labour regulation analysis on 13 EU Member States, Strong focus on recommendations for Greece	temporary employment	The focus of the report is on temporary work and temporary agency work. Temporary agency work (TAW) - temporary work provided through an intermediary agency. The term "temporary agency work" is used in this report to refer to the employment relationship between a temporary employment business or agency and a worker, where the latter is assigned to work for and under the control of a user. So that is not a legal person, for a limited period of time. This working definition, unless otherwise stated, does not refer to contracts or relationships whereby agency workers are assigned to a user on a permanent basis, or to contracts or relationships that are not contracts or relationships in the employment sphere.	EU Directive 2008/04 is the guideline for regulating law. The ILO of its side regulates law with convention no. 188: The ILO regulation of TAW: The Private Employment Agencies Convention, 1997 (No. 181)	N/A	N/A	The core of the Directive is the "equality treatment principle" in respect of basic working and employment conditions, between temporary agency workers who directly employed by the user company to which they are assigned. The core protective principle enshrined in Convention No. 181 is the principle of "subordinate protection" by reference to a number of fundamental rights at work.	Disadvantaged individuals in NOW and the unemployed are the categories most affected by the social protection gaps.	N/A
De Graaf-Zijl, M., Smeets, S., Bollen, A.	2018	Netherlands: non-standard work and social protection	Netherlands	non-standard employment	N/A	N/A	In labour law, employees on open-ended contracts are protected against: - Indisciplinary termination of their contract. - Shorter rules concerning the use of temporary contracts (e.g. maximum duration and number of contracts, or the situation in which non-standard work arrangements are allowed). - Shorter monitoring of the correct rules concerning non-standard contracts (enforced in the recent Dutch coalition agreement). A disadvantage of these policy options is that already existing incentives to avoid the use of standard (i.e. permanent) contracts will remain in place. So stricter monitoring is necessary in any event. However, in practice effective monitoring can be difficult and costly (see for example Eurostat (2015) 163). 1 Reducing differences in terms and social security coverage between the standard and standard work, for example by: - Decreasing the differences in the tax weight between non-accident workers and standard workers, by reducing or abolishing the tax benefits of self-employment, or introducing an additional tax deduction for dependent employees. 2 Increasing the rights of non-standard workers e.g. by expanding the right to severance payment to workers with short employment histories (less than two years) and broadening social security laws to include all workers, not only dependent employees. 3 Reducing the social security rights and employment protection of workers on open-ended contracts and the duration of sick payment and unemployment	N/A	N/A	Individuals are mostly concerned by the issues of unemployment and pensions, the remaining benefits are less concerned in the sample. In principle, all employees have the same rights under labour and social security law. However, exceptions exist: workers on temporary contracts do not have the same employment protection rights as standard workers. If their contract lasts less than two years, they have no rights to severance payments and the employer does not need to provide justification for their dismissal. In addition, since the contract ends, temporary workers also have different rights to sick pay and reintegration assistance. The most pronounced difference in social protection is between employees (with an employment contract), who are covered by labour and social security laws, who are not. Since own-account workers are mostly regarded as dependent employees, they are not covered by labour law collective employee insurance regimes for sickness, disability and unemployment. Thus social protection therefore differs substantially from that of all other workers.	N/A
De Graaf, W.P.	2016	The Impact of the Collaborative Economy on the Labour Market	EU	platform work	This paper focuses on online collaborative platforms in which labour and generating income is the main component (e.g. Uber, Airbnb, etc). The authors develop a taxonomy for the collaborative labour market at 2: Virtual and global services (V and G) and local services (L and G). These two categories can both be divided per high or low skill demand. So one would have MFLM (high-skill/low-collaborative) or MFLM (low-skill/low-collaborative).	N/A	Social Security	N/A	descriptive	Italy, Portugal, and Spain the most hit in 2008) are the countries where unemployment is the major concern.	N/A
De Witteboer, F.	2017	EPN Thematic Report on Access to social protection of people working as self-employed or on non-standard contracts - Belgium	Belgium	non-standard employment with focus on self-employment	NOT including the self-employed, employees with a temporary or fixed-term contract, and those working part-time or fewer than 30 hours per week, as well as family workers. Self-employed persons: a natural person who exercises a professional activity in Belgium without being attached to an employer by means of an employment contract or status. They can mainly have the status of self-employed exercising as a main activity or a self-employed exercising as a complementary activity.	N/A	Healthcare and Sickness Long-term care Involuntary benefits Maternity benefits Family benefits Old-age pensions and survivors' pensions Social insurance in case of bankruptcy	N/A	N/A	NOT persons in NOT are at particular risk of receiving a sickness benefit in cash below the income poverty line and are also at risk of receiving a lower old-age pension. Part-time employees must have worked at least 4200 hours during the qualifying period of 6 months before obtaining sickness benefits. During the period of former incapacity, no risk level has been determined for employees in NOT. Injured persons need to have worked 120 or accumulated days (a paid vacation day, unless leave days) during 6 months period, and will receive min 50% of their former salary. Coverage of social insurance in case of bankruptcy should be extended to persons who have financial difficulties but are not yet bankrupt. most persons with a NS contract have the same social rights but social benefits can be much lower or other requirements need to be fulfilled in order to receive social benefits. Self-employed are not entitled to receive unemployment benefits or benefits granted on the basis of an accident at work or occupational disease. Self-employed may be entitled to unemployment benefits if they have worked as a salaried person before. To be entitled to unemployment benefits, periods of insurance or self-employment need to be completed. In Belgium, period of self-employment will not be taken into account when assessing whether a person is entitled to unemployment benefits. The current contribution rates of self-employed to the public social protection system are regressive and decrease as income increases. 'Involuntarily' employees and their employers pay a flat rate.	N/A

DeLoraine, A.	2019	The Platform Economy	EU, Belgium, Ireland, Sweden	platform work	Work traditionally being divided down the line of employed versus self-employed. Platform work – partially transcends such a classification. 2. A kind of grey zone, halfway between self-employment and employment, is emerging and, while such a grey zone is not entirely unprecedented (looking for example agency already constitutes kind of "triangular" relationship), it does challenge – given its scale and the speed with which it has developed – national social systems. (p.1) The paper distinguishes between two types of activity related to this theme: "On-demand work", which refers to those activities related to the digital economy that are exclusively carried out online. Encompasses the activity of a "YouTuber" or a vlogger, Amazon Mechanical Turk, "Work on demand via app" (which refers to "physical" activities carried out locally, with the platform serving simply as an intermediary (putting people in contact and/or charging commissions) (p.2)	In EU: The Directorate-General for Employment, Social Affairs and Equal Opportunities has published a "Proposal for a Directive on transparent working conditions" for which the final application includes various or provisions (jobs, such as platform workers, it reviews and looks to extend to non-standard workers the rights accorded to "classic" workers. It was the subject of a political agreement between the Parliament, the Council and the Commission in February 2019 and was formally adopted by the Parliament on 16.08.2019 and the Council on 13.01.2020 with the Directive 2019/1152. Belgium: specific tax legislation (programme law 01.07.2019 and economic growth and social cohesion law of 18.02.2019), unemployment insurance is covered by art. 48 of the Royal Decree of 23.11.1995 & 11.03.2019 which introduces a "self-employed springboard". Platform workers still have to qualify as self-employed for being eligible for benefits. In Sweden: labour law is applied according to collective bargaining. The specific rules on unemployment benefits for platform workers. Qualification between employee and self-employed is very (self-employed have to declare end of business for qualifying). In Ireland: no specific legislation to cover platform workers, other employees or self-employed contractors depending on their labour agreement.	N/A	N/A	N/A	Lack of awareness is higher for those individuals would need information the most because they are in the least secure conditions.	N/A
Dehshadpour, F., Fama, A.	2019	Work in the platform economy: Deliveries riders in Belgium and the Smart arrangement	Belgium	platform work	Platform work - no definition given as they partly focus on delivery drivers of Deliveroo and Take Eat Easy	Deliveroo: law that extended the tax relief for platform workers – ranging of up to €5000 annually were taxed at only 10% instead of 18 or 25% if activities carried out were an officially approved platform. Legislation that allowed students to work as self-employed. Platform workers using the DE-Cross framework were self-employed and without access to social protection	No social protection for De-Cross for platform workers	N/A	Arrangements under Smart (independent registration that employed drivers that did not want to be self-employed): guaranteed minimum wage, safety training, work-related accident insurance, third-party liability insurance.	There is evidence of a low propensity to change forms of employment due to expected "red tape"	N/A
Eckhardt, W., Hints, H., Börsch, U., Töcher, V.	2017	How big is the gap? Assessing the preliminary evidence on the effects of digitalisation on the labor market	N/A	platform work	Main platform workers are defined as those who earn 50% or more of their income via platform and/or work on platform more than 20 hours a week Also if answered yes to the following questions: providing services via online platforms, where you and the client are matched digitally, payment is conducted digitally via the platform and the work is location-independent, "web-based" and "providing services via online platforms, where you and the client are matched digitally, and the payment is conducted digitally via the platform, but work is performed on location.	N/A	N/A	N/A	N/A	N/A	N/A
European Commission	2018	Peer-to-peer Advisory Report 2018: Current and Future Income Adequacy in EU Age in the EU, Vol. 1	EU	non-standard employment	NE defined in opposition to non-waged, full-time job contracts	N/A	Social Insurance	N/A	N/A	People in non-standard or self-employment face hardships in accessing and asserting pension rights. The non-standard employment face an income gap with standard contract workers. The self-employed are more likely than employees to have more assets and savings outside the pension system. The retired self-employed have on average lower pensions, higher assets and a higher risk of income poverty, and are more exposed to financial hardship. Social protection of non-standard workers and the self-employed was often affected by the extension of systems primarily geared towards standard employment. This resulted in a lower coverage, which in turn led to adequacy challenges. Non-standard workers: In general, non-standard workers have legal claims to statutory pensions schemes, and access to occupational pension schemes may also be targeted for non-standard workers. Pension levels of workers in non-standard employment are often undermined by career discontinuities, lower salaries. Certain categories of self-employed jobs affect a specific gender and the tax authorities generally offer retirement levels. Self-employed – general, the self-employed are mandatorily covered by statutory pension schemes in all Member States, but have more limited access to occupational pension than employees. The self-employed encounter difficulties because of income fluctuations and their irregular contributions.	- Ensuring adequate coverage and access to all accumulation of self-employed workers to use for retirement by offering tax incentives. - Adapt and tailor to diverse work patterns. - Allow and promote self-employed workers to participate in negotiations and conclusions of collective agreements.
Frangides, V., Saghizadeh, M., Nguyen, D.	2016	On-Demand Transport Workers in Indonesia: Toward Understanding the Changing Economy in Emerging Markets	Indonesia	platform work	On-demand economy, where individuals obtain economic gains by renting or utilizing their own assets	N/A	N/A	N/A	N/A	N/A	N/A
Finb, M.	2017	ESPN Thematic Report on Access to social protection of people working as self-employed or on non-standard contracts - Austria	Austria	non-standard employment & self-employment	non-standard work as "freelance contracts", temporary fixed term employment, subcontracted agency work, marginal part-time employment, marginal freelance contracts (the latter two defined as income below the lower earnings limit) for social insurance Self-employment derived from case law and leaves room for interpretation. Insurance contracts also derived from case law and room for interpretation – construction of additional offers opportunities to circumvent most of the existing labour law regulations. "truly self-employed" people performing self-employed work without such registration. This is possible for activities not dealt with under the Austrian "freelance legislation" e.g. lecturers, artists, scientists and experts, journalists, writers, artists who work independently in healthcare. They are on the basis of "contract for services" not covered by labour law.	For social insurance addressing the self-employed: Trade Social Insurance Act (GKV: Gewerkschaft Sozialversicherungsbeitrag) for freelance professions. PSVG (Divided Professional Social Insurance Act) for covering health insurance for liberal professions. ASVG (General Social Insurance Act, Allgemeines Sozialversicherungsrecht) for freelance contractors, employees on temporary fixed term contracts and people working in subcontracted agencies. General Pension Act (Allgemeines Pensionsgesetz, APG)	Healthcare and Sickness Benefits (cash and benefits in kind) Maternity/paternity cash benefits and benefits in kind Old-age and survivors' pension Unemployment benefits and social assistance benefits Guaranteed Minimum Income (GMI scheme (Bekleidungsbeitrag), GMI means benefit based on income and assets Long-term care benefits Inequality, accidents at work and occupational injuries at work	Unterstützungsbetrag: Daily support benefits for self-employed insured under GKV: cash benefits for self-employed who have 2-8 employees receive a daily support benefit of € 29.2 for up to 20 weeks, payable from the 43rd day of work incapacity due to sickness. Krankengeld: voluntary supplementary insurance for sickness benefits available to self-employed insurance contribution amounts to 2.5% of the contribution base. Self-employed persons covered for more than 6 months by voluntary support insurance receive a cash benefit from the fourth day of sickness for a max of 26 weeks. Sickness benefit amounts to 80% of the daily contribution base. Guaranteed Minimum Income (Befreiungsfürsistente Mindestsicherung): increased benefits being both insured and assets. GMI can be granted as top-up to income to employees and self-employed. Long-term care benefits: NOT linked to social insurance, they are granted a universal and/or means-tested basis. Some rules apply for "normal" employees, self-employed, and people in non-standard forms of employment. Family cash benefits are granted to universal principles and are not linked to status of employment or insurance. Family allowance is granted up until child turns 18, or in specific circumstances the 24th birthday. Childcare allowance is available according to income-related models and flat-rate models. Income-related models are available to persons who are engaged in self-employment.	Disability coverage is not a major issue in Austria for the self-employed and people in NEET. This holds for health insurance, pension insurance, accident insurance, long-term care benefits, family benefits, minimum income scheme. The latter three are provided on a universal model and are not provided according to the principles of social insurance. Formally, the schemes for self-employed are the same quality and level of benefits as an employee by normal employees. Only exception is the patient's contribution, amounting to 20% of the cost of the health services obtained for the self-employed. Freelance contractors and self-employed are not covered by labour law regulations and have to arrange to pay any income tax themselves, however it is their employer who is responsible for registering them with social insurance and for paying their social insurance contributions. Freelance contractors and self-employed are insured with the same social insurance institutions as normal employees. Other non-standard forms of employment (e.g. marginal part-time employment of employees and freelance contractors, temporary/short-term employment and subcontracted agency work) are in terms of social protection, subject to the same legal rules as for normal employees, and are covered by the same institutional structure as governs normal employees. Accidents at work: self-employed and people in NEET are covered by accident insurance the same as normal employees. Same applies to marginal part-time employees and registered self-employed with income below the min contribution base.	Major problem of Social Insurance scheme is that it reproduces inequalities of earned income to a large degree, as, in the case of unemployment but also old-age pensions, -> non-progressive wage-replacement rate of unemployment insurance produces very low benefits providing the income replacement. Discontinuous employment may lead to situations where people who become unemployed do not meet the eligibility criteria for unemployment benefits. Self-employed often report that they face problems in claiming the guaranteed minimum income, because they have to be available for any other job offered by the public employment service and partly because their income situation is often difficult to assess. Self-employed have to do facts organize their social insurance themselves. They are regularly faced with having to pay social contribution arrears, as full contributions are only calculated at year-end. -> hard to avoid problems as income of self-employed is often very volatile over the year. People in marginal part-time employment are not covered by unemployment insurance. This - unlike health and pension coverage - does apply in the case of persons who have more than one contract of marginal part-time employment. People in marginal part-time employment cannot opt in to unemployment insurance. No statutory unemployment insurance exists for the self-employed but they can access unemployment benefits via different routes.	
Finb, M., Nagl, W.	2018	Austria: How social protection rules affect self-employed and independent contractors  The Future of Social Protection: What Works for Non-standard Workers? Chapter 3	Austria	self-employment	Freie Dienstleistung in a single person business and independent or freelance contractors	Trade Regulation Act covers the largest number of self-employed people in Austria (social farming: landwirtschaftliche Dienstleistungen) that had registration with the Austrian Economic Chamber. Those not covered by the Trade Regulation Act: The DienstleistungnehmerG (DLN) is not an overall guidelines to determine whether they is dependent employment, most importantly a standardized relation between employer and worker which is concerned with working time, workplace, workflow etc. Whether a working relation is dependent or independent is determined by Social Insurance providers and other public bodies. As of 2012, the assessment is limited but substantially if persons registers as "true self-employed or self-employed in the craft and trades which does not require prior training (check Gewerbe)" (check page number).	Trade Regulation Act covers the largest number of self-employed people in Austria (social farming: landwirtschaftliche Dienstleistungen) that had registration with the Austrian Economic Chamber. Those not covered by the Trade Regulation Act: The DienstleistungnehmerG (DLN) is not an overall guidelines to determine whether they is dependent employment, most importantly a standardized relation between employer and worker which is concerned with working time, workplace, workflow etc. Whether a working relation is dependent or independent is determined by Social Insurance providers and other public bodies. As of 2012, the assessment is limited but substantially if persons registers as "true self-employed or self-employed in the craft and trades which does not require prior training (check Gewerbe)" (check page number).	Mandatory social insurance Voluntary social insurance Non-contributory social insurance 2009 opt into unemployment insurance on voluntary basis 2009 Act on the Social Security of Self-Employed Workers in Industry and Craft (Traute SOGG: SOGG (travellers): regulates that both self-employed tradepeople and their self-employed are covered by pension insurance, health insurance and accident insurance. table 3.1: social protection coverage of self-employed and independent contractors by benefit type.	- Self-employed are integrated into general social insurance system through series of reforms. Particularly, self-employed freelancers are regulated through the Trade Regulation Act. - The status of those who fall outside the Trade Regulation Act, is checked upon by social insurance provider. This checks on de-regulated employment has resulted in a crop of independent contracts. This is in part motivated by the obligation for social insurance providers to provide cash benefits on 4th day of illness for self-employed, whereas in case of regular employees, the employer is responsible. - Those working as tradepeople and non self-employed benefit in most cases from lower insurance contributions for statutory insurance than for those in standard dependent employment. - Access to statutory insurance schemes for self-employed people appears to rather high in Austria in comparison with some other countries (Dionisi et al., 2017). They can opt in, contribute to health and pension insurances, and can opt in to public insurance against the risk of unemployment and (short-term) cash benefits in case of illness.	- The free Dienstleistungnehmer does not fall under labour law regulations and have to arrange their own income tax payments. - There is a debate whether the checks by the social insurance providers are adequate. - Tradepeople have no marginal income threshold but rather have to pay a minimum contribution regardless of their earnings in contrast to standard dependent employment, independent contractors and non self-employed. The same applies for voluntary unemployment and short-term sick pay benefit. - Those who work as self-employed in the form of marginal part-time employment are not mandatorily insured into mandatory social insurance schemes if their wage is below the marginal earnings threshold. Subsequently, they are dependent on voluntary schemes. For example, those who opt in to public unemployment schemes have to do so within 3 months of starting the business, and this is binding for 6 years. Within this timeframe, the self-employed person cannot leave or join the public unemployment insurance system. As a result, only if a decision is made by 2019 or 2020 and if, at the latest possible contribution rate. - Those who can only pay the minimum contribution as a result have a low level of benefits and often need to supplement the benefits with other sources of income or they become dependent on state-financed social protection instruments. - Overall, voluntary insurance does not appear to be an effective insurance in Austria, which may be caused by often volatile and low income from newly established small businesses and the aim to avoid additional fixed costs.	

Frederberg, C.	2019	Being platform work: Scope, insurance coverage and good practice among OSA countries	cross country survey of 30 50	platform work	A consistent classification of Platform work is still missing and key terms are defined very differently. We get to the definition of platform work by defining characteristics of the gig economy, where consumers exchange, borrow, rent or trade goods and services between users mediated by intermediaries or platforms, then Platform economy where the provision of services and/or access to goods happens on digital platforms, often involving the payment of fees to intermediaries, and where the matching of providers and users is based on algorithms and new technologies which minimize transaction costs, allowing micro-transactions, and enhancing information with electronic rating and monitoring systems. Finally, platform work is that involves self-employed tasks and projects, so called gigs. Instead of a continuous employment relationship. Therefore, also the phrase Gig Economy (or crowd work) is used as a synonym for platform work activities (De Stefano, 2016, 1). We follow this definition in the study at hand. How to classify platform workers – whether as self-employed, employed or as a some further third category – is a central question both from a social policy and the individual viewpoint	Overall, the study of Spasova et al., 2017 indicates that access to statutory health care is available for self-employed platform workers in nearly all EU 28 countries. Also legal access to statutory pension schemes is available in most countries, while access to sickness and occupational injury benefits is generally very restricted in European countries. IN THE PAPER'S STUDY: Only in about half (48 per cent) of countries surveyed self-employed platform workers are reported to fully legally covered by statutory pension schemes. BUT there is a discrepancy between legal and effective coverage that we have indicated that is visible where platform workers is not aware of their social rights and duties in terms of social protection	Social Insurance	N/A	There are several good practices around the world that relate to local platform work (1) Good practice: getting information on platform activities. To overcome the lack of information on platform work the report presents some case studies: - Belgium: tax incentives are given to platform so they are more keen to present online activities to tax authorities. - France & USA: "platforms have to provide an administration once a year with detailed information on the platform incomes of all of their users with income above a certain threshold" - Uruguay: registrants to transport platforms is allowed only after the registration on a app regulated by SSI and tax authority. - Estonia: transport workers tax voluntary authorities (but to transfer income data to the tax authority). (2) Good practice: Contribution collection at source. - France, Switzerland, Singapore and Indonesia: platform workers' contribution are collected from the platform (mostly on a voluntary basis) and transferred to SSI. - Estonia: Banks transfer to SSI contributions from income generating activities on platforms. - Chile: government collects a 20% contribution rate out of any e-invoice and direct it to the national pension fund. (3) Good practice: Awareness and information campaigns. (4) Good practice: Private relations to new effective coverage. Cooperatives of freelancers, trade unions or private insurance companies can campaign, promote, support and avoid the collection of contribution under a variety of scheme (public or private).	With globally operating platforms the scenarios gets more complex since it is harder to cooperate with the platform at the national level. A proposal for covering this issue can be found in the next column -> - Euro Weber (2018) proposed the Digital Social Security (DSS) Accounts. A personal DSS account is created which is administered by an international institution, this institution collects contribution from platforms and then transferred to the national SSI. - Global platforms are prepared to be required provide information on their activities to be authorities through an international standard format. Collected data could be combined to SSI globally and used to ensure contribution collection and compliance.	
Risidman, G.	2014	Workers without employers: Shadow corporations and the rise of the gig economy	US	platform work	The definition of gig employment includes workers hired on-demand (respectively for their employment history, no commitment for future employment and neither wages per defined compensation.	National Labor Relations Act, the Americans with Disability Act -> but not target gig workers	N/A	N/A	N/A	Social insurance safety net is designed for workers with regular and lasting jobs. Release social security system from its employment-oriented was needed to mitigate the rise in inequality and income instability by a system of social insurance providing universal benefits available to all individuals. Here, gig workers are protected by federal labor law. States provide little protection. Few offer unemployment insurance benefits for workers employed part-time or for the self-employed. Gig workers miss the cash value of any employee-provided benefits (e.g. health insurance, vacation compensation). They also lose the employer subsidy for social security (including employer share of social security retirement, Medicare, and unemployment insurance premiums). No protection under Occupational Safety and Health Administration as gig workers often do not have a designated workplace and work from home or at local Starbucks. No holiday pay, sick days, or disability or any other form of social insurance.	N/A
Fulton, L.	2018	Trade Unions protecting self-employed workers	European Countries	self-employment	Self-employment: "self-employed persons are the ones who work in their own business, form or profession". A self-employed person is considered to be working if, at the merits of all of the following criteria, work is performed for profit, outside of the cooperation of a company or is in the process of setting up their business.	N/A	European Commission divides statutory protection benefits into two broad types based on how they are financed: - path to general location (typically healthcare, family allowance, means tested types of income support) based on social insurance contributions generally made by both employer and employee (i.e. unemployment benefit, sickness benefit, accidents work, occupational injury benefit) - Self-employed identify their access to social protection funded through general taxation but not necessarily the insurance-based benefits. Unemployed sometimes don't receive unemployment benefits.	N/A	Benefits outside the social protection system in France: CDTF introduces a new "personal safety account" which covers the self-employed but does not extend to social security protection. It brings together: 1. personal savings account, which gets contributions that self-employed make as individuals. Other people make contributions at a minimum level, which does not reflect actual earnings -> resulting, for example, that physical therapists or plumbers working conditions, i.e. the one-employer account (CEC), which records activity such as subcontracting and can also fund additional training rights. Self-employed might have formally full access to benefits, but amounts they receive for individuals. Reason may be the eligibility conditions are harder to meet for the self-employed, but more serious is that the contributions that self-employed make as individuals. Other people make contributions at a minimum level, which does not reflect actual earnings -> resulting, for example, that physical therapists or plumbers working conditions, i.e. the one-employer account (CEC), which records activity such as subcontracting and can also fund additional training rights. Overall criticism about the EC study: the ETUC believes that the lack of mandatory coverage of unemployment protection will be detrimental to the financial sustainability of the system as well as for its transparency. It will also not prevent the abuse of precarious employment relations aimed at avoiding employee contributions.	N/A	
Giammus, F., Marston, B.	2019	The future of work and its implications for social protection and the welfare state	Europe	non-standard employment	New forms of employment/non-standard employment resulting from the 4th industrial revolution or increased automation. Crowd work or app-based work is seen as a component of this. Dispatch contracts, include part-time work, marginal employment, fixed-term contract work, temporary work and self-employment. Overall, it is heterogeneous group. Those who miss out are the dependent independent workers, generally medium and low skilled workers who face insecure labour market situation and low and unstable income. Non-standard workers (and self-employed) need to be among low and middle skilled jobs with lower part of earnings (lowest three deciles 2-7). On the one hand, provide "opportunities and autonomy for the workers, but are also criticized for their lack of protection and precarious working conditions" (20). Opportunities in terms of flexibility of work, new opportunities across space and time, people who did not have access before can work. Yet, may be subject to race to the bottom, quality is not necessarily satisfactory, lack of unions.	Classification of platform worker as independent contractor falls to cover them by labour social protection law. This shifts places the responsibility on the side of the worker. It may furthermore result in information of work. Some platforms are stated to intervene in the work to such extent that courts have classified workers as employees.	Country examples Italy, France, Netherlands, Denmark, France, Germany, India, USA, Australia in annex (pp.29-31)	N/A	N/A	Single SP tends to be "modeled after traditional post-war career paths of a stable SP role for a single employer" (20). Leads to failure to protect against economic shocks and may further income inequality. Access to CC social ins. is significantly lower or left to meet thresholds or even eligibility, benefits are insufficient due to "irregular and/or low contributions made" (21) as NDC tends to work fewer hours, have lower earnings and may depend on gigs. The statutory requirements tend to prevent NDC to contribute sufficiently to be entitled to benefits. Though schemes may provide access, the question is whether they meet the necessary requirement such as minimum duration of contribution payments. Thus, the two main elements are coverage gap and dwindling contribution base. To prevent SP need to rethink social contract	Changes in SP include: - extend statutory social insurance coverage to include workers in different contracts - existing minimum thresholds should be lowered or eliminated - extending contribution period to account for interruptions - simplify administrative procedures (registration and contributions) - improve access to information - facilitate portability of schemes - national defined contribution systems - where all contributions are stored into one account rather than individual accounts - prevent double contribution where independent worker pays both for employer and employee contribution - tax-financed benefits entitlement to be based on need health care insurance and protection for maternity leave largely unaffected, a risk may be covering part of employer contributions. - Universal Basic Income - changes in labour law and social security reform to ensure equal treatment of workers and clear employment classifications
Gerbner, O., Bedáková, R.	2017	EPFV Thematic Report on Access to social protection of people working as self-employed or on non-standard contracts - Slovakia	Slovakia	self-employment	Couldn't find NQFS definition A self-employed person is someone aged 18 or over who has income from business or other independent gainful activity "bogus self-employment" is not defined by national legislation Part-time work: an employment relationship with reduced working time Other specific forms of non-standard: "work performance agreement", an "agreement on work activities" or an "agreement on a temporary student job"	Labour Code Income Tax Act No. 592/2001 Trade Licensing Act No 65/2001	HealthLaw and sickness: cash benefits and benefits in kind Old-age and survivors' pensions Unemployment benefits and social assistance benefits Long-term care benefits Healthcare, accidents at work and occupational injuries benefits Family benefits	names not mentioned	N/A	People in temporary jobs are the most at risk of not being entitled to social benefits persons in temporary jobs who do meet eligibility conditions (which are to a large extent the same for all workers) may receive lower benefits due to the fact that they have lower incomes and, thus, a lower assessment base	
Gorokva, M. M.	2017	EPFV Thematic Report on Access to social protection of people working as self-employed or on non-standard contracts - Former Yugoslav Republic of Macedonia	Former Yugoslav Republic of Macedonia	self-employment	The definition of self-employed includes individual running income generating activities on their own. A defined working arrangement that do not exceed eight months of work per a period of consecutive months.	Law on Obligatory Social Insurance Contributions Labour Relations Law	Maternity/family cash benefits and benefits in kind Healthcare and sickness cash benefits and benefits in kind (contributions based, earnings related) Maternity/family cash benefits and benefits in kind (earnings related contribution based) Old-age and survivors' pensions (contributions based) Unemployment benefits and social assistance benefits (unemployment accessible to selected groups of NDC and social assistance in means tested) Long-term care benefits (not directly related to contributions - income based)	N/A	Self-employment has been increasingly promoted and supported through active labour market programmes targeting also specific groups of unemployed (up to 28 years and persons with disabilities through the "Operational Plan for Active Programmes and Measures for Employment") The labor rates of contribution apply to both. Self-employment and employees who can both access to the tax scheme exemptions made for the unemployment benefits.	N/A	
Gregory, L.	2017	Workers on tap but income drying up? The potential implications for incomes and social protection of the 'gig economy'	UK	platform work	earn-outs or "gig economy": "a single offer opportunity to perform and earn income"	N/A	Income support: DSE, pensions, Universal Credit,	N/A	N/A	Minimum wage legislation does not apply to the self-employed. Social Security Advisory Committee (2016) highlighted concerns about nature of support offered to self-employed they did not consider the gig economy but article argues that self-employment is closest to self-employment. Usually self-employed have lower health insurance contributions, lower entitlement to contributory benefits, especially pensions. SAC refers to terms of "false self-employment" meaning the phenomenon whereby employers (or define that employees as being self-employed. SAC (2013) states that this "false self-employment" is typically but not always workers who may be exploited by "employers" wishing to avoid employer's contributions as well as the employment law rights of the "employees". SAC suggests that "false self-employment" can be instituted as a means to circumvent rights and protections, and this is likely to be replicated in the on-demand economy"	

Hornich, P., Marner, W.	2017	ESPN Thematic Report on Access to social protection of people working as self-employed or on non-standard contracts - Liechtenstein	Liechtenstein	non-standard employment & self-employment	N/A	N/A	Supplementary Benefits to the Old Age and Widow's Pension Act Act on Invalidity Occupational Retirement Act, 20.12.2005 Pension Funds Act, PFA Act on Health Insurance	Healthcare and sickness cash benefits and benefits in kind (universal), contribution based.  Maternity/paternity cash benefits and benefits in kind (Self-employed have access but have to opt for voluntarily insurance, based on income threshold)  Old age and survivors' pensions (2nd pillar / compulsory contribution based, 2nd pillar voluntary for self-employed)  Long-term care benefits (universal access with some condition for NDCs and standard employment)  Involuntary, accidents at work and occupational injuries benefits (partial but	N/A	N/A	Big gaps in their regarding. Self-employed and NDC due to the definition adopted and the non-existence of NDCs before workers in the national database.  The difficulties in building up occupational pension entitlements based on a voluntary programme require the self-employed workers to a higher risk of poverty.	N/A
Hughes, C., and Dilly, M.	2017	ESPN Thematic Report on Access to social protection of people working as self-employed or on non-standard contracts - Ireland	Ireland	non-standard employment with focus on self-employment	Operational definition of NDC: include self-employed, employees with temporary or fixed-term contract, part-time for less than 20 hours, family workers. There is no legal definition of self-employed in Ireland. The Social Welfare Consolidation Act, 2005 includes: Teachers, professional, open access workers, authors, artists, writers, contractors, subcontractors, income from investments, rent, maintenance annuities, 1. Complete duration, and temporary workers who pay into through NDC system > 9	Social Welfare Act 1988 Social Welfare Consolidation Act 2005	Sickness benefits: means-tested, tax financed Maternity and survivors' for both employees and self-employed Paternity: paid leave for both categories. Old age and survivors: self-employed can qualify for pensions, but criteria are strict -> qualify for non-contributory pension. Unemployment: self-employed not covered, but can qualify for social assistance provision, means-tested and less paid than unemployed. Long-term care benefits: means-tested Involuntary, accidents, occupational injuries: self-employed covered as from 2016 in the involuntary scheme; accidents and injuries scheme exclude self-employed	N/A	N/A	The social protection system does not sufficiently support the transition from standard employment to NDC. Self-employed are considered a sub-category of contributors, and entitlements are limited. Social protection is covered in more testing.	N/A	
Hudeau, Gilles;	2017	ESPN Thematic Report on Access to social protection of people working as self-employed or on non-standard contracts - France	France	self-employment	No existing operational definition of self-employment. Self-employment is traditionally defined in contrast with salaried employment, referring to a highly voluntarised position.	social security law	Healthcare and sickness cash benefits and benefits in kind  Maternity/paternity cash benefits and benefits in kind  Old age and survivors' pensions  Unemployment benefits and social assistance benefits (not covered in standard - there is no support for voluntary income support) under social assistance)  Long-term care benefits  Involuntary, accidents at work and occupational injuries benefits	N/A	There is an attempt to include the NDC workers in all forms of GP schemes in place - which is positive but again specific regulations with respect to occupation covered and working days in a year disproportionately disadvantage the self-employed and NDC workers.	SP for the self-employed have historically covered only specific occupational categories (mostly those conforming to the historical definitions of employees/self-employed). Inclusion and exclusion is subject to different rules for different occupational groups. Several legal instruments in place to address NDC and self-employed but they have their shortcomings and as a result, self-employed and NDC received limited or reduced coverage. This is further complemented by lower levels of contribution for self-employed due to possible reduced working days in a year or pay through contribution to be eligible to social security. In particular the author highlights the case of insurance against occupational accidents and disease - which is absent from NDC regulations. Similarly unemployment insurance remains outside the province of people who do not have a contract of some sort. The maternity insurance fee coverage disparities.	N/A	
IECA Consult	2015	How temporary agency work compares with other forms of work	European Countries	Temporary Agency Work	N/A	N/A	Family benefits TAW provides similar access to social protection as open-ended contracts. Below, we quote some of the initiatives / provisions developed by social partners in the TAW sector (other initiatives can be found in the report): 1 With regards to sick benefits: 2 In Belgium, a collective labour agreement has been designed and implemented in order to further protect the agency workers: they now receive additional compensation from the agency during the first 30 days of their incapacity 3 In France, collective agreements have been concluded between social partners in order to provide additional compensation in case of illness or	N/A	N/A	N/A	N/A	
IO	2016	Non-standard employment around the world: Understanding challenges, shaping prospects	Global	non-standard employment	Typically, NDC encompasses work that falls out of the realm of the "standard employment relationship", understood as work that is full time, indefinite, as well as part of a subordinate and bilateral employment relationship. This report addresses four types of non-standard employment: (1) temporary employment; (2) part-time work; (3) temporary agency work and other forms of employment involving multiple parties; and (4) degraded employment relationships and degraded self-employment.	The classification of non-standard employment considered in this report follows the conclusions of the February 2015 ILO Meeting of Experts on Non-standard Forms of Employment ( <a href="https://www ilo.org/wcmsp5/groups/public/-eng_wcms/-resources/documents/wcms360666.pdf">https://www ilo.org/wcmsp5/groups/public/-eng_wcms/-resources/documents/wcms360666.pdf</a> )	Contributory Non-Contributory	N/A	SP is 1 out of 4 responses to NDC implications in this IO "social protection, governance and Transition" framework. The others are (1) plugging regulatory gaps, (2) strengthening collective bargaining, and (3) revisiting employment and social policies to manage social risks and accommodate transitions in the labour market.	N/A	N/A	
IO & OECD	2020	Ensuring better social protection for self-employed workers	Global	self-employment	Adheres to ILO definitions Platform workers are best classified as self-employed	N/A	social assistance, social security, social insurance, mandatory, voluntary contribution, non-contributory	N/A	N/A	N/A	The report goes straight to recommendations, see "future of sp" column	N/A
IOA	2019	10 Global Challenges for Social Security: Development and Innovation	International	platform work	1) self-employed, 2) in case disguised employment, recognition as employee; 3) platform work only	Platform worker is self-employed, except in cases where tribunals have found that self-employed status has been used to conceal an employment relationship, the online platform has been recognised as the employer.	Mandatory social insurance, contributory and non-contributory Voluntary social insurance, contributory Private social insurance	N/A	N/A	N/A	- Clarification and amplification of the classification of workers can help tackling bogus self-employment. - Balancing market power in favor of employees when trying to generate clarity on self-employment distinctions (reduce opt fees, harmonize obligations, protect against retaliation). - Allow universalisation, allow unions to act in name of workers. - Strengthen inspection and penalties for non-compliance. - Reduce incentive for misclassification such as different level of contribution rates. - Incentivize hiring on standard contracts. - Adapt legal frameworks and financial and administrative arrangements to ensure coverage for workers in all forms of employment. - Mechanisms to facilitate coverage for workers with complex or unclear employment relationships. - Adapt solutions for registration, contribution collection and benefit payment mechanisms, harnessing the potential of digital innovation. - Reduce fragmentation, enhance / coordinate / ensure portability of social protection rights and entitlements. - Integrate the self-employed in unemployment schemes to promote and support labour mobility. - Guarantee a basic level of social security through a rationally defined social protection floor.	N/A
Insuola, M., Favalini, E., Sisti, F.	2017	ESPN Thematic Report on Access to social protection of people working as self-employed or on non-standard contracts - Italy	Italy	non-standard employment	Italian legislation defines five groups of access to social protection benefits: a) workers on fixed term and part-time contracts; b) project workers on continuous collaboration contracts (so-called co.co.pro and co.co.p.a.); c) traditional self-employed, such as farmers, artisans and dealers (shopkeepers); d) self-employed workers mostly in sectors with normal professions - and covered by special independent funds (see below) - i.e. architects, lawyers, engineers, etc.; - e) other professionals in sectors not covered by independent special funds.	IASPI/ Legislative Decree No. 22/2015  "Jobs Act" (devises to non-employment/self-employment workers -> will under debate in Chamber of Deputies, not includes new measures for part-time leave, maternity allowances and sickness allowances)  Law No. 295 article 1 and Law No. 203/2012 (all workers who are members of the special regime managed by IASPI - named Gestione Separata have a right to address benefits in cash)	Healthcare, maternity cash benefits, accidents at work and occupational injuries benefits Maternity/paternity benefits in kind, social assistance benefits and long-term care benefits - in employment social insurance in old-age protection, maternity and paternity benefits, universal healthcare but the 5 groups as defined by the law may have different coverage rates.  Lower coverage and generally lower levels for NDC workers but still accessible sickness benefits, unemployment benefits, family benefits and pensions.	N/A	IASPI: main new unemployment benefit introduced in 2015 can be used to start up self-employment activities.  New scheme called DS-COLL for all project workers on continuous collaboration contracts who lose their jobs. If they have paid contributions for at least 1 month in the previous year or have a contract for at least a month, DS-COLL provides for half as many months as the number of monthly contributions paid in the previous year. Max duration of the scheme is 6 months. No pension contributions are paid on behalf of the unemployed person while they are receiving DS-COLL. The benefit is up to 70% of average monthly income but cannot exceed €1000 and the benefit is reduced by 2% from the fourth month onwards.	Coverage and generosity levels varied (and/or these referred to open-ended contract employees), but in the context of limited public coverage and generosity, irrespective of the type of labour contract, in fields of maternity/paternity benefits in kind, social assistance benefits and long-term care benefits.  Coverage and adequacy of the existing measures are not enough to tackle the problems of households and individuals in need. This affects digital workers and the self-employed more as their higher at-risk-of-poverty rate indicators.  Concerns have been raised about pension adequacy for digital workers in the medium and long run. The system directly translates career fragmentation into lower pension levels, since shorter contribution records lead to abrupt declines in replacement rates (a two-year reduction in the contribution period implies a replacement rate decrease of a pp and 8 increases in case of project workers due to lower contribution rates).	For provisions such as childcare digital workers and self-employed persons are at risk of being even less well covered than other workers.  Coverage and adequacy of the existing measures are not enough to tackle the problems of households and individuals in need. This affects digital workers and the self-employed more as their higher at-risk-of-poverty rate indicators.  Concerns have been raised about pension adequacy for digital workers in the medium and long run. The system directly translates career fragmentation into lower pension levels, since shorter contribution records lead to abrupt declines in replacement rates (a two-year reduction in the contribution period implies a replacement rate decrease of a pp and 8 increases in case of project workers due to lower contribution rates).	N/A

Kangas, O., Kallonen, P. & L.	2017	ESPN Thematic Report on Access to social protection of people working as self-employed or on non-standard contracts - Finland	Finland	non-standard employment	N/A	Features of an employment relationship are laid down in the Employment Contracts Act (EML) 2002/2003 Act 1142/1997, Laki työsopimuslain (The Act on Social Insurance)	Measures to Foster Self-Employment: Start-up grant, Entrepreneurial Training, Social Protection extension to self-employed and non-standard workers. Healthcare and sickness cash benefits and benefits in kind, Maternity/paternity (cash benefits) benefits in kind, Old age and survivors' pensions, Unemployment benefits and social assistance benefits (including accidents at work and occupational injuries benefits), Family benefits, Childcare benefits, Elderly benefits, Public health-care, Unemployment insurance	N/A	The Finnish system is almost universal in nature which is fairly positive in comparison to other countries. Females and farm workers seem to benefit most in the system. Non-standard employment suffers most due to the lack of benefits but by the nature of support extended.	The Finnish system is for all genders and covers universal in nature, but differences exist in terms of coverage and benefits extended to different sections of the labour force. For non-standard employees, these provisions are generally relevant with some cases the SF system not regarding new forms of employment. Due to these differences, females and self-employed workers have the longest working careers but accumulate the lowest pensions and lowest protection in comparison to standard employees.	N/A	
Kim, H.	2016	Three Dualisation Processes in Korea: The Labour Market, Welfare Policy, and Political Representation	Korea	non-standard employment	N/A	N/A	N/A	N/A	Temporary workers are provided similar protection to standard workers	Exclusion of non-standard workers from social protection services provided to standard workers. Non-standard workers and female workers often cannot access public health care, unemployment insurance services, and training opportunities. Results in dualised welfare system. Non-standard workers lack even minimal base of organisational collective power and resources.	- Strictor regulation of non-standard work	
Kjellsted, J.	2018	Swedish Voluntary Unemployment Insurance: The Future of Social Protection - What Works for Non-standard Workers? Chapter 8	Sweden	self-employed platform work	N/A	N/A	social security, voluntary and mandatory	N/A	Universal in nature	Self-employed persons and gig workers not represented by unions, subsequently less likely to be covered by organized channels and collective agreements, such as collectively bargained sickness insurance and workers' compensation schemes and unemployment insurance.	- Strictor regulation of non-standard work	
Kval, J.	2017	ESPN Thematic Report on Access to social protection of people working as self-employed or on non-standard contracts - Denmark	Denmark	non-standard employment	Statistical definition which includes self-employed, part-time, fixed-term and temporary agency work. Platform work not included in the definition	N/A	Social assistance and social insurance, contributory and tax-financed policies	Healthcare, long term care, tax-financed Sickness benefits, tax-financed Parental leave cash and kind, tax-financed Old age and survivors' pensions, the state (old-age pension), second pillar contributory (ATP) but mandatory only for standard employment, Unemployment insurance is voluntary for both employees and self-employed, health care, occupational injuries, disability is available to all, accidents only to employees, requires a voluntary for self-employed Family Benefits: Congenital, not tied to employment	Tax financing approach taken allows both self-employed and employees to enjoy of the same level of social protection coverage, when contributory (old benefits), users, accident the self-employed have the opportunity of opting in at a low cost. Given the relatively good SF protection to self-employed, the authors judge positively for the desired increase in number of self-employed, and transition from standard employment.	Coverage for occupational persons has not increased, this results in insufficient savings for one-income employees, low income self-employed, and elements of social security for self-employment.	N/A	
La Sala, D., Carrozzini, C.	2020	SOCIAL SECURITY FOR THE DIGITAL AGE: Addressing the new challenges and opportunities for social security	Global	platform work	Reduce transaction costs, and provide access to affordable services to an increasing customer base, this facilitating demand and contributing to growth and competitiveness. They create new employment opportunities and enable the matching of labour demand and supply through real-time information. They are a market flexible, which can contribute or not to work-life balance and flexibility or not from formal to informal economy. Described as platform-mediated labour, including "collaborative economy", "sharing economy", "gig economy" and "crowd work". As its core platform work has workers, clients, a digital infrastructure that facilitates supply and demand and receives a degree of control.	cross over between EU ILO OECD EUROFOUND as in Adasi & Gramano 2019	- social assistance, - social security, - mandatory, voluntary - contributory, non-contrib	N/A	- Digitalisation can lead to an increase in the rate of formal work in Singapore, France and Switzerland platform workers can voluntarily provide their account information to the social security institutions contribution to their benefits' accrual. - Tripartite relations with gig workers in ensuring social security services and benefits, in Italy and Denmark, agreements between platforms and cooperatives of workers enable participants to enhance, maternity and employment benefits. - To address inadequate funding because of fragmented contribution countries should align their contributory programmes, adjusting parameters such as minimum thresholds, eligibility and qualification periods (France and Denmark) can help workers with fragmented work histories in obtaining social protection coverage. Portability and transferability of individual accounts (needed for the employee as in Austria, is connected to the general national scheme as in France) can enhance labour market mobility as well as securing rights and benefits.	One of the challenge of the digital economy is that contributors may lose coverage because their employer is not recognised, or they are not recognised as employees. In other cases earnings do not reach the minimum thresholds for participating in the general scheme. To address all clear information on workers' history, it is hard to track and consolidate the information related to an individual which results in the impossibility of claiming the rights to social security	The report identifies six areas of action for the future: - Legal certainty and harmonisation of employment status, - Ensuring the sustainable financing of social security systems, - Data protection, - Human capital development, - Portability.	
Leavitt, R., Povallina, A., Zaimine, L.	2017	ESPN Thematic Report on Access to Social Protection of People Working as Self-Employed or on Non-Standard Contracts	Lithuania	self-employment	Currently no common definition of self-employment and non-standard employment in Lithuania. The Law on State Social Insurance groups self-employed workers into: those holding business licenses, individual business owners, general partnership members, limited partnership members, persons engaged in other individual activities, farmers and their partners, family participants, and members of small partnerships. p.4	Law on Personal Income Tax, Law on State Social Insurance	Healthcare and sickness benefits, Maternity-related social insurance benefits, Old age and survivors' pensions, Unemployment benefits and social assistance benefits, Long term care benefits, health care, occupational injuries benefits	N/A	N/A	Self-employment workers declare on average a level of income no higher than the minimum income for a self-employed person. It is also unclear if self-employed only have access to basic benefits and have no stable income therefore they are a higher risk of poverty.	N/A	
Lemstra, K., Balfanz, M., Elshout, Z.	2017	Government Responses to the Platform Economy: Where do we stand?	Belgium, Denmark, France, Germany, Hungary, Slovakia, Spain	platform work	Platform economy: countries do not have a common understanding or approach to establish the status of those working on the platform economy. - Slovakia: platform workers are by default viewed as self-employed. - Belgium: the legal employment status does not matter as long as they earn less than a certain amount by working on an online platform. If a person earns more, then they need to register as self-employed. - Hungary: platform workers are either self-employed small entrepreneurs or service providers registered as natural persons. In minority cases, platform workers have the status of employees with an employment contract. - Denmark: platform workers are regarded as self-employed. - Germany: platform workers could be categorized as self-employed, employees or even consumers, depending on a set of conditions. - France: concept of subcontractation parties.	N/A	N/A	N/A	N/A	Denmark: severe tensions between platform work and accessing rights to social security benefits. In a case about entitlement to unemployment benefits in relation to renting out a car through GetBlue platform, the unemployed individual was refused unemployment benefits as his unemployment insurance fund decided that he was not available for the Danish labour market. The ruling was in favour of the platform. France: social protection has been high on the agenda. The country's social security system provides broad coverage but there are disparities between those who are self-employed and those who are employees. In terms of access, this pertains to the level of certain benefits and contributions to be paid. Eurofoundational include family and illness coverage and unemployment benefits. Further, the working conditions of platform workers are not well-documented and their wages and working hours have raised concerns.	N/A	
Lidman, W.B.	2017	Debating the Gig Economy, Crowdwork and New Forms of Work	US	platform work	Platform work has the following underlying characteristics: "two-sided market through online intermediaries" (2.2.2). It is online and on-demand labour market, short-term and transient agreements at low pay. Generally, work in the platform economy is separated into distinct tasks. 1) Low control, the goods/services/property, and 2) low encompass self-employed workers, in a rather local or global. US commerce department: " (a) use information technology, typically available via web-based platforms, to facilitate peer-to-peer transactions; (b) rely on a user-based rating system for quality control between consumers and providers who have not previously met; (c) offer workers who provide services on the platforms flexibility in their working hours; and (d) to the extent that both end users are needed to provide a service, respect workers to use their own" (2.2.2)	The question whether a platform worker is an employee or independent contractor seems to be complicated. There were already judge-gone areas already prior to the rise of platform or Uber. To understand this the question has two components: 1) the nature of the company, and 2) the distinction between employee or independent contractor. Nature of company: Considering platforms enable transforming employment relations into market transactions, this results in benefits, such as those against Uber, Lyft, and Grabtaxi. Within the courts, the judges generally agree that companies are transportation company and not a technical intermediary. Classification: There is discussion on whether a platform worker should be considered employee or independent contractor. In case of GrubHub vs Real Lawson, Real Lawson argued employee status thus being paid for overtime and reimbursement expenses incurred. But the 1st judgment by Judge Chhabra indicates that it is not clear to what extent this distinction is binary of nature. To avoid legal actions, organizations impose mandatory arbitration clauses to waive the right to sue. Issue is "beyond of the platforms monitor the work performed and rely on customer ratings to regulate the individual's continuing status on the platform. In reality, many platforms seek total control, even as they abdicate responsibility" (2.2.1)	Social security, mandatory	N/A	N/A	- Example for collective unionization: In May 2016, Massachusetts District 15 in NYC announced the establishment of Independent Driver Guild. In December 2015, Seattle City Council set up ordinance that allow taxis as independent contractors to create union and govern collectively but include NLRB and gives the city the right to regulate. - US trials tariff in a gridlock and is tightly polarized making changes to SP very difficult. - Limited power of collective unionization. The past 40 years have known a decline in bargaining power. For example, the decision by the Seattle City Council was legally challenged by Chamber of Commerce in August 2017.	- US trials tariff in a gridlock and is tightly polarized making changes to SP very difficult. - Limited power of collective unionization. The past 40 years have known a decline in bargaining power. For example, the decision by the Seattle City Council was legally challenged by Chamber of Commerce in August 2017.	- Universal access to portable and pro-rated benefits with mandatory contributions. For example, multiemployer benefit plans established an objective labour agreement or universal basic income. - Older insurance in case law platform worker suffers a pay cut when changing jobs. - Mandatory savings plan. - Portable retirement benefit plan. - Mandatory payment into social security system
Miles, S., Lerner, G.V.	2018	User Drivers and Employment Status in the Gig Economy: Should Corporate Social Responsibility Be the Solution?	US	platform work	Focus on gig economy. Employees paid on short-term contracts or freelance work.	Dynexys v. Superior Court case to establish employee or independent contractor relationship. If 2 live from employer covered 2 perform work outside the usual scope of employer business, and 3) customarily engages in independent work -> then independent contractor. Health Insurance Act RT 12002, 62, 377, Passed 19.06.2002	Healthcare and sickness cash benefits and in-kind care allowance	N/A	No particular policy measures among at extending social protection to self-employed and non-standard workers.	N/A		
Musa, M., Kadach, L.	2017	ESPN Thematic Report on Access to social protection of people working as self-employed or on non-standard contracts - Estonia	Estonia	non-standard employment	NOT as formally defined but includes: part-time, temporary employment, and self-employed	Payment of unemployment insurance benefits is regulated by the unemployment insurance act, Payment of unemployment assistance benefits is regulated by the labour market services and benefits act, Health Insurance Act Passed 09.12.2005 RT 1, 30.12.2005	Healthcare and sickness cash benefits and in-kind care allowance, Old age and survivors' pensions, Subsidized benefits, Long-term care benefits	N/A	N/A	N/A		

Mouriau, J.W.M., Oudevriel, A.A., Veen, H.C.	2017	EPN Thematic Report on Access to social protection of people working as self-employed or on non-standard contracts - Netherlands	Netherlands	self-employment	The official definition of Self-employment includes workers running business independently, as in a family business, and business directors and major shareholders.	Labour law Work and Security Act ; Sickness Benefits Act (ZV); Unemployment Insurance Act (WVU); Participation Act; Social Support Act (Wet maatschappelijke ondersteuning, Wmo); Long-term Care Act (Wet langdurige zorg, WvZ); Health Insurance Act (Zorgverzekeringswet, Zvw); Labour Capacity Act (Wet Arbeidsgereguleerder, AOW); General Child Benefit Act (De Algemene Kinderbijslagwet, AKW); Child-related Budget Act (Wet op het kindgebonden budget, WKB); Unemployment Insurance Act I; Participation Act (Participatiewet); Labour Capacity Act (WvA)	Healthcare and sickness cash benefits and benefits in kind; Maternity/sickness cash benefits and benefits in kind; Sickness Benefits Act (ZvS) - "This is based on a compulsory insurance system." For self-employed workers, this level of the benefit depends on the daily wage level (diagnose) to which they have chosen to insure themselves, which in turn determines their monthly insurance premium." Unemployment Insurance Act (WVU) - applicable to temporary workers, agency workers, on-call workers, but not to Self-employed workers. Participation Act - means related unemployment benefits for individuals who qualify to a threshold irrespective of occupation or form of employment. Social Support Act (Wet maatschappelijke ondersteuning, Wmo) - Individual provisions assessed by municipalities and provided on the basis of the individual's ability to live in their own without assistance irrespective of occupational category. Long-term Care Act (Wet langdurige zorg, WvZ) - For individuals who need 24/7 supervision. Care is provided in kind through a personal budget. All Dutch citizens insured irrespective of employment situation.	welfare/ social protection for formal workers moving onto self-employment or non-standard employment; For self-employed workers, the level of the benefit depends on the daily wage level (diagnose) to which they have chosen to insure themselves, which in turn determines their monthly insurance premium." Unemployment Insurance Act (WVU) - applicable to temporary workers, agency workers, on-call workers, but not to Self-employed workers. Participation Act - means related unemployment benefits for individuals who qualify to a threshold irrespective of occupation or form of employment. Social Support Act (Wet maatschappelijke ondersteuning, Wmo) - Individual provisions assessed by municipalities and provided on the basis of the individual's ability to live in their own without assistance irrespective of occupational category. Long-term Care Act (Wet langdurige zorg, WvZ) - For individuals who need 24/7 supervision. Care is provided in kind through a personal budget. All Dutch citizens insured irrespective of employment situation.	A strong legal provision for social protection measures which is general applicable to adequate social protection for both self-employed people and people in comparison to standard workers; Welfare measures may restrict access to housing market for NDS; NDS are under insured making them most vulnerable; NDS first need to use their pension reserves before they are entitled to social assistance.	NDS are at higher risk of poverty and vulnerabilities - low annual reserves in comparison to standard workers; Welfare measures may restrict access to housing market for NDS; NDS are under insured making them most vulnerable; NDS first need to use their pension reserves before they are entitled to social assistance.	N/A
Nelson, K., Palmer, J., Burman, S., Enevold, M.	2017	EPN Thematic Report on Access to social protection of people working as self-employed or on non-standard contracts - Sweden	Sweden	non-standard employment & self-employment	Six different types of employment contract are defined in Swedish employment protection legislation: permanent employment (fylltids/anställning), limited termers (tidsanst), general fixed-term employment (allmän anställning), seasonal employment (säsonganställning), probationary employment (provanställning), and temporary employment for persons aged 67 years and older (tillfälligt anställning för personer som fyllt 67 år).	N/A	Healthcare and sickness cash benefits and benefits in kind; Self-employed workers are not entitled to sick pay but can apply for sickness benefit, which is the same system that applies to regular employees from the 15th day of sickness absence. Self-employed persons can apply for sickness. Maternity/sickness cash benefits and benefits in kind; Maternity; Parental leave benefits; Old-age and survivors' pensions; Unemployment benefits and social assistance benefits.	N/A	Actual differences between social protection legislation for self-employed workers and that for employees (permanent, temporary, and part-time) are probably less significant in Sweden than in many other European countries. There are no differences in social protection coverage for self-employed people with and without employers. Universal character of the Swedish welfare state has been quite successful in including all groups in the labour market within an integrated system of social protection.	Sickness and unemployment benefits - existing legislation may restrict access to adequate social protection for both self-employed people and people in atypical forms of employment. Smaller problems of access to social protection for temporary or part-time employees may arise in relation to sickness benefits and extended parental leave benefits.	N/A
OECD	2018	Ensuring social protection for non-standard workers The Future of Social Protection: What Works for Non-standard Workers? Chapter 1	OECD countries	non-standard employment	Standard workers: Regular, open-ended dependent employment with a single employer. Other forms: 1st- or part-time workers with a certain income requirement; they are also considered standard workers. Temporary workers: Workers on a fixed-term contract. Flexible or on-call contracts: Another type of employees offer a minimum amount of working hours, but not to the employer's obligation to accept these. Platform workers: Workers provide work through online labour platform. Para-subordinate workers: Self-employed persons who are highly dependent on one or a few clients (e.g., independent contractors). Self and dependent employment who are not covered by these (Gigworkers).	N/A	Social insurance	N/A	- Social protection for platform worker in Sweden: they have developed schemes for the administration of social security contributions of platform workers. These gig workers are legally required to register with an umbrella company, a private entity who nominates acts as the employer of the gig worker in administering their payroll tax and social security payments in exchange for a fee. They are thus covered by the general public social protection system but they are excluded from important components of the social protection system that are part of collective agreements, including additional pensions, sickness and accident insurance covers; and they do not have access to unemployment insurance.	- Unemployment is generally the least covered risk for self-employed workers: only 4 of 28 European Union member states fully cover self-employed workers for unemployment insurance, and time do not offer any form (even partial or voluntary) insurance. - In Sweden, self-employed workers have to close down their business before claiming benefits, thus bringing huge administrative cost.	- Unlike social protection from employment relationship and grant individuals entitlements to be financial benefits based on work rather than on earnings or contributions. - Individual activity excludes, as approach that the social protection entitlements to individuals and non-employment relationships by extending all social protection contributions made by workers themselves, employees or the state on from being in one account. Recording of contributions in one place would standardize for portability in case of job transitions and labour market flexibility; yet, do not allow for pooling risk over the double contribution problem.
OECD	2018	Good Jobs for All in a Changing World of Work: The OECD Job Strategy	OECD countries	non-standard employment	Non-standard forms of work includes temporary and self-employment. Mention platform work as "crowd work", "gig work", and other forms of on-demand, independent jobs.	N/A	Social insurance Social assistance (conditional and unconditional, non-contributory) Basic income	N/A	- Social protection contributes directly to economic growth by expanding opportunities for workers. - Social protection can alleviate fiscal pressures by reducing the overall costs of social programmes.	- Inaccurate targeting results in significant errors of exclusion, with over 50% of potential beneficiaries excluded. Thus, it fails to address financial hardship.	- Promote an inclusive labour market by taking a preventive approach addressing problems before they arise. - Portability of social protection in individual rather than jobs. - Strengthen non-contributory social assistance schemes. - Review thresholds on earnings or contributory periods that limit workers' receipt of benefits. - Basic income, but should be noted that some disadvantaged groups would lose out.
OECD	2018	Job Creation and Local Economic Development 2018: Preparing for the Future of Work	OECD 112 Regions, with focus on the Netherlands	non-standard employment	Non-standard work: workers in fixed-term contracts; part-time workers; the self-employed. Temporary jobs: dependent employment of limited duration, including temporary work agency, casual, seasonal or on-call work. Part-time employment: workers who work less than 30 hours per week. Self-employment: all non-dependent work (large 30 contains tax on dependent and disguised employment)	N/A	Social insurance Social assistance	Case study of the Netherlands public pension (AOW), social assistance.	Case study the Netherlands: - Incentives have been introduced for the self-employed to avoid false self-employment relationships. Additionally, they actively worked on increasing the attractiveness of being employees. - Exemptions of pension savings means reduced social assistance - Improved access to social training funds and voluntary insurance against sickness and/or disability.	N/A	N/A
OECD	2019	Policy Responses to New Forms of Work	OECD countries	self-employment platform work	N/A	N/A	Social insurance Social assistance	N/A	N/A	N/A	- Extending benefits to workers in the "grey zone" between dependent employment and self-employment. - Expanding benefits (including unemployment insurance) to the self-employed more broadly. - Simplifying administrative procedures for the self-employed. - Improving effective access to benefits for fixed-term and part-time employees. - Increasing the role of tax-financed benefits, including means-tested benefits and universal benefits; and - Reversing social protection systems in the context of new forms of work.
OECD	2019	Non-Standard forms of work and pensions: Chapter 2 in Pensions at a glance 2019	OECD countries	non-standard employment	Non-standard workers are defined as workers not covered by full-time open-ended contracts, i.e. part-time, temporary, self-employed workers, in particular those concerning forms of work.	N/A	N/A	N/A	N/A no good practices highlighted, the report focuses on challenges and how to address them.	Non-standard workers, compared to full-time employees face challenges that complicate their pension entitlements. Temporary and part-time contracts do not allow sufficient continuity for qualifying for full protection. In a small number of countries workers receiving unemployment benefits can continue accumulating pension points, but the same access to unemployment benefits is limited for this workers. - The self-employed have generally fewer pensions than regular employees: across OECD countries this gap is on average 27%. This gap is not filled by private savings or schemes which constitute the common countermeasures saying that self-employed have significantly more assets, savings, invested capital).	- Improving pension protection for non-standard workers can be achieved through: - Better coordination between contributory and non-contributory schemes. - Improvement of access to pensions for vulnerable non-standard workers. - Discussing the mandatory structural features of the self-employed. - Harmonising pension rules broadly between dependent and independent workers.
Olkonen, S.	2017	EPN Thematic Report on Access to social protection of people working as self-employed or on non-standard contracts - Iceland	Iceland	self-employment	The definition of Self-employment includes individuals working at their own business or independent activity.	Unemployment Insurance Act No. 54/2006	Healthcare and sickness cash benefits and benefits in kind (accessible to all provided they comply to minimum standards)	N/A	Self-employed and NDS are equally covered through the universal system including low coverage gap in retirement. The tax-financed universal social security system protects all individual with long-term full residence in the country.	N/A	N/A
Olkonen, M., Kingston, L.	2015	Risk and Consequences: The Changing Japanese Employment Paradigm	Japan	non-standard employment	N/A	N/A	Long-term care benefits Social Insurance I Social Assistance	N/A	N/A	N/A	The labour market reform of 2012 aimed to revise the conditions for mandatory contributory social insurance (including pension and medical care) and sought to increase participation of the precariat, and regulating employers' contributions. Nonetheless, most non-regular workers have been decimated as firms continue to prefer cost-cutting measures. The case demonstrates the difficulties of translating good intentions into meaningful.
Pasclet, L., Op De Beeck, L.	2017	EPN Thematic Report on Access to social protection of people working as self-employed or on non-standard contracts - Luxembourg	Luxembourg	self-employment	Self-employed defined as "anyone practicing in the Grand Duchy of Luxembourg on their own behalf a professional activity that falls within the scope of the Chamber of Trades, the Chamber of Commerce or the Chamber of Agriculture or a professional activity of a predominantly intellectual and non-commercial nature". Luxembourg Code of Work does not mention casual work, on-call workers, zero-hour workers, on-call based workers, crowd workers. seasonal work is regarded legally as a fixed-term contract applied solely for a very specific and temporary task. Part-timers and CT mobile workers are considered employees with a contract. Workers in employee sharing and job sharing employment exist under the Code of Work. The form of employee sharing is scarcely applied in practice and mostly applied in the context of job creation. Cross-border workers benefits from the same legal right as residents do. Incoming workers are covered by the social protection schemes in their own country. Non-standard employment includes fixed-employment, self-employment, temporary employment and other forms of employment such as side gigs.	Legal Basis for social security system in the "Code de la Sécurité Sociale"	Healthcare and sickness cash benefits and benefits in kind (accessible to all provided they comply to minimum standards) Maternity/sickness cash benefits and benefits in kind (government-financed for 15 months, accessible to all) Old-age and survivors' pensions (national insurance-based pension with a guaranteed minimum) Unemployment benefits and social assistance benefits (for emp benefits provided they pay the minimum contributions, LA is means-tested and conditional)	N/A	The self-employed pay the same contribution rates and benefit from the social insurance schemes, mostly under the same regulations as the salaried worker. The LU system is a pay-as-you-go system. There is no need for reform.	N/A	N/A
Pasclet, B.	2019	Work, social protection and the middle classes: What Future?	N/A	non-standard employment	N/A	N/A	Unemployment scheme Universal basic income	N/A	N/A	N/A	The Romanian social protection system links access to social protection to standard employment (permanent contract with a stable work history). If benefits of universal basic income are combined with social security, housing and training regardless of employment status, the labour market can be deregulated to facilitate hiring, firing and employee turnover in enterprises, without harming the social protection of workers.



Paschalis, P., Koukoulaki, C.	2017	EPFV Thematic Report on Access to social protection of people working as self-employed or on non-standard contracts - Cyprus	Cyprus	non-standard employment & self-employment	NFCE not explicitly defined. Non-standard employment takes various forms e.g. casual or seasonal employment, temporary contracted workers, temporary agency worker, call-centre/short-term workers, apprenticeship or guest worker. Self-employed defined by Social Insurance Law article 1(3) as those who are generally employed in Cyprus and do not fall in the category of employee as defined by article 1(2)(a) -> there is no clear legal definition of self-employment but can be understood as people who are employed in their own business or perform any economic activity for their own account.	Legislative framework that provides additional protection of NS workers in order to guarantee that they treatment through: 1. Part-time Employee (Prohibition of Discrimination) Law and 2. Employee with Fixed-term contracts (Prohibition of Discrimination) Law. First pillar of social protection is based on Social Insurance Law No. 19 (2020) -> must one to consider as NFCE and self-employed are typically excluded from occupational schemes due to frequent discontinuous employment trajectories.	Guaranteed Minimum Income (GMI) from contributory means-tested Child benefits (family-based) Family benefits (non-contributory cash benefits) Invalidity pension long-term care Pensions	N/A	Sickness benefits are provided under SS to all insured persons including the self-employed aged 16-64 who are incapable of work. SS provides a maternity benefits and a birth grant to all insured mothers of newborns. NS workers are entitled to maternity/paternal leave in line with the principle of non-discrimination and the principle of proportionality. Old-age pensions are provided to the SS to all insured persons (including self-employed and NFCE) after reaching the age of 65.	Uniformity in social protection results in policy framework which is insufficient in combating inequalities and other particularities there. (i.e. wage inequalities are carried over into inequalities in retirement income) Non-standard workers have access to all social benefits and services under the same rules and terms as standard workers. In reality, NS workers are disadvantaged compared with others in terms of social protection and access to labor rights, due to the existence of large inequalities in the labor market and the ineffective monitoring and implementation of employment protection legislation. Self-employed are not entitled to unemployment. The only income protection self-employed could receive during an unemployment spell is from the GMI. GMI is not designed to provide unemployment protection but rather to evaluate extreme forms of poverty -> not optimal for self-employed! Non-standard employees have access to employment benefits, but the amounts they receive are usually insufficient. They might support their income via GMI.	N/A		
Pfeiffer, A., Wijn, M.	2010	Flexicurity outside the employment relationship? Re-engineering social security for the new economy	Developed economies	non-standard employment	Focus is on self-employment and atypical employment including zero-hour contracts and agency work.	N/A	Person Unemployment benefits Sickness and long-term disability pay Maternity/paternity leave pay	Examples: UK, Brazil, Mexico - inclusion in general schemes; Belgium, Algeria - separate schemes for self-employed; France, Germany, Spain - separate schemes for certain groups such as liberal arts. UK - pension system and single fair system universal credit for unemployment.	- SP designed "to protect individuals from short-sighted and irrational choices and behaviors" (p.6). - SP provides individuals with responsibility for risks transitions that actually may benefit employability. Thus, SP is able to recognize more hybrid work arrangements. - Examples of positive SP practices to account for atypical employment: 1) occupational and sectoral (France, Greece, Italy, Luxembourg, Spain) 2) comprehensive social insurance scheme (Belgium) 3) separation social security schemes - basic allowances supplemented by voluntary contributions (Denmark, Finland, Germany, Netherlands, UK) & income based benefits (Austria, Greece, Italy, Luxembourg, Portugal, Spain)	- SP schemes are paternalistic. Most atypical workers are not given a choice between options. - Atypical workers only have access to private schemes that provide far from comprehensive coverage against all social risks. - "The core of the French social protection system is designed for the archetypal of a full-time, permanent worker with a single employer." - Not equipped to provide adequate insurance for the growing number of workers with non-standard forms of employment (temporary jobs, part-time jobs, self-employment) (p.118-119).	Four criteria should inform new social security protections: 1) freedom to choose to work 2) solidarity, collective risk sharing 3) effectiveness 4) efficiency Later two require coordinative instruments to re-allocate resources. Potentially reduce Social Protection from specific jobs and rather tie it to lifetime employment. Protection is required in terms of non-conditional benefits. This requires the principle of equality. Or other way of building a framework by placing it alongside two axes (breadth/coverage) and (flexibility/choice).		
Pedersen, A.W.	2017	EPFV Thematic Report on Access to social protection of people working as self-employed or on non-standard contracts - Norway	Norway	self-employment	The definition of self-employment includes workers receiving most of their earned income from independently in business or activities.	Norwegian social security legislation Norwegian minimum wage legislation	Health care and sickness cash benefits and benefits in kind Maternity/paternity cash benefits and benefits in kind Old age and survivors' pensions Unemployment benefits and social assistance benefits Long-term care benefits Invalidity, accidents at work and occupational injury benefits (premium paid by employer)	N/A	Social protection coverage is inclusive no matters the type of work performed.	Part-time workers and seasonal workers are disadvantaged in occupational pension system by the exclusion of low income from the eligibility formula. The national insurance system clearly discriminates against the self-employed in the area of sickness and unemployment benefits.	N/A		
Pereira, P., Baptista, I.	2017	EPFV Thematic Report on Access to social protection of people working as self-employed or on non-standard contracts - Portugal	Portugal	self-employment	Self-employment is not clearly defined but described as in "observance of principles of employment relations" (4)	Law 83-C/2013 of 11 December Law 50-A/2010 of 11 December	Health care and sickness cash benefits and benefits in kind (contributory) Maternity/paternity cash benefits and benefits in kind (contributory) Old age and survivors' pensions (contributory) Unemployment benefits and social assistance benefits (DB based on minimum working days prior to unemployment) Long-term care benefits (depending on minimum working period) Invalidity, accidents at work and occupational injury benefits (contribution based)	support Programme for Entrepreneurship and for Own Job Creation (Programa de Apoio ao Empreendedorismo e a Criação do Próprio Emprego - PROCEJ) Crewedworkers - program that offers financial and technical support to young people to become self-employed or create their own microenterprise.	The measures in place seem to promote self-employment rather than controlling it.	The differences in treatment by contract and status of employed people is not justified and generate gaps in welfare (social protection is a de facto benefit). Micro-employers may receive share of temporary workers from the access to benefits.	one major issue to be addressed in the national context is the need to make the necessary efforts to distinguish - within the diversity of self-employment situations - those that actually correspond to "real and voluntary" self-employed situations and forms of "dependent" and "forced" self-employment. p.25		
Pesle, A., Uici, Brunet, M., C., Fernandes-Martin, E., Bag, F., Combelet, Vincent, P.	2018	Platform Workers in Europe: Evidence from the COLLEEM Survey	EU	platform work	Main platform workers are defined as those who earn 50% or more of their income via platform and/or work via platforms more than 20 hours a week. Online and digital on location work through on-demand apps.	N/A	N/A	- Those who do platform work on the side are often able to attain the right to social protection through their main job. - Lack of harmonization in terms of access to benefits					
Pop, L., Ota, D.	2017	EPFV Thematic Report on Access to social protection of people working as self-employed or on non-standard contracts - Romania	Romania	temporary agency work temporary employment	Until 2015 temporary agency work also took the form of disguised self-employment (disguised self-employment)	Labour code The law on unemployment insurance (7/2002)	SP of the employed (contributory based) Unemployment (conception of atypical working benefit) Healthcare and sickness cash benefits and benefits in kind Maternity/paternity cash benefits and benefits in kind Old age and survivors' pensions Unemployment benefits	N/A	N/A	Romania significantly deregulated labour relationships in 2011	"high labour costs (due to a very high level of contributions) and restrictive conditions for temporary (FTE) made many businesses cope with the economic crisis - in 2010/2011 - by (a) avoiding formal hiring, (b) shifting informal work by means of part-time contracts or (c) by using the self-employed as a permanent basis instead of employees (disguised dependent work). Many of these problems were, although the number of employees increased again starting in 2011.	Need to establish a balance between the work situation of the two broad categories - employees and employed-at-risk employees" The gap in social protection is far higher between employees and non-employees than between employees in standard employment and non-standard employment.	
Potocká Števková, N.	2018	Facing digital precariousness in the platform economy: on the way towards a more sustainable future of work	Czechia	platform work	Synonymic crowd work - gig economy - platform work. "Crowdsourcing combines the elements characteristic of standard employee-employer relationships with the distinctive features of self-employment, and yet not always squarely fits into the "dependent contractor" categories, existing in many jurisdictions" (p.28). The focus is on online crowdswork. Definition crowdswork: "Crowdswork can be loosely defined as a new form of work performed in exchange for payment, in which internet platform or mobile applications connect clients (crowdsworkers, requestors) with service providers (crowdworkers) (Bourdonnet, 2015). In other words, crowdswork constitutes a digital form of outsourcing tasks (Goswami, Bognard, 2015), in which work is not delegated individually to a previously chosen worker but is instead addressed through an open call to a wider range of otherwise service providers - a "swarm" (p.28)	Oh, there is a debate on the legal nature of tripartite relationship (crowdsworkers, crowdsworkers, online platform). This is a particularly of relevance when platforms insert in working process for example due to algorithmic model (algorithmic, internet-based and evaluations), as they then go beyond their role as intermediary. Crowdsworkers in contractual terms - independent, flexible, free, entrepreneurial. Platforms tend to remove any liability either by avoiding mediation or equipping enhanced independent contractor clauses.	N/A	European Pillar of Social Rights.	- The European Pillar of Social Rights states that employment status is not a prerequisite to be part of social protection.	- The European Pillar of Social Rights lacks binding power.	N/A		
Rellens, M.	2018	NAV: Para-subordinate workers and their social protection The Future of Social Protection: What Works for Non-standard Workers? Chapter 6	Italy	self-employment	Para-subordinate workers are individuals who are legally self-employed but who are often "economically dependent" on a single employer.	Law No. 310/1995: para-subordinate workers covers categories of workers who are mandatorily enrolled in a special fund called Gestione separate which is managed by the Italian social security institution Law No. 50/2012: introduction of stricter regulations aimed at detecting "false" para-subordinate arrangements for both collaborators and professionals Decree No. 82/2015: abolition of some types of contractual arrangements, apart from some exceptions, project collaborations and continuous and/or on-demand collaborations The Law on Microenterprise Tax	Unemployment (contribution based) Maternity (contribution based) Sickness (contribution based) Family Benefit (contribution based) Pension (contribution based)	Table 6.2. Social protection coverage of para-subordinate workers	- The disadvantages in terms of welfare guarantees for para-subordinate workers have been reduced by the recent reforms, even if some gaps still exist, particularly concerning unemployment benefit.	- Those who worked as a para-subordinate in previous years were clearly disadvantaged by the reduced contribution rates applied to such contracts (before 2005 until 2007) which will result in lower periods of retirement. The structure of the Italian national defined-contribution public pension is such that those with non-standard forms of employment tend to have lower pensions and there are no redistributive tools, apart from personal income tax progressivity and the existence of means tested welfare benefits for the elderly poor.	N/A		
Repsvik, F.	2017	EPFV Thematic Report on Access to social protection of people working as self-employed or on non-standard contracts - Latvia	Latvia	non-standard employment with focus on self-employment	N/A	Latvian labour law	Healthcare and sickness cash benefits and benefits in kind (part of state social insurance system not very accessible to NSOs due to high costs and legal entry requirements) Sickness benefits are contribution based part of state system - for self-employed it is based on income level) Maternity/paternity cash benefits and benefits in kind (contribution based part of state social insurance - for self-employed based on income threshold) Old age and survivors' pensions (fully contributory and mandatory for all)	N/A	Workers in temporary employment are entitled to the same benefits as those in permanent employment contracts.	The provision of benefits is deemed to be economically misaligned. The general system is fully individualized in separate accounts which limits redistribution.	N/A		
Ries, U., Kurzer, M.	2010	On-Demand Digital Economy: Can Experience Economy Work and Income Security for Microtask Workers?	Global	platform work	Crowdswork "with benefit" or "digital labour" through platforms that is on demand and global. Three criteria are adhered to: 1) based on duration and complexity of task, 2) remunerated and 3) level of automation. Categories thus includes microtasks, microtasks, and complex tasks. The focus is on microtasks	N/A	Health Insurance Social Insurance Retirement Plan	N/A	N/A	- Adaptation of social protection systems, including means contributory (mainly social insurance) and non-financial elements of the social protection system.			

Rodriguez Cabrera, G.; González De Durana, A.; Mellán Gallego, V.; Montserrat Colomé, J.; Moreno Fuentes, I.; 2017	ESPN Thematic Report on Access to social protection of people working as self-employed or on non-standard contracts - Spain	Spain	non-standard employment with focus on self-employment	According to the Unión General de Trabajadores and Comisión Obrera, the following groups of NS contractors are recognized in Spain: part-time employees, fixed-term employees, temporary agency workers, casual and seasonal workers, on-call workers, apprentices and fixed-termers. Self-employed divided into physical persons and associates. Self-employed physical persons are individual workers who personally perform an economic activity. Associates are self-employed people who engage their activities through an institutional legal umbrella such as commercial companies, family collaborations, family of partners, or members of professional bodies. Generally defined as "physical persons who carry out an economic or professional activity for profit on a regular, personal, direct and freelance basis outside the sphere of management and organization of another person. Instances of whether they hire employees or not" (Title I, Law 22/2008).	Since August 2011 by Royal Decree 11/2011, a new and more favourable regime of NS contracting social security contribution has been used with regard to old-age and survivors persons, as well as temporary contracts, maternity and paternity cash benefits (but NOT unemployment benefits for part-time workers). The calculation is no longer carried out in conjunction with full-working day, but by applying a general rate of part-time work (coeficiente global de actividad).	Universal scheme, long-term care Means-tested non-contributory pension and unemployment benefits and minimum income schemes Contributory benefits: old-age and survivors' pensions, benefits linked to invalidity, accidents at work, occupational injuries, and unemployment	Creation of active benefits (employment benefits for the self-employed) was introduced in 2010, but due to low levels of benefits, and difficulties of getting an involuntary cessation of activity, it is estimated that fewer than 10% of claims are granted.	N/A	Better regulations for part-time workers (as mentioned in the low volume) makes employers choose part-time contracts and increase the incidence of contracts of less than one week. This points to the need for further reforms to improve social protection for workers under this type of contract and to avoid discontinuous contracts.  workers on NS contracts are disadvantaged by the social protection system. A labour reform in 2012 has led to the deregulation of the labour market, which fostered precariousness in employment, and a proliferation of fixed-term and part-time contracts... came with the wage, sometimes below the near-professional min wage.	N/A	
Sestini, S.; Vespa, P. 2015	Employment policy: segmentation, demarcation and reforms in the Italian labour market	Italy	non-standard employment	N/A	Reforms from 2008-2012: Reform of the unemployment benefit system with the introduction of Assicurazione sociale per l'impiego (ASPI) and mini-ASPI	unemployment benefits	Mini-ASPI scheme provides unemployment benefits for a lower duration, as can last for a maximum of 6 months for those with a stronger contribution record.	- Large shares of non-standard workers are eligible for only the minor scheme, mini-ASPI (reform of the unemployment benefits system named ASPI and mini-ASPI) -> this new system got rid of the two-year one waiting period requirement, thus enlarging the pool of potential beneficiaries to include those who have only recently entered the labour market. A large share of NS workers are actually eligible for the mini-ASPI scheme.	- Renzi Government introduced by decree a further deregulation of fixed-term contracts, thereby adding to the decline between standard and non-standard workers. This increased the incentives for employers to only make limited investments in the training of fixed-term employees, thereby bringing about underinvestment in human capital formation, maintenance, and upgrading.	N/A	
Schmitt-Grohe, M. 2016	The situation of collaborative workers in the collaborative economy	EU	platform work	Collaborative economy are market between individuals or entities, with platforms taking on the role of intermediary. Tasks may be outsourced by clients to a large pool of individuals through platforms.	N/A	N/A	N/A	N/A	N/A	- Increasing protection of workers without increasing the costs of platforms - Minimum wage, based on average completion time for a task - Extended minimal form of social protection and health insurance - Provide liability insurance for damage to third parties - Double possibility of transfer by creating individual security accounts to protect workers	N/A
Schubert, R.; Barrie, A.; Montabou, S. 2018	The EU social pillar: An answer to the challenge of the social protection of platform workers?	Europe (Germany, France, UK, Netherlands and Belgium)	non-standard employment, with a focus on platform work	Aggregates work with focus on platform work. Platform work includes app-based work, crowd work, portfolio work, unpaid forms of work without sharing economy or collaborative economy. The driving economy "promotes the activity of sharing the access to goods, services or knowledge" (p.20).  "Typical forms of work emerged around the absence of legal subordination (e.g. self-employment and/or due to the absence of a stable employment relationship (e.g. fixed-term work) or income security (e.g. part-time work)". p.21/22. Platform work has characteristics of temporary, part-time and self-employment.  Platform worker is defined as a "a person selected outside from a pool of workers through the intermediation of a platform to perform generally one-off and short-term tasks for different persons or companies. In analogy for seaman" (p.22)	Legal status consistently adjusted due to changing practices by companies:  Germany - platform worker either employee or self-emp. (Arbeitnehmer/Arbeitnehmerin, Freiberufler); Gemeinwohlökonomie, Freiberufler); distinction is established by case law. Employee if the worker has an employer and does not employ people, performs some work repeatedly, is not personally or economically independent and/or did not previously for company (at least 3 criteria).  France - determined by existence of subordination link to establish whether self-employed or if not in line of subordination, the person is self-employed. If self-employed, the person is either an artisan (self-emp. craftsman) or commercial trader.  UK - self-employment status is decided by employment law. Criteria have elements: (i) the worker (i.e. person performing work personally and as an integral part of the client's operations through a contract of employment or any other contract) and independent contractor" (p.21)  Netherlands - Platform work results in ZZP (zelfstandige zonder personeel) or part-time employee. Judge decided in July 2018 that Deliveroo worker should be seen as entrepreneur.	N/A	European Pillar of Social Rights, announced by the European Parliament, European Commission (both council and commission) in November 2017. It contains 10 principles to support labour market and welfare system.	- Pillar 10 of the European Pillar of Social Rights refers to rights to adequate social protection regardless of type and duration of employment relationship. Self-employed persons should have access by extending formal coverage to mandatory basis with exception of unemployment which is voluntary. Settlements should be accumulated, governed and portable across all types of employment and status. They should be accorded based on actual earnings.	"Social security especially labour-related social security schemes, reflect past policy design" (p.23). Both Bismarck-type (labour-related schemes) and Beveridge-type (universal systems) require adjustments in thinking. Which countries incorporate to an extent, the schemes are not fractured to actual working conditions. To measure, the question boils down to what extent marginal work to be included in the scope of social insurance" (p.23). The recommendations of the European Social Pillar fail to address adequacy of the benefits.  - Limiting access to NSE is not new. Old thresholds (number of work periods or income in case of labour-related schemes, or residence period in universal schemes. Platform work however involves in emergence of new thresholds. One needs to take care not to create imbalance between min. protection guarantee from core universal schemes and bars for being contributors. Other thresholds put in place may pertain to the professionalism of certain activities (e.g. doctors) or to the nature and the regularity of the activity becoming less important.  - If self-employed, contributions are often based on minimum income and if the actual income is lower. Additionally, if they earn less than a certain income, they may not be covered by professional schemes, and this is exempted from work-related schemes (e.g. case of Belgium if below 1.100 EUR annual income).	N/A	
Senjak Poljak, O. 2018	SOCIAL PROTECTION OF WORKERS IN NON-STANDARD FORMS OF EMPLOYMENT IN SLOVENIA	Slovenia	non-standard employment	Non-standard employment as everything deviating from the standard one - a dependent relationship between a worker and an employer, concluded for an indefinite time and for full time. Considering that differences from standard employment forms, they can be divided into four groups: 1) temporary employment (not for indefinite duration); 2) part-time employment and on-call employment (not full-time); 3) irregular employment relationships (not a direct relationship between the worker and the employer); and 4) disguised employment relationships or economically dependent relationships (not an employment relationship).	In the new Employment Relationships Act, the amended Labour Market Regulation Act and in other regulations, amendments concerning fixed-term employment, agency and student employment, and a new category of economically dependent persons were introduced.  Fixed-term contract employees are guaranteed labour protection, the amended legislation complies with Council Directive 1999/70/EC of 28 June 1999 concerning the Framework agreement on fixed-term work concluded by ETUC, UNICE and CEEF (Directive 1999/70/EC, which is based on the non-discrimination principle.  Insurance of equal level of safety and health at work is specifically covered by Council Directive 92/283/EEC of 26 June 1992, implementing the measures to improve health and safety in the workplace of temporary workers.  Directive 1999/70/ES emphasizes that the employees, employed for fixed terms, have to be taken into account when calculating the threshold, which the national legislation determines as relevant for creating representative bodies of employees.	Healthcare Unemployment benefits Pension Disability Health insurance Financial security insurance Parental security insurance	- An employee, who is only employed for a fixed term, is, similarly as the employee who works permanently for the employer, also included in all four social security schemes in Slovenia - pension and disability, health, unemployment and parental security insurance, and is entitled to all rights, deriving from these insurances upon fulfilling the conditions.  - Part-time employment contract, if special laws determine right of an employee to work part-time e.g. due to disability, health reasons or parenthood an employment contract is concluded for self-time and the employer is obligated to overwork the employee with work. Social laws include the Pension and Disability Insurance Act (DZ-1), the Health Care and Health Insurance Act (ZDZ), and the General Protection and Family Benefits (ZDZ-1). Subsequently, employees are properly protected both from the labour law and from the social security perspective.	- In terms of part-time employment not covered by special laws, an employee is not protected in their right specified in social insurance scheme. The level of each benefit, deriving from these schemes, includes such benefits in case of sick leave, parental leave etc. Depends on the basis for payment of contributions (which is relevant in the case of part-time employment for only a few hours per week).  - For self-employment and economically dependent persons fall outside of universal, collective agreements. However, carrying out work based on old law contracts (for services or contracts for copyrighted works) are actually included in compulsory pension and disability insurance in Slovenia and are entitled to proportional insurance period based on the payment of contributions. Contributions for health insurance also have to be paid out of one's payment, revealed on the basis of contracts for services or contracts for copyrighted work, but only grant the person carrying out such a reimbursement of expenses in relation to work accident. For others, this depends on the payment of contribution into the four schemes.	N/A		
Širováková, T.; Jihová, K.; Malý, I. 2017	ESPN Thematic Report on Access to social protection of people working as self-employed or on non-standard contracts - Czech Republic	Czech Republic	non-standard employment with focus on self-employment	NSE include self-employment, fixed-term contracts, part-time work and "irregular" category of agreement to perform work (without a provision (contract) and agreement to complete a job (without a provision (contract)")) p.4	Employee Act Act No. 150/1995 Coll. on Pension Insurance Act	Healthcare and sickness cash benefits in kind Unemployment benefits Healthcare, voluntary sickness for Self-employed Maternity/family cash benefits and benefits in kind Contributions, based on minimum duration of participation in schemes Old-age and survivors' pensions/contributory Unemployment benefits and social assistance benefits (En emp. contributors, SA - means tested) Long-term care benefits Invalidity, accidents at work and occupational injuries benefits (defined with in-kind)	Minimum income scheme - means tested - as part of social assistance measures	The Employee Act actually stimulates NSE, considering there a possible link to standard contracts.	Gives the closest universal coverage, the biggest issue seems to be inadequacy of pension and benefits' levels.	N/A	
Spence, S.; Bengert, D.; Oshlaid, D.; Valtersdottir, A. 2017	Access to social protection for people working on non-standard contracts and as self-employed in Europe	EU	non-standard employment with focus on self-employment	LD definition: "Non-standard employment is defined as contracts which fall outside of a 'standard employment relationship', i.e. defined as full-time permanent contracts" (p.1). Platform work recognised as an extent.	Two major exceptions in terms of eligibility criteria pertain to: 1) certain categories of non-standard workers & 2) some country-specific self-employment regimes, one aimed to cater to the market self-employment (contracture in countries' legal definitions)	European Pillar of Social Rights, EPSR covers social protection of the self-employed, to some extent, non-standard workers.  Country practices: Eligibility conditions for non-standard workers are generally the same as those for standard workers. - Cluster 1 (Full to high access) concerns to be insured under all the insurance-based schemes. - Cluster 2 (High to Medium access) consists of 4 countries (AT, CZ, DK, EL, FI, FR, NL, SE) self-employed have the possibility to voluntarily opt into the scheme(s) concerned. - Cluster 3 (Low to no access) comprises 14 countries (BE, CH, CY, ES, FR, IT, LI, LV, MK, MT, NO, SK, TR); self-employed cannot opt into one or more insurance-based schemes. - Cluster 4 (Patchwork of Medium to Low access) consists of seven countries (BG, CL, EE, IE, LU, PT, RO).	European Pillar of Social Rights, EPSR covers social protection of the self-employed, to some extent, non-standard workers.  Country practices: Eligibility conditions for non-standard workers are generally the same as those for standard workers. - Cluster 1 (Full to high access) concerns to be insured under all the insurance-based schemes. - Cluster 2 (High to Medium access) consists of 4 countries (AT, CZ, DK, EL, FI, FR, NL, SE) self-employed have the possibility to voluntarily opt into the scheme(s) concerned. - Cluster 3 (Low to no access) comprises 14 countries (BE, CH, CY, ES, FR, IT, LI, LV, MK, MT, NO, SK, TR); self-employed cannot opt into one or more insurance-based schemes. - Cluster 4 (Patchwork of Medium to Low access) consists of seven countries (BG, CL, EE, IE, LU, PT, RO).	- Parameter reforms undertaken in 9 countries. These consist of changes in some parameters/mechanisms on a scheme. - Parameter shifts undertaken in 6 countries. These aim at extensive integration of self-employment into the social security system through either expanding definition or creating related schemes.	- Access does not imply effective access due to the construct of eligibility criteria. - Difficulty in building entitlement results in inadequacy of the benefits. This is due to tax-min elements of eligibility conditions which are hard to meet, and to inadequate contribution rates/very low payments and calculation of the income assessment base.	- Parameter reforms - Parameter shifts	
Štalić, Ujjász Péter, B. 2017	ESPN Thematic Report on Access to social protection of people working as self-employed or on non-standard contracts - Serbia	Serbia	self-employment	No clear definition for NSE specified in the paper.	Labour Law	Healthcare and sickness cash benefits and benefits in kind Maternity/family cash benefits and benefits in kind Old-age and survivors' pensions Unemployment benefits and social assistance benefits Long-term care benefits Invalidity, accidents at work and occupational injuries benefits Family benefits	Minimum income scheme - means tested - as part of social assistance measures	The Employee Act actually stimulates NSE, considering there a possible link to standard contracts.	Gives the closest universal coverage, the biggest issue seems to be inadequacy of pension and benefits' levels.	N/A	

Srinivas, N., Magan, B., Praveen Babu, V.	2017	EPIN Thematic Report on Access to social protection of people working as self-employed or on non-standard contracts - Slovenia	Slovenia	non-standard employment with focus on self-employment	A permanent full-time employment contract is the primary legal basis for performing work in Slovenia.  Non-standard work includes work on fixed term contracts, part-time work, temporary agency work (including student work), work on civil contracts, daily work through recruiters.  Self-employment is considered as "freelance" when an employer is paid through a contract for services (OZB, 2016, p. 53). There is no official definition of provision of "freelance" work in Slovenia.  Experts define bogus work as "a person performs work for another on the basis of false status of a self-employed person and/or on the basis of different oral law contracts, although - taken into account all circumstances - a person actually performs work for another in a dependent employment relationship"	The Employment Relationship Act (2012) defines an economically dependent person.  Labour Market Regulation Act  The Health Care and Health Insurance Act (2012) increased healthcare contributions for certain categories of work/forced persons, the self-employed, workers under civil contracts and self-payors of healthcare contributions.  Old age and survivors' pensions  Unemployment benefits and social assistance benefits  Long term care benefits (Dobro jut)	N/A	Healthcare and address, cash benefits and benefits in kind  Maternity/paternity cash benefits and benefits in kind  Old age and survivors' pensions  Unemployment benefits and social assistance benefits  Long term care benefits (Dobro jut)	N/A	The self-employed are insured against old age.	With uncertain income and fixed contributions, it often happens that the self-employed and N/A workers in non-standard forms of work (temporary agency work/civil or workers on civil contracts) are not able to pay their contributions.  Significant increase in the number of persons who can be considered as "bogus" self-employed has been observed for the years 2012-2016. Legal and employment and non-standard forms of employment work is already present in the market, but they should not to a great extent replace permanent contracts (characterized by the flexibility).  Recommendations: - Insights analyses are needed to evaluate the extent of dependent self-employment and "bogus" work. - Insights analyses of the impact of labor costs on the demand for, and offer of, non-standard workers are needed as the basis for measures that would prevent the spreading of involuntary non-ordinary work and, particularly, "bogus" work. - Health insurance contribution base and rates by categories of non-standard worker should be more closely related to their rights. - The right to sickness benefit should be extended for the self-employed and introduced for workers on civil contracts. More labor inspectors are needed to prevent and punish the abuse of non-standard work contracts.	N/A
The Address Group	2018	Time to Act: Creating a new social contract for work in the 21st century.	Global, focus on high income countries (EU, UK, KDR, SGP, UK, USA)	self-employment platform work	Following the ILO definitions Address defines 'Self-employed' as 'an individual who is not employed by another person and is not working for another person on a contract for services or as a subcontractor'.  As for platform work, the report argues that there is not a common definition: gig economy or sharing economy depending on context. This also leads to different estimates ranging from 10% to 40% of the EU labor force.	N/A	Social Assistance and Social Security, both mandatory and voluntary	A 2017 EU study (European Commission, 2017) cited in the report refers to substantial reforms in at least 16 countries aimed at improving some aspect of social protection for the self-employed. The downside of this trend is that there is a high level of differentiation in the level of protection depending on the employment statuses.	The unclear distinction between dependent work and self-employment can be integrated as an indicator of the significant differences in market power between employees and employers. Flexibility is sought by both employers and employees, but companies can take advantage of their position to use self-employment arrangements inappropriately. The result is that diverse forms of employment might lead to higher economic risks and lower access to social protection.	N/A	The article promotes a new social contract that pursues the following objectives: - A concrete employment relationship between a platform and a worker should be defined and treated as a working arrangement, defining rights and obligations of both parties. - Policies shall be tailored to contexts and legislations (no one-size-fits-all solution). - Government may need to step in to protect vulnerable categories of workers. - Social protection entitlements should be individual, portable and: - Government may need to step in to protect vulnerable categories of workers. - Social protection entitlements should be individual, portable and: - Several gaps remain in the system. There are several differences in the provisions for employees and Self-employed, and the use of conceptual imputed income for contributions and permanent salaries have a negative effect on the schemes' fairness and justice.	
Theodoroukaki M., Sakellari, I., and Dimas D.	2017	EPIN Thematic Report on Access to social protection of people working as self-employed or on non-standard contracts - Greece	Greece	non-standard employment	Statistical definition which includes self-employed, part-time, fixed-term, seasonal work, project work contracts and temporary agency work. Platform work not included in the definition	Greek legislation does not have a precise definition of self-employment. A general one is provided by Law 4077 of 2012 which says "self-employed and defined as persons pursuing a lawful activity on their own account"	Social Insurance	Healthcare insurance: mandatory for all self-employed (EPDY established by Law 3932/2012)  Primary Healthcare is a benefit and provided through the FOPY established with Law 3932/2012  Sickness Cash benefits: provisions vary significantly between type of worker. Very limited provisions for the different kind of self-employed  Maternity leave for self-employed women is shorter than for employees, new regulations in force from 2017 (174) aim at providing the same benefits both to all workers.  Old age survivors' pensions: NDC system introduced in 2016. Mandatory for liberal professions, voluntary for freelancers.  Unemployment benefits: mandatory coverage for all self-employed (except farmers), Law 3986/2011, means tested.  Social assistance: voluntary income, means tested, not universal for 2017 onwards.  Long term care benefits: granted under the Old Age scheme.  Healthcare, accidents, and occupational injuries benefits: inactivity pension managed under the old-age scheme.  Accidents and occupational injuries and fatalities are not insured, but receive different benefits depending on their status. Liberal professions and farmers not insured.  Family benefit	The article support the social insurance reforms and especially the NDC scheme reform. In spite of the indication of possible thresholds on informality levels, the NDC is seen as more able to responsibility self-employed in declaring real income (even if imputed income was used by the institution), and given to PAF form also apparently sustainable for public finance.	N/A		
Tobias, V., Eckhardt, W.	2018	Germany: Social Insurance for artists and writers  The Future of Social Protection: What Works for Non-standard Workers? Chapter 1	Germany	self-employment	Artists and Writers (self-employed)	German Artists' Social Security Act (Kunstlergesetzwahlversicherungsgesetz) came 1983 into effect and guarantees a special form of insurance support for artists and writers. The law is based on the idea that the social character of artists and writers' work makes them heavily dependent on users of their services - performing and sales people - in a way that is similar to the relationship between employers and employees. Companies that make use of artists' services have been obliged to make a contribution to the Artists' Social Security Fund. The state pays an additional federal subsidy. Self-employed artists and writers are thus left having to pay only half of their contributions to the statutory health insurance, pension, and also long-term care insurance.	Social Insurance	Health and long term care of artists and writers in the Artists' Fund is fully covered and is not related to the level of contributions, while pensions are linked to the amount of contributions paid, as for other dependent employees.  - Eligible for unemployment benefit if regular within 5 months of starting but have made unemployment insurance contributions for at least 12 months within the last ten years.	- Though artists should receive the same entitlements to pension as dependent employees, yet a declared earnings cap is lower than for dependent employees. This is reflected in lower pension income from Artists' Fund.  - Artists are exempt from unemployment insurance and occupational accident insurance, similar to other self-employed people.  - Employees complain that the Artists' Fund is costly. If artists and writers were forced by the same full contributions to health and long term care as other self-employed people, this would probably mean that artists and writers would have to be higher tax.	N/A		
Ute Brandt, M.C., Ana F. Fernandez	2020	New evidence on platform workers in Europe. Results from the second COLEEM survey	EU countries (including UK)	platform work	Main platform workers are defined as those who earn 50% or more of their income via platform and/or work on platforms more than 20 hours a week	N/A	N/A	N/A	- Study suggests that nearly 40% of platform workers have regular jobs as well thus it can be presumed that they receive social protection from their primary employer.	- Lack of clarity on status platform workers.  - Lack of harmonization in terms of access to benefits.	- Clarification employment status of platform worker  - Harmonize conditions of platform workers towards regular employees (including access to benefits, minimum wages etc.)	
Ute Brandt, M.C., Ana F. Fernandez, Muelin, C., Vassilakis, M.	2017	EPIN Thematic Report on Access to social protection of people working as self-employed or on non-standard contracts - Malta	Malta	self-employment	Self-employed (i) Employment and industrial relations act: self-employed persons means all persons pursuing a lawful activity on their own account. (ii) Social Security act: self-employed resident workers below sixty years of age not in full-time employment and not engaged in any activity through which average earnings EUR 500 per annum are being derived" 2.8	Employment and Industrial Relations Act Social Security Act	Healthcare and address, cash benefits and benefits in kind  Maternity/paternity cash benefits and benefits in kind  Old age and survivors' pensions  Unemployment benefits and social assistance benefits  Long term care benefits  Healthcare, accidents at work and occupational injuries benefits  Accidents at work and occupational injuries benefits  Family benefits	N/A	N/A	N/A	N/A	
Valerija, I., Jerm, Y., Stokan, G.	2019	Pensions in the fluid EU society challenges for (migrant) workers	EU	non-standard employment	NDC known and regulated forms of work such as fixed-term contracts, part-time work, temporary agency work, network, franchisee and student work but category also includes some new and unregulated forms, such as on-demand work, and platform work.  There are also blurred categories in the labour force: categories such as dependent solo self-employed (also referred to as bogus self-employed) are otherwise less than standard categories: employees (dependent and subcontracted) and independent self-employment.	Social security coordination (Regulation (EC) 883/2004 and implementing Regulation (EC) 987/2009) mainly relevant for statutory public pension schemes.  UAE union developed for supplementary (occupational) pension schemes, aiming to prevent loss of pension rights as a consequence of mobility (Directive 96/94/EC and Directive 2004/38/EC).  EU only influences the substance of pension systems directly by ensuring equal treatment of men and women in g. Directive 79/7/EEC, Directive 2006/54/EC, Directive 2006/116/EC and indirectly by supporting and complementing activities of the Member States (Article 151 TFEU) and encouraging cooperation between the Member States (Article 156 TFEU), to which and so-called social Open Method of Coordination was developed.	Pension	N/A	N/A	- In case of disguised employment, workers are not covered by programmes such as pension schemes. The same applies for workers who qualify transition from employment to self-employment and backwards (especially for pension plans).	Firstly, countries should consider providing for full integration of emerging new forms of employment and self-employment within the scope of pension protection by eliminating of participation thresholds, hence including also migrant work.  Secondly, pension contributions (as well as other social security contributions) should cover all types of income equally (regardless whether from dependent work, self-employment or other general activities). This would result in a larger circle of persons paying contributions (a larger solidarity circle), which is important both for the sustainability of pension systems, and hence crucial to higher income or retirement, i.e. pension adequacy.	
Valerija, I. Tarnal, J., Stokan, P.	2017	EPIN Thematic Report on Access to social protection of people working as self-employed or on non-standard contracts - Croatia	Croatia	non-standard employment	NDC include work under contract for author's contract, work on part of occupational training, student work, and seasonal work.	"Contributions Act and Income Tax Act, Article 7 of the Contributions Act, which is relevant for the calculation of social security contributions" 9.7, Art. 16 (4) of the Labour Act and the Income Tax Act	Healthcare and address, cash benefits and benefits in kind (voluntarily health insurance for all)  Maternity/paternity cash benefits and benefits in kind (same privileges as standard workers)  Old age and survivors' pensions (only as you go and fully funded defined contribution)  Unemployment benefits and social assistance benefits (Provisions different for NDC, but available to all)  Long term care benefits (not separate but included as part of other schemes)	N/A	N/A	N/A	N/A	
Weber, C.	2018	Setting out for Digital Social Security	N/A	platform work	No specific definition given but characteristics include international, flexible and short-term.	N/A	Social security	N/A	- A Digital Social Security allows for a non-bureaucratic engagement and is able to fill the gap that comes with international character that arises in platform work when compared to dependent employment.	- Challenge is how to link the international level to national system. This requires legislation for self-employment on social insurance in countries or cross-country insurance system or a mobility-based system or a mobility-based social security system. Potential partners include ILO or WorldBank (Pg 1 on p.5).  - Need for legal solution on platforms, as well as clearly defined self-employment and NDC would be paid not to the worker.	- Digital Social Security (DSS) DSS automatically pay a fixed percentage of agreed salary into personal DSS accounts. This could be on top of part of salary. It functions as a pay-as-you-earn system and a mobility-based system or a mobility-based social security system. Potential partners include ILO or WorldBank (Pg 1 on p.5).  - Need for legal solution on platforms, as well as clearly defined self-employment and NDC would be paid not to the worker.	
Whitford, P., Heron, A.	2018	Australia: Providing social protection to non-standard workers with less financing  The Future of Social Protection: What Works for Non-standard Workers? Chapter 2	Australia	casual work	1) Temporary employment, i.e. employees where the employment in a person's "main job" has a set completion date or end or ceases where employment is expected to continue for less than 12 months with "seasonal/temporary" fixed contracts repeated for the reason. 2) Fixed-term contract. 3) Employment agency work. 4) Disguised employment (often misclassified as independent contractors (often used to refer to consultants or freelancers).	Not covered. Fair Work Act (2009) in Australia's principal employment rights statute but it does not clearly cover casual workers	Social insurance, contributory and non-contributory	Superannuation: defined contribution scheme with no requirement that it must be converted into an annuity on retirement.  Paid parental leave: non-contributory but eligibility is conditional on previous periods of employment.  Accidents at work normally provided by states and employers for most workers, contribution based.	- Overall, the non-contributory nature of the Australian system appears to achieve broad coverage and high take-up. The system is not based on social insurance principles and therefore not need previous contributions as a condition for eligibility.  - Non-standard workers are entitled to the same government benefits as standard workers in some cases. NDC workers may be more likely to be eligible, because they are on lower incomes, work part-time and do not have entitlements to paid sick leave. A significant proportion of social security recipients and part-time workers are already combining work and welfare.  - The legal and fair paid and welfare measures may, thus, more advantages for lower paid, part-time workers. The effect was proven to be bigger for - paid, casual and self-employed workers (Davies, 2016).	N/A	N/A	
Williams, C., Lapeyre, F.	2017	Dependent self-employment: Trends, challenges and policy responses in the EU	EU	self-employment & disguised employment	Dependent self-employed are those self-employed who fail to meet one or more of the following criteria: (1) they have more than one client; (2) they have the authority to hire staff; and/or (3) they have the authority to make important strategic decisions about how to run the business". 3.5  A self-employed person is someone who acts as entrepreneur that is not part of a legal corporation, or in which he or she works.	EU Employment Information Directive 1991	Person Disability benefits Unemployment insurance	Table 1. Overview of access to unemployment insurance, sickness benefits and pension for self-employed persons in European countries (2012)	N/A	N/A	N/A	

World Bank	2019 World Development Report 2019   The Changing Nature of Work	Global	platform work	New forms of employment resulting from the 4th industrial revolution or increased automation, such as the gig economy and platform work	N/A	Social insurance, mandatory and voluntary Social Assistance	N/A	- Follows the Worldbank approach: the principle for strengthening social assistance is progressive universality which aims to expand coverage while giving priority to the poorest people. In this framework social assistance is thought to be complemented with insurance that does not fully depend on formal wage employment.	- Severance payments in most prevalent in low and middle income countries but insufficient for income protection as risk is pooled at firm or industry level.	- Social protection combined with labor regulation can manage labor market challenges
Yachen, N., Lehmann, S.	2018 Boosting productivity and preparing for the future of work in Germany	Germany	self-employment	N/A	N/A	Social insurance, mandatory and voluntary	N/A	N/A	- Self-employed do not fall under the statutory minimum wage. - No legal regulation that protects self-employed from exploitative working conditions (excessive working hours, job harassment), neither do they have the legal right to paid holidays and sick leave. - Self-employed are not covered by accident insurance which is mandatory for employees, except in a few occupations. They depend on voluntary insurance by professional associations (Berufsgenossenschaft). This is problematic in case of disguised employment. - Self-employed are not covered by mandatory public pension schemes. In case of retirement, they rely on social assistance schemes. Often face old-age poverty. - Self-employed are legally required to take health insurance. Unless they were insured by public health insurance prior to starting as self-employed, they have to take out private health insurance. Private health insurance contribution is not income dependent. - Lack of legal definition results in lack of access to social security system (especially in the sharing economy). This is further compounded by lower incomes, and they cannot afford private insurance. Plus they don't pay taxes to access governmental services. Thus, they are often excluded from social protection against work risks and uncertainties. - It is difficult for government to intervene in informal sector as they have no formal obligations. - Go-MK drivers specifically - Go-MK only provides insurance for the driver during the coverage of the actual trip (BPU is not mandatory, contribution is 10-15,000/month, based on that Go-MK drivers do not have much bargaining power as they are a relatively weak party who need the jobs and social advocacy is lacking. - No unemployment insurance for self-employed. - No social protection against unemployment for self-employed. Protection in case of work-related incidents leading to temporary incapacity to work or permanent disability is also lower. - Difficult to raise social protection status of self-employed: 1. they are not well organized (e.g. in unions); 2. Bulgarian social security and the health insurance systems face large deficits each year which result that there is a general trend to find opportunities to reduce access. Self-employed do not have a priority here, self-employment is general in overall regulatory in Bulgarian public in they are prone to "steal" the system by working in the hidden economy. - Economic incentives in Bulgaria do not appear to make self-employment or non-standard work a viable alternative to regular employment: self-employed (not registered as sole traders) must pay every month at least the min social security contribution, even if their actual income is below that min. - Access to health insurance requires a continuous period of regular-paid health insurance, which is difficult for many categories of self-employed. If a person has 3 months or more of unpaid health contributions in the previous 5 years, they lose free access to the healthcare system until they pay the contributions including accumulated interest. - Invalidity, accidents at work and occupational injuries benefits: self-employed are not insured against these risks and the insurance is also not available to them from the mandatory public social security system. However, insurances are available from the public sector. Lack of insurance against occupational accidents means that the self-employed do not qualify for benefits in case of	- The new government indeed plans to introduce compulsory pension insurance for the self-employed, eventually including them in the public pay-as-you-go pension scheme. (p.11)
Nurhidaid, E., Laksono, D., Setiawan, W.	2019 Initiating social protection scheme in the sharing economy industry (case of Indonesia go-jab rider)	Indonesia	platform work	Sharing economy - following Benita Mafiana in "A socio-economic ecosystem built from sharing resources both human and goods. It includes sharing about the creation, production, distribution, trade and consumption of goods and services by different people and organizations. There are 32 components in building this sharing economy: Human, production, systems and values, distributions, plans, strength, the law of sharing, concentration, culture and sustainability. The most important of them is economic sharing emphasizes the principle of the radiation of harmony that is synergized between humans and also with nature." (p.11)	"Minister of Manpower and Transmigration Regulation Number 24 / MRR / VI / 2016 concerning Guidelines for Implementing Workers' Social Security Programs for Workers who Work Out of Employment" (p.18)  BPU Employment (Mansour Social Security Organizing Agency) appointed by the government to classify those engaged in the sharing economy as informal or wage-based worker	Social insurance Social assistance	BPU Employment for Non-Wage Workers (BPU) includes Work Accident Insurance program; Death Assurance Program; Old Age Insurance Program	- Generally social insurance and social assistance provided to an extent through BPU	- Lack of legal definition results in lack of access to social security system (especially in the sharing economy). This is further compounded by lower incomes, and they cannot afford private insurance. Plus they don't pay taxes to access governmental services. Thus, they are often excluded from social protection against work risks and uncertainties. - It is difficult for government to intervene in informal sector as they have no formal obligations.	- Contributions to social security system should be paid independently
Zakaria, B.	2017 IFSM Thematic Report on Access to social protection of people working as self-employed or on non-standard contracts - Bulgaria	Bulgaria	self-employment	Self-employed is defined as in the European Labour Force Survey  Outworkers: Definition after ILO: are workers who hold explicit or implicit contracts of employment under which they agree to work for a particular enterprise but whose place of work is not within any of the establishments which make up the enterprise.	Public Social Security Act: A self-insured person is a person who has to pay social security contributions themselves. (this includes the self-employed, persons considered as employees and some types of employees such as sailors)  Law on Personal Income Taxation: defines persons practicing liberal (freelance) professions. These include: chartered accountants, consultants, auditors, lawyers, notaries, private bailiffs, jurists, experts in court and prosecutor's office, journalists, appraisers, industrial property representatives, medical professionals, translators, architects, engineers, technical managers, artists of culture, education art and science, insurance agents, and other individuals who meet the following conditions: work for themselves; 2. are not registered as sole proprietors 3. are self-employed within the meaning of the Social Security Code	Healthcare Benefits, not related to employment status and employment history, social insurance benefits, long term care benefits, monthly benefits (where not related to work accidents), family benefits.	N/A	N/A	- No unemployment insurance for self-employed. - No social protection against unemployment for self-employed. Protection in case of work-related incidents leading to temporary incapacity to work or permanent disability is also lower. - Difficult to raise social protection status of self-employed: 1. they are not well organized (e.g. in unions); 2. Bulgarian social security and the health insurance systems face large deficits each year which result that there is a general trend to find opportunities to reduce access. Self-employed do not have a priority here, self-employment is general in overall regulatory in Bulgarian public in they are prone to "steal" the system by working in the hidden economy. - Economic incentives in Bulgaria do not appear to make self-employment or non-standard work a viable alternative to regular employment: self-employed (not registered as sole traders) must pay every month at least the min social security contribution, even if their actual income is below that min. - Access to health insurance requires a continuous period of regular-paid health insurance, which is difficult for many categories of self-employed. If a person has 3 months or more of unpaid health contributions in the previous 5 years, they lose free access to the healthcare system until they pay the contributions including accumulated interest. - Invalidity, accidents at work and occupational injuries benefits: self-employed are not insured against these risks and the insurance is also not available to them from the mandatory public social security system. However, insurances are available from the public sector. Lack of insurance against occupational accidents means that the self-employed do not qualify for benefits in case of	N/A