(A)typical work and social security

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De sociale zekerheid en een arbeidsmarkt in beweging

Happy Independent’s Year

La sécurité sociale et un marché du travail en mutation
OVERVIEW

Defining (A)typical work – standard work

Internal and external challenges for standard work: case of platform work

Consequences for social security
TYPICAL WORK: THE MEANING OF A STANDARD

WHAT IS TYPICAL WORK?

• Typical as ‘most common’
  58% of the workforce in the EU is in indefinite full-time employment.

• Typical as the ‘regulatory standard’
  The «STABLE, OPEN-ENDED AND DIRECT EMPLOYMENT RELATIONSHIP BETWEEN A DEPENDENT, FULL-TIME EMPLOYEE AND HIS UNITARY EMPLOYER» (WALTON, 2016) became the **standard** for the regulation of the male labour market during Fordism because:
    o It provided a secured pool of middle-skilled workers.
    o It provided the income security needed for developing consumerism and the welfare State.
TYPICAL WORK/ MEANING OF A STANDARD

STANDARD EMPLOYMENT
(EMPLOYEES IN A FULL-TIME PERMANENT JOB)
58% EU employment

PART-TIME EMPLOYMENT
20% EU employment

SELF-EMPLOYMENT
16% EU employment

TEMPORARY EMPLOYEES
12% EU employment

Source: Eurostat, Labour status of persons aged 15 years and older, EU-28, 2014
What is Typical Work?

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INTERNAL CHALLENGES TO THE STANDARD EMPLOYMENT RELATIONSHIP

EMPLOYMENT RELATIONSHIP

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

STANDARD EMPLOYMENT

LABOUR STABILITY
- Indefinite duration
- Full-time

INCOME SECURITY
- Salary which is sufficient to ensure livelihood
- Expectation of an adequate level of social insurance
EXTERNAL CHALLENGES TO THE STANDARD EMPLOYMENT RELATIONSHIP

PART-TIME
- Temporary agency work
- Apprenticeships
- Marginal work

FIXED-TERM
- Crowd work
- Portfolio workers
- Freelance work

SELF-EMPLOYMENT
EXTERNAL CHALLENGES TO THE STANDARD EMPLOYMENT RELATIONSHIP

- **Economically dependent self-employed**
  - Full-time
  - Indefinite

- **Trainees / Apprentices / PhD students**
  - Full-time
  - Indefinite
  - Bilateral relationship

- **Temporary agency work**
  - Full-time
  - Indefinite
  - Bilateral relationship

- **Owner-managers**
  - Full-time
  - Indefinite
  - Bilateral relationship

- **Portfolio workers**
  - Full-time
  - Indefinite
  - Bilateral relationship

- **Crowd workers**
  - Full-time
  - Indefinite
  - Bilateral relationship
Platform worker is defined as 1) a person selected online from a pool of workers 2) through the intermediation of a platform to perform 3) personally 4) on-demand 5) short-term tasks 6) for different persons or companies 7) in exchange of income.
Platform work

Online platform
An online tool (website and/or app) that:
- Connects platform worker and client.
- Ensures quality of services.
- Facilitates payment.

Platform worker
An individual who offers, through an online platform, to perform personally short-term tasks.

Platform client
An individual who uses the platform to access a service.
## Comparative Overview Social Security Platform Work: Germany

<table>
<thead>
<tr>
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<th>Employee</th>
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<tr>
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<th>Employee-like person</th>
<th>Home trader</th>
<th>Artist or publicist</th>
<th>Trader or free-professional</th>
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<td>✓</td>
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<td>Employee-like person</td>
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<td>Micro-entrepreneurs</td>
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<td>✓/ (voluntary)</td>
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## Comparative Overview Social Security Platform Work: The UK

<table>
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<th>Limb (b) worker</th>
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<td>Statutory maternity</td>
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<th>SELF-EMPLOYED EARNER</th>
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<th>Monthly income under £490</th>
<th>Monthly income over £502</th>
<th>Monthly income under £502</th>
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HOW NON-STANDARD WORK CHALLENGES SOCIAL SECURITY SYSTEMS?

**Why is it important for Social Security?**

- **To define/to detect work**
  - Persons in ‘work’ earn a ‘salary’
  - Persons not in work need to find work

- **To detect employer**
  - Employer is responsible for social security and for financing
  - Employer decides on redundancy

- **Lack of labour/income stability**
  - Thresholds in social insurance schemes

**How is it challenged by non-standard forms of (platform) work?**

- Unpaid activities/commodification (V. De Stefano)/informal work? …
- Unpaid work
- Marginal work?
- Multiple ‘employers’
- Issue of classification: Bogus self-employed
- Eer based social protection?
- Very small number of hours/low income
- Difficult to track hours
Challenges and rethinking for social security

• To adapt technically the system to the specificities of non-standard work
  • ‘labour status specificity’ in application of neutral protection principles

• Growing emphasis upon generating of ‘income’, regardless (work) source \(\rightarrow\) towards social protection of income
  • Policy of exempting income/protection thresholds??

• Position of marginal (income) work?
  • Equivalence or social support of workers with marginal income?
Thank you