

New work forms: How to integrate them in our Social Insurances?

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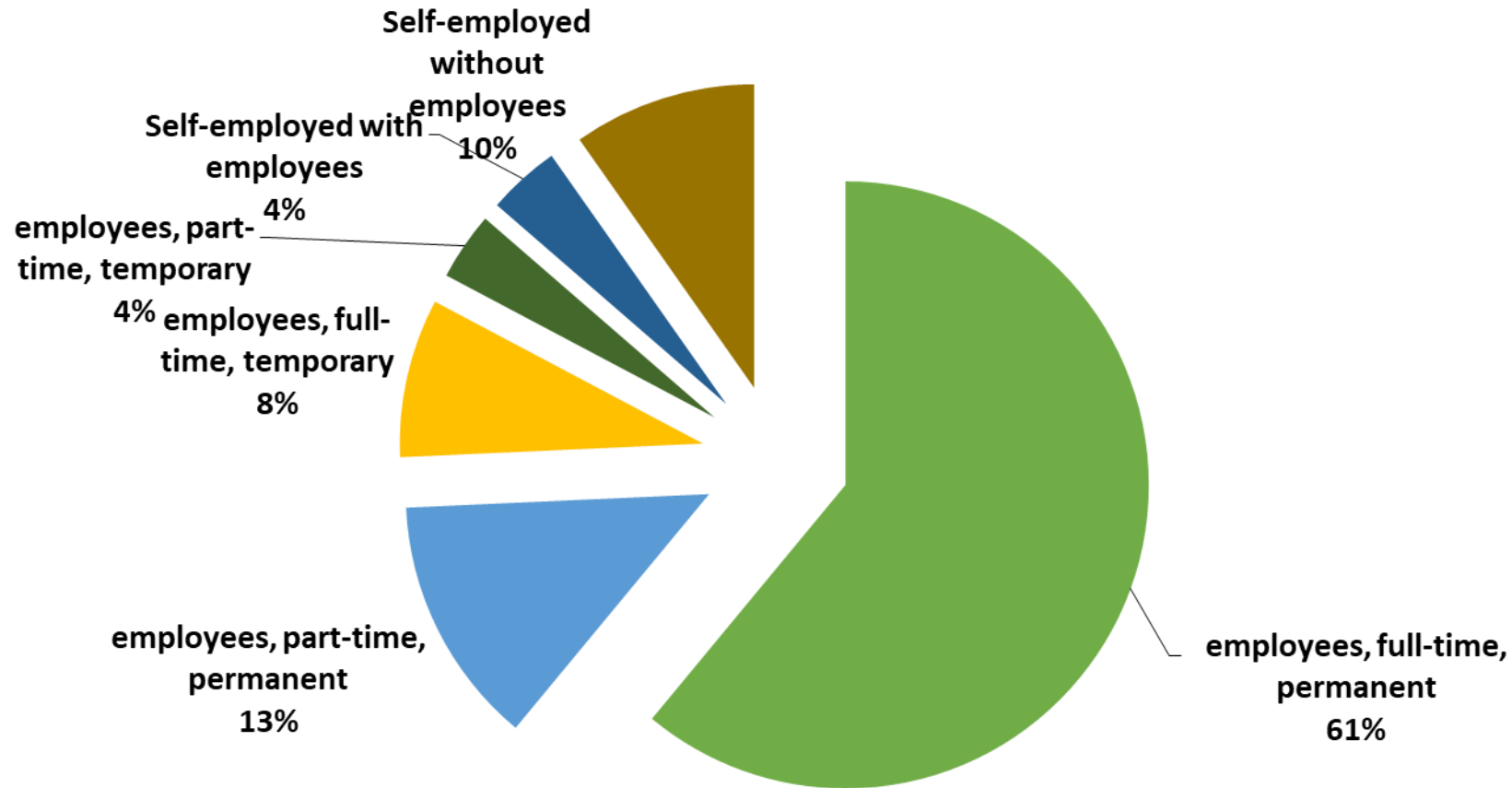
IAB – 2. Dezember 2019

NON-STANDARD WORK: WHAT IS THE REGULATORY STANDARD?

CHALLENGES FOR SOCIAL SECURITY: CASE OF
PLATFORM WORK

CHALLENGES AND RETHINKING SOCIAL SECURITY

Atypical work compared to typical work



WHAT IS TYPICAL WORK?

- Typical as 'most common'

61% of the workforce in the EU is in indefinite full-time employment.

- Typical as the '**regulatory standard**'

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

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

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

Standard
employment
relationship

Self-employed

- Part-time work
- Temporary work

STANDARD
EMPLOYMENT

EMPLOYMENT RELATIONSHIP

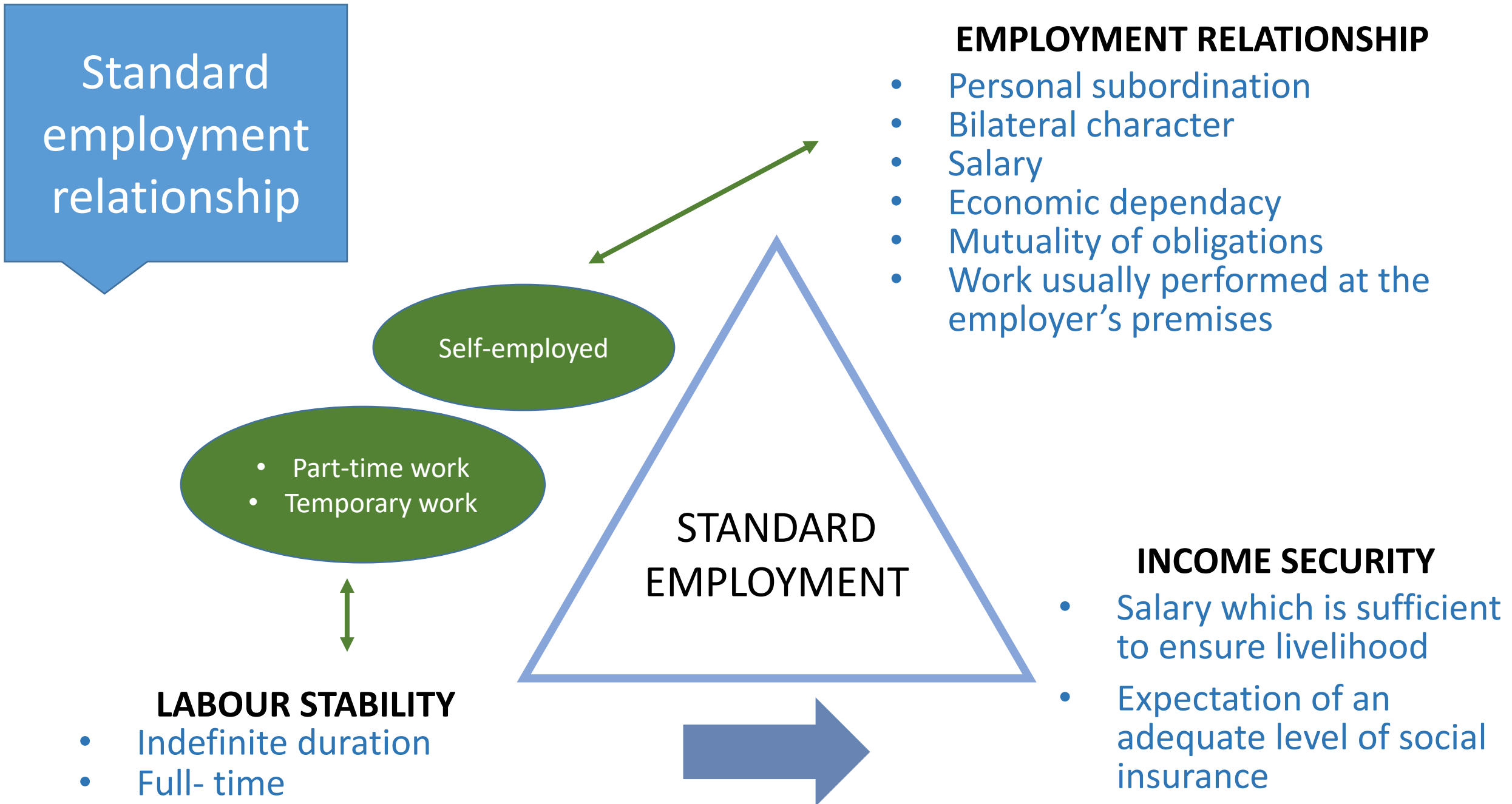
- Personal subordination
- Bilateral character
- Salary
- Economic dependency
- Mutuality of obligations
- Work usually performed at the employer's premises

INCOME SECURITY

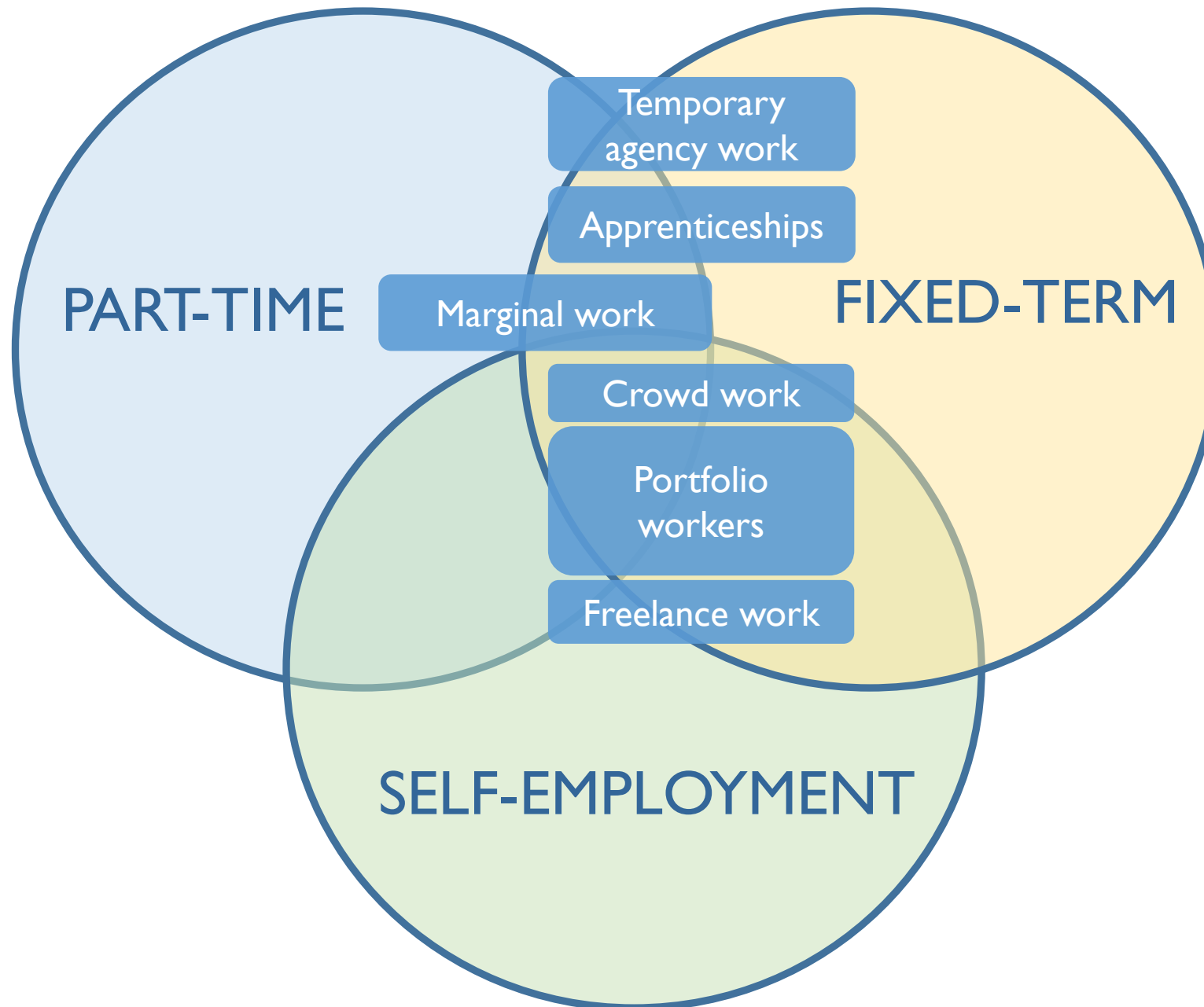
- Salary which is sufficient to ensure livelihood
- Expectation of an adequate level of social insurance

LABOUR STABILITY

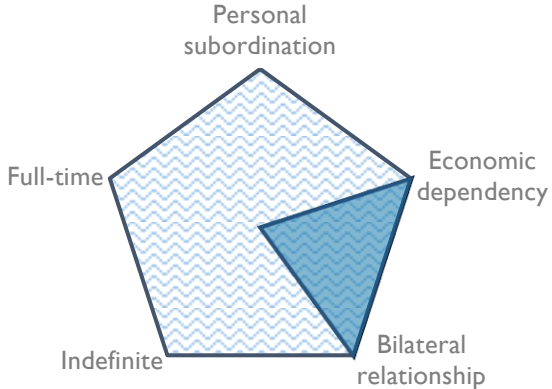
- Indefinite duration
- Full-time



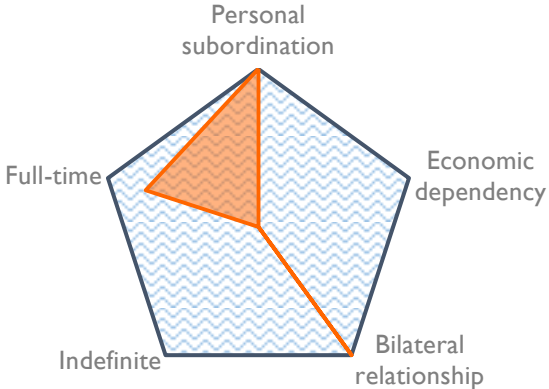
Atypical work forms



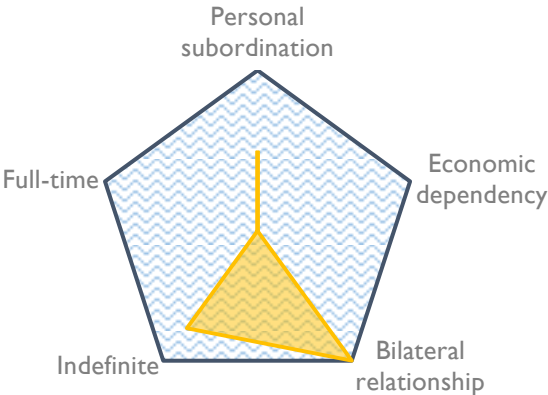
Atypical work forms II



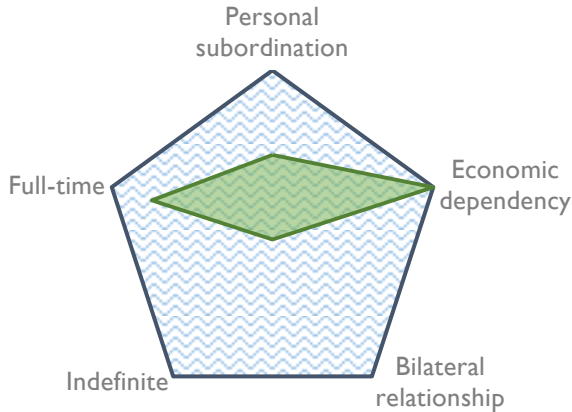
Economically dependent self-employed



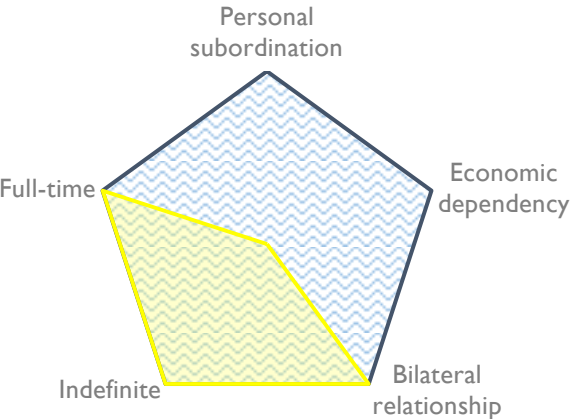
Trainees / Apprentices / PhD students



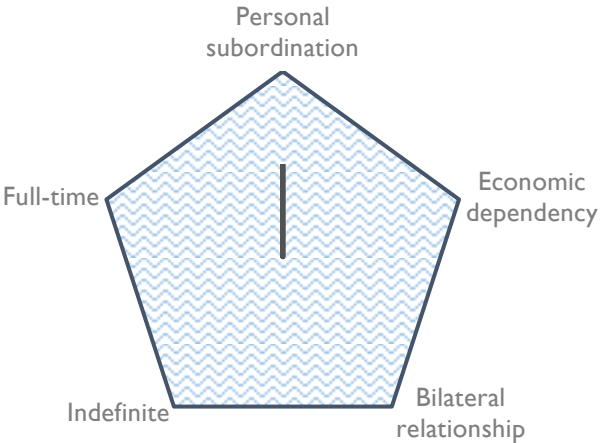
Self-employed



Temporary agency work



Owner-managers



Crowd (platform) workers

- 

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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

Employer is
responsible for soc
sec and for financing

Employer decides
on redundancy

Thresholds in social
insurance schemes

TO DETECT
EMPLOYER

LACK OF
LABOUR /
INCOME
STABILITY

HOW IS 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 → 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?

COMPARATIVE OVERVIEW SOCIAL SECURITY PLATFORM WORK: GERMANY

	EMPLOYEE			SELF-EMPLOYED			
	Monthly income over €450	Monthly income under €450	Duration 70 days / 3 months	Employee-like person	Home trader	Artist or publicist	Trader or free-professional
Old-age pension	✓	✓	✗	✓	✓	✓	voluntary
Invalidity pension	✓	✓	✗	✓	✓	✓	voluntary
Contributory unemployment benefit	✓	✗	✗	✗	✗	✗	✗
Basic unemployment benefit	✓	✓	✓	✓	✓	✓	✓
Maternity/ paternity	✓	voluntary	voluntary	voluntary	voluntary	voluntary	voluntary
Sickness/ sick pay	✓	voluntary	voluntary	voluntary	voluntary	voluntary	voluntary
Accident at work	✓	✓	✓	voluntary	✓	voluntary	voluntary

COMPARATIVE OVERVIEW SOCIAL SECURITY PLATFORM WORK: FRANCE

	EMPLOYEE	SELF-EMPLOYED			
		Employee-like person	Trader or craftsman	Liberal professional	Micro-entrepreneurs
Old-age pension	✓	✓	✓	✓	✓
Contributory unemployment benefit	✓	✗	✗/ (voluntary)	✗/ (voluntary)	✗/ (voluntary)
Invalidity pension	✓/✗	✓	✓	✓	✓
Maternity/ paternity	✓/✗	✓	✓	✓	✓
Sickness/ sick pay	✓/✗	✓	✓	✗/(voluntary)	✗
Accident at work	✓	✓	voluntary	voluntary	voluntary

COMPARATIVE OVERVIEW SOCIAL SECURITY PLATFORM WORK: THE UK

Employment law	EMPLOYEE		SELF-EMPLOYED	
			Limb (b) worker	Independent contractor
Statutory maternity	✓		✗	✗
Sick pay	✓		✗	✗
Occupational pension	✓		✓	✗
Social security law	EMPLOYED EARNER		SELF-EMPLOYED EARNER	
	Monthly income over £490*	Monthly income under £490	Monthly income over £502	Monthly income under £502
Old-age pension	✓	voluntary	✓	voluntary
Contributory invalidity pension	✓	✗	✓	voluntary
Contributory unemployment benefit	✓	✗	✗	✗
Tax-based unemployment benefit	✓	✓	✓	✓
Accident at work	✓	✗	✓	voluntary
Maternity allowance	✓	✗	✗	✗



Thank you