

Basic Social Protection for Gig Workers

Methodology

Whether the law guarantees basic labour protections to the gig economy workers.⁴³

Considering the new phenomenon of gig economy, a score of 1 is currently assigned to all such countries which provide at least the basic social protection⁴⁴ (old age pension, survivors' benefits and invalidity benefits) to the self-employed workers. A score of 0 is assigned if the basic social protection is not afforded to the self-employed workers or where access to these benefits is linked to citizenship.

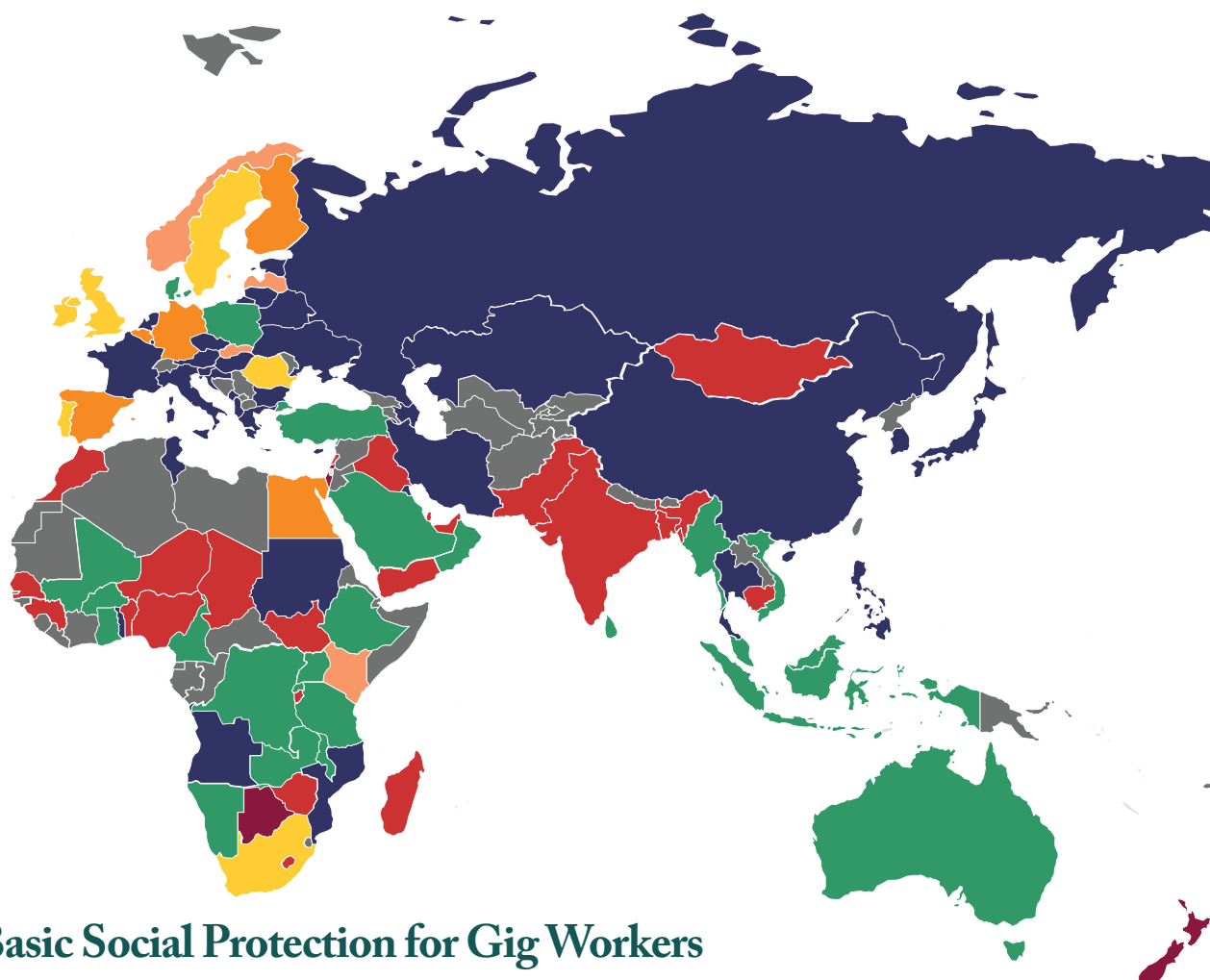
International Regulatory Standards

The **Global Commission on the Future of Work 2019** recommended the development of an “international governance system for digital labour platforms” requiring platforms (and clients) to respect certain minimum rights and protections. The **Maritime Labour Convention, 2006** (MLC, 2006) can be used as an example.

Similarly, provisions of Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy (MNE Declaration), 2017 can be used as guiding principles.

Results

Nearly 80% (91) of countries in the Index provide basic social protection (old age, survivors' and disability pensions) to self-employed workers. Since gig economy workers are considered self-employed independent contractors, provision of basic social protection to self-employed workers is scored positively under the Index. Compulsory⁴⁵ coverage (over 30%) and voluntary⁴⁶ coverage (nearly 30%) of social security for gig workers are mostly spread over Europe (54%) and Africa (over 35%) respectively. Other systems for the self-employed workers have also been identified in countries. South Africa is the only African country to provide conditional⁴⁷ coverage of social security for gig workers. Kenya and Singapore are the only countries with mixed⁴⁸ coverage. Special systems⁴⁹ for self-employed are available in Europe (Belgium, Finland, Germany, Spain) and Africa (Egypt). There exist only three countries in the Index which provide universal coverage of social security to all their residents; Botswana (Africa), Israel (Asia) and New Zealand (Oceania). However, the US (State of California) is the only country to enact legislation granting gig workers the same access to fundamental workers' rights, social protection, adequate living wages, decent working hours, and safe and healthy workplaces, as standard workers enjoy.⁵⁰



Basic Social Protection for Gig Workers

| Region | Compulsory Coverage | Conditional Coverage | Mixed Coverage | Special Systems | Voluntary Coverage | Universal Coverage (Residents) | Excluded | Total Countries |
|------------------------|---------------------|----------------------|----------------|-----------------|--------------------|--------------------------------|-----------|-----------------|
| Africa | 6 | 1 | 1 | 1 | 12 | 1 | 12 | 34 |
| America | 2 | 3 | - | - | 8 | - | 2 | 15 |
| Asia | 9 | - | 1 | - | 9 | 1 | 10 | 30 |
| Europe | 20 | 5 | 3 | 4 | 2 | - | - | 34 |
| Oceania | - | - | - | - | 1 | 1 | - | 2 |
| Total Countries | 37 | 9 | 5 | 5 | 32 | 3 | 24 | 115 |



43 The basic assumptions of the Index are not applicable to the question on gig work.

44 To give equal treatment to workers, labour legislation must regulate the gig economy and provide the following universal labour guarantees or basic labour protections to the gig workers: access to fundamental workers' rights, social protection, adequate living wages, decent working hours, and safe and healthy workplaces.

45 **Compulsory Coverage:** Mandatory statutory access to social security (old age, survivors' and disability pensions) for self-employed workers.

46 **Voluntary Coverage:** Non-compulsory statutory access to social security (old age, survivors' and disability pensions) for self-employed workers.

47 **Conditional Coverage:** Conditional statutory access to social security (old age, survivors' and disability pensions) for self-employed workers.

48 **Mixed Coverage:** Statutory access to more than one type of coverage to social security (old age, survivors' and disability pensions) for self-employed workers.

49 **Special Systems:** Statutory access to special systems (such as schemes) relevant to social security (old age, survivors' and disability pensions) for self-employed workers.

50 Proposition 22, passed on 3 November 2020 during state elections considers app-based drivers to be independent contractors and not employees or agents. Therefore, the ballot measure overrode Assembly Bill 5 (AB 5), signed in September 2019. AB 5 had declared app-based drivers as employees.

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| Region | Compulsory Coverage | Conditional Coverage | Mixed Coverage | Special Systems | Voluntary Coverage | Universal Coverage (Residents) | Excluded | Total Countries |
|-----------------|---|--|--------------------------|----------------------------------|--|--------------------------------|--|-----------------|
| Africa | Angola, Cape Verde, Mozambique, Sudan, Togo, Tunisia | South Africa | Kenya | Egypt | Burkina Faso, Cameroon, Congo, Dem. Rep., Ethiopia, Ghana, Malawi, Mali, Namibia, Rwanda, Tanzania, Uganda, Zambia | Botswana | Benin, Burundi, Chad, Guinea, Lesotho, Madagascar, Morocco, Niger, Nigeria, Senegal, South Sudan, Zimbabwe | 34 |
| Americas | Argentina, Brazil | Canada, Chile, United States of America | | | Costa Rica, El Salvador, Honduras, Mexico, Nicaragua, Paraguay, Peru | | Colombia, Guatemala | 15 |
| Asia | Azerbaijan, China, Iran, Japan, Kazakhstan, Korea, Rep., Kuwait, Philippines, Thailand | | Singapore | | Indonesia, Malaysia, Myanmar, Oman, Saudi Arabia, Sri Lanka, Turkey, Vietnam | Israel | Bangladesh, Cambodia, India, Iraq, Lebanon, Mongolia, Pakistan, Qatar, United Arab Emirates, Yemen | 30 |
| Europe | Albania, Austria, Belarus, Bulgaria, Croatia, Cyprus, Czech Republic, Estonia, France, Greece, Hungary, Italy, Lithuania, Luxembourg, Malta, Montenegro, Netherlands, Russian Federation, Slovenia, Ukraine | Ireland, Portugal, Romania, Sweden, United Kingdom | Latvia, Norway, Slovakia | Belgium, Finland, Germany, Spain | Denmark, Poland | | | 34 |
| Oceania | | | | | Australia | New Zealand | | 2 |
| Total Countries | 37 | 9 | 5 | 5 | 32 | 3 | 24 | 115 |