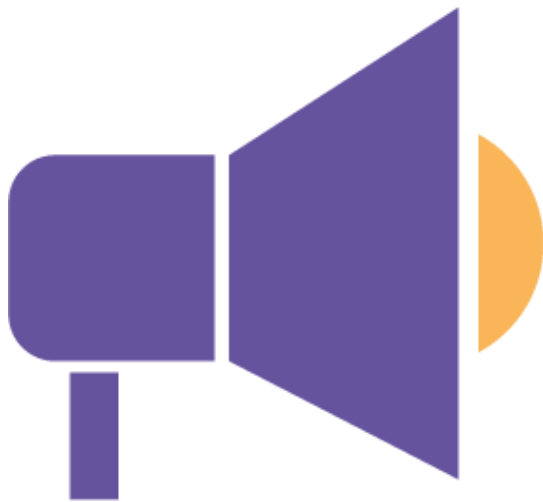


LITERATURE REVIEW



**GIGGIN'
POLICY**

engaging youth in policy making

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INTRODUCTION

Whether it's known as the 'sharing economy', 'gig economy', platform economy' or 'crowd work' there is no disputing the exponential growth of temporary / freelance work across Europe, with or without the mediation of online platforms. 'Gig economy' isn't just a buzzword. It's an accurate description of the state of the modern market. Giggin' Policy innovative and pioneering as it raises awareness about a phenomenon that is unfamiliar to many policy makers. In addition, it prepares vulnerable youth for a career in this economy. Especially the more vulnerable youth need to be agile and develop 21st century skills to be able to survive in this new labour market.

To understand the nature of the GIG economy it is necessary to perform a comprehensive literature review of the four main countries of the project team.

This literature review examines the status of academic research, government policy and media throughout the geography to better understand the overall GIG economy. It also contains conclusions and implications for the project. This document is designed to be used by the project partners to educate themselves on the GIG Economy in their own region, and to assist with the development of the Awareness raising campaign.

The document is divided into four parts – The Ireland, Lithuania, Netherlands and Spanish reviews. These reviews will assist in developing the materials for the awareness campaign. They can be accessed singly or as a group.

Each section follows the same structure – Introduction, Summary and then detailed information on the GIG Economy in each of the four countries.

Summary

The GIG Economy continues to grow in Ireland, however there is still no specific classification of gig workers in Irish law currently. There are different statutory bodies in place that make determinations on the employment status of a person for the purpose of social security, tax and employment rights. The decisions of these bodies are not binding on each other. In order to determine a person's employment status, both the written or oral contract and the reality behind the contract must be taken into consideration.

Although the intention of the parties and any written agreement is given due consideration, they do not on their own determine the employment status.

Currently, there are no particular legislative changes expected in Ireland. However, with the EU taking the lead with the directive, it is likely that Ireland will stay close to developments. The current Irish position is already largely similar to the EU in determining employment status based on the facts relating to the work rather than purely on the contractual arrangement. Similar to the above, no major developments are expected in Ireland in relation to the employment status for gig workers. The expectation is that the position will continue to evolve through case law.

Lithuanians are an entrepreneurial nation, and their industriousness and creative approach continuously encourages them to look for uncharted spaces of self-fulfilment. Such entrepreneurial look describes this literature review with 37 found articles, literature sources in Media, Independent Experts, Academic Literature, Representative Bodies, Government Policy. More and more people are choosing freelance work these days and are able to make a living from it. Take note of their advice. Set reasonable deadlines for completing and delivering orders, and always try to do the best job you can. Make time for exercise, remember to keep an eye on your financial situation and always sign a contract. Stay disciplined and consistent and become a successful freelancer!

In the Netherlands the fastest growing group of freelancers consists of highly educated independent professionals who sell their own to business clients, according to the report. They are hired by clients because of their specialist knowledge and skills. These Giggers have consciously become independent entrepreneurs, have a strong negotiating position and are very satisfied with their working conditions. The fact that a growing group of workers consciously opts for the freedom and flexibility of entrepreneurship is a development that we should cherish.

Self-employed people who sell products more often say that they always wanted to be self-employed work: 41% of the group "self-employed products versus 32% of the category 'self-employed labour' (2020). Both types are also more likely to choose for entrepreneurship because they need have a better work-life balance, want more control over their own working hours and want to be their own boss.

All in all, external factors, such as dismissal by an employer or developments on the labour market, appear to play less and less of a role in the choice for self-employment. Furthermore, for both 'self-employed products' and 'self-employment', there is a clear decrease in the number of self-employed people who started a family business. In 2020, this applies to 7% of self-employed people and 39% of self-employed products. On the contrary, more individuals have become self-employed because it suits their profession. This also applies for both types of self-employed workers. According to Van den Groenendaal, the general growth of self-employed workers in the Netherlands in various professions may lead to the fact that professions in general are more often carried out on a self-employed basis performed. For about 24% of the group own labour' applies that their profession is

usually carried out on a self-employed basis (2020), among the group "self-employed products" this share is 17.5%.

Due to Covid, Giggers worked less hours but in a rapid time, they were back up to speed again. Most of the giggers stated that they will remain a gigger and have no desire to work for a boss again. There are more giggers since the crisis so this does mean that each gigger worked less hours since 2019.

We see that the opinion on giggers is not applicable on the real situation. For example, 80% of the Dutch people think all giggers work in construction (research I&O) but in fact the business market is the biggest and just 15% works in construction.

The labour market is changing rapidly and it is time to take decisions. The information in this report offers the ideal. The information in this report offers the ideal basis and is an excellent starting point. It is crucial that from now on we start talking with the self-employed and not with the unemployed. It is crucial that from now on, when making new policy, we talk with the self-employed and not just about them.

In Spain the gig economy is a very recent labour dynamic, and we are still far from understanding it as just another employment relationship. The different laws that regulate the labour market in Spain, or people's employability options, are designed within a framework that isn't adapted to the reality of the present. Labour statistics are also not designed to measure the impact of the gig economy on our labour market, as evidenced by the lack of indicators. And the tax system isn't adapted to this new dynamic.

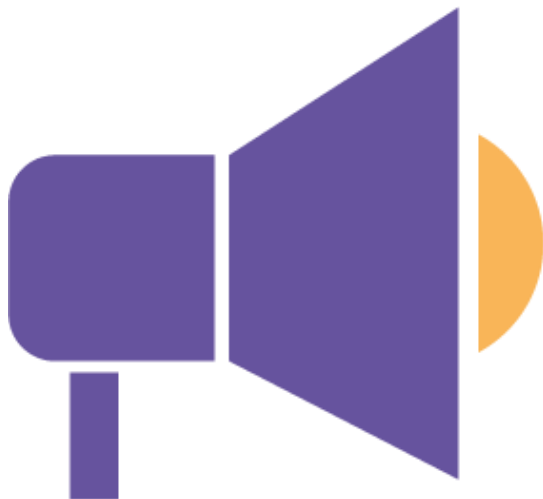
After the study was carried out, we can conclude that the gig economy is a growing trend in Spain and Catalonia, but it is still unknown, and barely studied, also since it is confused with the collaborative economy. Therefore, the first thing to do is to differentiate between these two types of economy and design measurement tools to monitor the impact of the gig economy in Spain, as well as a reform of the existing legal framework to incorporate the new trends, including taxation.

Conclusion

From the above, and from reviewing the detailed analysis given below, it is readily apparent that there is no 'one size fits all' approach to the GIG economy across Europe. These snapshots of life across four different geographies all tell their own stories – the Gig Economy does tend to mirror the status of the various economies – and tend to follow the dictates of the existing wider economies.

IRELAND LITERATURE REVIEW

LITERATURE REVIEW



**GIGGIN'
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INTRODUCTION

For many the GIG Economy is seen as purely an exploitative new form of employment. Low wage, bad conditions, nor security. In truth this is true for large sections of the GIG economy. However there is another side to the GIG Economy. For over 100 years now, the focus of researchers of entrepreneurship has been preoccupied with people who start businesses that grow and hire employees. The solo self-employed who do not hire any employees are overlooked. This started to change around 10 years ago when a small group noticed a Project Economy making use of solo self-employed high skilled contractors. The Project Economy relates to business where innovation, agility, growth and the ability to manage uncertainty and risk are the keys to competitive advantage and success. In order to perform at this dynamic level these firms need to draw on independent contractors to access expertise beyond the confines of their employee base; respond rapidly to changing market and technological requirements; and manage innovation and growth on an agile and lower risk project-basis.

The research for this project has focused on both sides of the equation.

Summary

PWC in its most recent report on the Irish situation in the GIG economy suggests that it is believed that the population of gig workers in Ireland has been steadily increasing and that the Covid-19 pandemic has further escalated this growth. However, it is difficult to determine a value of the gig economy in relation to the overall economy of Ireland. Indicative numbers from November 2020 suggest that there are 15,000 intermediary companies in Ireland, and investigations into certain sectors suggest that up to 25 % of workers in some workplaces could be wrongly classified as self-employed. Studies would suggest that the numbers of Self-employed as percentage of all in employment, has remained relatively steady at ~16%, while the number who are Self-employed (with no paid employees) as a percentage of all self employed individuals in Ireland has been trending upwards. While not an indication that workers are misclassified, it is estimated that approximately 12% of Ireland's workforce is classified as self employed without employees.

A binary approach to employment status exists in Ireland in that a worker is typically categorised as either an employee or self-employed. There is no single, clear legal definition of the terms 'employed' or 'self-employed' in Irish law. In order to determine a person's employment status, both the written or oral contract and the reality behind the contract must be taken into consideration. In determining employment status the five key factors or "legal tests" to be considered are:

- Mutuality of obligation;
- Substitution;
- The enterprise test;
- Integration;
- Control.

Typical characteristics of employees include the following:

- Is under the control of another person who directs them as to how, when and where the work is to be carried out - Receives a fixed hourly/weekly/monthly wage;
- Does not assume any responsibility for investment and management in the business
- Works set hours or a given number of hours per week or month

Typical characteristics of self-employment include the following:

- Owns their own business
- Is exposed to financial risk by having to bear the cost of making good faulty or substandard work carried out under the contract
- Can provide the same services to more than one person or business at the same time
- Is not obliged to take on specific work offered to them.

It is important to note that not one characteristic alone is enough to identify an individual as an employee or self-employed, each case must be determined on its own merits

(Source: PWC – GIG Economy)

The GIG Economy in Ireland is a growing phenomenon, and the Government are beginning to become rightly concerned about it. New policy and legislative instruments are being considered.

Detailed Research

Research Area	Noted Journals/Individuals	Policy/ Opinion Summary
The Gig Economy and the Future of Work	<i>Ejournal of International and Comparative Labour</i> Malcolm Sargeant	<p>Full-time open-ended contracts of employment are the most prevalent types of contract in the workplace in the EU (apart from the Netherlands). This standard form of employment accounts for some 59% of all contracts although this figure is declining (from 62% a year earlier).</p> <p>There has been a corresponding growth in more 'flexible' forms of employment and it is possible that these flexible forms will become the norm in the future². The number of self-employed workers has increased significantly and there are now more than one million more people in self employment compared to 2006³. Here we consider the so-called gig economy, from a UK perspective, and place it within the context of precarious work and show that it is not a new phenomenon but a variation of the increasing flexibility of the labour market.</p>
Algorithmic management and app-work in the gig economy: A research agenda for employment relations and HRM	Human Resource Management James Duggan, Ultan Sherman, Ronan Carbery, Anthony McDonnell	<p>Current understanding of what constitutes work in the growing gig economy is heavily conflated, ranging from conceptualisations of independent contracting to other forms of contingent labour. This article calls for a move away from problematic aggregations by proposing a classification of gig work into three variants, all based strongly upon key technological features: app-work, crowdwork, and capital platform work. Focusing specifically on the app-work variant, this article's more delineated focus on the textured dimensions of this work proposes new lines of enquiry into employment relationships and human resource management. Examining the crucial role of algorithmic management, we critically discuss the impact of this novel mediation tool used by gig organisations for the nature of employment relations within app-work, work assignment processes, and performance management. In so doing, we propose a series of research questions that can serve as a guide for future research in this increasingly important field.</p>
Technologically mediated human resource management in the gig economy	<i>The International Journal of Human Resource Management</i> Anthony McDonnell Ronan Carbery John Burgess & Ultan Sherman	<p>Gig work accessed through the medium of digital platforms has become an increasingly researched and debated topic owing to several features which distinguish it from other variants of temporary work. It represents a form of working that typically falls outside the standard boundaries of the organisation and employment relationships and where technology has a most pervasive role. This paper, alongside five special issue contributions, explores the enactment of technologically mediated HRM in the gig economy. We make the case for enhanced research efforts on HRM without employment contexts. More specifically, there is a need for greater appreciation of the diversity within the digital platform classification, and what</p>

		<p>this may mean for the role and value of HRM. While gig workers tend to fall outside the HRM field's remit, we expose how this is problematic given the presence of several activities and practices that one traditionally associates with the HR function</p>
<p>Organizing on-demand: Representation, voice, and collective bargaining in the gig economy</p>	<p>ILO – International labour Organisation Chris Land-Kazlauskas</p>	<p>'Gig' or platform-based work represents one of the most recent, highly-publicized labour market trends. Attributed to the increased demand for flexibility on the part of employers better labour market efficiency and, in some cases the desire for greater flexibility on the part of workers, gig and platform-based work is one type of non-standard work facilitated through technology and digital markets, on-demand. Despite its relatively small size the gig economy has the potential to rapidly change the way work is organized and performed, to alter the content and quality of jobs, and to reshape industries. This paper examines challenges to freedom of association and the effective recognition of the right to collective bargaining for workers in the gig economy, and explores the broad range of strategies that gig-economy workers are using to build collective agency, and to promote effective regulation of gig work.</p>
<p>Work in the Gig Economy</p>	<p>Book – Routledge James Duggan, Anthony McDonnell, Ultan Sherman, Ronan Carber</p>	<p><i>Work in the Gig Economy: A Research Overview</i> provides a concise overview to the key themes and debate that encompass the gig economy literature. It covers five core themes: an introduction to gig work; classification issues; the role of technology; the experiences of gig workers; and the future of gig work. As an emerging and diverse research field, contributions stem from an array of perspectives including psychology, sociology, human resource management, legal studies, and technology management. The chapters synthesise the most prominent insights into this emerging field, key thinking on the complex relationships and conditions found in gig work, and the most significant issues to be addressed as the gig economy continues to develop.</p> <p>A critical introduction for students, scholars and reflective professionals and policymakers, this book provides much needed direction through the rapidly growing and expansive body of research on work in the gig economy.</p>
<p>Workers rights in the GIG Economy</p>	<p>Kings Inns Hilary Hogan</p>	<p>For years it was accepted wisdom among economists that a country's employment rate was a solid picture of prosperity. Full or near full employment meant that the population enjoyed a reasonably good standard of living. But since the 1970's with declining wages a global trend towards privatisation and attacks on the welfare state. The thesis has become strained. Having a job no longer meant a guarantee of financial stability</p>

<p>Youth, enterprise and precarity: or, what is, and what is wrong with, the 'gig economy'?</p>	<p>Journal of Sociology</p> <p>Robert MacDonald , Andreas Giazitzoglu</p>	<p>By taking an historical perspective, and by drawing on our own empirical work from the UK in the 1980s and more recently, we argue three main things. First, we need to understand the particular conditions of 'the gig economy' as a concentrated form of a more general de-standardisation of employment that has brought multiple forms of insecure work. Second, although there is clamour and excitement about 'the gig economy' in fact it shares strong parallels with earlier forms of insecure enterprise. Third, while not uniform nor as yet fully empirically demonstrated, young adults' encounters with the 'gig economy' and other aspects of the contemporary labour market (such as the 'low-pay, no-pay' cycle, self-employment, 'zero-hours contracts') appear to be typified by a lack of choice and control, and experiences of disempowerment, low pay, degraded work conditions, alienation, anxiety and insecurity. This stands at odds with more celebratory proclamations about 'the gig economy'.</p>
<p>Boundaryless careers and algorithmic constraints in the gig economy</p>	<p>The International Journal of Human Resource Management</p> <p>James Duggan, Ultan Sherman, Ronan Carbery, Anthony McDonnell</p>	<p>With low barriers to entry and ease of access to work, the gig economy offers the prospect of boundaryless opportunities for flexible working arrangements characterised by increased autonomy. This form of work, however, may leave individuals without development opportunities and could stymie career progression. Drawing on boundary less career theory, this study examines the potential of gig workers to develop the transferable career competencies required to effectively pursue opportunities beyond these precarious roles. Through insights from 56 gig worker interviews, we analyse the lived experiences of workers in attempting to develop 'knowing-why', 'knowing-how', and 'knowing-whom' competencies. In so doing, we find that the potentially unmovable boundaries posed by algorithmic management practices within platform organisations constrains workers' abilities to navigate their roles and develop transferable competencies. The study lends empirical support to the bounded effect of gig work on individuals' careers in a domain characterised by precarity where organisations dismiss the existence of an employment relationship, where individuals may simultaneously work for multiple platforms, and where secretive algorithms heavily influence the experience of work.</p>
<p>Conceptualizing human resource management in the gig economy: Toward a platform ecosystem perspective</p>	<p><u>Jeroen Meijerink,</u> <u>Anne Keegan</u></p> <p><u>Journal of Managerial Psychology</u></p>	<p>Although it is transforming the meaning of employment for many people, little is known about the implications of the gig economy for human resource management (HRM) theory and practice. The purpose of this paper is to conceptually explore the notion of HRM in the gig economy, where intermediary platform firms design and implement HRM activities while simultaneously trying to avoid the establishment of employment relationships with gig work</p>

<p>Work in the Gig-Economy: The Role of the State and Non-State Actors Ceding and Seizing Regulatory Space</p>	<p><u>Cristina Inversi</u>, <u>Tony Dundon</u> <u>TonyDundon</u> , <u>Lucy-Ann Buckley</u></p>	<p>Using the concept of regulatory space, this article asks how both the state and non-state actors influence employment regulations particular to the gig-economy. To address this question a mixed method approach is used, including interviews with strategically placed informants involved in policy formation at national and international levels, content analysis of legal cases, parliamentary inquiry transcripts and policy reports. The analysis contributes to an understanding of employment regulation by the state in two ways. First, it reports distinct 'levers', which lead to a particular state role of 'ceding and seizing' regulatory power. Second, it argues that these levers ultimately serve the accumulation interests of capital over the legitimacy of employment rights for labour. The findings have wider societal implications for issues of equity, justice and employment regulation applicable to the gig-economy.</p>
<p>Media</p>	<p>Key points</p>	<p>Link</p>
<p>Irish Times</p>	<p>How many people in the Republic work in it?</p> <p>This is hard to gauge, but studies suggest about 200,000 workers here are in temporary or contingent employment arrangements. This equates to 8 or 9 per cent of the workforce.</p>	<p>https://www.irishtimes.com/business/economy/gig-economy-what-is-it-who-works-in-it-why-is-it-in-the-news-1.4346555</p>
<p>RTE</p>	<p>A new report has suggested that freelance and contract workers are paid significantly more than employees doing the same job.</p>	<p>https://www.rte.ie/news/business/2022/0406/1290852-gig-economy-workers-earn-more-than-employees-report/</p>
<p>Think Business</p>	<p>With all the negative media coverage of low-paid gig workers and bogus self-employment, it can be easy to lose sight of the highly skilled and</p>	<p>https://www.thinkbusiness.ie/articles/gig-economy-professional-contractors-structure-contracting-plus/</p>

	well-paid part of Ireland's contingent workforce	
Personnel Today	Dublin's binary approach to the gig economy – in which delivery riders either have no employment rights whatsoever or are fully employed – has created a zero-sum game for platform operators and contractors. It's time for the Irish government to address this unsustainable situation.	https://www.personneltoday.com/hr/ireland-must-rethink-its-approach-to-the-gig-economy/
Irish Examiner	The recent high profile decision in the supreme court shone an unfavourable light on the gig economy in Ireland, where whole sections of the workforce, such as food delivery riders, currently have no employment rights because of their classification as independent contractors.	https://www.irishexaminer.com/opinion/commentanalysis/arid-40890047.html
The Currency	In the gig economy, the contracts provide that neither the business must provide work nor does the individual have to accept the work offered. There are some conditions, of course.	https://thecurrency.news/articles/85725/gig-economy-firmly-entrenched-in-ireland-following-court-of-appeal-ruling/
Irish Independent	In a significant ruling for the future of the gig economy in Ireland, the Court of Appeal has found	https://www.independent.ie/business/irish/the-gig-economy-why-theres-no-business-like-show-business-41825054.html

	that delivery drivers can be classed as contractors rather than PAYE employees.	
The Times	Revenue wants to tax workers in the <i>gig economy</i> as soon as they are paid, with the online platforms that hire them docking taxes each time a job is completed	https://www.thetimes.co.uk/article/gig-workers-face-tax-at-source-on-jobs-95n5xkpfk
Sunday Business Post	The lack of action has been met with disappointment by workers' representatives and politicians reland is one of only two EU markets where Just Eat, the takeaway service, has not employed its delivery workers.	https://www.businesspost.ie/news/ireland-one-of-two-just-eat-european-markets-not-to-employ-delivery-riders/
The Guardian	The number of adults in England and Wales working for gig economy companies has reached 4.4 million and is now two-and-a-half times bigger than in 2016, according to a report highlighting the rise of insecure working practices.	https://www.theguardian.com/business/2021/nov/05/gig-working-in-england-and-wales-more-than-doubles-in-five-years
Financial Times	Almost 4.5m people regularly find work through online platforms in England and Wales, according to new research that found that the gig economy workforce has trebled in the last five years	https://www.ft.com/content/0db4979c-df93-434c-b931-77179ed5cc99

The BBC	<p>Policy makers in many nations are trying to reform the gig economy. Yet regulations have a long way to go to meet the needs of growing numbers of platform-based workers.</p>	<p>https://www.bbc.com/worklife/article/20220308-why-gig-work-is-so-hard-to-regulate</p>
Computer weekly	<p>The number of people working for digitally enabled gig economy platforms has nearly trebled in England and Wales over the past five years,</p>	<p>https://www.computerweekly.com/news/252509210/Gig-economy-workforce-nearly-trebles-over-five-years</p>
Government Policy & Intervention		
Item	Link	Description
New Policy	www.enterprise.gov.ie	<p>Rapid technological advances have given rise to new ways of working. There will be a focus on the impact of technology on the traditional employer/employee relationship. The Conference will explore whether we now have new forms of work and their implications and ask whether these new arrangements such as the gig economy will transform work as we know it.</p>
New Strategy	www.gov.ie	<p>The Strategy Statement highlights key goals in tackling current and emerging challenges and opportunities in Ireland's workplaces including the introduction of remote/hybrid working, advancements in technology and the green economy, the 'gig economy', and the particular needs of vulnerable workers and migrant groups</p>
New Bill	www.enterprise.gov.ie	<p>This Bill seeks to deliver on the commitment in the Programme for a Partnership Government to address <i>"the problems caused by the increased casualization of work and to strengthen the regulation of precarious employment"</i>.</p>
New bill	www.labour.ie	<p>Bill would address the power imbalance between workers and app platforms. Brings our employment code up to date and stamps out bogus self-employment. Allows access to information about the algorithms that decide their pay and performance.</p>

Union response	www.mandate.ie	The “gig economy” for the majority of workers simply means unfettered exploitation. The “service provider” [employer] has simply carved up what were once decent jobs and re-classified them as self-employed, and in doing so washes their hands of all responsibility to the “new gig workers” who are now deemed self-employed.
Legal Situation	www.irishlegal.com	The significant judgment of the High Court in <i>Cory Karshan vs Revenue</i> has been overturned by the Court of Appeal. The ruling has granted companies in the Irish gig economy significant leeway, in that delivery drivers will continue to be independent contractors rather than PAYE employees.
Independent Experts & Representative Bodies		
Name	Arena	Notes
Sven Spollen-Behrens	Small Firms Association	SFA, represents and supports a broad and diverse mix of members from the Small Firms sector. The team keeps members informed on policy through in-house briefings, provides industry updates, research and regularly runs member networking forums and industry led training for the sector.
Danny McCoy	IBEC	IBEC is Ireland’s largest lobby and business representative group. It’s purpose is to help build a better, sustainable future by influencing, supporting and delivering for business success.
Seamus McGuinness	Economic and Social Research Institute (ESRI – Ireland)	While most gig jobs tend to be temporary, not all temporary jobs are gig jobs. Gig workers are likely to make up a relatively small share of temporary workers.
Prof. Andrew Burke	Dean of Trinity Business School	Professor Andrew Burke is Dean of Trinity Business School and the Chair of Business Studies. He became a Fellow of Trinity College, Dublin in 2016 and joined the Board of the University in 2018. He has been a member of the Audit Committee from 2018-21.
Emmet Whelan	Corporate Law	With over ten years’ employment law experience, Emmet advises on all aspects of employment law and in particular specialises in contentious employment matters and employee benefits. Clients include senior executives and large public and private sector employer
Prof Colm O’Gorman	Academia	Colm O’Gorman is Professor of Entrepreneurship at Dublin City University Business School. His research expertise and specialisms include the GIG economy.
Prof. James Duggan	Academia	James Duggan is an Assistant Professor of Management and Organisational Behaviour at the School of Business, Maynooth University, Ireland. With a background in new media and technology, James’ research examines the digitalisation of management practice with a particular focus on understanding the fragmented nature of work in the gig economy

Jimmy Sheahan	Business	Jimmy Sheehan is managing director of Contracting Plus a specialist one-stop-shop provider of company set-up, accounting, pension and wealth management services to over 4,500 professional contractors in the Irish market
Prof Brian Harney	Academia	Brian Harney BA (Hons), MBS, PhD (Cambridge), MCIPD is Professor in Strategy & HRM at DCU Business School where he is Programme Director of the BSc in Digital Business & Innovation and former Programme Director of the award-winning MSc in HRM (gradIreland Best Postgraduate Course 2016).
Prof Na Fu	Academia	Dr Na Fu is an associate professor of human resource management at Trinity Business School, Trinity College Dublin. She is a leading international scholar in the HRM field and has been highly influential in the areas of strategic HRM and professional service firms where she champions improved management practice and workplace wellbeing for employees.

IMPLICATIONS FOR THE PROJECT

The project is coming at a very timely time for the Irish Economy. All indications are that the GIG economy will continue to grow – accelerated in no small way by the COVID pandemic. Government are working to introduce legislation and guidelines to allow people to work from home, or at least on a shared/hybrid basis. This will necessarily drive legislation to cater for the contractual and well-being needs of employees in particular. It is expected that such legislation will also include the needs of GIG workers.

On the status of GIG workers, the Government will need to address the employment and taxation status of GIG workers, and there are already moves to make this happen. Representative bodies – including unions – are beginning to push for such initiatives. This goes to heart of this project and will ensure the timeliness of the results.

CONCLUSION

The GIG Economy continues to grow in Ireland, however there is still no specific classification of gig workers in Irish law at this time. There are different statutory bodies in place that make determinations on the employment status of a person for the purpose of social security, tax and employment rights. The decisions of these bodies are not binding on each other. In order to determine a person's employment status, both the written or oral contract and the reality behind the contract must be taken into consideration.

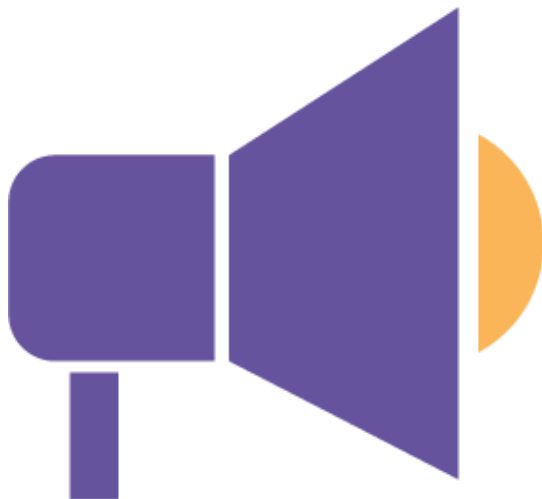
Although the intention of the parties and any written agreement is given due consideration, they do not on their own determine the employment status.

Currently, there are no particular legislative changes expected in Ireland. However, with the EU taking the lead with the directive, it is likely that Ireland will stay close to developments. The current Irish position is already largely similar to the EU in determining employment status based on the facts relating to the work rather than purely on the contractual arrangement.

Similar to the above, no major developments are expected in Ireland in relation to the employment status for gig workers. The expectation is that the position will continue to evolve through case law.

LITHUANIA LITERATURE REVIEW

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Introduction to Giggin' Policy

"The Gig economy is growing fast in Lithuania, as it is around the world. More and more employers are discovering the benefits of freelancers. This is proof that work and the concept of work is evolving and moving forward, changing our habits, thinking and perception of the world.

Introduction to the Literature Review

In Literature Review used sources of dissemination from Lithuanian Media (Web portals, Newspapers), Academic Literature (Universities, Colleges), Government Policy (Government, Ministries, Parliament, Municipalities, State Tax Inspectorate), Representative Bodies (Associations, Trade Union Confederation, Companies) Independent Experts (Law firms, bank economists, companies).

Summary of the National Context Findings.

According to the Courier Association, "working through e-platforms is increasingly popular in Lithuania, especially during the pandemic period when the number of people working as food couriers has increased rapidly. There are different attitudes of e-platforms operating in Lithuania towards the essence of this work. Some see it as a business relationship and the only document confirming the relationship between the company and the courier is the terms of use of the application. Other companies conclude a service contract between the courier and the company, although they sometimes reserve the right to unilaterally modify the points of the contract. This divergence of approaches between companies creates a clear need for a systematic solution to the different problems.

Summary

Length: 1 page

Suggested content:

- **Description of current national status of the GIG Economy in your country**

This form of economy is changing established labour relations. We can observe a tendency that start-ups or companies emerging in Lithuania, which want to keep up with the trends dictating the market, more and more often choose not long-term specialists to implement the vision of their desired product, but a freelancer (working under a certificate of individual activity), who is knowledgeable in his/her field and who performs a task for a certain period of time, or until the end of the project deadline.

"A survey initiated by Swedbank and IT company Tieto Lietuva revealed that one in three Lithuanians aged 18-35 has used sharing economy services at least once in the last year. According to Statistics Lithuania, there were more than 600 000 people in this age group in Lithuania in 2018. So, more than 300,000 people in Lithuania have used renting goods or services in the last year. It is also noticeable that younger and younger students, still in school, are interested, trying and showing the potential to be a great part of the gig economy. Young people can find more ways of fulfilling themselves in the gig economy, allowing them to be independent and to engage in activities that interest them.

- **Description of national policies as the refer to Giggin' Policy**

In the Republic of Lithuania and the European Union, sharing economy entities are generally subject to common legal rules and regulations. However, in some cases, sharing economy entities are subject to separately developed regulations. Interestingly, there are not many examples of specific regulation of sharing economy entities at the state level, but there are significantly more examples of specific regulation at the municipal level, both in the European Union and in the United States. The main regulatory guidelines in the European Union have been laid down by the judgments of the European Court of Justice in the Uber and Airbnb cases, which, while creating new obligations for sharing economy operators in the field of transportation, did not, in the case of both judgments, place their activities on an equal footing with the equivalent services provided by businesses in the conventional economy.

In Lithuania in Kaunas as freelancer person can work when has a Sole proprietorship based on a certificate or Individual activity in the form of a business certificate.

- **Summary of Main Actors – Media, policymakers etc**

In Lithuanian Literature review gig, sharing economy, situation of freelancers are analysing. Young and experienced scientists presenting them thesis, articles. In media newspapers , web portals described, that number of such freelancers is growing rapidly around the world and Lithuania , and it is a new working option that is different from contract work. Government actors presents tax conditions for freelancers, situation in Lithuania economy, future of gig or sharing economy, a clear regulatory framework and robust consumer protection are important for the development of the sharing economy. Independent experts announcing that while legal battles continue in the US, in Lithuania, the line between service providers and employees seems to be clearer. Recently, the State Labour Inspectorate (SLI) announced that Uber drivers are not employees - they are self-employed and therefore their relationship with Uber is governed by civil law and not labour law. Representative Bodies presents statistics, view on gig company, economy.

Detailed Research

Research Area	Noted Journals/Individuals	Policy/ Opinion Summary
Academic Literature	(Approx 10 items) Vilnius University Master of science student's thesis Rokas Klingeris	In the specialised literature, the sharing economy is generally understood as an economic system in which activities are carried out using platforms as a means of cooperation, thus creating an open market for the temporary use of goods or services, often provided by private individuals. Three main features of sharing economy actors can be distinguished: (1) sharing platforms act as online intermediaries; (2) sharing platforms are marketplaces for peer-to-peer services; (3) sharing platforms reduce transaction costs.

	<p>Kaunas Technology University Master of science student's thesis Donata Šiuškaitė</p>	<p>Dalijimosi ekonomikos teisiniai iššūkiai - Vilniaus universitetas https://epublications.vu.lt ›</p> <p>Just like many other innovations, the sharing economy emerged belatedly in Lithuania and due to the conservative attitudes of Lithuanian consumers its integration into the local business environment has been quite complicated and prolonged, which is why the sharing economy is still at an early stage of development in our country. Moreover, little attention is paid to this topic in Lithuanian scientific publications. All of these reasons result in a lack of reliable statistic information database that could be used in order to assess the development of the sharing economy and its contribution to the national economy. Despite all of these facts, the growing number of the collaborative platforms demonstrates that the sector of the sharing economy is expanding in our country as well.</p> <p>https://epubl.ktu.edu</p> <p>The aim of this work is to reveal whether the sharing economy violates fair competition and whether companies have equal rights with service providers of the sharing economy to carry out their business activities. In order to achieve this aim, the author uses descriptive and comparative methods to: 1) define what the sharing economy is and how it works; 2) to determine the unfair business practices of the sharing economy; 3) to analyze the business models of the sharing economy and 4) to analyze the existing regulations of the sharing economy.</p> <p>https://www.vdu.lt/cris/handle/20.500.12259/34584</p>
	<p>Kaunas Technology University</p>	<p>Development of sharing economy business models in macroeconomic aspect</p>

	<p>Master of science student's thesis Raibužytė Gintarė</p>	<p>The sharing economy phenomenon is among the developments the popularity of which has been growing the most in the present-day economy. Its expansion is promoted by the rapidly improving information and communication technology. The emergence and development of digital technology, in particular, the internet, has considerably expanded the extent of sharing. As a result, interest in the sharing economy based business models and their environmental impact has been increasingly growing in scientific literature as well. Using scientific publications the paper analyses the notion of the sharing economy, arranges the concepts and types of the sharing economy employed by different researchers, organisations and institutions, and examines the sharing economy business models and their environmental impact. The master thesis provides a detailed analysis of the sharing economy based business models which have developed throughout the European Union and have been actively functioning. Particular emphasis is put on revealing the trends in theoretical and practical research into the sharing economy.</p> <p>https://epubl.ktu.edu/object/elaba:59166946/</p>
	<p>Vytautas Magnus University Master thesis Šerpytis Mindaugas</p>	<p>The aim of this particular study was to analyze the establishment of value of sharing economy's trademark sign Uber for consumers. In the first, theoretical, part of the study the change of understanding the trademark was shown, the establishment of value of trademark for consumers was estimated, the phenomenon of the sharing</p>

	<p>Kaunas Technology University Professor Aida Pilinkienė Article</p> <p>Kaunas college Gabrielė Tačilauskaitė Final thesis</p> <p>Mykolas Riomeris University Davulis Tomas Article</p>	<p>economy was delivered, as well as the factors of sharing economy were evaluated. In addition to this, the factors of using gamification while creating the value of the trademark was shown. The second, analytical part of the study introduces the trademark Uber.</p> <p>https://www.vdu.lt/cris/handle/20.500.12259/34660</p> <p>Industry 4.0 is changing the world: will the sharing economy revolutionise the modern business model?</p> <p>The optimistic predictions that by 2025 we will be travelling and driving more in car-sharing rather than in our own cars have a good reason to be true, thanks to the strong growth in the number of sharing economy platforms and the revenues they have generated in Europe and in the US over the last five years, and to the possibility of freeing up resources that are not in use, generating additional income with almost no investment</p> <p>https://ktu.edu/news/pramone-4-0-keicia-pasauli-dalijimosi-ekonomika-visiskai-pakeis-siuolaikinio-verslo-modeli/</p> <p>Options for solving the problems of organising freelance creative workers in the field of event organisation</p> <p>After the analysis of scientific literature and qualitative research, to provide recommendations to freelance professionals on the possibilities of solving work organization problems.</p> <p>https://dspace.kaunokolegija.lt/handle/123456789/5309</p> <p><i>The right to collective bargaining and the right to strike for self-employed workers</i></p> <p>This article provides a systematic analysis of the legal prerequisites and possibilities for self-employed persons to enjoy collective labour rights, such as freedom of association, right to collective bargaining, and right to collective action. Due</p>
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	<p>Vilnius Gediminas Technical University, Grybaitė V. virginija.grybaite@vgtu.lt Stankevičienė J. jelena.stankeviciene@vgtu.lt</p>	<p>to technological advances, an increasing number of people are opting for formal self-employment, however, their factual state often resembles the one of the employees (especially in the case of platform workers). Hence, there is an interest to explore where self-employed persons stand in terms of defending their rights collectively. The author gradually reveals how the legal status of self-employed, in particular regarding collective labour rights, has been regulated in the Republic of Lithuania, European Union as well as in the international labour law. It is also worth noting that a significant amount of them has been dedicated to the analysis of jurisprudence of the Court of Justice of the European Union to illustrate the differences between the self-employed and employees (workers).</p> <p>https://repository.mruni.eu/handle/007/17776</p> <p>Motives for participation in the sharing economy – evidence from Lithuania</p> <p>Information and communication technologies enable the emergence of a new phenomenon called the “sharing economy”. An increasing number of articles in the media as well as debates about the positive and negative aspects of the sharing economy show a growing interest in the subject. The paper aims to review the different approaches to the definition of the sharing economy and to present the authors’ views on the concept. The reviewed literature reveals the main drivers for participating in the sharing economy. A survey was conducted to learn more about the motives of Lithuanian people participating in this concept. The survey reveals the following leading factors of using the sharing economy platforms: an easy way to make extra money; supporting individuals and/or small/independent companies; meeting new people and having an interesting experience/doing something most people haven’t tried yet. The survey also reveals that most of the respondents prefer to own things rather than share</p>
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		<p>them. Despite the widespread popularity of the sharing economy platforms in the world, this phenomenon is in its infancy in Lithuania.</p> <p>http://yadda.icm.edu.pl/</p>
Media	<p>(Approx 10 items)</p> <p>Newspaper diena.lt</p> <p>Delfi.lt news portal</p> <p>Delfi.lt news portal</p>	<p>We need to be aware that technology is changing the employment relationship and that the 21st century employer will now, in many cases, be just a "smart app". There are already many examples of this in Lithuania. The number of such freelancers is growing rapidly around the world, and it is a new working option that is different from contract work.</p> <p>https://m.diena.lt/naujienos/nuomones/nuomones/lietuvos-valdzia-pries-savarankiskai-dirbancius-zmones-946982</p> <p>Technology, and in particular sharing platforms, has unleashed the power of companies looking for workers to search for labour beyond cities and even national borders, according to a press release. Freelance work has become much more accessible to many people. But with the rise of the sharing or "gig" economy, the needs of both workers and employers are changing, and those who want to make it in the marketplace need to develop not only technical knowledge and skills, but also the qualities needed for entrepreneurship.</p> <p>Read more: https://www.delfi.lt/verslas/verslas/gig-ekonomika-suteikia-laisve-bet-reikalauja-nauju-svietimo-viziju.d?id=79086019</p> <p>Why do all governments hate freelancers?</p> <p>The youngest generation of "freelancers", who find assignments all over the world and pay taxes on their activities in the creative industries and information technology in Lithuania mostly out of patriotism</p>

	<p>Lithuanian television and radio official website</p> <p>15 min newspaper</p> <p>https://www.etaplius.lt/ news portal</p> <p>Lifestyle portal for families</p>	<p>https://m.delfi.lt/ringas/article.php?id=88327241</p> <p>Couriers working through electronic food delivery platforms are asking for more regulatory clarity on their work. Although they are not considered as employees, but as entrepreneurs who have created a workplace, they are not allowed to set their own rates or negotiate the terms of their services, unlike real entrepreneurs.</p> <p>https://www.lrt.lt/naujienos/verslas/4/1441691/kurjeriai-nori-didesnio-teisinio-aiskumo-del-savo-veiklos-neturi-visu-garantiju-nei-kaip-darbuotojai-nei-kaip-verslininkai</p> <p>Video "Freelancer Stuff - How do you become a freelancer when you work 8-17?"</p> <p>In this episode, we talk about why it's preferable to start freelancing while working a regular job, and how to balance these two roles in order to build a solid foundation for freelancing life.</p> <p>https://www.15min.lt/klausyk/1ea042e5-2dff-11e9-9905-aa0000614616</p> <p>Young freelancers: what are the opportunities for young people to become freelancers?</p> <p>A computer and the internet are all you need to put the world at your feet, and a freelance career gives you the freedom you want. Is it really that simple? Young freelancers with courage and stubbornness share their stories and reveal the challenges they face.</p> <p>https://www.etaplius.lt/jaunieji-freelanceriai-kokios-galimybes-jaunimui-tapti-laisvai-sandomais-specialistais</p> <p>Who are these "freelancers"?</p> <p>However, freelancers who are just starting out will have problems concentrating, not sitting in front of the TV all day,</p>
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	<p>Delfi.lt news portal Jolita Kohanskė</p> <p>Newspaper “Verslo žinios” “Business News”</p>	<p>not wasting the whole day on household chores, lying down with an interesting book or playing computer games.</p> <p>https://eitne.lt/2011/kas-tie-freelanceriai/</p> <p>Communications agency and freelancer - when to choose one?</p> <p>The choice of communication partners is increasingly turning from agencies to freelancers. The latter are more often chosen by smaller companies, but the larger players are also becoming more and more bold in trying out this model of cooperation. There are cases where companies combine the two, choosing an agency for more "serious" work and a freelancer for simpler tasks. And it's no secret that agencies themselves outsource some of the work to the same freelancers.</p> <p>https://www.delfi.lt/m360/naujaisi-straipsniai/jolita-kochanske-komunikacijos-agentura-ir-freelanceris-kada-kuri-pasirinkti.d?id=84400349</p> <p>How to be freelance and successful</p> <p>First, says Mr Roseninge, you need to choose a clear niche or sector you want to work in. The most common types of freelancers are journalists, writers, photographers, graphic designers, social media marketers, etc. However, according to Mr Roseninge, if a professional is very good, he or she can freelance in virtually any sector.</p> <p>https://www.vz.lt/vadyba/personalo-valdymas/2017/05/28/top-cvlt-kaip-buti-laisvai-samdomu-ir-sekmingu</p>
Government Policy	(Approx 10 items)	The information provided by the Lithuanian Department of Statistics also shows a clear increase in the number of

	<p>Kaunas municipality company Kaunas In official website</p> <p>EU investments portal</p> <p>Lithuanian Parliament Law of taxes</p> <p>Lithuanian Government Ministry of finances</p>	<p>specialists providing individual services and their declared income,” G. Jankus says. According to him, the growing new mass of people working “for themselves” naturally grows various networks of service technologies around them.</p> <p>https://kaunasin.lt/en/discontract-startup-a-virtual-job-market-reflecting-global-trends/</p> <p>"The so-called GIG economy - the era of the freelance worker - is taking hold. This economy is becoming an increasingly popular solution in the business market for both the employer and the employee. "Uber, Lyft, Airbnb, Instacart and many others would not exist in principle if it wasn't for the GIG economy," said T. Deksnys, "One of the reasons why people decide to work as freelancers is the realisation that their current position will not exist in the future, and that in order to be relevant they need to acquire more different skills and work with more than one employer.</p> <p>https://www.esinvesticijos.lt/lt//naujienos-1/naujienos/ateities-ekonomika-pokyciai-kuriu-ignoruoti-negalima-jau-dabar</p> <p>https://e-seimas.lrs.lt/portal/documentSearch/lt</p> <p>A clear regulatory framework and robust consumer protection are important for the development of the sharing economy</p> <p>"The rapidly emerging sharing economy platforms are driving progress, allowing citizens to offer additional services, expanding new employment opportunities, flexible working conditions and new sources of income. We need to understand that the market is undergoing changes and we need to prepare for them properly, to meet new challenges</p>
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	<p>State Tax Inspectorate</p>	<p>thoughtfully, and to make the most of the opportunities that arise," said Finance Minister Rasa Budbergytė.</p> <p>https://finmin.lrv.lt/lt/naujienos/dalijimosi-ekonomikos-pletrai-svarbi-aiski-reguliavimo-sistema-ir-patikima-vartotoju-apsauga</p> <p>Sole proprietorship based on a certificate http://www.vmi.lt/cms/vykdantiems-individualia-veikla</p> <p>Individual activity in the form of a business certificate. http://www.vmi.lt/cms/documents/10174/8274962/KD-8669+ilgoji+VL+atmintin%C4%97/8af38d60-4652-4b67-a723-4d8f070189e4</p>
Representative Bodies	<p>(Approx 10 items)</p> <p>Freelance jobs in internet</p> <p>Courier Association web site</p>	<p>"The Gig or sharing economy is gaining market share worldwide. Lithuania is no exception. For example, Uber, the ride-hailing app that launched in Vilnius in November 2015, caused a huge stir and raised the hackles of local taxi drivers. Drivers complained of dirty competition and argued that the trend would not last long. However, not only did it work, but it also attracted more platforms offering similar services, such as Taxify, eTaksi and eTransport, which spread to other Lithuanian cities.</p> <p>Translated with www.DeepL.com/Translator (free version) https://fdp.lt/gig-ekonomikos-zingsniai-lietuvoje</p> <p>According to the Courier Association, "working through e-platforms is increasingly popular in Lithuania, especially during the pandemic period when the number of people working as food couriers has increased rapidly. There are different attitudes of e-platforms operating in Lithuania towards the essence of this work. Some see it as a business relationship and the only document confirming the relationship between the company and the courier is the terms of use of the application. Other companies conclude a service contract between the courier and the company,</p>

	<p>The Lithuanian Trade Union Confederation (LPSK)</p> <p>INVL Asset Management</p>	<p>although they sometimes reserve the right to unilaterally modify the points of the contract. This divergence of approaches between companies creates a clear need for a systematic solution to the different problems.</p> <p>http://g1ps.lt/tag/kurjeriu-asociacija/</p> <p>There are around 220 million workers in the EU, of whom over 30 million are freelancers or self-employed. The number of atypical workers is growing and Lithuania is one of the countries where the number of atypical workers has grown particularly fast over the last decade (now around 150 000). However, there are many risks here that we hardly talk about.</p> <p>https://www.lpsk.lt/2019/07/23/neturekime-roziniu-iliuziju-del-freelanceriu/</p> <p>The sharing economy's benefits for the wallet are also seen by Vinted, Europe's largest second-hand clothing platform. Lisa-Marie Berns suggests selling your unworn clothes to others - so you can get back some of the money you've paid for them and make someone else or yourself happy with a new item.</p> <p>"Second-hand clothes are becoming more and more popular in Europe, and Lithuania is no exception. We have 30 million members - half a million of them in Lithuania. People are motivated to switch from discarded clothes by conscious consumption, economic reasons and a desire for variety in the wardrobe. The financial benefits for consumers are a particularly important aspect. By moving their wardrobes and selling their discarded clothes, members get back some of the money they have spent and give someone else the opportunity to buy an item they like at a lower price. In other</p>
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	<p>Cash flow Company</p>	<p>people's wardrobes, people can find hidden treasures at great prices," says Lisa-Marie Berns, Vinted's PR specialist.</p> <p>https://www.invl.com/asmeniniai-finansai/dalijimosi-ekonomika-tai-ne-tik-budas-tausoti-gamta-bet-ir-taupyti/</p> <p>A freelancer is a person who is self-employed on the basis of a business licence or self-employed certificate. There are already more than 80,000 of them in Lithuania and the number is growing. Why? Because it's easy to work on your own, you don't have to set up a company or deal with a complicated tax system. Successful freelancers can work at their own convenience, at home or in another location they like, but they also find and communicate with clients, control their time and salary. Today, many programmers, photographers, copywriters, real estate brokers, artists and other professionals around the world work on a freelance basis.</p> <p>https://www.cflow.lt</p>
	<p>Lithuanian post company</p>	<p>Sharing economy services, which have gained a lot of attention and recognition around the world, are successfully making their way to Lithuania.</p> <p>https://www.xn--lietuvospatas-kuc.lt/lt/apie-mus/naujienos/siuntu-apimti-augina-ir-populiarejanti-dalijimosi-ekonomika</p>
	<p>Homeland Union Political party</p>	<p>The sharing economy is growing at an incredible pace across the EU. Platforms such as Uber, Airbnb and Savy.lt are becoming a common place to buy services. Lithuania is no exception - sharing platforms are expanding and more and more of them are appearing. Traditional businesses see these platforms as competitors, and the state sees challenges in ensuring social protection for those who provide services on such platforms, as well as fair tax collection. It is therefore important to identify the specific challenges facing the sector in Lithuania"</p>

		https://tsajunga.lt/aktualijos/lietuviai-vis-labiau-naudojasi-dalijimosi-ekonomikos-platformomis/
Independent Experts	(Approx 10 items) Law firm Cobalt company web site Web portal for Youth SEB bank economist Tadas Povilauskas	<p>While legal battles continue in the US, in Lithuania, the line between service providers and employees seems to be clearer. Recently, the State Labour Inspectorate (SLI) announced that Uber drivers are not employees - they are self-employed and therefore their relationship with Uber is governed by civil law and not labour law. The SLI noted that Uber drivers can organise their own time and even agree with the client on a different payment, while Uber does not provide them with any working tools other than access to a platform.</p> <p>https://www.cobalt.legal/lt/naujienos-ir-renginiai/ar-gig-economy-pakeis-tradicine-darbo-santykiu-savoka</p> <p>The gig economy is all about freelancers, freelance workers or specialists on demand. It's the ability to work your own hours from anywhere in the world. Sound like a dream? It sure does!</p> <p>But... bear in mind that being part of the Gig Economy means you'll have to take care of your own insurance and social security taxes, you'll have to find your own job offers and set your own minimum wage, and your daily income will fluctuate and, in the early days, with few clients, will have you scratching your head about how to earn a living.</p> <p>https://zinauviska.lt/finansai/uzsidirbk-savarankiskai/</p> <p>On the one hand, the gig economy, where self-employed people's incomes depend not on the number of hours worked but on the results achieved, is really taking off in Lithuania. But at the same time, the growing number of people operating under a self-employed certificate also reflects the</p>

	<p>Swedbank senior economist Laura Galdikienė</p> <p>Company Cramo</p>	<p>simple desire to earn extra money after a regular job, the fact that taxation is still significantly lower than for employment contracts, and the decline of the informal economy.</p> <p>https://www.seb.lt/en/node/12039</p> <p>According to The Economist, global society is splitting in two. On one side are people with money but not enough time. On the other side, those with free time but not enough money. Companies based on the principles of the sharing economy are enabling both groups to meet their needs through electronic platforms. But the question is: how does the new business model change the demands on workers, and how does it affect employment relations and people's ability to secure social security?</p> <p>https://blog.swedbank.lt/visuomene/dalijimosi-ekonomika-kam-gresmes-o-kam-galimybes</p> <p>Why buy if you can rent? The sharing economy has reached Lithuanian business</p> <p>The same factors that lead companies to rent equipment or machinery also determine temporary employment relationships. Lolita Paragytė-Agejeva, Head of the Vilnius office of recruitment company Atranka360, says that the new generation of work and the need for companies to be flexible to remain competitive inevitably increases the demand for temporary employment services.</p> <p>"The sharing economy has already gained momentum around the world, and in Lithuania we are also witnessing the emergence of brokerage platforms, where professionals post their services and rates, potential clients send enquiries, and project contracts are concluded. We are also seeing an increase in demand for temporary workers, which shows that</p>
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	<p>Law experts</p> <p>Code Academy</p>	<p>we are inevitably following global trends," said Paragytė- Agejeva.</p> <p>As many as 60% of respondents to the Business.com survey believe that they will spend even more money on sharing economy services in the next year or year and a half because it has worked well in the past. Lithuanian entrepreneurs believe that this area will grow in Lithuania as the need to save time and cut costs grows.</p> <p>https://www.cramo.lt/lt/apie-cramo/naujienos/kam-pirkti-jei-gali-nuomotis-dalijimosi-ekonomika-pasiek-ir-lietuvos-versl</p> <p>Working with freelancers - both benefits and risks? https://laimetabyla.lt/teisininko-pasirinkimas/</p> <p>Freelancer responsibilities that no one talks about</p> <p>More and more people are choosing freelance work these days and are able to make a living from it. Take note of their advice. Set reasonable deadlines for completing and delivering orders, and always try to do the best job you can. Make time for exercise, remember to keep an eye on your financial situation and always sign a contract. Stay disciplined and consistent and become a successful freelancer!</p> <p>https://codeacademy.lt/freelancerio-pareigos/</p>
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IMPLICATIONS FOR THE PROJECT

Length: ½ page

Literature review will help to create future products in “Gig policy” project work packages. This is excellent literature source for creation of Powerpoint presentations and other documents. Literature review explains situation of freelancers in Europe, such as:

- There are around 220 million workers in the EU, of whom over 30 million are freelancers or self-employed. The number of atypical workers is growing and Lithuania is one of the countries where the number of atypical workers has grown particularly fast over the last decade (now around 150 000). However, there are many risks here that we hardly talk about.
- The life of a freelancer - or someone who has created a job for themselves - has its own charms. More autonomy, the ability to work remotely and to choose your own working hours sounds good. Unfortunately, I see an irresponsible idealisation of this lifestyle in the media and in society.

Conclusion

Length: 1 paragraph

Suggested content:

- Wrap-up and summary

According to Erika Paulauske, CEO of Kominoi, the largest group of exchange portals in Southeastern Europe, and founder of the tarpmergaičių.lt platform, Lithuanians are an entrepreneurial nation, and their industriousness and creative approach continuously encourages them to look for uncharted spaces of self-fulfilment.

Such entrepreneurial look describes this literature review with 37 found articles, literature sources in Media, Independent Experts, Academic Literature, Representative Bodies, Government Policy.

More and more people are choosing freelance work these days and are able to make a living from it. Take note of their advice. Set reasonable deadlines for completing and delivering orders, and always try to do the best job you can. Make time for exercise, remember to keep an eye on your financial situation and always sign a contract. Stay disciplined and consistent and become a successful freelancer!

<https://ktu.edu/news/pramone-4-0-keicia-pasauli-dalijimosi-ekonomika-visiskai-pakeis-siuolaikinio-verslo-model>

§ INVL Asset Management official website Article The sharing economy is not only a way to save the environment but also to save money (2020) <https://www.invl.com/asmeniniai-finansai/dalijimosi-ekonomika-tai-ne-tik-budas-tausoti-gamta-bet-ir-taupyti/>

§ Company Cramo official web site Article *Why buy if you can rent? The sharing economy has reached Lithuanian business* <https://www.cramo.lt/lt/apie-cramo/naujienos/kam-pirkti-jei-gali-nuomotis-dalijimosi-ekonomika-pasiek-ir-lietuvos-versl>

§ Law experts <https://laimetabyla.lt/teisininko-pasirinkimas/>

§ 15 min newspaper official website video "Freelancer Stuff - How do you become a freelancer when you work 8-5?" <https://www.15min.lt/klausyk/1ea042e5-2dff-11e9-9905-aa0000614616>

§ <https://www.etaplus.lt/> official news web site article <https://www.etaplus.lt/jaunieji-freelanceriai-kokios-galimybes-jaunimui-tapti-laisvai-samdomais-specialistais>

§ Kaunas college publications web site <https://dspace.kaunokolegija.lt/handle/123456789/5309>

§ Mykolas Riomeris University publications web site <https://repository.mruni.eu/handle/007/17776>

§ Lithuanian Parliament official web site Law of taxes <https://e-seimas.lrs.lt/portal/documentSearch/lt>

§ Lithuanian Government Ministry of finances official web site **Article** <https://finmin.lrv.lt/lt/naujienos/dalijimosi-ekonomikos-pletrai-svarbi-aiski-reguliavimo-sistema-ir-patikima-vartotoju-apsauga>

§ Lifestyle portal for families official web site <https://eitne.lt/2011/kas-tie-freelanceriai>

§ Code academy official web site <https://codeacademy.lt/freelancerio-pareigos/>

§ **Delfi.lt** news portal **Jolita Kohanskė** <https://www.delfi.lt/m360/naujausi-straipsniai/jolita-kochanske-komunikacijos-agentura-ir-freelanceris-kada-kuri-pasirinkti.d?id=84400349>

§ Newspaper "Verslo žinios" official web site <https://www.vz.lt/vadyba/personalo-valdymas/2017/05/28/top-cvlt-kaip-buti-laisvai-samdomu-ir-sekmingu>

§ Lithuanian post company official web site <https://www.xn--lietuvospatas-kuc.lt/lt/apie-mus/navjienos/siuntu-apimti-augina-ir-populiarejanti-dalijimosi-ekonomika>

§ Homeland Union Political party official web site <https://tsajunga.lt/aktualijos/lietuviais-labiau-naudojasi-dalijimosi-ekonomikos-platformomis>

NETHERLANDS LITERATURE REVIEW

LITERATURE REVIEW



**GIGGIN'
POLICY**

engaging youth in policy making

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INTRODUCTION

Progressive digitalization accelerated by the outbreak of the coronavirus disease 2019 (COVID-19) pandemic is leading to the emergence of new employment models across Europe and beyond, including the so-called gig economy, sharing economy or crowd work. When applying existing policy to modern employment forms, it is often unclear as to how they fit into the existing legal framework and which regulations are applicable. Countries are trying to keep pace with how workers in the gig economy should be treated. Some countries are seeking to introduce new rules to deal with these new practices, whilst others are relying on government, court or regulators' decisions to increase certainty. Not surprisingly, there is no standard approach, although there are some common themes.

The rise and growth of the gig economy raises the question of to what extent this work is new or different compared to traditional work. Companies and governments see opportunities when consumers and companies find new ways of providing services and when idle capacity is being utilised. We are in this transition for quite a while but the last years we see that it is necessary to adapt and to be able to transfer these changes in a business plan.

This, for example, includes food delivery, passenger transport, and professional and domestic services (such as cleaning) through platforms. In the gig economy, supply and demand are brought together more efficiently with innovative technology by relatively young companies. At the same time, a number of questions arise with regard to what the gig economy is exactly; how big the phenomenon is or can potentially become; and to what extent this entails new forms of working. It is not always clear how the work should be defined in terms of policy, labour law, social security law, or tax law. This is why we want to create awareness and recreate policy to support our local gig workers in any extend. And this is the reason we are researching in our country what the situation is and how to proceed with our project.

This desk research defines and examines the state of affairs with regard to the size and potential of the gig economy in the Netherlands, the work practice, and the implications in terms of changes, possibilities and most of all opportunities. The research is a desk study which helps us get insight in how existing and new platforms can be interpreted and what the implications are in terms of policy and where we see possibilities. It is based on a relatively narrow definition of the gig economy, involving workers who perform physical labour in the Netherlands and who obtain assignments primarily through being a gig worker. In this research, we tried to capture all relevant and important insights to give a good overview of the status in the Netherlands on the GIG Economy and the possibilities.

Summary

The Netherlands has been known as one of the pioneers in the GiG economy. At the beginning of the 2010s, many local initiatives such as Peerby (borrow tools and other things from your neighbours), SnappCar (p2p car-sharing), and Thuisafgehaald (cook for your neighbours) launched that enabled consumers to share underused resources or provide services to each other. This was accompanied by a wide interest from the Dutch media, zooming in on the perceived social and environmental benefits of these Giggers and platforms. Commercial platforms such as Uber, UberPop and Airbnb followed soon after. After their entrance to the market, the societal debate about the impact of these platforms also started to include the negative consequences. Early on, universities and national research and policy institutes took part in these discussions by providing definitions, frameworks, and analyses. In the last few years, the attention has shifted from the sharing economy to the much broader defined platform economy. Description of national policies as the refer to Giggin' Policy.

A number of developments can be noted in the Netherlands. First, there is a broad interest in the provision of mobility through platforms. Various car-sharing schemes have become active in the Netherlands (e.g., Car2Go, Greenwheels), signalling a partial shift from ownership to mobility-as-a-service. The car-sharing platform SnappCar has received investments from Europcar and Tango (part of oil company Q8). Next to this the rapid growth of youngsters starting their own business as a gigger are a sign to take more and quicker steps in the awareness and the overall facilities for this group of workers.

The self-employed do not exist' is a cliché that has regularly recurred in the political-social debate in recent years. It indicates that the total group of more than one million self-employed people without personnel is very diverse. Think of freelance copywriters, interim managers and parcel delivery drivers. Then there are the bakers on the corner, the artists, the self-employed therapists. The fact that the group is so diverse makes policy development difficult and that's exactly the reason we started the Giggin Policy project and this research underlying. We're finding out more and more that the gig workers are the most diverse form of workers and to create policy and pacts for this gives us a lot of opportunities but a lot of interests to take in to account. In the Netherlands we have a lot independent parties but also a lot of governmental support systems which can be very useful but also a bit complex. The overall content of our research tells us that there's a need for focus and clarity in the gig economy and especially the attention of the younger gig workers is needed. Schools and government need to be included in decision making to help the underlying need for support, community building and financial security.

Detailed Research

Research Area	Noted Journals/Individuals	Policy/ Opinion Summary
Academic Literature		
<p>1. Gig economy: no permanent jobs, but casual jobs</p> <p>https://www.managementsite.nl/gig-economy-anders-organisieren</p>	<p>With the continuing growth in the number of freelancers, a gig economy is unfolding, in which temporary hiring is the norm. Jobs are making way for projects: independent entrepreneurs are replacing permanent employees. Digital platforms accelerate this process by matching supply and demand at low transaction costs. Individual competences are linked to specific requirements for a project. This does not only relate to commodities, such as a taxi ride via Uber. It also goes beyond the relatively simple job for the plumber via Werkspot. With high-quality data from the client and contractor, combined with smart algorithms, it will soon be the turn of the organisation consultant, accountant and lawyer as well.</p>	
<p>2. Independent work: Choice, necessity, and the gig economy</p> <p>McKinsey Global Institute</p> <p>https://www.mckinsey.com/featured-insights/employment-and-growth/independent-work-choice-necessity-and-the-gig-economy</p>	<p>Working nine to five for a single employer bears little resemblance to the way a substantial share of the workforce makes a living today. Millions of people assemble various income streams and work independently, rather than in structured payroll jobs. This is hardly a new phenomenon, yet it has never been well measured in official statistics—and the resulting data gaps prevent a clear view of a large share of labor-market activity.</p>	
<p>3. Gig economy Employment status</p>	<p>In our study, we again provide an overview of how workers in the gig economy are currently</p>	

<p>https://www.pearltrees.com/t/ontdek-de-gig-economy/onderzoek-en-achtergrond/id35929222/item327133774</p>	<p>being treated in a number of prominent Member States of the European Union. We have investigated the respective national legislations and case law. In the below report, you can find a quick overview per country of the most important highlights up until 2019.</p>
<p>4. The Handbook of Research on Freelancing and Self-Employment https://www.pearltrees.com/t/ontdek-de-gig-economy/onderzoek-en-achtergrond/id35929222/item327133769</p>	<p>This book has been enabled by a significant number of leading international researchers having the foresight and passion to explore the role of freelancing and self-employment in a business context. While some of this research took place autonomously, a significant proportion has occurred as a result of the efforts of some key people and industry organisations. In fact, most of the research in this handbook is the result of close collaboration between industry and academia.</p>
<p>5. LABOUR, PARTICIPATION & PENSIONS Gig economy and European minimum rules https://www.pearltrees.com/t/ontdek-de-gig-economy/onderzoek-en-achtergrond/id35929222/item327946110</p>	<p>There are currently three million people in the European Union who earn their living by working work through platforms. These platforms are part of the Gig economy, in which the workers do 'on-demand' jobs in many different workers do 'on-demand' jobs in many different fields and in many different ways. This new form of work is attracting a lot of attention, also at the European level.</p> <p>For that reason, on 16 April 2019 the European Parliament approved a new directive to protection of workers who work on the basis of, for example, voucher services, on-demand services and platform services, but also zero hours contracts.</p>
<p>6. Gig economy, meaning and consequences for companies employees and small-scale self-employed workers</p>	<p>In this article you can read all about the so-called gig economy, a relatively new phenomenon in which temporary positions and phenomenon whereby temporary positions and employment contracts are becoming the rule rather than the</p>

<p>https://www.pearltrees.com/t/ontdek-de-gig-economy/onderzoek-en-achtergrond/id35929222/item327946077</p>	<p>exception. What is its meaning for companies and employees and what are the advantages and disadvantages.</p>
<p>7. Millennials want flexibility? 4 myths about the gig economy https://www.pearltrees.com/t/ontdek-de-gig-economy/onderzoek-en-achtergrond/id35929222/item327946055</p>	<p>There is much talk about the gig economy, or platform economy. However, what is true and what is nonsense? EY researcher David Jolley decided to delve into it. In a paper published in late October on the Harvard Business Review, he lists four myths about the gig economy. His scientific foundation is mainly focused on the American market, which usually leads ours.</p>
<p>8. Working in the gig economy: a literature review https://www.pearltrees.com/t/ontdek-de-gig-economy/onderzoek-en-achtergrond/id35929222/item327945768</p>	<p>In various countries, the emergence and consequences of the economy. Also in the Netherlands. The first contribution of the dossier on The first contribution of the dossier on the job economy provides a literature-based overview of the consequences of online platforms for the labour market, labour organisation and labour relations. The results suggest, among other things, that the economy as a phenomenon fits in a broader transformation process towards a more flexible labour market, whereby similar policy challenges arise as with the rise of the self-employed without personnel (zzp'ers). The results suggest, among other things, that the small business economy as a phenomenon is part of a broader transformation process towards a more flexible labour market, in which similar policy challenges arise, such as the rise of the self-employed without personnel (zzp'ers).</p>
<p>9. Platforming and the quality of work https://www.pearltrees.com/t/ontdek-de-gig-economy/onderzoek-en-achtergrond/id35929222/item431424622</p>	<p>The purpose of this sub-publication is to map the most recent knowledge on the consequences of the</p>

	<p>platform economy on the quality of work. Special attention is given to the attention to the different effects on different social groups. As aspects of quality of work are job security, income, workload and the meaning of work. Attention is also paid to the opportunities that the platform economy offers to combine learning, care and work.</p>
<p>10. The rise and growth of the temporary work economy in The Netherlands https://www.pearltrees.com/t/ontdek-de-gig-economy/onderzoek-en-achtergrond/id35929222/item431425149</p>	<p>This study defines and takes stock of the state of affairs regarding the size and potential of the temporary work economy in the Netherlands, the working practice and the consequences in the labour law, social security law and tax law. The study is a baseline measurement that describes how existing and new platforms can be interpreted and what the implications are for policy.</p>
<p>11. The rise and growth of the gig economy https://www.pearltrees.com/t/ontdek-de-gig-economy/onderzoek-en-achtergrond/id35929222/item431426423</p>	<ul style="list-style-type: none"> • An economist's take on the gig economy • Impact on workers • Consequences and legal context
<p>Media</p>	
<p>1. European Commission wants more rights for giggers Source: NOS</p>	<p>European Commission wants more rights for, among others self-employed, meal deliverers. The Dutch news article continues to explain that meal deliverers (for example those working for Uber Eats), can soon be seen as employees and not as self-employed persons. With a new bill for these so-called platform workers, the European Commission hopes to improve the rights of these people.</p>
<p>2. Increase in entrepreneurs in the HORECA sector Source: Trouw</p>	<p>The number of starting entrepreneurs in the catering industry increased significantly in October 2021 due to the relaxation of the corona measures and the high demand for</p>

	<p>staff in the catering sector in the Netherlands.</p> <p>The number of entrepreneurs in the catering industry increased by 43 percent last month to 1012 compared to last year, according to figures from the Chamber of Commerce. The increase is particularly noticeable in restaurant and cafeteria businesses opening.</p>
<p>3. Giggers in the culture sector are struggling double</p> <p>Source: Trouw</p>	<p>Giggers in the culture sector are struggling right now on more than one front. Not only some were forced to become freelancers as their contracts have been terminated, but also they have to adjust to the new municipality-regulated support system. Some municipalities issues subsidies for those self-employed, however, in other regions, people were left without support.</p>
<p>4. Drenthe issues support for self-employed people</p> <p>Source: The Northern Times</p>	<p>In order to give support to entrepreneurs from Drenthe and to help them with their specific situation, the business desk and agency “Ik Ben Drents Ondernemer” will be temporarily expanded with the financial help from the province. Thanks to this support from the municipality, consultants at the agency are also organising online question times and webinars. In addition, the advisors will offer tailor-made advice for current questions, such as what to do if income is lost due to massive cancellations and the lack of orders in the short term, or the inability to deliver goods.</p>
<p>5. Self-employed, among others, are the ones that suffered the most from the pandemic</p> <p>Source: The Northern Times</p>	<p>The Fries Sociaal Planbureau has released analysis explaining that young adults, flex-workers, self-employed people; and the elderly have were the ones who struggled the hardest from the Coronavirus pandemic. Attitudes revealed in the research show that lots of Frisian residents are worried about work; especially those with uncertain flex or zero-hour contracts, and self-employed</p>

	<p>people. Only 9 percent of those surveyed with an open-ended contract were similarly worried.</p>
<p>6. Uber taxi drivers to be considered employees</p> <p>Source: NOS</p>	<p>In 2021 The Amsterdam District Court has determined that taxi drivers who offer their services in the Netherlands via Uber are no longer considered independent entrepreneurs, but rather employees. The company has to hire them and pay them according to the taxi collective agreement. This decision was made as the trade union has filed a lawsuit because Uber taxi drivers earn less than a minimum wage.</p>
<p>7. Hairdressers protest against the new lockdown</p> <p>Source: NOS</p>	<p>According to hairdressers, the forced closure of their businesses is a financial blow to the sector. Which led hairdressers from all Netherlands to walk out and protest on the 30th of December 2021.</p> <p>Just like other entrepreneurs, hairdressers can make use of the Fixed Charges Allowance (TVL), one of the subsidy schemes for companies that are unable to pay fixed costs due to the corona crisis. However, may don't reach the requirements needed for the subsidy and the closing of the businesses contributes to that.</p>
<p>8. Demans for equality between gig workers and contracted workers</p> <p>Source: NOS Article</p>	<p>During the last couple lockdowns in the Netherlands the government were working on special support schemes for entrepreneurs alongside support schemes for employers. However, as the new lockdown was being brought back to the Netherlands at the end of 2021, the support schemes for</p>

	<p>entrepreneurs were not extended, compared to those, for employers. This shows that even though the governments are trying to breach the gap between the two types of workers, it is still clear that better policies are required to make them truly equal.</p>
<p>9. Impact of corona crisis on gig work</p> <p>Source: NOS Article</p>	<p>Half of the self-employed people struggled with less clients during the corona crisis. However, the Centraal Bureau voor de Statistiek (Central Bureau of Statistics) discovered that it hardly leads to dissatisfaction among the small self-employed. Many freelancers in the Netherlands were able to get the support package, however, some fell through when applying for it.</p> <p>The statistics show that many entrepreneurs lost almost three quarters of their clients. However, many freelancers in education and the creative sector started doing something different as entrepreneurs during the corona period. This change of career paths (that entrepreneurs are admitting to continue with), can be associated with such high rates of satisfaction even considering some pitfalls along the path.</p>
<p>10. Dutch government struggles to create a good policy to protect self-employed</p> <p>Source: NOS Article</p>	<p>An article by NOS (2020) talks about the struggle of the Dutch government to establish a good policy on how self-employed people should receive their pay. It was concluded that the minimum wage policy for entrepreneurs wouldn't be accepted as it is too low. While this topic is still being</p>

	<p>discussed, the government is preparing a web module to help people who want to employ an entrepreneur to determine a good rate as well as teach about tax payment in such situation and answer other topic-related questions.</p>
<p>Government Policy</p>	
<p>1. Conceptualizing the Gig Economy and Its Regulatory Problems</p> <p>Source: Wiley Online Library</p>	<p>In this article, they conceptualize the gig economy along four dimensions, namely, online intermediation, independent contractors, paid tasks, and personal services. The four dimensions also span four key regulatory questions: How should online platforms be classified and regulated; how should gig workers be classified and regulated; what should count as paid and unpaid work; and should we treat earnings from performing gigs differently than earnings from sharing assets? They conclude that the positions taken on these regulatory issues are essentially contingent upon political choices and will determine how the gig economy evolves in the future.</p>
<p>2. The rise and growth of the gig economy in the Netherlands</p> <p>Source: SEO.nl</p>	<p>This research defines and examines the state of affairs with regard to the size and potential of the gig economy in the Netherlands, the work practice, and the implications in terms of labour law, social security law, and tax law. The research is a benchmark study which describes how existing and new platforms can be interpreted and what the implications are in terms of policy.</p>
<p>3. Regulating work in the gig-economy: How to deal with platforms such as Uber and Deliveroo?</p>	<p>A study on how specific offline gig-work could be regulated in the Netherlands with regard to working conditions.</p> <p>This study showed that dealing with platforms such as Uber and Deliveroo and the new way of</p>

<p>Source: Deburcht.nl (Radboud University the Netherlands)</p>	<p>working they embody, poses significant legal questions and challenges for our current system of labour law. By analysing their business model, determining the legal classification of the service providers that work through either Uber or Deliveroo in Dutch and European labour law and researching specific European and Dutch legislation on health and safety and working hours, the article suggests that these platforms should be regulated in the Netherlands with regard to working conditions.</p>
<p>4. The Platform Economy: Promises & Practice</p> <p>Source: https://www.wur.nl/</p>	<p>This article examines to what extent work in the gig economy is different from existing work and what the consequences are in terms of employment law, social security law and tax law. They conclude that the gig economy is unlikely to lead to more vulnerable work.</p>
<p>5. Dutch Courts ruled on the classification of platform workers and government advisory group view</p> <p>Source: Industrial Relations and labor law newsletter</p>	<p>In this newsletter a ruling of the Dutch courts is described relating the classification of gig economy workers.</p> <p>Over the past two years, Dutch Courts settled the cases filed by the trade unions FNV and CNV on the employment status of workers of different platforms companies. For the case brought by FNV against the company Deliveroo (a food delivery company) in 2019, and Helpling (the largest cleaning/domestic work platform in Europe) in the same year, the Courts stated that platform workers were in fact employees due to their high degree of dependence on the delivery app (Deliveroo case) or that the company was in reality not a digital bulletin for matching clients and cleaners and therefore should no longer</p>

	receive a fee for each hour worked by the platform worker.
<p>6.</p> <p>New Employment Laws in the Netherlands: Reforms to Reflect the Gig Economy and Parental Leave Rights</p> <p>Source: Ogletree Deakins</p>	<p>As with other countries, Dutch employment law has been struggling to keep up with modern forms of employment, such as the “platform labor” of the gig economy. The legal definition of “employment” does not fit neatly with the models used by companies that provide workforce-as-a-service by means of simple on-demand online platforms. The lack of clarity over employment rights has, among other things, led to a loss of social security rights for low-income workers in this sector. The Dutch legislature has proposed a revision of employment law to reflect modern working practices. Changes are expected to cover a minimum rate for self-employed workers, obligatory pension arrangements, employer’s contributions, provisions on succession of fixed-term employment contracts, and grounds for termination.</p>
<p>7.</p> <p>Overview and database on the Gig Economy</p> <p>Source: Platformwerk.nl</p>	<p>The importance of online platforms in matching supply and demand of labor increases steadily. Contrary to operating mostly on the consumer market by the likes of Uber, Deliveroo and Helping in the early stages of the platform economy, there is a recent noticeable growth of the number of platforms targeting the business market. Most discussions seem to underestimate the size of the gig economy. An overview lacked, resulting in examples being used selectively and biased. Martijn Arets, platform expert and author of the Dutch book ‘Platformrevolutie’ (Revolution of the Platform Economy), decided to map the scope of the gig economy in order to support debate as well as research on the phenomenon. A vast number of policies will have to be made in</p>

	<p>years to come in order to maintain and strengthen the positive sides of gig platforms and curtail their negative effects. Platformwerk.nl facilitates policy makers by offering them an overview and database with variables to help them make the right choices.</p>
<p>8. The Gig Economy: What Its Rise Means for Workers and Companies</p> <p>Source: LHH.com/nl</p>	<p>While generally not a hotbed of dream jobs, the current gig economy has given millennial workers unprecedented financial and personal freedom. This may force companies to adapt in several ways.</p> <p>The article suggest it would be wise for companies not to underestimate the current and untapped power of the gig market and its pull on today's millennial workforce. As such, preemptive action is the best action. When considering workforce strategies to attract and retain this key demographic, companies can succeed by marketing the social benefits of working with their team, as well as emphasizing the value of professional development in a stable work environment. It also wouldn't hurt to offer higher pay incentives for quality output.</p>
<p>9. Gender and the gig economy: critical steps for evidence-based policy</p> <p>Source: Analysis and observatory policy</p>	<p>This paper presents a wide-ranging review of evidence on workers' experiences of the 'on-demand' gig economy, which typically provides less-skilled and lower-remunerated jobs than other forms of gig work, and situates the gig economy within wider technological, economic and labour market trends. It highlights the impact of the gig economy on women, who face disadvantages related to poverty and intersecting inequalities, and lays out next steps to fill knowledge gaps to ensure apt policy and regulation in the gig economy era.</p>

<p>10.</p> <p>Gig economy platforms: Boon or Bane?</p> <p>Source: OECD Library</p>	<p>The rapid emergence of gig economy platforms that use digital technologies to intermediate labour on a per-task basis has triggered an intense policy debate about the economic and social implications. This paper takes stock of the emerging evidence. The results suggest that gig economy platforms' size remains modest (1-3 per cent of overall employment). Their growth has been most pronounced in a small number of services industries with high shares of own-account workers, suggesting that thus far they have been a substitute for traditional self-employment rather than dependent employment.</p>
<p>Representative Bodies</p>	
<p>1. Business.gov.nl</p> <p>Source: business.gov.nl</p>	<p>Business.gov.nl is the Point of Single Contact (PSC) for residents and foreign entrepreneurs who want to establish a business or do business in the Netherlands. It collaborates with several Dutch governmental and semi-governmental organisations (such as KVK and RVO mentioned below) to provide information for entrepreneurs about laws, rules and regulations, subsidies and more.</p>
<p>2. https://www.zzp-nederland.nl/</p>	<p>ZZP Nederland was created out of dissatisfaction with the then (2005) possibilities for small entrepreneurs. Founder Johan Marrink noted that the information about entrepreneurship was very sparse. If it was there, the information was also poorly explained. Something had to be done about this. A day later the foundation of ZZP Nederland was a fact. The website</p>

	<p>of ZZP Nederland mainly focused on writing down information about entrepreneurship as clearly as possible in order to stimulate entrepreneurship.</p> <p>ZZP Nederland now has more than 50,000 affiliates. There are collective agreements with seven different health insurers and discounts have been negotiated for many things that self-employed persons can use. In addition, ZZP Nederland now has its own insurance department where all necessary insurance policies can be taken out.</p>
<p>3. https://www.platformacct.nl/</p>	<p>Platform ACCT (Platform Labour Market Cultural and Creative Future) is an initiative for and by the creative and cultural sector, supported by the Dutch Ministry of Culture. Platform ACCT works with the most important cultural organisations in The Netherlands on one main mission: improving the working conditions and economic standing of the creative and cultural sector. 70% of the jobs in the Dutch Creative and Cultural sector is covered by gig workers (freelance, 0 hour contracts, etc.).</p>
<p>4. https://www.bureauzelfstandigenfryslan.nl/</p>	<p>Bureau Zelfstandigen Fryslân (BZF) works for entrepreneurs in Friesland. We collect knowledge and are happy to pass it on to you. We want to inspire and stimulate. We work towards solutions. They are a regional partnership of most municipalities in Friesland and has existed since 2004. We implement the following social schemes for (prospective) self-employed persons:</p> <ul style="list-style-type: none"> - the Self-Employed Assistance Decree - the Income Provision Act for Older and Partially Disabled Former Self-employed Persons - Corona emergency package measure Tozo (Temporary support for self-employed persons) - These schemes act as a safety net for the entrepreneur. The approximately 21 employees of BZF, partner for successful entrepreneurship, work for you. <p>They help entrepreneurs start their own business. They will advise and help giggers/entrepreneurs on their way. Every entrepreneur has hurdles to overcome. And BZF offers them a helping hand. Should or do you want to terminate your business? They also advise in this</p>

	<p>complicated process. Down to earth and business wise BZF has no profit motive. This means that we they will advise independently and objectively. Experienced advisers, specialists in their own field can always help out with tailor-made advice. BZF has a heart of an extensive network and they work together with experienced entrepreneurs, enthusiastic people who act as coach or sounding board, organizations and knowledge partners in financial, legal, administrative, sales / marketing or tax matters.</p>
<p>5.KVK Source: KVK Source for information for giggers and freelancers</p>	<p>KVK offers information, education and support to entrepreneurs with regard to important themes in the field of entrepreneurship. Through KVK, an entrepreneur can register their business, get practical information or advise.</p>
<p>6.RVO Source: RVO</p>	<p>Nederlands Enterprise Agency (RVO) is a governmental body dedicated to implementing policies set to create better business climate in the country. Entrepreneurs can contact RVO with questions in the field of sustainable, agricultural, innovative and international entrepreneurship. RVO offers information and advice, financing, and the possibility to find the right contacts. They also are responsible for drawing up regulations, implementing them and ensuring that laws and regulations are complied with.</p>
<p>7. https://zzp-centrum.nl/</p>	<p>Do you want to start as a self-employed person, also known as a freelancer? Do you have the idea of becoming a self-employed person without personnel? Or do you already have a one-man business and are you looking</p>

	<p>for information? Get inspired here about all aspects of being self-employed.</p> <p>The self-employed are becoming more and more popular and important for the economy. More and more Dutch people are opting for an existence as an independent entrepreneur. The advantages are obvious: a high degree of freedom by determining your own hours, being self-employed and usually a good income. Being "your own boss" is the most cited motivation to start your own one-man business.</p>
<p>8. https://fnvzpz.nl/</p>	<p>FNV ZPP are the advocate for the self-employed. They strengthen the position of independent entrepreneurs by targeted and active lobbying in The Hague and they offer help and support such as professional advice, legal aid, help with debt collection problems, discounts on insurance and an inspiring network.</p>
<p>9. https://zppservicedesk.nl/</p>	<p>ZPP Servicedesk is the online platform, the reference point and sounding board for enterprising freelancers. They know what is going on in the entrepreneurial Netherlands and with a team of specialists, they work hard every day to create interesting and relevant content, strategies and campaigns for self-employed people.</p> <p>They help starting freelancers but also experienced entrepreneurs and consultants. Both online (website, community, social media,</p>

	newsletter) and offline (events, knowledge sessions, workshops). Together, they create the platform for the entrepreneurial self-employed.
10. https://www.pzo.nl/	PZO is an association of, for and by independent entrepreneurs. PZO helps you in your entrepreneurship. We remove the obstacles you encounter as a self-employed entrepreneur in the area of legislation and regulations.

Research Area		
Independent Experts	(Approx 10 items)	
1. Commissie Borstlap	Final report of the Work Regulation Committee (Commissie-Borstlap). This committee has investigated the functioning of the current labour market. In that study, it examined the extent to which the rules that apply in the Netherlands with regard to the performance of work still lead to the desired outcomes, now and in the future. For employees, companies and society as a whole.	
2. www.headfirst.nl	2ACT ZFP Diensten (Sole Trader Services) unburdens entrepreneurs from their worries on many different subjects, whether it is getting orders in or taking care of the administration, at 2ACT ZFP Diensten we can do it all. Do what you enjoy doing without the encumbrances! As an entrepreneur you take your own decisions. So, at 2ACT ZFP Diensten you are also in complete control over which services you want to make use of and what you want to continue to do yourself. This leaves you in complete control over how much help you want, and you can adjust that help at any time.	

3. www.headfirst.nl	HeadFirst has been bringing together independent professionals, suppliers of professionals and clients since 1995. Independent professionals and suppliers of professionals offer their expertise to clients, via us. And clients hire in all of the knowledge contained within this network, via us. Their motto: the right person at the right time in the right place and for the right period.
4. www.jerkrecruitment.nl	JEK Recruitment has its roots in Interim Recruitment: we have over 25 years of experience working on any short-term needs that a client might face by working with excellent independent consultants (ZZP;) all experts in their individual fields. Requests ranging from:
5. http://sbozzp.nl/	<p>Since our establishment in 1998, we have done an enormous amount of work for the self-employed who are affiliated with us. Hundreds of legal cases have been closed with good results. Thousands of collections have been done for the self-employed.</p> <p>We have assisted self-employed people in word and deed and we still do so! This does not cost the self-employed a penny! They can make use of our specialised lawyers and solicitors completely free of charge.</p> <p>Unique No other interest group for self-employed workers has so much specialisation in house! But we have also made a strong case for matters from which every self-employed person (including you!) can benefit. Partly thanks to SBO ZZP, the grey number plate has remained and the new VAR declaration came into being.</p> <p>Facilities We have many advantageous collective facilities that you can use free of charge as a participant.</p>
6. https://business.gov.nl/	Business.gov.nl gives foreign entrepreneurs all the information they need if they want to start a business in or with the Netherlands. For example, information about starting a business and doing business in the Netherlands, rules, available subsidies, schemes and step-by-step plans. For specific information and services, Business.gov.nl refers you to its partner websites.
7. JFR Legal	This employment law practice is highly expert, substantial and broad in scoped. They support employers, directors,

	<p>employees and works councils in the employment law processes that effects them in all possible ways. They are specialized in advising employers in their HR processes including (collective) redundancy, we offer advice to independent contractors (ZZP), and to the individual employee who has or fears a conflict with his/her employer.</p>
<p>8. https://jongehonden.com/</p>	<p>There is a growing conviction in society that change is necessary. And everyone is looking for the best way to deal with it. Jonge Honden are convinced that in order to do this, you need dreams, ideas and a talent for entrepreneurship. Looking to the future and not dwelling on the past. Of course, we are first and foremost researchers, designers, organisational changers, project managers, facilitators and communication specialists. But what makes us special is that we are people in our twenties and thirties who grew up in a time of change and renewal. Naturally, we combine our specialism with qualities that are needed right now. This is how we get organisations and projects moving.</p>
<p>9. https://www.uniforce.nl/</p>	<p>As an independent professional, working for whomever you want for as long as you want? Without risk for your client or intermediary? We give you free, no-obligation advice on which form of business suits you. And whether it is advantageous for you to work with one of the Uniforce solutions. You are a freelancer and you want to work for whomever you want, for as long as you want. Also when assignments take a long time. But increasingly you hear that a certain assignment is not accessible and that you cannot work with an approved model agreement. Furthermore, as an independent professional you are not insured for the social system. All this makes your work situation quite uncertain. And it does not seem to get any better in the coming years. How do you ensure stability? And who will stand up for your interests? It is our mission that all freelancers can work for whomever they want, as long as they want. For more than 20 years we are freelancers who have come up with an excellent and recognised solution to make this happen. We call ourselves Uniforce Professionals. There are a number of specialists working for us, who ensure that we have a form of work that exactly fits our situation. Do you want to know what the best work method is for you? Then make an appointment without any obligations.</p>

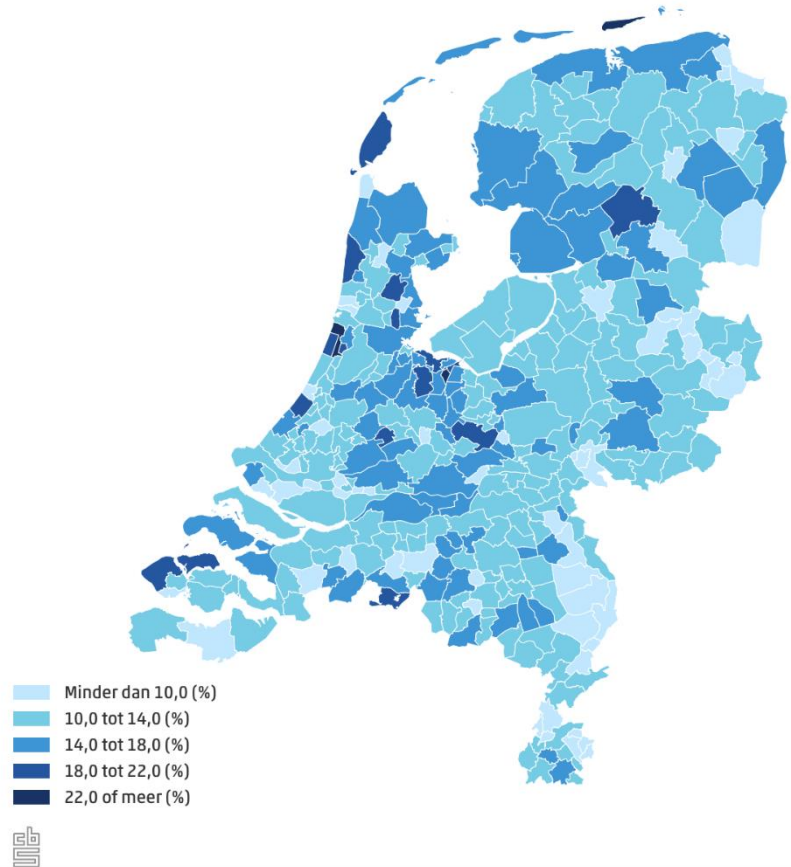
<p>10. https://www.flinc.nl/</p>	<p>We are the portal for innovative (future) entrepreneurs who get stuck in their development. The step from idea to market and then to growth requires a lot of knowledge, time and money. Finc helps these innovative companies through intensive and independent 1-on-1 coaching, where together we make you investor ready. They have</p> <p>Development phase</p> <p>In this phase companies with an innovative idea are helped with their strategy, earnings model and finances. The business plan is the guiding principle here. In addition, we try to connect entrepreneurs with parties from our network, such as strategic partners and launching customers.</p>
<p>General stats</p>	
<p>1.</p> <p>Self-employment rates in the EU</p> <p>Source: eurostat 2021</p>	<p>This eurostat-produced table consider the EU27 countries plus the UK, and juxtaposes the No. Of self-employed people per country 2017-2020.</p> <p>Countries that count more self-employed people as main employment during this time-range maintain their score ranking as follows: the UK, Italy, Poland, Spain, France, Germany, Romania, and the Netherlands. In 2019, the table shows that 28EU countries – UK still included - overall count 23,653 self-employed people. Across the four-year range, the UK shows always about or more than 4 million people working as self-employed, followed by Italy with figures always around 3,5million, and Poland France and Spain counting about 2million self-employed each year (with Poland having the highest total population/No. Of self-employed rate in Europe after Italy and the UK). After Romania (whose self-employed people fluctuates between 1,5million in 2017 and 1,3million in 2020), the Netherlands count always a 1million+ figures. Dutch trend of self-employed people – along for example the UK – presents an always growing trend - i.e. it always grows year-by-year without not even any minor decrease like it happens instead in country like France and Spain. As a matter of fact, figures reported for the Netherlands are as follows: 1,054,500 (2017); 1,073,600 (2018); 1,100,700 (2019); and 1,147,900 (2020).</p>
<p>2.</p> <p>Labour participation: young people</p>	<p>The table considers young people’s participation in the labour force in the Netherlands while looking also at their participation in formal education. Data that stand out and provide crucial information relevant for the Gig economy concern indeed with figures on self-employment and hour-based contracts among youth between 15-24 years old. The total figure of Dutch people in</p>

<p>Source: CBS StatLine 2022 (a)</p>	<p>this range is 2,126,000. Excluding those who classify as unemployed and those who remain willingly outside the labour force, the statistics report that in this age range, a total of 1,461,000 participate to the labour force of the country. Of these, 88,000 (around 6%) young people classify as self-employed. 84,000 of them work as freelancers with no employees - in the Dutch political and legal structure defined as ZZP'ers. 3,000 youth classify instead as self-employed already with at least one employee. It is also very worth mentioning that among the 1,252,000 young people classified as employees in the labour force - i.e. not normally therefore considered as part of the gig economy from a legal perspective - some of 822,000 (65%) are actually sub-classified as 'flexible employees'.</p> <p>Another less relevant data, yet very interesting to understand the approach of young people to employment is that among the formally employed youth (around 1,252,000), the majority (1,057,000) sticks to a part-time employment.</p> <p>Key qualitative findings:</p> <ol style="list-style-type: none"> 1. young people in this age range are more likely to start their career as self-employed as sole freelancers rather than as company with employees. 2. young people in hours-based contracts – who usually have other activities other than their performance-based job – are more likely to choose for part-time positions.
<p>3. Population participation to Platform economy</p> <p>Source: Huws, Ursula; Spencer, Neil H.; Syrdal, Dag S.; Holts, Kaire (2017). <i>Work in the European Gig Economy</i>. Brussels, Belgium: Foundation for European Progressive Studies (FEPS). P.16 Available here</p>	<p>Despite the geographical focus on the Eastern European countries, the research report offers interesting insights also on the overall phenomenon of the Gig Economy, by juxtaposing Eastern ones with other European countries where the phenomenon is more advanced. Key insights on the Netherlands include:</p> <ul style="list-style-type: none"> • 30% of the population is estimated to rely on platforms to purchase services to be carried out within their homes - e.g., domestic and reproductive work. • The study estimates that already in 2017, 9% of the labour force in the Netherlands carried out some kind of platform work. (p.71)

<p>4.</p> <p>Zelfstandigen ZZP'ers and ZMP'ers per region and province</p> <p>Source: CBS StatLine 2021</p>	<p>This statistic resource provides a clear picture of the geographical distribution of self-employed people in the Netherlands, divided by regions and provinces. The table shows that 1, 291,800 people in the country categorises as self-employed. More in particular, in 2020, 975,400 workers classify as freelancers without employees (zpz'ers in Dutch legal framework) and 294,300 classify instead as freelancers with employees (zmp'ers in Dutch legal framework). At a regional level, and thus among the total population in Frisland – where a total of 51,300 of workers are self-employed. Narrowing this down even further, 8,400 people in Sudwest Frisland - where Sneek is considered to belong - are self-employed. Among these, 6,000 classify as zpz'ers, and 2,200 as zmp'ers. By looking at figures concerning self-employed people in Leeuwarden – main city in the province of Frisland – a total of 7,400 in 2020 is considered Zelfstandigen. Among these, 5,500 are freelancers without employees (zpz), while 1,8 have instead employees (zmp).</p> <p><u>For cross-resource considerations and see the regional performance juxtaposed to the national figures, please link to data in next resource summary.</u></p>
<p>5.</p> <p>Labour participation: Key figures.</p> <p>Source: CBS StatLine 2022(b)</p>	<p>The table include overall figures of Dutch population participation to the labour force. It offers the same criteria analysis as resource 1 here summarised (see CBS StatLine 2021 (a)), without however any age limit consideration as it considers labour force until the 70-year-old. The stats show that 9,734,000 of Dutch people participated to national labour force in the last quarter of 2021. Of these, 9,370,000 are full employees (employees and permanent employees). However, 2,639,000 still classify as 'flexible employees'.</p> <p>Someone like 1,470,000 classify instead as self-employed workers and the big majority (1,097,000) as freelancers without employees (zpz'ers). The remaining 340,000 self-employed people have instead employees (zmp'ers) and thus are business owners.</p> <p>Key considerations when crossing data also from both CBS StatLine 2021 (a) and CBS StatLine 2021 (b):</p>

	<ul style="list-style-type: none"> • Self-employed people in the Netherlands are around 1,4 million. • Self-employed people in Frisland are around 51,000 (3,65% of the national self-employed). • Self-employed Young people (16-25 years-old) in the Netherlands are 88,000 (6% of total working population). • <i>Assuming that a 3,65% tot self-employed/regional self-employed ratio in Frisland applies also to this age categorisation, we can estimate around 1,860 young people in Friesland already working as self-employed – <u>Estimation based on literature review data found.</u></i>
<p>6. 7.</p> <p>Geographical distribution: ZZP'ers as main income.</p> <p>Source/s: CBS StatLine 2020(a)</p> <p>CBS StatLine 2020 (b)</p>	<p>Both resources provide an overview on the geographical distribution of self-employed workers across the Netherlands. Data from these researches relate to a data collection process hold in 2019, then published in 2020. This is an important remark as the increase in self-employed people in the country in the last two years has been significant. Self-employed people (both zzp'ers and zmp'ers) as primary income, in 2019 in the country were 968,000 (more than 300,000 people less than in Q4-2020 [see CBS StatLine 2021b – resource 3]).</p> <p>Relevant information at the regional level is that 15% of workers in 2019 in Southwest Frisland Gemeente (municipality where Sneek is in) received their primary salary as self-employed with no employees. The same figure in Leeuwarden (main city in Frisland) stops at 10,5%. An overview per each municipality and their respective range of people receiving their main income as zzp'ers is provided in the table below (for interactive map version please follow link to CBS StatLine 2020b).</p>

Aandeel zzp'ers onder werkenden, naar gemeente, 2019



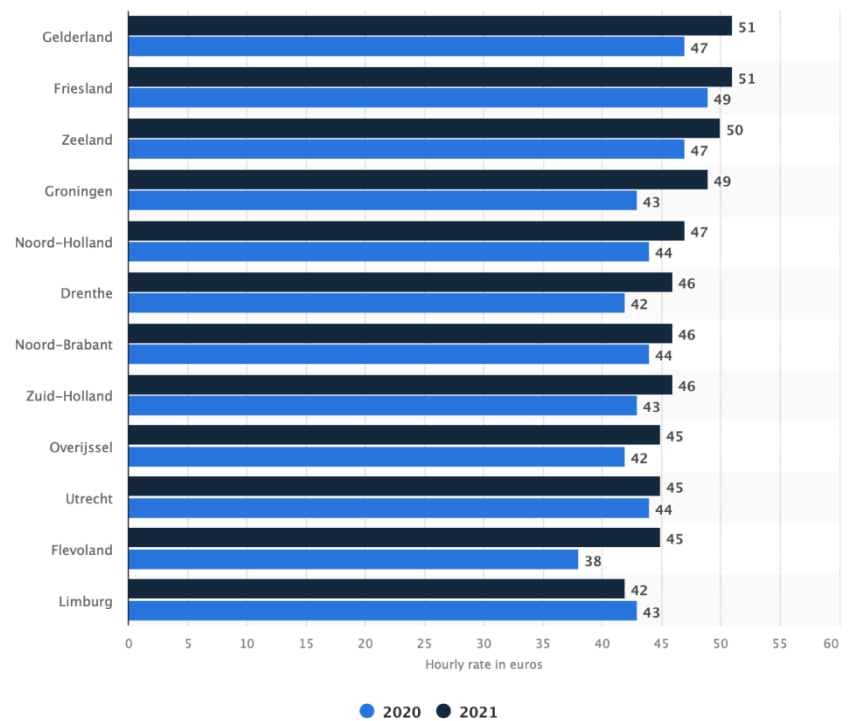
Key considerations – by crossing data with more recent data from CBS StatLine 2021b-resource 3 – to see trend development overtime:

- In numbers, self-employed people (both zzp'ers and zmp'ers) as primary income in 2019, In Leeuwarden 5,600 people was self-employed as primary input to their income. While there were 6,000 people in Southwest Frisland counting as self-employed.
- When crossing these inputs with figures previously mentioned regarding municipality-based figures. Since 2019, Leeuwarden – that counted 7,400 at the end of 2020 - has gained +1,800 people receiving their main income as freelancers from 2019, with a **32% increase rate**. Southwest Frisland – which counted 8,400 self-employed people at the end of 2020 – has gained +2,400 workers withdrawing their main income from freelancing, with a **40% increase**.

8.

Average hourly rates of freelancers in the Netherlands in 2020 and 2021, by province

Source: [©Statista 2022](#)



Relevant information deducible from this early 2022-published research - summarised above in graph - is that among the different Dutch provinces, Friesland scored first for average hourly rates for freelancers (zzp'ers) in the last past two years. In 2020, Friesland scored the highest average hourly rate with €49/h. In 2021, both Friesland and Gelderland scored €51 as average hourly rate.

The province with the most modest hourly rate on average was Limburg in 2021 (€42/h). This province is also the only one across the country having a decreasing average rate between the two years - i.e. Limburg's average rate in 2020 was one EUR higher (€43/h) than in 2021.

Flevoland, on the other hand, is the province that presents the greatest increase in average hourly rate between 2020 and 2021. In the two years in fact, it scored respectively, €38/h and €45/h, thus with a €7/h on average. Second in terms of greatest increase between the two past years, is another northern region – namely Groningen – which scored

	<p>€43/h (2020) and €49/h (2021), thus with an average increase of €6/h.</p> <p>Key consideration:</p> <p>Interestingly, Friesland – where gig economy manifestations through platform economy mechanisms is less enhanced than many other provinces in the South such as Zuid Holland and Utrecht - presents the highest hourly rate as freelancers acting as zzp'ers usually are professionals. Rather than being freelancers whose work is based on very short-term performance via platforms, they still retain a professional character that allows them to set higher rates for their work, rather than accept platforms-imposed pricing and rates.</p>
<p>9.</p> <p>THE RISE AND GROWTH OF THE GIG ECONOMY IN THE NETHERLANDS</p> <p>Source: Bas ter Weel 2018</p>	<p>In this research report paper, scholar and Director of SEO Think tank, provides an overview on the phenomenon on the Gig Economy in the Netherlands in 2018. In this paper, Gig Economy is considered in a more narrowed definition of platform work. The figures provided thus refer to freelancers indeed. However, workers considered in the study act as freelancers so to carry out platform-based gig work - i.e. they're usually not professionals.</p> <p>Most striking data are that in 2018, the size of the gig economy (with the narrower definition explained above) in the Netherlands was relatively small. The research counts only a 0.4% of the working population engaging in platform work at that time, counting 34,000 workers. 1/3 of these workers was found to work in food delivery services. And the majority of workers commits to less than 20 hours/week, making on average (in 2018) of €780/month. Average for platform workers was thus around €15/hour, with lowest categories of workers making only €8/hours, while highest categories making at least €19-20/hour. The income rates were found to be significantly dependent and thus vary based on the level of expertise and experience of workers but also on working sector and industry, with cleaning service being rewarded with the lowest rates, while taxi drivers earning the highest rates.</p>
<p>10.</p>	<p>In this research report paper, scholar and Director of SEO Think tank, provides an overview on the phenomenon on the Gig Economy in the Netherlands in</p>

THE RISE AND GROWTH OF THE GIG ECONOMY IN THE NETHERLANDS

Source: [Bas ter Weel 2021](#)

2020. In this paper as in the previous one summarised above (resource 8 in this doc), the phenomenon of the Gig Economy is considered in a more narrowed definition of platform work. The figures provided thus refer to freelancers indeed. However, workers considered in the study act as freelancers so to carry out platform-based gig work - i.e. they're usually not professionals.

Relevant data from 2020 are that the size of the Gig Economy is still defined as small. However, a +0.6% increase was witnessed since the same kind of study carried out in 2017-2018. In 2020, 70,000 workers in the Netherlands had engaged in platform work on a regular basis as main component of their income. Workers however presented the same average commitment of around 20hours/week, with the same figure of €15/hour as average rate.

The research also emphasises that 25% of workers the gig economy via platforms in 2020 was below 25 years-old. And that in general, 50% of gig workers were operating through platforms with a low tenure – namely less than 6 months – and 65% expected to quit soon engaging in platform-mediated gig work.

Very interestingly, this study found that **only 15%** of workers considered to be acting in the platform economy in 2020 were being treated in an employee-like way – i.e. social protection in accordance with the legal minimum requirements.

Key Consideration:

!! This study doesn't emphasise any increase in gig workers average hourly rate. However, when looking at the data points provided in [©Statista 2022](#) (**Resource 7 in this Stats section of doc**), a general increase across all provinces – except Limburg – has in fact witnessed an increase in freelancers' average hourly rates. For this, it is important to recognise how easily the trends remarked in the Gig Economy differs on the basis of what actors we consider in this new definition of the contemporary atypical labour market. This information makes us assume therefore that the increase witnessed across the different Dutch provinces between 2020 and 2021 is to be associated with professional zzp'ers increasing their hourly rates rather than platform-workers ones !!

IMPLICATIONS FOR THE PROJECT

- Recognize that the gig market and gig workers are so diverse that we cannot not take this in to account. This will make the creation of new policy not an easier task but it is on to take in to account and make sure we create inclusive policy and pact which apply to all gig workers in Europe.

- Research show us that the same amount of gig workers doesn't have any provision in sense of security, pension, insurance as that does, so in relation to raising awareness we could really make some changes in an early stage of the gig workers life. When we start in VET en support our youngsters in the changes and treats we can really help out the next generation.
- Laws and Policy are more and more recognised as a great support system but not exactly in line with the current status of the needs of the Gig Economy. So it helps to involve the provinces and local governments to help us influence these parties. Big steps are being made by the European Union so we are on the right track. Giggin Policy is landing at the right time.
- Involving youth looks like the best opportunity to create a movement in the legislations to make sure the policy is been created in an inclusive and modern way. As mentioned before a lot of people have a wrong interpretation of the gig economy and the branches representing this economy. Raising awareness and give clarity in this will help us a lot in the development of our work packages.

Conclusion

The fastest growing group of freelancers consists of highly educated independent professionals who sell their own to business clients, according to the report. They are hired by clients because of their specialist knowledge and skills. These Giggers have consciously become independent entrepreneurs, have a strong negotiating position and are very satisfied with their working conditions. The fact that a growing group of workers consciously opts for the freedom and flexibility of entrepreneurship is a development that we should cherish.

Self-employed people who sell products more often say that they always wanted to be self-employed work: 41% of the group "self-employed products versus 32% of the category 'self-employed labour' (2020). Both types are also more likely to choose for entrepreneurship because they need have a better work-life balance, want more control over their own working hours and want to be their own boss.

All in all, external factors, such as dismissal by an employer or developments on the labour market, appear to play less and less of a role in the choice for self-employment. Furthermore, for both 'self-employed products' and 'self-employment', there is a clear decrease in the number of self-employed people who started a family business. In 2020, this applies to 7% of self-employed people and 39% of self-employed products. On the contrary, more individuals have become self-employed because it suits their profession. This also applies for both types of self-employed workers. According to Van den Groenendaal, the general growth of self-employed workers in the Netherlands in various professions may lead to the fact that professions in general are more often carried out on a self-employed basis performed. For about 24% of the group own labour' applies that their profession is usually carried out on a self-employed basis (2020), among the group "self-employed products" this share is share is 17.5%.

Due to Covid, Giggers worked less hours but in a rapid time, they where back to speed again. Most of the giggers stated that they will remain a gigger and have no desire to work for a boss again. There are more giggers since the crisis so this does mean that each gigger worked less hours since 2019.

We see that the opinion on giggers is not applicable on the real situation. For example 80% of the Dutch people think all giggers work in construction (research I&O) but in fact the business market is the biggest and just 15% works in construction.

The labour market is changing rapidly and it is time to take decisions. The information in this report offers the ideal The information in this report offers the ideal basis and is an excellent starting point. It is crucial that from now on we start talking with the self-employed and not with the unemployed. It is crucial that from now on, when making new policy, we talk with the self-employed and not just about them.

REFERENCES

Area	Suggestions	Special remarks
Academic review	Bas ter Weel – also an ‘independent expert’	Other than being professor at Amsterdam university, Bas is also managing director and researcher at SEO Economic Research Centre (one of the biggest and most advance economic thinktank in the NL). He regularly (every 2-3 years) reports on the status of the Gig economy. Links to his latest publications: 2018 and 2021 . He could be a great input for the project as he’s keen on youth transition from school into the labour market and on creating role models in such process.
Media		
Government Policy	Agnes Jongerius	MEP in the PvdA delegation in Brussels who has commented on the recently-expressed EU willingness to give gig-workers more rights – article here
Representative bodies		
Independent experts	Habtamu de Hoop	Member of the House of Representatives in the Netherlands. He’s keen on the topic of the gig economy with a special concern on how precarious and less-regulated work affects youth across the country.

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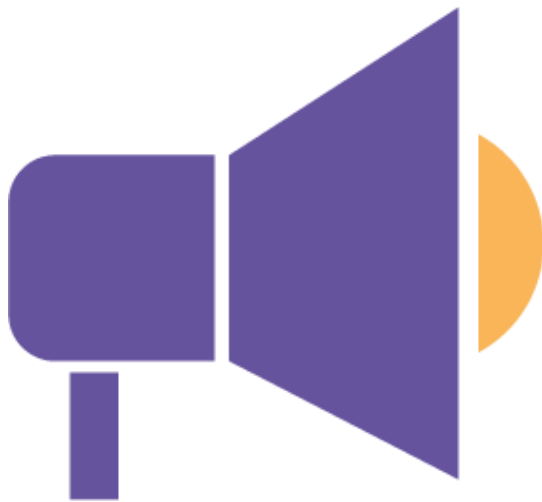
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SPAIN LITERATURE REVIEW

LITERATURE REVIEW



**GIGGIN'
POLICY**

engaging youth in policy making

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INTRODUCTION

Introduction to the Giggin' Policy

There are two types of gigger workers, on the one hand those who have a low socioeconomic and educational level, without vocational training studies, with little or no work experience, and if they have it, it is not specialized and of little value. And on the other hand, professionals that we could label as freelancers who have higher education (university or vocational training) and perform a highly demanded job (Kessler, 2018). The former suffer from the wrongs of giggering jobs: precariousness, instability, no social security, no future prospect, and the latter have all the good: they can choose when to work, which project interests them most and even decide the money they want to be paid. In any case, both enjoy the advantages we have after the pandemic: society has become accustomed to using and contracting online services, a society that seeks the comfort of ordering food, buying clothes, moving around and acquiring a service through the mobile, all at our fingertips, without thinking who or what is behind each service (precariousness, ecological footprint, etc).

Introduction to the Literature Review

Our literature review is limited to Catalonia since Spain has many realities at the labour level and our scope of action is Catalonia. However, we will add some data from Spain.

We would like to start by talking about the difference between two terms that are often confused: the gig economy and the collaborative economy. The trade union UGT points this out in the following article http://www.ugt.cat/download/mon_del_treball/Economia-de-plataformes/Estudi_treballadors_plataformes.pdf

Gig Economy is based on a labour market where short contracts or small one-off jobs prevail, as opposed to a labour market with stable workplaces. Collaborative economy is an economic model based on the exchange and sharing of goods and services between individuals or communities, especially through the use of digital platforms in peer-to-peer environments.

Summary of the National Context Finding

The gig economy, as in the rest of the world, is a trend that is gradually consolidating, especially after COVID-19. Although before the pandemic, 18.5% of the working-age population in Spain had used digital platforms to offer their services and obtain remuneration in return, this percentage drops considerably if we focus on those whose main income comes from these platforms. On the other hand, there is currently no legal framework for these activities, only in the recently approved rider law. In order to be able to assess this trend more accurately, it is necessary to develop statistics to help study it, as requested by institutions such as the Bank of Spain. At present, the studies, or data we have available are based on international or regional surveys, such as the one carried out by a trade union in Catalonia.

Summary

Length: 1 page

The gig economy size remains modest as it is estimated that it represents less than 5% of the world's employmentⁱ. However, from March 2020, the impact of the COVID-19 pandemic has caused an increase of the remote-work modalities, which multiplies the growth and the impact of the digital economyⁱⁱ. Despite the expansion of the tendency, it is difficult to obtain precise data about this trend since national official statistics are not designed to quantify this kind of work. At the European level, only Finland includes questions on platform worksⁱⁱⁱ and France added an ad-hoc module to the 2017 Labour Force Survey^{iv}. For now, there are no official statistics quantifying the percentage of platform workers in Spain. The information available comes from research carried out by international bodies. On the one hand, the European Commission, as part of its COLLEEM research project. On the other hand, we find the research project *Work in the European Gig Economy*, coordinated by the University of Hertfordshire (UH) in collaboration with the Foundation for European Progressive Studies (FEPS) and UNI Europa^v.

In Spain, there are no official data neither on the gig economy nor the giggers. However international studies based on surveys have shown that in Spain the number of people using digital platforms as a source of income was 12,2% in 2017 and 18,5% in 2018, which is the highest rate among the studied countries¹. These results reflect the % of people over 16 who have offered their services, and received an income, at least once in the last 12 months. By segregating the results obtained by the importance of the income obtained through platforms (Main income source, secondary, marginal or sporadic) the percentage of people whose main source of income is the gig work, for Spain it is reduced to 2,6% in 2017, being surpassed by the UK (3,5%) and the Netherlands (2,8%). The Bank of Spain^{vi} by analysing data from international research and merging it with national statistics arrives to the conclusion that platform workers are a particular collective and can't be considered neither salaried employees nor freelancers and highlights the need to gather statistical data from this collective to be studied.

¹ Finland, Slovakia, Hungary, France, Sweden, Croatia, Romania, Italy, the Netherlands, Lithuania, Germany, Portugal, the United Kingdom and Spain.

Platform workers are generally younger than workers in the traditional labour market. On average, they have a higher educational level and more children under 18. Female workers account for a higher proportion of platform workers compared with the self-employed, but for a lower proportion compared with employees. Platform workers are closer to employees in terms of age and education, but more similar to the self-employed in terms of marital status and number of children. A comparison of employment conditions between platform work and standard forms of employment shows a greater concentration of platform workers at the lower end of the wage income distribution.

In Spain, there is no legal framework regulating the gig economy. The unique law that affects the platform work is the *Real Decreto-ley 9/2021* adopting measures to protect the labour rights of persons engaged in-home delivery through digital platforms, also known as riders, but it only affects delivery services and not the overall gig economy workers. Before that, on the 25th of September 2020, el Tribunal Supremo (The Supreme Court) ruled that the relationship between riders and the platform was a labour relationship.

Back in December 2017, the Commission for Employment and Social Security of the parliament approved, by unanimity, a motion requiring the government to identify the needed reforms to apply to the labour law regarding the sharing economy and adapting it to the new technological challenges^{vii}. In addition to that in 2018, three political parties (PSOE, Cs and PdCAT) demand the creation of a working group to study with the social partners the necessary reforms to adapt the regulations to the new business model of digital platforms^{viii}.

Detailed Research

Academic Literature	
CCOO	<p>Plataformas y Gig economy en el trabajo cualificado/ Platforms and Gig Economy in qualified work</p> <p>The research aims to address the characterisation of high-skilled platforms. The aim of the study is to identify trends and key variables for understanding the phenomenon of platforms for skilled work. The perspectives used are those of business administration and working conditions. The methodological approach is qualitative and exploratory, based on a review of recent research (academic and business) and case studies, integrated in the so-called grey literature and/or journalistic articles.</p>
<p>Álvaro San Martín Rodríguez</p> <p>UPF</p>	<p>The fundamental right to fair and just working conditions may not be achieved within the collaborative economy business model and it is the European Union called to find a solution. The lack of clear normative initiatives in order to face the labour threats that this new economic model generates implies that the different Courts from the member states have to resolve this by sentences. A European strategy for the collaborative economy could mean the definitive momentum that guarantees a peaceful and profitable scenario in this new business model.</p>
Media	
<p>EXPANSIÓN</p> <p>Link</p>	<p>A la espera de un marco jurídico para el futuro del trabajo / Waiting for a legal framework for the labour of the future</p> <p>Article in a business daily urging the definition of a legal framework for work that adapts to the new reality. It argues that the current framework is outdated and is not useful for regulating the initiatives that are gaining ground in the labour market.</p> <p>The gig economy phenomenon requires global, coordinated and multidisciplinary legal solutions to provide an efficient response to the complex problems caused by this new business model. It is impossible to solve the unknowns that the platform economy raises (and will raise) only from labour law. Just as in the 19th century civil law proved incapable of providing a solution to the realities arising as a result of the new conditions of production, mechanism and industrialism, labour law is currently proving to be insufficient to provide a global solution to the legal questions that the gig economy is exponentially raising.</p>

<p>José Manuel Cansino</p> <p>La economía de «los bolos» (larazon.es)</p>	<p>Telecommunications continue to bring about such rapid changes that they are laying the foundations for different economic relations. In the words of sociologist and economist Jeremy Rifkin, a "sharing economy" is originating. Whether the term "collaborative economy" or "gig economy" is imposed, we must not lose sight of the fact that activities of this type have always existed (car sharing, lending books, inheriting clothes ...), the difference is that telecommunications can make them massive by putting millions of people in contact in real time and with a fast and cheap transport system (logistics).</p>
<p>Nicolás Boullosa</p> <p>La era freelance: autorrealizarse en una economía de "bolos" – *faircompanies</p>	<p>Each worker will have more freedom to specialize in demanded tasks and "that create more value than the one they capture" (following the expression of Tim O'Reilly), becoming people-orchestra (working on their own or for organizations), capable of negotiating a good salary ... or to earn much more than before. The new flexibility to which the youngest are subjected in rich countries makes them new hustlers by force, and the diagnosis of economists and sociologists coincides in their main lines, beyond their academic or political ideas. It will be increasingly difficult for educated and middle-skilled workers to achieve stable, well-paid jobs that propel a lifestyle equivalent to that of the traditional middle class of recent decades.</p>
<p>Francisco de Zárate</p> <p>‘Gig economy’: el fin del trabajo tal y como lo conocíamos Economía EL PAÍS (elpais.com)</p>	<p>Your pay is below the minimum wage, absence of vacation and no getting sick. Today they are classic questions of this new economy linked to algorithms, or the supplier status granted to workers (to avoid labour legislation) or the lie about flexibility. As gig economy couriers and drivers know well, not being available when the company needs it is penalized later with fewer orders. In 2018 Kessler dedicated to the subject the book <i>Gigged, the end of the job and the future of work</i>. None of the workers interviewed by Kessler are comfortable with their situation. The only one enthusiastic is a programmer who before moving to the gig economy received an annual salary of six figures. According to Kessler, his satisfaction has to do with getting everything good ("chooses when to work and the programming projects that interest him") without anything bad ("the feeling of instability"). But his case is an exception, he explains, because he has a college education in a high-demand profession with high fees to "build his own safety net."</p>
<p>La economía del "bolo" MiCiudadReal.es Diario Digital Ciudadano de la</p>	<p>The new era of work, after the pandemic, would be presided over by the incessant search to chain gigs that allows access to a plate of food on the table. The concept of gigging economy emerged in Silicon Valley when some entrepreneurs realized how easy it was to manage the company over the phone. The European Trade Union Confederation claimed that the gigging economy will destroy jobs and create others; 90% of newly</p>

<p>provincia de Ciudad Real Marcelino Lastra</p>	<p>created with very low remuneration and protection. The new labour normal will be marked by precariousness, if the UN Agenda 2020/2030 does not stop it.</p>
<p>Hugo Gutiérrez Por qué los 'riders' son falsos autónomos según el Supremo Economía EL PAÍS (elpais.com)</p>	<p>The riders signed an economically dependent self-employed worker (TRADE) contract. However, the judgment explains that the conditions required to be so do not meet: On the one hand, they had to "develop their activity with their own organizational criteria, without prejudice to the technical indications that they could receive from their client," he insists. In this case, it says, the applicant carried out his activity strictly subject to the criteria laid down by Glovo. In addition, another condition is "to have its own productive and material infrastructure, necessary for the exercise of the activity and independent of those of its client, when in said activity they are economically relevant". However, "the actor only had a motorcycle and a mobile. These are accessory or complementary media.</p> <p>The essential infrastructure for the exercise of this activity is the computer program developed by Glovo that connects businesses with end customers. The aforementioned platform constitutes an essential element for the provision of service, "insists the judgment. To which he adds to settle the issue: "The actor lacked a significant infrastructure of his own that would allow him to operate on his own."</p>
<p>Government Policy</p>	
<p>European Comission Link</p>	<p>the European Commission proposes a set of measures to improve the working conditions in platform work and to support the sustainable growth of digital labour platforms in the EU.</p> <p>The new rules will ensure that people working through digital labour platforms can enjoy the labour rights and social benefits they are entitled to. They will also receive additional protection as regards the use of algorithmic management (i.e. automated systems that support or replace managerial functions at work). A common set of EU rules will provide increased legal certainty, therefore enabling digital labour platforms to benefit fully from the economic potential of the Single Market and a level playing field.</p>
<p>Representative Bodies</p>	
<p>International Labour Organisation (ILO) Link</p>	<p>The role of digital labour platforms in transforming the world of work</p> <p>This report examines how digital labour platforms are transforming the world of work and how that affects employers and workers. It focuses on two main types of digital labour platform: online web-based platforms, where tasks are performed online and remotely by workers, and</p>

	location-based platforms, where tasks are performed at a specified physical location by individuals, such as taxi drivers and delivery workers.
Bank of Spain Link	<p>The Challenge Measuring Digital Platform Work</p> <p>The article presents an overview of digital platform work in Spain and analyses the challenge of quantifying this work in view of the lack of reliable and comprehensive data available. Although it is estimated that platform work accounts for less than 5% of the global workforce, this share is expected to increase. In Spain, platform work was the main job of 2.6% of the population over 16 in 2018. Including occasional platform work, the figure rose to 18.5%, the highest percentage among the 16 European countries.</p> <p>Comparing the demographic characteristics of platform workers in Spain with those of the working-age population and of workers in the traditional labour market, platform workers are generally younger than workers in the traditional labour market. On average, they have a higher educational level and more children under 18. Female workers account for a higher proportion of platform workers compared with the self-employed, but for a lower proportion compared with employees. Platform workers are closer to employees in terms of age and education, but more similar to the self-employed in terms of marital status and number of children. A comparison of employment conditions between platform work and standard forms of employment shows a greater concentration of platform workers at the lower end of the wage income distribution. This could be because they work fewer hours than other workers. Yet the distribution of working hours for platform workers is highly polarised, with a high concentration of few hours (under 30 hours per week) and of long hours (over 45 hours per week) worked. As none of the databases used hold joint information on hours worked and labour income, it is impossible to construct measures of hourly wages.</p>
OECD Link	<p>Gig economy platforms: Boon or Bane?</p> <p>This paper takes stock of the emerging evidence. The results suggest that gig economy platforms' size remains modest (1-3 per cent of overall employment). Their growth has been most pronounced in a small number of services industries with high shares of own-account workers, suggesting that thus far they have been a substitute for traditional self-employment rather than dependent employment. New evidence provided in this paper is consistent with positive effects of platform growth on overall employment and small negative or insignificant effects on dependent employment and wages. While most empirical studies suggest that platforms are more efficient in matching workers to clients, reductions in barriers to work could offset such productivity-enhancing</p>

	effects by creating employment opportunities for low-productivity workers. Fully reaping the potential benefits from gig economy platforms while protecting workers and consumers requires adapting existing policy settings in product and labour markets and applying them to traditional businesses and platforms on an equal footing.
Independent Experts	
Autonomía Sur La economía colaborativa (us.es)	The provision of service previously performed by an employee with labour rights or even a freelancer with the ability to generate sufficient income to have an acceptable standard of living, is now done through a more casual worker, a freelancer or an "independent contractor", which is also known as a gigger. In the process, workers are losing the minimum wage, labour rights associated with employment. In reality, "digital day labourers" have numerous similarities to agricultural eventual workers. While the latter went to the town square every morning to see if they were elected, the former got up every morning only to join an auction of their own performances. According to economist Juliet Schor, "the sharing economy increasingly offers access to low-level employment for the educated middle class, who can now drive taxis and assemble furniture in other people's homes, while at the same time displacing low-income workers from these occupations." In the United States, one in three workers is already an independent contractor, seasonal worker, or freelancer.
A history of HR and its digital transformation: from Fordism to Talentism & happiness management 1132-6255-medtra-29-03-198.pdf (isciii.es)	This is an analytic & critical historical study of Social Sciences, focused in the evolution and evaluation of the Human Resources and the labour relations in the transition from welfare economy to digital economy. In addition, it diagnoses the end of Human Resources, and predicts its transformation in the area of talent development, being the key to Horizon 2030 and the achievement of the 'Knowledge Society'. A clear explanation is given about the transition from a dominant model of replicating and directing technical workers in bureaucratic and developmental organizations of welfare economics, to an alternative model of creative and talented collaborators in agile organizations with happiness management in the digital economy.
Mariana Mazzucato 9788418526893.pdf (traficantes.net)	Societies, where inequality is growing, lack a safety net for working people, especially those working in the gig economy without social protection. But now we have the opportunity to use the crisis after the pandemic to understand how to make capitalism different. This implies rethinking what governments are for: instead of simply correcting market failures when they arise, they should move on to actively shape and create markets that generate sustainable and inclusive growth. They

	<p>should also ensure that partnerships with companies receiving public funding are motivated by the public interest, not by the beneficiaries.</p>
<p>Anna Ginès Fabrellas Vista de Els contractes de zero hores dins el treball en plataformes digitals. Hem de prohibir-los o acceptar-los? (raco.cat)</p>	<p>The aim of the paper is to analyze the zero-hour contract in the context of platform work; specifically, the risks and opportunities of this type of provision of services. In the context of the sharing economy and gig-economy, there have emerged multiple App-based companies that have significantly altered the way in which services are provided. Companies like Uber, Lift, Taskrabbit, Deliveroo, Glovo or Amazon Mechanical Turk have introduced new forms of work that have altered the boundaries of Labour Law.</p> <p>The model of these companies is the division of their production into microtasks, the externalization of their entire production to a wide number of independent contractors through an App or webpage and the hiring of each service on-demand. As a result, new technologies have allowed these companies to avoid hiring workers and to provide their services entirely through self-employed workers. This hiring on-demand implies the use, de facto, of the zero-hour contract, as platform workers are not subject to a specific working time regime, having absolute liberty to determine, not only their schedule, but also their working time and, even, their willingness to work. In this context, the aim of the paper is to analyse the zero-hour scheme in the context of platform work. The final objective of the paper is to determine, from a <i>lege ferenda</i> perspective, if jurisdictions should introduce this type of contract to promote the business model used by digital platforms or, on the contrary, if they should ban it.</p>
<p>Vista de La intervenció dels sindicats de classe en l'economia de plataformes (raco.cat)</p>	<p>Digital labour platforms represent a new way of outsourcing, with potential impacts in the world of work on issues such as the evolution of employment, professional status, working conditions, access to social protection, legal protection and industrial relations. The development of this phenomenon poses relevant challenges for trade union organizations, whose success in the renewal of traditional schemes of action will largely determine the role they can and should continue to play in the fight against job insecurity, and in favour of decent work and social justice for the whole working class.</p>
<p>EM 62 18.pdf (uam.es) TRANSICIÓN A LA ECONOMÍA GIG: CLAVES DE SOCIOLOGÍA EMPRESARIAL Y LABORAL1 Antonio</p>	<p>A study of business and labor sociology is offered, of a critical and comparative nature, to evaluate the available knowledge (after the crises of globalization) for Horizon 2030. Attention is focused on the review of foundations, related to the norms and institutions of the economic-business order, from a sociological-humanist perspective, to determine their authenticity and viability for a post-globalization oriented towards the knowledge society. However, without an awareness and a planned</p>

<p>Sánchez-Bayón (*) Profesor CCSS y RR.HH. EAE Business School- URJC</p>	<p>action, there is a risk of moving towards a consumerist mass-society, where dehumanization and associatalization are accentuated, as having prevails over being (well-being to happiness, business to leisure, enterprise to trade and profession, drive to experience, etc.). It is used to remove widespread veils of confusion (such as the predicates of the New Economy since the 1960s, with the culture wars), which prevent recognizing the post-globalized world, to study and manage it as it is.</p>
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Implication for the Project

After all the above, we have to highlight a series of aspects that the gigging policy project must address:

- Job insecurity: The precariousness of work is currently implicit in the work of the gigger, it is a characteristic that defines it. This project should serve to improve the occupational safety of giggers.
- Difficulty of measuring the impact: Nowadays we find ourselves without relevant data about giggers in Spain and Catalonia.
- Need to legislate: In Spain there is a lack of legislation on the work of giggers. Covid-19 has increased the number of people who engage in gigs, but there is no law to protect them (just the Rider Law, 2021)
- Call to action: This European project should give the opportunity to giggers to speak out in order to know their situation. It should encourage the government to legislate, and therefore improve the working conditions of the gigger collective.

Conclusion

Suggested content:

The gig economy is a very recent labour dynamic, and we are still far from understanding it as just another employment relationship. The different laws that regulate the labour market in Spain, or people's employability options, are designed within a framework that isn't adapted to the reality of the present. Labour statistics are also not designed to measure the impact of the gig economy on our labour market, as evidenced by the lack of indicators. And the tax system isn't adapted to this new dynamic.

After the study carried out, we can conclude that the gig economy is a growing trend in Spain and Catalonia, but it is still unknown, and barely studied, also since it is confused with the collaborative economy. Therefore, the first thing to do is to differentiate between these two types of economy and design measurement tools to monitor the impact of the gig economy in Spain, as well as a reform of the existing legal framework to incorporate the new trends, including taxation.

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