

# ASIA-PACIFIC SOCIAL PROTECTION WEEK 2026

## Empowered Lives, Resilient Futures

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# Extending Social Protection to Gig and Platform Workers

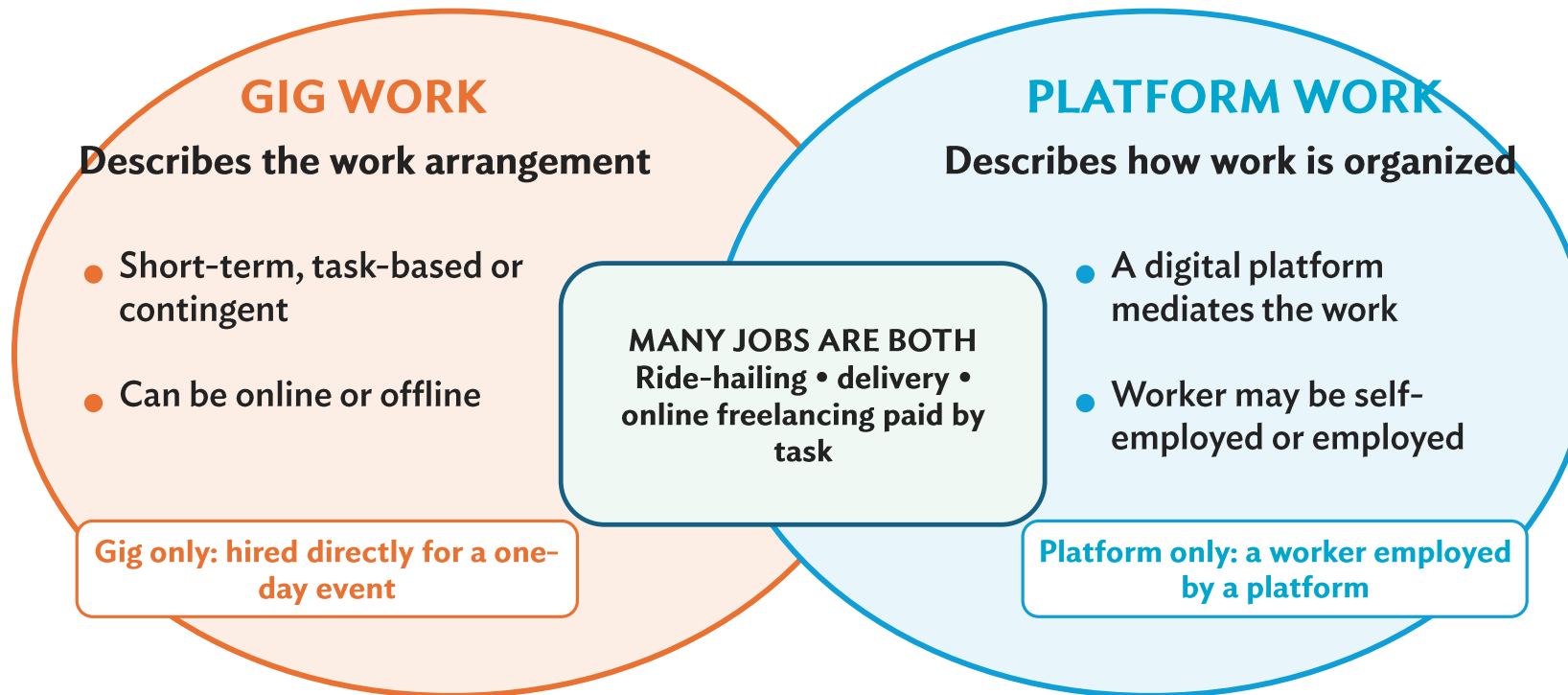


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## Platform work and gig work overlap — but are not the same

They describe different aspects of work.



For this presentation, “platform work” means work mediated through a digital platform.



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### Social security of workers on platforms is still low and often inadequate



- Most platform workers are classified as self-employed;
  - contributions are the sole responsibility of the employee;
  - in some countries on a voluntary basis;
  - benefiting sometimes from partial coverage;



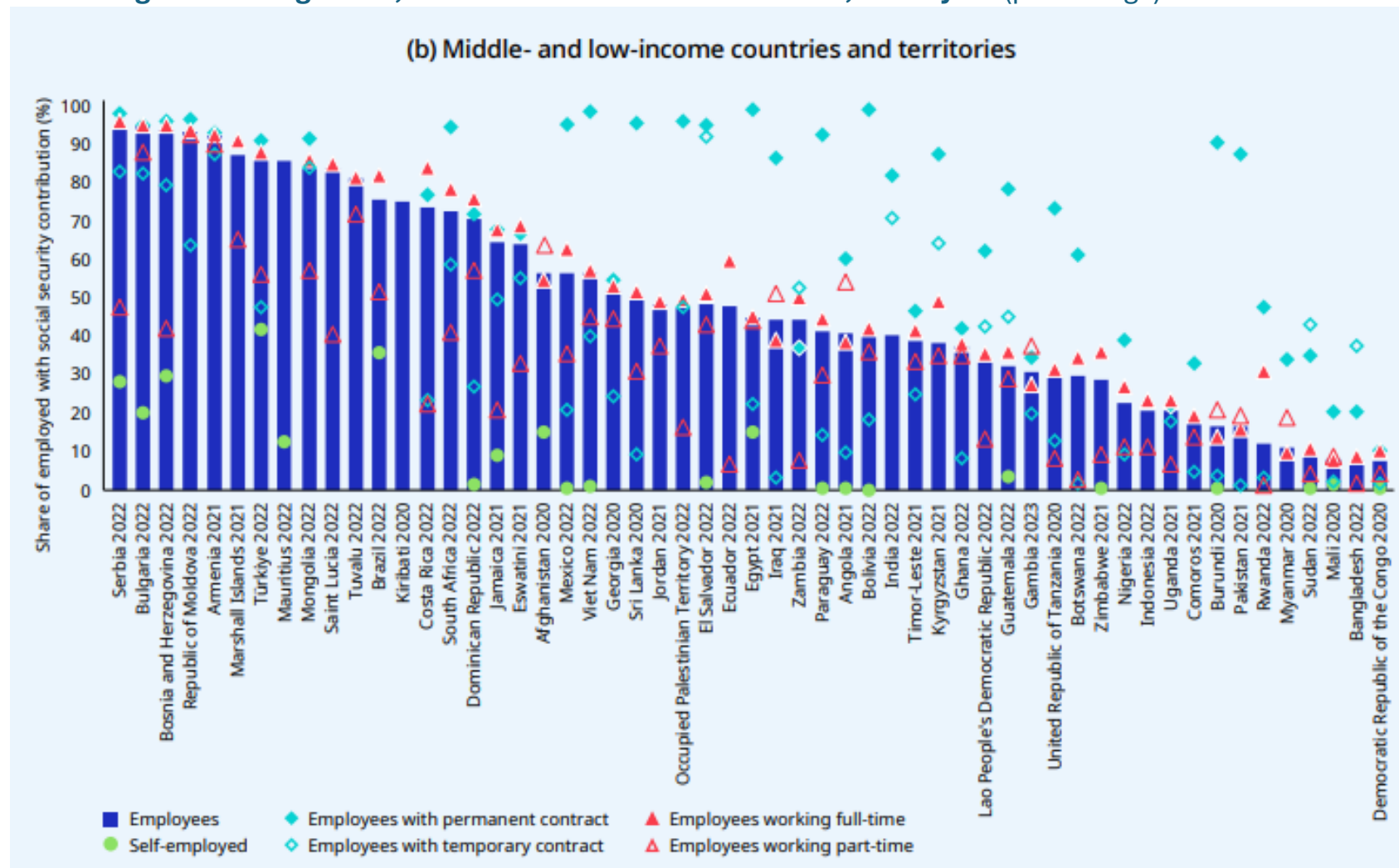
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## Significant coverage gaps for workers still persist

- Some categories of workers particularly affected, but large variation across countries
- Significant gaps in particular for self-employed workers

- Employed population contributing to social security, by status in employment, type of contract and working-time arrangement, selected countries and territories, latest year (percentage)





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### Independently of the classification

Platform work does not always fit systems designed around one employer, regular wages and payroll contributions.

#### **Work and Income pattern:**

- Earnings are often task-based, irregular or on-call.
- Workers may use several platforms, without one regular payroll.

#### **Contribution base:**

- Gross platform payments are not the same as actual earnings.
- Fuel, equipment and other work-related costs reduce workers' income.

#### **Administration**

- Work may fall outside traditional payroll and reporting systems.
- Multi-platform work complicates registration, reporting and contribution collection.



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## The central policy question



**How can we promote inclusive and sustainable social protection systems including floors, for all workers - including platform workers?**

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**International experience points to three complementary directions:**

clear rules and responsibilities through legal instruments | simple access and digital tools | fair financing and portability



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## 1. Adapt policy and legal frameworks

### Classification of employment relationship and responsibilities

- Classify employment relationships on the facts, not only the contract label (self-employed, employed or recognition of economic dependence)
- Clarify who registers, reports, contributes and ensures compliance

### Coverage for all

- Combine contributory schemes and tax-financed floors to protect every worker.

### A coherent decent-work framework

- Link social protection with adequate pay, working time, employment protection and occupational safety and health.
- Ensure algorithmic transparency and social dialogue in policy design and implementation.

**Correct classification is essential to assign rights and responsibilities—but it must be accompanied by social protection for all and a broader decent-work framework**



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### 2. Make access simple - and use digital technology to scale inclusion

- ▶ Necessary data sharing with clear privacy and data-protection safeguards
- ▶ Digital earnings reporting and, where appropriate, contribution payment at source
- ▶ Simple online and mobile registration and payment links between platforms and social-security institutions
- ▶ Clear information, awareness and practical support for workers



**Digital tools can lower administrative barriers and support inclusion at scale.**



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### 3. Make protection affordable, adequate and portable

#### Financing and contribution design

- Fit contributions to irregular earnings, work costs and income from several platforms.
- Allow flexible payments and share financing fairly, including a tax-financed basic floor

#### Continuity and portability

- Make rights follow workers across jobs, schemes and employment statuses.
- Private insurance should complement—not replace—comprehensive public protection

**Protection should fit how people earn—and follow them when their work changes**



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# **Thank you**