

Digital Platform Work in Spain: what do we know?

A literature review

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Foreword

It is an honour for me to write the foreword of this report, Digital Platform Work in Spain: What Do We Know? A Literature Review, which investigates the new business reality of digital platforms. The rise of digital platforms, which have grown out of rapid technological advances and a new understanding of business models and labour institutions, intensely challenges how we conceive of companies and work.

The latest technological revolution we are living through, often called the Fourth Industrial Revolution, places key questions relating to the world of work at the heart of public discourse. For starters, how many jobs will technology take from us and how many new jobs will it give back? What will these new jobs look like and which current jobs are most vulnerable to the changes that lie ahead?

There is also increasing debate on working hours and work location, concepts blurred by the possibilities offered by technology as it becomes easier to work from anywhere, at any time. The same is also true for occupational health and safety, which can these days just as easily be affected by the pace set by robots on a production line or the emotional impact of having to work according to the dictates of an algorithm. Another key debate revolves around digital divides, especially in relation to gender. As a society, we must answer why there are so few women involved in technology-related research and jobs.

Recently, the labour reality imposed upon us all by Covid-19 has only exacerbated many of these debates further. One could confidently say that the pandemic has shown the raw reality of the digital divides that exist in Spain. It must also be said, however, the crisis has also pushed unprecedented development of technologies and their application to professional processes in our country. The rates of economic activity, employment and the continuity in services for citizens maintained throughout the crisis have been possible precisely thanks to technology, especially the development of telework and the deployment of digital platforms. We all recall the photo of a food-delivery rider walking down an empty street during the pandemic.

That is what makes this Digital Future Society report especially timely and relevant. The report focuses on digital platforms, and in particular on the research conducted in Spain regarding these platforms. It provides insights on this modern phenomenon and the narratives that have sprung up around it. The increasing relevance of platforms, however, is not so much due to the number of people engaging in platform work, which is still relatively insignificant, as the report very well states. Rather, it is because the platform economy has such a capacity to transform the traditional institutions of work and business. In-depth analysis, therefore, such as that conducted in this report, is especially necessary.

Platforms are not typical companies, something they themselves emphasise. Furthermore, the people who work through labour platforms are not typical workers, with the platforms refusing to acknowledge that they are employing workers at all. Instead, to the platforms, these workers are collaborators. They are partners or entrepreneurs who they put in contact with consumers of goods and services. These new associations and classifications deconstruct some of the world of work's most basic concepts, including who the main players are and the basis of the relationships that they share.

This Digital Future Society think tank report provides a detailed account of all this and skilfully delves into what we know about the platform economy in Spain. The report also raises awareness of the researchers focused on this phenomenon and highlights the conclusions they reach through their scientific work and the narratives that develop around them. It does not stop

there, however, as the report goes beyond reviewing academic literature and also shows us documents published by social agents, public administrations and think tanks regarding work in the platform economy. This helps build a body of knowledge on a subject that beforehand seemed dispersed, lacking consistency and without a common thread holding it together. There is no doubt, this is another of the report's achievements.

The report's main triumph, however, is to establish our country as a reference in research, analysis and proposals relating to digital platform work. The report highlights the roads taken up to now, the gaps that appear in the literature we have and the paths that still lie ahead. Digital platforms are a global phenomenon, and in many countries where they operate or are active, they are under analysis and scrutiny to provide a response to the challenges they pose. As readers of this report can discover, Spain has not fallen behind in this task. Grey areas may still exist in our knowledge of this phenomenon, but the report brings these to light and encourages further study.

All the above makes this report a must-read for anybody seeking an in-depth understanding of the state of the art on work in the platform economy in Spain. For me, anybody interested in this new phenomenon should read this report. I, therefore, invite you to do so.

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Executive Summary

Spain has the highest volume of people working through digital platforms in Europe.¹ Around 2.6% of the working population rely on digital platform work as their main form of employment.² Widening the focus to include all who sporadically engage in platform work, however, sees the figure go up to 18%.³

Behind these statistics lies a highly complex, constantly evolving and fluid phenomenon. The national and international expansion of digital labour platforms across multiple sectors lies at the intersection of digital innovation and changing employment trends. The rise of the internet, advancements in artificial intelligence and the expansion of the data economy, together with the deregulation of labour markets, the growth in temporary work and the increasing externalisation and fragmentation of work have all together provided, and continue to provide, fertile ground for the growth of digital platform work.

So far, the Covid-19 pandemic has accelerated the digital transformation of businesses, public administration, health care services and workplaces. At the height of the nationwide lockdown, images of facemask wearing riders cycling through empty streets made the papers, which added yet more fuel to an already heated public debate on the social protection of platform workers.⁴ Meanwhile, the central government is now drafting a bill to clarify the legal classification of platform workers, an action initiated before the pandemic. This is happening at a time when the Supreme Court has just ruled that delivery riders for the platform Glovo are employees, not independent contractors. It is the first time the Court has issued a ruling on the working relationship between digital platforms and food delivery riders, in a case that paves the way for other platform workers to be considered employees.⁵

But what do we really know about platform work in Spain and platform workers' experiences? The future of work, and specifically the rise of digital platforms, is one of the Digital Future Society Think Tank's main areas of research. The end of 2019 saw the first report on the topic published, *The Future of Work in the Digital Era: The Rise of Labour Platforms*, and this literature review is the first of three reports to follow in 2020 and early 2021. The idea for this literature review came while researching the rise of platforms in Spain. It became clear that the literature on platform work is spread across different sources, and there is no one place centralising all publications on a national, public level.

This report is a first step towards addressing this gap and presents the results of the systematic literature review conducted in May and June 2020. The purpose of this work is threefold: to draw insights on the literature published to date in Spain, to identify the existing knowledge gaps and to propose recommendations for policymakers.

A total of 90 publications published by various sources (universities, government, foundations, think tanks, trade unions, private companies, and business and workers' associations) have been found and reviewed. An additional 43 conference materials, books and blogs have also been reviewed. The Annexes of this report provide the reference details and links to all reviewed documents.

¹ Out of the 16 countries surveyed in the latest COLLEEM II survey (2018 data).

⁴ García Moreno 2020

² Pesole et al. 2018

⁵ Gomez 2020

³ Ibid.

It is possible to draw a number of insights from the review. One is that numerous institutions and individuals have produced a significant amount of literature on the subject since 2014, and especially since 2017. Universities, followed by government and trade unions, are the main source of information. At least 26 conferences and events have been organised on the subject across the country in the last five years.

Another finding is the confirmation that there are no official statistics on platform work in Spain. A significant part of the literature reviewed is of a legal nature, focused on the employment status of workers, and on two specific sectors: delivery and transport. With very few exceptions, there is little in-depth study into the experiences of white-collar professionals and microtask⁶ workers finding work through online platforms, with these types of work generally left out of the legal discussions around the employment status of platform workers.

Additionally, across the literature, the rise of platforms in highly feminised sectors, and the gendered experiences of platform work more generally, are also under-studied. Likewise, the sociological perspective and economic impact of platform work on the Spanish economy and labour market is again, with exceptions, largely absent in the literature. As are discussions around “best practices” and alternative, ethically minded, platform models.

Finally, this report also describes the recent experience and challenges found by other countries trying to quantify platform work through official labour statistics, as well as examples of international research initiatives. The conclusion of this report presents six research gaps identified through this literature review and ten recommendations.

⁶ Microtasking is a type of online platform labour where work is broken down into individual, usually small, repetitive tasks. These can be as small as transcribing a snippet of hand-written text, classifying an image, or categorising the sentiment expressed in a comment. (Parker et. a. 2016)

Introduction

Digital labour platforms have become one of the most important transformations in the world of work in the past decade.⁷ Although the number of platform workers is still relatively small (1-3% of the global workforce)⁸ it is estimated that the platform economy will continue to grow in the future and expand across sectors.⁹

Digital platforms first emerged in the early 2000s thanks to the improved communication and online connections provided by the internet. The digital platform model then became even more central to the global economy following the 2008 financial recession.¹⁰

With this background, the international expansion of digital labour platforms lies at the intersection of the advancements in digital technologies such as algorithms and application programming interfaces, the growth of the data economy, and changes in employment dynamics such as the growing externalisation and fragmentation of work. The growth and impact of digital platform work is significant, not only because it is disrupting existing business models, but because it is also challenging the employment systems on which they are based.¹¹

Although there are different models and services provided across many diverse sectors, digital labour platforms fall into two distinct types: online and on-location. In the case of the former, the task execution takes place online (or requires digital interaction only). Freelancers and white-collar professionals in Spain can, for example, find work on platforms like Upwork or Malt, or Twago, which claims to be the leading European platform for online work.¹²

Another type of online platform work involves microtasks. A well-known example of a platform mediating this type of work is Amazon Mechanical Turk (MTurk), which is one of the oldest platforms and has clients and workers spread across the globe. MTurk is an “online labour market for small information tasks,”¹³ which are usually simple, repetitive and require a range of cognitive skills. Examples of such work include content moderation, video quality rating, image tagging, answering web-based customer queries or editing a product review.¹⁴ The platform claims to enable businesses to “streamline processes, augment data collection and analysis, and accelerate machine learning development.”¹⁵

In the case of on-location platform work, customers and workers are in the same geographical area, and task execution requires physical interaction between them. The services mediated by Glovo offer a good example of this kind of work. The well-known platform was founded in 2015 in Barcelona and has since expanded to 22 countries and over 440 cities. Most of its business (76% of activity) is in the food delivery sector, and the rest is other-product delivery, such as groceries, flowers, gifts, personal hygiene and pharmacy products, etc. The start-up achieved “unicorn” status, a term used for privately owned firms valued at over US\$1 billion, in 2019.¹⁶

⁷ International Labour Organisation 2018

⁸ Schwellnus et al. 2019

⁹ European Commission 2020

¹⁰ Wong 2019

¹¹ ILO 2018

¹² Twago 2020

¹³ Silberman 2015

¹⁴ See Mary Gray and Siddharth Suri's book *Ghost Work* for a detailed account of micro-task platform work and Amazon Mechanical Turk.

¹⁵ Mechanical Turk 2020

¹⁶ Reuters 2019

At the time of writing this report, Spain is in the midst of a polarised debate between platforms, the institutions which are trying to regulate platform work and clarify workers' employment status, and workers and delivery workers' associations. The latter are split between those in favour of continuing as independent contractors and those campaigning for recognition as platform employees. In June, the Ministry of Labour and Social Economy launched a citizen participatory consultation as part of the process of regulating platform work and initiated talks with the delivery worker association *Riders X Derechos* (Riders for Rights). Meanwhile, the Supreme Court has just ruled that Glovo riders are employees, not independent contractors, which is the first time the Court has issued a ruling on the working relationship between digital platforms and food delivery riders.¹⁷

The latest European Commission COLLEEM survey figures for 2018 show that Spain is currently the country with the highest volume of people working through digital labour platforms (out of the 16 countries included in the survey).¹⁸

However, regulating such a complex phenomenon is not an easy task. As highlighted in Digital Future Society's report on platform work, published in December 2019, platform workers' experiences and working conditions vary across sectors, economic and social realities, and professions, as does the level of dependency on platform work, in terms of hours worked and earnings.¹⁹

The Spanish media and public debate largely focus on the urban transport and delivery sectors and platforms such as Glovo. There are, however, other less well-known on-location digital labour platforms, both founded in Spain or abroad, that connect clients and workers across numerous other sectors. These include elderly care, childcare, cleaning, private classes, home repairs and skilled manual services, and even pet care.

At the same time, the amount of people working through online platforms operating in Spain also goes largely unnoticed in the public debate. As highlighted in this report, online platform work is mostly absent in the academic literature. It is little known or discussed that in Spain, photographers, editors, programmers, translators, lawyers, and other white-collar professionals also engage in platform work.

This report provides the first, publicly available literature review of the research and information produced to date on platform work in Spain.

About this report

The idea of doing a literature review emerged at the end of 2019 when the Digital Future Society Think Tank published *The Future of Work in the Digital Era: The Rise of Labour Platforms*. The team began two more pieces of research on the beauty sector in India and on the home-based care sector in Spain. While searching for information on platform work in

¹⁷ Gomez 2020

¹⁸ Pesole et al. 2018

¹⁹ Digital Future Society 2019

Spain, it became clear that the literature available was scattered across different sources with no one place centralising all publications on a national, public level.

This report is a first step towards addressing this gap and presents the results of the systematic literature review conducted in May and June 2020. The key questions the review set out to answer were:

- What do we know about platform work in Spain?
- Who is researching platform work in Spain, and what type of research are they doing?

The purpose of this work is threefold: to draw insights from current domestically produced literature relating to platform work in Spain, to identify the existing knowledge gaps and to propose recommendations for policymakers.

The first part of the report outlines the key information and data available on platform work in Spain. The second section describes the type of research produced, by sources. The third part then presents the key takeaways that have emerged from the analysis of the documents found in the review. The fourth section draws on examples from other countries and explains the difficulties other administrations have recently experienced in trying to quantify and register platform work. The final part of the report identifies six research gaps and proposes ten recommendations based on the outcomes of the review.

Audience

Primarily the report is for policymakers in Spain, especially those who are participating in future of work commissions and debates or working on labour regulation. The report should also prove to be a useful tool for academics, trade unions, workers' associations, activists, the private sector, and in general, any other stakeholder studying this topic and involved in the current debates around platform work.

Methodology and scope

The Digital Future Society Think Tank followed a standard systematic review methodology for this report. The first step was to define the relevant sources of information according to an initial stakeholder mapping: universities and academic institutions, central and regional government and public administrations, business and workers' associations, trade unions, foundations, think tanks, platforms and other private actors. Searches were then performed across each source using the following keywords: gig economy, platform economy, digital platform labour, and platform work.

A total of 90 documents published between 2014 and June 2020 have been found and reviewed. Four documents are in Catalan, five in English and the rest are in Spanish.

The literature, irrespective of which source it came from, was then classified into five types of documents: "academic articles", "academic books and book chapters", "reports", "official documents" and "other". The most common type of documents are academic articles and books (49) and reports (27).

Being the first review, in order to build a more complete overview regarding knowledge production in Spain, the research went beyond purely academic literature and included other types of document. Examples of such publications are a governmental strategic plan on decent work, the National Plan for Decent Work 2018–2019–2020, and a video produced by platform workers. It is possible to draw insights from these materials regarding the stakeholders' key areas of concern, dominant narratives and knowledge gaps.

Following the identification and classification of the documents,²⁰ a thematic analysis of the content identified 15 themes. A description of each theme can be found in Annex A. The documents were then analysed according to these 15 themes and the following categorisations: sectors mentioned (in-depth or mentioned superficially), types of platform mentioned, types of research (whether or not they contained primary or secondary data), the focus on Spain (whether the focus was specifically on the Spanish context or the content was more abstract), and finally, whether the document provided a comparative analysis with other countries, and if so, which ones.

Further to these 90 documents; 43 conference materials, blogs and books written by various sources, have also been found through the review. See Annex B for the details of all 133 documents. The accessibility (some of the books are not freely available), the type of document and the amount of content available varies widely across these materials. These documents were analysed separately, in as much detail as possible and using the same thematic analysis and categories as used for the academic articles and other documents. A summary of the subsequent analysis of the conference materials, books and blogs is presented below.

Expert working group session

On 26 June 2020, the lead author of the report held a working group session with four platform economy experts from the law and academic communities to present and validate the review findings and collectively identify the main knowledge gaps. The conclusion and recommendations section of this report draws on the discussions held that day and on the online input and feedback from a fifth expert from the trade union community.

Scope

The review has come across legal documents connected to Spanish court rulings for and against platforms contracting workers as independent contractors (*autónomos*, in Spanish). Over the last few years, for instance, there have been ten judgements in favour of Glovo and 16 against.²¹ While some of the legal documentation is publicly available online, it has not been included as part of this literature review.

Also, while recognising the value of reviewing the many media articles and reports on platform work published over recent years in the Spanish media, this exercise also falls outside the scope of this literature review.

²⁰ Some documents and materials fell into a grey area and there was more than one way of classifying them. Decisions have been taken on a case by case basis.

²¹ C.G.P.J 2020



What do we know about platform work in Spain?

How many platform workers are there in Spain?

To date, there are no official national statistics regarding the volume of platform workers in Spain.

However, research produced by international entities, such as the International Labour Organisation (ILO) and the European Parliament and Commission, do provide some data. At present, one of the most widely cited international sources with information on platform work in Spain is the European Commission’s COLLEEM longitudinal online panel survey, piloted for the first time in 14 Member States in 2017. According to COLLEEM I, in 2017, Spain had the second greatest number of platform workers in the EU, following the United Kingdom.²² The latest COLLEEM II survey, carried out across 16 Member States in 2018, shows Spain to be the leading country with 2.6% of its working-age population engaging in platform work as their main source of employment.²³ Figure 1 shows there has been a marked increase in Spain in the number of people engaging in platform work sporadically, although the percentage of workers relying on platform work as their main source of income remains practically the same from one year to the next.

+ Intensity and relevance of platform work – estimates combining information on income and hours worked

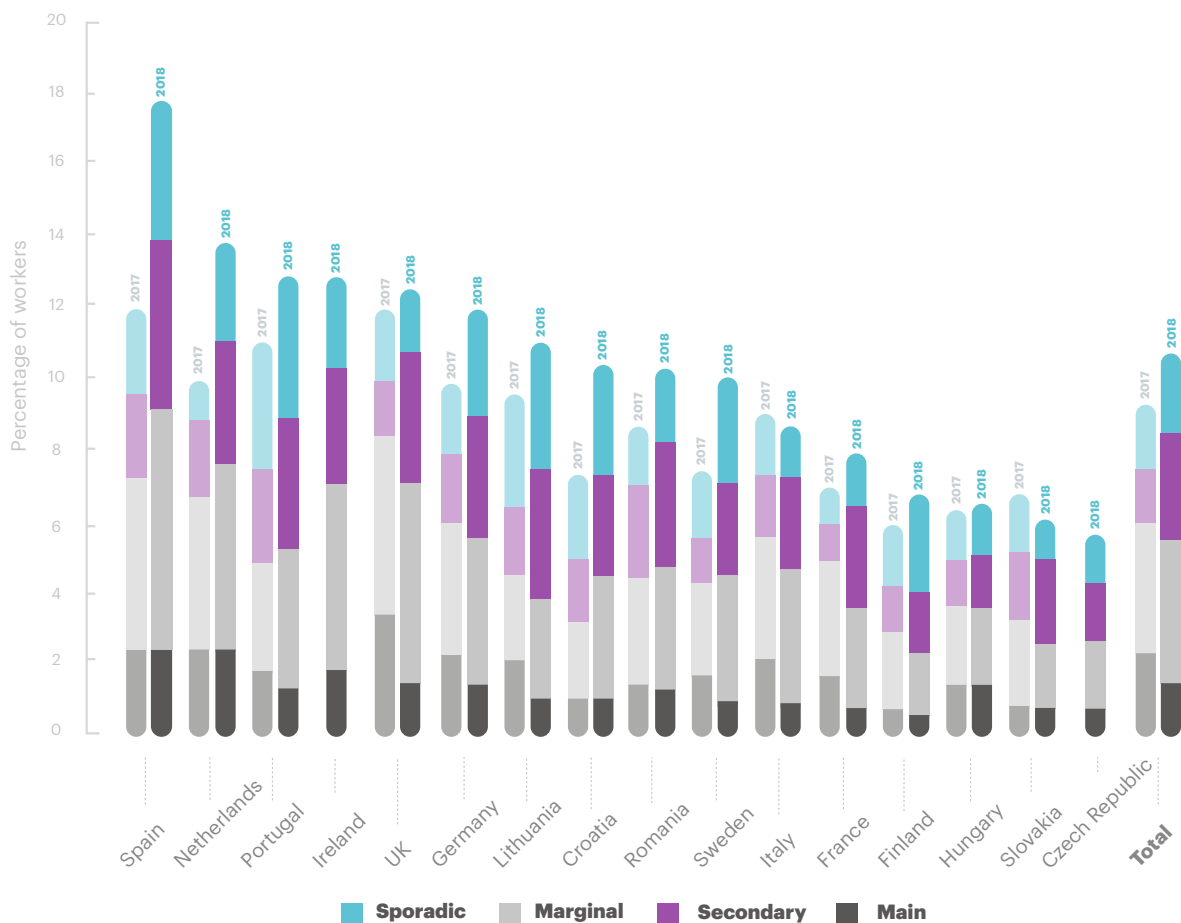


Figure 1: Image source: Digital Future Society. Data Source: Brancati et al. 2020

²² Pesole et al. 2018

²³ Brancati et al. 2020

Another widely cited international source is the research project led by the University of Hertfordshire, in collaboration with the Foundation for European Progressive Studies (FEPS) and UNI Europa. The project surveyed almost 30,000 citizens online in 13 European countries between 2016 and 2019.²⁴ As part of this study, the Fundación Felipe González, a Spanish foundation, provided financial support for surveys undertaken with 2,182 citizens in Spain in 2019.²⁵

Compared to the data from the COLLEEM survey, the University of Hertfordshire study reveals a greater volume of platform work. According to the study, 17% of the working population in Spain engages in platform work once a week. Regarding dependency on platform work, 9.4% of platform workers rely on platform work as a primary source of income while for 69.9% this type of work represents less than half of their total income. The study also reveals that more platform workers engage in online platform work (accounting, legal services, design, translation, editing and software development) than in on-location platform work (urban transport and delivery). Finally, one of the study's most interesting results is the geographical distribution of platform workers in Spain. Shown in figure 2, it is clear that platform work is most prominent in the south of the country.

+ Geographical spread of platform workers in Spain

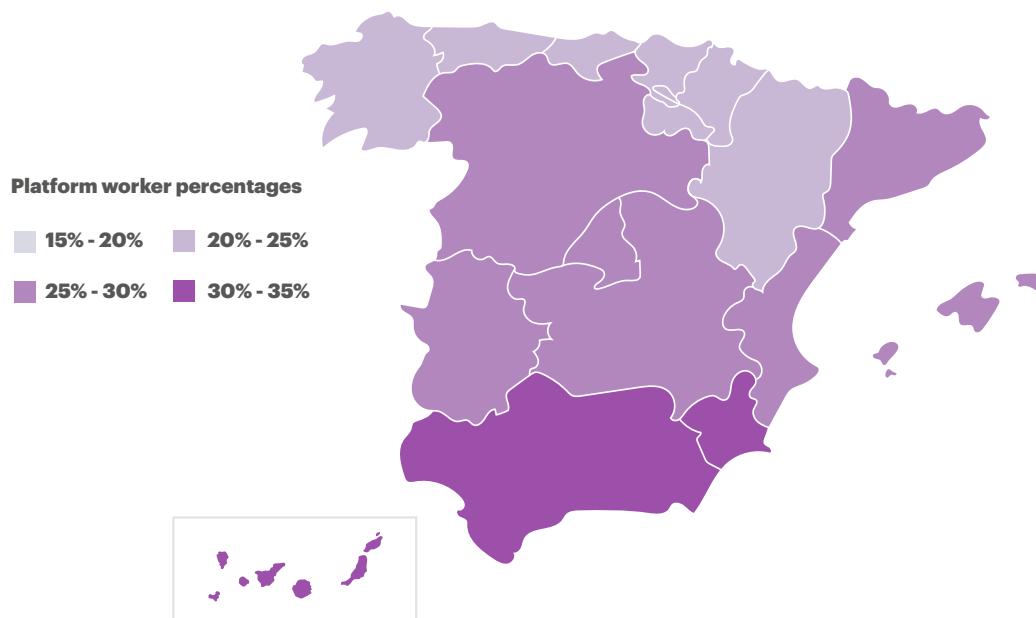


Figure 2. Image source: Digital Future Society. Data source: University of Hertfordshire 2019

²⁴ Huws et al. 2019

²⁵ University of Hertfordshire 2019

Field research in Spain

Fourteen of the documents found in the review present primary data (i.e. original and unique data). This data comes mainly from surveys and interviews, presented in ten reports, two academic articles, and two website articles.

One insight to take from the review is that the few quantitative and qualitative surveys conducted so far in Spain appear to be disconnected, in terms of the geographical spread and areas of study. Also, they mostly focus on the transport and delivery sectors, and overall, the methodological quality of the surveys varies widely. On occasions, it has been hard to find information regarding sample size, geographical location, interviewee profiles, etc.

One study worth highlighting is *La dimensió de l'economia de plataforma a Catalunya* (The scope of the platform economy in Catalonia), written by the trade union *Comisiones Obreras* (Workers' Comissions, or CCOO) in collaboration with the *Institut d'Estudis del Treball* (Employment Studies Institute) of the Autonomous University of Barcelona, UAB.²⁶ The report presents the results of a survey with 1,600 people over 16 years of age conducted in April 2018. It provides data on age, gender, frequency of work, income, labour status, and workers' perceptions of working conditions.

In comparison with other parts of Europe, the study shows the platform labour force in Catalonia to be slightly more masculinised (males represent 60% of platform workers in Catalonia, and women 40%) and with a higher dependency on platform work (in terms of hours worked per week and income). Also, platform workers in Catalonia would appear to be older than the European average (42% are between 30 - 44 years old).

The report presents a typical profile of a platform worker as male, young-mature, independent contractor, with higher education, and someone – especially the case for women – who works from home. This last piece of information is crucially important, as it would indicate that although transport and delivery sectors might be the most visible type of platform work, they by no means represent the most frequent type of platform work. This analysis is coherent with data from the University of Hertfordshire's study on Spain described above, and with data from other countries such as the UK, where delivery and transport represent only 20% of all platform work.²⁷

Despite these figures, however, and as described in the following sections, the literature produced in Spain to date largely focuses on on-location platform work. Experiences of workers engaging in online platform work, offering, for example, translation, legal, accounting or software development services, are with a few exceptions, mostly absent.

²⁶ See Annex B.

²⁷ Balaram et al. 2017

2

What type of research is produced in Spain and by whom?

The first publications date from 2014

Platform work is a relatively recent phenomenon, and accordingly, studying it is too. The review shows 2014 as the first year of publication and publishing has continued to this day.

In terms of the general trends, it is worth noting how the terminology has changed over time. Apart from the fact that the literature shows no consensus in definitions (as also happens on an international level),²⁸ earlier publications tend to use “collaborative economy” as a blanket term to refer to all types of platforms, including the likes of Airbnb, BlablaCar and Uber. While the more recent literature still uses the term collaborative economy, it often does so in a more nuanced way, distinguishing between truly collaborative models, and the for-profit digital platforms mediating the sale or rent of goods, and those mediating labour.

Another trend identified and worth mentioning here is that although the production of knowledge on platform work in Spain started in 2014, it was not until 2017 that there was a qualitative leap in the depth of information published. The earlier publications tend to address platform work in a superficial way, in the context of an increasingly digitalised society, but without providing further information or in-depth analysis.

Types of publications

The review has identified a **total of 90 documents** (see figures 3, 4 and 5) published by Spanish-based institutions or individuals between 2014 and June 2020.

| Main source | Number of documents (90) |
|--------------------------------------|--------------------------|
| Universities | 47 |
| Government and public administration | 14 |
| Trade unions | 10 |
| Think tanks | 7 |
| Foundations | 3 |
| Workers' associations | 2 |
| Business (platforms) associations | 3 |
| Non-profit association | 1 |
| Platforms | 1 |
| Other private companies | 2 |

Figure 3: Image and data source: Digital Future Society 2020

²⁸ Forde et al. 2017

The 90 documents have been classified into five categories:

| Document type | Number of documents by source | Total number of documents |
|--|---|---------------------------|
| Academic article | <ul style="list-style-type: none"> • Universities (41) • Unions (1) • Think tank (1) • Government (1) | 44 |
| Academic – chapter or book | <ul style="list-style-type: none"> • Universities (5) | 5 |
| Official document | <ul style="list-style-type: none"> • Government and public administration (7) | 7 |
| Reports | <ul style="list-style-type: none"> • Unions (8) • Government (5) • Think tank (5) • Foundation (3) • Business associations (3) • Private company (2) • Universities (1) | 27 |
| Other (various formats including brochure, video, open letter, web article, institutional article) | <ul style="list-style-type: none"> • Non-profit association (1) • Workers' associations (2) • Government (1) • Union (1) • Think tank (1) • Private company (1) | 7 |

Figure 4: Image and data source: Digital Future Society 2020

In addition, materials have been found related to blogs, books and conferences:

| Other materials | Number of documents (43) |
|--------------------------------|--------------------------|
| Conferences, congresses | 26 |
| Blogs | 10 |
| Books | 7 |

Figure 5: Image and data source: Digital Future Society 2020

Main sources of information

In terms of the highest volume of publications produced, **universities and academic institutions are the main source of information**, followed by the government and public administration, trade unions and think tanks.

Academia

Academic articles were first published in 2014 although it was not until 2017 that platform work was studied in greater depth. Out of the 47 documents, there are 41 academic articles published in Spanish indexed journals, one report, three books and two book chapters.²⁹ In terms of geographical spread, **most of the universities researching and publishing papers on the subject are in Catalonia, Andalusia, Madrid and Valencia**. Regarding faculties, law-related departments have written 33 of the articles, social sciences departments have written seven, and business and economics faculties have written four. As discussed in greater detail below, most of the documents focus on on-location platform work and the legal debate surrounding the employment status of platform workers.

Government and public administration

The review first covered the literature produced by central government, followed by the literature produced by each of the seventeen regional governments.

In terms of research, there are no official labour statistics regarding platform work in Spain and the review found no other government-generated sociological or economic primary data. The Ministry of Labour and Social Economy, however, has financed third-party research and reports such as the General Union of Workers (UGT's) report, *El trabajo en la economía colaborativa y la prevención de riesgos laborales* (Work in the collaborative economy and occupational hazards prevention).³⁰ Also, the State Research Agency (AEI) is known to have financed at least two research projects on digital labour platforms. The Universities of Seville and Málaga have led one such project called *Instrumentos Normativos Sociales ante el nuevo contexto Tecnológico 3.0* (Normative Social Instruments in the new 3.0 Tech context)³¹ between January 2016 and December 2018. In 2017 the project published a book called *Economía colaborativa y trabajo en Plataforma: realidades y desafíos* (Collaborative economy and platform work: realities and challenges).³²

The other research project, known as Digital Work, is led by the University of Castilla La Mancha.³³ The project brings together over 20 researchers from various European universities,

²⁹ References for another three academic articles have been found, and while their details have been included in the annex, the articles have not been included in the overall count due to being inaccessible at the time of research, preventing analysis.

³⁰ See Annex B.

³¹ The project reference is DER2015-63701-C3-3-R and the principle researchers are Miguel Rodríguez-Piñero Royo and Esperanza Macarena Hernández Bejarano. For more information see: https://investigacion.us.es/sisius/sis_proyecto.php?idproy=26920

³² See Annex B.

³³ The project's full name is Digitalización y Trabajo: el impacto de la economía 4.0 sobre el empleo, las relaciones laborales y la protección social (Technology and work: the impact of the 4.0 economy on employment, labour relations and social protection) and its reference is DER 2017-82444-R. The principle researcher is María Luz Rodríguez Fernández, from the University of Castilla-La Mancha. For more information see: <https://www.proyectedigitalwork.es/presentacion-del-proyecto/>

and, among other objectives, aims to propose a legal framework for platform work to policymakers and social stakeholders. One of the outputs is the book *Plataformas digitales y mercado de trabajo* (Digital platforms and the labour market) published in 2019 by the Ministry of Labour and Social Economy, which was the first official study on the subject to be commissioned to a research group by the Ministry.

In recent years, the government has tried to regulate new forms of employment and eliminate situations of bogus self-employment. To date, however, there is no specific legislation regarding platform work. Within central government, it is the Ministry of Labour and Social Economy which is most actively working on issues related to platform work. This is evident through the following documents found in the review: The Labour and Social Security Inspectorate Strategic Plan for 2018 – 2020, and The National Plan for Decent Work 2018–2019-2020.

The Ministry of Labour and Social Economy also helped organise the two Tripartite National Conferences on the Future of Work in 2017 and 2019. Furthermore, various political parties have also been vocal on the impact digital technologies are having on the labour market, focusing specifically on the expansion of digital platforms and the impact on working conditions. At least three motions on platform work have been presented in Congress so far, one in 2017 by the Mixed Parliamentary Group, led by the Catalan European Democratic Party (PDeCAT), and two in 2020, one by the Confederal Parliamentary Group of Unidas Podemos-En Comú Podem-Galicia en Común, and the other by the Plural Parliamentary Group, led by the coalition Compromís.

In terms of content, the Podemos-led motion focuses on “riders” and outlines some of the main legal arguments given in court rulings, which would indicate that workers should be contracted as employees. The Compromís-led motion calls on the government to regulate the working conditions of platform workers. While it mainly focuses on delivery sector workers, it also mentions workers in transport, cleaning, care and tourism services. No references are made, however, to online platform workers or their working conditions.

The central government is also preparing a bill to clarify the legal classification of platform workers. To this end, government representatives have met with the workers’ association Riders X Derechos to learn about, “platform workers’ opinions and demands and to establish a communication channel with this collective.”³⁴ Additionally, the government has also launched a wider, online, nationwide citizen participatory process on the regulation of platform work.

Finally, the government’s academic journal called *Revista de jurisprudencia laboral. Número 4/2020*³⁵ (Labour Jurisprudence Journal Number 4/2020) published an article, which focuses on the need for regulation, the employment status of workers and job insecurity in the delivery sector.

³⁴ La Moncloa 2020

³⁵ See Annex B.

Regional governments

Two regional governments stand out for initiatives and volume of publications: Valencia and Catalonia. The Generalitat Valenciana, or the Government of Valencia, has completed a study on platform work in Spain and another one on Valencia. Both studies focus on workers' employment status, job insecurity and the challenges of collective bargaining and organisation. Additionally, Valencia has published a "Code of Best Practices" for dignified platform work, and as mentioned above, Compromís presented a motion in Congress and in Valencia's parliament, Les Corts.³⁶

In 2017 the Government of Catalonia created the Interdepartmental Commission on the Collaborative Economy. The same year the Commission published a document that highlights the need for regulation, the debate around the employment status and the lack of labour protection of platform workers. The Catalan government has also organised two conferences (in 2017 and 2019), and the public institution Barcelona Activa published a white paper and a guide for platform workers in 2019.

Overall, the documentation generated by the central and regional governments and public institutions largely focuses on the delivery and transport sectors. Other sectors and professions mentioned to a lesser extent are tourism (guides), laundry, home cleaning and repair services, elderly care, private class teachers, architecture and legal services. In line with this, the discussion around regulation is primarily held in reference to on-location platforms and particularly on two specific sectors (delivery and transport).

Trade Unions

The two majority trade unions in Spain, CCOO and UGT, are a key source of information on platform work, having published seven reports and two articles since 2017. The focus is on the lack of labour protection, the need for collective bargaining, and on discussions around new forms of union organisation to adapt to the new contexts.

Through the literature, the unions also manifest the need for regulation and expose the hidden precarity found in platform work. They call for platform workers to be recognised as employees and for the unions' role in negotiating workers' conditions to be more visible.

Some of the union reports look in detail at the delivery, transport, and online microtasks sectors and briefly mention other services such as elderly care, home cleaning and tourist guides. The reports generally focus on Spain but also give special attention to experiences from other European countries.

As mentioned in the section above on what we know about platform work in Spain, one of the most relevant and comprehensive reports worth noting here is CCOO's *La dimensió de l'economia de plataforma a Catalunya*.

On a final note, the alternative union *Intersindical Alternativa de Catalunya* (IAC) has played an important role in defending workers' interests, in supporting, for instance, the association Riders X Derechos national strike in 2017, although no related publications have been found.

³⁶ 20Minutos 2020

Foundations and think tanks

The common theme running through the three reports published by foundations is the need to clarify the employment status of workers vis a vis the platforms. They do not provide any in-depth analysis on any particular sector, although one includes data on workers' profiles and motivation.

Meanwhile, seven Spanish think tanks have published five reports and two articles between 2017 and 2020. They generally place the focus on the need for regulation, the debate around the employment status of workers and on the precarious working conditions found in platform work.

Worth highlighting here is the report *Work in Digital Platforms: Literature Review and Preliminary Interviews*, which provides a literature review on collective bargaining in the context of platform work in Spain. The report was produced by the Barcelona-based think tank Notus as part of the ProyectoCrowdwork, a multi-country European project analysing the strategies of social movements and trade unions representing platform workers in Europe.³⁷

Non-profit and business associations

The *Asociación de Internautas* (Internet User Association) has published on its website the results of a survey conducted with 600 delivery workers. However, no information has been found regarding methodology or details of the sample.

Meanwhile, Adigital, a Spanish business association, and its offshoot Sharing España, which represents platform companies in Spain, have also produced three reports. These emphasise the opportunities generated by platform work and call for any new regulation to foster rather than hinder digital innovation. All three reports focus on the delivery sector, and one of them offers primary data, including the views of human resource professionals.

Workers' associations

In contrast, the few materials found concerning workers' associations differ to the reports published by Adigital both in format and content. They focus on the need to clarify the employment relationship and guarantee the rights and protection of workers.

At present, workers' associations largely represent delivery "riders" and hold two distinct positions. The *Asociación Autónoma de Riders* (Autonomous Riders Association) members wish to continue working as independent contractors. They make this position clear in a video published on YouTube in 2019 and an open letter written to the government and the Ministry of Labour in 2020.

Meanwhile, other workers claim they are in effect working as employees and should be recognised as such. Various initiatives have emerged out of this collective, in the form of worker cooperatives such as Mensakas in Barcelona or Rodant Cooperativa in Valencia.³⁸

³⁷ See Annex B.

³⁸ Sarrión i Carbonell 2020

They aim to compete with existing platforms while upholding ethical values in relation to working conditions.

Lastly, another active association which also calls for formal recognition of platform workers as employees is Riders X Derechos. In 2017 they organised the first nationwide strike, supported by the trade union IAC. In Barcelona in 2019 the association also organised the conference *Mi jefe no es un algoritmo* (My Boss is Not an Algorithm),³⁹ which debated the working conditions and rights of platform workers, as well as their employment status.⁴⁰

Platforms and private companies

A search of the literature generated by platforms and other companies has brought up only three relevant documents. One is a report written by Malt, which claims to be the largest online platform in Spain with 10,000 plus freelance members in 2019. The report provides an in-depth analysis of freelancer profiles based on a 2019 survey with 588 freelancers registered on the Malt platform. The report also contains demographic data, workers' testimonies and information on worker motivations, experiences, advantages and obstacles found in freelance work and their views on the future of work.

This is one of the few documents to have been found in the entire review to focus on freelancers and online platform work. Other than this, it would appear that platforms are not actively engaging in, generating or publishing any research on platform work.

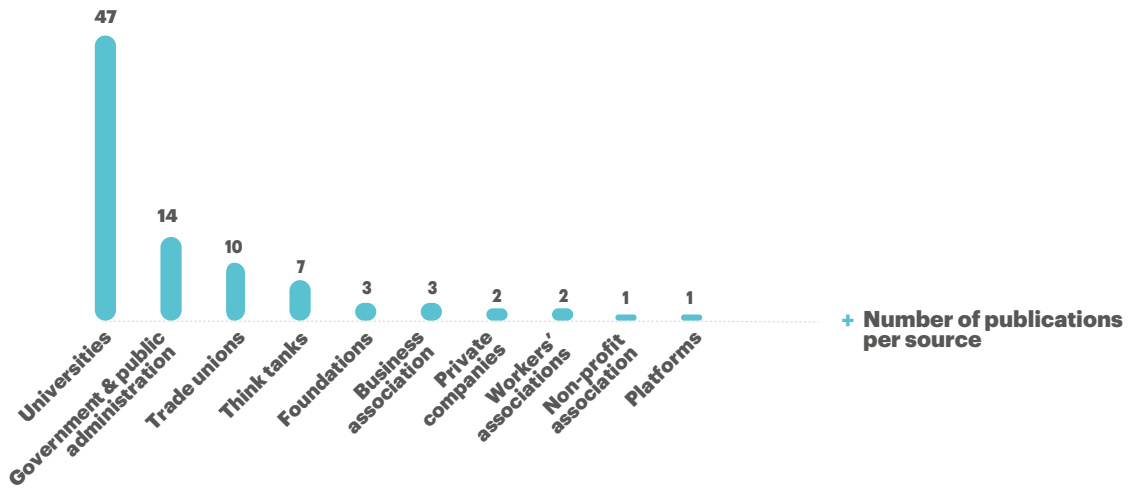
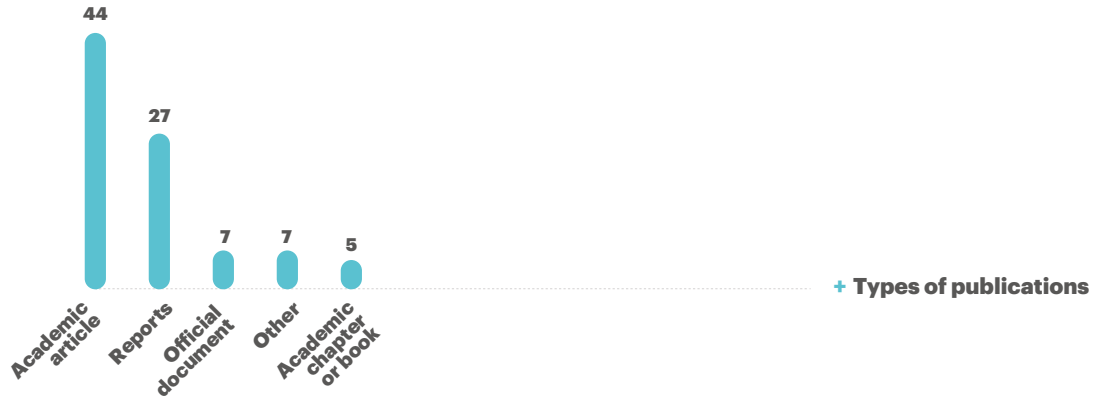
The second document written by the private sector is an article posted on the consultant group Adecco's website that provides details of a survey undertaken in collaboration with the *Instituto Cuatrecasas de Estrategia Legal en RRHH* (Legal Strategy for HR Cuatrecasas Institute). It surveyed over 200 human resource professionals on the future of employment and the platform economy. A third report is that published in 2018 by Internet Analysis, and Economic Development Observatory (ADEI) called *Plataformas Digitales: una oportunidad para la economía Española* (Digital Platforms: an opportunity for the Spanish economy).⁴¹ It provides an analysis of platform work in Spain from a financial perspective and offers an estimation of what the economic impact would be if a proportion of people currently in part-time employment took up platform work in a bid to complete a full time working week. As mentioned in the section below, the study of the impact of platform work from a financial perspective is quite rare to find in the publications reviewed.

Finally, some private entities such as the Spanish bank BBVA's non-profit project have published a collection of essays in a book format. Also, the law firm Cuatrecasas has written both a book and a blog on topics related to the future of work and the platform economy.

³⁹ See Annex B.

⁴⁰ Ibid.

⁴¹ Ibid.



+ Geographical spread of academic literature in Spain

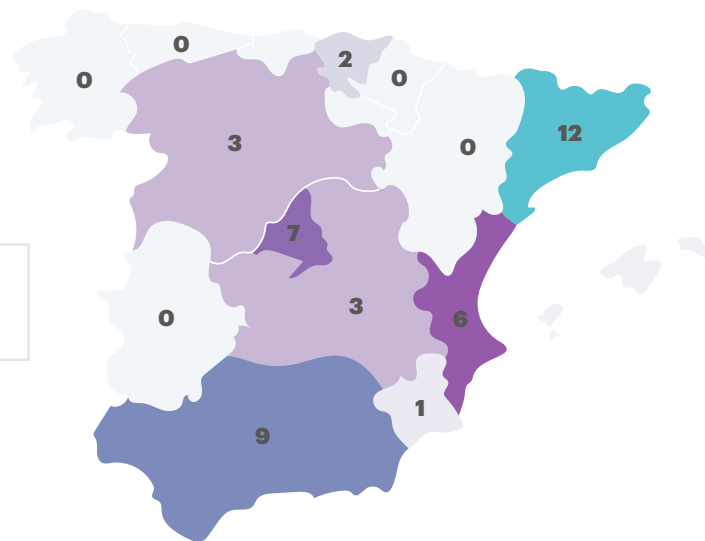
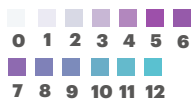


Figure 6: Image and data source: Digital Future Society 2020

Key insights drawn from the literature review

This section outlines the key insights drawn from the review of the 90 documents produced by universities, government and public administration, think tanks, foundations, associations, platforms and private companies. As mentioned earlier, the review also discovered other types of content produced in Spain relating to platform work. The end of this section provides an overview of all conference materials, books and blogs found during the review.

The legal debate dominates the literature

Across all documents, the legal debate surrounding the employment status of platform workers dominates the literature. Other highly prevalent themes include the need for regulation, concerns over job insecurity and precarious working conditions, and the issue of collective organisation both in terms of the difficulties and the adequacy of the existing channels (e.g. traditional trade unions). The pro-innovation vision that emphasises the opportunities of platform work, and whereby digitalisation should be allowed to evolve without being thwarted by regulation, is found in a minority of the documents. These largely correspond to those published by the Adigital business association.

Other topics little addressed are the financial aspect of platform work from a workers' perspective (who sets the price, how much is earned in how much time or per task, etc.), the rise of workers' organisations beyond trade unions (for example, worker cooperatives), the tension between transnational platform work and national laws and regulations, and the new forms of professional identity.

Focus is on on-location platform work and delivery and transport sectors

Although the literature generally acknowledges the existence of both online and on-location platform work, there is more information available on the latter.

For instance, out of the 41 university articles analysed, 33 make explicit references to on-location platforms, with eight theorising more abstractly while still using examples of on-location platforms. Although 17 of the articles briefly mention examples of online platforms, only one focuses in any great detail on this type of platform work (specifically on the Amazon Mechanical Turk platform).

In addition, not only is there a heavy focus on on-location platform work, but within this, there is even further emphasis placed on two specific sectors: delivery and transport. So, 39 out of the 90 documents reviewed describe or analyse a sector in-depth, the vast majority of which focus on the delivery and urban transport services. Just four documents place the focus on microtasks, and only one (the report by Malt) fully focuses on white-collar freelance, online platform work. In general, the documents that refer to online work tend to either mention the name of specific platforms (mostly Amazon Mechanical Turk, followed by Upwork) or talk in general terms of "online microtasks or microwork" without specifying sector, platform or activities.

The emphasis placed on on-location work, and specifically on delivery and transport, is significant for a number of reasons. One is that according to the little data available for Spain, there is no indication that more people are working through on-location than online platforms, quite the opposite. Secondly, the focus on on-location platforms leaves online platform work out of the legal discussions. In this regard, under-discussed issues include the terms of the employment relationship, the international nature of online platform work and the impact this has on regulation.

The government initiatives around regulation also reflect the focus on the delivery and transport sectors. As mentioned above, the government is engaging with a delivery platform workers' association to inform the process of regulating *all* platform work, that is, not just on-location but online platform work too.

Invisibility of women's experiences of platform work

Highly feminised sectors, such as the care sector are only ever mentioned briefly but not described or analysed in depth. In general, there is little knowledge generated in Spain on either the types of platforms entering highly feminised sectors or on women's experiences of platform work. Digital Future Society's upcoming report on platforms in the home-based care sector in Spain aims to take the first step towards addressing this gap. To the best of our knowledge, following this review, it will be the first report on platform work in Spain to focus on this highly feminised sector fully.

Lack of data on workers' experiences and an absence of workers' voices

As noted earlier, qualitative and quantitative research on this topic is scarce. The literature largely theorises about concepts, classifications, and abstract ideas while providing little information regarding the experiences and opinions of platform workers.

Out of the 90 documents analysed, 14 contain relevant primary data, both quantitative and/or qualitative. This data comes via two website articles, two academic articles and 10 reports (produced by a business association, a platform, three trade unions, two foundations, a university, a private enterprise and a think tank). Six of these documents contain quantitative data, six contain qualitative data, and two have used mixed methods. Some expose the voice and opinion of workers while others reveal the opinions of users, human resources and other experts. Overall, the quality of the data and methodology varies widely. On occasions, survey results appear on a website, for instance, with no information regarding the methodology.

Comparative analysis

The 90 documents found and analysed through this review mainly focus on Spain. References, however, are often made to platform work and especially the regulatory and legal landscape in other European countries (especially Great Britain, France, Germany, Italy) and the United States. On a few occasions, there are references to Latin American countries. Beyond these, comparisons or mentions of platform work in the rest of the world are almost inexistent.

+ Documents per theme

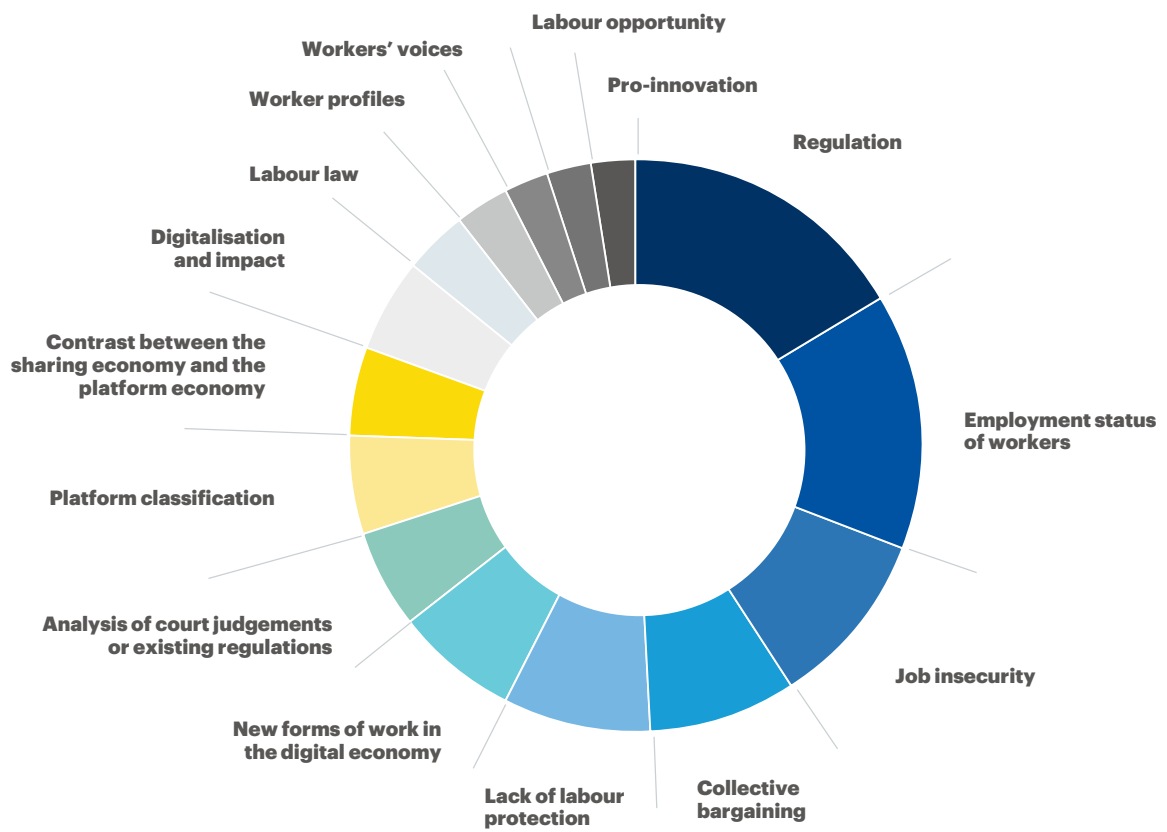
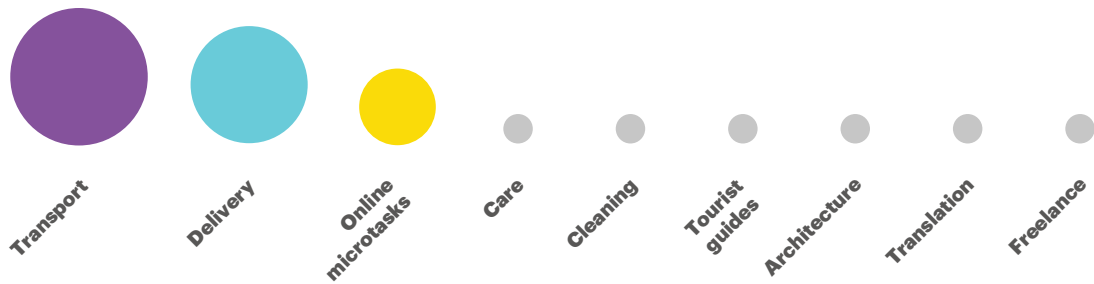


Figure 7: Image and data source: Digital Future Society 2020

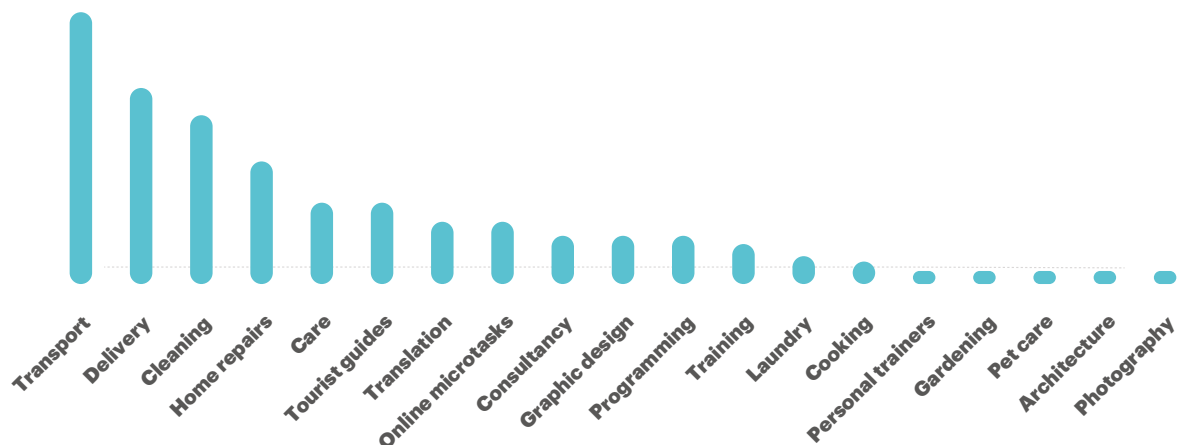
+ References made to platform work in other regions



+ Sectors analysed in some depth



+ Sectors mentioned briefly



A review of conference materials, blogs and books

The review has found information on 26 conferences organised across Spain from 2017 onwards mainly by universities, followed by trade unions, governmental bodies, workers' associations, and foundations. Like much of the literature and reports, the main topics of discussion across all events are the debates around workers' employment status, precarious working conditions, and possible regulatory measures.

Furthermore, the review includes ten blogs that address the subject of platform work from a variety of perspectives. Some focus on the opportunities offered by platform work and present a pro-innovation stance while others raise concerns around precarious working conditions. The key point in common across all blogs is the focus on the employment status of workers and the debate around which regulatory measure or approach would be most appropriate.

Also, the review identified seven books and book chapters. Some of these examine the impact of the latest digital advancements, including digital platforms, on social welfare, the labour market and human resource management. Others focus specifically on the rise of platforms and their impact on the organisation of labour, the employment status of workers, regulation and the impact of reputation systems.

3

What research is taking place in other countries?

The challenge of measuring platform work

A lack of reliable, comprehensive data impacts negatively on evidence-based policymaking and informed public discourse. The need for official statistics on platform work, and the challenges associated with gathering them, are common to countries across the world.

As noted by the European Commission recently, a crucial issue in designing the social and employment policy response to the emergence of digital labour platforms is the lack of reliable evidence: “Despite many efforts to assess the size, prevalence, and expected evolution of platform work, a lack of reliable, comprehensive data on platform work has a negative effect on evidence-based policymaking and informed public discourse.”⁴²

A few administrations have tried in recent years to introduce data-collection into their official registries. Their experiences described below, provide insights into the difficulties of collecting data on such a recent, rapidly changing phenomenon.

The US Bureau of Labor Statistics tried to collect official data by adding four questions to the May 2017 Contingent Worker Supplement survey.⁴³ The aim was to measure “emerging type of work – electronically mediated work, defined as short jobs or tasks that workers find through websites or mobile apps that both connect them with customers and arrange payment for the tasks”.⁴⁴ However, extensive revisions of the data showed that the questions had been largely misinterpreted: many respondents had understood they were being asked whether they made use of a computer or mobile app in their job. After manually removing many obviously incorrect “yes” answers, the estimated numbers of platform workers fell from 3.3.% to 1%. The Bureau of Labor website provides a detailed description of the process of developing the four questions, the collected and recoded datasets, the estimates of electronically mediated workers and the lessons learned.

Finland’s national statistics institutions, Statistics Finland, has also tried to measure the scale of platform work by collecting data from questions introduced into the 2017 official labour surveys. The aim was to find out how many Fins found work through platform work. Similar to the experience in the US, what on the surface might have seemed a simple, straightforward question (Has the respondent worked through digital platforms during the past 12 months?) proved to be a difficult one to answer and generated confusion among respondents. It was hard to find a sufficiently concrete and unambiguous definition for digital platforms. On the Statistics Finland website,⁴⁵ Hanna Sutela, Senior Researcher, shares the lessons learnt and explains the challenges of formulating the questions:

“When preparing for the data collection in autumn 2016, we first tested the following question formulation: Products and services are traded through digital platforms on the Internet that include, for example, Airbnb, UpWork and Uber. Do you use these types of digital platforms to get work assignments or income? Yes / No

A nice try, but it did not work. The question mainly confused the tested persons. Is hairdressers’ online electronic reservation system a digital platform? Are Facebook buy and sell groups included? Others just thought about the enterprises mentioned in the questions and answered: “No, I’m not an Uber driver.”

⁴² De Groen 2020

⁴³ The Contingent Worker Supplement (CWS) is a set of questions that has periodically been appended to the nation’s monthly labor force survey, the Current Population Survey (CPS).

⁴⁴ US Bureau of Labor Statistics 2018

⁴⁵ Sutela 2018

France also mentions the difficulties found in quantifying platform work in its 2016 government report *Les plateformes collaboratives, l'emploi et la protection sociale* (Collaborative platforms, employment and social protection) produced by the government agency *Inspection Générale des Affaires Sociales* (IGAS, General Inspectorate of Social Affairs). This report was one of the first attempts at analysing the impact of digital platforms in France and calls for more inter-disciplinary research and new statistical tools. Although the report uses the term “collaborative platforms” to refer to different platforms such as Uber and Airbnb, it does outline the differences between existing models. The report also provides a revision of the literature produced up until 2016, including a comparative analysis with other countries such as Germany. Furthermore, the report includes 32 recommendations made for different types of platform work, on the following themes: regulation, research and need for data, legal certainty, collective bargaining, social security and control, and labour inspection.⁴⁶

International research examples

This section outlines several research projects undertaken in recent years by governments, international organisations, research institutions and think tanks in different countries on various aspects of platform work.

The study *Le micro-travail en France. Derrière de l'automatisation, de nouvelles précarités au travail?* (Micro-work in France: Behind Automation, New Forms of Precarious Labour?)⁴⁷ is **the first of its kind in France** as it **focuses entirely on online platform work**, and specifically on microtask platform workers. Using a mixed-methods approach (survey with over 1,000 respondents and in-depth interviews with 92 people) the study aims at gaining a deeper understanding of worker profiles (some respondents work for over 20 different platforms) and issues such as working conditions.

In 2017, the Royal Society for the encouragement of Arts, Manufactures and Commerce (RSA) in collaboration with Ipsos Mori undertook **the largest survey on the platform economy in Britain**.⁴⁸ Almost 8,000 people participated in face-to-face interviews.⁴⁹ The research is analysed in the report *Good Gigs: A Fairer Future for the UK's Gig Economy*, produced by the RSA and an online payment technology company called Mangopay. The report provides data on the size of the platform economy, broken down by professions and geographical location, gender, age groups, education, the frequency with which workers engage in platform work, level of dependency on platform work, income and motivation. The report also provides an overview of the controversy surrounding employment status and implications for tax and welfare. It also discusses the potential of peer-to-peer platforms and ends with detailed recommendations for governments, businesses and civil society.

Further afield, in **Argentina**, the ILO's Buenos Aires office is about to publish a report tentatively called *El trabajo en las plataformas digitales de reparto en la Ciudad de Buenos Aires: Análisis y recomendaciones de política* (Delivery platform work in Buenos Aires: analysis and policy recommendations) based on the field research conducted in 2019 in collaboration with the Latin American Faculty of Social Sciences (FLACSO). The report includes data from **a survey done with 300 delivery platform workers who live in the Metropolitan Area of Buenos Aires**. The questions addressed workers' sociodemographic profile, work history, working conditions and the main features of platform work activity. It is worth highlighting how the report presents an interesting combination

⁴⁶ Amatr et al. 2016

⁴⁷ Casilli et al. 2019

⁴⁸ Balaram et al. 2017

⁴⁹ In the report, the RSA discusses the advantages of doing face to face interviews with people in their homes and the drawbacks of using online surveys to estimate the size of the gig economy as these exclude large proportions of older and more vulnerable populations.

of a legal analysis of platform work, together with a qualitative and demographic study of platform work and workers. It ends with a series of policy recommendations. This work complements the report *Platform Economy and Employment: What is it Like to Work for an App in Argentina?*⁵⁰ published in 2019 by the Inter-American Development Bank (IDB) in collaboration with the ILO and the Argentinian non-profit organisation CIPPEC. The report is based on in-depth interviews and surveys with 603 workers from 11 on-location and online platforms.

Meanwhile, **India** provides an interesting example of **field research on highly feminised sectors**. In 2019, the Centre for Internet and Society (CIS) and Domestic Workers' Rights Union (DWRU) researched digital platforms providing domestic services in Bangalore and Delhi. The study explores how structural inequalities, such as those of gender and class, are being reproduced or challenged by digital platforms. Interviews were conducted with workers, companies, government representatives and domestic worker organisations.

Also in India, the Digital Future Society Think Tank, in collaboration with the International Institute for Information Technology Bangalore (IIITB), is currently doing field research on the emergence of platforms in the beauty sector. Platform workers and users will be interviewed in person and over the phone in semi-structured interviews in Delhi and Bangalore. Digital Future Society will publish the report in early 2021.

The work the Digital Future Society Think Tank is doing in India is in addition to the previously mentioned report the Think Tank is producing on platform work in the home-based care sector in Spain. This report will provide an overview of the main platforms in operation and discuss their role in formalising and professionalising the home-based care sector. It will be the first report on the platform economy in Spain that focuses entirely on this type of platform work and will help fill the existing literature gap on this highly feminised and invisible sector.

Home-based care work has also been studied in the **United States** by the Data and Society research institute, which in 2018 published **one of the first studies of care work platforms**. The report highlights the gendered bias in scholarly literature on the platform economy. It also points to how the "Uberisation" framework is limited when analysing how other platforms are shaping sectors beyond urban transport and delivery.

Two **pan-European** initiatives are also worth highlighting here. One is **Eurofound's web repository⁵¹ on the platform economy, which contains a varied mix of initiatives** (including projects, agreements, publications and research) related to the platform economy. The repository is regularly updated.

Finally, the European Parliament's Employment and Social Affairs Committee commissioned the study *The Social Protection of Workers in the Platform Economy*. This includes **a survey of 1,200 platform workers across four global platforms** (Amazon Mechanical Turk, Clickworker, CrowdFlower, and Microworkers) and 50 interviews with expert stakeholders across eight European countries, including Spain. The report examines the evolution of the platform economy in Europe and the challenges regarding the social protection of workers from a legal perspective. It ends with policy recommendations on this topic. There is data on Spain included in cross-country comparisons.⁵²

⁵⁰ Madariaga et al. 2019

⁵¹ Eurofound 2018

⁵² Forde et al. 2017

4

Conclusions and recommendations

Conclusions

This first review of the knowledge production on platform work in Spain has revealed several findings. The first one to highlight is that since 2014, and especially since 2017, a diverse number of institutions have produced a significant body of literature, in Spanish, on platform work in Spain. Universities and trade unions have generated a total of 44 academic articles and nine reports. At least 26 conferences and events have been organised on the subject by a wide range of stakeholders including universities, workers' associations and governmental institutions.

The review has also confirmed there are no official statistics on platform work in Spain. A significant part of the literature reviewed is of a legal nature. It is generally not based on quantitative or qualitative data, whether that data is generated in Spain or elsewhere.

The literature mainly focuses on one aspect of platform work, the legal aspect around the employment status of platform workers, and on two specific sectors, delivery and transport.

Despite some statistics showing that online platform work is more prominent than on-location platform work, there is not much in-depth analysis of the former in the literature, and it is generally left out of the legal discussions around the employment status of workers. Additionally, across the literature, highly feminised sectors, and the experiences of women in platform work, are under-studied.

Finally, while the legal perspective is fundamental, given that workers' rights and social protections largely depend on their employment status, the sociological and economic perspective is also necessary but largely absent from the literature. This is also true for discussions around "best practices" and alternative, ethically-minded, platform models.

Six priority areas of study

The literature review has brought to the surface existing knowledge gaps, which motivate the following six priority areas of study:



How many people in Spain work in on-location and online platform work, and in what sectors?

- Need for regular official, state-wide data collection to understand how this type of work is evolving, how it impacts the labour market and more traditional or less digitalised sectors.
- Need to understand the broader impact, for instance, on social security, taxation, welfare benefits, or individuals' future pensions.

2

Who are they?

- There is an urgent need for more demographic data segmented by, for example, location, gender, age, education levels, digital literacy levels, employment status and so on.

3

What do they do and what is their experience? What is their motivation? Where does platform work fit within their career?

- There is a need for gender-based, ethnographic, qualitative data regarding workers' experiences, the process of constructing new professional identities, and the impact platform work has on other areas of life.
- There are gaps in our understanding of how platform work is experienced by different collectives, for example, migrants.

4

How do experiences and working conditions differ according to gender? How do they differ according to whether a sector is highly feminised (e.g. care sector) or highly masculinised (e.g. delivery)? How does platform work impact or help reconcile work, private and family life?

- There are, for example, knowledge gaps around the connection between time and salary variables and differences in experience according to gender. For instance, if platform algorithms favour the allocation of services and tasks to those who are most connected and/or available during high demand times such as evenings and weekends, women (often responsible for unpaid domestic labour and care) could be indirectly discriminated.

5

What are the experiences and working conditions of online platform workers?

How does Spain's employment, tax, and migration laws and regulations conflict with, or accommodate for, online platform work undertaken from Spain?

- There are knowledge gaps regarding all aspects related to online platform work. What do we know, for instance, about the earnings and working conditions of a Spanish language teacher giving online classes through platforms to students in China? What are the tax and social security implications of online platform work?

6

What is the economic impact of platform work?

- The review has shown how the literature focuses on the legal aspect with important macro-economic questions left unanswered. To what extent can platforms be a source of income or a source of employment in rural areas or regions with high levels of unemployment? What weight or role could the platform economy have in the wider Spanish economy?

- On a micro-level, what impact does platform work have on consumption behaviours and workers' capacity to, for instance, rent a flat, apply for a mortgage or get a bank loan? How does working for a platform, having an unpredictable income and no contract with one single employer affect other areas of life in terms of purchasing power?

Recommendations

In addition to addressing the six knowledge gaps outlined above, there are a number of other, related recommendations that can also be made at this stage:

1

Include platform work in official statistics by establishing a mechanism to register the data and periodically undertake surveys that can be harmonised and compared with those of other European countries.⁵³

2

Establish a national Observatory on the “Future of Work” to study the evolution of platform work across time in Spain as well as other developments happening in the workplace. These developments include, for example, the increased use of algorithmic management and growing numbers of people working from home, especially as a result of the Covid-19 health crisis. Another option is to include such activity within the already existing Employment Observatory of the State Public Employment Service (SEPE),⁵⁴ which analyses labour market trends using quantitative and qualitative methods and regularly updated social and occupational indicators.

3

Place the debate on platform work within the broader debate on atypical forms of employment as they have elements in common: discontinuity of work, income fluctuation, instability, job insecurity and so on. This would mean, for instance, studying the difficulties experienced by all those in atypical forms of work (including platform work) when accessing social benefits, protection and enjoying rights. It would also involve understanding platform work in all its dimensions, including from a tax and social security perspective.

4

Enforce regulations or establish agreements with platforms for them to **make data that would be useful to inform evidence-based policymaking publicly available.**

⁵³ Eurostat 2020

⁵⁴ For more information see: <https://www.sepe.es/HomeSepe/que-es-el-sepe/observatorio/que-es-observatorio.html>

- 5** **Make new knowledge generated on platform work available to all public employment service officials** working across the 17 regional administrations, for instance, those giving job seekers information and advice. In other words, to make information regarding the employment opportunities related to platform work (and other novel forms of work) accessible and available to all.
- 6** When thinking about regulating platform work, to **go beyond the dominating, polarised, narratives and include and understand the voice and perspectives of all social actors affected by the platform economy.** For instance, to include the perspective of new workers' organisations, whose views might be different to those of the majority trade unions. Or bring in the opinion of businesses across sectors, or, for example, the Spanish Confederation of Business Organisations, in addition to the perspective Adigital already offers through its three reports.
- 7** To collectively assess how platform work and the fast-paced digitalisation of society and the economy help or hinder the country's long-term goals. This entails understanding how well prepared the national social benefits and pension systems are for adapting to the new labour realities and to **initiate an inclusive social dialogue process on platform work and beyond: what type of society do we want to live in?**
- 8** **Adopt a transversal gender perspective, across all research and policymaking** related to platform work in Spain. Dominant narratives about the future of work and the platform economy heavily exclude women's experiences. Much of the journalistic and academic research focuses on the urban transport and delivery app platforms, which have a predominantly male workforce.
- 9** **Generate synergies across universities and non-academic institutions and encourage collaborative research agendas.** To achieve this, capitalise on the know-how and intellectual work currently being done on the platform economy by 50+ academics in Spain, as identified through this literature review. Increase state financing of social sciences research on the platform work phenomenon. Strengthen ties with European researchers and institutions participating in pan-European studies.
- 10** **Develop ties and cross-country research projects with leading institutions studying this phenomenon in Latin-America,** to better understand the impact platforms are having across different economic and social realities in the Spanish speaking world.

5

What is next for DFS's work on the future of work

Looking forward

The future of work and specifically platform work is one of the key priority areas of study for the Digital Future Society Think Tank. As mentioned above, in addition to this report, early 2021 we will publish a study on the experiences of platform workers in the beauty sector in India, and a report on the platforms emerging in the home-based care sector in Spain.

Meanwhile, the Digital Future Society Lab is working on a project, in collaboration with the Interamerican Development Bank, to assess the impact of the Covid-19 pandemic on platforms in the care and delivery sectors, as well as on online platforms operating in freelance and white-collar professions, both in Spain and Latin America. The objective is twofold: to understand the impact the Covid-19 crisis has had on the business models and activities of platforms, and to understand the impact the pandemic has had on the relationship between platforms and workers, and working conditions (e.g. pay).

A note to the reader

On a final note, the purpose of this literature review is to draw some insights on the knowledge generated on platform work in Spain. Some of the information was not easy to find and it is our expectation that more documents will surface once this report is published and disseminated. We therefore kindly ask you to please contact the Digital Future Society team if you find an article or report missing in the content tables in Annex B. Contact details are on page 76.

Annexes

Annex A – Thematic analysis

The table below describes the 15 themes identified through the thematic analysis.

| Themes | These documents... |
|--|--|
| Digitalisation and impact | Include only superficial mentions of platform work, which is presented as a consequence of digitalisation. |
| Contrast between the sharing economy and the platform economy | Include arguments contrasting the platform and sharing economies. Usually linked to different examples, but without deeper investigation into how they operate. |
| Platform classification | Place platforms into various classifications. |
| New forms of work in the digital economy | Include mentions of how digitalisation is transforming the labour market. This includes the incorporation of aspects such as outsourcing, automation, robotics, artificial intelligence and a new, atypical way of working. |
| Employment status of workers | Discuss the types of relationship that exist between the platform and the service provider. The possible distinctions include independent contractor, dependent employee (TRADE is Spanish) and employee. Also include, exploration into which is the most appropriate professional arrangement. |
| Job insecurity | Look at the precarious working conditions created by new forms of work. These include insufficient income as a consequence of adjusted working hours, job insecurity, the abusive use of disciplinary power by the platform through deactivation mechanisms, and extreme competitiveness between “collaborators” within a crowd. |
| Labour opportunity | Include explanations on how new ways of work can create the opportunity of a higher salary. Often compared to that of a collective bargaining agreement, or the opportunity to earn a supplementary income. Also highlight flexibility as a positive tool. |
| Collective bargaining | Reflect on the challenges of collective bargaining with respect to the new, decentralised types of work that lack a collective identity. They also argue for unions to adapt with discussions on new ways for platform workers to organise themselves. |
| Lack of labour protection | Make the case for new protections against the occupational risks to which workers are subjected, such as psycho-social risks, and the new relationship with the Social Security system created by new forms of work. |
| Labour Law | Explain “Labour Law” and refer globally to the violation of established labour law. |

| Themes | These documents... |
|---|--|
| Regulation | Address the impacts that platforms have on society and point out the need for regulation. Also make regulatory proposals to counteract the negative consequences of said regulation. They also discuss the need to regulate per sector in some cases, or the need for fiscal compensation to sustain the Social Security system. |
| Pro-innovation | Present the opinion that innovation is fact and cannot be limited to or by strict regulations or inspections, given that such regulations or inspections would impede necessary technological development. Argue that the new trends represent an opportunity for society. |
| Analysis of court judgements or existing regulations | Analyse the regulatory frameworks that already exist, specifically related to platform work issues, like bogus self-employment, and explain the current ambiguity regarding said regulation and how it is dealt with by the courts. |
| Worker profiles | Analyse and identify platform workers' profiles and motivations. |
| Workers' voices | Offer the testimony of workers. They are produced by workers themselves or other agents and institutions. |

Annex B - Reviewed documents

The table below includes all of the documents included in this review.

The 14 documents with a () background include primary data.

The 3 documents with a () background were not available during the research period.

| Source | Title | Entity | Year | Type of publication | Author | Link |
|-------------------|---|---|------|---|---|---|
| Government | La digitalización de la economía (Digitalisation of the economy) | Consejo Económico y social | 2017 | Report | Pleno del Consejo Económico y Social (CES) | http://www.ces.es/documents/10180/4509980/Inf0317.pdf |
| Government | BOE. Plan estratégico de la inspección de trabajo y seguridad social (ITSS) (Official State Gazette. Labour and Social Security Inspectorate Strategic Plan for 2018 – 2020)) | Ministerio de Empleo y Seguridad Social | 2018 | Official document | Ministerio de Empleo y Seguridad Social | https://www.boe.es/buscar/doc.php?id=BOE-A-2018-5329 |
| Government | Plan director por un trabajo digno 2018-2019-2020 (National Plan for Decent Work 2018-2019-2020) | Ministerio de Trabajo, Migraciones y Seguridad Social | 2018 | Official document | Ministerio de Trabajo, Migraciones y Seguridad Social | http://www.mites.gob.es/its/web/Documentos/ORGANISMO_ESTATAL/Doc_Organismo/Plan_Resumen_ejec_result.pdf |
| Government | Consulta pública previa (Prior public consultation) | Ministerio de Trabajo y Economía Social | 2020 | Official document | Ministerio de Trabajo y Economía Social | http://www.mitramiss.gob.es/es/participacion/consultas/index.htm |
| Government | Iniciativa parlamentaria de Podemos (Parliamentary initiative of Podemos) | Podemos | 2020 | Official document (Official Gazette of the Spanish Congress of Deputies. No. D-114 of 30/06/2020 Page: 23) | Podemos | http://www.congreso.es/public_oficiales/L14/CONG/BOCG/D/BOCG-14-D-114.PDF#page=23 |
| Government | Iniciativa parlamentaria del PDeCAT (Parliamentary initiative of PDeCAT) | PDeCAT | 2017 | Official document (Official Gazette of the Spanish Congress of Deputies. No. D-208 of 14/09/2017 Page: 159) | Grupo parlamentario mixto, at the request of PDeCAT | http://www.congreso.es/public_oficiales/L12/CONG/BOCG/D/BOCG-12-D-208.PDF#page=159 |

| Source | Title | Entity | Year | Type of publication | Author | Link |
|-------------------|--|---|------|---------------------|---|---|
| Government | Las difusas fronteras entre el trabajo asalariado y por cuenta propia. Riders y plataformas digitales de nuevo a examen en la doctrina de los Tribunales Superiores de Justicia. (The blurred line between wage-earning employment and self-employed work. Riders and digital platforms examined under case law of the Superior Courts of Justice. STSJ [Judgement of the Superior Court of Justice] of Madrid - SOC No. 40/2020 of 17 January) | Universidad de Granada | 2020 | Academic article | José Luis Monereo Pérez, Belén del Mar López Insua | https://www.boe.es/biblioteca_juridica/anuarios_de_recho/abrir_pdf.php?id=ANU-L-2020-00000000952 |
| Government | Plan de Industrialización 2017-2020 "Basque Industry 4.0" (The Industrialisation Plan 2017-2020 "Basque Industry 4.0") | Departamento de Desarrollo Económico e Infraestructuras. Viceconsejería de Industria. Gobierno Vasco. | 2017 | Official document | Consejería de Desarrollo Económico e Infraestructuras | https://www.irekia.euskadi.eus/uploads/attachments/10018/Plan_de_Industrializacion.pdf?1500453186 |
| Government | El treball en plataformes digitals a la Comunitat Valenciana (Work on digital platforms in the Community of Valencia) | Generalitat Valenciana | 2019 | Report | Adrián Todolí; José Miguel Sánchez Ocaña; Andrea Kruihof Ausina | https://www.uv.es/ceconomia-col/InformeTrabajoplataformasdigitales2019.pdf |
| Government | Código de buenas prácticas para un trabajo digno en las plataformas digitales (Code of good practices for decent work on digital platforms) | Generalitat Valenciana | 2019 | Report | Generalitat de Valencia y Labora | http://www.labora.gva.es/documents/166000883/166282936/C%C3%B3digo+de+conducta.pdf/fe0690a5-d7ec-4f68-aafc-ac572625d592 |

| Source | Title | Entity | Year | Type of publication | Author | Link |
|--|--|--|------|--|--|---|
| Government | Compromís exige al Gobierno “dignificar” las condiciones laborales de los riders y trabajadores de plataformas digitales (Compromís demands that the Government “dignifies” the working conditions of riders and platform workers) | Compromís | 2020 | Official Document (Official Gazette of the Spanish Congress of Deputies. No. D-109 of 23/06/2020 Page: 28) | Grupo parlamentario mixto, at the request of Compromís | http://www.congreso.es/public_oficiales/L14/CONG/BOCG/D/BOCG-14-D-109.PDF#page=28 |
| Government | Document de conclusions del grup de treball 3.2 Àmbit laboral per al desenvolupament de l'economia col·laborativa a Catalunya. Comissió Interdepartamental de l'Economia Col·laborativa (Document of conclusions of the objective 3.2 working group, labour scope, for developing the collaborative economy in Catalonia.) | Generalitat de Catalunya. Departament de treball, Afers Socials i Famílies | 2017 | Report | Generalitat de Catalunya. Departament de treball, Afers Socials i Famílies | http://economia.gencat.cat/web/.content/70_economia_catalana/arxius/economia-col·laborativa/conclusions-gt-laboral.pdf |
| Government and public institution | Libro blanco del futuro del/de los trabajo/s (White paper on the future of work and jobs) | Barcelona Activa | 2019 | Report | Sara Berbel; Paco Ramos; Pep Marquès (Barcelona Activa) | https://www.barcelonactiva.cat/barcelonactiva/images/es/Llibre-Blanc-CAST-Web_tcm102-49511.pdf |
| Government and public institution | Guia per als treballadors i les treballadores de les plataformes digitals (Guide for digital platform workers) | Barcelona Activa y UGT | 2019 | Other (brochure) | Direcció executiva d'Estratègies de Foment de l'Ocupació de Barcelona Activa Direcció de Serveis d'Economia Cooperativa, Social i Solidària i Consum | http://www.ugt.cat/download/mon_del_treball/Economia-de-plataformes/Guia_treballadors_plataformes.pdf |

| Source | Title | Entity | Year | Type of publication | Author | Link |
|-------------------------------|---|---|------|---------------------|---------------------------------------|---|
| Business association | Propuesta normativa en materia de trabajo en plataformas digitales (Regulatory proposal on the subject of work on digital platforms) | Asociación Española de la Economía Digital (Adigital) | 2019 | Report | Adigital | https://www.adigital.org/media/propuesta-regulatoria-plataformas-digitales.pdf |
| Business association | La contribución económica de las plataformas de delivery en España (The economic contribution of delivery platforms in Spain) | Asociación Española de la Economía Digital (Adigital) | 2019 | Report | Adigital - AFI | https://www.adigital.org/media/publicacion_contribucion-economica-plataformas-delivery-espana.pdf |
| Business association | Los modelos colaborativos y bajo demanda en plataformas digitales (Collaborative and on-demand models on digital platforms) | Sharing España/ Adigital | 2019 | Report | Sara Rodríguez Marín (Fundación Fide) | https://www.fidefundacion.es/attachment/810605/ |
| Non-profit association | El 55% de los trabajadores de plataformas digitales empezó por la facilidad para generar ingresos y la flexibilidad horaria (55% of digital platform workers began because it was an easy way to generate income and because of the flexible hours) | Asociación de Internautas | 2019 | Web (survey) | Asociación de Internautas | https://www.internautas.org/html/10272.html |
| Workers' association | Vídeo de presentación y demandas de mejoras de las condiciones laborales siendo autónomos (Video featuring a presentation and demands for improvements in working conditions as freelance workers) | Asociación Autónoma de Riders | 2019 | Other (video) | Asociación Autónoma de Riders | https://www.youtube.com/watch?v=rXFJV7MEELU&feature=youtu.be |

| Source | Title | Entity | Year | Type of publication | Author | Link |
|-----------------------------|--|-------------------------------|------|-------------------------|--|---|
| Workers' association | Carta al Gobierno Español (Letter to the Spanish Government) | Asociación Autónoma de Riders | 2020 | Other (letter) | Badr Eddine Hilali | https://documentcloud.adobe.com/link/track?uri=urn%3Aaaid%3Aascds%3AUS%3Ab71bc9c2-c9a3-40c2-8fe3-5adec63a8929 |
| Union | Sobre la llamada economía colaborativa y sus implicaciones laborales y sociales (On the so-called sharing economy and its labour and social implications) | CCOO (Gaceta sindical n29) | 2017 | Other (journal article) | Adrián Todolí | https://www.ccoo.es/fe12383877eccbfa539e-15f00f20390a000001.pdf#page=90 |
| Union | El trabajo en la economía colaborativa y la prevención de riesgos laborales (Work in the Collaborative Economy and Occupational Hazards Prevention) | UGT | 2018 | Report | J.A. Fernández Avilés, S. Fernández Martínez, L. Mella Mendez, V. Rodríguez-Rico Roldán y A. Todolí Signes | https://www.ugt.es/ugt-edita-una-guia-sobre-los-riesgos-laborales-de-la-economia-colaborativa |
| Union | La dimensió de l'economia de plataforma a Catalunya (The scope of the platform economy in Catalonia) | CCOO | 2018 | Report | CCOO | https://www.ccoo.cat/pdf_documents/2018/informe_economia_plataforma_catalunya.pdf |
| Union | La intervención de los sindicatos de la clase en la economía de plataformas (The intervention of unions in the platform economy) | CCOO (Fundación 1 de mayo) | 2018 | Academic article | Fernando Rocha Sánchez | https://dialnet.unirioja.es/servlet/articulo?codigo=6738838 |
| Union | Reforzar la participación sindical para una transición justa a la digitalización (Strengthening union participation for a fair transition to digitalisation) | CCOO | 2019 | Report | Secretaria de Acció Sindical, Secretaria de Juventud y Nuevas Realidades del Trabajo | https://www.ccoo.es/d5e6c5a69d6f8c6c-15911196fd633915000001.pdf |

| Source | Title | Entity | Year | Type of publication | Author | Link |
|---------------------------------|---|----------------------------|------|---------------------|--|---|
| Union | El trabajo en las plataformas digitales de reparto (Work on delivery platforms) | UGT | 2019 | Report | Rubén Ranz Martín, José Domingo Roselló, Elena Gutiérrez Quintana, Ana María Corral Juan, María Teresa Vargas Sampedro, Ana Guerra Salas | https://www.ugt.es/sites/default/files/el-trabajo-en-las-plataformas-digitales-de-reparto-ugt.pdf |
| Union | La dimensión laboral de la economía digital. Reflexiones para un debate en proceso (The labour dimension of the digital economy. Reflections for a debate in progress.) | CCOO (Fundación 1 de mayo) | 2020 | Report | Fernando Rocha Sánchez | http://www.1mayo.ccoo.es/7873470f3e5190b-3b62a880565a457ee000001.pdf |
| Union | Propuesta sindical para la construcción de un nuevo país (Union proposal for the construction of a new country) | CCOO and UGT | 2020 | Report | CCOO and UGT | https://www.ccoo.es/e2df8367dc59a9e67c0e-3f6332a6e825000001.pdf |
| Union (European project) | Spain Case Study Report | Don't GIG Up | 2019 | Report | Martín Hermoso | http://www.dontgigup.eu/wp-content/uploads/2020/05/Casestudy_ES.pdf |
| Union | Economía digital y capitalismo de plataformas. Una visión crítica (The digital economy and platform capitalism. A critical view) | Fundación 1o de Mayo, CCOO | 2020 | Report | Javier Jiménez | http://www.1mayo.ccoo.es/noticia:512837--Economia_digital_y_capitalismo_de_plataformas_Una_vision_critica&opc_id=c2893f1a0d25b088ab-973d057041a60f |
| Foundation | El mercado digital a debate (The digital market under debate) | COTEC | 2017 | Report | Albert Cañiguera, Support from Malt | https://cotec.es/proyecto/plataformas-trabajadores-derechos-y-workertech/ |
| Foundation | Bienvenidos a la economía de plataformas (Welcome to the platform economy) | Fundación Foessa | 2019 | Report | Albert Cañiguera | https://caritas-web.s3.amazonaws.com/main-files/uploads/sites/16/2019/05/6.3.pdf |

| Source | Title | Entity | Year | Type of publication | Author | Link |
|---|---|--|------|-------------------------|--|---|
| Foundation / Union collaboration | Los sindicatos ante los retos tecnológicos. Dinámicas y buenas prácticas (Unions faced with technological challenges. Dynamics and good practices) | Éticas Foundation, COTEC, ETUI | 2017 | Report | Gemma Galdon Clavell, Carlos Delclòs, Martín Zamorano, Alba Molina | https://cotec.es/media/LOS-SINDICATOS-ANTES-LOS-RETOS-TECNOL%C3%93GICOS.pdf |
| Think tank | Un análisis de la economía de plataformas y su regulación (An analysis of the platform economy and the regulation thereof) | Fundación FAES | 2018 | Report | Rocío Albert López-Ibor | https://fundacionfaes.org/file_upload/news/pdfs/20180320123324.pdf |
| Think tank | La economía de las plataformas digitales y su impacto sobre el mundo del trabajo (The digital platform economy and their impact on the world of work) | Fundación Alternativas | 2018 | Report | Luis Fernando Medina Sierra | https://www.fundacionalternativas.org/public/storage/actividades_descargas/81ddfdcd580d6e0f87b79d3653cacc768.pdf |
| Think tank | Contestaciones urbanas a las plataformas digitales (Urban responses to digital platforms) | Barcelona Centre for International Affairs | 2019 | Other (journal article) | Lorenzo Vidal | https://www.cidob.org/es/articulos/cidob_report/n1_3/contestaciones_urbanas_a_las_plataformas_digitales |
| Think tank | Hacia una economía de plataformas responsable (Towards a responsible platform economy) | Ouishare | 2019 | Academic article | Albert Cañigueral | http://www.revistasice.com/index.php/CICE/article/view/6795 |
| Think tank | El futuro del trabajo en la era digital: el auge de las plataformas laborales (The future of work in the digital era: the rise of labour platforms) | Digital Future Society | 2019 | Report | Olivia Blanchard | https://digitalfuturesociety.com/es/report/el-futuro-del-trabajo-en-la-era-digital-el-auge-de-las-plataformas-laborales/ |
| Think tank | Trabajo en plataformas digitales (Work on digital platforms) | Govup y Adigital | 2017 | Report | Esther Paniagua, Miguel Ferrer | https://www.slideshare.net/acanyi/trabajo-en-plataformas-digitales-analisis-y-propuestas-de-regulacion |

| Source | Title | Entity | Year | Type of publication | Author | Link |
|--------------------------------------|--|----------------------------------|------|---------------------|--|---|
| Think tank (European project) | Work in digital platforms: Literature review and preliminary interviews | Notus (Proyecto Crowd-work) | 2020 | Report | Notus | https://drive.google.com/file/d/1i_PmzuQAnNsnq6op6zDDb-JxhT23VelyN/view |
| University | La digitalización del trabajo y su incidencia en los derechos colectivos de los trabajadores (Digitalisation of work and the effect it has on the collective rights of workers) | Universidad Rovira i Virgili | 2019 | Academic article | Esther Guerrero Vizuete | https://www.upf.edu/docu-ments/3885005/224374284/7_Guerrero.pdf/824935a7-7dd8-5a7d-e9a5-88845b1b3daa |
| University | El fenómeno de la «gig economy» y su incidencia en el derecho del trabajo: aplicabilidad del ordenamiento jurídico laboral británico y español (The “gig economy” phenomenon and its impact on labour law: applicability of the British and Spanish legal labour system) | Universidad de Cádiz | 2018 | Academic article | Carmen Joven Ramírez | https://dialnet.unirioja.es/ser-vlet/articulo?codigo=6485367 |
| University | Precarización de plataformas: El caso de los repartidores a domicilio en España (Precarisation of platforms: the case of home delivery workers in Spain) | Universidad de Cádiz | 2019 | Academic article | Karol Morales Muñoz, Paula Abal Medina | https://scielo.conicyt.cl/pdf/psicop/v19n1/0718-6924-psi-cop-19-01-97.pdf |
| University | Nuevamente sobre la laboralidad del vínculo contractual de los prestadores de servicios en plataformas digitales. Comentario a la SJS, n39, de Madrid, de 3 de septiembre de 2018 (Again on the employment classification of service providers on digital platforms. Comment to the SJS, number 39, of Madrid, of September 3, 2018) | Universidad Carlos III de Madrid | 2019 | Academic article | Patricia Nieto Rojas | https://www.raco.cat/in-dex.php/IUSLabor/article/view/10.31009-IUSLabor.2019.i01.10/446355 |

| Source | Title | Entity | Year | Type of publication | Author | Link |
|------------|--|-----------------------------------|------|---------------------|---|---|
| University | Sindicalismo y negociación colectiva 4.0 (Unionism and collective bargaining 4.0) | Universidad de Castilla-La Mancha | 2018 | Academic article | María Luz Rodríguez Fernández | https://dialnet.unirioja.es/servlet/articulo?codigo=6757570 |
| University | Implicaciones de la «gig economy» en las relaciones laborales: El caso de la plataforma Uber (Implications of the “gig-economy” in labour relations: the case of the Uber platform) | Universidad de Deusto | 2019 | Academic article | Maria Saenz de Buruaga Azcargorta | http://revista-estudios.revistas.deusto.es/article/view/1621 |
| University | La prevención de riesgos laborales en el trabajo a demanda vía aplicaciones digitales (Labour risks prevention regarding on-demand work via apps) | Universidad de Deusto | 2019 | Academic article | Josune López Rodríguez | https://www.ehu.eus/ojs/index.php/Lan_Harremanak/article/view/20876/19032 |
| University | La gran transición: La economía de plataformas digitales y su proyección en el ámbito laboral y de la seguridad social (The great transition: the digital platform economy and its projection in the area of labour and social security) | Universidad Autónoma de Madrid | 2018 | Academic article | Borja Suárez Corujo | https://dialnet.unirioja.es/servlet/articulo?codigo=6551176 |
| University | El desafío de los nuevos modelos de negocio de la economía colaborativa en sectores económicos tradicionales (The challenge of new sharing economy business models in traditional economic sectors) | Universidad Autónoma de Madrid | 2017 | Academic article | Fernando Casani y Leyla Angélica Sandoval Hamón | https://www.mincotur.gob.es/Publicaciones/Publicaciones-periodicas/EconomiaIndustrial/RevistaEconomiaIndustrial/406/F.%20CASANI%20Y%20L.%20ANG%20C3%89LI-CA%20SANDOVAL.pdf |

| Source | Title | Entity | Year | Type of publication | Author | Link |
|------------|--|---------------------------------------|------|---------------------|---|---|
| University | Economía de plataformas digitales y concepto de trabajador: Derecho de la unión europea y ordenamientos nacionales (Economics of digital platforms and the concept of the worker: European Union law and national rules) | Universidad Complutense de Madrid | 2019 | Academic article | M ^a Yolanda Sánchez-Urán Azaña | https://eprints.ucm.es/51197/1/Econom%C3%ADa%20de%20Plataformas%20Oviedo%20febrero%202019%20E%20PRINTS.pdf |
| University | Representación colectiva y negociación de derechos de trabajadores en plataformas (Collective representation and negotiation of platform workers' rights) | Universidad de Sevilla | 2019 | Academic article | Ana Domínguez Morales | https://www.redalyc.org/jats-Repo/4296/429662331003/html/index.html |
| University | La agenda reguladora de la economía colaborativa: aspectos laborales y de seguridad social (The regulatory agenda of the sharing economy: labour and social security aspects) | Universidad de Sevilla | 2017 | Academic article | Miguel Rodríguez-Piñero Royo | https://dialnet.unirioja.es/servlet/articulo?codigo=6552391 |
| University | Trabajo en plataformas: innovaciones jurídicas para unos desafíos crecientes (Work on platforms: legal innovations for growing challenges) | Universitat Oberta de Catalunya | 2019 | Academic article | Miguel Rodríguez-Piñero Royo | https://www.researchgate.net/publication/331258887_Trabajo_en_plataformas_innovaciones_juridicas_para_unos_desafios_crecientes |
| University | Nuevos movimientos sociales: el transporte. El caso Bla-Bla-Car y Uber (The new social movements: transport. The case of Blablacar and Uber.) | Universidad Pablo de Olavide, Sevilla | 2014 | Academic article | Dulce González Orden, Ana Vallejo Andrada, José Luis Sarasola Sánchez-Serrano | https://rio.upo.es/xmlui/bitstream/handle/10433/2224/1450-4309-3-PB.pdf?sequence=1&isAllowed=y |

| Source | Title | Entity | Year | Type of publication | Author | Link |
|------------|---|--|------|----------------------|--------------------------------|---|
| University | Una aproximación a la problemática de la representación colectiva de los trabajadores de las plataformas “colaborativas” y en entornos virtuales (An approach to the problem of collective representation of “collaborative” platform workers and of those in virtual environments) | Universitat Autònoma de Barcelona | 2018 | Academic article | Alberto Pastor Martínez | https://www.raco.cat/index.php/IUSLabor/article/view/10.31009-IUSLabor.2018.i02.06 |
| University | La digitalización, relaciones laborales y derecho del trabajo (Digitalisation, labour relations and labour law) | Universitat Autònoma de Barcelona y LaCaixa | 2018 | Other (book chapter) | Oscar Molina and Albert Pastor | https://ddd.uab.cat/pub/caplli/2018/190328/10_La_digitalizaci3n_relaciones_laborales_y_derecho_del_trabajo.pdf |
| University | La regulación especial del trabajo en la Gig economy (The special regulation of work in the gig economy) | Revista de estudios para el desarrollo social de la comunicación | 2017 | Academic article | Adrián Todolí Signes | https://dialnet.unirioja.es/servlet/articulo?codigo=6324641 |
| University | El impacto de la “uber economy” en las relaciones laborales: los efectos de las plataformas virtuales en el contrato de trabajo (The impact of the “Uber economy” in labour relations: the effects of virtual platforms on employment contracts) | Universidad de Valencia | 2015 | Academic article | Adrián Todolí Signes | https://dialnet.unirioja.es/servlet/articulo?codigo=5378012 |

| Source | Title | Entity | Year | Type of publication | Author | Link |
|------------|---|---|------|---------------------|--|---|
| University | Plataformas y trabajo digital: debates recientes desde la sociología del trabajo (Digital platforms and work: recent debates from the sociology of work) | Universidad de Valencia | 2020 | Academic article | Antonio Santos Ortega, David Muñoz Rodríguez | (Text published in the book Society at a Crossroad: New Perspectives from Valencian Sociology) https://www.alfonselmagnanim.net/libro/sociedades-en-la-encrucijada.114800/ |
| University | Los derechos colectivos de los trabajadores en la economía digital: ¿hacia un movimiento obrero digital? (Collective employment rights in the digital economy: towards a digital labour movement?) | Universidad de Valencia | 2019 | Academic article | Fernando Fita | https://www.researchgate.net/publication/335277673_hacia_un_movimiento_obrero_digital_Collective_employment_rights_in_the_gig_economy_towards_a_digital_labour_movement |
| University | Nuevos indicios de laboralidad en la economía de plataformas virtuales (Gig economy) (New signs of labour relations in the virtual platform economy [Gig economy]) | Universidad de Valencia | 2017 | Academic article | Adrián Todolí Signes | https://dialnet.unirioja.es/servlet/articulo?codigo=6312615 |
| University | La regulación de la economía colaborativa: El caso «Uber contra el taxi» (The regulation of the sharing economy: the case of “Uber vs. the Taxi”) | Universidad de Valencia | 2015 | Academic article | Gabriel Doménech Pascual | http://roderic.uv.es/bitstream/handle/10550/54302/112244.pdf?sequence=1&isAllowed=y |
| University | El trabajo en las plataformas digitales: pronunciamientos y opiniones divergentes respecto a su calificación jurídica (Work on digital platforms: divergent views and opinions regarding its legal qualification) | Universidad a distancia de Madrid (Udlma) | 2019 | Academic article | Olaya Martín Rodríguez | http://uajournals.com/ojs/index.php/ijisebc/article/view/531/ |

| Source | Title | Entity | Year | Type of publication | Author | Link |
|------------|--|-------------------------|------|---------------------|---|---|
| University | Explorando la heterogeneidad en el empleo mediado por plataformas digitales: Intensidad y localización (Exploring heterogeneity in employment mediated by digital platforms: intensity and location) | Universidad de Huelva | 2019 | Academic article | Emilio Congregado, María Isabel de Andrés, Concepción Román | http://www.aeet-rel.es/index.php/rel/article/view/146 |
| University | La gig economy y la obligación de coordinar la seguridad y salud de sus "autónomos" (The gig economy and the obligation to coordinate the health and safety of their "independent contractors") | Universidad de León | 2018 | Academic article | Henar Álvarez Cuesta | http://revpubli.unileon.es/ojs/index.php/juridica/article/view/5652 |
| University | Sharing economy vs. Uber economy y las fronteras del Derecho del Trabajo: la (des) protección de los trabajadores en el nuevo entorno digital (Sharing economy vs. Uber economy and the boundaries of Labour Law: vulnerability of workers in the new digital environment) | Universidad de ESADE | 2016 | Academic article | Anna Ginès Fabrellas, Sergi Gálvez Duran | https://www.raco.cat/index.php/InDret/article/view/305692/395570 |
| University | Los actores de la economía colaborativa desde el punto de vista del derecho tributario (Players in the sharing economy from the point of view of tax law) | Universidad de Valencia | 2016 | Academic article | Salvador Montesinos Oltra | https://www.mincotur.gob.es/Publicaciones/Publicacionesperiodicas/EconomiaIndustrial/RevistaEconomiaIndustrial/402/SALVADOR%20MONTESINOS.pdf |

| Source | Title | Entity | Year | Type of publication | Author | Link |
|------------|---|-----------------------------------|------|---------------------|----------------------------|---|
| University | ¿Economía colaborativa o economía de plataforma? Más allá de un debate inacabable (Sharing economy or platform economy? Beyond the endless debate) | Universitat Oberta de Catalunya | 2019 | Academic article | Joan Torrent-Sellens | https://www.harvard-deusto.com/economia-colaborativa-o-economia-de-plataforma-mas-alla-de-un-debate-in-acabable |
| University | Nuevos modelos de economía compartida: Uber Economy como plataforma virtual de prestación de servicios y su impacto en las relaciones laborales (New sharing economy models: Uber economy as a virtual platform for the provision of services and its impact on labour relations) | Universidad de Málaga | 2017 | Academic article | Lucía Aragón Valenzuela | https://dialnet.unirioja.es/servlet/articulo?codigo=5987918 |
| University | La economía colaborativa: la sociedad ante un nuevo paradigma económico (The sharing economy: society in the face of a new economic paradigm) | Universidad de La Rioja | 2017 | Academic article | José M. Domínguez Martínez | https://dialnet.unirioja.es/servlet/articulo?codigo=6108211 |
| University | Falsos autónomos y falsos becarios: una aproximación institucional al caso español (Bogus self-employment and internships: an institutional approach to the Spanish case) | Cuadernos de Relaciones Laborales | 2017 | Academic article | Pablo Sanz de Miguel | https://revistas.ucm.es/index.php/CRLA/article/view/63820/4564456549559 |

| Source | Title | Entity | Year | Type of publication | Author | Link |
|--------------------------|---|--|------|----------------------|---|---|
| University / Book | El impacto de la digitalización y las plataformas virtuales en los sistemas de Seguridad Social europeos, en particular en caso de España. Digital Work and Personal Data Protection (The impact of digitalisation and virtual platforms on European Social Security systems, particularly in the case of Spain. Digital Work and Personal Data Protection) | Universidad Autónoma de Barcelona | 2018 | Other (Book chapter) | Carolina Gala Durán | https://books.google.es/books?id=MFWCDwAAQBAJ&pg=PA37&lpg=PA37&dq=El+impacto+de+la+digitalizaci%C3%B3n+y+las+plataformas+virtuales+en+los+sistemas+de+Seguridad+Social+europeos,+en+particular+en+caso+de+Espa%C3%B1a%22&source=bl&ots=8SfHwxm3hY&sig=ACfU3U1cyaiJ52xcxKS650jpnm5USZ4qgg&hl=es&sa=X&ved=2ahUKEwjOz6Xpr5fqAhUHlx-QKHToFD_IQ6AEwAHoECAo-QAQ#v=onepage&q&f=false |
| University | Plataformes digitals: condicions de treball i representació col·lectiva. Reptes de futur (Digital platforms: working conditions and collective representation. Future challenges) | Universidad Autónoma de Barcelona / Institut d'Estudis del Treball | 2019 | Report | Antonio Martin Artiles, Albert Pastor, Jessica Romero, Óscar Molina, Alejandro Godino | Not published yet |
| University | The zero-hour contract in platform work. Should we ban it or embrace it? | Universitat Ramon Llull, ESADE | 2019 | Academic article | Anna Ginès i Fabrellas | https://www.researchgate.net/publication/331602639_The_zero-hour_contract_in_platform_work_Should_we_ban_it_or_embrace_it |
| University | Indicios de laboralidad en el trabajo a través de plataformas (Signs of a labour relationship in platform work) | Universidad de Huelva | 2019 | Academic article | Juan Gorelli Hernández | https://libros-revistas-derecho.vlex.es/vid/indicios-laboralidad-trabajo-traves-816702049 |

| Source | Title | Entity | Year | Type of publication | Author | Link |
|------------|--|-----------------------------------|------|---|---------------------------------|---|
| University | ¿Trabajadores o freelancers? La controvertida naturaleza de las relaciones de trabajo en la Platform Economy (Employees or freelancers? The disputed nature of labour relations in the platform economy) | Universidad de Castilla-La Mancha | 2019 | Academic article | María Luz Rodríguez | https://tripaliumsite.files.wordpress.com/2019/10/revista-tripalium-nro.-1-2019.pdf |
| University | On demand economy: 10 claves de entendimiento laboral (On-demand economy: 10 keys to understanding it from a labour perspective) | Cuatrecasas | 2017 | Academic article | Rubén Agote | https://core.ac.uk/download/pdf/84997098.pdf |
| University | El futuro del trabajo vs. El trabajo del futuro. Implicaciones laborales de la industria 4.0 (The future of work vs. The work of the future. Labour implications of industry 4.0) | Universidad de León | 2017 | Academic article (review by Henar Álvarez Cuesta) | Javier Fernández-Costales Muñiz | https://buleria.unileon.es/bitstream/handle/10612/8709/5295-19168-1-PB.pdf;jsessionid=7C6FB288A1A-B568F3B4A88C16F73E97D?sequence=1 |
| University | Las prestaciones de servicios a través de las plataformas informáticas de consumo colaborativo. Un nuevo desafío para el derecho del trabajo (The provision of services through collaborative consumption computing platforms: a new challenge for labour law) | Universidad de Murcia | 2017 | Academic article | Faustino Cavas Martínez | https://dialnet.unirioja.es/servlet/articulo?codigo=5796037 |
| University | Diez retos del trabajo en plataformas digitales para el ordenamiento jurídico-laboral español (Ten challenges posed by digital platform work for the Spanish legal-labour system) | Universitat Ramon Llull, ESADE | 2018 | Academic article | Anna Ginès i Fabrellas | https://dialnet.unirioja.es/servlet/articulo?codigo=6556389 |

| Source | Title | Entity | Year | Type of publication | Author | Link |
|------------|---|-----------------------------------|------|---------------------|---|---|
| University | Crowdsourcing sites y nuevas formas de trabajo: el caso de Amazon Mechanical Turk (Crowdsourcing sites and new forms of work: the case of Amazon Mechanical Turk) | Universitat Ramon Llull, ESADE | 2016 | Academic article | Anna Ginès i Fabrellas | https://dialnet.unirioja.es/servlet/articulo?codigo=5813340 |
| University | El nuevo modelo de trabajo autónomo en la prestación de servicios a través de plataformas digitales (The new model of independent contractor work in the provision of services through digital platforms) | Universidad Carlos III de Madrid | 2017 | Academic article | Jesús R. Mercader Uguina | https://diariolaley.laleynext.es/Content/Documento.aspx?params=H4slAAAAAAAAEAMtMSb-F1CTEAAiNTQyMzQ7WY1KLi-zPw8WyMDQ3MDcOMjAGCF-BL4hAAAAWKE |
| University | La lucha contra los “falsos autónomos” en la prestación de servicios vía app. El caso “Deliveroo” (The fight against “bogus independent contractors” in the provision of services by app. The Deliveroo case) | Universidad de León | 2018 | Academic article | Henar Álvarez Cuesta | https://www.researchgate.net/publication/328643709_La_Lucha_contra_los_falsos_autonomos_en_la_prestacion_de_servicios_via_app_El_caso_deliveroo |
| University | Economía de plataformas digitales y servicios compuestos. El impacto en el Derecho, en especial, en el Derecho del Trabajo | Universidad Complutense de Madrid | 2018 | Academic article | M ^a Yolanda Sánchez-Urán Azaña | https://eprints.ucm.es/46609/1/UBER%20Plataformas%20Digitales%20La%20Ley%20febrero%202018%202.pdf |
| University | La prestación de servicios en plataformas digitales: ¿trabajo dependiente o autónomo? (The provision of services in digital platforms: employment or independent contract work?) | Universidad de Murcia | 2019 | Academic article | Alberto Cámara Botia | Not accessible during the research period |

| Source | Title | Entity | Year | Type of publication | Author | Link |
|------------|--|---|------|---------------------|--|---|
| University | Contratación colectiva, derecho de la competencia y trabajo autónomo (Collective hiring, competition law and freelance work) | Universidad de Alcalá | 2015 | Academic article | Miguel Rodríguez-Piñero and Bravo-Ferrer | Not accessible during the research period |
| University | The 'Gig' Economy and its Impact on Social Security: The Spanish example | Universidad Autónoma de Madrid | 2017 | Academic article | Borja Suárez Corujo | Not accessible during the research period |
| University | Plataformas digitales y mercado de trabajo (Digital platforms and the labour market) Economía colaborativa y trabajo en plataforma: realidades y desafíos (The sharing economy and platform work: realities and challenges) | Ministerio de Trabajo, Migraciones y Seguridad Social | 2018 | Other (Book) | María Luz Rodríguez Fernández (Director), Lourdes Mella Méndez, José Moisés Martín Carretero, Anabel Suso Araico | https://expinterweb.mitramiss.gob.es/libreriavirtual/detalle.action?cod=XIYE0256 |
| University | Economía colaborativa y trabajo en plataforma: realidades y desafíos (The sharing economy and platform work: realities and challenges) | Universidad de Sevilla y Universidad de Málaga | 2017 | Other (Book) | Miguel Rodríguez-Piñero, Macarena Hernández-Bejarano | https://idus.us.es/bitstream/handle/11441/79270/Econom%C3%ada%20colaborativa%20y%20trabajo%20en%20plataforma.pdf?sequence=1&isAllowed=y |

| Source | Title | Entity | Year | Type of publication | Author | Link |
|-----------------------------------|---|---------------------------------|------|---------------------|--|---|
| University | Sharing Cities - Una visió global de les ciutats i local de Barcelona sobre polítiques d'economia de plataforma i col·laborativa (Sharing Cities. A worldwide cities overview on platform economy policies with a focus on Barcelona) | Universitat Oberta de Catalunya | 2019 | Other (Book) | Mayo Fuster (ed); Authors: Yochai Benkler, Marco Berlinguer, Marco Ciurcina, Ricard Espelt, Mayo Fuster Morell, Mònica Garriga Miret, David Gómez, Yasuyuki Hirota, Paula Imperatore, Susana Martín Belmonte, Álvaro Porro, Marc Rocas-Royo, Natalia Rodríguez, Pau Roldán, Elisabet Roselló, Enric Senabre, Guido Smorto, Wouter Tebbens, Vera Vidal, | https://www.sharingcitiesaction.net/wp-content/uploads/2019/06/SharingCities_CAT_digital.pdf |
| Private company | Para RRHH la economía de plataformas supondrá un estímulo al empleo (For HR, the platform economy will represent a stimulus for employment) | Addeco group | 2019 | Web (survey) | Addeco and Instituto Cuatrecasas de Estrategia Legal en RRHH | https://www.adeccoinstitute.es/informes/para-rrhh-la-economia-de-plataformas-supondra-un-estimulo-al-empleo/ |
| Private company / Platform | La situación de los freelance en España 2019 (The situation of freelancers in Spain, 2019) | Malt | 2019 | Report | Malt | https://news.malt.com/wp-content/uploads/2019/03/informe_malt_2019_digital-1.pdf |
| Private company | Plataformas digitales: una oportunidad para la economía española (Digital platforms: an opportunity for the Spanish economy) | Observatorio ADEI | 2018 | Report | International Financial Analysts | http://observatorioadei.es/publicaciones/Nota-tecnica-ADEI-Plataformas-digitales-(1).pdf |

CONFERENCES

| Source | Title | Entity | Year | Link |
|-------------------|---|--|------|--|
| Conference | Economía bajo demanda, trabajo autónomo y negociación colectiva: ¿Puede el convenio colectivo constituirse en el límite del dumping social? (On-demand economy, freelance work and collective bargaining: can collective bargaining agreements be established at the limit of social dumping?) | Jornadas Universitarias Andaluzas de Derecho del Trabajo y relaciones laborales. Consejería de empleo, formación y trabajo autónomo. Consejo Andaluz de Relaciones Laborales | 2017 | https://www.juntadeandalucia.es/empleo/carl/portal/c/document_library/get_file?uuid=3f9c6ba8-a21d-4362-9b0e-257338fea853&groupId=10128 |
| Conference | El nuevo escenario en materia de tiempo de trabajo (The new scenario regarding work time) | Consejería de Empleo, Formación y Trabajo Autónomo. Consejo Andaluz de Relaciones Laborales | 2019 | https://www.juntadeandalucia.es/empleo/carl/portal/c/document_library/get_file?uuid=84778411-09c0-4004-b69a-cd7c7aa7c500&groupId=10128 |
| Conference | La intervención sindical en las plataformas digitales laborales. Retos y propuestas de actuación. (Union intervention on digital labour platforms. Challenges and action proposals.) | Secretarías Confederales de CCOO de Acción Sindical y Juventud y Nuevas realidades del Trabajo, con el apoyo de la Fundación 1º de Mayo | 2018 | http://www.1mayo.ccoo.es/noticia:308226--La_intervencion_sindical_de_CCOO_en_la_economia_de_plataformas_Retos_y_estrategia |
| Conference | El trabajo en plataformas digitales: retos y oportunidades (Work on digital platforms: challenges and opportunities) | Universitat Ramon Llull, ESADE | 2018 | http://www.dirse.es/events/trabajo-plataformas-digitales-retos-opportunities/ |
| Conference | Nuevas formas de trabajo en plataformas digitales (New forms of work on digital platforms) | Universitat Ramon Llull, ESADE | 2018 | https://us16.campaign-archive.com/?e=&u=9e78a574dfc-ffe935e4a7c8e1&id=f1c0bc66c0 https://www.youtube.com/watch?v=M8ilS9e18mw |
| Conference | Retos y oportunidades de la economía de plataformas: una visión desde Andalucía. (Challenges and opportunities of the platform economy: a view from Andalucía.) | Observatorio Económico de Andalucía. José Ignacio Castillo Manzano | 2020 | https://www.oeandalucia.com/retos-y-opportunidades-de-la-economia-de-plataformas-una-vision-desde-andalucia/ |
| Conference | El futuro del trabajo y las plataformas digitales de empleo: ¿oportunidad o precariedad? (The future of work and digital labour platforms: opportunity or precarious work?) | Universitat Oberta de Catalunya | 2019 | http://epce.blogs.uoc.edu/es/2019/04/09/futuro-trabajo-plataformas-digitales-empleo/ |
| Conference | Congreso sobre el trabajo en la economía colaborativa (Conference on work in the sharing economy) | Universidad de Valencia | 2017 | http://esdeveniments.uv.es/10679/detail/congreso-sobre-el-trabajo-en-la-economia-colaborativa.html |

| Source | Title | Entity | Year | Link |
|-------------------|---|--|------|---|
| Conference | Sobre la automatización, vigilancia y control de los trabajadores y derechos fundamentales (On automation, monitoring and the control of workers and fundamental rights) | Universidad de Valencia | 2020 | http://esdeveniments.uv.es/36038/detail/congreso-internacional-sobre-automatizacion-vigilancia-y-control-de-los-trabajadores-y-derechos-fun.html |
| Conference | El futuro del derecho del trabajo y de la seguridad social en un panorama de reformas estructurales: desafíos para el trabajo decente. (The future of labour law and social security law in a context of structural reforms: challenges for decent work.) | Universidad de Granada | 2018 | https://canal.ugr.es/wp-content/uploads/2018/10/Programa-completo-Trabajo.pdf |
| Conference | La regulación del trabajo, reto de la economía digital (The regulation of work: the challenge of the digital economy) | Fundación Factor Humà. Encuentros en La Vanguardia. | 2019 | https://factorhuma.org/es/actualitat/noticias/14267-la-regulacion-del-trabajo-reto-de-la-economia-digital |
| Conference | El futuro del trabajo y la economía colaborativa: una perspectiva desde la responsabilidad social de las empresas. (The future of work and the sharing economy: a perspective from the social responsibility of companies.) | Fundación Fide | 2017 | https://www.fidefundacion.es/agenda/El-futuro-del-trabajo-y-la-economia-colaborativa-una-perspectiva-desde-la-responsabilidad-social-de-las-empresas_ae434821.html |
| Conference | Regulación y la competencia de las plataformas de economía colaborativa (Regulation and the competition of sharing economy platforms) | Fundación Rafael del Pino | 2017 | https://frdelpino.es/conferencia-frdelpino/competencia-regulacion-las-plataformas-economia-colaborativa/#resumen |
| Conference | Economía de las plataformas (platform economy) y contrato de trabajo (The platform economy and the employment contract) | Jornades Catalanes de Dret Social. Noves tecnologies i relacions laborals. Universitat Oberta de Catalunya | 2018 | http://www.iuslabor.org/jornades-i-seminaris/ponencies/any-2018/ |
| Conference | Reshaping work. Futuro(s), trabajo(s) y un nuevo contrato social (Re-shaping work. Future(s), job(s) and a new social contract) | Ouishare | 2019 | https://es.slideshare.net/acanyi/resumen-reshaping-work-regional-barcelona-2019 |
| Conference | El futuro del trabajo que queremos: Programa Conferencia Nacional Tripartita (The future of the work we want: National Tripartite) | Organización Internacional del Trabajo (OIT) y Ministerio de Empleo y Seguridad Social | 2017 | https://www.ilo.org/madrid/eventos-y-campa%C3%B1as/WCMS_551808/lang-es/index.htm |
| Conference | Libro: La Digitalización y el Empleo Decente en España Retos y propuestas de actuación. El futuro del trabajo que queremos. Conferencia Nacional Tripartita, 28 de marzo de 2017, Palacio de Zurbano, Madrid (Book: Digitalisation and Decent Work in Spain. Challenges and action proposals. The future of the work we want. National Tripartite Conference, 28 March 2017, Zurbano Palace, Madrid) | International Labour Organization (ILO) and the Ministry of Employment and Social Security | 2017 | https://www.ilo.org/wcmsp5/groups/public/---europe/---ro-geneva/---ilo-madrid/documents/publication/wcms_615487.pdf |

| Source | Title | Entity | Year | Link |
|-------------------|---|---|------|---|
| Conference | Taller internacional sobre la "Gig Economy" i el treball a les plataformes digitals (International workshop on the "Gig Economy" and digital platform work) | CCOO | 2020 | https://www.ccoo.cat/aspnet/noticia.aspx?id=226416 |
| Conference | Matí Digital: 'Impacte de les tecnologies en les relacions laborals' (Matí Digital: "The impact of technologies on labour relations") | ICAB | 2019 | https://www.icab.es/?go=eaf-9d1a0ec5f1dc58757ad6cffdace-db1a58854a600312cca6152a6fa-85128b8553ae611a14d7b95794a7cc-5494f6f0fe1fb0583479c221e-fee3b13237115d47 |
| Conference | El meu jefe no és un algoritme (My boss is not an algorithm) | Riders X Derechos | 2019 | https://www.mensakas.com/ridersfestival2019/ |
| Conference | Collaborative Economy: Challenges and Opportunities; Actas del 14º Congreso Internacional Internet, Derecho y Política. Universitat Oberta de Catalunya, Barcelona. (Collaborative Economy: Challenges and Opportunities; Minutes of the 14th International Internet, Law and Politics Conference. | Estudios de Derecho y Ciencia Política de la UOC | 2018 | http://symposium.uoc.edu/_files/_event/12116/_editorFiles/file/IDP_2018_oct18%20(1).pdf |
| Conference | Economía de las plataformas (platform economy) y contrato de trabajo (The platform economy and the employment contract) | Associació Catalana de luslaboralistes | 2018 | http://www.iuslabor.org/jornades-i-seminaris/ponencies/any-2018/ |
| Conference | El futuro del trabajo (The future of work) | Institut d'Estudis del Treball (UAB) | 2018 | https://iet.uab.cat/versiondos/wp-content/uploads/2018/12/20181116_vii-jornadas-iet.pdf |
| Conference | Quina relació hi ha entre el model econòmic d'una plataforma d'Economia col·laborativa i la seva governança? (What is the relationship between the economic model of a collaborative economy platform and the governance of said platform?) | 3r Congrés d'Economia i Empresa de Catalunya: Cap a un model eficient i equitatiu. Barcelona, 17 de maig de 2018. | 2018 | https://www.scipedia.com/public/Espelt_2018a |
| Conference | Dret al treball en la realitat del treball autònom, la plataforma i la tecnologia. Àgora de discussió (The right to work in the world of freelance work, platforms and technology. Discussion forum) | Consell de Treball, Econòmic i Social de Catalunya | 2019 | http://www.esadeknowledge.com/view/dret-al-treball-en-la-realitat-del-treball-autonom-la-plataforma-i-la-tecnologia-218181 |
| Conference | Jornada sobre treball i economia col·laborativa (Workshop on work and the sharing economy) | Generalitat de Catalunya | 2017 | https://treball.gencat.cat/ca/ambits/relacions_laborals/ci/jornada_treball_economia_collaborativa/ |

BLOGS

| Source | Title | Entity | Year | Link |
|-------------------------------|---|---|------|---|
| Blog (union) | La economía colaborativa disfraza una realidad de explotación laboral (The sharing economy disguises a reality of labour exploitation) | CCOO | 2020 | http://www.rioja.ccoo.es/webrioja/Areas:Jovenes:Actualidad:1054067--La-economia_colaborativa_disfraza_una_realidad_de_explotacion_laboral |
| Blog (foundation) | ¿Galgos podencos? El trabajo a través de plataformas digitales, por Martín Godino Reyes (Six of one, half a dozen of the other? Work on digital platforms, by Martín Godino Reyes) | Fundación Fide | 2016 | https://www.fidefundacion.es/Galgos-podencos-El-trabajo-a-traves-de-plataformas-digitales-por-Martin-Godino-Reyes_a779.html |
| Blog (foundation) | El futuro del mercado de trabajo. Gig economy (VÍDEO) (The future of the labour market. Gig economy [VIDEO]) | Fundación Fomento Hispania | - | https://fundacionfomentohispania.org/gigeconomy/ |
| Blog (foundation) | De la innovación social a la economía colaborativa. Análisis exploratorio de esta práctica en las Illes Balears (From social innovation to the sharing economy. Exploratory analysis of this practice on the Balearic Islands) | Fundació Bit - Observatori balear de la societat de la informació | - | https://www.fundaciobit.org/wp-content/uploads/2020/03/Monografia-10_economiacolaborativa_v3.pdf |
| Blog (Association) | El trabajo en las plataformas digitales: ¿un cambio de paradigma? (Work on digital platforms: a paradigm shift?) | Economistas Frente a la Crisis | 2018 | https://economistasfrentealacrisis.com/el-trabajo-en-las-plataformas-digitales-un-cambio-de-paradigma/ |
| Blog (private company) | Los retos laborales de la “on demand economy”: el caso Uber (Labour challenges of the on-demand economy: the Uber case) | Cuatrecasas | 2015 | https://blog.cuatrecasas.com/laboral/los-retos-laborales-de-la-on-demand-economy-el-caso-uber/ |
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| Blog (university) | Una mirada crítica a las relaciones laborales (A critical look at labour relations) | Personal | 2020 | https://ignasibeltran.com/2018/12/09/employment-status-of-platform-workers-national-courts-decisions-overview-australia-brazil-chile-france-italy-united-kingdom-united-states-spain/#%C3%ADndice |
| Blog (university) | El nuevo modelo de trabajo autónomo en la prestación de servicios a través de plataformas digitales (The new model of self-employed work in the provision of services through digital platforms) | Diario La Ley | 2017 | https://diariolaley.laleynext.es/Content/Documento.aspx?params=H4slAAAAAAAAEAMtMsBf1C-TEAAiNTQyMzQ7WY1KLizPw8WYMD-Q3MDc0MjAGCFBL4hAAAAWKE |

BOOKS

| Source | Title | Entity | Year | Link | Enlace |
|--------|--|---|---|------|---|
| Book | La era de la disrupción digital: Empleo, desigualdad y bienestar social ante las nuevas tecnologías globales (The era of digital disruption: employment, inequality and social well-being versus new global technologies) | Deusto Editorial | Rafael Doménech Vilariño, Javier Ángel Andrés Domingo | 2020 | https://www.amazon.com/era-disrupci%C3%B3n-digital-desigualdad-tecnolog%C3%ADas-ebook/dp/B082Z9WHX4 |
| Book | El trabajo en la era de los datos (Work in the era of data) | BBVA | Project Manager: BBVA Open Mind | 2020 | https://www.bbvaopenmind.com/wp-content/uploads/2020/02/BBVA-OpenMind-libro-2020-Trabajo-en-la-Era-de-los-Datos.pdf |
| Book | Economía de plataformas, blockchain y su impacto en los recursos humanos y en el marco regulatorio de las relaciones laborales (Platform economy, blockchain and the impact thereof on human resources and the regulatory framework of labour relations) | Instituto Cuatrecasas de Estrategia Legal en RRHH | Project Manager: Salvador del Rey Guanter | 2019 | https://www.wolterskluwer.es/MK/PDF/Economia-de-plataformas-blockchain-y-su-impacto-en-los-RRHH/files/assets/basic-html/page-12.html |
| Book | El Trabajo en la era de la Economía Colaborativa (Work in the Era of the Sharing Economy) | Editorial Tirant lo Blanch | Adrián Todolí | - | https://editorial.tirant.com/es/libro/el-trabajo-en-la-era-de-la-economia-colaborativa-adrian-todoli-signes-9788491431466 |
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| Book | Trabajo en plataformas digitales innovación, derecho y mercado (Work on digital platforms: innovation, law and market) | Editorial Aranzadi | Adrián Todolí, Macarena Hernández-Bejarano | 2018 | https://dialnet.unirioja.es/servlet/libro?codigo=711065 |
| Book | El trabajo en plataformas digitales: análisis sobre su situación jurídica y regulación futura (Work on digital platforms: analysis of its legal situation and future regulation) | Editorial CISS | Francisco Pérez de los Cobos | 2018 | https://www.marcialpons.es/libros/el-trabajo-en-plataformas-digitales/9788499540870/ |

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