

Table 6.2 **Social protection coverage of workers in different forms of employment**

Form of employment		Typical challenges for social protection coverage
Dependent employment	Full-time permanent employees	<ul style="list-style-type: none"> ▶ Depends on legal coverage of sector of employment and type of enterprise ▶ High exclusion risk: employees in micro-enterprises, excluded sectors or occupations, employees with low pay and without written contracts
	Temporary employees	<ul style="list-style-type: none"> ▶ Depends on minimum thresholds with regard to the length of employment ▶ High exclusion risk: casual employment
	Part-time employees	<ul style="list-style-type: none"> ▶ Depends on minimum thresholds with regard to regular working time ▶ Critical: marginal part-time work, zero-hour contracts
	Multi-party employment relationships	<ul style="list-style-type: none"> ▶ Depends on regulation with regard to the responsibility of each party ▶ High exclusion risk: casual employees, marginal part-time work
	Dependent contractors	<ul style="list-style-type: none"> ▶ Depends on mechanisms to ensure correct classification of employment relationships; in some countries there are specific rules for dependent contractors ▶ Risks: inadequate regulation and enforcement
Independent employment	Independent workers	<ul style="list-style-type: none"> ▶ Depends on modalities for legal coverage by sector and type of occupation/profession ▶ Challenges: lack of coverage or voluntary coverage; adapted mechanisms to take into account contributory capacities; complex administrative procedures; fragmentation of the system