Training course on Social Insurance for the Digital Platform Economy

Professional Development Training Course Outline

Category	Social Protection	**Duration**	5 Days
Base Fee	$1,500 USD	**Delivery Mode**	Online / On-site Hybrid

Course Introduction

Social Insurance for the Digital Platform Economy is a cutting-edge and urgent area of social protection, addressing the profound challenges posed by the rapid growth of digital labor platforms (e.g., ride-hailing, food delivery, online freelancing) to traditional social security systems. Workers in the platform economy, often classified as independent contractors or self-employed, typically lack access to fundamental social insurance benefits such as health insurance, pensions, unemployment benefits, and work injury compensation, leaving them highly vulnerable to economic shocks and life contingencies. This specialized field focuses on innovating and adapting social insurance solutions to recognize the unique characteristics of platform work (e.g., flexible hours, multiple clients, variable income), thereby extending crucial coverage and fostering greater economic security and decent work for this emerging segment of the global workforce. It emphasizes that achieving universal social protection requires forward-looking and adaptable approaches for the future of work. Training Course on Social Insurance for the Digital Platform Economy is meticulously designed to equip with the advanced theoretical insights and intensive practical tools necessary to excel in Social Insurance for the Digital Platform Economy. We will delve into the foundational concepts of the platform economy and its implications for social protection, master the intricacies of designing flexible contribution and benefit structures, and explore cutting-edge approaches to digital delivery, data sharing, and multi-stakeholder collaboration. A significant focus will be placed on understanding legal and policy frameworks, fostering social dialogue, ensuring non-discrimination and portability, and navigating the practical challenges of implementing social insurance for platform workers in diverse regulatory and economic contexts. By integrating cutting-edge research, analyzing real-world complex case studies, and engaging in hands-on policy analysis and simulation exercises, attendees will develop the strategic acumen to confidently champion and implement social insurance for the digital platform economy, fostering unparalleled inclusion, fairness, and decent work.

Programme Curriculum

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Course Objectives

Upon completion of this course, participants will be able to:

1. Analyze the fundamental concepts of the **digital platform economy** and its implications for social protection.
2. Comprehend the **social protection gaps and specific needs** of digital platform workers.
3. Master the principles and components of **designing adapted social insurance schemes** for platform workers.
4. Develop expertise in formulating **flexible contribution mechanisms and payment modalities** for variable incomes.
5. Formulate strategies for designing **appropriate benefit structures and coverage** for platform workers (health, old age, work injury, unemployment).
6. Understand the critical role of **digital tools, data sharing, and technology utilization** in scheme administration.
7. Implement robust approaches to **classifying platform workers** and ensuring their social protection rights.
8. Explore key **policy, legal, and institutional frameworks** for regulating and extending social insurance to the platform economy.
9. Apply methodologies for ensuring **non-discrimination and portability of benefits** for mobile platform workers.

10. Develop strategies for fostering **multi-stakeholder dialogue and partnerships** with platform companies and worker representatives.
11. Analyze the **challenges and opportunities** of implementing social insurance for the digital platform economy.
12. Design a preliminary **social insurance solution** for platform workers in a specific country context.
13. Examine **global best practices and lessons learned** from successful initiatives in this emerging field.

Target Audience

This course is essential for professionals navigating the intersection of technology, labor, and social welfare:

1. **Social Protection Policymakers & Program Managers:** Designing and implementing social security systems.
2. **Labor Market Specialists:** Focusing on the future of work and non-standard employment.
3. **Digital Economy Experts & Technology Innovators:** Understanding the implications of digital platforms.
4. **Government Officials:** From ministries of labor, social welfare, finance, and digital economy.
5. **Platform Companies & Industry Associations:** Exploring social responsibility and compliance.
6. **Workers' Organizations & Trade Unions:** Advocating for platform workers' rights.
7. **Legal Professionals:** Specializing in labor law and social security law in the digital age.
8. **Researchers & Policy Analysts:** Studying the platform economy and social protection.

Course Duration: 5 Days

Course Modules

Module 1: Understanding the Digital Platform Economy and its Implications

- Define the digital platform economy: types of platforms (e.g., ride-hailing, delivery, online freelancing), characteristics of platform work.
- Analyze the diverse profiles of platform workers and their motivations.
- Discuss the implications of platform work for traditional employment relationships and social security systems.
- Explore the debate around worker classification (employee vs. independent contractor).
- Overview of global trends and growth of the platform economy.

Module 2: Social Protection Gaps and Needs of Platform Workers

- Identify the major social protection gaps for digital platform workers (e.g., lack of access to health insurance, pensions, unemployment benefits, work injury compensation, maternity protection).
- Discuss the consequences of these gaps for platform workers' economic security and well-being.
- Analyze the specific needs of platform workers: flexible contributions, portability, risk pooling.
- Comprehend the strategic importance of extending social insurance coverage to this sector.
- Case studies illustrating the vulnerabilities of platform workers.

Module 3: Designing Adapted Social Insurance Schemes for Platform Workers

- Master the principles and components for designing social insurance schemes suitable for platform workers.
- Focus on flexibility, affordability, relevance, and administrative simplicity.
- Discuss the importance of voluntary vs. mandatory participation and incentives for enrollment.

- Exploring different institutional arrangements for managing adapted schemes (e.g., public, private, hybrid, platform-led).
- Case studies of emerging social insurance models for platform workers.

Module 4: Flexible Contribution Mechanisms and Payment Modalities

- Challenges in contribution collection from platform workers due to irregular income and multiple clients.
- Develop innovative and flexible contribution mechanisms:
    - **Automated deductions at source by platforms.**
    - **Micro-contributions per task/trip.**
    - **Voluntary top-ups and matched contributions.**
    - **Linking contributions to digital wallets or payment systems.**
- Discuss the role of minimum contribution thresholds and subsidies.
- Practical exercise: designing a flexible contribution model for a platform.

Module 5: Benefit Structures and Coverage for Platform Workers

- Formulate strategies for designing appropriate benefit structures for platform workers across different contingencies.
- Focus on health insurance: basic packages, catastrophic coverage, primary healthcare access.
- Explore old-age pensions: defined contribution models, partial benefits, portability.
- Discuss work injury benefits, unemployment support, and maternity protection adapted for platform work.
- Analyzing the adequacy of benefits and their impact on platform workers' well-being.

Module 6: Digital Tools, Data Sharing, and Technology Utilization

- Understand the critical role of digital tools and technology in administering social insurance for platform workers.
- Discuss the use of APIs for seamless data exchange between platforms and social security institutions.
- Exploring automated registration, claims processing, and benefit delivery.
- Addressing challenges related to data privacy, security, and algorithmic transparency.
- Case studies of digital innovations in social protection for the platform economy.

Module 7: Worker Classification and Social Protection Rights

- Implement robust approaches to classifying platform workers for social protection purposes.
- Discuss different legal and policy approaches to worker classification (e.g., presumption of employment, third category).
- Analyzing the implications of classification for social security rights and obligations.
- Exploring the role of social dialogue in defining worker status and social protection entitlements.
- Case studies of legal and policy debates on worker classification.

Module 8: Policy, Legal, and Institutional Frameworks

- Explore key national policies and legal frameworks for regulating the digital platform economy and extending social insurance.
- Discuss the importance of a clear and comprehensive legal framework that protects platform workers.
- Strengthening institutional mandates, capacities, and coordination among relevant government agencies.
- Advocating for legal and policy reforms that ensure platform workers' access to social protection.
- Examining international labor standards and their applicability to the platform economy.

Training Methodology

- **Interactive Workshops:** Facilitated discussions, group exercises, and problem-solving activities.
- **Case Studies:** Real-world examples to illustrate successful community-based surveillance practices.
- **Role-Playing and Simulations:** Practice engaging communities in surveillance activities.
- **Expert Presentations:** Insights from experienced public health professionals and community leaders.
- **Group Projects:** Collaborative development of community surveillance plans.
- **Action Planning:** Development of personalized action plans for implementing community-based surveillance.
- **Digital Tools and Resources:** Utilization of online platforms for collaboration and learning.
- **Peer-to-Peer Learning:** Sharing experiences and insights on community engagement.
- **Post-Training Support:** Access to online forums, mentorship, and continued learning resources.

Register as a group from 3 participants for a Discount

Send us an email: info@fineskilltrainingcenter.org or call +254769199797

Certification

Upon successful completion of this training, participants will be issued with a globally recognized certificate.

Tailor-Made Course

We also offer tailor-made courses based on your needs.

Key Notes

- Participants must be conversant in English.
- Upon completion of training, participants will receive an Authorized Training Certificate.
- The course duration is flexible and can be modified to fit any number of days.
- Course fee includes facilitation, training materials, 2 coffee breaks, buffet lunch, and a Certificate upon successful completion.
- One-year post-training support, consultation, and coaching provided after the course.
- Payment should be made at least a week before the training commencement to Fineskill Training Center account, as indicated in the invoice, to enable better preparation.

Upcoming Scheduled Sessions

Start Date	End Date	Location	Price
23 Nov 2026	27 Nov 2026	Online	$1,000
23 Nov 2026	27 Nov 2026	Physical	$1,500
23 Nov 2026	27 Nov 2026	Physical	$3,000

Start Date	End Date	Location	Price
23 Nov 2026	27 Nov 2026	Physical	$3,000
23 Nov 2026	27 Nov 2026	Physical	$6,000
23 Nov 2026	27 Nov 2026	Physical	$4,500
23 Nov 2026	27 Nov 2026	Physical	$6,000
23 Nov 2026	27 Nov 2026	Physical	$6,000

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