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341 **Occupational segregation of female and male immigrants in Europe: Accounting for cross-country differences**

Amaia PALENCIA-ESTEBAN

This article studies occupational segregation in Europe by gender and immigration status using the European Labour Force Survey for 2005–19. Unlike previous studies, it quantifies levels of segregation separately for female and male immigrants in each country. Overall, male immigrants experience lower occupational segregation than their female counterparts and the second generation is less segregated than the first. Segregation is generally lower in North-Western Europe and higher in the South-East. A counterfactual analysis reveals that immigrants' characteristics explain a small part of these cross-country differences. Institutional setting, integration policies and country-specific norms might play a major role.

Keywords: occupational segregation, gender, immigration, Europe, migrant worker.

375 **A capacity index to replace flawed incident-based metrics for worker safety**

Sidney W.A. DEKKER and Michael TOOMA

The shortcomings of incident-based metrics for worker safety such as total recordable incident frequency rate (TRIFR) are well documented. In particular, a low TRIFR is no assurance against legal liability. There is considerable overlap between the literature on safety as the presence of capacities to make things go well, and jurisprudence in labour and workplace safety law on employer due diligence. In this article, the authors propose an index that merges the two, measuring the capacities to acquire and maintain safety knowledge, to understand the nature of operations, to resource for safety, to respond to risks, to demonstrate engagement and compliance, and for assurance.

Keywords: legal compliance, capacity index, TRIFR, occupational safety, safety management, occupational accident, occupational injury.

This article considers the effects of trans identity on people's workplace experiences. Drawing on in-depth individual interviews with 12 trans people in Switzerland in 2014–15, the author identifies the difficulties and successes of their experiences through the perspective of three dimensions: the effects of the type of transition they undergo (towards the male or female gender), difficulties in reconciling the temporalities of transitions with those of employers, and the circumstances in which individuals "come out". Reflecting on trans people's access to economic citizenship, the author recommends revising labour legislation and raising awareness among managers of the issues surrounding trans identity.

Keywords: discrimination at work, equal employment opportunities, gender identity, trans identity, economic citizenship, labour law, Switzerland.

SPECIAL FEATURE

COVID-19 and the world of work (Part III)

413 Stripping back the mask: Working conditions on digital labour platforms during the COVID-19 pandemic

Kelle HOWSON, Funda USTEK-SPILDA, Alessio BERTOLINI,
Richard HEEKS, Fabian FERRARI, Srujana KATTA, Matthew COLE,
Pablo AGUERA RENESES, Nancy SALEM, David SUTCLIFFE,
Shelly STEWARD and Mark GRAHAM

Digital labour platforms have been widely promoted as a solution to the unemployment crisis sparked by the COVID-19 pandemic. However, the pandemic has also highlighted the vulnerability of gig workers when cast as essential workers. This article examines the COVID-19 policies of 191 platforms in 43 countries to understand how the crisis has shifted the conventions of the gig economy. Using a typology of "fair platform work", the authors identify areas of progress in worker protection but also significant shortfalls, including the entrenchment of precarious work as platforms leverage the opportunities arising from the crisis.

Keywords: gig economy, COVID-19, future of work, digital labour platforms, labour rights, precarious employment, working conditions.

441 The effects of the pandemic on gig economy couriers in Argentina and Chile: Precarity, algorithmic control and mobilization

Francisca GUTIÉRREZ CROCCO and Maurizio ATZENI

This article analyses the effects of the pandemic on the work process at two digital delivery platforms operating in Argentina and Chile: Rappi and PedidosYa. Using semi-structured interviews and an analysis of the press and websites, it looks at how the platforms have shifted the costs of the crisis to workers by leveraging the independent contractor status and tightening control. In response, the couriers have mounted various types of resistance, ranging from renting out or loaning accounts to organizing international strikes.

Keywords: gig economy, platforms, Argentina, Chile, couriers, work process, control, resistance.

463 **Coping with precarity during COVID-19: A study of platform work in Poland**

Karol MUSZYŃSKI, Valeria PULIGNANO, Markieta DOMECKA
and Adam MROZOWICKI

This article explores how the COVID-19 pandemic has affected platform workers' work and life experiences in Poland and how they have responded. These workers have been exposed to substantial fluctuations in demand during the pandemic, magnifying the distortions existing in an unregulated asymmetrical employment relationship that diverges from the standard employment relationship. Findings illustrate how workers have attempted to reduce the disruptions underpinning this relationship by adopting different strategies, which resemble Hirschman's typology of exit, voice and loyalty. The authors explain workers' choice of strategy by different levels of access to resources and institutional capabilities, as well as by variations in workers' orientations.

Keywords: precarity, COVID-19, digital labour platforms, standard employment relationship, coping strategies, food delivery, digital workers, Poland.

487 **Networks of trust: Accessing informal work online in Indonesia during the COVID-19 pandemic**

Joanna OCTAVIA

Although studies on digital labour platforms show how the internet has opened up access to income opportunities in the developing world, they have not explored how informal workers use the internet to access work without an intermediary. Using data from digital ethnography and interviews with workers in Indonesia, this article examines how platform-based motorcycle taxi drivers and domestic workers accessed work through social media during the COVID-19 pandemic when the platforms were not allowed to operate. Findings suggest that while social media offered workers increased opportunities, their success was largely dependent on their social networks and bounded by the algorithms designed by platform owners.

Keywords: gig economy, informal workers, domestic workers, motorcycle taxi drivers, social media, job searching, COVID-19, Indonesia, digital labour platforms.

Book reviews

509 ***Reflexiones sobre el trabajo. Visiones durante la pandemia desde el Cono Sur de América Latina,***

edited by Fabio Bertranou (authors: Fabio Bertranou, Carmen Bueno, Pablo Casalí, Oscar Cetrángolo, Andrés Marinakis, Guillermo Montt, Gerhard Reinecke, Walter Sosa Escudero, Nicolás Torres, Jacobo Velasco and Humberto Villasmit).

Reviewed by María Luz RODRÍGUEZ FERNÁNDEZ