

# Platform Capitalism and the Reorganization of Labor: Algorithmic Management and Market Concentration

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## ABSTRACT

The rapid expansion of digital platform economies has transformed contemporary economic systems by reshaping labor participation, market coordination, and digitally mediated economic activities. Platform-based systems such as gig economy applications, online labor platforms, and digital marketplaces increasingly function as central infrastructures within modern digital economies. The findings indicate that platform economies contribute positively to economic transformation by increasing market accessibility, labor flexibility, digital connectivity, and participation within online economic ecosystems. However, the review also reveals significant governance and socio-economic challenges associated with platform-based systems, including labor precarity, algorithmic management, platform dependency, market concentration, and unequal economic participation. In addition, governance systems frequently struggle to adapt to rapidly evolving digital platform environments characterized by cross-border operations and data-driven coordination mechanisms. The study concludes that sustainable platform economies require adaptive governance frameworks capable of balancing technological innovation, labor protection, market fairness, and inclusive economic participation within digitally mediated economic systems.

**Keywords:** *Algorithmic Management, Digital Platform Economy, Economic Transformation, Gig Economy, Platform Governance.*

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## 1. | INTRODUCTION

The rapid expansion of digital platforms has transformed contemporary economic systems by reshaping how markets, labor, and economic interactions are organized within the digital economy. Platform-based systems such as ride-hailing applications, e-commerce marketplaces, online freelancing platforms, and digital service ecosystems increasingly mediate economic activities across different sectors and regions. Kenney and Zysman (2016) emphasize that the rise of the platform economy represents a major structural transformation in modern economic organization by shifting economic coordination toward digitally mediated systems. Similarly, Srnicek (2017) argues that platform capitalism has emerged as a dominant economic model in which digital platforms function as central intermediaries connecting users, workers, businesses, and data flows. These developments demonstrate that digital platforms have become increasingly influential within contemporary economic systems and market structures. Consequently, platform economies are now widely associated with broader processes of digital economic transformation and technological modernization.

The growth of platform economies has also accelerated changes in labor structures and employment patterns within digital economies. Digital labor platforms enable individuals to participate in economic activities through flexible work arrangements, online freelancing, app-based employment, and gig work systems that differ significantly from traditional employment models. Graham et al. (2017) highlight that digital labor platforms have expanded economic participation opportunities while simultaneously reshaping labor relations and worker livelihoods. Similarly, Vallas and Schor (2020) emphasize that gig economy systems transform labor organization by increasing dependence on digitally mediated work arrangements. In many contexts, platform economies are promoted as mechanisms for increasing labor flexibility, economic participation, and market accessibility. These developments indicate that digital platforms contribute not only to economic innovation but also to the restructuring of labor participation and economic activities. As a result, platform-based economic systems have become an increasingly important component of contemporary digital economies.

Despite these opportunities, the literature also demonstrates that platform economies generate significant socio-economic and governance challenges within digital economic systems. While digital platforms may increase labor flexibility and economic participation, they also create new forms of labor insecurity, dependency, and unequal economic relations. Wood et al. (2019) argue that gig economy systems often combine worker autonomy with algorithmic control mechanisms that shape labor conditions and worker behavior. Duggan et al. (2020) further emphasize that algorithmic management has become a central feature of platform-based labor systems, influencing employment relations and organizational control within digital workplaces. In addition, Hauben et al. (2020) identify the growing relationship between platform economies and precarious work conditions characterized by instability, insecurity, and

limited worker protections. These findings indicate that platform economies may simultaneously expand economic opportunities while increasing labor precarity and economic vulnerability. Consequently, the socio-economic implications of platform-based systems remain highly contested within digital economy discussions.

The literature further highlights that governance and regulatory systems face increasing difficulties in adapting to rapidly evolving platform-based economic structures. Digital platforms often operate across multiple jurisdictions and economic sectors, creating challenges for traditional governance frameworks designed for conventional market systems. Gorwa (2019) emphasizes that platform governance involves complex interactions between technological systems, corporate power, and regulatory institutions within digital environments. Similarly, Mukhopadhyay and Bouwman (2019) argue that governance mechanisms within platform ecosystems require new approaches capable of addressing coordination, regulation, and digital market dynamics. In many cases, governance systems struggle to balance innovation, competition, labor protection, and consumer interests within platform economies. These conditions demonstrate that platform economies are not solely technological innovations but also governance-dependent economic systems requiring institutional adaptation. Therefore, governance complexity has become a major issue within contemporary platform economy debates.

Another important issue identified in recent literature concerns the concentration of economic power within large digital platforms and its implications for market competition and economic inequality. Platform-based economic systems frequently operate through network effects and data-driven business models that strengthen the dominance of major digital corporations within digital markets. Hovenkamp (2020) argues that platform monopolies create new challenges for antitrust regulation and market competition within digital economies. Hoang et al. (2020) further highlight that participation within platform economies is unevenly distributed, creating both winners and losers depending on technological access, economic resources, and platform visibility. These findings suggest that platform economies may reinforce unequal economic outcomes and market concentration despite increasing economic connectivity and accessibility. As a result, concerns regarding platform power, economic inequality, and digital market dominance have become increasingly important within digital political economy discussions.

Although the literature on platform economies and digital labor has expanded significantly in recent years, existing studies often examine technological innovation, labor flexibility, governance, or market competition separately rather than synthesizing these issues within a broader economic transformation perspective. Many studies focus on the opportunities associated with digital platforms while giving less attention to the interconnected relationship between labor precarity, governance adaptation, market concentration, and unequal participation within platform-based economic systems. This creates a fragmented understanding of how digital platforms simultaneously generate

economic opportunities and structural challenges within digital economies. Consequently, there remains a need for a more integrated synthesis of the literature examining the broader socio-economic and governance implications of platform economies. Addressing this gap is important for understanding the long-term impacts of platform-based economic transformation.

Based on these considerations, this study aims to systematically review the literature on digital platform economies and economic transformation using a qualitative Systematic Literature Review (SLR) approach. The study focuses on analyzing how digital platforms influence labor participation, market organization, governance systems, and economic structures within contemporary digital economies. In addition, the review examines the governance and socio-economic challenges emerging from platform-based economic systems, including labor precarity, algorithmic management, market concentration, and unequal economic participation. Snyder (2019) emphasizes that systematic literature reviews enable researchers to identify conceptual relationships and broader research patterns across complex academic domains. Furthermore, Page et al. (2021) highlight that PRISMA-based review methodologies improve transparency and rigor in evidence synthesis. Through thematic synthesis, this study seeks to provide a more comprehensive understanding of how platform economies reshape economic transformation within the digital era.

## **2. | LITERATURE REVIEW**

### **Platform Economy and Digital Economic Transformation**

The expansion of digital platforms has fundamentally transformed contemporary economic systems by restructuring market interactions, business models, and economic coordination within digital environments. Platform economies operate through digitally mediated ecosystems that connect users, businesses, workers, and services through integrated technological infrastructures. Kenney and Zysman (2020) emphasize that platform economies reshape capitalist accumulation by reorganizing economic activities around digital platforms and data-driven systems. Similarly, Srnicek (2017) argues that platform capitalism has emerged as a dominant economic model in which digital platforms function as central intermediaries within modern economies. In addition, Liang et al. (2022) highlight that platform capitalism involves not only technological innovation but also broader ideological and economic transformations associated with digital economic restructuring. These findings indicate that digital platforms have become increasingly central to contemporary economic organization and market systems. Consequently, platform economies are widely regarded as a major component of digital economic transformation.

The literature further demonstrates that platform economies contribute to economic modernization by increasing connectivity, efficiency, and market accessibility within digital environments. Andersson Schwarz (2017) emphasizes that platform logic restructures economic interactions by integrating technological coordination mechanisms into market systems. Similarly, Kenney and Zysman (2019) argue that

value creation within platform economies increasingly depends on data-driven interactions and digitally mediated economic activities. These developments enable businesses and individuals to participate more actively within interconnected digital markets through online platforms and digital ecosystems. However, the literature also suggests that platform economies generate significant structural changes in economic power and market organization. Platform-based systems often centralize economic coordination within large digital corporations capable of controlling access to markets, services, and data infrastructures. Therefore, platform economies should be understood not only as technological innovations but also as systems that restructure economic organization and market relations within digital capitalism.

### **Digital Labor and Gig Economy**

The growth of platform economies has significantly transformed labor structures and employment patterns within digital economies. Digital labor platforms allow individuals to engage in economic activities through flexible work arrangements, online freelancing, app-based services, and gig economy systems that differ substantially from traditional employment relationships. Graham et al. (2017) emphasize that digital labor platforms create new opportunities for economic participation while simultaneously reshaping worker livelihoods and labor conditions. Similarly, Vallas and Schor (2020) highlight that gig economy systems alter employment structures by increasing dependence on digitally mediated labor arrangements. These developments demonstrate that platform economies contribute to broader transformations in labor organization and economic participation. As a result, digital labor has become an increasingly important component of contemporary economic systems.

The literature also highlights that digital labor platforms promote flexibility and accessibility while simultaneously introducing new forms of labor dependency and instability. Woodcock and Graham (2020) argue that gig economy systems create highly flexible labor arrangements that are often characterized by limited employment security and worker protections. Poutanen et al. (2019) further emphasize that digital work within platform economies differs from conventional labor systems due to its reliance on technological coordination and decentralized labor structures. In addition, Kässi and Lehdonvirta (2018) identify the rapid expansion of online labor markets within global digital economies. These findings indicate that platform-based labor systems provide economic opportunities while also reshaping employment conditions and labor relations. Consequently, digital labor platforms contribute to both labor market expansion and structural transformation within contemporary economies.

### **Labor Precarity and Algorithmic Management**

Despite the economic opportunities associated with platform labor systems, the literature consistently identifies labor precarity as a major challenge within platform economies. Platform-based labor systems often involve unstable work arrangements,

income insecurity, and limited access to traditional labor protections. Hauben et al. (2020) emphasize that precarious work has become increasingly associated with platform economies due to flexible but insecure labor arrangements. Similarly, Wood and Lehdonvirta (2021) argue that workers within gig economy systems frequently experience “algorithmic insecurity” caused by digitally mediated labor management systems. These findings suggest that platform economies may increase worker vulnerability despite offering greater labor flexibility and accessibility. As a result, labor precarity has become a central issue within digital labor discussions.

Another important issue identified in the literature concerns the growing role of algorithmic management within platform-based labor systems. Wood et al. (2019) argue that gig economy workers often operate under algorithmic control mechanisms that shape worker behavior, productivity, and labor conditions. Duggan et al. (2020) further highlight that algorithmic management has transformed employment relations by enabling platforms to monitor, coordinate, and evaluate workers through technological systems rather than traditional managerial structures. In addition, Karanović et al. (2021) emphasize that platform workers frequently experience regulated dependency in which platform systems maintain significant control over labor participation and economic opportunities. These findings indicate that algorithmic systems increasingly influence labor relations within digital economies. Consequently, platform economies generate new forms of organizational control and labor governance that differ substantially from conventional employment structures.

### **Platform Governance and Regulation**

The expansion of digital platform economies has created significant governance and regulatory challenges within digital economic systems. Platform-based markets frequently operate across multiple sectors and jurisdictions, creating difficulties for governance frameworks designed for traditional economic environments. Gorwa (2019) emphasizes that platform governance involves complex interactions between technological systems, corporate interests, users, and regulatory institutions. Similarly, Mukhopadhyay and Bouwman (2019) argue that digital platform ecosystems require adaptive governance approaches capable of addressing coordination, regulation, and technological complexity. These findings demonstrate that platform governance extends beyond technological management and includes broader institutional and economic considerations. Therefore, governance adaptation has become increasingly important within digital platform economies.

The literature also demonstrates that platform governance involves balancing innovation, market competition, labor protection, and regulatory oversight within rapidly evolving digital environments. Busch (2020) highlights the increasing role of self-regulation and regulatory intermediation within platform economies, where digital platforms partially govern their own operational systems. In addition, Teh (2022) emphasizes that governance structures significantly influence economic interactions

and market organization within platform-based systems. Chen et al. (2022) further identify governance design as an important factor affecting participation and coordination within platform ecosystems. These findings indicate that governance quality and regulatory adaptation strongly influence the sustainability and inclusivity of digital platform economies. Consequently, effective governance frameworks are essential for managing the socio-economic implications of platform-based economic transformation.

### **Market Concentration and Economic Inequality**

The literature further highlights that platform economies contribute to increasing market concentration and unequal economic participation within digital economies. Platform-based systems often operate through network effects and data-driven business models that strengthen the dominance of large digital corporations. Hovenkamp (2020) argues that platform monopolies create new challenges for competition policy and antitrust regulation within digital markets. Similarly, Hoang et al. (2020) identify uneven participation patterns within platform economies in which technological capability, visibility, and economic resources influence who benefits from digital platforms. These findings suggest that platform economies may generate unequal economic outcomes despite increasing market accessibility and digital connectivity. As a result, concerns regarding platform dominance and economic inequality have become increasingly significant within digital political economy discussions.

In addition, platform economies may reinforce structural inequalities by concentrating economic power within a limited number of dominant digital corporations capable of controlling market access, labor coordination, and data infrastructures. These conditions influence not only competition dynamics but also labor relations and economic participation opportunities within digital economies. The literature suggests that unequal participation within platform ecosystems can create significant disparities between highly visible platform actors and economically vulnerable workers operating under unstable conditions. Consequently, platform economies may simultaneously increase economic efficiency while reinforcing unequal economic relations within digital markets. Therefore, understanding platform economies requires broader analysis of how digital market systems influence labor conditions, governance structures, and economic inequality within contemporary digital capitalism.

## **3. | RESEARCH METHOD**

This study employs a qualitative Systematic Literature Review (SLR) approach to examine the relationship between digital platform economies and economic

transformation within contemporary digital economies. A systematic literature review enables researchers to synthesize existing academic literature in a structured and transparent manner while identifying conceptual relationships, research trends, and theoretical developments across complex research domains. Snyder (2019) emphasizes that literature reviews are important for generating broader conceptual understanding and identifying research gaps within emerging academic fields. Similarly, Linnenluecke et al. (2020) highlight that systematic review methodologies improve the rigor and reliability of knowledge synthesis through structured analytical procedures. Through this approach, the study seeks to provide a comprehensive understanding of how platform economies reshape labor systems, market structures, governance mechanisms, and economic participation within digitally mediated economic environments. Consequently, the review focuses not only on the economic opportunities associated with digital platforms but also on the governance and socio-economic challenges emerging from platform-based economic systems.

The literature review process follows the PRISMA 2020 framework to ensure methodological transparency, consistency, and rigor throughout the identification and selection of academic literature. Page et al. (2021) emphasize that PRISMA guidelines improve systematic review quality through transparent procedures involving identification, screening, eligibility assessment, and inclusion stages. Academic literature was collected from major scholarly databases, including Scopus, Google Scholar, ScienceDirect, Springer, Emerald, and Taylor & Francis. The search process utilized combinations of keywords related to platform economy, platform capitalism, digital labor, gig economy, algorithmic management, platform governance, labor precarity, and digital economic transformation. Inclusion criteria focused on peer-reviewed journal articles, scholarly books, conference papers, and institutional publications published between 2016 and 2024 that directly addressed platform-based economic systems and digital labor transformation. Studies focusing exclusively on highly technical software engineering or unrelated technological systems were excluded from the analysis. This process ensured that the selected literature remained relevant to the objectives and analytical focus of the study.

Following the literature selection process, the identified studies were analyzed using a qualitative thematic synthesis approach to identify recurring themes, conceptual patterns, and broader relationships within platform economy research. Thematic synthesis enables researchers to compare findings across studies while generating broader analytical interpretations regarding complex socio-economic phenomena. The selected literature was categorized into several thematic areas, including platform economy transformation, digital labor and gig economy, labor precarity, algorithmic management, governance adaptation, platform regulation, and market concentration. This classification process enabled the study to examine how platform-based economic systems influence labor participation, governance structures, and economic organization within digital economies. In addition, thematic synthesis facilitated the identification of recurring governance challenges associated with platform-based

systems, including regulatory adaptation, labor insecurity, and unequal economic participation. Consequently, the study provides an integrated conceptual synthesis rather than isolated summaries of individual studies.

The analytical process further emphasizes the relationship between platform-based economic transformation and broader governance and socio-economic implications within digital capitalism. The reviewed studies were examined not only for their discussion of innovation and economic participation but also for their analysis of labor insecurity, algorithmic control, market concentration, and governance complexity. This approach enabled the study to analyze both the opportunities and structural challenges associated with platform economies. Furthermore, the analysis focused on how digital platforms restructure economic coordination, labor relations, and market interactions through digitally mediated systems. By integrating these dimensions, the study seeks to provide a balanced understanding of how platform economies simultaneously generate economic opportunities and socio-economic vulnerabilities within digital economies. Therefore, the qualitative SLR approach enables the study to generate broader insights regarding the transformative and governance-dependent nature of platform-based economic systems.

#### **4. | RESULTS**

The reviewed literature demonstrates that digital platform economies have significantly transformed contemporary economic systems by restructuring market interactions, labor participation, and economic coordination within digitally mediated environments. Platform-based systems increasingly function as central infrastructures connecting businesses, workers, consumers, and services through integrated digital ecosystems. These developments have accelerated economic activities by increasing market accessibility, reducing transaction barriers, and enabling real-time economic coordination across different sectors and geographical regions. The literature consistently identifies digital platforms as major drivers of economic transformation within contemporary digital economies. In addition, platform economies contribute to the expansion of digitally mediated economic participation through online marketplaces, app-based services, and gig economy systems. Consequently, platform-based economic structures have become increasingly influential in shaping modern economic organization and digital market systems.

The findings further indicate that platform economies contribute to labor transformation by expanding flexible work opportunities and increasing participation within digital labor markets. Gig economy platforms and online labor systems enable individuals to engage in economic activities through flexible employment arrangements that differ from traditional labor structures. Digital labor platforms create opportunities for workers to access broader labor markets and participate in economic activities regardless of geographical limitations. In many contexts, platform economies are promoted as mechanisms for improving labor flexibility, entrepreneurship, and

economic participation within digital economies. These conditions indicate that digital platforms contribute to economic modernization by creating alternative labor systems and expanding digitally mediated employment opportunities. However, the literature also demonstrates that labor flexibility within platform economies is closely connected to broader structural and governance challenges.

Despite the economic opportunities associated with platform-based systems, the reviewed studies consistently identify labor precarity as a major consequence of digital platform economies. Platform labor systems frequently involve unstable work arrangements, uncertain income conditions, and limited worker protections compared to conventional employment structures. Many workers operating within gig economy systems experience dependency on platform-based algorithms and digitally mediated evaluation systems that influence access to work opportunities and economic stability. In addition, algorithmic management increasingly shapes labor coordination through automated monitoring, performance assessment, and platform-controlled labor allocation mechanisms. These findings indicate that platform economies may simultaneously expand economic participation while increasing labor insecurity and worker vulnerability. As a result, digital labor systems create complex relationships between flexibility, dependency, and economic precarity within contemporary digital economies.

The literature also demonstrates that platform economies significantly reshape governance systems and regulatory environments within digital markets. Platform-based economic systems frequently operate across multiple jurisdictions and economic sectors, creating governance challenges for institutions designed for traditional market structures. Governance systems often struggle to adapt to rapidly evolving platform ecosystems characterized by technological complexity, cross-border economic interactions, and data-driven coordination mechanisms. In many cases, digital platforms partially regulate their own operational systems through platform rules, algorithmic coordination, and self-governance mechanisms that influence market participation and labor relations. These findings indicate that governance adaptation has become increasingly necessary within platform economies to balance innovation, market competition, labor protection, and consumer interests. Consequently, platform governance emerges as a critical component of sustainable digital economic transformation.

Another important finding identified in the literature concerns the concentration of economic power within dominant digital platforms and its implications for market competition and economic inequality. Platform economies often operate through network effects and data accumulation processes that strengthen the market dominance of large digital corporations. These conditions allow dominant platforms to influence market access, labor coordination, visibility, and economic participation within digital ecosystems. In addition, participation within platform economies is unevenly distributed because technological capability, digital visibility, and economic resources

significantly affect who benefits from platform-based systems. The literature further suggests that platform monopolization may reduce market competition and reinforce unequal economic relations within digital economies. Consequently, digital platform systems may simultaneously improve economic efficiency while increasing market concentration and unequal participation within digitally mediated markets.

## **5. | DISCUSSION**

Overall, the reviewed literature demonstrates that platform economies represent more than technological innovations because they fundamentally restructure labor systems, governance mechanisms, market organization, and economic participation within digital capitalism. While platform-based systems generate important economic opportunities through increased connectivity, labor flexibility, and market accessibility, they also create governance complexity, labor precarity, and unequal economic outcomes. The findings indicate that sustainable platform economies require governance frameworks capable of balancing technological innovation with labor protection, market fairness, and inclusive economic participation. In addition, governance systems must continuously adapt to digitally mediated economic environments characterized by algorithmic management, platform dependency, and concentrated market power. These findings suggest that digital platform economies should be understood as governance-dependent systems with broad socio-economic implications rather than solely as instruments of technological modernization. Therefore, the long-term sustainability of platform economies depends heavily on the ability of governance systems to address inequality, labor insecurity, and market concentration within digital economic structures.

## **6. | CONCLUSION**

This study concludes that digital platform economies have become a major component of contemporary economic transformation by reshaping labor participation, market coordination, and economic interactions within digital economies. The reviewed literature consistently demonstrates that platform-based systems contribute to economic modernization through digitally mediated marketplaces, gig economy systems, and online labor platforms that increase market accessibility and economic connectivity. In addition, platform economies expand opportunities for flexible work arrangements and broader participation within digital labor markets. These developments indicate that digital platforms play an increasingly influential role in reorganizing economic activities and labor systems within modern economies. However, the findings also demonstrate that platform economies generate broader socio-economic and governance implications that extend beyond technological innovation and economic efficiency alone. Therefore, platform economies should be understood as transformative economic systems that significantly influence labor relations, governance structures, and market organization within digital capitalism.

The findings further reveal that labor precarity and governance complexity remain major challenges associated with platform-based economic systems. Although platform economies provide greater labor flexibility and alternative employment opportunities, many workers experience unstable work arrangements, limited labor protections, income insecurity, and dependency on algorithmic management systems. In addition, governance systems frequently struggle to adapt to rapidly evolving digital platform ecosystems characterized by cross-border operations, self-regulation mechanisms, and concentrated digital market power. These conditions indicate that platform economies may simultaneously increase economic participation while reinforcing labor vulnerability and unequal economic relations. Furthermore, the concentration of market power within dominant digital platforms creates additional concerns regarding competition, economic inequality, and platform dependency within digital economies. Consequently, sustainable platform-based economic development requires governance systems capable of balancing innovation, labor protection, market fairness, and inclusive economic participation.

Finally, this study emphasizes that effective governance adaptation is essential for ensuring the long-term sustainability and inclusivity of digital platform economies. Policymakers and regulatory institutions should prioritize the development of adaptive governance frameworks capable of addressing labor insecurity, algorithmic management, market concentration, and unequal participation within digitally mediated economic systems. In addition, governance approaches should integrate technological innovation with broader socio-economic considerations, including worker protection, competition policy, and inclusive digital participation. Future research may further explore comparative governance models, regional differences in platform labor systems, and the long-term socio-economic implications of platform capitalism within emerging digital economies. By synthesizing existing literature, this study contributes to a broader understanding of how platform economies restructure economic systems, labor relations, and governance mechanisms within the contemporary digital era.

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### ***Declaration of Conflicting Interests***

The authors declare that there is no conflict of interest.

### ***Ethical Approval and Originality Statement***

Ethical approval was obtained for this study. The manuscript represents original work and has not been previously published, nor is it under consideration by another journal.

### ***Data Disclosure Statement***

The data that support the findings of this study are available from the corresponding author upon reasonable request.

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