

No Worker Left Behind: A Stronger ILO Convention for Decent Work in the Platform Economy

The International Labour Organization's proposed Convention on Decent Work in the Platform Economy attempts to address the growing gaps in labour protection created by digital labour platforms. This is a welcome step. However, significant gaps remain in the proposed language, which must be resolved to ensure meaningful protections for millions of workers globally.

The proposed Convention should be universally applicable to **ALL platform workers**, regardless of their status in employment, or whether they are in formal or informal employment. This includes workers who fall outside employer-employee relationships, such as own-account workers, but who remain economically dependent on platform companies or other entities that effectively determine their income, access to work, and working conditions.

The Convention should also incorporate a **strong, cross-cutting commitment to gender equality**, ensuring that the specific risks and vulnerabilities faced by women workers are addressed throughout all provisions. This approach will promote and contribute to realizing the existing ILO principle that all workers – **regardless of their employment status** or where they work – should enjoy decent work. This is not a new ask, but builds on the ILO's foundational commitments to equality at work, non-discrimination, freedom of association and safe working conditions.

Accordingly, worker protections and entitlements must be **comprehensive, inclusive, and rights-based**. Occupational safety and health protections must extend to all platform workers and include gender-responsive provisions, access to appropriate services and recognition of psychosocial risks, including mental health impacts associated with platform work.

The draft Convention **must not defer to national legislation**, which has historically excluded large segments of platform workers, particularly those in informal or non-standard work arrangements. Reliance on national frameworks risks perpetuating these exclusions and allowing Member States to avoid extending protections to own-account workers and other emerging categories of labour in the platform economy.

Workers must also be **guaranteed transparency and accountability in platform governance**. This includes clear, accessible and up-to-date information on how algorithms function, how decisions affecting work allocation and remuneration are made, and how workers' personal data and data generated by workers are collected, stored, used and governed. **Workers must be consulted** in governance decisions that directly or indirectly affect their work, and have the **inalienable right and opportunity to negotiate collectively**, determining the abovementioned issues, in line with the call of excluded workers: **"Nothing for Us, Without Us"**.

The **costs of working**, including tools, materials and operational expenses such as fuel, data and cleaning supplies, must be borne by platform companies and not shifted onto workers. Also, platform workers must be fairly **compensated for all working time**, including waiting time and time spent being available for work.

The ILO and its tripartite system have a critical opportunity to protect the rights of millions of workers globally by establishing robust international labour standards for the platform economy. These standards **cannot rollback existing fundamental rights at work**. Instead, they must **reinforce those rights while advancing new protections that reflect the realities of platform-mediated labour**.

Signed by



Africa Tech Workers Movement (ATWM)



Equidem



Amalgamated Union of App-Based Transporters of Nigeria (AUATON), Nigeria



Global Platform Workers Solidarity Project (GPWSP)



HomeNet International



Asociación Privada de Movilidad Tecnológica y Afines (APRIMOTEC)



Independent Workers of Great Britain (IWGB), United Kingdom



BPO Industry Employees Network (BIEN)



International Alliance of Waste Pickers (IAWP)



Cambodian Food and Service Workers' Federation (CFSWF), Cambodia



International Domestic Workers Federation (IDWF)



Development Alternatives with Women for a New Era (DAWN)



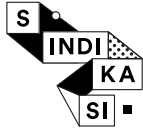
IT for Change



Kenya Union of Gig Workers (KUGWO), Kenya



The Confederation of Autonomous Trade Unions, Senegal



Media and Creative Industry Workers' Union for Democracy (SINDIKASI), Indonesia



The Oversight Lab



The Workers' Observatory



Nanny Solidarity Network, United Kingdom



Transport Workers' Union (TAWU), Kenya



Privacy International



Turkopticon



Serikat Pekerja Angkutan Indonesia (SPAI), Indonesia



Unión de Trabajadores de Plataformas (UNIDAPP), Mexico



Sindicato de Trabajadoras y Trabajadores del Hogar (SINTTRAHOL), Peru



Unión Nacional de Conductores de Plataformas Digitales y Similares (UNCOPLADIS), Panama



StreetNet International



Unión Nacional de Trabajadores por Aplicación de México (UNTA), Mexico



Syndicat Interprofessionnel de Travailleuses et Travailleurs (SIT), Switzerland



Women in Informal Employment: Globalizing and Organizing (WIEGO)



Syndicat National des Chauffeurs VTC de Côte d'Ivoire (SYNACVTCCI), Ivory Coast