

WORK = RECOGNITION, UNITY & SOLIDARITY

BRING BACK THE HOPE!

THIS IS ONLY THE BEGINNING

- PILLARS:
- EMPLOYMENT STATUS
 - WAGES & INCOME
 - ALGORITHMIC MANAGEMENT & CONTROL
 - HEALTH, SAFETY & SOCIAL PROTECTION

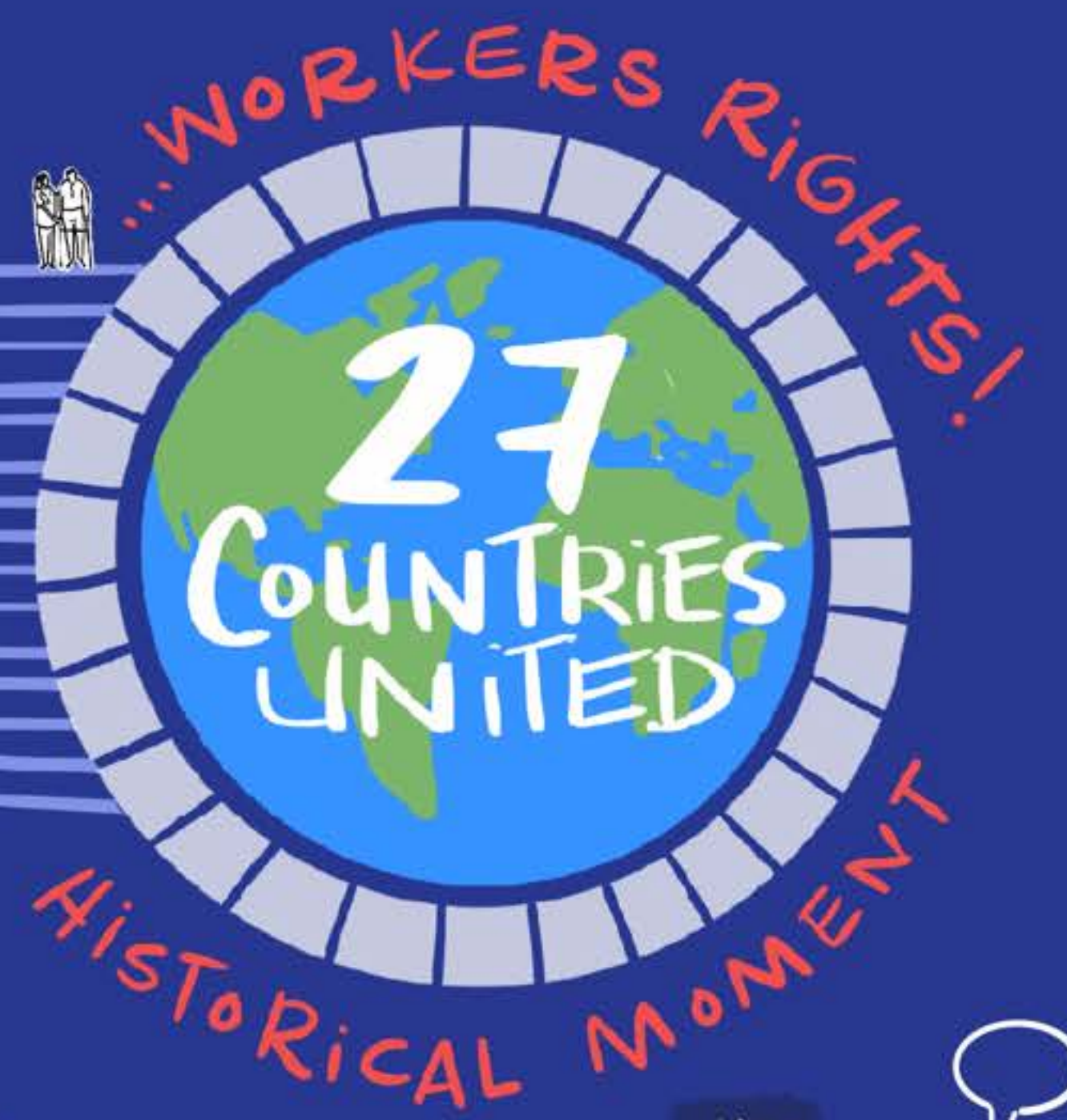
STOP CONSUMING THE PRODUCTS

THIS IS A COLLECTIVE FIGHT

KEEP UP THE FIGHT!

PREVENT DIVISION

THIS IS ALSO A FIGHT AGAINST RACISM & DISCRIMINATION



VISA NEGATION DIDN'T STOPPED US!

Zoom



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LEILA
CHAIIBI

A BATTLE AGAINST THE
CAPITALISM EXPLOITATION
OF THE WORKERS

BECOME A
WAVE OF
SOLIDARITY
AGAINST GENOCIDE

WE HAVE RIGHTS AS WORKERS!

PLATFORM WORKERS SHOULD BE
PRESUMED EMPLOYEES BY DEFAULT

PROTECTION
FROM
CORPORATE
LOBBYING

ORGANIZE OURSELVES &
BECOME A COLLECTIVE POWER

SYNERGY ON AN
INTERNATIONAL
LEVEL

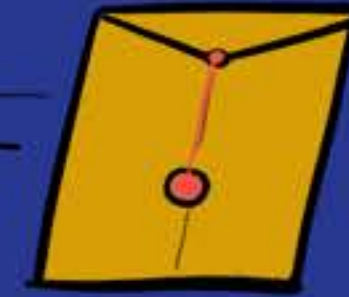
KEEP MOBILIZING &
BUILD A COMMON
FRONT

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INDIA/GIPSWU
DIGITAL STRIKE
DIGITAL SILENCE



FACEBOOK MODERATORS
VS. META & SAMA



LEGAL ACTION

DOMESTIC
WORKER'S
CAMPAIGN
LATIN AMERICA



ORGANIZING GIVES US POWER!

SMALL GROUPS COMING TOGETHER...

TRANSNATIONAL STRIKES

DELIVERY APP STRIKES



TRANSNATIONAL ACTION IS HAPPENING

SHARED CHALLENGES CAN LEAD TO SHARED VICTORIES!

- USING DIGITAL TOOLS TO DISRUPT PLATFORMS
- TAKING LEGAL & COLLECTIVE ACTION
- BUILDING SOLIDARITY ACROSS BORDERS & SECTORS

ALATON'S STRUGGLE

NIGERIA '23

UNION

HOW DO WE SUSTAIN IT?

3 REGIONS
GLOBALLY

1ST TIME
WORKERS HAVE
BEING INTERVIEWED
ON AN ILO TOPIC



- OFFENSIVE & DEFENSIVE ACTIONS -

SHARED STRUGGLES, DIFFERENT CONTEXTS

ARE WE INDEPENDENT CONTRACTORS OR ARE WE EMPLOYEES?

WE BELIEVE THAT BEING CONSIDERED AS INDEPENDENT IS AN STRATEGY TO AVOID TAXES & RIGHTS

WE NEED LEGAL FRAMEWORKS THAT ACKNOWLEDGE OUR RIGHTS

WE ARE PRECARIOUS WORKERS CONTROLLED BY THE ALGORITHM

WE NEED A CONVENTION TO LEGALIZE OUR WORK

GET POWER FROM LEGISLATION!

WE DESERVE BENEFITS!

WE ARE NOT SEEN AS WORKERS BUT WE HAVE THE CONDITIONS OF THEM

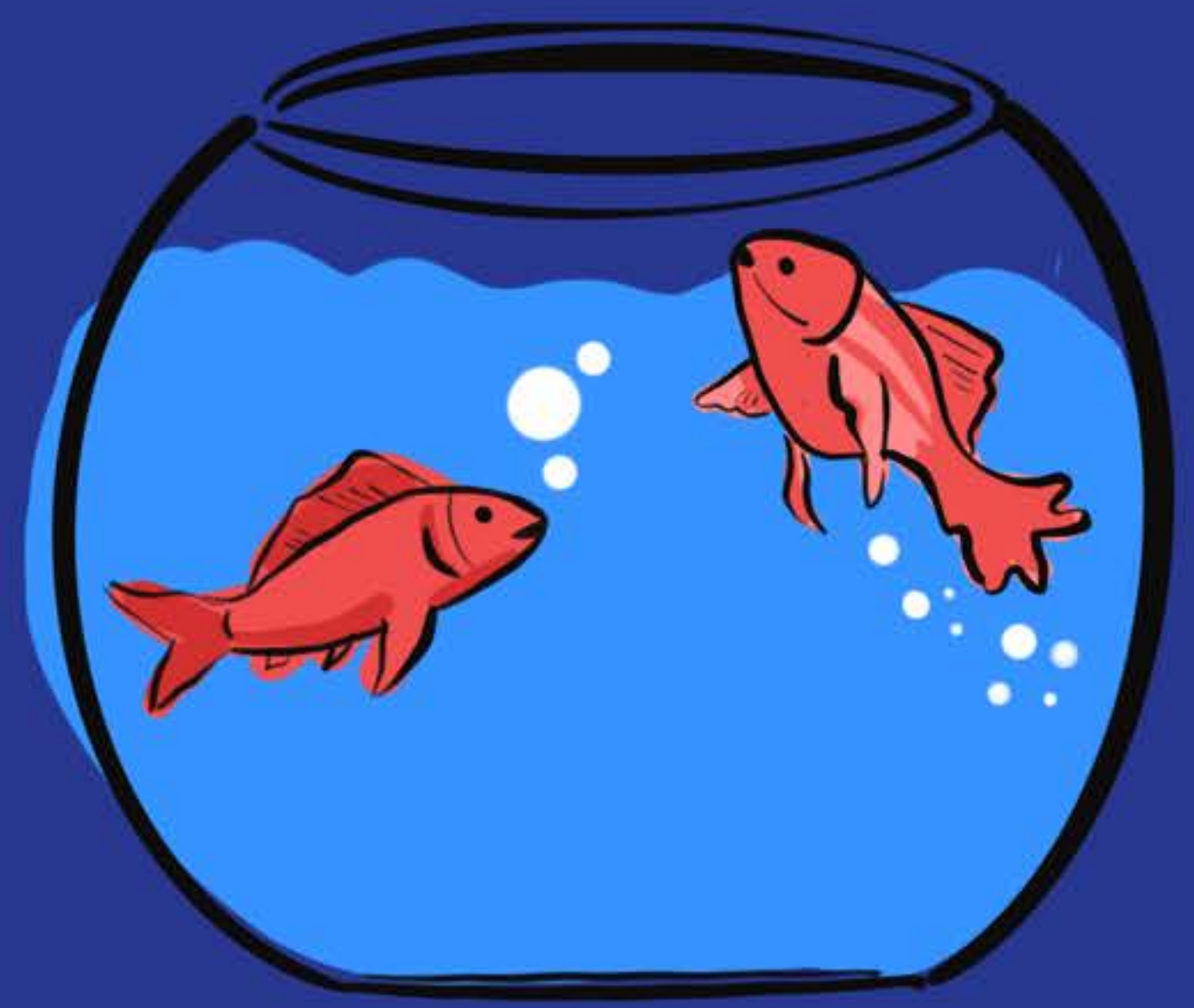
THERE IS NO REAL FLEXIBILITY

THE INCOME DEPENDS ONLY ON HOW MUCH THEY WORK

NOT BEING RECOGNIZED AS EMPLOYEES LEAVES US UNPROTECTED

WAGES IN MEXICO ARE BEING HANDLED WITH A NON-GENDERED PERSPECTIVE AFFECTING WOMEN

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WHEN THE PANDEMIC CAME PLATFORM WORK BECAME AN OPPORTUNITY FOR MANY... IN SLOVENIA AT LEAST THE ALGORITHM IS A BETTER BOSS THAN TRADITIONAL ONES...
MINIMUM WAGE IS NOT ENOUGH

WOMEN ARE PAID LESS IN OTHER COUNTRIES LIKE COLOMBIA



FISHBOWL 1

EMPLOYMENT STATUS

HOW CAN WORKERS RIGHTS BE PROTECTED?

MOST PLATFORMS DON'T PAY MINIMUM WAGES, THEY ARE NOT TRANSPARENT WITH DATA OF THEIR EARNINGS & PERCENTAGES (UBER)

THERE IS POLITICAL CORRUPTION

IN AUSTRIA THE PROBLEM OF FOOD DELIVERY, IS THAT FREE SERVICE CONTRACTORS DO NOT HAVE PROTECTION OR RIGHTS... THERE ARE PEOPLE DOING THE SAME JOB WITH MORE PRECARIOUS CONDITIONS...

WE PUSH FOR COLLECTIVE BARGAINING AGREEMENTS FOR INDEPENDENT WORKERS

IN INDONESIA WE FACE MANY CHALLENGES IN CONTRACTS & GOVERNMENT REGULATIONS

MANY WORKERS ARE AFRAID TO CONFIDE IN THE UNION WORKERS

WOMEN FACE CHALLENGES WITH NO PROTECTION

UBER HAVE DIFFERENT WAGES FOR DIFFERENT DRIVERS: WOMEN, MIGRANTS, ETC...

IN US, WE DON'T HAVE THE RIGHT TO UNIONIZE

MINIMUM WAGE IS NOT ENOUGH, SO PEOPLE LOOK INTO PLATFORM WORK AS AN OPTION... WE NEED A GLOBAL AGREEMENT ON WAGES

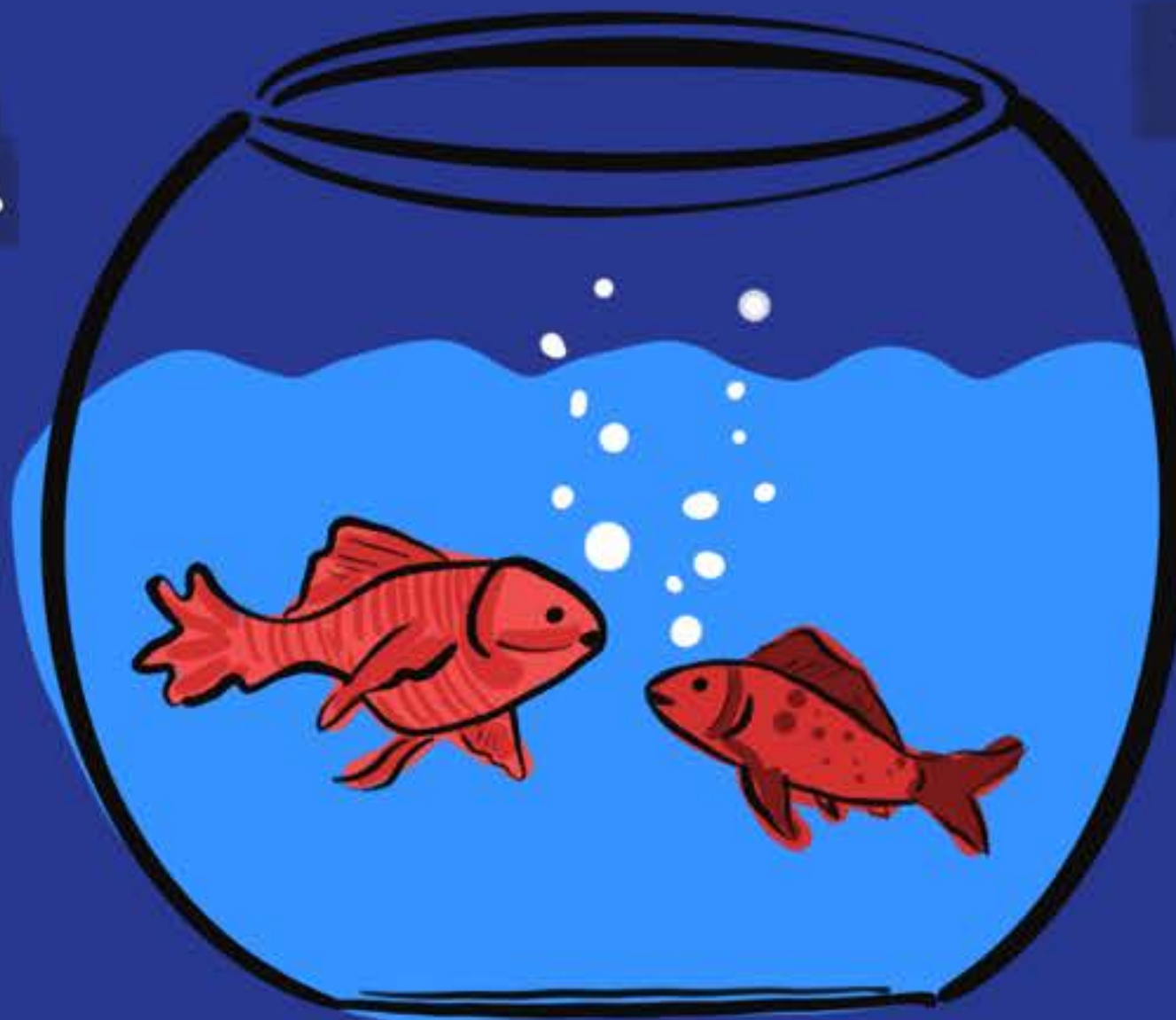
THE QUOTA REQUIREMENTS CAUSE MANY ACCIDENTS

- THE PROBLEM OF SUBCONTRACTION - PLATFORMS TRY TO AVOID REGULATIONS

WE NEED TO INCLUDE DUE DILIGENCE!

WE DON'T HAVE AN ACTUAL BOSS, BUT WE DO NEED EMPLOYEE OBLIGATIONS:
WE ARE INDEED WORKERS

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FISHBOWL 2

WAGES & INCOME



ALGORITHMIC WAGE DISCRIMINATION

GLOBAL SOUTH IS BEING DISCRIMINATED, WITH NO RIGHT TO APPEAL

THERE IS NO REGULATION THAT PROTECT WORKERS FROM EXPLOITATION

MOVING INTO TRADITIONAL TRADES - LIKE PLUMBING

SAFETY & SECURITY ISSUES ARE NOT LISTENED TO... ALGORITHM ALWAYS PUT THE CLIENT FIRST

WOMEN STRUGGLE EVEN MORE WITH THIS X WITH WORK - LIFE BALANCE



ALGORITHMIC CONTROL OF PAY + DEACTIVATION + ASSIGNMENT

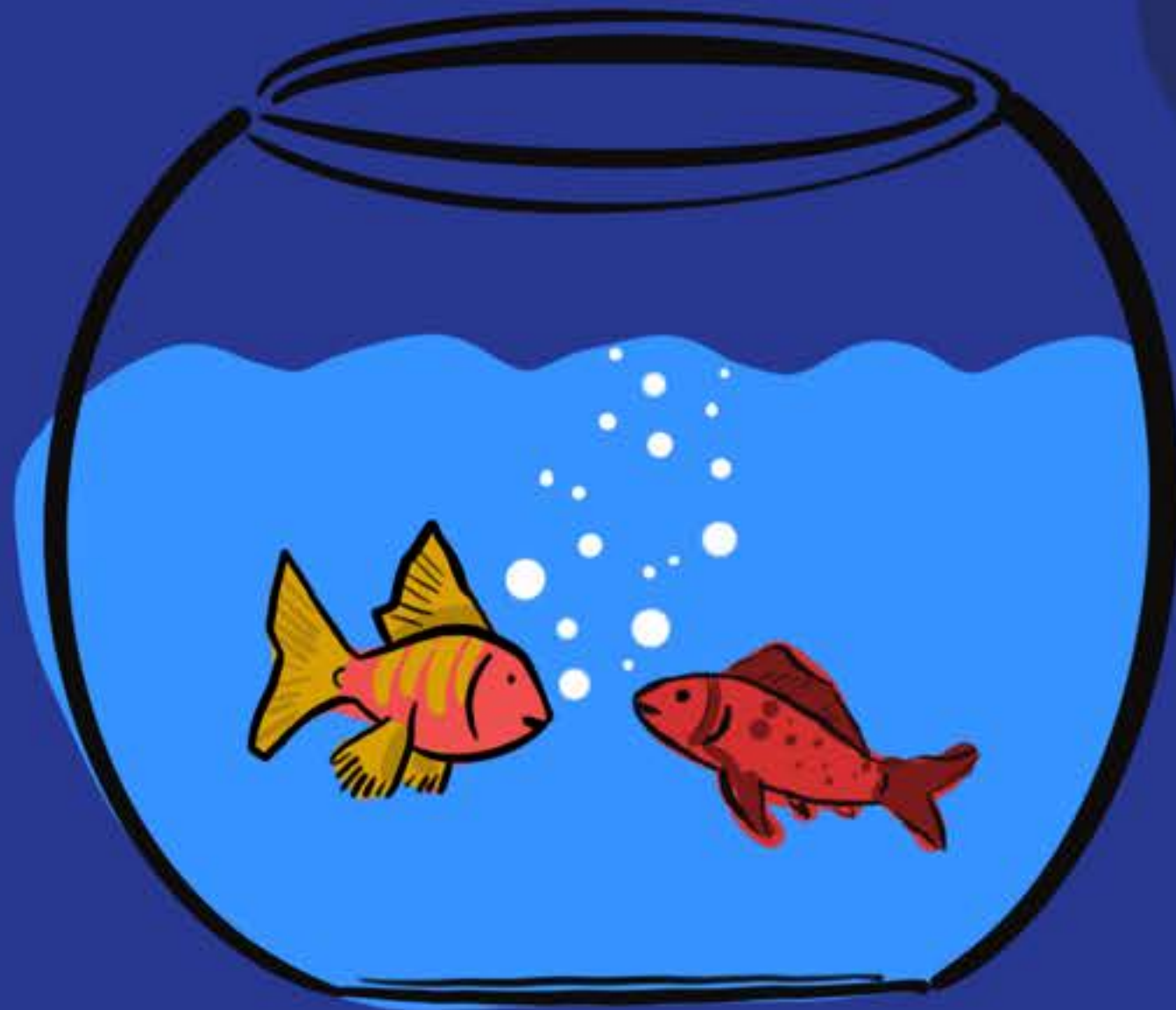
DEEP CONTROL & REVENUE FROM CORPORATIONS
• WITH NO HUMANE RECOGNITION

INHUMANE CONDITIONS OF WORK

WE DEMAND DIALOGUE

WE DON'T ASK FOR CHARITY WE ASK FOR JUSTICE!

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THIS IS NOT INNOVATION
THIS IS COLONIZATION OF WORK...



FISHBOWL 3

ALGORITHMIC MANAGEMENT & CONTROL

BE ABLE TO HAVE INSURANCE ON THE EQUIPMENT WE WORK WITH

FEEL SAFE & SECURE IN OUR JOBS

SOCIAL SECURITY IN WOMAN'S HEALTH HAS MANY LAYERS SUCH AS GENDER VIOLENCE & HARASMENT, HYGENE, ETC...

COMPANIES DO NOT REALLY CARE WHEN THESE ISSUES ARE BROUGHT UP

IDENTIFY THE VARIOUS RISKS & DESIGN STRATEGIES - BECOME INFORMED

RAISE MORE AWARENESS OF HEALTH WITH DRIVERS & PROVIDE INSURANCE

DRIVERS ARE OFTEN FORCED TO DRIVE FASTER TO ACCOMPLISH THEIR TIME QUOTA

MENTAL HEALTH ISSUES

FISHBOWL 4

HEALTH, SAFETY, SECURITY & SOCIAL PROTECTION

EMPLOYEE WELLBEING.

HOW CAN WE BE PROACTIVE?

WHAT MISSING SERVICES CAN THE UNION PROVIDE?

WE NEED TO ADAPT TO THE NEW WAYS THE WORLD WORKS

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LAWS NEEDS TO BE INCLUSIVE

DOMESTIC WORKERS

DOMESTIC WORKERS ARE LOSING THE REGULATIONS THEY WORKED HARD TO GAIN

ALGORITHM ISSUES OF ACCESSIBILITY

THEY SOMETIMES GET EXCLUDED FROM LABOR RIGHTS ORGANIZATIONS

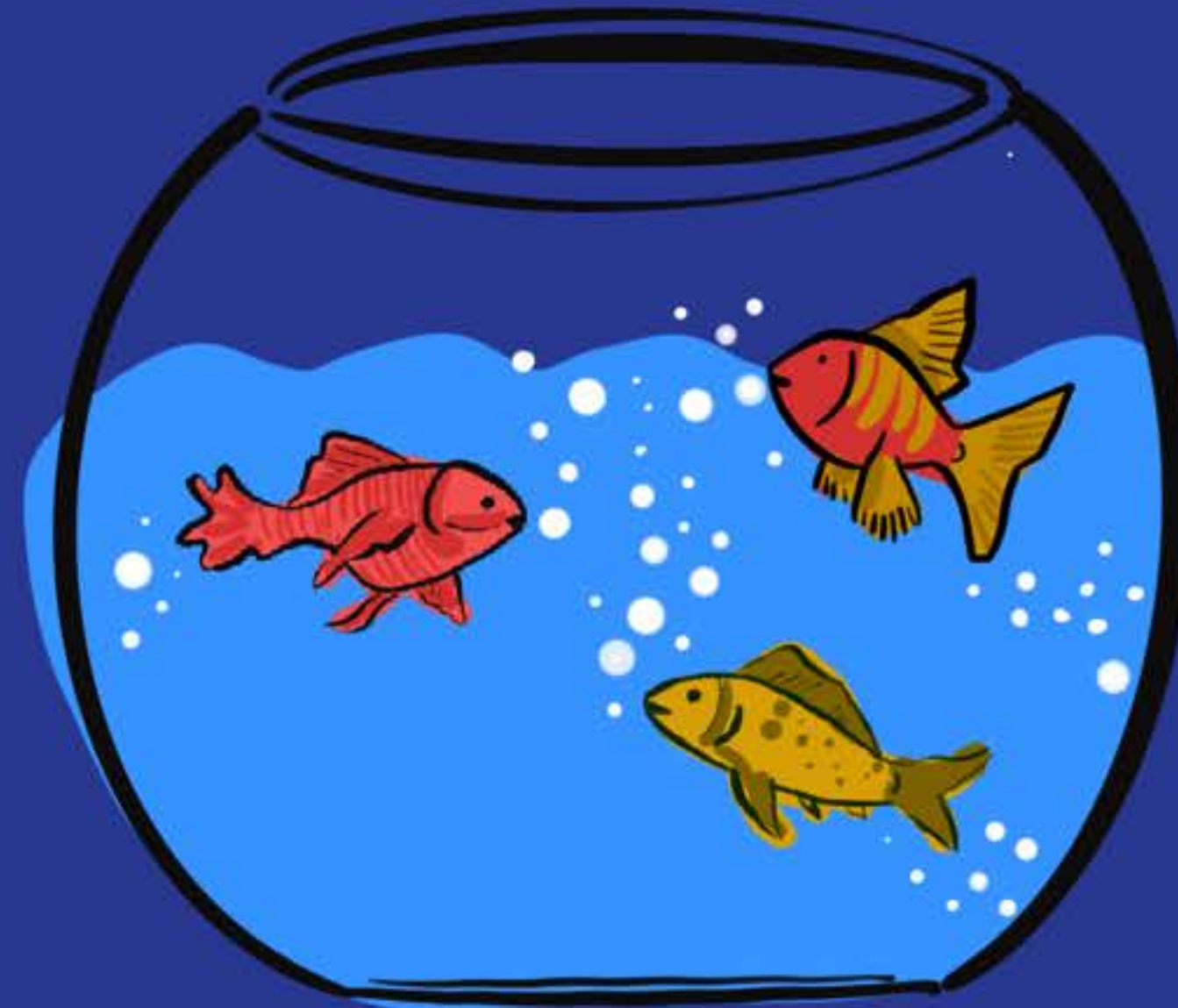
BABYSITERS & NANNIES (UNDOCUMENTED NANNIES)

STREET & MARKET SELLERS BUY THEIR PRODUCTS FROM PLATFORMS



FISHBOWL 5

WHO IS EXCLUDED?



PLATFORM IS PART OF PRECARIOUS & INFORMAL WORK & ITS GROWING

FLEXIBILITY & EMPLOYMENT AT THE CENTER

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42 COUNTRIES SUPPORT THE WORKERS

WORKER POWER / UNION POWER!

THE EXPECTATIONS OF FREEDOM & FLEXIBILITY ARE NOT MET

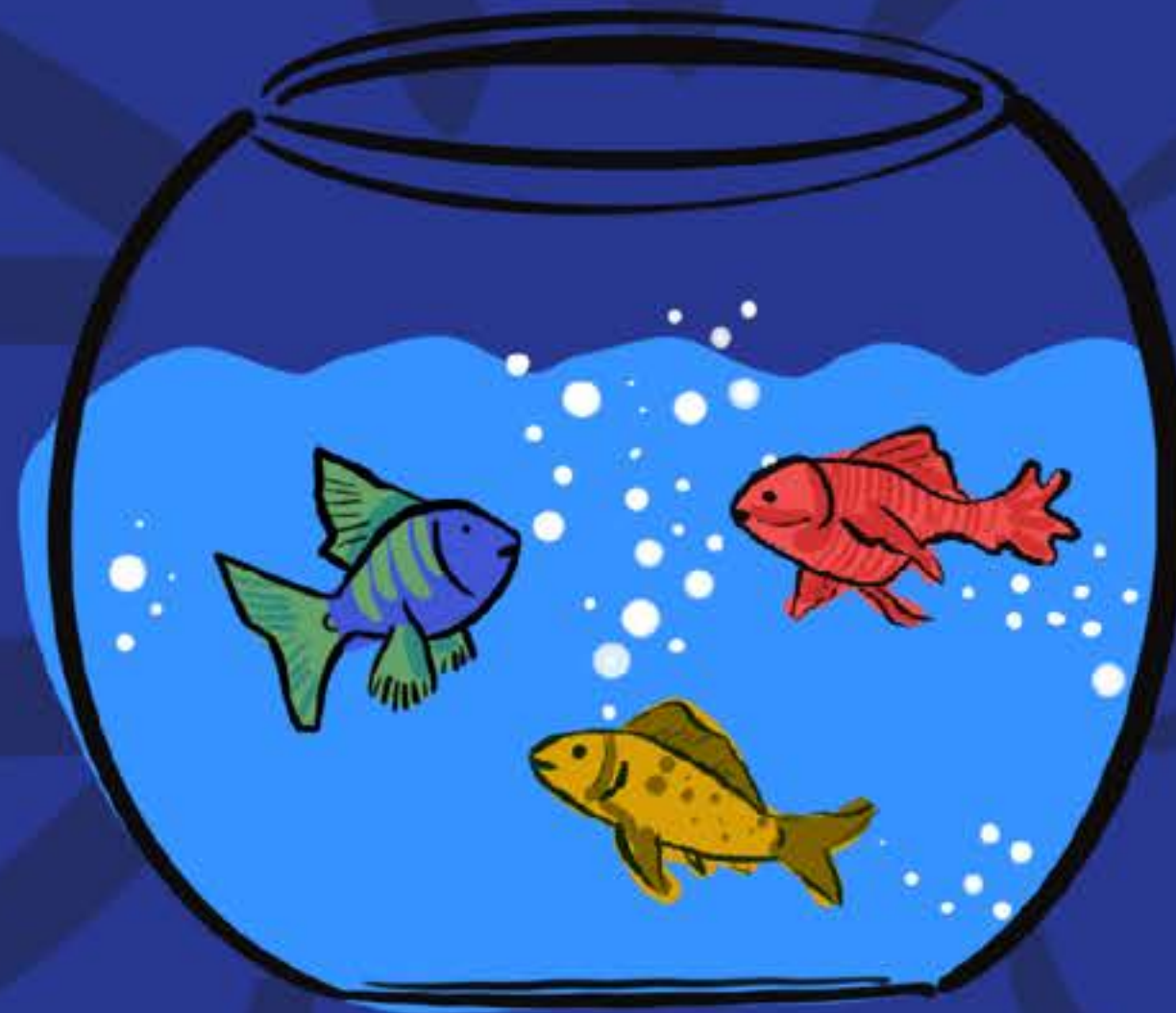
GET READY TO FIGHT 2 MORE YEARS

ALGORITHM IS STILL A BOSS

"WE ARE EMPLOYEES OF ALL OF YOU"

THE HOURLY WAGE IS WORKING AGAINST US

DEFINITION OF EMPLOYMENT HAS BEEN NARROWED DOWN CAUSING A HUGE INCREASE IN INFORMAL WORK



DATA MUST BE REGULATED

CONCLUSIONS

OUR WORK IS TO KNOW WHAT WE ARE WE FIGHTING FOR & WE WILL GET THERE

WORKERS MIGHT BE ABLE TO WORK ON MULTIPLE APPS

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WHAT IS THE CURRENT NARRATIVE?



FROM PROBLEMS TO SOLUTIONS...

FROM FEAR TO HOPE



INDIVIDUALISM → COMMON WEALTH

INEQUALITY → EQUALITY

IN HUMANITY → DIGNITY

WHAT BELIEFS/VALUES ARE BARRIERS & WHICH ONES SUPPORT YOU?

"WE DON'T HAVE THE RIGHT TO BE HERE"

"WE CAN CHANGE THE LAW" - AGENCY-

"COMPANIES ARE TOO GREEDY"

"COMPANIES ARE GENEROUS"

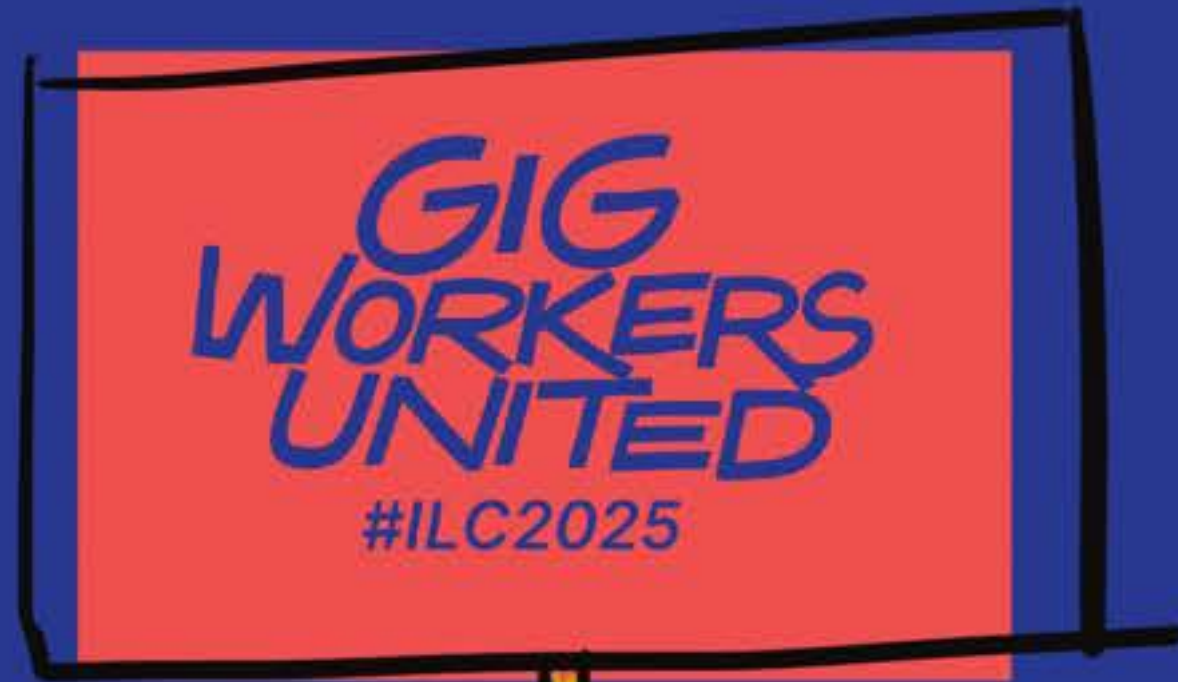
WHAT DO WE WANT IT TO BE?

OUT OF REACTIVITY INTO REFLECTION



GROWING FASCISM
 RIGHT WING POLITICS,
 CAPITALISM
 THE MODEL REVOLVES AROUND
 LOW COST & HIGH RENT
 EXTRACTION

PREDATORY BUSINESS
 MODEL IN THE SAME
 LEAGUE AS PRIVATE EQUITY



WORKER DATA RIGHTS:

- ACCESS
 - RIGHT W.R.T. AUTOMATED DECISION-MAKING
- EXAMPLES
- WORKER INFO EXCHANGE, UK
 - DATA4MODS, AFRICA

WORKER RIGHT TO A SHARE IN DATA VALUE

- * CHALLENGES:
- COST
 - COMPLIANCE
 - PERSONAL VS. NON-PERSONAL DATA
 - DISCRIMINATION
 - DATA PROTECTION LAWS MADE FOR CUSTOMERS

PRIORITIES

TRANSPARENCY

COLLECTIVE DATA RIGHTS

WE NEED TO BUILD PUBLIC ALTERNATIVES IN THE HANDS OF THE USERS & CONTRIBUTORS TO THE ECOSYSTEM

DESIGN A WORKER-CENTRIC PLATFORM MODEL

WORKER KA IPO - CAMPAIGN

DATA RIGHTS & ALGORITHMIC ACCOUNTABILITY



ETHOS FOUNDATION

PENSION FUNDS INVESTMENT

- LABOR RIGHTS
 - CHILDRENS RIGHTS
 - LIVING WAGES
 - CIVIL RIGHTS
 - FULL LIVING WAGES
- "WE ARE BEGINNING WITH PLATFORM WORK"

- challenges:
- FUNDING
 - TECH LIMITATIONS
 - INVESTORS

EB-SIM FOUNDATION

- SUSTAINABILITY
- ENVIRONMENT, CLIMATE & SOCIAL RIGHTS
- DIALOGUE WITH COMPANIES
- INTERNAL GOVERNANCE
- LABOR RIGHTS

IT FOR CHANGE

ALTERNATIVE PLATFORM FOR WOMEN IN INDIA

GRASSROOTS
MIGRANT-WORKER
ORGANIZATION

CHILDCARE
WORKERS
SOLIDARITY
FUND



DOMESTIC WORKERS
RIGHT FOR MINIMAL
WAGE

"WE STAY, WE PLAY"

WORK THROUGH
BUBBLE
OR
STRUGGLE IN
THE BUBBLE?

NANNY
SOLIDARITY
NETWORK



WE DON'T
PAY
POCKET
MONEY

SENSE OF
BELONGING



WHEN CARE STOPS
THE WORLD STOPS



UNTA
GENDER
COMMITTEE

UNION CREATED
FOR PEOPLE WHO HAD
NO ACCESS TO RIGHTS

WOMEN HAVE LOWER WAGES
& ARE EXPOSED TO GENDER
VIOLENCE & INJUSTICE

WE HAVE SAFETY
BASED RESTAURANTS

1 MAY
LABOR DAY
STRIKE

WHATSAPP
GROUP



SOLIDARITY STOPS
COMMUNITY HELP

UNION
SCHOOL

SOCIAL
MEDIA

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ORGANIZING & BASE BUILDING: STRATEGIES FROM THE FIELD

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**WORKER POWER
UNION POWER!**

**WE ARE MANY!
WE ARE UNITED!
WE ARE WORKERS!**

**WE THE PEOPLE
WE'VE GOT THE POWER
& THE POWER OF
PEOPLE WONT
STOP...
WONT STOP, WONT STOP**

**WE ARE MANY
WE ARE UNITED
WE ARE WORKERS!**

**NOTHING
ABOUT US
WITHOUT
US!**





Our SHARED Vision



CELEBRATE HOLIDAYS!



BUILDING NEW NARRATIVES GROWING TOGETHER

ENJOY YOUR LIFE!



OPPORTUNITY

FAMILY

Joy

PEACE

COMMUNITY

JUSTICE

WHAT IS OUR NARRATIVE POWER?

BUILDING A STRONG CAMPAIGN

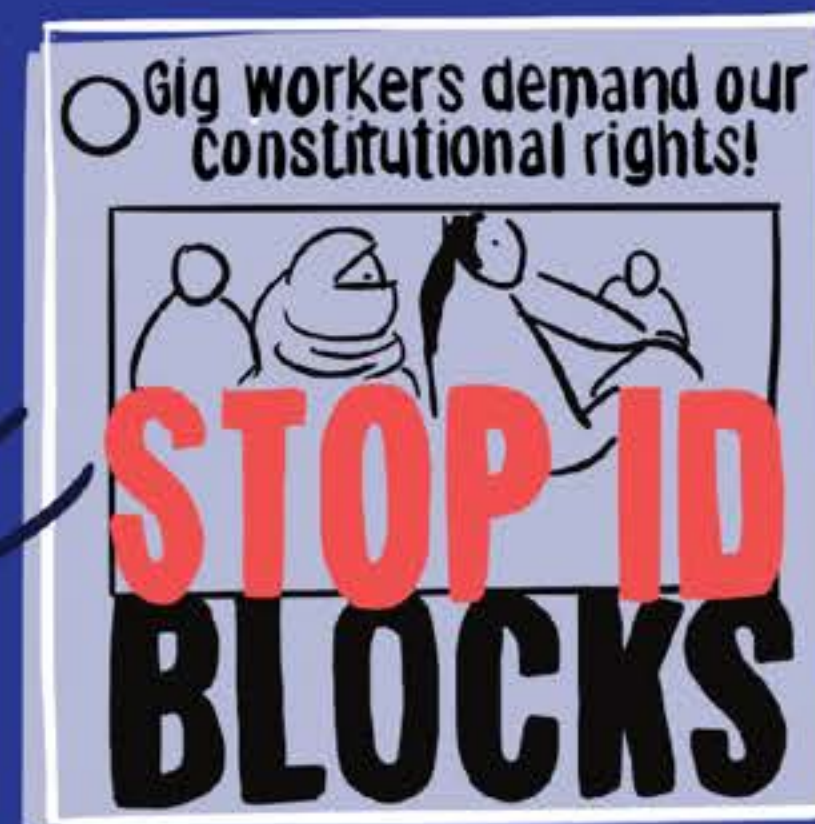
- CLEAR GOALS
- A POWERFUL THEORY OF CHANGE
- A DEEP UNDERSTANDING OF POWER
- A STRATEGIC TIMELINE
- A STRONG BASE & ORGANIZING PLAN
- TARGETED, CREATIVE TACTICS FOR VISIBILITY
- A METHOD TO MEASURE, ADAPT & ENSURE ENFORCEMENT



CHOOSE the RIGHT TACTICS & STAY IN THE CONVERSATION

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BUILDING SOLIDARITY



SHOW UP FOR EACH OTHER

FOCUS ON MOBILIZING CUSTOMERS

★★★★★ REVIEWS

THE WORKER AGENCY

ORGANIZE to WIN!



STRATEGIC SUPPORT IN COMMUNICATION

RECLAIM DEMOCRACY!





LEGAL SUPPORT



BE
RECOGNIZED AS
WORKERS!

MENTAL
HEALTH



NEW MODEL
of **WORK**



GLOBAL SOLIDARITY



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LGBTQ+
INCLUSION



LABOR
RIGHTS & BENEFITS
- EDUCATION -

ENSURE
HEALTH CARE



WOMEN
VISIBILITY

PRESERVE
FLEXIBILITY



CLIMATE CHANGE
AWARENESS
& SAFETY



DATA
TRANSPARENCY

REMOVE ALL KINDS OF
DISCRIMINATION





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WAY FORWARD:

ACTIONABLE AGENDA FROM THE GENEVA GATHERING