Has Push Come to Shove?*

*and how do we push back to achieve decent "online platform" work?

Nancy Leppink – Chief

Labour Administration, Labour Inspection & Occupational Safety and Health Branch

International Labour Office - ILO

Not really a Surprise*

*Accelerations: 2008 financial crisis - continuing globalization of business practices – advances in technology

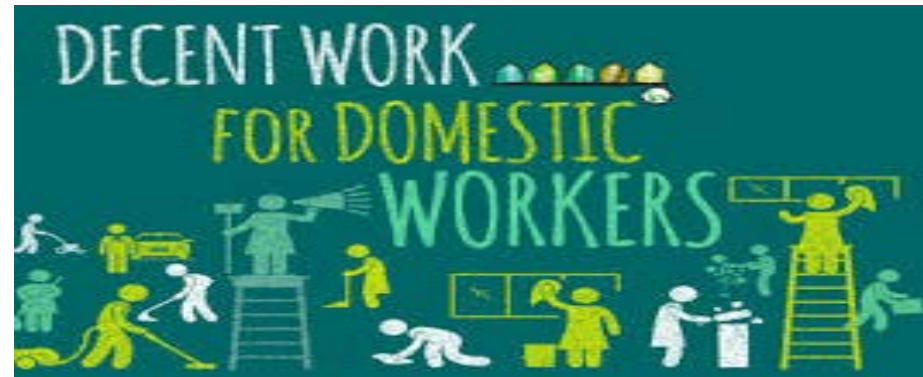# Historically Difficult Regulatory Challenges*

Source: Library of Congress, National Child Labor Committee Collection.

*old business practices re-packaged by technology and big data

What is Decent Work?

- **Rights**
  - **Minimum Wages**
  - **Maximum Hours**
  - **Occupational Safety & Health**
  - **Against Discrimination, Child & Forced Labour**
  - **Freedom of Association & Collective Bargaining**

- **Protections**
  - **Sick Leave**
  - **Employment Injury Insurance**
  - **Pension**
  - **Health Insurance**
  - **Parental Leave**

To meet the challenges to Decent Work do we need to re-think how we govern work?

- Are we regulating the "right" things?
- Are utilizing the "right" regulatory mechanisms?
- Are we engaging the "right" regulatory actors?
- Do regulatory actors have the "right" roles and responsibilities?
- Are we regulating at all the "right" levels?

Are we regulating the "right" thing-

Current focus is on regulating **relationships*** (the employer/employee relationship)

*with a growing number of

workers classified as

 outside of a relationship

to which labour rights and

protections attach -

means for a growing number of

workers "decent work" has become illusive and the
the legitimacy of the employment relationship as
basis for distinguishing between the "haves" and
"have-nots" has been eroded.

If the "employment" relationship no longer determines whether labour rights and protections attach what should we be regulating to achieve Decent Work?

Financial Transactions?

Data Transactions?

Task postings?

Online Platforms?

"Likes" and "Dislikes"

First- focus on the objectives of Decent Work -

What are the objectives of OSH?

- Do no harm
- Support health

What are key mechanisms for improving OSH performance?

- Prevent & control hazards and risks
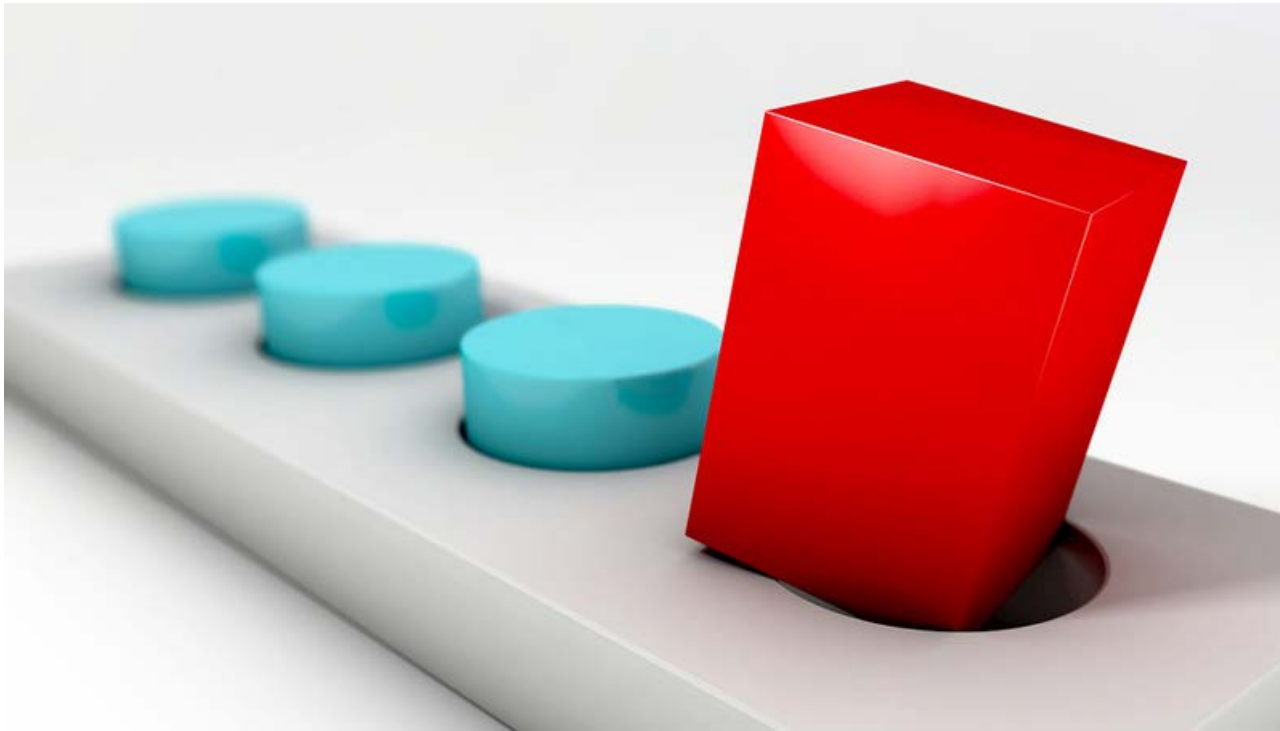- Information
- Training

Second- focus on who should "own" the Decent Work risks of online platform work?

- Platform?
- Sellers of Labour/Goods?
- Purchasers of Labour/Goods?
- Others?

To achieve Decent Work, one size may not fit all -

Thoughts to spur the conversation . . .

Thank you!