



International
Labour
Organization

Decent Work in the Platform Economy Convention No.193 at a glance

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The first international labour standard dedicated specifically to the platform economy

The platform economy is significantly transforming the world of work. It has created opportunities for enterprises and business development, opened new pathways for the formalization of work, and generated new sources of work and income. These opportunities also exist alongside decent work deficits.

In June 2026, the International Labour Conference adopted the Decent Work in the Platform Economy Convention, 2026 (No. 193). It is the first international standard that addresses the impact of digitalization on the world of work. It seeks to ensure that all digital platform workers,¹ regardless of their status in employment, can benefit from fundamental rights and appropriate protections, while recognizing the opportunities created by digital labour platforms.²

Definitions and scope

The Convention applies to digital labour platforms and digital platform workers,³ whether they are in an employment relationship or not (Art.1).⁴ It covers location-based platforms such as passenger transport and delivery as well as online platforms like project work and micro tasking work (Art. 2).

It also applies to intermediaries, and Members that permit them to operate must determine and allocate the respective responsibilities of platforms and intermediaries to ensure compliance with the Convention (Art. 24(3)).

The Convention does not go so far as to cover platforms that are online billboards, search engines or online marketplaces⁵ as well as those that sell or rent assets.

Definitions of digital labour platform and digital platform worker (article 1)

For the purposes of this Convention:

- (a) the term “digital labour platform” means a legal person or, where applicable under national law, natural person that, through digital technologies, using automated decision-making systems:
 - (i) organizes and/or facilitates work performed by persons for remuneration or payment, for the provision of service, upon request of the recipient or requestor;
 - (ii) regardless of whether that work is performed online or in a specific geographic location;
- (b) the term “digital platform worker” means a person employed or engaged to work:
 - (i) for the provision of service organized and/or facilitated by a digital labour platform;
 - (ii) for remuneration or payment;
 - (iii) regardless of their classification of status in employment.

1 The term “worker” in this brief refers to a digital platform worker.

2 The term “platform” in this brief refers to a digital labour platform.

3 Article 2 permits limited exclusions in specified circumstances and subject to consultation and reporting requirements.

4 Articles 3 and 7 relating to fundamental principles and rights at work and the promotion of decent work apply in relation to the platform economy as a whole.

5 See [Report of the Standard-Setting Committee on Decent Work in the Platform Economy](#) 2025.

Ensuring digital platform workers are correctly classified

The Convention does not prescribe who is an employee and who is not. Instead, it requires appropriate measures to ensure workers are correctly classified, guided mainly by the facts relating to the performance of work, the remuneration or payment, among other elements, and considering the specificities of work via digital labour platforms (Art. 9).

Affirming fundamental principles and rights at work

The Convention requires Members to take measures to respect, promote and realize the fundamental principles and rights at work (Art. 3). These are:

- freedom of association and effective recognition of the right to collective bargaining;
- the elimination of forced labour;
- the abolition of child labour;
- the elimination of discrimination in employment and occupation; and
- a safe and healthy working environment.

Occupational safety and health and violence and harassment

Members are required to take appropriate measures to prevent occupational accidents, diseases and other work-related injuries to workers (Art. 4(1)). In this respect, they must specify the functions and responsibilities of public authorities, platforms, workers and others (Art. 4(2)).

Workers also have the right to remove themselves from situations presenting an imminent and serious danger to their life or health without suffering undue consequences and are required to inform the platform without delay (Art.5).

It also requires measures to protect workers against violence and harassment including when it happens online or involves clients and customers (Art. 6).

Ensuring access to social security

Members must ensure workers have access to social security protection on terms no less favourable than those applicable to other workers with the same classification of status in employment (Art. 12).

Promoting decent work

The Convention provides for measures in national policies to promote creating decent work opportunities, skills development and career progression in the platform economy (Art. 7). Members must also take appropriate measures to facilitate the formalization of work via platforms, including registration of self-employed workers (Art. 8).

Remuneration and payment protections

The Convention recognizes the distinction between remuneration or payment according to classification status in employment. Members must ensure that workers:

- are paid in full, in a timely manner, and through lawful means (Art. 10(1)) and receive accurate and understandable information about their remuneration or payment and any deductions that are made (Art. 11).
- who are in an employment relationship must be paid no less than any applicable minimum wage where one exists and be compensated for work-related expenses (Art. 10(2)).

Members must also consider whether measures on the minimum wage should also be provided to other workers who are not in an employment relationship (e.g. workers who are self-employed or independent contractors) (Art. 10(3)).

Addressing the impact of automated systems

The Convention includes provisions relating to the impact of the use of automated systems based on algorithms (including those that use artificial intelligence).

Members shall require digital labour platforms to inform workers and their representatives when automated systems are used, and the extent to which their use has an impact on working conditions or access to work (Art. 13). In addition:

- where automated systems generate significant decisions, digital platform workers have a right to request a written explanation (Art. 15(1)(a)); and
- have access to a review of decisions, as appropriate, that result in the non-payment of money they are owed, the suspension or deactivation of their account, or termination of their employment or engagement (Art. 15(1)(b)).

Importantly, in giving effect to these two requirements, Members must ensure that digital platforms have appropriate human involvement (Art. 15(2)).

It also requires appropriate measures to ensure responsible use of automated systems consistent with Members' obligations to respect, promote and realize the fundamental principles and rights at work (Art. 14).

Protecting digital platform workers' personal data and privacy

The Convention requires safeguards for the protection of workers' personal data (Art. 16(1)) and Members ensure the right to request access to, correction of and, where appropriate, deletion of their personal data (Art. 16(2)).

Prohibiting discriminatory or unlawful suspension or deactivation of digital platform workers' accounts

The Convention requires Members take appropriate measures to prohibit the discriminatory or otherwise unlawful suspension or deactivation of digital platforms workers' accounts or the termination of their work with a platform (Art. 17).

Ensuring understandable terms and conditions

It requires that workers receive timely, verifiable and easily understandable information about their terms and conditions (Art. 18). These terms and conditions shall preferably be governed by the laws and regulations of the country where the work is performed.⁶ For workers who are migrants and refugees, they must have protections during their recruitment or engagement and in their work (Art. 20).

Addressing disputes, and effective compliance and enforcement mechanisms

Workers and platforms must have easy access to safe, fair and effective dispute resolution mechanisms and appropriate and effective remedies (Art. 21). Mechanisms must also be in place to ensure compliance and enforcement (Art. 22).

Implementing the Convention

Implementation must take place in consultation with the most representative organizations of employers and workers (Art. 24(1)).

The Convention shall be implemented through legislation, collective agreements, court decisions, combination of these means or any other manner consistent with law and practice (Art. 24(1)). In implementing the provisions, Members must do so in relating to platforms and intermediaries operating, and digital platform workers working, in its territory (Article 24(2)).

In implementing the Convention, each Member is required to take appropriate measures to protect commercially sensitive information of digital labour platforms (Art. 24(4)).

More information

For more information, please contact INWORK, or the nearest International Labour Office in your country or region. More information on policies, legislation, research and good practice regarding the decent work in the platform economy can be found on the websites at: <https://www.ilo.org/topics-and-sectors/digital-labour-platforms>

The text of the Convention can be found at: <https://www.ilo.org/resource/record-decisions/convention-concerning-decent-work-platform-economy-2026>

⁶ Unless otherwise provided for in national laws and regulations, international instruments or multilateral or bilateral agreements, taking into account the contractual arrangements (Art. 19).

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