

Research Workshop on "Gig economy and Social Dialogue"

Wednesday 22 May 2019, 9:45-17.00

Room IV, ILO

Route des Morillons 4, Geneva

Background & Objectives

In the framework of the research project *"Gig economy and its Implications for Social Dialogue and Workers' Protection"* funded by the Swiss Network for International Studies (SNIS), the ILO's Social Dialogue and Tripartism unit (DIALOGUE/GOVERNANCE) in collaboration with the University of Geneva organizes a research workshop on the theme of "Gig economy and social dialogue".

The project is led by an international consortium that brings together universities and research institutes from Switzerland (University of Geneva - coordinating institution), Germany (University of Siegen), Greece (DIKTIO – Network for Reform in Greece and Europe) and the United Kingdom (Glasgow Caledonian University).

The workshop will feature researchers involved in the SNIS project as well as ILO experts who will present and critically discuss the main findings of the project which are based on desk research and a series of semi-structured interviews with policy-makers, employers' and workers' organizations in Germany, Greece, Switzerland and the United Kingdom. Common topics and challenges across countries will be highlighted as well as lessons learned and scope for policy transferability and mutual learning.

The SNIS Project

Digitization and new work concepts are revolutionizing the world of work. The 'gig economy' or 'sharing economy' has profound implications for social dialogue and workers' protection. While some see "gigging" as a way into the workforce for the hard-to-employ, others portend a pessimistic future of workers with little or no income-security protections. The SNIS-funded project has sought to generate a better understanding of how the gig economy is transforming social dialogue and workers' protection and of the implications for the role of employers, workers, government and society at large. The research carried out in Germany, Greece, Switzerland and the United Kingdom has shed light on:

- (1) The implications of the gig economy for employers, workers and policy-makers and how they respond to the challenges for social dialogue, forms of representation of the interests of gig workers and businesses, and employment relations and protections in the labour market.
- (2) Policy options for public policy actors and social partners to meet the challenges of gig work, drawing on evidence and lessons learnt from specific sectors and from different European countries.

Given the considerable potential for growth of the gig economy, the ultimate goal of the project is to support a more informative and comprehensive framework for better assessing how public policy actors and social partners can manage and respond to the impact of gig work on the labour market, which will be useful and relevant both for scholarly and applied policy research.

Workshop key themes

Building on the project's tentative findings, the workshop aims at a better understanding of the following questions:

- What are the implications of the gig economy for employment arrangements, social protection, and for social dialogue and labour relations in different sectors and countries?
- What are the key policy and regulatory responses in the field of gig economy and work, public policy developments, national and sectoral interventions and good practice?
- What should be the role of social dialogue and the social partners in shaping developments in the gig economy and ensuring decent work for 'gig workers'?
- What is the role and scope of action of international organizations such as the ILO in response to the opportunities and risks of gig work?
- How can we make social dialogue future-proof and an effective tool for managing change?

Workshop Programme (draft)

09:45 – 10:15 *Welcome and Introductory Remarks*

Deborah Greenfield, Deputy Director General for Policy, DDG/P

Marie-Luz Vega, Coordinator, Future Work Initiative

Prof Jean-Michel Bonvin, Project Coordinator, University of Geneva

Moderator: Kostas Papadakis, Senior Specialist, Social Dialogue and Tripartism Unit

10:15 – 12:45 *Part I – Key national findings*

Presentation of key findings in Germany - *What are the Challenges of the Gig Economy in terms of Social Dialogue and Workers' Protection?*

Dr Johannes Kiess, Principal researcher of the German case, University of Siegen

Presentation of key findings in Greece - *Social Partnership and Gig Economy in Greece: Continuity or Discontinuity?*

Dr Maria Mexi, Project Co-Coordinator and principal investigator of the Greek case, University of Geneva

Discussants:

Valerie van Goethem, Labour Law Officer, LABOURLAW

Frédéric Lapeyre, Senior Specialist, Development and Investment Branch, EMPLOYMENT

Q & A session

Moderator: Susan Hayter (Senior Technical Adviser, Future of Work, DDG/P)

Presentation of key findings in Switzerland - A Case Study on Fragmentations and Solidarities in the Gig Economy: How a Gig Workers Mobilization Shaped an Online Food-Delivery Platform?

Dr Nicola Cianferoni & Luca Perrig (Principal researchers of the Swiss case, University of Geneva)

Presentation of key findings in the United Kingdom - Gig economy and its Implications for Social Dialogue and Workers' Protection: Evidence from the UK

Dr Tom Montgomery (Principal researcher of the UK case, Glasgow Caledonian University)

Discussants

Samuel Asfaha, Principal Officer, Bureau of Employers' Activities - ACT/EMP)

Rafael Peels, Workers' Activities Specialist, Bureau of Workers' Activities - ACTRAV)

(Q & A session)

Moderator: Land-Kazlauskas, Christopher (Technical Specialist, Freedom of Association & Collective Bargaining, FUNDAMENTALS)

Anna Diamantopoulou, President of DIKTIO – Network for Reform in Greece and Europe, fmr EU Commissioner for Employment and Social Affairs and fmr Minister

Simone Baglioni, Principal investigator of the UK case and Professor of Politics at Glasgow Caledonian University

Uma Rani, Senior Economist, RESEARCH

Closing remarks: Youcef Ghellab, Head, Social Dialogue and Tripartism Unit

Moderator: Damien Grimshaw, Director, RESEARCH