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A normative gap analysis on decent work in the platform economy

**Statement delivered by Mr. Junaid Afzal, Section Officer, Ministry of
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Thank you, Chair.

We thank the Office for preparing this normative gap analysis document allowing the Governing Body to decide the future plan of action on the platform economy.

Workers in the platform economy face numerous challenges. Platform workers lack access to social protection, with many platforms treating workers as independent contractors rather than employees. This means that workers often lack access to health care, pensions, and other benefits. Moreover, platform workers often lack bargaining power and the ability to negotiate the terms and conditions of their work.

The rise of platform work has created challenges for traditional labour regulations designed for traditional employment relationships. Thus, instead of trying to adapt existing conventions and legislation, it would be more feasible to adopt a new convention to ensure that platform workers receive the same rights and protections as those in traditional employment relationships.

Pakistan supports the adoption of a convention on the platform economy through a single discussion procedure. A single discussion procedure by the ILO would be the best way to form a convention to regulate the platform economy due to its constantly evolving nature and the significant impact it has on millions of people. The platform economy is an industry that is rapidly expanding, and it is estimated that over 70 million workers worldwide are employed in this sector, according to a report by the ILO. Therefore, it is crucial to have a convention in place to protect the rights of these workers and ensure that digital labour platforms do not exploit them.

The platform economy constantly evolves, with new platforms emerging and existing ones changing their business models. A single discussion procedure by the ILO would ensure that all stakeholders are involved in drafting and implementing the convention, resulting in a more comprehensive and effective framework for regulating the platform economy. The convention will provide a

framework for ensuring that the platform economy contributes to achieving Sustainable Development Goals, including decent work for all.

We welcome the ILO's analysis of its existing standards and their application to the platform economy. The convention will also provide a standard for governments everywhere to follow.

Pakistan is keenly aware of the impact of the platform economy on workers, and we have taken steps to address the issues. The Government of Pakistan is considering draft legislation on location-based platform work and supports regulating the sector. The draft law aims to protect workers' rights and promote decent work in the platform economy.

The most important step is classifying platform workers as employees rather than independent contractors. This would give them the same rights and protections as traditional employees, including minimum wage laws, social protection, and the right to organize and bargain collectively. The draft legislation has detailed provisions on freedom of association and collective bargaining, works for councils, equality of opportunity and treatment, elimination of child labour, prohibition of forced or bonded labour, employment security and contracts, protection of wages including the minimum wages, occupational safety and health, and most importantly the social security.

Just to reiterate, the Government of Pakistan supports the adoption of a convention on platform work through a single discussion procedure as it will provide a standard to the governments and social partners looking to regulate the sector and ensuring decent work for all.

I thank you.

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