



Organización
Internacional
del Trabajo

Digital Platform Work and Labor Rights

Opportunities in the Digital Era for the Application of Labor Rights.

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Date: Thursday / 12 / September / 2025

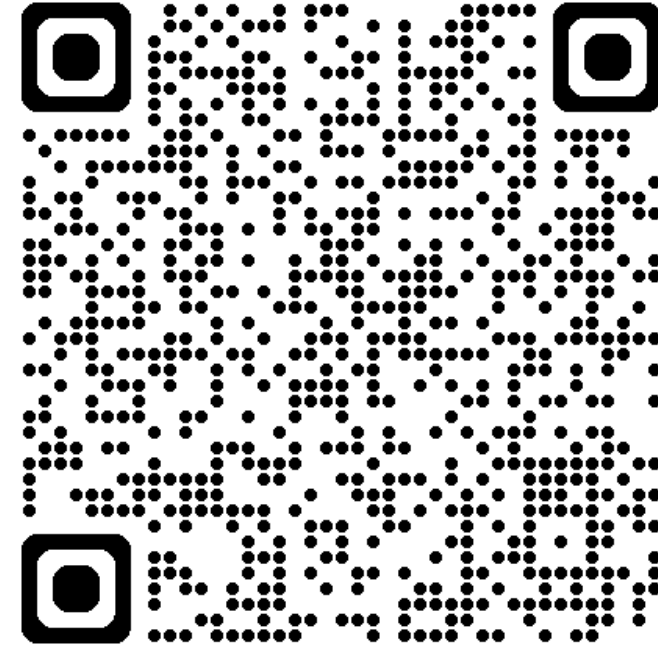


Why is it important to understand digital platforms?

- ▶ One of the biggest transformations in the labor market over the past decade.
- ▶ They represent a “revolution” in the way we hire and work.
- ▶ Flexible (in terms of time and place), but they carry risks (informality, lack of social protection, deficits in decent work, and others).
- ▶ There is great heterogeneity in the types of digital labor mediation.

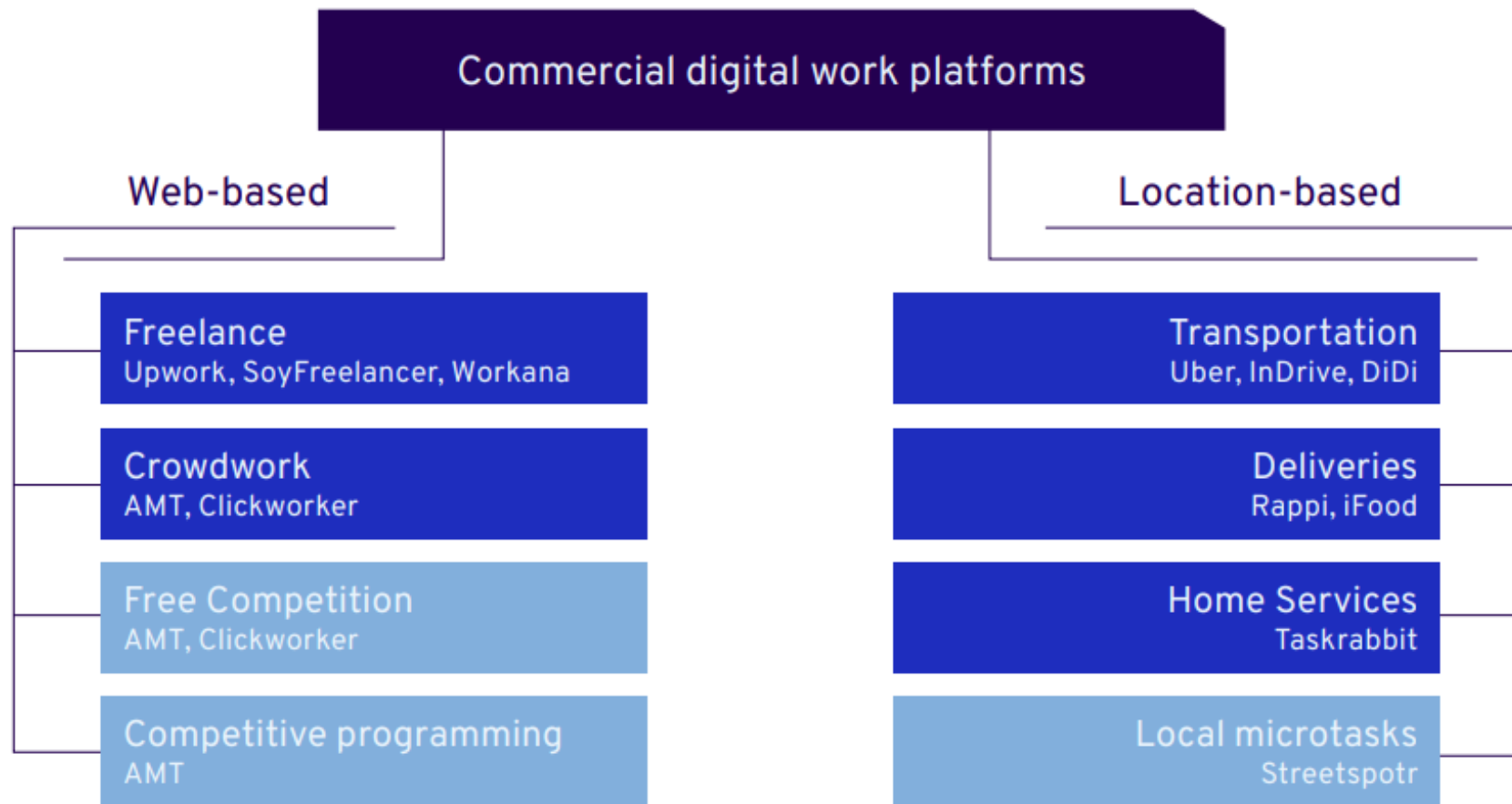
However, there is limited data available on platform workers in Latin America and the Caribbean, particularly regarding web-based platforms.

Data on digital platform workers in the region



https://www.ilo.org/sites/default/files/2025-04/Informe%20Plataformas%20Digitales_EN_web.pdf

Types and Heterogeneity in Digital Platform Work



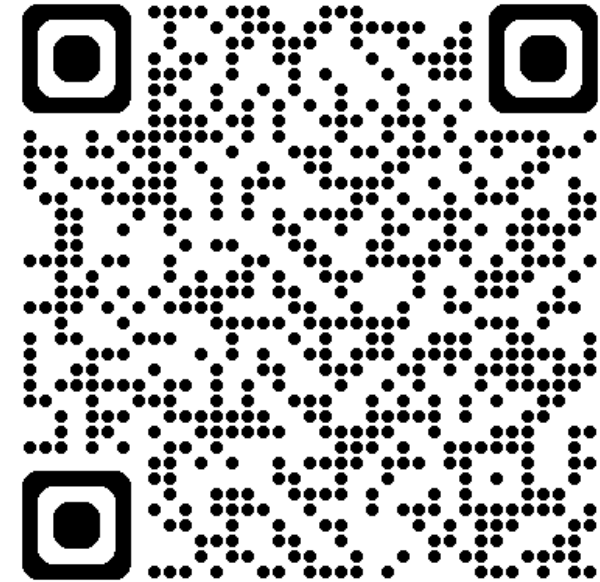
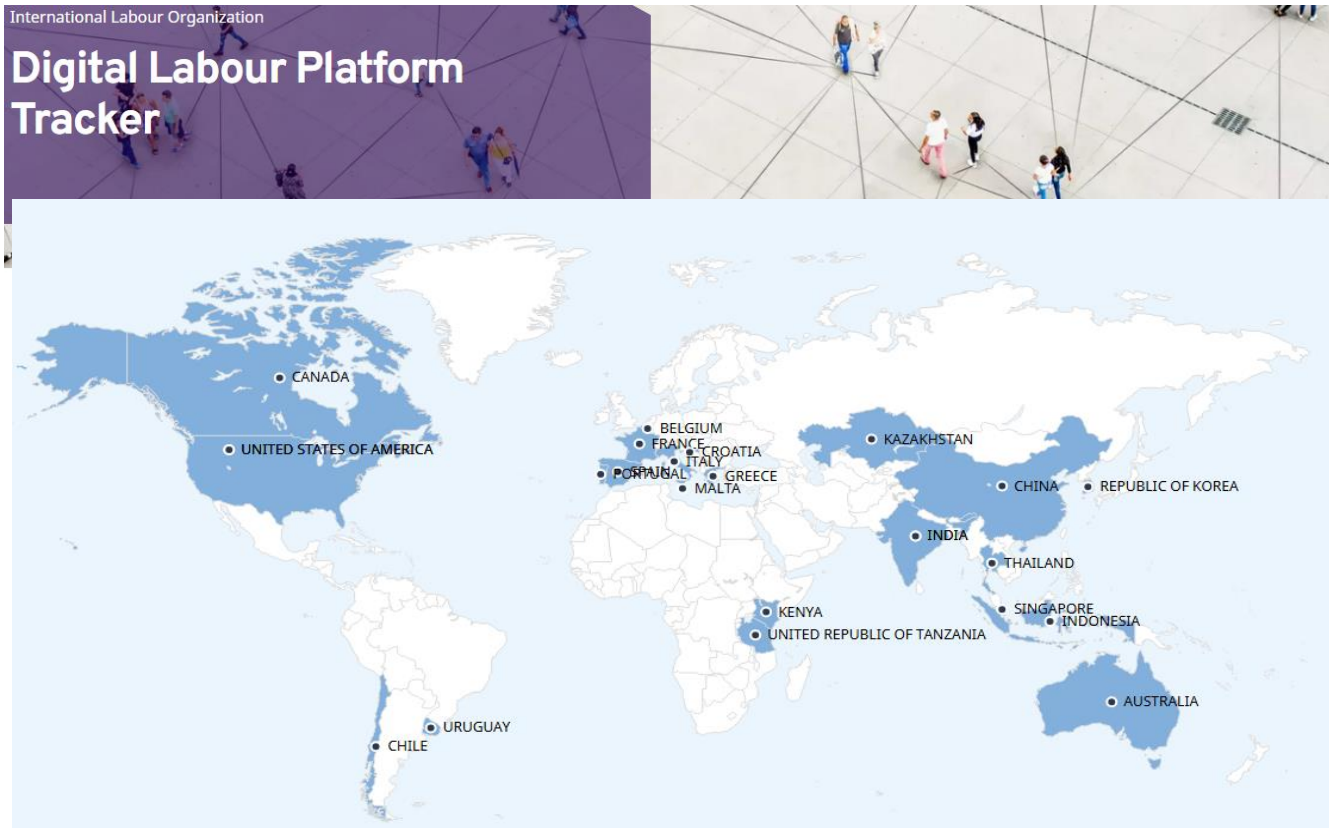
- Tasks assigned to selected individuals.
- Tasks assigned to a group of people.

What are some of the challenges faced in regulating work on digital platforms?

- Labor transitions
- Health and social protection
- Remuneration
- Migration
- Technical and professional training (TVET)
- Economic competition
- Dispute resolution
- Labor inspection
- Freedom of association
- Productivity
- Labor standards
- Fiscal aspects
- Other challenges

What legal or regulatory provisions exist regarding work on digital platforms?

Global tracker of policies on digital platform work.



<https://digitallabour.ilo.org/>




A new ILO resource to support policy-making and social dialogue on platform work.

Global tracker of policies on digital platform work

Workers' Statute Law, as amended per Law 12/2021 of September 28 2021 (“Riders Law”)

Automated decision-making systems (algorithms)




Classification of status in employment

	Country	Spain
	Legislation type	Statutory act
	Date of adoption	2021

Fair Work (Digital Labour Platform Deactivation Code) Instrument 2024 under the Fair Work Act

Contract termination, including suspension

Workers personal data and privacy

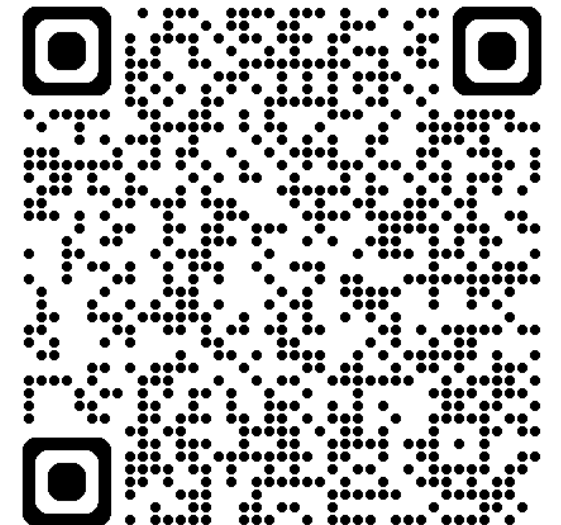
	Country	Australia
	Legislation type	Statutory act
	Date of adoption	2024

114th Session of the International Labour Conference (June 2026): discussion of the draft Convention, supplemented by a Recommendation

- ▶ Report of the texts of the draft Convention supplemented by a Recommendation on decent work in the platform economy.
- ▶ Governments, in consultations with the most representative organizations of employers and workers, can provide suggestions or comments to the ILO.
- ▶ The replies should be communicated to the ILO no later than 14 November 2025 – preferably by email to platformeconomy@ilo.org.



<https://www.ilo.org/resource/conference-paper/ilc/ilc114/decent-work-platform-economy>





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► **¡Muchas gracias!**
Thank you!

Tulio Cravo, ILO

