



# **MULTISTAKEHOLDER DIALOGUE**

## **Theme: Future of Work**

### **AGENDA**

**WORK STREAM 2: WORKERS' REPRESENTATION  
ROUNDTABLE 1**

**Date: 9 June 2021**

➤ **Welcoming Remarks & Introduction (5 mins)**

➤ **Discussion Topic 1: Freedom of Association (25 mins)**

Freedom of association is a fundamental right for all workers and enshrined in the Universal Declaration of Human Rights and in the constitution of the International Labor Organization. The right of workers to organize and to voice collectively their interests and wishes is a fundamental prerequisite towards the improvement of working conditions. However, many non-standard workers find it difficult to express their collective voice. They might not work in a specific workplace, they might be working in isolation from colleagues and co-workers, they might not speak the language of the country where they work, or they feel frightened to express their voice for the fear of being laid off or not seeing their contract renewed. This discussion aims to clarify the main issues associated with the collective representation of non-standard workers and to identify possible solutions.

Key questions include:

- How can freedom of association be guaranteed among non-standard workers, including the most vulnerable ones?
- How can non-standard workers' collective voice be fostered and strengthened?

➤ **Discussion Topic 2: Listening to Workers' Voice (25 mins)**

Collective voice does not go very far if it is not going to be heard. Communication between companies and workers are increasingly one-way, with decisions flowing only from the top to the bottom. Many companies do not have established channels of communication with workers' representatives and/or refuse to engage with workers' associations and unions. Some non-standard workers are classified as independent contractors, making it more difficult for unions and workers' associations to negotiate and bargain with companies. Moreover, some unions have been slow at catering to these categories of workers, especially the most 'invisible' ones. This discussion focuses on policies to strengthen workers' representation, and making sure workers' needs and interests are heard.

Key questions include:

- What can we do make sure non-standard workers' collective voice is heard and that companies' decisions take into account workers' interests and needs?
- What reforms can be implemented to facilitate social dialogue between companies and workers' associations?
- What can unions and workers' associations do to better represent non-standard workers' interests and needs?

➤ **Defining Policy Pointers & Out-of-Box Solutions (5 mins)**

We will use the remaining minutes to identify policy pointers as well as build upon the acquired knowledge to identify some out-of-box solutions that we can take up in the subsequent roundtable discussions.

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## CHAIR'S BIO

Alessio Bertolini is a Postdoctoral Researcher at the Oxford Internet Institute, University of Oxford, working on the Fairwork project. For Fairwork, Alessio conducts research into the working conditions at digital platforms in the UK and Germany, and is involved in scoring and ranking them. He is also coordinating research activities in a number of other countries, including Belgium, Argentina, Chile, Colombia and Ecuador.

Before joining the Fairwork Project, Alessio was part of the '*Work on Demand: Contracting for Work in a Changing Economy*' project at the University of Glasgow. Within this broader project, Alessio had been investigating ideas and strategies used by different stakeholders and policy actors in the regulation of the platform economy in a comparative perspective.

Alessio completed his PhD in Social Policy at the University of Edinburgh on the topic of comparative labour market regulations for non-standard workers in Italy and the UK. With a background in economics and policy studies, his area of expertise involves employment and welfare rights for non-standard workers from a comparative European perspective. Both before and during his PhD, he was involved in several national and international research projects on the topic of labour market and welfare policies.