

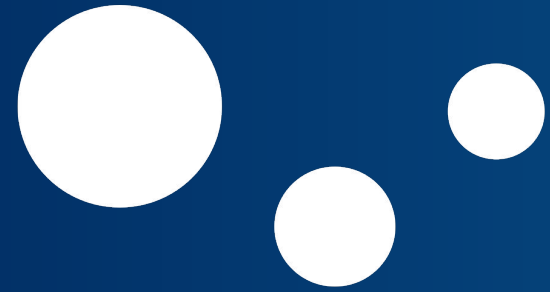
Raising the floor for workers in the platform economy

29 April 2026

Some pointers for today

- Please mute yourself when others are speaking and turn your video on if connection allows
- Introduce yourself and where you're calling from in the chat!
- Feel free to ask all questions and thoughts you have in the chat
- This webinar will be recorded and shared. Please let us know if you do not feel comfortable having your voice, face or inputs shared. We can take you out of the recording.
- Be mindful and respectful of each others voices and time. This is an open debate where we share ideas and opinions.
- There will be Bahasa translation – please speak slow!

Enjoy and join the debate!



Agenda for today

Why is it important to discuss pay at this particular time?

2:00 PM – 2:15 PM GMT+2

An introduction to the draft Platform Work Convention at the 2026 International Labour Conference

Panel discussion on labour law

2:45 PM – 3:15 PM GMT+2

Minimum Wage, social participation, occupational health and safety, and social security

Closing reflections

3:25 PM – 3:30 PM GMT+2

Introduction & Welcome

Apr 29, 2026, 2:00 PM – 2:05 PM GMT+2

Panel discussion on pay, remuneration, and classification of workers

2:15 PM – 2:45 PM GMT+2

Open discussion

3:15 PM – 3:45 PM GMT+2

OUR SPEAKERS



**ABDUL
REHMAN**

**Federation of Sindh
Home Based
Workers**



**ASAD
MEHMOOD**

**General Secretary
Pakistan Platform and
Gig Worker Union**



**TAHA
SYAFARIL**

**Leader of Asosiasi
Driver Online
Indonesia**



**WURI
RAMAWATI**

**Leader of Wadah
Komunikasi Driver
Aktif**



**BIJU
MATHEW**

**International Alliance
of App-based
Transport Workers**

OUR SPEAKERS



FIONA DRAGSTRA

Director
WageIndicator Foundation



PAULIEN OSSE

Co-Founder and
Lead Living Wages



IFTIKHAR AHMAD

Lead Labour Law
WageIndicator



SUCI LESTARI YUANA

Researcher
Universitas Gadjah Mada

Why are we discussing pay and regulations for Platform Workers now?

01

Scope of draft convention: Apply to all workers, whether they are in an employment relationship, or self-employed, both for location-based and web-based

02

The Draft text references Occupational Health & Safety, employment status and pay and remuneration

03

There's widespread agreement that the instrument should ensure the proper classification of platform workers, emphasising the "primacy-of-facts" principle, which prioritises the reality of the working relationship over contractual labels.

ILC 2026, Geneva, June '26 : On the agenda: Draft Platform Workers Convention

Background: The Gig Economy & Living Wages



- **Gig Economy Challenge:** Around 40 million people in low- and middle-income countries earn income in the gig economy, but work is often characterised by precarious employment, economic insecurity, and lack of access to formal labour rights and minimum wage guarantees.
- **The Problem with Gig Worker Pay:** Gig workers are often classified as independent contractors, which deprives them of fundamental rights. They struggle to assess their actual wages due to limited experience, unreliable information, and hidden/indirect costs (e.g., long wait times, cancellations, penalties).
- **The Living Wage Standard:** A Living Wage is remuneration sufficient for a decent standard of living for a worker and their family, covering essential needs like food, housing, education, healthcare, and provision for unexpected events. It differs from a mandatory Minimum Wage.

Introducing the Living Tariff Concept



The Living Tariff: Concept and Objectives

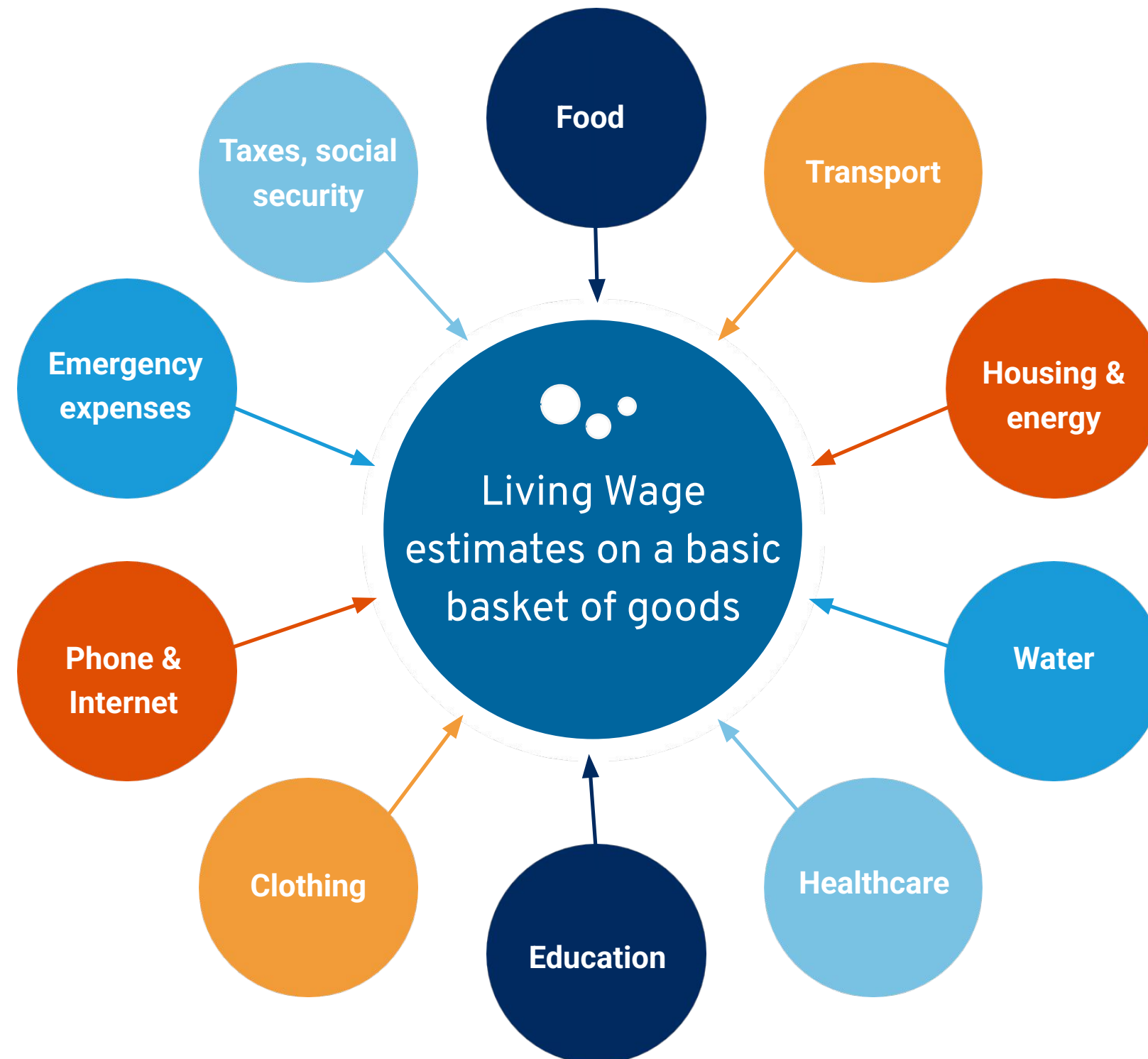
- **Definition:** A Living Tariff is the rate a gig worker should charge for their services, ensuring a living wage while factoring in costs linked to service provision.
- **Calculation Method:** The Living Tariff is based on WageIndicator's Living Wage estimates (fixed costs) and incorporates variable costs, such as:
 - Work-related equipment (e.g., car/motorbikes and gas for riders)
 - Communication costs (e.g., mobile phone, high-speed internet)
 - Unpaid work time (e.g., waiting and search time between gigs)

Living Tariff = WageIndicator's Living Wage + Work-related Costs + Overhead or Unpaid Time + Taxes and Social Contributions

All values should be standardised into the selected time basis before comparison, such as daily or monthly income.

WAGEINDICATOR BASKET OF GOODS

This basket is the basic.
We have private car costs and child care available as an add-on.



- WageIndicator aligns with ILO principles.
- WageIndicator is recommended by a.o. IDH, B-Corp, European Sustainability Reporting Standards.
- WageIndicator worked with WageMap on a Living Wage Reference Standard

THE WAGEINDICATOR JOURNEY

A TIMELINE OF OUR DATABASES

Salary Check

Started in The Netherlands, now in 75 countries.

Labour Law

Started in Mozambique now in 145 countries; + Labour Rights Index.

Living Wages

Started with a model in 100 countries. Now 400 on-the-ground data collectors do the job in 184 countries.

Pensions around the world

Insights in pension structures for all.



Minimum Wages

Started in Paraguay, India and now in 208 countries.

Collective Agreements

Started in Sub Saharan Africa, now in 76 countries.

Living Wages Publication

Supported by a group of big firms, costly Living Wage data can be shared with trade unions, employees, small firms; especially in complex

Thank You

We'd love to hear from you. Let's start a conversation.

in

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We're just one click away →

And keep an eye out for upcoming events!