INTERFAITH CENTER ON CORPORATE RESPONSIBILITY

Investor Statement in Support of a Binding Convention on Decent Work in the Platform Economy
March 11, 2026

We are a group of 200 global investors with assets under management or advise totaling over $2.3T, who support the adoption of a robust, binding Convention, supplemented by a Recommendation, promoting decent work in the platform economy at the next International Labour Conference in June 2026.

The rapid expansion of digital labor platforms has radically changed the way work is organized across many sectors and countries. While some new opportunities have been created, the platform economy has exposed significant gaps in law and in practice for workers, weakening basic labor rights and social protections essential to the livelihoods and security of workers and their families.

A major challenge is how platform workers are classified. Despite being subject to algorithmic systems that control, direct, and discipline their work, many platform workers are misclassified as independent contractors. This denies them the full rights and protections afforded to employees under the national laws of many countries and fails to address precarious conditions, exploitation and safety risks. While ILO core labor standards provide a universal foundation that applies to all workers, additional standards are needed to address the specific challenges of emerging forms of work such as platform work. International standards, when adopted, ratified, and implemented at the national level could contribute to more inclusive, sustainable economic growth, have positive impacts on productivity and employment, while helping reduce income inequality and human rights abuses.

Investors strongly support the development of international labor standards that establish a level playing field across countries and business models in this sector. Fair and clear labor rules, agreed through a tripartite process, provide companies with legal certainty and predictability, helping to reduce reputational, regulatory and legal risks. This, in turn, enables responsible businesses to operate, innovate, and grow while fully respecting workers' rights. New ILO instruments should ensure that evolving business models—regardless of their structure or economic rationale—do not undermine established labor rights, social protections, or the well-being and dignity of workers.

Investors support a binding international convention that would create legal clarity and greater harmonization across countries and regions, benefiting both workers and businesses. A binding convention would help prevent competitive pressures that encourage countries to weaken regulation and worker protections and/or fail to enforce those regulations, in the hope of attracting investment or employment. Such a global labor standard can also support governments in developing frameworks to address cross-border platform work, including disputes arising from transnational platform operations and cross-border labor relations.

Importantly, effective regulation of platform work can also contribute to inclusive and sustainable economic growth. Evidence shows that worker-protective labor laws can have positive impacts on productivity and employment, while helping to reduce earnings inequality. Bringing digital platform companies within national regulatory frameworks can also increase tax revenues and strengthen contributions to social protection systems, benefiting societies as a whole. A strong regulatory framework for platform work could mitigate the systemic social risks that are associated with inequality.[1]

[1] https://www.ilo.org/sites/default/files/2025-07/CBR%20paper%20for%20RDW%202025.pdf

For these reasons, we urge ILO constituents to seize the opportunity at the upcoming International Labor Conference in Geneva to advance a binding Convention and Recommendation on decent work in the platform economy.

The passage of a strong convention would go a long way to stop the erosion of labor protections world-wide. This moment represents a powerful opportunity for workers, governments, business and investors to ensure that the platform economy is grounded in respect for human rights. Investors have a responsibility, consistent with the UN Guiding Principles on Business and Human Rights, to actively engage companies in their portfolios to integrate ILO labor standards into their operations and supply chains, addressing child labor, forced labor, nondiscrimination, occupational safety and health and freedom of association and collective bargaining. Adoption of a convention on platform work would be beneficial to investors given the enterprise-level and systemic risks to investors from human rights and labor rights abuses associated with the current platform economy. Poor labor practices--low wages, insecure work, lack of transparency—negatively impact platform workers, and create broader systemic risks for society.

Signatories to this statement support a strong convention, taking into account recommendations by platform workers from various parts of the world and different sectors, who know the realities they face daily and what needs to change. The final Convention on Decent Work in the Platform Economy should:

1. Establish a legal presumption of employment to combat rampant misclassification. Regardless of classification, however, fundamental rights must be guaranteed to all;
2. Place direct, binding obligations on digital labor platforms for fair remuneration (including pay for waiting time), maximum hours of work and overtime pay, leave and vacation and a safe and healthy working environment;
3. Secure freedom of association and collective bargaining in the digital labor platform context over the terms and conditions of work. This includes bargaining over the introduction and use of algorithmic management systems. All workers should be protected from anti-union discrimination, including retaliation;
4. Guarantee non-discrimination for all digital platform workers, including women, racial and ethnic minorities, LGBTQ+ workers, workers with disabilities, and migrant and refugee workers, and prevent violence and harassment in the workplace;
5. Ensure the protection of workers data, collecting only that which is absolutely necessary; and
6. Ensure effective dispute resolution and enforcement mechanisms, including access to courts in the jurisdiction where the work is performed, adequate remedies when rights are violated. In particular, we oppose the use of forced arbitration, as is common in many contracts workers are forced to sign. If workers' rights are impacted by algorithmic decision-making, workers should have a right to a written explanation and recourse to an independent review by a human decision maker.

The rise of digital platform work does not have to mean the erosion of labor protections. On the contrary, this moment represents a critical opportunity for workers, governments, and employers to catch up with technological change and ensure that the digital economy is grounded in respect for human rights. It is time to regulate digital labor platforms through an ILO Convention, an essential step to securing decent work for platform workers globally and to prevent a race to the bottom in labor standards. We believe a binding international convention will create greater harmonization across countries and regions, and benefit workers, businesses and governments and investors.

Investors urge all stakeholders to come together and work for a convention that is timely, fair and just.

On behalf of:
Aargauische Pensionskasse (APK)
Accenture Executive Pensionskasse
Achmea

Adrian Dominican Sisters
AFL-CIO
AJL Foundation
Akademiker Pension
Alecta Asset Management
Alternative Bank Schweiz
ASSEPRO Vorsorgestiftung
ATISA Personalvorsorgestiftung der Tschümperlin-Unternehmungen
Atkinson Foundation
AVENA - Fondation BCV 2e pilier
B.C. General Employees' Union
Banque Cantonale de Neuchâtel - BCN
Banque Cantonale du Jura
Banque Cantonale Vaudoise
Basellandschaftliche Kantonalbank
Bernische Lehrerversicherungskasse
Bernische Pensionskasse BPK
BVG-Stiftung der SV Group
Caisse Cantonale d'Assurance Populaire - CCAP
Caisse de pension du Comité international de la Croix-Rouge
Caisse de pension Hewlett-Packard Plus
Caisse de pensions de l'Etat de Vaud (CPEV)
Caisse de pensions du personnel communal de Lausanne (CPCL)
Caisse de pensions du personnel d'Eben-Hézer (CPEH)
Caisse de pensions ECA-RP
Caisse de pensions Féd. int. des Stés. de la Croix-Rouge et du Croissant-Rouge
Caisse de prév. des Fonctionnaires de Police & des Etablissements Pénitentiaires
Caisse de Prévoyance de l'Etat de Genève (CPEG)
Caisse de Prévoyance des Interprètes de Conférence (CPIC)
Caisse de prévoyance du Canton du Valais (CPVAL)
Caisse de prévoyance du personnel de l'Etat de Fribourg (CPEF)
Caisse de prévoyance du personnel de la Ville de Fribourg
Caisse de retraite et d'invalidité du personnel de la Banque Cantonale Neuchâteloise
Caisse de retraite professionnelle de l'industrie vaudoise de la construction
Caisse intercommunale de pensions (CIP)
Caisse paritaire de prévoyance de l'industrie et de la construction (CPPIC)
CAP Prévoyance
CAPUVA Caisse de prévoyance des travailleurs et employeurs du commerce de détail
Cassa pensioni di Lugano
CCLA Investment Management
CCOO, FP
Chevedden Corporate Governance
Church of Sweden
CIEPP - Caisse Inter-Entreprises de Prévoyance Professionnelle
Clean Yield Asset Management

Compacta Sammelstiftung BVG
Congregation of St. Joseph
CorpGov.net
CPCN - Caisse de pensions de la fonction publique du canton de Neuchâtel
Daughter of Charity
Dominican Sisters of Sparkill
Emmi-Vorsorgestiftung
Etablissement cantonal d'assurance des bâtiments (ECAB)
Etablissement cantonal d'assurance et de prévention (ECAP - Neuchâtel)
Etablissement d’assurance contre l’incendie et les éléments naturels du canton de Vaud
Ethos Foundation
Etica Funds - Responsible Investments
Evangelisch-reformierte Landeskirche des Kantons Zürich
Figure 8 Investment Strategies
Folksam Group
Fondation de la métallurgie vaudoise du bâtiment (FMVB)
Fondation de prévoyance Artes & Comoedia
Fondation de prévoyance des Paroisses et Institutions Catholiques (FPPIC)
Fondation de prévoyance du Groupe BNP PARIBAS en Suisse
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Fondation Interprofessionnelle Sanitaire de Prévoyance (FISP)
Fondation Leenaards
Fondation Patrimonia
Fondation Salvina
Fondazione di previdenza LPP per il personale della PKB PRIVATE BANK SA
Fondazione Ticinese per il secondo pilastro
FONDITEL B
Fondo de Pensiones Empleados Deutsche Bank España
Fondo di Previdenza per il Personale dell'Ente Ospedaliero Cantonale
Fondo Pensione Pegaso
Fondo Pensione Prevedi
Fonds de Prévoyance de CA Indosuez (Suisse) SA
Fonds interprofessionnel de prévoyance (FIP)
Friends Fiduciary Corporation
Gebäudeversicherung Basel-Stadt
Gebäudeversicherung Luzern
Gebäudeversicherung St. Gallen
Gemeinschaftsstiftung der Zellweger Luwa AG
GEMINI Sammelstiftung
Gestion des Biens Universitaires Vaudois (GBUV)
HELVETAS Swiss Intercooperation
Ircantec

Istituto di previdenza del Cantone Ticino
Kirchliche Pensionskasse Urschweiz-Glarus-Tessin
KLP Kapitalforvaltning AS
LBP AM
Liechtensteinische AHV-IV-FAK
Luzerner Kantonalbank
Luzerner Pensionskasse
Mercy Investment Services
Migros Bank
Miller/Howard Investments, Inc.
Mirova SA
Missionary Oblates of Mary Immaculate
Natural Investments PBLLC
NEI Investments
Nest Sammelstiftung
Nia Impact Capital
NSV Nidwaldner Sachversicherung
ÖKK Berufliche Vorsorge
OPTrust
Oxfam America
Pædagogernes Pension (PBU)
Pensioenfonds Vervoer
Pensionskasse AR
Pensionskasse Bank CIC (Schweiz)
Pensionskasse Basel-Stadt
Pensionskasse Bühler AG Uzwil
Pensionskasse Caritas
Pensionskasse der Basler Kantonalbank
Pensionskasse der Diözese St.Gallen
Pensionskasse der Generali Versicherungen
Pensionskasse der Reformierten Landeskirche Aargau
Pensionskasse der Schweizer Paraplegiker-Gruppe Nottwil
Pensionskasse der Schweizerischen Nationalbank
Pensionskasse der Stadt Biel
Pensionskasse der Stadt Frauenfeld
Pensionskasse der Stadt Weinfelden
Pensionskasse der Stadt Winterthur
Pensionskasse der Stadt Zug
Pensionskasse der Technischen Verbände SIA STV FSAI USIC
Pensionskasse des Kantons Nidwalden
Pensionskasse Graubünden
Pensionskasse Hirslanden
Pensionskasse Pro Infirmis
Pensionskasse Römisch-katholische Landeskirche des Kantons Luzern
Pensionskasse Schaffhausen

Pensionskasse Somedia
Pensionskasse SRG SSR
Pensionskasse Stadt Luzern
Pensionskasse Stadt St. Gallen
Pensionskasse Unia
Personalvorsorgekasse der Stadt Bern
Personalvorsorgekasse Obwalden
Personalvorsorgestiftung der Accenture Schweiz
Personalvorsorgestiftung der Graubündner Kantonalbank
Personalvorsorgestiftung der Ringier Gruppe
Personalvorsorgestiftung der Würth-Gruppe Schweiz
PHITRUST
PKA
Plan de Pensiones del Sistema Asociado de la Unión General de Trabajadoras y Trabajadores, UGT
Plan de Pensiones Empleados de Telefónica
Praxis Investment Management
previva, fonds de prévoyance des professionnels du travail social
Prévoyance Santé Valais (PRESV)
Profelia Fondation de prévoyance
Promethos Capital LLC
Prosperis
Prosperita Stiftung für die berufliche Vorsorge
Raiffeisen Pensionskasse Genossenschaft
Raiffeisen Schweiz
Rathbones Greenbank
regenerative SA
Rentes genevoises - Assurance pour la vieillesse
RP - Fonds institutionnel
Sammelstiftung Symova
School Sisters of Notre Dame Collective Investment Fund
Secunda Sammelstiftung
Shareholder Association for Research and Education (SHARE)
Sisters of Mary Reparatrix
Sisters of St. Francis of Philadelphia
Sisters of St. Joseph of Baden
Socially Responsible Investment Coalition
Solidarietà Veneto Fondo Pensione
Spida Personalvorsorgestiftung
St. Galler Pensionskasse
Stiftung Abendrot
Stiftung Auffangeinrichtung BVG
Stiftung Personalvorsorge Liechtenstein
Storebrand Asset Management
Sustainable Advisors Alliance, LLC
SVA Zürich

Swiss association for responsible investments
Sycomore AM
Terre des hommes Schweiz
The Committee on Mission Responsibility Through Investment of the Presbyterian Church (U.S.A.)
Trillium Asset Management
Unfallversicherungskasse des Basler Staatspersonals
Université de Genève (UNIGE)
Valitas Sammelstiftung BVG (Independa)
Vancity Investment Management
Velliv
Verein Barmherzige Brüder von Maria-Hilf (Schweiz)
Vorsorge SERTO
Vorsorgestiftung der Bourquin SA
Waterfront Industry Pension Plan
Zevin Asset Management