Collective Bargaining in the Gig Economy Training Course

Professional Development Training Course Outline

Category	Trade Unions	**Duration**	5 Days
Base Fee	$1,500 USD	**Delivery Mode**	Online / On-site Hybrid

Course Introduction

The gig economy is rapidly transforming global labor markets, reshaping traditional employment structures through platforms such as ride-hailing, food delivery, freelance marketplaces, and on-demand services. This shift has created urgent demand for collective bargaining frameworks, platform worker rights, digital labor unions, and algorithmic governance accountability. Workers in the gig economy often face challenges such as income instability, lack of social protection, algorithmic management, and weak bargaining power, making collective negotiation strategies essential for fair labor outcomes.

Collective Bargaining in the Gig Economy Training Course provides a deep dive into collective bargaining in platform-based work ecosystems, focusing on labor law compliance, digital unionization, dispute resolution mechanisms, and global best practices in gig worker advocacy. Participants will gain practical skills in negotiation strategy design, stakeholder engagement, data-driven labor activism, and platform regulation frameworks, enabling them to address emerging challenges in Uberization of labor markets, freelance digital labor rights, and algorithmic wage determination systems.

Programme Curriculum

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Course Duration

5 days

Course Objectives

1. Understand gig economy labor structures and platform capitalism dynamics
2. Analyze collective bargaining frameworks in digital labor markets
3. Evaluate algorithmic management and AI-driven workforce control systems
4. Develop digital unionization strategies for gig workers
5. Apply labor law compliance in platform-based employment models
6. Build skills in multi-stakeholder negotiation and dispute resolution
7. Assess fair wage algorithms and pay transparency mechanisms
8. Strengthen worker advocacy in decentralized labor ecosystems
9. Explore global gig worker policy frameworks and regulatory trends
10. Design collective action campaigns using digital mobilization tools
11. Understand platform accountability and corporate governance ethics
12. Implement data-driven labor rights monitoring systems
13. Develop sustainable collective bargaining agreements for gig workers

Target Audience

- Labor union leaders and organizers
- Gig economy platform workers (drivers, freelancers, couriers)
- HR and workforce strategy professionals
- Policy makers and labor regulators
- Social justice and labor rights NGOs
- Legal professionals specializing in labor law
- Academic researchers in labor economics and digital work
- Corporate compliance and ESG officers

Course Modules

Module 1: Gig Economy Fundamentals & Platform Capitalism

- Evolution of gig economy and digital labor platforms
- Structure of platform-based employment ecosystems
- Case Study: Uber and global ride-hailing labor model disputes
- Key players in gig economy labor market (Uber, Upwork, Deliveroo)
- Impact of platform capitalism on traditional employment systems

Module 2: Collective Bargaining Frameworks in Digital Work

- Principles of collective bargaining in non-traditional labor markets
- Adapting union models for decentralized gig workforce

- Case Study: UK Deliveroo rider unionization efforts
- Role of collective agreements in platform governance
- Legal recognition challenges for gig worker collectives

Module 3: Algorithmic Management & Worker Control

- AI-driven task allocation and performance tracking systems
- Algorithmic wage determination and fairness concerns
- Case Study: Uber surge pricing algorithm transparency debate
- Worker surveillance and digital monitoring systems
- Strategies for algorithmic accountability advocacy

Module 4: Digital Unionization Strategies

- Building online labor unions and digital collectives
- Use of social media for worker mobilization
- Case Study: Amazon Mechanical Turk worker organizing initiatives
- Crowdsourced labor resistance models
- Digital petitioning and platform negotiation tactics

Module 5: Labor Law & Regulatory Compliance

- Comparative global labor law frameworks for gig work
- Worker classification: employee vs independent contractor debates
- Case Study: California AB5 legislation and gig worker rights
- Compliance challenges for global platforms
- Legal pathways for collective bargaining recognition

Module 6: Negotiation & Conflict Resolution

- Multi-stakeholder negotiation strategies in platform ecosystems
- Conflict escalation and mediation techniques
- Case Study: Food delivery strikes in Europe (Just Eat, Deliveroo)
- Interest-based bargaining models
- Building win-win agreements in fragmented labor systems

Module 7: Fair Pay Systems & Economic Justice

- Transparency in gig worker compensation models
- Minimum wage standards in platform labor markets
- Case Study: New York City food delivery minimum wage regulation
- Data-driven wage equity analysis
- Designing fair incentive structures for gig platforms

Module 8: Future of Work & Global Gig Economy Governance

- Emerging trends in AI-driven labor platforms
- Global policy frameworks for gig worker protection
- Case Study: EU Platform Work Directive developments
- Sustainable collective bargaining models for future labor markets
- Ethical governance of digital labor ecosystems

Training Methodology

This course employs a participatory and hands-on approach to ensure practical learning, including:

- Interactive lectures and presentations.
- Group discussions and brainstorming sessions.
- Hands-on exercises using real-world datasets.
- Role-playing and scenario-based simulations.
- Analysis of case studies to bridge theory and practice.
- Peer-to-peer learning and networking.
- Expert-led Q&A sessions.
- Continuous feedback and personalized guidance.

Register as a group from 3 participants for a Discount

Send us an email: info@fineskilltrainingcenter.org or call *+254769199797*

Certification

Upon successful completion of this training, participants will be issued with a globally- recognized certificate.

Tailor-Made Course

We also offer tailor-made courses based on your needs.

Key Notes

a. The participant must be conversant with English.

b. Upon completion of training the participant will be issued with an Authorized Training Certificate

c. Course duration is flexible and the contents can be modified to fit any number of days.

d. The course fee includes facilitation training materials, 2 coffee breaks, buffet lunch and A Certificate upon successful completion of Training.

e. One-year post-training support Consultation and Coaching provided after the course.

f. Payment should be done at least a week before commence of the training, to Fineskill Training Center account, as indicated in the invoice so as to enable us prepare better for you.

Upcoming Scheduled Sessions

Start Date	End Date	Location	Price
23 Nov 2026	27 Nov 2026	Online	$1,000
23 Nov 2026	27 Nov 2026	Physical	$1,500
23 Nov 2026	27 Nov 2026	Physical	$3,000

Start Date	End Date	Location	Price
23 Nov 2026	27 Nov 2026	Physical	$3,000
23 Nov 2026	27 Nov 2026	Physical	$6,000
23 Nov 2026	27 Nov 2026	Physical	$4,500
23 Nov 2026	27 Nov 2026	Physical	$6,000
23 Nov 2026	27 Nov 2026	Physical	$6,000

Ready to enroll or request a customized program? Book online or contact us:

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Email: info@fineskilltrainingcenter.com | Website: www.fineskilltrainingcenter.com