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GDPOWER Final Conference

Recovering workers' data to negotiate and monitor
collective agreements in the platform economy

Wykorzystanie danych pracowniczych do negocjacji i
monitoringu układów zbiorowych w gospodarce
platformowej





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Recovering workers' data to negotiate and monitor collective agreements in the platform economy (GDPOWER)

Welcome and project overview

Leonard Geyer & Sonila Danaj, European
Centre for Social Welfare Policy and Research

Zuzanna Kowalik, Institute for Structural
Research

Warsaw, September 11, 2025

Welcome

- Zuzanna Kowalik, Institute for Structural Research (IBS)
- Sonila Danaj, project coordinator, European Centre for Social Welfare Policy and Research
- Leonard Geyer, co-coordinator, European Centre for Social Welfare Policy and Research

Time	Room	Topic	Speakers
9:00 - 9:15	Warszawa	Opening of the conference: project's main aims and goals	Presenter: Leonard Geyer
9:15 - 10:00		Keynote: Becky Wright from Unions <i>Translated to Polish</i>	Presenter: Becky Wright Moderator: Sebastiaan Kennes
10:00 - 11:15		GDPower – results Country-case presentations <i>Translated to Polish</i>	Moderator: Sonila Danaj Presenters: National research teams
11:15 - 11:30		<i>Coffee break</i>	
11:30 - 12:15	Warszawa	GDPower – results - Country cases - Comparative Results - Q & A <i>Translated to Polish</i>	Moderator: Sonila Danaj Presenters: National research teams, María Luz Rodríguez Fernández, Leonard Geyer
12:15 - 13:00		Panel: Worker's Data in the Platform Economy – Regulatory Challenges and Perspective of Public Institutions and Trade Unions <i>In Polish, translation to English</i>	Moderator: Zuzanna Kowalik Panelists: Konrad Komornicki: Deputy Director of the Data Protection Authority Office Agata Oklińska: Ministry of Labour, Department of Social Dialogue and Collective Bargaining Stanisław Kierwiak: Trade Unionist at JustEat/Takeaway
13:00 - 14:00		Lunch	

Time	Room	Topic	Speakers
14:00 - 16:00	Room Warszawa	Paper session I	<p>Moderator: Jesús Cruces Aguilera</p> <p>Dominika Polkowska - Behind the Screen – A Socio-Demographic Portrait of Gig Workers in Poland</p> <p>Kseniya Homel-Ficenes - “And I’m again at level zero”: Migrant Food Delivery Workers and Access to Support</p> <p>Karol Muszyński, Valeria Pulignano, Claudia Mará - Product markets and working conditions on international and regional food delivery platforms: A study in Poland and Italy</p> <p>Aleksandar Kovačević - Labour Digitalisation and Older Workers in the Gig Economy: Challenges and Potentials for Collective Bargaining and Social Dialogue</p> <p>Cynthia Srnec, María Luz Rodríguez Fernández, Jesús Cruces, Luis Fuente, Pauline Moreau Avila - Collective bargaining and data collection in platform Economy</p>
	Room Berlin	Paper session II	<p>Moderator: Laurène Thil</p> <p>Marta Otto - Towards digital self- & co- determination in the context of algorithmic management</p> <p>Anne Joppe - Algorithmic Management in the Platform Work Directive: Fixing the GDPR?</p> <p>Tobias Kuttler, Didem Özkiziltan Wagenführer, Patrick Feuerstein, Zeynep Karlidag, Debarun Dutta, Martin Krzywdzinski, Mark Graham - Algorithmic Management in Germany’s Location- Based Platform Economy</p> <p>Joanna Bronowicka - Challenging Algorithmic Management: How Data Protection Authorities, Trade Unions, and Technical Experts Can Collaborate to Defend Workers’ Rights</p> <p>Leonard Geyer, Karolien Lenaerts, Laurène Thil, Zuzanna Kowalik, Dirk Gillis, Sebastiaan Kennes- Workers' wellbeing and data collection in platform Economy</p>
16:00 - 16:15	Room Warszawa	Closing session	<p>Presenter: Sonila Danaj</p>

The GDPOweR project

- **Background**

- Pay and working conditions in the platform economy are often difficult and a political concern
 - Platform companies process vast amounts of (personal) data and use automated decision-making procedures (algorithmic management - AM)
 - Collective bargaining has been recommended to address both ('Negotiate the algorithm'),
 - The GDPR allows workers to request copies of their personal data and inquire about the use of AM
- Use GDPR requests (*with other methods*) to study platform companies' use of worker data and how it can be regulated through collective bargaining
- **Funding:** European Commission, DG EMPL, [European Social Fund+ \(ESF+\)](#), Social Prerogatives and Specific Competencies Lines (SocPL)
 - **Duration** 10/2023 – 09/2025

Consortium



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Project aims

- **Analyse the strategies** of platform workers, activists, trade unionists and employer groups for **negotiating workers' pay and working conditions**, including the **collection and use of personal data**, and for **monitoring and enforcing negotiated agreements**.
- Advance and apply a **novel method of data collection** using data access and portability rights based on a citizen-science approach to audit the personal data collection and digital monitoring practices of platforms.
- Assess the **implementation of and/or challenges** to **collective bargaining agreements** in the location-based platform economy.
- Strengthen industrial relations and social partnership in platform economy in Europe by **raising awareness** about companies' data collection practices, empowering workers to recover their data and **fostering exchanges** between workers and activists.
- Inform **policy making** and **research** on industrial relations in the platform economy by **disseminating the project findings** and **research methods**.

Project details

Coverage: Five countries (Austria, Belgium, France, Poland, Spain) and two platform-economy sectors (ride-hailing and food delivery)

Focus areas:

- The collection and use of worker data by digital labour platforms and its impact on worker well-being and their inclination to engage in collective actions.
- Strategies employed by social partners to negotiate and implement collective and company-level agreements in the platform economy. These agreements cover aspects like pay, working conditions, and the collection and use of worker data.
- The implementation, monitoring and enforcement of negotiated agreements.

Outputs and publications

- ✓ Research design ([link](#))
- ✓ Resources for workers and researchers (*GDPR request templates, instructions, data visualisation tool*) ([link](#), [link](#), [link](#))
- ✓ Five country reports ([link](#))
 - One comparative report (30 September 2025)
 - Two papers (up to the reviewers)
- -> More on that throughout the day. Let's first listen to Becky!