

Cooperative Labor Markets

Ali Alkhatib, Sam Witherbee, Michael Bernstein

`ali.alkhatib@cs.stanford.edu` || `@_aliaalkhatib`

February 27, 2016

Stanford University

A Problem With Gig Work

- Gig workers struggle with systems on which they work [3, 4, 8]

A Problem With Gig Work

- Gig workers struggle with systems on which they work [3, 4, 8]
- (Seemingly) obvious solution: **labor unions**

A Problem With Gig Work

- Gig workers struggle with systems on which they work [3, 4, 8]
- (Seemingly) obvious solution: **labor unions**
- (Not **so** obviously) labor unions might be problematic:
 - logistics are complicated (solvable)
 - cultural mismatch [8]

Not a problem; an opportunity


- Worker cooperatives are reasonably well-explored [1, 5]

- Worker cooperatives are reasonably well-explored [1, 5]
- **Collective governance** is a challenge [2, 6, 7]

What we've been working on

With the National Domestic Workers Alliance and workers,
building a worker cooperative

Ali's Coop



Info about Ali
3 years of experience
5 total reviews

Book Ali for a cleaning

Pick appointment duration
4 hours

TODAY

Ali

MONDAY 2/22

10:00am - 2:00pm

2:00pm - 6:00pm

February 22, 2016
10:00am - 2:00pm

your name here

email address (so we can confirm your appointme

Phone number

address

Comment

BOOK IT

Powered by Timekit

Lots of open questions remain

name: Ali Alkhatib

human: find me walking around this week

email: ali.alkhatib@cs.stanford.edu

twitter: [@_alialkhatib](https://twitter.com/_alialkhatib)



B. Craig and J. Pencavel.

The behavior of worker cooperatives: The plywood companies of the pacific northwest.

The American Economic Review, pages 1083–1105, 1992.



R. Hardin.

Collective action.

Resources for the Future, 1982.



L. C. Irani and M. S. Silberman.

Turkopticon: Interrupting worker invisibility in amazon mechanical turk.

In *Proceedings of the SIGCHI Conference on Human Factors in Computing Systems*, CHI '13, pages 611–620, New York, NY, USA, 2013. ACM.



M. K. Lee, D. Kusbit, E. Metsky, and L. Dabbish.

Working with machines: The impact of algorithmic and data-driven management on human workers.

In *Proceedings of the 33rd Annual ACM Conference on Human Factors in Computing Systems*, CHI '15, pages 1603–1612, New York, NY, USA, 2015. ACM.



M. Mellor, J. Hannah, and J. Stirling.

Worker cooperatives in theory and practice.

Open Univ Pr, 1988.



E. Ostrom.

Governing the commons: The evolution of institutions for collective action.

Cambridge university press, 1990.



F. Polletta.

Freedom is an endless meeting.

Democracy in American Social Movements, Chicago/London,
2002.



N. Salehi, L. C. Irani, M. S. Bernstein, A. Alkhatib, E. Ogbe, K. Milland, and Clickhappier.

We are dynamo: Overcoming stalling and friction in collective action for crowd workers.

In *Proceedings of the 33rd Annual ACM Conference on Human Factors in Computing Systems*, CHI '15, pages 1621–1630, New York, NY, USA, 2015. ACM.