

▶▶▶▶ WHAT EVERY WORKER NEEDS TO KNOW

LOW PAY. LONG HOURS. ZERO BENEFITS. HOW?

PLATFORM COMPANIES MISCLASSIFY THEIR WORKERS AS SELF-EMPLOYED

WHAT THEY SAY

YOU'LL BE YOUR OWN BOSS

YOU'LL HAVE FREEDOM AND FLEXIBILITY

WE CHAMPION INNOVATION

VS

WHAT THEY REALLY MEAN

WE'LL CONTROL EVERY MINUTE OF YOUR WHEREABOUTS, YOUR UNIFORM, HOW MUCH YOU CHARGE

YOU'LL HAVE NO HOLIDAYS, NO SICK LEAVE, NO BENEFITS

WE'RE TAKING WORKERS' RIGHTS BACKWARDS BY STRIPPING **YOU** OF YOUR RIGHTS

AT A GLANCE

28.3 MILLION

WORK IN PLATFORMS

500 PLATFORMS

IN EUROPE

55% WORKERS

DO NOT MAKE MINIMUM WAGE

←

*STATISTICS PROVIDED BY THE EUROPEAN COMMISSION

PLATFORMS IN TRANSPORT

In transport, platform work is most common in parcel delivery, food delivery and ride-hailing services. But, app-based and computer controlled work threatens to spread to ALL transport sectors.

Why? Because platform companies can pretend their workers are self-employed and this allows them to cut costs on the backs of workers.

This way of working by platforms is shutting down businesses that respect workers.

UNION ACTION

Trade unions have been leading the fight against unfair platform work, winning victories, including:

December 2021 – Collective Bargaining Agreement reached between Spanish social partners (including UGT & CCOO) and Just Eat



May 2021 – GMB (UK) and UBER reach landmark deal to officially recognise GMB as a union for UBER drivers



February 2021 – FNV (NL) win their court case against Deliveroo, confirming riders are employees



September 2020 – Spanish supreme court decides Glovo riders are not independent workers – they are employees

A EUROPEAN SOLUTION?

Thanks to trade union pressure, in December 2021, the European Commission released a proposal to improve the working conditions of platform workers.

WHAT'S IN IT FOR WORKERS?



EMPLOYMENT STATUS:

Platform workers are considered employees by default, guaranteeing health & safety standards, social protections, minimum wages and training



PLATFORMS = EMPLOYERS:

Platform companies are considered employers, giving Collective Bargaining Agreement negotiations the green light and improving protection of workers' rights



REVERSAL OF BURDEN OF PROOF:

Platform companies must prove that the worker is self-employed rather than the the worker having to do so



TRANSPARENT MANAGEMENT:

Fairness, transparency and accountability - workers no longer only managed by computers



WHAT NEEDS TO IMPROVE?

The Directive says platform workers have employment status until proven otherwise, BUT introduces five criteria to determine this status.



By introducing these criteria:

- The Directive could leave room for platform companies to dodge new rules
- This would mean not all platform workers would be covered if companies find loopholes in these five criteria

NEXT STEPS IN OUR FIGHT

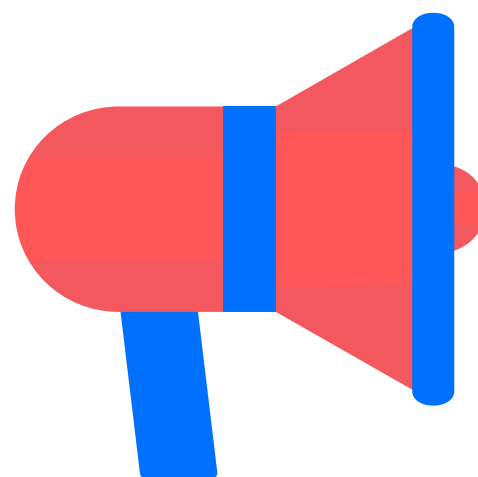
Before the Directive becomes law, it needs to go through the European Council of Ministers and Parliament. EU countries will then have two years to bring these EU rules into national law.

This means the proposal can still be changed - and not necessarily for the better!

Companies will have to start paying their dues if the law goes through - and it will cost them!

So we expect them to put a fight, but so will we as trade unions by pushing the EU to make sure these rules work for workers!

WHAT CAN YOU DO?



Join us, the ETF and our trade union organisations, in our fight for **FAIR** EU law against platform abuse:

- Keep up to date
- Tell us what you think

TIME TO FIGHT FOR THE FUTURE OF DECENT WORK!



ETF represents 5 million transport workers gathered in over 200 unions across Europe.



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