



**Niels van Doorn**

@nielsvdoorn



**Nuna Zekić** @NunaZekic · Feb 16

The Amsterdam court of appeal confirms #Deliveroo riders are employees. This should be the end of the discussion on the status of the riders in the Netherlands. ECLI:NL:GHAMS:2021:392, Gerechtshof Amsterdam, 200.261.051/01 uitspraken.rechtspraak.nl/inziendocument...

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2:57 PM · Feb 16, 2021 · Twitter Web App

do 18 feb.

  
➔ Doorgestuurd

FNV Vakbond

Deliveroo Riders, congratulations!  
You are entitled to an employment  
contract and supplementary  
payment. Want to know how to go  
about this and how much you still  
get? Fill in the form and we will...

www.facebook.com

[https://www.facebook.com/  
121719834601889/posts/  
3662100737230430/?  
app=fbl](https://www.facebook.com/121719834601889/posts/3662100737230430/?app=fbl)

07:39

Please everyone fill this form  
please please

07:40

If you want more money

07:40

I don't know if u will get  
more money 07:41

Since u will get minimum  
wage most likely 07:41

At 10/h 07:42

but you will get better  
protections/benefits

09:00 ✓

U

but you will get better protections/  
benefits

Then go work for  
Thuisbezorgd.

09:02



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Replying to [@nielsvdoorn](#)

While they like the idea of getting paid for waiting time, they are afraid that they 1) won't be able to reject orders anymore, 2) will lose free login (i.e. no more working whenever you want), 3) will see a limit to the number of hours they can work, ...

10:24 AM · Feb 18, 2021 · Twitter Web App



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4) will be deactivated (because Deliveroo won't hire all of them as employees), 5) will only make minimum wage (instead of a chance to make more when it's really busy), 6) those on student visas won't be able to work over 16 hours, while they need more \$ to support themselves.

10:29 AM · Feb 18, 2021 · Twitter Web App

### **Are you from outside Europe?**

If you are not from the EU/EEA or Switzerland, there are some restrictions if you want to work alongside your studies. Your employer has to provide you with a personal work permit. You can only work if you have this specific work permit and can either work for a maximum of 16 hours a week during the year, or fulltime during the months of June, July and August.

### **Work on a self-employed basis**

In combination with your studies, you are allowed to work in the Netherlands as a self-employed individual, as long as you continue to meet the requirements for your residence permit for study. There is no limit to the amount of hours that you are allowed to work as a self-employed individual. Also, you do not need a work permit. For more information you can visit the website of the Dutch Chamber of Commerce ([KVK](#)).

# Two key problems we're facing

## 1. Radical heterogeneity of gig worker population

- Yet in many cities (= largest markets) most people delivering food & cleaning homes are **migrants**
- Migrant gig workers also have diverse background and needs

## 2. Lack of industrial relations tradition in key gig industries

- Platform companies do not “undermine traditional IR” in food delivery and domestic work → These were never formalized industries in the first place!
- This work has traditionally been done by migrants & minorities

“Theory” does not always work in “practice”

Do we really want platform companies to act like other low-wage employers?

Who (what social groups) will be negatively affected by solutions that look good on paper?





● ● WageIndicator

THEORY & PRACTICE  
IN THE GLOBAL WORLD  
OF PLATFORMS:  
INNOVATIONS  
AND REGULATION

## Just Eat and the fleet companies

The situation of Just Eat workers is actually much more precarious than what it seems. "I do not have a direct contract with Just Eat. Jobandtalent manages my day, my hours, where I have to go ..." a worker explains.

"Another company coordinates us, a garage where all the motorcycles are kept: they control entries, exits and write down the fulfillment or not of objectives. My contract is with Jobandtalent, but the user company is NewDriver, which is a subsidiary of the Mox Group in which Just Eat is a shareholder. This makes it very difficult for us to do a lot of things, including organizing ourselves to protect and improve our labor rights" another rider says. (elconfidential.com)



**Tiago Vieira**

@akaPlim



Replying to [@nielsvdoorn](#)

I've done research on this in Spain (hopefully to be published soon) and i find what riders advocatting SE want is to escape precarity and low wages. So what u need is better broad labor market policies altogether. Need to address the big picture. Plataform work is still work.

3:05 PM · Feb 18, 2021 · Twitter for Android



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**Shaf Hussain** @ShafHussain810 · Mar 15



20:54pm and no jobs available. @Deliveroo worth over £6Billion, Investors lining their pockets with with gold, @WillShuRoo becoming a millionaire and getting paid jobs or no jobs. All the while riders getting snuffed and struggling to make their bread. @IWGB\_CLB @RidersRooVolt





Changes to laws governing the classification of independent contractors, or judicial or governmental decisions involving us or our competitors regarding independent contractor classification, could require us to consider classifying riders as employees (or, where applicable, workers or quasi-employees) or could increase the chances of litigation being commenced against us. Legislation or judicial decisions of this kind could require us to fundamentally change our business model in the relevant jurisdiction. This could require us to incur significant additional expenses for paying riders (which could include the cost of additional benefits and social security contributions or significant additional expenses for paying riders), or potentially result in us even exiting that market. The reclassification of riders could also increase the rate of employment-related claims being brought against the group in the future. If we were required to make changes to the basis on which we engage riders across a number of our markets, or in our key markets, this could affect our ability to continue operating in those markets or require material changes to our model.

*Investor confidence  
is  
inversely related  
to  
worker power/protections*



**Ruwan Subasinghe**

@RuwanSubasinghe



Replying to [@RuwanSubasinghe](#)

This is very significant. ESG investor activism in the [#gigeconomy](#) has been hard to come by. [#Aviva](#) which has £365bn under its mgmt has said that it will NOT invest in [#Deliveroo](#) due to a "combination of investment risk & social issues". [#bizhumanrights](#)



Top UK fund refuses to invest in Deliveroo amid concern over riders' rights  
Aviva Investors cites lack of basic workers' rights as 'investment risk' ahead of

Ethical investment is necessary but not sufficient

Instead, we need the following:

1. Make it illegal – or at least very unappealing – to invest in predatory platform companies
2. Raise the bar *across low-wage labor markets* & ensure rights, protections & living wage to *all workers*
3. Pay special attention to the needs of migrant gig workers and reform migration & social policies accordingly

Thank you!