Meeting with Deliveroo

Online, 15 November 2021

Steering brief

Scene setter
On 15 November, between 13.30 and 14.00, you will have a virtual meeting with Deliveroo, to discuss our upcoming legislative proposal on platform workers.

Content of the proposal
Our aim is to ensure decent, transparent and predictable working conditions and adequate social protection for platform workers. We want to:

- Address the status of people working through platforms. (Self-employed or employees).
- Improve the fairness and transparency of algorithmic management practices applied by digital labour platforms.
- Support the cross-border transparency of digital labour platform activities.

Previously, Commissioner Schmit had met Deliveroo during a consultation meeting with other platforms on 20 September.

Position of Deliveroo and other platforms
During the consultation meeting on 20 September, platform companies expressed the following positions:

- They oppose the rebuttable presumption and the reversal of the burden of proof.
- They claim to share the goal of the Commission to ensure decent working conditions of people working through platforms.
- They underline that some people working through platforms want to keep their self-employment status.
- Platforms would be willing to offer better conditions, i.e. social protections, insurance, fair compensation within the self-employed model, but without the risk of reclassification.
- They call for more legal certainty and proposed an ethical charter as self-regulation.
- They agree that more transparency is needed for the algorithmic management, notably on processes, key deliverables, allocation of tasks etc. without exposing any business secrets.

State-of-play on the legislative proposal on platform workers
We are currently carrying out the impact assessment process and we plan to adopt the legislative proposal on 8 December 2021.

On 15 September, the European Parliament adopted an own-initiative report on platform work. It advocates a strong action at European level, and pleads for a rebuttable presumption of employment status for people.

In June 2020, the Commission launched a parallel initiative to ensure that EU competition law is not standing in the way of collective agreements for solo self-employed.

Objectives of the meeting
- We want to Convince Deliveroo that our legislative proposal in well-founded and will benefit not only the workers, but also the platforms themselves.
- Deliveroo wants to re-iterate the opposition of platforms to some of the provisions of the legislative proposal, notably on the status of workers.
Key messages

- The Commission has had extensive exchanges with stakeholders, to help us define the details of the EU legislation to be presented by the end of this year.

- The objective of our upcoming legislation proposal is to ensure that people working through platforms are protected by minimum standards regarding working conditions.

- Greater clarity on what employment and self-employment entails in a platform work context would be beneficial for workers as well as for platform companies and their sustainable development.

- The self-employed should be able to enjoy all the autonomy and entrepreneurial opportunities that their status gives them.

- We are looking at ways to ensure that algorithms are deployed in a way that is understandable and respect of labour rights.

Contact – briefing coordination: [Contact Information] (SC)