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To: [CAB VESTAGER ARCHIVES](#)
Cc: [REDACTED] [\(HR\)](#)
Subject: report from meeting with Deliveroo
Date: jeudi 18 novembre 2021 12:48:48

Dear A-Team

SG didnt manage to log on to this meeting so I took notes, also approved by Werner Mette

Meeting with Deliveroo 15 November 2021

Participants: Deliveroo: [REDACTED], [REDACTED] and [REDACTED]

EC: EVP Margrethe Vestager, Members of Cabinet Werner Stengg and Mette Dyrskjot.

Deliveroo had requested the meeting to discuss the upcoming initiative from the Commission on Platform work.

[REDACTED] presented the company that he has founded himself and he is still active as rider. He underlined that the company engage with their riders in different ways; via the app, in a dedicated forum and through trade unions. Deliveroo support measures to facilitate dialogue and for collective bargaining.

Regarding algorithm managed he asked for regulation that would be compatible with how they run the business and not oppose their business model.

He emphasised that their riders value flexibility, that only few riders do it as a full time job, most riders are either students or use it as a supplement to their earnings. They are free to work when they want to – they can log on and off the app as desired and there is no obligation to work when you are logged-in. He says it is difficult to estimate an average earning but when a rider is logged into the app they earn in average more than the minimum wage of the country they work in. Deliveroo will publish a study on 16 November showing this.

Regarding classification Deliveroo sees a difference between riders that work 40 hours a week and those who only do it as a supplement some hours a week. Full-time riders should have access to more benefits. Deliveroo offers for example free insurance and a package with access to parental leave, sick-leave etc. They would like to offer more benefits but it should be in the context of riders can stay self-employed and keep their flexibility.

[REDACTED] added that the criteria that ECJ has set for classification are interesting. And that many courts have confirmed the self-employed model of Deliveroo.

EVP Vestager asked several questions and got the responses above. She thanked for the inputs and added that Commissioner Schmit is the main responsible for the initiative and that the Commission is now working to find the right balance in the proposal to make sure that both the model as self-employed and worker can thrive in the platform economy.