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Digital platform work: the implications for occupational safety and health (OSH) EU-OSHA Hybrid Workshop (Bilbao & online)

An overview of OSH policies, research and practices in the context of digital platform work, through review of existing data and information, fieldwork research and policy analysis in the European Union

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Bilbao - 21 March 2023

Background

- **The rise of the digital platform economy:**
 - Digital labour platforms are a central player in the digital transformation of economies and labour markets across Europe, rapidly gaining ground in the past decade
 - Digital platform work creates new work opportunities by lowering the barriers to labour market entry and by providing options to earn an income through flexible work
 - It also presents challenges, including an ambiguous employment status, inadequate access to social protection, poor working conditions, and health and safety issues
- **The impact of COVID-19 on digital platform work:**
 - The pandemic has **substantiated the precarious conditions** in which some digital platform workers work, especially the most vulnerable workers
 - Both the demand and supply for the services delivered through platform work have changed
 - **Key risks** facing digital platform workers: **exposure to the corona-virus** (especially those who became essential workers such as food delivery riders) and **income loss**

Objectives of the research project

Research and knowledge gaps:

- Occupational safety and health, in particular those aspects relating to workers' protection and to OSH risk prevention and management have been largely **overlooked in the literature**
- **Data** on the number of work-related accidents, injuries or occupational diseases associated with digital platform work are not systematically collected, nor publicly available
- Digital platform **workforce is fragmented and heterogeneous** in terms of workers' profiles

Policy context and challenges:

- Policy-makers are struggling to fit digital platform work into existing regulatory frameworks
- National legislators and courts are increasingly paying attention to digital platform work

Project objectives aiming to overcome these gaps:

- To provide an **overview and assessment** of the occupational safety and health challenges and opportunities for digital platform workers
- To **map** policies, practices, programmes, initiatives and actions aimed at addressing these OSH challenges, exploring both OSH risk prevention and OSH risk management

Methodology: Desk research and field work

▪ Review of the literature

- Academic and grey literature
- Key sources: bibliographic electronic search databases, platform economy repository managed by Eurofound
- Keyword search

▪ Consultation of national focal points

- Written survey distributed to all national focal points of EU-OSHA
- Questions on OSH risks and challenges to the prevention and management; key regulation, legislation, programmes etc.; impact of the COVID-19 pandemic
- 11 replies received

▪ Interviews with stakeholders

- Semi-structured interviews guided by a tailored questionnaire (all held online)
- Covering different levels : international / EU, national, local, sectoral, platform ...

Type of interviewee	Number of interviews
Academics and experts	8
Policy- and decision-makers (incl. social partners)	29
Digital labour platforms	13
Digital platform workers	11
TOTAL	61

Defining platform work

▪ Digital platform work:

- All paid labour provided through, on or mediated by an online platform
 - **Online digital platform work:** tasks matched with workers online and are performed only or mostly virtually on an electronic device at any location (mostly the workers' home)
 - **On-location digital platform work:** tasks matched with workers online but are performed only or mostly in the physical world (in public areas, on the road, at client's premises)
- Main characteristics of digital platform work:
 - Paid labour is organised/coordinated through a digital labour platform;
 - With the aim to carry out specific tasks or solve specific problems;
 - Using **algorithmic management**, based on digital technologies, to allocate, monitor and evaluate the work performed and the platform workers' behaviour and performance;
 - Three parties are involved: a digital labour platform, a client and a digital platform worker;
 - With a **prevalence of non-standard working arrangements**, and digital labour platforms tending to classify digital platform workers as self-employed in their terms and conditions;
 - Resulting in the **shifting of risks, liabilities and responsibilities**, including in the area of health and safety, onto digital platform workers.

Defining platform work (continued)

- **Digital platform worker ('person working through a platform'):**
 - An individual person providing labour intermediated with a greater or lesser extent of control via a digital labour platform, regardless of that person's legal employment status.
- **Digital labour platform:**
 - An online facility or marketplace operating on digital technologies (including the use of mobile apps) that are owned and/or operated by an undertaking, facilitating the matching between the demand for and supply of labour provided by a platform worker.

Digital platform work taxonomy: four types can be distinguished

Dimensions	Type of digital platform work			
	Type 1	Type 2	Type 3	Type 4
Format of labour provision	On-location	On-location	Online	Online
Skills level required to execute the tasks	Lower-skilled	Higher-skilled	Lower-skilled	Higher-skilled
Level of control exercised by the digital labour platform	High level of control	Moderate level of control	High level of control	Low level of control
Four types in focus in the study	Parcel delivery	Handiwork	Online content review	Remote programming

OSH risks and challenges of digital platform work

- **Similar work activities come with similar OSH challenges and risks**
 - The OSH risks that platform workers face and that directly relate to the tasks carried out are similar to those faced by workers performing the same tasks outside the platform economy.
 - **However:**
 - Digital platform work is concentrated in sectors and occupations that are generally more dangerous.
 - Digital platform work often involves additional work and/or a different combination of tasks.
- **The nature of and the conditions under which digital platform work is done aggravate these OSH challenges and risks and complicate their prevention and management**
 - This exacerbates the 'traditional' OSH risks and challenges for platform workers.
 - **Factors resulting in additional OSH risks and complicating prevention and management:**
 - Platform workers' ambiguous employment status and contractual arrangements
 - Use of algorithmic management and digital surveillance
 - Professional isolation, a poor work-life balance and a lack of social support
 - Work transience and boundaryless careers
- **Taken together, digital platform workers encounter severe occupational physical and psychological health and safety risks, which are hardly prevented and managed**

Factors aggravating the OSH challenges in digital platform work and complicating OSH risk prevention and management

- **Unclear employment status and contractual arrangements**
 - Digital labour platforms tend to qualify digital platform workers themselves as self-employed freelancers, which may not be in accordance with the factual conditions under which they work ('misclassification')
 - **OSH impact:** This is problematic from the OSH perspective because the self-employed are generally responsible for their own safety and health:
 - they are not covered by EU OSH directives or national OSH legislation in most EU Member States
 - they are not typically targeted by prevention, monitoring and enforcement services
 - they are excluded from worker participation and social dialogue
- **Algorithmic management and digital surveillance**
 - Use of algorithms to allocate, monitor and evaluate work and to monitor and evaluate platform workers' performance and behaviour (e.g. tracking, rating mechanisms, automated decision-making)
 - **OSH impact:** This is problematic from the OSH perspective as algorithmic management:
 - shifts the power balance in favour of the digital labour platform
 - digital platform workers are ranked and receive rewards or penalties based on performance
 - there is an overall lack of transparency on the functioning of the algorithm
 - algorithmic management undermines platform workers' autonomy, job control and flexibility
 - causing exhaustion, anxiety and stress, and a generally negative impact on health and well-being

Factors aggravating the OSH challenges in digital platform work and complicating OSH risk prevention and management

- **Professional isolation, work-life conflicts and an overall lack of social support**
 - Digital platform work is mainly executed in isolation, by an anonymous and globally dispersed workforce with a high labour turnover, in unconventional ill-adapted workplaces, with blurred work-life boundaries
 - **OSH impact:**
 - sleeping problems, exhaustion, difficulties in recuperating from work, stress, depression, burnout and loneliness, and an overall dissatisfaction with one's job and personal life
 - limits worker organisation (and collective bargaining), and in that sense also stands in the way of realising effective worker participation in the development of an OSH management system
 - difficulties in identifying and accessing the platform workforce complicates the implementation of preventive measures, e.g. information campaigns, training or access to OSH services
- **Work transience and boundaryless careers**
 - Digital platform work comes with significant job insecurity and income insecurity, as workers often have no or little control over how much they can work and how much they earn per task
 - Digital platform work is emotionally demanding (e.g. due to having to maintain good contacts with clients)
 - **OSH impact:**
 - these factors are major work-related stressors and have been associated with poor mental health, burnout, depression, anxiety and physical health issues such as fatigue and pain

OSH risks and challenges of four types of digital platform work

Platform work type	Physical risks	Psychological risks
Parcel delivery	<ul style="list-style-type: none"> • Ergonomic risks, related to physical overexertion or repetitive manual tasks • Vehicle or bicycle accidents • Slips trips and falls • Workplace violence • Exposure to extreme weather temperatures • Exposure to hazardous substances or biological materials... 	<ul style="list-style-type: none"> • Excessive workload • Working hours • Isolation • Bullying, verbal use, harassment • ...
Handiwork	<ul style="list-style-type: none"> • Exposure to hazardous substances (e.g., lead, asbestos, etc.) • Working in awkward positions or postures, increasing the risk of MSD's • Lifting heavy or awkward objects • Exposure to electricity, extreme temperatures or noise • Working at heights • Slips, trips and falls • Working with various tools (hazardous, non-ergonomic) 	<ul style="list-style-type: none"> • Excessive workload • Working hours • Isolation • Bullying, verbal abuse, harassment • ...
Online content review	<ul style="list-style-type: none"> • Ergonomic issues, due to inappropriate setting of the workstation, including the visual display unit, keyboard, desk and chair • Prolonged sitting and sedentary behaviour • Excessive screen time 	<ul style="list-style-type: none"> • Exposure to violence, crime, abuse and illegal content when working • Isolation • Excessive workload and time pressure
Remote programming	<ul style="list-style-type: none"> • Ergonomic issues, due to inappropriate setting of the workstation, including the visual display unit, keyboard, desk and chair • Prolonged sitting and sedentary behaviour • Excessive screen time 	<ul style="list-style-type: none"> • Isolation • Excessive workload and time pressure

OSH risks and challenges of four types of digital platform work

To what extent do the factors that aggravate the OSH risks come into play for each of the types?

Red = high / large impact of this factor, Orange = medium impact, Green = limited or no impact

Factors aggravating OSH risks	Selected types of platform work			
	Parcel delivery	Handiwork	Online content review	Remote programming
Employment status	High	Low	High	Low
Algorithmic management	High	Medium	High	Medium
Professional isolation/social support	Medium	Medium	High	High
Work-life balance	Medium	Low	High	High
Job / income insecurity	High	Low	High	Low

Challenges to OSH risk prevention and OSH risk management

Area of OSH management	Challenges of digital platform work
Conducting a risk assessment (Articles 6(.3) and 9(.1).(a) OSH Framework Directive)	Platforms defer responsibility of risk assessment to platform workers, which implies that collective assessments are replaced by individual assessments. Virtualisation of work and lack of a common protective workplace complicates risk assessments. Digital platform workers lack the knowledge and training on how to properly conduct risk assessments.
Implementing preventive and corrective measures (Articles 6(.1) and 6(.2) OSH Framework Directive)	Digital platforms defer responsibility of the implementation of preventive and protective measures to digital platform workers. The prevention dimension is often poorly considered, as compensation and efficiency of the work done are prioritised. Collective measures are marginalised in digital platform work.
Providing information to and consulting workers (Articles 10, 6(.3)(c) and 11 OSH Framework Directive)	OSH issues are rarely communicated to digital platform workers. Digital platform workers are not consulted on OSH issues, mainly because of the lack of representation and collective organisation.
Training workers (Article 12 OSH Framework Directive)	Digital platforms provide little or no training on safety and health.
Adequate controls and supervision (Articles 6(.3)(c) and 11 OSH Framework Directive)	Blurred responsibilities between digital platforms, digital platform workers and clients complicate the enforcement of OSH obligations. Triangular relationship, virtualisation of work, the dispersed and diverse workforce and high turnover of labour complicate enforcement by labour inspectorates.

Mapping responses to digital platform work and its OSH challenges

- **Previous mappings of policies, regulation, programmes, actions, and initiatives related to digital platform work have revealed a lack of attention for OSH aspects**
 - Reviews in key studies by EU-OSHA (2017) and the European Commission (2020, 2021)
 - Some 'bottom-up' initiatives and actions but very few 'top-down' policies and programmes
 - Mostly indirect measures and only few examples of measures directly targeting OSH
- **Insights from the consultation of EU-OSHA's national focal points:**
 - Written questionnaire addressed to all national focal points in Spring 2021
 - Questions about **five types of measures**, taken by:
 - the government or public authorities (e.g. legislation, court cases)
 - OSH authorities or labour inspectorates
 - social partners, including social dialogue
 - platform or platform workers (or their associations)
 - any other measure
 - Large differences in levels of awareness on digital platform work and its OSH implications
 - Very few examples of OSH measures identified, and different approaches are used

Case study: Spanish Riders' Law

- Adopted on 11 May 2021 and entered into force on 10 August 2021, a key outcome of tripartite social dialogue between the Spanish Ministry of Labour and Social Economy, trade unions and business associations.
- First law to establish, at the national level, a **right to algorithmic transparency** (Article 64.4 of the Workers' Statute).
 - Obliges all platforms to inform platform workers' legal representatives about the functioning of the algorithms used which may affect the working conditions and the access to and maintenance of employment, including profiling
- Law also introduces a **legal presumption of a dependent employment relationship** for digital platform workers working in the delivery sector (Article 23 of the Workers' Statute).
 - Burden of proof falls on the platform

Case study: Italian legislative framework (Bologna Charter)

- **Investigation by the Milan public prosecutors' office and the Italian Labour Inspectorate:**
 - Launched after a series of digital platform workers' accidents
 - Jointly ordered four major food delivery platforms to hire over 60,000 couriers as 'employer-organised workers' and to pay a total of €733 million in fines.
 - The investigation revealed several violations of OSH regulations and uncovered that workers are managed by an **algorithm** which **ranked them according to performance and forced them to accept all orders in order not to be demoted**
- **Italian legislative framework on digital platform work has a strong regional and urban dimension:**
 - Legislative initiatives in Lazio and Piedmont regions
 - Bologna Charter of fundamental rights of digital labour in the urban context (2018): platforms must develop an OSH management system and adopt all appropriate measures to assess, prevent and reduce risks and hazards and to provide insurance for work related accidents and occupational diseases

Case study: French legislative framework

- **El Khomri law: self-employed platform workers working on platforms that determine the characteristics of the goods sold or of the services provided, and set the price thereof:**
 - right to form and join a trade union, and to defend their collective interests through it
 - right to continuous professional training
 - insured against work-related accidents and occupational diseases
- **Law on the fight against fraud: digital labour platforms are obliged to:**
 - report amounts paid to digital platform workers to the tax administrations
 - share information on identification details of the platform and its users, the status of private person or professional as indicated by users, and the number and the gross total sum of the transactions performed
- **LOM: digital platform workers in the transport sector have a:**
 - right to refuse work without any repercussions
 - right to disconnect

Case study: Initiatives and actions by inspectorates

- **Despite uncertainty about whether digital platform work falls within the remit of labour and social security inspectorates, some actions have been identified**
- **Overall, these actions lack efficiency and coordination and were often focused on the most visible forms of digital platform work**
 - **Poland:** investigations by labour inspectorates in passenger transport services revealed very high number of infringements of various rules and regulations (Uber and partner companies)
 - **Belgium:** joint investigations by labour and social security inspectorates into Deliveroo have led to a highly anticipated court case on employment status and OSH issues
- **Best practice example: efforts of the Spanish Labour and Social Security Inspectorate**
 - Initial monitoring services following complaints by digital platform workers, but these actions were based on different approaches and led to different outcomes
 - Decision to **harmonise monitoring and to start collecting aggregated information**
 - Developed a '**guide on the collaborative economy**' to assist inspectors in the monitoring and enforcement work (including operational procedures, training of inspectors)
 - 2019-2020: **more than 11000(!) bogus self-employed workers detected on 1(!) platform**

Lessons from the four types of digital platform work

- **In almost all cases, digital platform workers were ‘classified’ as self-employed and thus responsible for their own safety and health**
 - However, digital **platform workers are not always aware of this**, nor fully grasp the (severity) of the OSH risks encountered in their work
 - Some digital platform workers take precautions (e.g. taking regular breaks), many do not or are not able to as a result of the ‘algorithmic management’
- **Overall limited awareness of and attention for OSH among digital labour platforms**
 - Some understanding of the OSH risks related to digital platform work, but often only a partial picture or risks are underestimated
 - Some platforms do appear to have some procedures in place in case of accidents or injuries and many offer a voluntary insurance against work-related accidents and illnesses
 - **OSH does not emerge as a priority** for digital labour platforms:
 - general OSH policy typically lacking, poor documentation of procedures
 - limited efforts in the area of OSH risk prevention and management, only basic training if offered
 - limited or no involvement of digital platform workers in OSH matters
- **Some differences between global and local platforms emerge, but it is unclear to what extent these can be generalised, or are due to the platform being global/local**
- **General lack of data and information exchange: platform economy remains uncharted territory**

Conclusions on OSH challenges

- **Digital platform workers perform work activities that are similar to those carried out by other workers in traditional jobs and thus face similar OSH risks as these workers**
 - Yet, these **risks are aggravated due to** the nature and conditions of platform work:
 - Unclear employment status and contractual issues (**atypical forms of employment**)
 - **Algorithmic management** (continuous tracking and evaluation, automated decision-making)
 - **Professional isolation**, lack of social support, and work-life conflicts
 - Work transience, boundaryless careers and job and income insecurity
 - Moreover, in digital platform work, **risks related to algorithmic management and to non-standard forms of work combine**, which raises the risks and OSH impacts on the workers concerned
- **In general, the study has shown that the OSH challenges and opportunities associated with digital platform work are poorly understood by key stakeholders**
 - This is due to a **lack of knowledge and data** on digital platform work, a **lack of awareness and knowledge exchange among stakeholders** such as labour inspectorates and OSH authorities

Takeaways on OSH challenges

- **Takeaway 1: focus efforts on getting a good understanding of OSH challenges and opportunities in digital platform work by gathering knowledge and data**
 - raise awareness and exchange data and knowledge between core stakeholders
 - conduct further research and launch targeted data collection efforts on OSH prevention and management in platform work (e.g. registration and reporting obligations for platforms).
 - examine the opportunities provided by algorithms to integrate OSH prevention measures into their design (e.g. aligning working-time obligations)
- **Takeaway 2: introduce measures to help reduce or eliminate information asymmetries and power imbalances between digital labour platforms and digital platform workers**
 - facilitate the determination of the employment status of platform workers
 - address the prevalence of undeclared work in the platform economy
 - open up the algorithmic 'black box' to shed light on the functioning of the platforms' algorithms and the repercussions of algorithmic management for platform workers
 - create opportunities for dialogue among digital platform workers and among platform workers, platforms and other stakeholders (e.g. social partners, OSH authorities)
 - address issues in relation to working time, non-transparent or unpredictable working conditions
 - ensure effective monitoring and enforcement of existing OSH regulatory frameworks, as applicable

Conclusions on OSH risk prevention and management

- **The study also confirmed that the nature and conditions of platform work complicate OSH risk prevention and risk management**
 - The OSH regulatory framework at EU level and in the Member States **is not (fully) applicable to digital platform workers** and OSH authorities may be unsure if platform work falls within their remit
 - Due to the uncertainty about platform workers' status and the classification as self-employed
 - Leap forward: the proposed directive on platform work includes rebuttable legal presumption of the status of employee for platform workers in cases where the digital labour platform controls the performance of work
- **Measures to address OSH challenges are mostly absent and, if not absent, often insufficient or narrow in scope**
 - Digital labour platforms: some basic guidelines and recommendations to manage OSH are provided by some platforms, but **no examples were found of general OSH policies**
 - Policies and regulation: legislation that does target platform work specifically often does not address OSH or, if it does, appears to diminish OSH-coverage rather than extend it
- **Overall lack of awareness and data about OSH risk prevention and management**
 - Complicates monitoring and enforcement of applicable rules

Takeaways on OSH risk prevention and management

- **Takeaway 3: Increase efforts to raise awareness about OSH risk prevention and management in digital platform work and foster respect for fundamental OSH principles**
 - Targeted awareness raising and information campaigns for workers, digital labour platforms, trade unions, authorities and competent inspection services, policy makers
- **Takeaway 4: Increase transparency in order to facilitate the work of OSH actors (government, workers and workers organisations)**
 - Include provisions in policy and legislation on digital platform work to support the identification of platforms and workers and the exchange of data between platforms and the authorities
 - Transparency about the functioning of platforms' algorithms is critical given their impact on OSH
 - Proposed directive is an important step forward in both areas
- **Takeaway 5: Strengthen monitoring and enforcement of OSH regulations**
 - Ensure that respective authorities have the knowledge, means and resources required (e.g. provide training and guidance, raise the number of inspections)
 - SLIC and/or ELA could play a key role of coordination and foster knowledge exchange
- **Takeaway 6: Inform and involve platform workers and their representative organisations in OSH risk prevention and management**
 - Make consultation of workers by platforms on OSH issue mandatory

Recent developments in Belgium

▪ Brief history

- 2016: 'special regime' for 'sharing economy' ('Deeconomie'/'économie collaborative')
- 2018: special regime expanded
- 2018-19: Investigation into Deliveroo by the Belgian Public Prosecutor at the Brussels Labour Court
- 2020: Belgian Constitutional Court annuls the 2018 Act entirely
 - for platform work the 'special regime' of 2016 resurfaces

▪ Recent

- 12/2021: judgment of the French Brussels Labour Court in Deliveroo-case:
 - 4 parties involved: platform (operator), platform worker, restaurant, 'client'
 - 'special regime' not applicable! (consequences!)
 - riders are self employed: reasoning based on the 2006 Act on Labour Relations (specific criteria: transport sector)
- 7/2022: Uber Files published: reveals extensive 'lobbying' of politicians between 2013-2017 also in Belgium
 - Bxl region implicated
 - Federal level implicated
- 10/2022: 'Labour Deal'
 - adds new chapter to the Act on Labour Relations, specific criteria for platform work
 - introduces insurance for self employed PWers
- 1/1/2023: entry into force of provisions entering specific criteria into Act on Labour Relations (not so for provisions on insurance for self employed PWs, awaiting Royal Decree)

Recent developments in Belgium

▪ Recent

- Reasoning of the Brussels Labour Court in Deliveroo-case: riders are self-employed
 - based on the specific criteria: employees
 - presumption rebutted based on the general criteria self employed (no subordination);
 - Controversial judgment, among others decided FRANK (AM) does not entail subordination
 - \leftrightarrow rulings in Dutch case on Deliveroo
cf. Gerechtshof A'dam 20210216, ECLI:NL:GHAMS:2021:392;
not yet final but see Conclusion PG Hoge Raad 20220224, ECLI:NL:PHR:2023:224
 - Public Prosecutor at the Brussels Labour Court has appealed the decision, case pending...
- Judgement of the French Brussels Labour Court in Uber-case: drivers are self-employed
 - again: no subordination... +/- same reasoning as in Deliveroo case, based on general criteria Labour Relations Act
 - Detail (?) References to 'Charte de la Communauté' aka Uber Community Charter ...
- In both cases 'Labour Deal' was not yet in force however, 'Labour Deal' only introduced new specific criteria, left system of Act on Labour Relations ('legal presumptions') untouched...

Some references regarding recent developments in Belgium

2016: Program Act introduces 'special regime'

- Programmawet van 1 juli 2016, B.S. 4 juli 2016, http://www.ejustice.just.fgov.be/cgi_loi/change_lg.pl?language=nl&la=N&cn=2016070101&table_name=wet;
- Loi-programme du 1 juillet 2016, M.B. 4 juillet 2016, http://www.ejustice.just.fgov.be/cgi_loi/change_lg.pl?language=fr&la=F&cn=2016070101&table_name=loi

2018: Field of application of 'special regime' is extended

- Wet van 18 juli 2018 betreffende de economische relance en de versterking van de sociale cohesie, B.S. 26 juli 2018, https://www.ejustice.just.fgov.be/cgi_loi/change_lg.pl?language=nl&la=N&cn=2018071803&table_name=wet;
- Loi du 18 juillet 2018 relative à la relance économique et au renforcement de la cohésion sociale, M.B. 26 juillet 2018, https://www.ejustice.just.fgov.be/cgi_loi/change_lg.pl?language=fr&la=F&cn=2018071803&table_name=loi

2020: Judgement Belgian Constitutional Court

- GwH, Arrest nr. 53/2020 van 23 april 2020, <https://www.const-court.be/public/n/2020/2020-053n.pdf>;
- CC, Arrêt n° 53/2020 du 23 avril 2020, <https://www.const-court.be/public/f/2020/2020-053f.pdf>

2021: Judgment in Deliveroo-case

- Press release (FR): <https://www.tribunaux-rechtbanken.be/sites/default/files/media/art/bruxelles/news/communiqué-de-presse.pdf>
- Judgment (FR): <https://www.tribunaux-rechtbanken.be/sites/default/files/media/art/bruxelles/news/20211208-tfb-deliveroo.pdf>

10/2022: 'Labour Deal'

- Wet van 3 oktober 2022 houdende diverse arbeidsbepalingen, B.S., 10 november 2022, https://www.ejustice.just.fgov.be/cgi_loi/change_lg.pl?language=nl&la=N&cn=2022100306&table_name=wet;
- Loi du 3 octobre 2022 portant des dispositions diverses relatives au travail, M.B., 10 novembre 2022, https://www.ejustice.just.fgov.be/cgi_loi/change_lg.pl?language=fr&la=F&cn=2022100306&table_name=loi

12/2022: Judgment in Uber-case

- Press release (FR): <https://www.tribunaux-rechtbanken.be/fr/tribunal-du-travail-francophone-de-bruxelles/news/1742>
- Judgment (FR): <https://www.tribunaux-rechtbanken.be/sites/default/files/media/art/bruxelles/files/21-632-a.pdf>



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The research team wishes to thank everyone who contributed to the research!