



Platfor(u)m Nicosia 2025

From Court decisions to real changes



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Welcome



Overview

Good laws, and later good court cases are unfortunately not sufficient for real changes in working conditions of platform workers.

Our experience in Belgium could help to see the trap



Belgian case



- Law on platform work end of 2022, partly inspired by 1st version of european directive :
 - Presumption of employment for platform workers with criteria (since 1/1/2023)
 - Insurance working accident also for self-employed platform workers (from 1/1/2026)
- Important (definitive) court cases :
 - December 2023 - Deliveroo case – nearly definitive : +-140 courriers should be employees
 - May 2024 : decisions CRT about Uber Eats courriers and Deliveroo courriers : should be employees
 - June 2025 - Uber case - definitive : At least 1 Uber driver should be employee
- But strictly nothing changed in the field in working conditions of courriers/drivers



Formal issues



- You always have to go to court to get your rights, and multinational platforms have an unlimited budget to go to courts
 - Bringing court cases to any next step possible, as long as possible
 - Huge legal teams
 - Directly lobbying the governments and administrations
- Court cases are formally only applicable to workers involved in the court case, not all workers working for the same platform



2 important points for transposition, to make the EU Directive effective in the field

- Systematic platform scanning process – not only reverse the burden of proof, but also **reverse the process** :

Implement an administrative process so that every platform is scanned through the obligations of the directive, without necessity to go to court, without need for the workers or their representative(s) to take the initiative.

- **From individual to collective :**

Put clearly in law that a (court) decision for 1 platform worker has consequences for all other workers working for this platform in similar conditions.

