

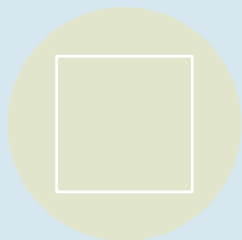
WP2: The legal pillar and platform workers



Platform workers are among the fastest-growing — and legally most contested — groups of non-standard workers



They sit in a legal grey zone: formally self-employed, but often economically dependent and algorithmically controlled



That grey zone is not accidental — it is the product of legal frameworks never designed for them



The legal question: what blocks their voice, what enables it, and where do we need new rules?

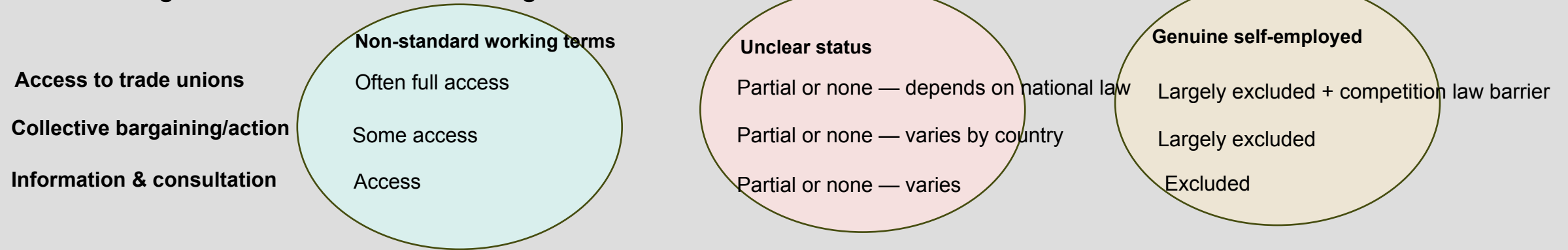
Barriers
Enablers
New rules?

Platform workers — where do they fit in WP2's framework?



#sdudk

What does legal status mean for social dialogue access?



Platform workers' access to different aspects of social dialogue can be affected in different ways depending on the country – a finding in itself

Five countries — five models of social dialogue

Norway & Denmark · Nordic model

- High union density
- Centralised bargaining
- Extensive coverage
- Social dialogue supported by legislators

Netherlands · Corporatist consensus

- Strong works council tradition
- Sectoral bargaining
- Growing flex/platform challenges

Italy · Southern European

- Fragmented bargaining
- Multiple union confederations
- Large informal economy
- Rapid platform growth

United Kingdom · Voluntarist / deregulated

- Limited statutory underpinning
- Path-breaking case law on platform workers (Uber, 2021)

The comparison aims to reveal whether the model of social dialogue itself produces **barriers** or **enablers** for platform workers.

WP2 What we are looking for — barriers and enablers

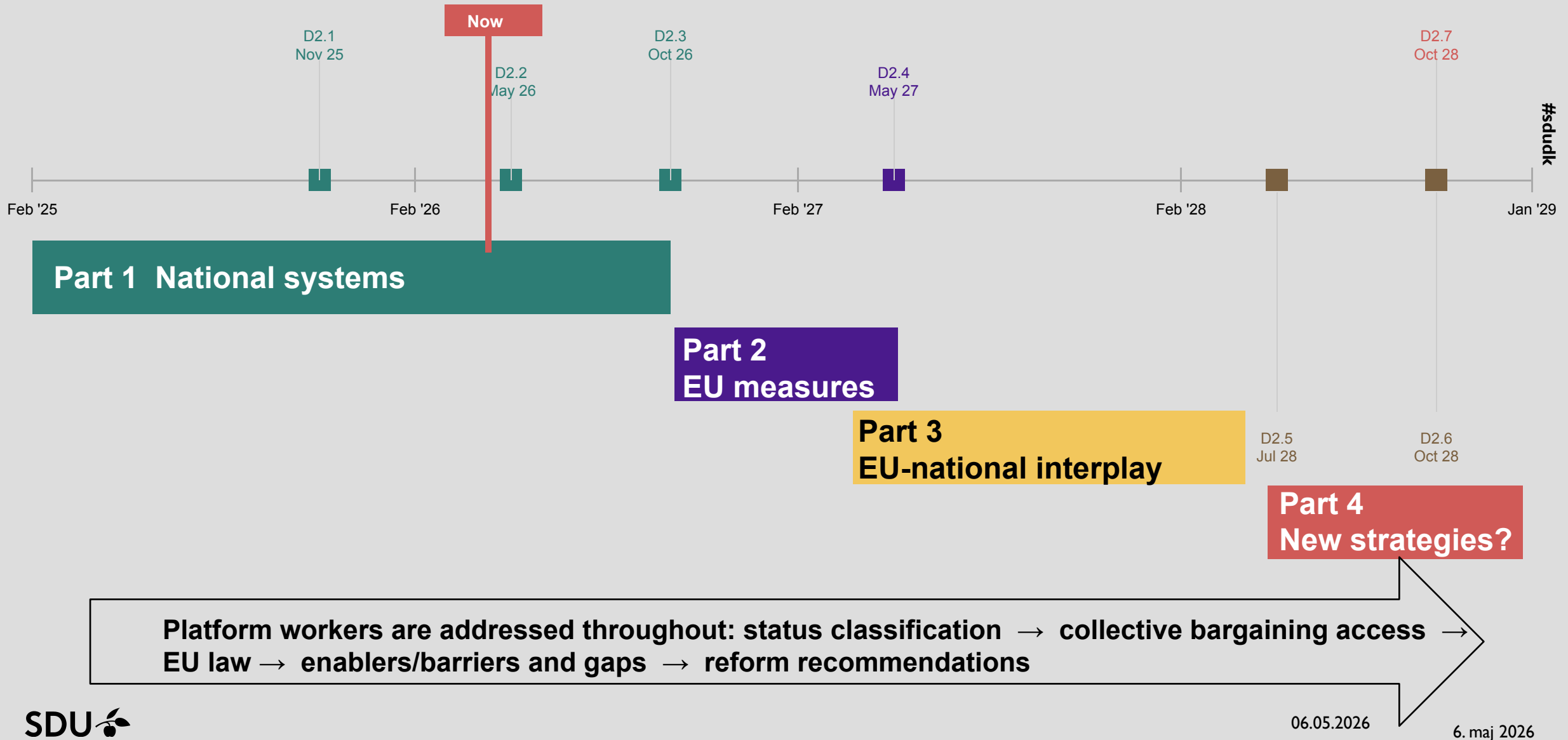
Collective bargaining

- Can platform workers join a union? (representation)
- Can their specific interests be heard inside the union? (internal voice)
- Can bargaining be supported by collective action?
- Are they covered by the resulting agreement?
- Can they enforce it?

Information & consultation

- Do platform workers count towards headcount thresholds that activate works councils?
- Can they stand for election or vote for worker representatives?
- Are their interests reflected in what representatives bring to management?

WP2 — four parts



WP2 Status — and what comes next

Now — national reports underway

- Part 1: Mapping
- Questionnaire developed
- National experts are mapping barriers and enablers : NO, DK, NL, IT and UK
- Three analytical dimensions: employment status · collective bargaining/action · information & consultation
- For platform workers: Which access points are open – and which are problematic ?
- Enablers identified and flagged for preservation in reform proposals

What comes next

- Oct 2026: Comparative analysis — cross-national patterns across five models
- 2027: EU analysis — Platform Work Directive, competition law guidelines, and beyond
- 2027–28: Interplay analysis — does EU law strengthen or create friction with national enablers?
- 2028–29: Recommendations (enablers, barriers) — calibrated to the diversity of national systems

End goal: Legally grounded, comparatively informed recommendations that are suitable for implementation — at EU or national level — across different social dialogue systems.