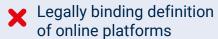
## Online Platforms and Platform Work







Specific register of online platforms



Specific regulation applicable to online platforms



Online platforms are considered to be employers Wage and working conditions are not subject to law in Denmark, and are instead regulated by means of collective bargaining between unions and employers' associations. The Danish government has recently launched a labour law analysis to reveal possibilities for a presumption rule.







≤DKK 25,000

Only 1% of the population of working age is engaged in platform work in Denmark.

On average, most platform workers earn less than DKK 25,000 per year via the platforms before taxes.



While the share of women and men among platform workers is nearly the same, platform workers tend to be young and have total personal incomes below the national average.







**Just Eat and Wolt are the two largest** food-delivery platforms in Denmark.

Just Eat, a food delivery platform, was founded in Denmark and has recently merged with a Dutch platform, Takeaway.

Wolt is an international platform from Finland. In 2021, Wolt was merged with an American platform, DoorDash.



Several international platforms have their headquarters in Denmark. Among them are two cleaning platforms, happyhelper.dk (also operating in Germany) and Hilfr.dk.

**Worksome** is the largest freelancer platform, with offices in London and New York.

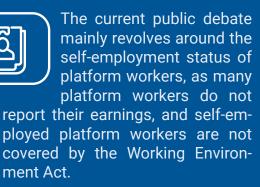








Most platform workers in Denmark have the status of independent contractors. However, at Hilfr.dk some platform workers are employed on zero-hour contracts, at JustEat some employees work on marginal part-time contracts and at Meploy all platform workers are temporary agency workers hired as employees on short-term contracts.





These two aspects were corrected by the platforms. The decision made it clear that it is not possible to establish minimum wages for freelancers and that employees should have employee status when it comes to managerial practice as well.



In **2018**, a collective agreement was reached with Hilfr.dk concerning platform workers' wages, social contributions and working conditions.



In **2021**, a sector-level agreement was negotiated, regulating wages and working conditions for food delivery platforms. The first platform to sign was Just Eat.

However, the food delivery platform - Wolt failed to agree on a minimum hours guarantee under the sectoral agreement. Wolt Workers' Group - a grassroots initiative that does not participate in collective bargaining, organised several collective actions. The group is now supported by the union 3F.



