

Online Platforms and Platform Work Norway

- ✓ ✗ Legally binding definition of online platforms
- ✓ ✗ Specific register of online platforms
- ✓ ✗ Specific regulation applicable to online platforms
- ? Online platforms are considered to be employers

There is currently no consensus on whether online platform companies are to be considered employers in Norway. According to Norwegian labour law, employment status is to be determined on a case-by-case basis. Platform companies vary in terms of the extent to which workers are dependent on, and subordinated to, the companies, the core criteria for determining employment status in Norwegian labour law.



+40

Norwegians have access to more than **40 remote work platforms** operating in Norway.

foodora

Upwork

Between **0.5 and 1 %** of the population of working age are registered for work with the **Foodora platform**, whereas only **0.05 %** are registered for the **Upwork platform**.



Qualitative case studies of the food delivery and transport platforms reveal that **many workers are either migrants** struggling to find decent work in Norway, **or students** working part-time.



foodora



NOK 344,000,000

Foodora is the most popular and largest platform operating in Norway. The platform operates in 20 cities and cooperates with more than 2000 restaurants across the country.

In 2020, Foodora attained NOK 344 million in sales revenue.

In 2018, Foodora, which was owned back then by **Delivery Hero**, was acquired by the Dutch food delivery group **Takeaway.com**.





The issue of taxation – both at the level of companies and workers – is part of the public debate in Norway. Public services and governments as well as labour unions have expressed serious concerns that the international platform-based companies avoid paying taxes in the countries they operate through the use of tax havens. Since many of these companies use self-employed workers, there has also been a concern that platform workers do not report their income.



In 2019, the Norwegian parliament voted in favour of deregulating the taxi market by removing numerical restrictions on licenses and taxi owners' duty and right to be connected to a dispatching centre, and transferring qualification requirements from license-holders to drivers. Both labour unions and the Taxi Association (an association of taxi owners, an employers' organisation) have been very critical of the deregulation.

Immediately after the law went into effect in November 2020, Uber launched two new services in Oslo, Uber X and Uber Green. Removing the barriers also encouraged other platforms, such as Bolt, Yango and Viggo, to enter the Norwegian market.



In 2020, a government-appointed commission on the Norwegian labour market model and the future of work **suggested** revising the legal presumption, **making an employment relationship the default form of employment.**



In **2019**, a collective agreement between Foodora and United Federation of Trade Unions (Fellesforbundet) was signed after a five-week strike. Based on this collective agreement, couriers are entitled to an hourly wage of NOK 120, reimbursement for using their own equipment (bikes), extra pay during winter and a collectively agreed early retirement pension.

However, the car-based couriers working for Foodora are classified as self-employed and not covered by the collective agreement.

