

Spain Gig Economy Overview

DID YOU KNOW?



Around 2.6% of the working population rely on digital platform work as their main form of employment. However, widening the focus to include all who sporadically engage in platform work, work increases the figure to 18%. (Source: [DigitalFutureSociety](#))

As per a UGT report, the misuse of the self-employed figure allows digital delivery platforms to save up to 92 million euros a year in salaries and up to 76 million euros a year in Social Security contributions. (Source: [UGT](#))

UNIONS

- The **Unión General de Trabajadores** defend all workers' interests in any of their conditions, whether permanent or temporary. (Source: [UGT](#))
- Recently, a delegate union of UGT in Glovo **criticized a rider's accident**: working in a company that sells speed impacts the safety of riders on motorbikes. (Source: [nació](#))
- The **Unión de Asociaciones de Trabajadores Autónomos y Emprendedores** (UATAE) protects the rights of entrepreneurs and self-employed.
- It fights for a fair and equitable working environment for all self-employed and entrepreneurs in Spain. (Source: [UATAE](#))
- The union that can be said as the most active is the **Confederación Sindical de Comisiones Obreras** (CCOO). (Source: [CCOO](#))
- It represents workers as a collective voice against local and national authorities. CCOO participated in collective bargaining to bring about the 'Riders' Law' (Source: [eurofound](#))

- On September 23, 2020 - **Spain's Supreme Court** ruled that **Glovo riders were employees, not freelancers**, in a case that could have cleared the way for so-called gig economy workers to demand formal labour contracts and benefits. (Source: [Reuters](#))
- Based on the above ruling, the **tripartite collective bargaining agreement** reached on **10 March 2021** between trade union CCOO (Workers' Commission) and UGT (General Workers' Confederation), employer organization CEOE (Spanish Confederation of Business Organisations) and CEPYME (Spanish Confederation of Small and Medium Enterprises), and the Spanish government **paved the way for Riders' Law**. (Source: [Eurofound](#))

CONTRADICTIONS

- To make fast deliveries profitable, **Getir** initiated an employment regulation file (ERE) process to dismiss various workers throughout Spain, part of them in Barcelona. (Source: [elperiodico](#))
- **Cabify** lowered the commission it charges platinum taxi drivers to 5%, that is, those who use its application the most. In this way, it would be the most attractive rate currently on the market. The rest of the mobility platforms have commissions of between 12% and 15%. (Source: [Business Insider](#))

RIDERS' LAW

- It came into effect on **12th August 2021**.
- The first provision relates to the **presumption of employment status**. It recognizes food delivery riders working for digital platforms as **employees** rather than independent contractors under specific circumstances.
- The second provision requires all concerned platforms to **disclose relevant information to their riders**, including how algorithms and artificial intelligence impact working conditions, hiring decisions and layoffs, and elaborating on workers' profiles.
- However, after two years, the platforms can decide their riders as gig workers or employees. **Most platforms have not complied with this law yet.**

(Source: [ResearchGate](#))

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Data collected in June 2023