

# Trade Unions

## Federatie Nederlandse Vakbeweging

Federation of  
Dutch Trade Unions

## Christelijk Nationaal Vakverbond

Christian National  
Trade Union

## FNV Riders

Union for ride hailing drivers

## United Freelancers

Union for Self  
Employed Workers

## Courts Ruled In Favor of Workers

### February 24, 2021

The Amsterdam Court ordered **Uber** to reinstate six drivers and compensate them after unlawfully dismissing them.

### September 13, 2021

The Amsterdam Court ruled that **Uber** drivers are company employees and fall under the taxi sector's collective labor agreement.

### March 24, 2023

The Amsterdam Supreme Court ruled that **Deliveroo** drivers and couriers are employees and not self-employed.

### April 4, 2023

- The Amsterdam Court of Appeal found that six drivers had been robo-fired by Uber without appeal.
- The court also ordered that **Uber** must explain how driver personal data and profiling are used.
- **Ola Cabs** was ordered to disclose meaningful information about automated decision-making.



**Dutch workers are formally independent entrepreneurs.**

However, the **Dutch courts** have ruled the relationship between platforms and their workers is an **employment relationship**.


(1) These platforms must provide employment contracts to their workers and comply with Dutch labor laws regarding minimum wages and health and safety regulations. The companies must also contribute to **social security benefits** for their workers. These companies are responsible for ensuring the **security of their employees' data**. Employers are legally required to **protect workers from discrimination** or prejudice based on age, gender, or race.

(2) The **Dutch Civil Code** requires that all **permanent contracts be documented** in writing, specifying details such as job title, duties, and salary to ensure legal compliance.

(3) However, it is important to note that **not all platforms** are included in this law, and the **determination** of whether the **relationship** between a platform and a worker is **considered employment** or independent contracting depends on the specific **facts and circumstances**.

**The Dutch Supreme Court emphasizes the need to consider all relevant factors.**

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