

Uber appelle l'Europe à mieux protéger les chauffeurs mais sans les salarier

Chaque vendredi, dans sa revue de presse, Maddyness vous propose une sélection d'articles sur un sujet qui a retenu l'attention de la rédaction. Cette semaine, l'appel d'Uber à améliorer les conditions des travailleurs indépendants sans les requalifier en salariés pour autant.

Temps de lecture : minute

19 février 2021

Uber pousse l'Union européenne à conserver le statut d'indépendant

L'actu

Uber called on the European Union to introduce a framework for gig economy workers, floating a model similar to that adopted by California after a contentious fight over the employment status of its drivers.

The U.S. ride-hailing giant shared a "white paper" with EU competition chief Margrethe Vestager, jobs commissioner Nicolas Schmit and other officials. It urged policymakers to implement reforms that protect drivers and couriers operating through an app, without reclassifying them as employees.

"We're calling on policymakers, other platforms and social representatives to move quickly to build a framework for flexible earning opportunities, with industry-wide standards that all platform companies must provide for independent workers," Uber CEO Dara Khosrowshahi said in a blog post. [Lire l'article complet dans CNBC.](#)

La Californie adopte la Proposition 22

Le premier round

In a major victory for gig companies, California voters on Tuesday overwhelmingly passed Proposition 22, allowing Uber, Lyft, Doordash, Postmates and Instacart to circumvent state law and keep their drivers independent contractors.

The victory means app-based drivers are exempt from AB-5, a California law requiring most independent contractors to be reclassified as employees with workplace benefits. Gig companies poured a historic \$204 million into the campaign supporting Prop. 22, making it the most expensive initiative in California history.

The measure will provide some protections to drivers, including a minimum wage and a healthcare stipend, but labor groups argue those benefits are inadequate due to loopholes and hidden costs.

Prop. 22's passage heads off an existential threat to the gig economy in California—and state lawmakers can't make any changes to the law unless they have seven-eighths support in the legislature and the amendments are "consistent" with the purpose of Prop. 22. [Lire l'article complet dans Forbes.](#)

L'Union européenne cherche à donner plus de droits aux chauffeurs

L'attente

The European Union also wants to improve the working conditions of platform workers, and Khosrowshahi's comments precede the European Commission publishing ideas for how this could be achieved. Those recommendations are expected later this month, with legislative proposals possible by the end of the year.

Margrethe Vestager, the EU's antitrust chief, has for instance said regulators are considering exemptions to competition rules for organized labor to allow platform workers to discuss wages without running afoul of the bloc's rules. The Uber chief said it's key that drivers maintain the flexibility to choose when they work. [Lire l'article complet dans Bloomberg.](#)

La Court Suprême du Royaume Uni tranche en faveur des chauffeurs

Le revers

The UK supreme court has dismissed Uber's appeal against a landmark employment tribunal ruling that its drivers should be classed as workers with access to the minimum wage and paid holidays.

The supreme court said any attempt by organisations to draft artificial contracts intended to side-step basic protections were void and unenforceable.

Judges criticised the controversial contracts Uber asked their drivers to sign, saying they "can be seen to have as their object precluding a driver from claiming rights conferred on workers by the applicable legislation".

In the judgment, Lord Leggatt said he was not convinced that the contractual arrangements Uber conducted with drivers were compliant with the regulatory regime supervised by Transport for London.

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