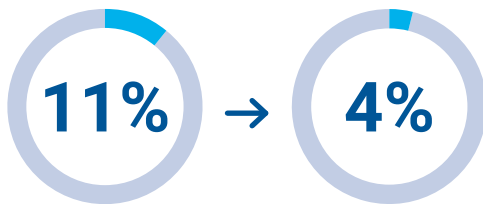


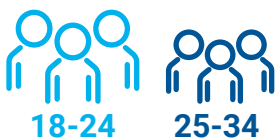
Online Platforms and Platform Work Poland

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

The amendments to the Road Transport Act came into force in 2021 (also known as **Lex-Uber**). Under the new rules, the intermediary is obligated to contract out passenger transport only to self-employed drivers (or drivers with fleet partners) who hold appropriate individual passenger transport licences. The law provides fines in the case of the intermediary operating without a licence, as well as drivers accepting orders from such an intermediary.



A study on new forms of work in Poland has concluded that **that 11% of the working age population have tried working via platforms**. Only 4% are engaged in platform work on a regular basis, however.



Platform work is more often performed by young people aged 18-24, followed by people aged 25-34.



> PLN 1,000

40% of platform workers earn under PLN 1,000 per month through platform work.



The Polish market is dominated by the national branches of international platforms, such as **Uber, Uber Eats, Bolt, Bolt Food, Free Now, Glovo, Wolt, and Pyszne.pl (Just Eat Takeaway)**.



In recent years, some local platforms have emerged in the food delivery sector.

Frisco.pl is an online supermarket that enables individuals to get fresh food and ingredients home-delivered.

SmartLunch helps big companies organise meals for their employees at the workplace. The company cooperates with 482 other companies, delivering lunches to about 65,000 employees.



There has not been much public debate over the employment status and working conditions of platform workers. Society's awareness of platform work is at a very low level. The debate is predominantly focused on international platform companies, Uber in particular, rather than on platform workers themselves.



Platform workers in Poland do not take part in collective bargaining – at any level. Platform workers are covered neither by multi-company collective agreements nor by company collective agreements. Overall, the union density in Poland is one of the lowest in the Central and Eastern European (CEE) countries, estimated at 12.9 % in 2019.



Several collective actions have been organised by Glovo couriers. The first strike took place in Białystok and the next three in Gdansk. In each case, the reason for the mobilisation was related to unfavourable changes launched overnight by Glovo which had a negative impact on the level of couriers' remuneration.

In response to the strikes, the previous conditions were restored, however. Although stabilising the situation, the Glovo platform has once again attempted to institute changes to the detriment of workers.



There have been several court cases involving financial penalties imposed by the Road Transport Inspection due to infringements of road transport regulations.

None of these cases has been concerned with clarification of employment relationships or working conditions of platform workers, however.