

Online Platforms and Platform Work Denmark

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

Wage and working conditions are not subject to law in Denmark, and are instead regulated by means of collective bargaining between unions and employers' associations. The Danish government has recently launched a labour law analysis to reveal possibilities for a presumption rule.



Only **1% of the population of working age** is engaged in platform work in Denmark.



≤DKK 25,000

On average, most platform workers earn **less than DKK 25,000 per year** via the platforms before taxes.



While the share of women and men among platform workers is nearly the same, **platform workers tend to be young and have total personal incomes below the national average.**



Just Eat and Wolt are the two largest food-delivery platforms in Denmark.

Just Eat, a food delivery platform, was founded in Denmark and has recently merged with a Dutch platform, **Takeaway**.

Wolt is an international platform from Finland. In 2021, Wolt was merged with an American platform, **DoorDash**.



Several international platforms have their headquarters in Denmark. Among them are two cleaning platforms, **happyhelper.dk** (also operating in Germany) and **Hilfr.dk**.

Worksome is the largest freelancer platform, with offices in London and New York.



Most platform workers in Denmark have the status of independent contractors. However, at Hilfr.dk some platform workers are employed on zero-hour contracts, at JustEat some employees work on marginal part-time contracts and at Meploy all platform workers are temporary agency workers hired as employees on short-term contracts.



The current public debate mainly revolves around the self-employment status of platform workers, as many platform workers do not report their earnings, and self-employed platform workers are not covered by the Working Environment Act.



There are few court cases on platforms in Denmark. Recently, the Danish Competition and Consumer Authority issued a decision on Hilfr.dk and Happy Helper. The decision criticised the minimum wages paid to freelancers working via the two platforms as well as the lack of managerial instruction for employees working via Hilfr.dk

These two aspects were corrected by the platforms. The decision made it clear that it is not possible to establish minimum wages for freelancers and that employees should have employee status when it comes to managerial practice as well.



In **2018**, a collective agreement was reached with Hilfr.dk concerning platform workers' wages, social contributions and working conditions.



In **2021**, a sector-level agreement was negotiated, regulating wages and working conditions for food delivery platforms. The first platform to sign was Just Eat.



However, the food delivery platform - Wolt failed to agree on a minimum hours guarantee under the sectoral agreement. Wolt Workers' Group - a grassroots initiative that does not participate in collective bargaining, organised several collective actions. The group is now supported by the union 3F.