



## UBER – TRANSPORT WORKERS’ UNION OF AUSTRALIA

Statement of Principles and Future Commitments for Workers in the On-Demand Economy

28 June 2022

### BACKGROUND

Platform work has emerged at a rate faster than anyone could have predicted. While digital apps and platforms have been and continue to be powerful forces for creating economic opportunity, Uber and the TWU support efforts to improve the quality, safety and security of platform work.

While providing new working opportunities, there are few enforceable standards in place in terms of minimum earnings and conditions for many platform workers. Uber and the TWU believe reform is needed to set rights and conditions for on demand delivery and rideshare platform workers in the transport industry who are not engaged as employees.

The principles below are intended to cover on demand delivery and rideshare platform workers in the transport industry who are not engaged as employees. Employees already have entitlements under the Fair Work Act and other legislation.

The TWU and Uber support regulatory certainty for platforms and the provision of minimum benefits and standards for platform workers who aren't engaged as employees, while preserving the flexibility inherent in platform work.

### PRINCIPLES FOR REGULATION

The TWU and Uber support the Federal Government legislating for an independent body, or a stream of an independent body, specific to platform work and comprised of industry experts, with the capacity to:

1. Set minimum and transparent enforceable earnings and benefits/conditions for platform workers based on the principle of cost recovery, taking into account the nature of the work.
2. Facilitate a cost effective and efficient mechanism to resolve disputes such as deactivation of relevant platform worker accounts. Any dispute resolution mechanism must be fit for purpose for platform work.
3. Ensure the rights of platform workers to join and be represented by the relevant Registered Organisation are respected and that platform workers have an effective collective voice.
4. Ensure that appropriate enforcement exists to meet these standards and objectives.

### FUTURE COMMITMENTS

The TWU and Uber further commit to:

1. Having further discussions to operationalise the agreed regulatory principles.
2. Having good faith discussions aimed at reaching a set of industry standards in relation to the food delivery sector, including with other relevant participants if agreed.
3. Having good faith discussions with the aim of reaching agreement on a set of sector standards for other areas of Uber’s work, including rideshare and the delivery of goods.