



Nordic unions: Platform work is only sustainable, if it provides a decent livelihood

A growing number of people have their work assignments coordinated via apps. These platform workers have no fixed workplace, and often work alone, on task-based contracts, for poor compensation, and often without labour protections.

Platform work has come with a tailwind of problems across the globe: tax avoidance, circumvention of rules and regulations, avoiding collective bargaining agreements, social dumping, and companies refusing to assume employer responsibility. The Nordic countries have not been exempted.

Most platform companies are owned by large American corporations or backed by American investors. They are not only reshaping industries, but also putting pressure on the Nordic labour market model. In the Nordic countries, we believe in fair wages, strong workers' rights, and collective agreements, not a system built on insecurity and low-paid work.

Nordic trade unions have sought to improve the lives of platform workers in the Nordic manner: through collective bargaining. But for true collective bargaining, unions need counterparts willing to engage in good faith negotiations without pre-determined outcomes or dictates. Currently, these kinds of serious negotiating partners are in short supply, and only few collective agreements have been reached.

For example, some Nordic trade unions have engaged in collective bargaining with the platform company Wolt for years, but negotiations stall, because the company is not willing to sufficiently improve the working conditions of couriers.

We are firm in our conviction, that the Nordic model - with organised labour markets, strong labour protections and a robust culture of collective bargaining - is key for sustainable businesses, workers and society at large to prosper.

The Nordic approach to new technologies is not to oppose them, but for workers and unions to participate in shaping the ways of working with them. This Nordic approach has successfully combined innovation and productivity growth with decent work and equality.

The signatory unions are supporting or engaged in direct negotiations with platform companies, seeking fair pay, secure working conditions, and proper social protection. We jointly call on all platform companies to engage in meaningful negotiations and to respect the values and practices of the Nordic labour market model.

*Nordic Transport Workers' Federation NTF
Finnish Transport Workers' Union AKT, Finland
Service Union United PAM, Finland
Fellesforbundet, Norway
3F Transport, Denmark
Swedish Transport Workers' Union, Sweden
LiV - The Commercial Federation of Iceland
VR, Iceland*