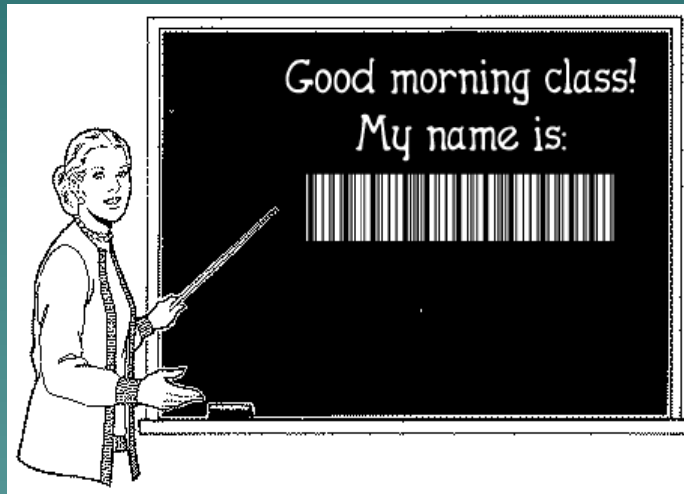


# UBER AND SIMILAR PLATFORMS



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## EMPLOYMENT, LABOR, AND SOCIAL SECURITY QUESTIONS

# A LEGAL TOPIC IN SPAIN



- ◆ Criminal courts
- ◆ Commercial courts
- ◆ From a Barcelonian commercial court to ...

# ... THE COURT OF JUSTICE OF THE EUROPEAN UNION



Business & Finance

**PHV**

means

Private Hire Vehicle

by [acronymsandslang.com](http://acronymsandslang.com)

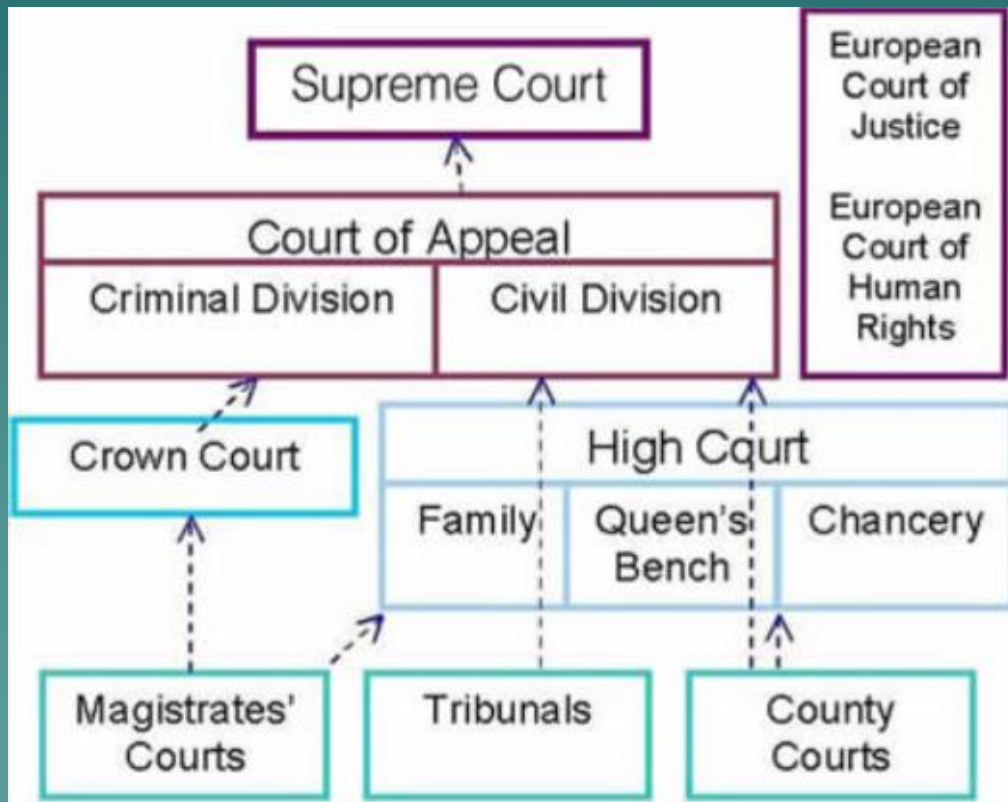
- ◆ 20 December 2017
- ◆ “Transport service”
- ◆ Direct impact on Administrative courts

# AN EMPLOYMENT TOPIC IN ...



- ◆ The USA
- ◆ *O'Connor v. Uber Technologies, Inc.* (2015)
- ◆ Impact on legal literature

# AMERICANS AND THEIR RELATIVES



- ◆ The Britons
- ◆ *Uber v. Aslam* (2017)
- ◆ True employees (not independent contractors)

# AND NOW, SPAIN



- ◆ On the one side, Uber and Cabify
- ◆ On the other side, Blablacar
- ◆ The latter, “shared economy”

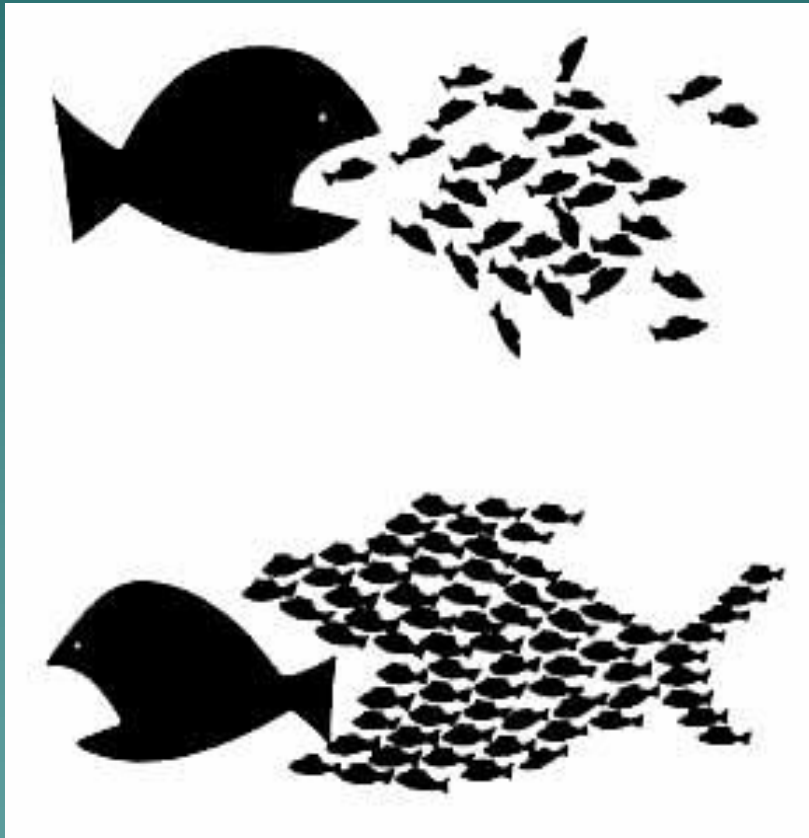


# FOR-PROFIT PLATFORMS AND SPANISH EMPLOYMENT LAW



- ◆ No case yet
- ◆ Neither independent contractors nor employees
- ◆ “Economic dependent self-employed” (TRADEs)

# FOR-PROFIT PLATFORMS AND SPANISH LABOR LAW



- ◆ TRADEs have unions
- ◆ TRADEs have quasi CBAs
- ◆ Not, if Uber and Cabify drivers



# FOR-PROFIT PLATFORMS AND SPANISH SOCIAL SECURITY LAW



- ◆ TRADEs are, in part, self-employed (contributions)
- ◆ TRADEs are, in part, employees (unemployment benefits)
- ◆ No case yet