



CALENDAR 2023



Since the companies are multinational and the exploitation is global,
our struggle must be international.



In order to not count the days without a reason, but to give them the meaning they deserve. A calendar dedicated to the international struggles in the profession. Knowing very well that the only real border is a class one, and everything else is nothing more than a few lines on a map which must be overcome. From Athens to Hong Kong, from the neighborhood steakhouses to digital platforms, the goal of employers is always and everywhere to reduce labor costs, intensify the working conditions, increase productivity as well as their own profits.

1^Η ΜΑΗ 2022 ΑΠΕΡΓΙΑ
ΚΟΙΝΟΙ ΑΓΩΝΕΣ- ΔΙΕΘΝΗΣ ΑΠΕΡΓΙΑ ΣΤΟ ΕΠΑΓΓΕΛΜΑ

*Αν δεν υπάρχει δρόμος
 τα μυρμήγκια αυτού του κόσμου
 Ανοίγουμε το δρόμο του αγώνα
 σπάζουμε το λάκκο τους*

ΕΘΝΟΙ-DELIVERY-ΕΡΓΑΤΗΡΚΟΙ: ΤΗΝ 1^Η ΜΑΗ ΔΕΝ ΒΑΖΟΥΜΕ ΚΟΥΤΙ

ΔΕΝ ΕΙΜΑΣΤΕ ΑΝΑΔΩΣΙΜΟΙ ΟΧΙ ΑΛΛΑ ΕΡΓΑΤΙΚΑ "ΑΤΥΧΗΜΑΤΑ"

ΠΛΗΡΗ ΕΦΑΡΜΟΓΗ ΤΟΥ v. 4611/2019

ΕΝΣΗΜΑ ΒΑΡΕΑ ΚΑΙ ΑΝΘΥΓΙΕΙΝΑ ΣΕ ΟΛΟΥΣ ΤΟΥΣ ΕΠΑΓΓΕΛΜΑΤΙΕΣ ΟΔΗΓΟΥΣ ΔΙΚΥΚΛΟΥ

ΣΥΜΒΑΣΕΙΣ ΑΔΙΣΤΟΥ ΧΡΟΝΟΥ για τους ΣΥΝΑΔΕΛΦΟΥΣ ΣΤΙΣ ΕΤΑΙΡΕΙΕΣ ΠΛΑΤΦΟΡΜΕΣ

ΤΕΛΟΣ ΣΤΗΝ ΑΔΗΛΟΤΗ ΚΑΙ ΥΠΟΔΗΛΩΜΕΝΗ ΕΡΓΑΣΙΑ

ΚΑΤΑΡΓΗΣΗ ΤΩΝ ΑΝΤΕΡΓΑΤΙΚΩΝ ΑΡΘΡΩΝ του v. ΧΑΤΖΗΔΑΚΗ (v.4808/21)

ΟΛΙΚΗ ΕΠΑΝΑΦΟΡΑ & ΕΝΙΣΧΥΣΗ ΤΟΥ v. 1264/1982

Whether it's e-food, Wolt, Foodora, Glovo, Deliveroo, Amazon, Google or Facebook, digital intermediation companies, the new wave of digital capitalism requires, like their predecessors, not to be bound by the rules and restrictions of labor laws, whether national or international. The gig economy, of which digital mediation companies are also a part, fragments work and introduces innovative anti-labour logics that try to move responsibilities and obligations away from the employers themselves. Abroad, where platforms have invaded the economy for over a decade now, their true intentions have been revealed to the maximum extent already. And by looking at other countries, we see our immediate future being prescribed.

Ο ΑΓΩΝΑΣ ενάντια στις ΑΝΤΕΡΓΑΤΙΚΕΣ ΡΥΘΜΙΣΕΙΣ του v. ΧΑΤΖΗΔΑΚΗ (v.4808/21) ΘΑ ΕΧΕΙ ΝΙΚΗΤΗ ΤΗΝ ΕΡΓΑΤΙΚΗ ΤΑΞΗ

ΔΕΝ ΘΑ ΠΕΡΑΣΟΥΝ

ΟΛΙΚΗ ΕΠΑΝΑΦΟΡΑ & ΕΝΙΣΧΥΣΗ ΤΟΥ v. 1264/1982

- η νομιμοποίηση της αδήλωτης εργασίας (εκπρόθεσμη ηλεκτρονική υποβολή εντύπων)
- η ποινικοποίηση της απεργίας & η απαγόρευση των απεργιακών περιφρουρήσεων
- η κατάργηση του θωρου έπειτα από ατομική "συμφωνία" με τον εργοδότη
- η κατάργηση του Σ.Ε.Ε
- η κατάργηση της κυριακάτικης αργίας
- η φήμωση και το φακέλωμα των σωματείων

This is why the workers of Europe, Asia and America are self-organizing, erecting ramparts, resisting, striking, taking to the streets collectively and demanding the abolition of the bogus status of freelance work. Since the companies are multinational and the exploitation is global, our struggle must be international. The first small step for a global meeting, against this conditions, was made with the call for the international strike of May 1, 2022, and we hope there will be more. We joined and are joining our voices with our colleagues around the world and highlighting the stories of those who stood against the capitalist machine, claiming decent working conditions, through struggles and strikes. For each month a country, for each country a history that colleagues in our profession, as part of the working class, organized and fought.

WE DRIVE ALONE – WE MARCH TOGETHER

FROM STRUGGLING IN THE STREETS, TO THE STREET OF THE STRUGGLE

This calendar is dedicated to the memory of our coworkers who lost their lives on the streets. Their memory forever remains alive throughout our struggle.



JANUARY

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France



Four major platform companies are operating in France: UberEats, JustEat, Deliveroo and Foodora. What was initially promised to be an heaven on earth by means of freelance work, quickly turned out to be a living hell. Once the companies established themselves in the market and built reservoirs of 'partners', opening countless new accounts, they showed in the clearest way that freelance work means working without rights. Fees per order plummeted, delivery times became more suffocating, if you refuse to take an order then the algorithm puts you on an unofficial blacklist, while injuries and illnesses caused by the intensification of work and work accidents soared, without the slightest compensation. Workers began to organize either in the militant CGT federation or in autonomous workers' collectives such as the Collectif des

Livreurs Autonomes de Plateformes in Paris (CLAP). Riders demand contracts as dependent employees, wage increases and medical care. The first self-organized strike took place in 2016 in Bordeaux. The strike of the riders of UberEats, Deliveroo and Foodora platforms in 2018 during the soccer world cup was significant, when orders were to the most extent stopped. Other strikes and actions followed, most recently in July and September 2022 in Paris by JustEat riders. Struggles bring results, and so in April 2022 two former Deliveroo bosses were given a one-year suspended prison sentence and a €30,000 fine by a French court, while the company was fined €375,000. While positive court decisions represent barriers to the bosses' plans, it is through the struggle that we can really improve working conditions.



Turkey

FEBRUARY

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On January 24, 2022, colleagues from Trendyol Express in Turkey went on strike. The strike came in response to Trendyol Express' refusal to meet workers' demand for an 11% wage increase. After three days, the company give up and the colleagues achieve an increase in their salaries by 38.8%, i.e. from 9500 Turkish liras (618.59 euros) to 12500 (813.964 euros). The victorious fight at Trendyol Express inspired colleagues all over Turkey and soon fights broke out demanding wage increases at a number of companies such as Sürat Kargo, Aras Kargo and HepsiJET couriers. Also, workers, riders and storekeepers, start a strike in February 2022 at Yemeksepeti, a subsidiary company of Delivery Hero, a group to which efood also belongs. In addition to their request for better wages, the colleagues are also demanding to be recognized as employees with a dependent employment relationship, as Yemeksepeti hires them as partners, a status that completely strips them of labor rights such as insurance, paid holidays and benefits. However, the main request of the colleagues concerns the right to unionize. Yemeksepeti replies with threats and dismissals to anyone who organizes and demands. In their strike which started on February 1 and lasted 14 days, the colleagues from Yemeksepeti made the following demands:

- To set the minimum wage at 5500 Turkish liras.
- Protection of workers who fight for their rights.



MARCH

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Myanmar



On June 6, 2022, colleagues in Myanmar go on strike against Foodpanda, a subsidiary (like e-food) of Delivery Hero, amid the dictatorial regime that has been imposed. It is the second strike in the last year that colleagues have called to defend their labor rights. The difficulties they have to face because of the junta are many, such as being stopped by the authorities at checkpoints during the delivery and because they do not have the foodpanda ID, sometimes they are placed in temporary detention and their orders and money are stolen. Foodpanda in the midst of a crisis and an increase in the cost of living reduced delivery fees to the lowest possible level, taking advantage of the political instability. Also, the company 'bites' the colleagues with the well-known system of linear measurement of the Manhattan distance, which does not take into account the actual distance travelled, and also forcing them to use their own tools for deliveries (bike/motorbikes, means of personal protection, mobile phones ecc). In addition, the delivery box, the foodpanda uniform and the helmet must be bought directly from the company. In the midst of this dystopia, the strike looks like a utopia, and it stops after a continuous and unyielding fight of 3 weeks. Some of the main requests from colleagues are:

1. Set the minimum guaranteed fee at 670 kyat (\$0.36) per delivery, to be increased according to the total distance traveled and a rational and fair ranking system.
2. That the company assumes responsibility for any accident or injury occurs during working hours.

In solidarity with the struggle of our Myanmar colleagues, SVEOD proceeded with a solidarity action at the headquarters of Efood in Athens.



APRIL

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Dubai



A few words about the working conditions in the country. The United Arab Emirates's economy depends on the cheap labor of millions of immigrants, mainly coming from India, Pakistan, Nepal, Sri Lanka, the Philippines and African countries. Independent trade unions and public protests are banned in the country. Deliveroo riders in Dubai went on strike from 30 April 2022 to 2 May, carrying out a mass walkout that paralyzed the multinational giant and highlighted the austere exploitation regime prevailing there too. The strike ended when Deliveroo agreed to return workers' pay to \$2.79 per delivery. The company, which is backed by Amazon, also backed away from its plan to extend work shifts to 14 hours a day. To reduce costs, companies such as Deliveroo hire workers, mostly migrants, through contract agencies. Many of them go into debt, paying their contractors exorbitant work permit visa fees to be able to work legally. Participation in the strike was massive, resulting in one of the most popular delivery apps in the country, Deliveroo, being largely out of business. And this happened during the final days of the Muslim holy fasting month of Ramadan, when work soars. Finally, the colleagues of Talabat (subsidiary of the German Delivery Hero), seeing the success of their colleagues at deliveroo, also started combative mobilizations for wage increases.



MAY

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1st May Strike

May 19, 2014 our friend,
comrade & coworker
Loukas Midouhos
suddenly passes away



South Korea

In February 2022, once again, riders and drivers in logistics companies go on strike. A struggle that started in December 2021, with more than 2000 colleagues on the streets against inhuman working hours and unpaid work. Are these working arrangements that escalated noticeably to the worst during the pandemic period, while the number of riders and distributors were constantly on the rise. Domestic delivery and distribution companies are skyrocketing their profits while piece-rate intensive labor is driving dozens of colleagues to work accidents and death. Under the pressure of the mobilizations, the state and the companies promised that the conditions will improve and that there will be wage increases and hiring of new workers to sustain the increased work load. But these promises that fell into the void, since they had the sole aim of de-escalating the tension.

The fight for life and dignity continues.



JUNE

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June 25, 2007 coworker and comrade **Manolis Kontaxiou** dies , while at work, after suffering an allergic shock due to working in extreme heat.



July 2020 in Brazil was particularly warm, even though it was winter there. Fellow riders were preparing for a long time in the streets and with their unions a response to the platform companies and against the precariousness in the profession that they brought. The demands of the colleagues in the July strikes are timeless and consistent with the general needs and demands of the profession. Salary increases, occupational accident coverage and free medical care, an end to sudden blocking of accounts in applications, to put a stop to disciplinary penalties and immediate provision of Personal Protective Equipment. The distributors asked consumers to show their solidarity with these demands by boycotting the apps on the specific days of action. The climax came on July 1st with more than 5,000 colleagues striking in the streets of São Paulo, forcing Brazil's Ministry of Labor to issue a response, pressuring the companies to provide workers with the necessary Personal Protective Equipment, but also the necessary sickness benefit, in the context of the pandemic. Sao Paulo was followed by other major Brazilian cities such as Rio de Janeiro, Belo Horizonte, Porto Alegre, Salvador and Recife, with riders taking to the streets to demand better working conditions. The hot July of 2020 in Brazil gave visibility to our profession, both towards society and towards our own colleagues, and paved the way for mass participation in the unions but also for further rivendications in the workplaces.

Let's continue like this colleagues!





ΣΥΝΕΛΕΥΣΗ
ΒΑΣΗΣ
ΕΡΓΑΖΟΜΕΝΩΝ
ΟΔΗΓΩΝ ΔΙΚΥΚΛΟΥ

JULY

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Philippines



In July 2022, the newly formed union of workers in platform companies, SENTRO-IUF, goes on strike, demanding stable and decent wages, to put an end to arbitrary and unfair dismissals, as well as demanding for insurance coverage in the event of an accident, while their struggles during the pandemic were coordinated with the struggles of restaurant workers. Taking advantage of the low wages, poverty and unemployment, combined with the absence of alternative ways of for surviving, platform companies managed to gather hundreds of thousands of workers who, despite working 12- 15 hours a day, still do not manage to earn a decent income. The lack of the most basic rights and the transfer of work-related costs on the back of the workers, brought by the "freelance" work model, makes the need for organization in the union imperative in order to claim stable and safe working conditions and decent wages. The union already counts thousands of members, while efforts to strengthen it and escalate the struggles do not stop, despite the difficulties caused by bosses' propoganda and the domestic political situation.



Spain



AUGUST

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The long-standing struggles of riders in Spain both on the streets and in courtrooms have paid off. In August 2021, the 'Ley Rider' law was passed, which recognizes that riders in platform companies work with a de facto dependent employment relationship and are not to be considered freelancers. The law did not come easily. A number of appeals in the Spanish courts, as well as a series of victories in favor of the recognition of the dependent labor relationship of the riders both in Glovo and in other platform companies played a major role, as the law was just a collection of previous court rulings. An important decision came on 12/01/2021, when the Court of Barcelona ruled that 748 Deliveroo distributors were falsely declared as self-employed, when they should have instead been hired with a regular dependent employee contract. Deliveroo was forced to pay 1.3 million euros in social contributions for the period 2016-2018. Then it was the turn of the colossal fine imposed in 2022 by the labor inspectorate on the company Glovo (owned by Delivery Hero), for falsely self-employed riders, covered the period 2018-2021. The fine amounts to 79.8 million euros. It is the largest that has been imposed so far on a delivery platform company.



SEPTEMBER

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Greece



It all started on September 15, when efood sent a blackmail message 'either freelancer or unemployed', starting with those whose contracts were about to end. No one expected that there would be such an immediate and massive reaction from the colleagues of efood as well as from the whole society. The work of the ant met with the social media, and the result was impressive. As soon as the above message was made public, the reactions were immediate. The workers organized themselves nationwide through assemblies. At the same time, the society was deactivating the efood app in solidarity with workers. The ground was fertile for organized labor response. The assembly of the SVEOD union together with the Catering industry union declared a 4-hour work stoppage for September 22 with the demand to change all contracts from fixed-term to permanent and for all employees to be hired directly by the

company. If the company did not back down, we would go on a 24-hour strike on September 24. On Wednesday, September 22, the 'red' strike wave engulfed the streets of Athens until it reached the company's offices, where anti-riot squads were waiting there for us. A committee tried to meet with the manager, but he was nowhere to be found. A general meeting of the strikers was immediately held in front of the efood offices and it was decided to declare a 24-hour strike in two days. The next day, September 23, the company announced the conversion of all to open-ended contracts and stopped hiring through slave labor companies like Manpower. Our faces were filled with smiles, a multinational giant had been bent by the fight of the riders. On September 24, the day of the announced strike, celebrating their victory, the workers held a grand celebratory motorcade.



OCTOBER

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October 6, 2018 our coworker and member of our union **Giorgos Milonas** passes away.

Italy



In the fall of 2019, a wave of strikes hits the whole country of Italy. Colleagues in the platform companies go on strike demanding for their rights. Plummeting fees per delivery, the abolition of the guaranteed minimum pay per delivery, en-mass recruitment of new riders, and the absence of safety equipment, all contribute to a general deterioration of working and living conditions for the colleagues. Furthermore, the employer association for platform companies, Assodelivery, signs an agreement with the right-wing union UGL Rider, which defines delivery workers as self-employed workers or, excluding any form of protection provided for dependent employee work, and keeps the payment by delivery in place. In Turin, Bologna, Rome, Pisa and Milan, colleagues take the streets with bike demos, they close the delivery service in many shops and they clash with the police. After a few

months, the company JustEat pull out of Assodelivery in an attempt to improve its image and present itself as the 'ethical' platform, by stating that it would employ its riders with dependent employee contracts. However, this agreement doesn't improve working conditions in any meaningful way, and it differs very much from the national collective agreement of the related branches (Logistics and Transport of Goods and Products). The first response comes from Milan, where the colleagues are again on strike with the slogan 'neither fake autonomy, nor starvation dependent relation'. Strikes, rallies and other actions are carried out. For the first time, mobilizations are recorded in many other Italian cities, including Bolzano, Trieste, Reggio Emilia, Carpi, Messina, Brindisi, Pescara, Pavia, Salerno, Caserta, as well as Genoa, Modena, Rome, Turin and Bologna.



NOVEMBER

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In November 2021 foodpanda (Delivery Hero) riders in Hong Kong go on strike. At foodpanda, working conditions are steadily getting worse: pay cuts, unfair and vindictive dismissals, a distance calculation system that does not take into account the actual kms traveled by riders. The colleagues, mostly immigrants from India, Pakistan and Nepal, come into contact with each other in the workplaces, organize their actions and coordinate them through social media. To better protect the strike, they organize picket lines at 'pandamarts' to prevent pick-ups from there. One year later (October-November 2022) foodpanda riders are back on the streets. The reason is the 'new' distance calculation system that the company introduced to 'satisfy' their demands. In practice, the new system equals to a pay cut. The participation in the mobilizations is greater this time and the app stopped functioning in more areas compared to the previous strike. These actions constitute the first attempt at resistance and struggle by colleagues in Hong Kong, in a profession that suddenly appeared in the country along with the emergence of digital distribution platforms in 2014.

Hong Kong



Great Britain

DECEMBER



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December 6, 2008 the student Alexis Grigoropoulos is murdered by police special agent Epaminondas Korkoneas.

Year 2021 has been a year of great changes and mobilizations for UK's riders. In February, the UK's highest court dismissed Uber's appeal against an earlier ruling (October 28, 2018), bringing justice to more than 2,000 workers. The six judges unanimously ruled that the riders should be classified as employees, with access to the national minimum wage and paid vacation leave. On 7 April 2021, the day Deliveroo's stock went public on the London Stock Exchange, hundreds of the company's riders went on strike against in London and other cities in England. The grassroots union IWGB (Independent Workers of Great Britain) chose this specific date because they considered as a provocation the listing of the company on the stock exchange at the very same time that its riders were paid less than the country's legal minimum wage.



Finally, in December 2021, the union went on strike again after JustEat's subsidiary, Stuart Delivery, decided to cut wages by 24%. During the strike, riders organized picket lines outside stores of well-known multinational companies such as McDonald's, KFC and Greggs, from where the highest volumes of orders is being delivered, in order to close the delivery service.

