



Department for
Business & Trade

Justin Madders MP
Parliamentary Under-Secretary of State
Minister for Employment Rights,
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Organise

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Dear Organise,

Thank you for your correspondence of 1 March, regarding the deactivation of Uber drivers' accounts. I am responding because this matter falls within the remit of the Department for Business and Trade.

I am sorry to hear of the difficulties experienced by signatories to your petition, and I will be writing to Uber directly about this issue.

An individual's entitlement to employment rights is determined by their employment status. Employment status (employee, limb (b) worker, or self-employed) is based on the reality of the relationship between an individual and the person for whom services are provided and not the type of employment contract they have.

Individuals in the platform economy can be any status: employee, limb (b) worker, or self-employed.

The Supreme Court's judgment on Uber was clear that those who qualify as limb (b) workers under existing employment law are entitled to basic employment rights such as a minimum wage and holiday pay, and all gig economy businesses should ensure they are fulfilling their legal responsibilities.

Under current legislation, only employees have the right to challenge an unfair dismissal.

The Government committed in the Plan to Make Work Pay to extend basic individual rights to day one for all workers. This includes unfair dismissal day one protections. The Employment Rights Bill (ERB), introduced to Parliament in October 2024, is the first major step towards delivering these rights, firstly for employees.

As the Government's Plan to Make Work Pay makes clear, workers' interests will need to inform the digital transformation happening in the workplace. Our approach is to protect good jobs, ensure good future jobs, and ensure that rights and protections keep pace with technological change.

Under data protection law, employers must fulfil their obligations as controllers if they collect and use their employees' personal data. They must provide meaningful information to the workers when collecting their personal data if any decisions about them, having a legal or similarly significant effect, will be based solely on automated processing. This ensures that the workers are informed about the logic involved in the automated processing, as well as the significance and the envisaged consequence for them.

Furthermore, human intervention in automated decision-making should be carried out competently. The UK's data protection regulator, the ICO, has existing guidance explaining how requests for human review should be managed.

Thank you once again for taking the time to write and please feel free to publish this reply in its entirety on the Organise website.

Yours sincerely,

A handwritten signature in black ink, appearing to read 'Justin Madders', with a stylized flourish at the end.

JUSTIN MADDERS MP

Parliamentary Under-Secretary of State for Employment Rights, Competition and Markets