



**GDPower – Recovering workers' data to negotiate and monitor collective agreements in the platform economy**

# Research Design Addendum I – Data requests, information letters & consent forms

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**Abstract:** This addendum complements the GDPower Research Design and Data Recovery Protocol and Data Management Plan (Research Design Addendum II). The first section contains practical information on how to request data as a worker from digital labour platforms. Specifically, it describes different options for requesting such data under the European General Data Protection Regulation (GDPR) and their advantages and disadvantages, it provides information on where such requests can be submitted for food delivery and ride-hailing platforms covered by the project, and it provides templates for different types of requests.

Section two provides information letters for participants for the different project events and data gathering activities. Section three provides consent forms for the same events and activities.

April, 2024

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# 1. Practical information on requesting recovering data from platforms

## 1.1 Strategies and avenues for requesting copies of one's personal data from platforms<sup>1</sup>

To obtain data from platforms, workers have different options, which all have strengths and weaknesses. This document briefly discusses these options and their pros and cons.

Disclaimer: the information provided here is brief and as such cannot take into account various possible interpretations of concepts and articles of the GDPR which might apply to certain specific situations.

### **Option 1. Using the in-app function to download data** (available for some platforms)

This option is straightforward and should render an immediate result. However, it is to be expected the data thus obtained will be both limited in scope and in time. As such, this data will not give an overview of what data platforms process, but rather of what data platforms are willing to admit they process in first instance.

Nevertheless, we would suggest all project partners ask platform workers willing to participate to use this function and donate the data downloaded via this function so as to have at least this data readily available for analysis.

When using this function, we should note the description provided by the platform about this function and the data provided by using this function. In particular, any reference to the GDPR or absence thereof is of interest to the project.

### **Option 2. Article 15 GDPR: submitting a subject (data) access request (SAR)**

The GDPR gives data-subjects the right of access and copy of the personal data processed. The concept of personal data has to be interpreted very wide and holds more than the definition of the concept provided in the GDPR would suggest, as it has been interpreted extensively by e.g. the Court of Justice of the European Union. For instance, in the Nowak-case, the CJEU ruled that notes and comments which were part of the application file of a job applicant fall under the concept of personal data and thus, the applicant has a right of access and copy thereof.

Submitting a SAR can thus be done in a **general** and a **specific** way: one either asks access and/or copy to all the data processed, or to specific data. Of course, in order to ask access and/or copy of specific data, one needs to know this data is processed. Information on what data is being processed can be gleaned from a platform's privacy policy and from earlier research. However, there is no guarantee that these sources allow us to identify all categories of data that are being processed.

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<sup>1</sup> Disclaimer: the information provided here is brief and as such cannot take into account various possible interpretations of concepts and articles of the GDPR which might apply to certain specific situations.

**Option 2.1** - A 'limited' SAR which specifies the categories of data the data subject requests access and/or a copy of, could render a faster response but per definition limits the scope of the SAR and will not render information on those data processed the data subject was not aware of. Furthermore, it requires prior research to identify the data to be requested.

**Option 2.2** - Submitting a general SAR in that respect is much more interesting. However, submitting a general SAR can have some drawbacks. Platforms could try to argue the SAR is too general, referring for instance to Recital 63 GDPR which states that 'if a controller processes a large quantity of information, the controller should be able to request that, before the information is delivered, the data subject specify the information or processing activities to which the request relates'. However, this does not affect the obligation of the controller to provide the information on the data processed, as stated in Article 15 (1) (a)-(h) GDPR. A general SAR should thus render both more information on the data processed as well as the data itself, but the potential for evasive manoeuvres for the platform are broader. This may thus result in a longer time before the information and data are actually obtained. Furthermore, the longer the recovery process, the higher the risks that workers will give up.

### **Option 3. Article 20 GDPR submitting a data portability request (DPR)**

Article 20 GDPR provides 'the right to receive personal data concerning in a structured, commonly used and machine-readable format and provided the processing is based on consent or on a contract and the processing is carried out by automated means'. This means data processed on the ground of 'legitimate interest' falls outside the scope of this article. It is to be expected that platforms will use this exception to not provide certain data. A DPR *might* be quicker than a general SAR.

### **Option 4. Combined request**

SARs and DPRs can be combined into one request. For example, Worker Info Exchange uses combined requests and the 'Better Data Access Request Template' by data protection researcher Michael Veale includes a subject access request and a data portability request. Combined requests may yield comprehensive responses, but it's also conceivable that platforms will only respond to part of the request.

### **Which options to choose?**

The choice is up to the individual workers who should be informed about the different options and their advantages and disadvantages. In addition to educating workers about their options and empowering them to act, this has the added advantage that only workers who are motivated to recover all their personal data will pursue a general SAR.

From the perspective of the project, it's good to have comprehensive data to answer RQ 2.1 (*What data is being collected?*) but also to receive data early to conduct the sense-making workshops and analyse the implementation of collective agreements.

If option 1 is available, it is advisable to ask platform workers who have no personal preference and who are willing to donate data to immediately use the in-app function to download personal data (Option 1) *and* to submit a general SAR (Option 2.2). This gives us some data immediately for analysis and the chance for more comprehensive data later.

If option 1 is not available, it is advisable to ask different workers to use different options. This allows us to combine the options' strengths and weaknesses. Furthermore, it will show us how easy or difficult it is for workers to recover their data using different options which can be a finding of its own.

## 1.2 Information on where to submit requests

GDPowerR will support workers in recovering their personal data from the largest digital labour platforms in terms of employment in the food-delivery and ride-hailing sectors in each of the five countries covered by the project. Based on this criterion, the following twelve companies were selected: **Uber** (AT, BE, FR, PL, ES), **UberEats** (BE, FR, PL), **Bolt** (AT, FR, PL), **JustEat** (FR, ES), **Takeaway** (BE, PL), **Glovo** (PL, ES), **Deliveroo** (BE, FR), **Lieferando** (AT), **Wolt** (AT), **Heetch** (FR), **FreeNow** (PL) and **Cabyfy** (ES). As shown in **Fehler! Verweisquelle konnte nicht gefunden werden.**, several of the listed companies belong to the same parent company.

**Table 1: Digital labour platforms and their parent companies by sector and country**

Sector	Austria	Belgium	France	Poland	Spain	Parent company
Food delivery	Lieferando	Takeaway	JustEat	Takeaway	JustEat	Just Eat Takeaway
	Foodora			Glovo	Glovo	Delivery Hero
		Deliveroo	Deliveroo			Deliveroo
		UberEats	UberEats	UberEats		UBER
	Wolt			Wolt		Door Dash
Ride hailing	Uber	Uber	Uber	Uber	Uber	Uber
	Bolt		Bolt	Bolt		Bolt
			Heetch	Free Now	Cabyfy	Other

Requests can be submitted via email. Some companies also created online forms to submit requests. Additional information and what data companies collect and how recovery requests can be made is usually included in their privacy policies. The following tables provide links to this information for the relevant platforms.

### Austria

	Platforms	Privacy policy	Contact for email submission	Online form
Food delivery	Lieferando	<a href="#">Link</a>	No email	<a href="#">Link</a>
	Foodora	<a href="#">Link</a>	datenschutz@foodora.at	No form
	Wolt	<a href="#">Link</a>	privacy@wolt.com	No form
Ride hailing	UBER	<a href="#">Link</a>	No email	<a href="#">Link</a>
	Bolt	<a href="#">Link</a>	<a href="mailto:privacy@bolt.eu">privacy@bolt.eu</a> ; <a href="mailto:austria@bolt.eu">austria@bolt.eu</a>	No form

### Belgium

	Platforms	Privacy policy	Contact for email submission	Online form
	Takeaway	<a href="#">Link</a>	No email	<a href="#">Link</a>

<b>Food delivery</b>	Delivero	<a href="#">Link</a>	<a href="mailto:dpo@deliveroo.com">dpo@deliveroo.com</a>	No form
	UberEats	<a href="#">Link</a>	No email	<a href="#">Link</a> <sup>2</sup>
<b>Ride hailing</b>	UBER	<a href="#">Link</a>	No email	<a href="#">Link</a>

## France

	Platforms	Privacy policy	Contact for email submission	Online form
<b>Food delivery</b>	JustEat	<a href="#">Link</a>	<a href="mailto:info@just-eat.fr">info@just-eat.fr</a> (not privacy specific)	<a href="#">Link</a>
	Deliveroo	<a href="#">Link</a>	<a href="mailto:dpo@deliveroo.com">dpo@deliveroo.com</a>	No form
	UberEats	<a href="#">Link</a>	No email	<a href="#">Link</a>
<b>Ride hailing</b>	UBER	<a href="#">Link</a>	No email	<a href="#">Link</a>
	Bolt	<a href="#">Link</a>	<a href="mailto:privacy@bolt.eu">privacy@bolt.eu</a>	No form
	Heetch	<a href="#">Link</a>	<a href="mailto:dpo@heetch.com">dpo@heetch.com</a>	No form

## Spain

	Platforms	Privacy policy	Contact for email submission	Online form
<b>Food delivery</b>	JustEat	<a href="#">Link</a>	No email	<a href="#">Link</a>
	Glovo	<a href="#">Link</a>	<a href="mailto:gdpr@glovoapp.com">gdpr@glovoapp.com</a>	<a href="#">Link</a>
<b>Ride hailing</b>	UBER	<a href="#">Link</a>	No email	<a href="#">Link</a>
	Cabyfy	<a href="#">Link</a>	<a href="mailto:dpo@cabify.com">dpo@cabify.com</a>	No form

## Poland

	Platforms	Privacy policy	Contact for email submission	Online form
<b>Food delivery</b>	Takeaway	<a href="#">Link</a>		<a href="#">Link</a>
	Glovo	<a href="#">Link</a>	<a href="mailto:gdpr@glovoapp.com">gdpr@glovoapp.com</a>	<a href="#">Link</a>
	UberEats	<a href="#">Link</a>	No email	<a href="#">Link</a>
<b>Ride hailing</b>	UBER	<a href="#">Link</a>	No email	<a href="#">Link</a>
	Bolt	<a href="#">Link</a>	<a href="mailto:privacy@bolt.eu">privacy@bolt.eu</a> ; <a href="mailto:poland@bolt.eu">poland@bolt.eu</a>	No form
	FreeNow	<a href="#">Link</a>	<a href="mailto:iod@free-now.com">iod@free-now.com</a>	No form

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<sup>2</sup> Drivers can submit request via an open form and a form which is accessible only after login into their account.

## 1.3 Data request templates

The following data request templates were developed based on the access request template by Michael Veale<sup>3</sup> and a template and instructions by Hesita.ai.<sup>4</sup>

### 1.3.1 Subject Access Request (SAR)

Dear [name of the platform] Data Protection Officer,

I work as a [courier/driver] at [name of the platform].<sup>5</sup>

I hereby issue subject access request under the General Data Protection Regulation.

[Optional: List here information on data you know the platform to collect]

### Copies of my personal data

#### Article 15

I would like to request, under the right to access (GDPR, art 15):

- **a copy sent to me in electronic format.** This includes any data derived about me, such as opinions, inferences, settings and preferences. For data that is available to the controller in machine readable format, it must be provided to me in that form in accordance with the principle of fairness and provision of data protection by design.

#### If your organisation considers me a controller for whom you process

Furthermore, if your business considers me the controller of any personal data for which your business acts as processor, please provide me **with all the data you process on my behalf in machine readable format** in accordance with your obligation to respect my determination of the means and purposes of processing.

In addition, I request the following categories of information:

#### 1. Article 22: Information on automated decision-making

Please confirm whether you make any automated decisions (within the meaning of Article 22, GDPR). If the answer is yes, please provide meaningful information about the logic involved, as well as the significance and the envisaged consequences of such processing. (Article 15(1)(h)).

#### 2. Metadata on processing

This request also includes the metadata I am entitled to under the GDPR.

#### Information on controllers, processors, source, and transfers.

- The identity of all joint controllers of personal data.
- Any **third parties to whom data has been disclosed**, named with contact details in accordance with Article 15(1)(c). Please note that the European data protection

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<sup>3</sup> <https://michael.v/Access-Template/>

<sup>4</sup> <https://github.com/hestiaAI/data-catalog/blob/main/workshop/uber.md#subject-access-request-instructions>

<sup>5</sup> Information to be included if the request is submitted via email.



regulators have stated that by default, controllers should name precise recipients and not "categories" of recipients.

- If any data was not collected, observed or inferred from me directly, please provide precise information about **the source of that data**, including the name and contact email of the data controller(s) in question ("from which source the personal data originate", Article 14(2)(f)/15(1)(g)).
- Please confirm where my personal data is physically stored (including backups) and at the very least **whether it has exited the EU at any stage (if so, please also detail the legal grounds and safeguards for such data transfers)**.

### 3. Information on purposes and legal basis

- All **processing purposes and the lawful basis for those purposes by category of personal data**. This list must be broken down by purpose, lawful basis aligned to purposes, and categories of data concerned aligned to purposes and lawful bases.

### 4. Information on storage

Please confirm for how long each category of personal data is stored, or the criteria used to make this decision, in accordance with the storage limitation principle and Article 15(1)(d).

#### Procedure

To ensure we follow an ordered procedure with this correspondence, I kindly request that you:

- Confirm receipt of this request by email, clearly communicating any stages and dates involved in the handling of the request.
- Inform me by email once the full request has been completed.

*[The following personal information must only be provided if the request is made by email and not if the request is made through an online form in which personal information like name and email address are already entered.]*

#### Identifying information

To help identify me, I have attached the following personal information:

- First and last name:
- Email:
- Address (street, number):
- Postal Code:
- City:
- Country:

Sincerely,

Name

### 1.3.2 Data Portability Request

Dear [name of the platform] Data Protection Officer,

I work as a [courier/driver] at [name of the platform].<sup>6</sup>

I hereby issue data portability request under the General Data Protection Regulation.

[Optional: List here information on data you know the platform to collect]

## Copies of my personal data

### Article 20

For data falling within the right to data portability (GDPR, art 20), which includes all data I have provided *and* which have been indirectly observed about me and where lawful bases for processing include consent or contract, I wish to have that data:

- **sent to me in commonly used, structured, machine-readable format**, such as a CSV file.
- accompanied with an **intelligible description of all variables**.

### If your organisation considers me a controller for whom you process

Furthermore, if your business considers me the controller of any personal data for which your business acts as processor, please provide me **with all the data you process on my behalf in machine readable format** in accordance with your obligation to respect my determination of the means and purposes of processing.

In addition, I request the following categories of information:

### 5. Article 22: Information on automated decision-making

Please confirm whether you make any automated decisions (within the meaning of Article 22, GDPR). If the answer is yes, please provide meaningful information about the logic involved, as well as the significance and the envisaged consequences of such processing. (Article 15(1)(h)).

### 6. Metadata on processing

This request also includes the metadata I am entitled to under the GDPR.

### Information on controllers, processors, source, and transfers.

- The identity of all joint controllers of personal data.
- Any **third parties to whom data has been disclosed**, named with contact details in accordance with Article 15(1)(c). Please note that the European data protection regulators have stated that by default, controllers should name precise recipients and not "categories" of recipients.
- If any data was not collected, observed or inferred from me directly, please provide precise information about **the source of that data**, including the name and contact email of the data controller(s) in question ("from which source the personal data originate", Article 14(2)(f)/15(1)(g)).

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<sup>6</sup> Information to be included if the request is submitted via email.

- Please confirm where my personal data is physically stored (including backups) and at the very least **whether it has exited the EU at any stage (if so, please also detail the legal grounds and safeguards for such data transfers)**.

#### **7. Information on purposes and legal basis**

- All **processing purposes and the lawful basis for those purposes by category of personal data**. This list must be broken down by purpose, lawful basis aligned to purposes, and categories of data concerned aligned to purposes and lawful bases.

#### **8. Information on storage**

Please confirm for how long each category of personal data is stored, or the criteria used to make this decision, in accordance with the storage limitation principle and Article 15(1)(d).

#### **Procedure**

To ensure we follow an ordered procedure with this correspondence, I kindly request that you:

- Confirm receipt of this request by email, clearly communicating any stages and dates involved in the handling of the request.
- Inform me by email once the full request has been completed.

*[The following personal information must only be provided if the request is made by email and not if the request is made through an online form in which personal information like name and email address are already entered.]*

#### **Identifying information**

To help identify me, I have attached the following personal information:

- First and last name:
- Email:
- Address (street, number):
- Postal Code:
- City:
- Country:

Sincerely,

Name

### 1.3.3 Combined Request (SAR & DPR)

Dear [name of the platform] Data Protection Officer,

I work as a [courier/driver] at [name of the platform].<sup>7</sup>

I hereby issue a transparency request under the General Data Protection Regulation, including a subject access request, a portability request, and other specific provisions.

I request that you provide a copy of all personal data held and/or undergoing processing. This is both a subject access request and a portability request.

[Optional: List here information on data you know the platform to collect]

### Copies of my personal data

#### Article 20

For data falling within the right to data portability (GDPR, art 20), which includes all data I have provided *and* which have been indirectly observed about me and where lawful bases for processing include consent or contract, I wish to have that data:

- **sent to me in commonly used, structured, machine-readable format**, such as a CSV file.
- accompanied with an **intelligible description of all variables**.

#### Article 15

For all personal data not falling within portability, I would like to request, under the right to access (GDPR, art 15):

- **a copy sent to me in electronic format**. This includes any data derived about me, such as opinions, inferences, settings, and preferences. For data that is available to the controller in machine readable format, it must be provided to me in that form in accordance with the principle of fairness and provision of data protection by design.

As you know, the concept of personal data must be interpreted extremely broadly, in line with, among others, the WP29's Opinions, EDPB's guidelines, the jurisprudence of the Court of Justice of the European Union.

My request for access, copy and additional information therefore encompasses the concept of

- **personal data in the broadest sense**, including but not limited to notes, comments, reviews, ratings, and all data relating to my person or personal data, including but not limited to observed data or raw data provided by me by virtue of the use of the service or the device (such as for instance but not limited to data processed by connected objects, transaction history, activity logs such as access logs, history of website usage, search activities, location data and data derived or inferred therefrom, clicking activity, unique aspects of a person's behaviour such as handwriting, keystrokes, particular way driving, riding, walking or speaking),
- **data derived from other data**, rather than directly provided by me (for instance but not limited to ratings, classifications based on common attributes, etc.),

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<sup>7</sup> Information to be included if the request is submitted via email.

- **data inferred from other data**, rather than directly provided by me (for instance but not limited to assign a score, to comply with anti-money laundering rules, algorithmic results and the data derived or inferred therefrom, results of a health assessment or a personalisation or recommendation process, etc.), pseudonymised data as opposed to anonymized data, metadata, etc.

#### **If your organisation considers me a controller for whom you process**

Furthermore, if your business considers me the controller of any personal data for which your business acts as processor, please provide me **with all the data you process on my behalf in machine readable format** in accordance with your obligation to respect my to determination of the means and purposes of processing.

In addition, I request the following categories of information:

#### **9. Article 22: Information on automated decision-making**

Please confirm whether you make any automated decisions (within the meaning of Article 22, GDPR). If the answer is yes, please provide meaningful information about the logic involved, as well as the significance and the envisaged consequences of such processing. (Article 15(1)(h)).

#### **10. Metadata on processing**

This request also includes the metadata I am entitled to under the GDPR.

#### **Information on controllers, processors, source, and transfers.**

- The identity of all joint controllers of personal data.
- Any **third parties to whom data has been disclosed**, named with contact details in accordance with Article 15(1)(c). Please note that the European data protection regulators have stated that by default, controllers should name precise recipients and not "categories" of recipients.
- If any data was not collected, observed or inferred from me directly, please provide precise information about **the source of that data**, including the name and contact email of the data controller(s) in question ("from which source the personal data originate", Article 14(2)(f)/15(1)(g)).
- Please confirm where my personal data is physically stored (including backups) and at the very least **whether it has exited the EU at any stage (if so, please also detail the legal grounds and safeguards for such data transfers)**.

#### **11. Information on purposes and legal basis**

- All **processing purposes and the lawful basis for those purposes by category of personal data**. This list must be broken down by purpose, lawful basis aligned to purposes, and categories of data concerned aligned to purposes and lawful bases.

#### **12. Information on storage**

Please confirm for how long each category of personal data is stored, or the criteria used to make this decision, in accordance with the storage limitation principle and Article 15(1)(d).

#### **Procedure**

To ensure we follow an ordered procedure with this correspondence, I kindly request that you:

- Confirm receipt of this request by email, clearly communicating any stages and dates involved in the handling of the request.
- Inform me by email once the full request has been completed.

*[The following personal information must only be provided if the request is made by email and not if the request is made through an online form in which personal information like name and email address are already entered.]*

**Identifying information**

To help identify me, I have attached the following personal information:

- First and last name:
- Email:
- Address (street, number):
- Postal Code:
- City:
- Country:

Sincerely,

Name

## 2. Information letters

The following information letters are based on templates provided by KU Leuven.<sup>8</sup>

### 2.1 Collection of movement data

#### INFORMATION LETTER

**Research title: Recovering workers' data to negotiate and monitor collective agreements in the platform economy (GDPower)**

Name and contact information supervisor and researcher(s):  
[Please add]

#### GENERAL OBJECTIVES OF THE RESEARCH

You are asked to participate in the **collection of movement data** during your working hours as part of the project Recovering workers' data to negotiate and monitor collective agreements in the platform economy (GDPower) implemented by [*name of your organisation*] in cooperation with and international research consortium coordinated by the European Centre for Social Welfare Policy and Research in Vienna.

The project's overarching aim is to strengthen industrial relations and collective bargaining in the European platform economy, especially with regards to the collection and use of worker data by digital labour platforms.

The goal of this research is to collect data on the distances you travel while working as a [food delivery courier, driver] for a digital labour platform in instances when worker's pay depends on distances travelled. The collected data will be analysed to understand if you are being paid correctly for the distances travelled at work.

#### INFORMATION ABOUT THE PROCESSING OF YOUR PERSONAL DATA

As a result of your participation in this study, personal data relating to you will be collected and processed. This processing will be done in accordance with the General Data Protection Regulation (GDPR). The following categories of personal data will be processed during this study:

- Name
- Contact information

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<sup>8</sup><https://research.kuleuven.be/en/integrity-ethics/ethics/committees/smec/documents-and-guidance-for-your-application>

- Movement data

### Use of your personal data

Only personal data required for the purposes of this study will be collected and processed. Data collected for this study will be pseudonymized. This means that data that can identify you such as your name and contact details will be separated from the other data in the study and replaced by a unique random code. In this way, the data can no longer easily be attributed to a specific data subject. Only the researcher can link the data to a specific individual by means of the unique code. However, this will only happen in exceptional cases, for example if you invoke your right to access or rectify your data. You will also not be identified in publications arising from the research.

The data will be processed on the basis of public interest. This means that the research will lead to advances in knowledge and generate insights that (directly or indirectly) benefit society. Ending your participation in the study means that the previously collected data can still be legally involved in the study and does not have to be deleted by [*name of your organisation*].

Your personal data will be kept by the researchers for **15 years** after the end of the study at a secure storage location at [*name of your organisation*].

### Your rights

You have the right to ask for more information about the use of your data. In addition, you may exercise the right to access and the right to rectify your data unless exercising these rights would render impossible or seriously impair the achievement of the research objectives.

If you wish to invoke any of these rights, please contact the researchers using the contact information at the top of this letter.

### Other recipients of your data

This research is conducted in collaboration with the European Centre for Social Welfare Policy and Research, ACV-Innovatief, ThEMA CY Cergy, Universidad de Castilla-la Mancha, Fundación 1 de Mayo and the Institute for Structural Research (IBS). The research data will therefore be shared with researchers at these institutions. Only the pseudonymized data will be shared with them. Thus, they will not be able to link the data to specific individuals. This institution is bound by an agreement that ensures the security and protection of your data.

### Reuse of your data

It may be possible that your pseudonymized data will be reused for scientific research by:

- Researchers and/or academic partners working with or receiving data from [*name of your organisation*] (including - under certain conditions - a master's or doctoral student),

Being able to make data available is essential for validating research findings and advancing scientific knowledge.

In case of reuse of your data, the necessary contractual arrangements will always be made to protect the personal data and determine the responsibilities and liabilities of the parties in accordance with relevant legislation.



In the context of re-use, your personal data may be transferred outside the European Economic Area, provided that appropriate measures have been taken to protect your personal data in accordance with the relevant legislation. In particular, such data will in principle only be transmitted in pseudonymized form, and all parties involved in the research will be obliged to respect the confidentiality of the personal data.

Any reuse will always take place in accordance with the applicable legislation and in accordance with the relevant [*name of your organisation*] policy. This policy means, among other things, that an independent body will monitor the protection of personal data and your rights.

Note that your pseudonymized data may also be made available on certain data platforms for further scientific research under strictly secured and controlled access conditions. This may happen, for example, in the context of publications of the study results. The data platform provides an access policy and undertakes to regulate access to data in accordance with applicable legislation.

It is possible that your pseudonymized data may be reused in teaching and academic readings.

It is possible that your pseudonymized data may be reused for other legitimate purposes. An independent body assesses whether a legitimate purpose other than research or education pursues a public interest that aims to have a beneficial effect on a specific social domain.

#### Contact details

For the purposes of this research, [*name of your organisation*] is the data controller. More specifically, only the researchers involved [*add names*] will have access to your personal data. Should you have any specific questions about this study, including the processing of your personal data, please feel free to contact them.

For further questions and concerns regarding the processing of your personal data, please contact the Data Protection Officer [*name and contact information*]. When doing so, please specify the study concerned by mentioning the title as well as the names of the researchers involved.

If, after contacting the data protection officer, you would still like to lodge a complaint about the use of your personal data, you can contact the [*name of your country*] Data Protection Authority [*website of the relevant organisation*].

## 2.2 Technical Audit

### INFORMATION LETTER

Research title: Recovering workers' data to negotiate and monitor collective agreements in the platform economy (GDPower)

Name and contact information supervisor and researcher(s):  
[please add]

### GENERAL OBJECTIVES OF THE RESEARCH

You are asked to participate in a **technical audit** of the app you use to work for a digital labour platform as part of the project Recovering workers' data to negotiate and monitor collective agreements in the platform economy (GDPower) implemented by [*name of your organisation*] in cooperation with and international research consortium coordinated by the European Centre for Social Welfare Policy and Research in Vienna.

The project's overarching aim is to strengthen industrial relations and collective bargaining in the European platform economy, especially with regards to the collection and use of worker data by digital labour platforms.

The goal of the technical audit is to understand what data the app you use to work for a digital labour platform collects and shares third parties. To this end, two different analyses will be carried out. First, with use of the tool FRIDA, it will be analysed which information on a cell phone, for example the phones GPS location, the app accesses. Second, a different software, a so-called MITMProxy, will be used to monitor with which servers the app communicates and what data it sends to and receives from these servers.

The analysis will be conducted on a phone provided by the researchers.

### INFORMATION ABOUT THE PROCESSING OF YOUR PERSONAL DATA

As a result of your participation in this study, personal data relating to you will be collected and processed. This processing will be done in accordance with the General Data Protection Regulation (GDPR). The following categories of personal data will be processed during this study:

- Name
- Contact information
- Login details for the app you use for work
- Personal data send by the app to a server operated by the platform company you work for or a third party
- Personal data received by the app from a server operated by the platform company you work for or a third party

#### Use of your personal data

Only personal data required for the purposes of this study will be collected and processed. Data collected for this study will be pseudonymized. This means that data that can identify you such as your name and contact details will be separated from the other data in the

study and replaced by a unique random code. In this way, the data can no longer easily be attributed to a specific data subject. Only the researcher can link the data to a specific individual by means of the unique code. However, this will only happen in exceptional cases, for example if you invoke your right to access or rectify your data. You will also not be identified in publications arising from the research.

The data will be processed on the basis of public interest. This means that the research will lead to advances in knowledge and generate insights that (directly or indirectly) benefit society. Ending your participation in the study means that the previously collected data can still be legally involved in the study and does not have to be deleted by [*name of your organisation*].

Your login details will be deleted as soon as the analysis is completed. Your other personal data will be kept by the researchers for **15 years** after the end of the study at a secure storage location at [*name of your organisation*].

### Your rights

You have the right to ask for more information about the use of your data. In addition, you may exercise the right to access and the right to rectify your data unless exercising these rights would render impossible or seriously impair the achievement of the research objectives.

If you wish to invoke any of these rights, please contact the researchers using the contact information at the top of this letter.

### Other recipients of your data

This research is conducted in collaboration with the European Centre for Social Welfare Policy and Research, ACV-Innovatief, ThEMA CY Cergy, Universidad de Castilla-la Mancha, Fundación 1 de Mayo and the Institute for Structural Research (IBS). The research data will therefore be shared with researchers at this institution. Only the pseudonymized data will be shared with them. Thus, they will not be able to link the data to specific individuals. This institution is bound by an agreement that ensures the security and protection of your data.

### Reuse of your data

It may be possible that your pseudonymized data will be reused for scientific research by:

- Researchers and/or academic partners working with or receiving data from [*name of your organisation*] (including - under certain conditions - a master's or doctoral student),

Being able to make data available is essential for validating research findings and advancing scientific knowledge.

In case of reuse of your data, the necessary contractual arrangements will always be made to protect the personal data and determine the responsibilities and liabilities of the parties in accordance with relevant legislation.

In the context of re-use, your personal data may be transferred outside the European Economic Area, provided that appropriate measures have been taken to protect your personal data in accordance with the relevant legislation. In particular, such data will in

principle only be transmitted in pseudonymized form, and all parties involved in the research will be obliged to respect the confidentiality of the personal data.

Any reuse will always take place in accordance with the applicable legislation and in accordance with the relevant *[name of your organisation]* policy. This policy means, among other things, that an independent body will monitor the protection of personal data and your rights.

Note that your pseudonymized data may also be made available on certain data platforms for further scientific research under strictly secured and controlled access conditions. This may happen, for example, in the context of publications of the study results. The data platform provides an access policy and undertakes to regulate access to data in accordance with applicable legislation.

It is possible that your pseudonymized data may be reused in teaching and academic readings.

It is possible that your pseudonymized data may be reused for other legitimate purposes. An independent body assesses whether a legitimate purpose other than research or education pursues a public interest that aims to have a beneficial effect on a specific social domain.

### Contact details

For the purposes of this research, *[name of your organisation]* is the data controller. More specifically, only the researchers involved *[add names]* will have access to your personal data. Should you have any specific questions about this study, including the processing of your personal data, please feel free to contact them.

For further questions and concerns regarding the processing of your personal data, please contact the Data Protection Officer *[name and contact information]*. When doing so, please specify the study concerned by mentioning the title as well as the names of the researchers involved.

If, after contacting the data protection officer, you would still like to lodge a complaint about the use of your personal data, you can contact the *[name of your country]* Data Protection Authority *[website of the relevant organisation]*.

## 2.3 Sense-making workshop

### INFORMATION LETTER

**Research title: Recovering workers' data to negotiate and monitor collective agreements in the platform economy (GDPowerR)**

Name and contact information supervisor and researcher(s):  
[please add]

### GENERAL OBJECTIVES OF THE RESEARCH

You are asked to participate in a **Sense-Making Workshop** as part of the project Recovering workers' data to negotiate and monitor collective agreements in the platform economy (GDPowerR) implemented by [name of your organization] in cooperation with and international research consortium coordinated by the European Centre for Social Welfare Policy and Research in Vienna.

The project's overarching aim is to strengthen industrial relations and collective bargaining in the European platform economy, especially with regards to the collection and use of worker data by digital labour platforms.

The goal of the Sense-Making Workshop is for project researchers and platform workers to jointly make sense and understand the meaning of the personal data platform workers recovered from the digital labour platform they work for. To this end, researchers will show you visualisations of the data you recovered and discuss with different data means. Participants will also have the opportunity to explore their own data on their own or with the support of researchers.

The results of the sense-making workshop will support research on a) what data is being collected about platform workers, b) how this data is being used by platform companies and c) if there is a need for more or other regulations on the collection and use of worker data by companies.

### INFORMATION ABOUT THE PROCESSING OF YOUR PERSONAL DATA

As a result of your participation in this study, personal data relating to you will be collected and processed. This processing will be done in accordance with the General Data Protection Regulation (GDPR). The following categories of personal data will be processed during this study:

- Name
- Contact information
- Personal data you donated to the research project

#### Use of your personal data

Only personal data required for the purposes of this study will be collected and processed. Data collected for this study will be pseudonymized. This means that data that can identify you such as your name and contact details will be separated from the other data in the

study and replaced by a unique random code. In this way, the data can no longer easily be attributed to a specific data subject. Only the researcher can link the data to a specific individual by means of the unique code. However, this will only happen in exceptional cases, for example if you invoke your right to access or rectify your data. You will also not be identified in publications arising from the research.

The data will be processed on the basis of public interest. This means that the research will lead to advances in knowledge and generate insights that (directly or indirectly) benefit society. Ending your participation in the study means that the previously collected data can still be legally involved in the study and does not have to be deleted by KU Leuven.

Your name and contact information will be kept by the researchers for **15 years** after the end of the study at a secure storage location at [*name of your organization*]. The personal data you donated to the project will be kept at a secure storage location at [*name of your organization*] for the period specified in the Data Donation Contract you signed when donating the data.

### Your rights

You have the right to ask for more information about the use of your data. In addition, you may exercise the right to access and the right to rectify your data unless exercising these rights would render impossible or seriously impair the achievement of the research objectives.

If you wish to invoke any of these rights, please contact the researchers using the contact information at the top of this letter.

### Other recipients of your data

This research is conducted in collaboration with the European Centre for Social Welfare Policy and Research, ACV-Innovatief, ThEMA CY Cergy, Universidad de Castilla-la Mancha, Fundación 1 de Mayo and the Institute for Structural Research (IBS). The research data will therefore be shared with researchers at this institution. Only the pseudonymized data will be shared with them. Thus, they will not be able to link the data to specific individuals. This institution is bound by an agreement that ensures the security and protection of your data.

### Reuse of your data

It may be possible that your pseudonymized data will be reused for scientific research by:

- Researchers and/or academic partners working with or receiving data from [*name of your organization*] (including - under certain conditions - a master's or doctoral student),

Being able to make data available is essential for validating research findings and advancing scientific knowledge.

In case of reuse of your data, the necessary contractual arrangements will always be made to protect the personal data and determine the responsibilities and liabilities of the parties in accordance with relevant legislation.

In the context of re-use, your personal data may be transferred outside the European Economic Area, provided that appropriate measures have been taken to protect your personal data in accordance with the relevant legislation. In particular, such data will in

principle only be transmitted in pseudonymized form, and all parties involved in the research will be obliged to respect the confidentiality of the personal data.

Any reuse will always take place in accordance with the applicable legislation and in accordance with the relevant [*name of your organization*] policy. This policy means, among other things, that an independent body will monitor the protection of personal data and your rights.

Note that your pseudonymized data may also be made available on certain data platforms for further scientific research under strictly secured and controlled access conditions. This may happen, for example, in the context of publications of the study results. The data platform provides an access policy and undertakes to regulate access to data in accordance with applicable legislation.

It is possible that your pseudonymized data may be reused in teaching and academic readings.

It is possible that your pseudonymized data may be reused for other legitimate purposes. An independent body assesses whether a legitimate purpose other than research or education pursues a public interest that aims to have a beneficial effect on a specific social domain.

#### Contact details

For the purposes of this research, [*name of your organisation*] is the data controller. More specifically, only the researchers involved [*add names*] will have access to your personal data. Should you have any specific questions about this study, including the processing of your personal data, please feel free to contact them.

For further questions and concerns regarding the processing of your personal data, please contact the Data Protection Officer [*name and contact information*]. When doing so, please specify the study concerned by mentioning the title as well as the names of the researchers involved.

If, after contacting the data protection officer, you would still like to lodge a complaint about the use of your personal data, you can contact the [*name of your country*] Data Protection Authority [*website of the relevant organisation*].

## 2.4 Focus group with workers

### INFORMATION LETTER

**Research title: Recovering workers' data to negotiate and monitor collective agreements in the platform economy (GDPower)**

Name and contact information supervisor and researcher(s):  
[please add]

### GENERAL OBJECTIVES OF THE RESEARCH

You are asked to participate in a **focus group with platform workers** as part of the project Recovering workers' data to negotiate and monitor collective agreements in the platform economy (GDPower) implemented by [name of your organization] in cooperation with and international research consortium coordinated by the European Centre for Social Welfare Policy and Research in Vienna.

The project's overarching aim is to strengthen industrial relations and collective bargaining in the European platform economy, especially with regards to the collection and use of worker data by digital labour platforms.

The purpose of this Focus Group is to discuss with you and other workers the data that has been collected about you and how you feel about companies' use of your data. Furthermore, we will discuss with you if you see the need for (further) regulations regarding companies' use of worker data and what, if any, role you see for trade unions and collective bargaining in this area.

### INFORMATION ABOUT THE PROCESSING OF YOUR PERSONAL DATA

As a result of your participation in this study, personal data relating to you will be collected and processed. This processing will be done in accordance with the General Data Protection Regulation (GDPR). The following categories of personal data will be processed during this study:

- Name
- Gender
- Age
- Citizenship
- The name(s) of the platform(s) you work for
- Your employment status
- Contact information
- Audio recordings of your participation in the focus group

In addition, data defined as "special category data" will also be collected, namely if you are member of a trade union or not.

#### Use of your personal data

Only personal data required for the purposes of this study will be collected and processed. Data collected for this study will be pseudonymized. This means that data that can identify you such as your name and contact details will be separated from the other data in the study and replaced by a unique random code. In this way, the data can no longer easily



be attributed to a specific data subject. Only the researcher can link the data to a specific individual by means of the unique code. However, this will only happen in exceptional cases, for example if you invoke your right to access or rectify your data. You will also not be identified in publications arising from the research.

The data will be processed on the basis of public interest. This means that the research will lead to advances in knowledge and generate insights that (directly or indirectly) benefit society. Ending your participation in the study means that the previously collected data can still be legally involved in the study and does not have to be deleted by KU Leuven.

Your name, gender, age, citizenship, the name(s) of the platform(s) you work for, your employment status, information on if you are a trade union member and contact information will be kept by the researchers for **15 years** after the end of the study at a secure storage location at [*name of your organization*]. The audio recording will be deleted **one year after** the end of the project, by September 2026.

### Your rights

You have the right to ask for more information about the use of your data. In addition, you may exercise the right to access and the right to rectify your data unless exercising these rights would render impossible or seriously impair the achievement of the research objectives.

If you wish to invoke any of these rights, please contact the researchers using the contact information at the top of this letter.

### Other recipients of your data

This research is conducted in collaboration with the European Centre for Social Welfare Policy and Research, ACV-Innovatief, ThEMA CY Cergy, Universidad de Castilla-la Mancha, Fundación 1 de Mayo and the Institute for Structural Research (IBS). The research data will therefore be shared with researchers at this institution. Only the pseudonymized data will be shared with them. Thus, they will not be able to link the data to specific individuals. This institution is bound by an agreement that ensures the security and protection of your data.

### Reuse of your data

It may be possible that your pseudonymized data will be reused for scientific research by:

- Researchers and/or academic partners working with or receiving data from [*name of your organization*] (including - under certain conditions - a master's or doctoral student),

Being able to make data available is essential for validating research findings and advancing scientific knowledge.

In case of reuse of your data, the necessary contractual arrangements will always be made to protect the personal data and determine the responsibilities and liabilities of the parties in accordance with relevant legislation.

In the context of re-use, your personal data may be transferred outside the European Economic Area, provided that appropriate measures have been taken to protect your personal data in accordance with the relevant legislation. In particular, such data will in

principle only be transmitted in pseudonymized form, and all parties involved in the research will be obliged to respect the confidentiality of the personal data.

Any reuse will always take place in accordance with the applicable legislation and in accordance with the relevant *[name of your organization]* policy. This policy means, among other things, that an independent body will monitor the protection of personal data and your rights.

Note that your pseudonymized data may also be made available on certain data platforms for further scientific research under strictly secured and controlled access conditions. This may happen, for example, in the context of publications of the study results. The data platform provides an access policy and undertakes to regulate access to data in accordance with applicable legislation.

It is possible that your pseudonymized data may be reused in teaching and academic readings.

It is possible that your pseudonymized data may be reused for other legitimate purposes. An independent body assesses whether a legitimate purpose other than research or education pursues a public interest that aims to have a beneficial effect on a specific social domain.

#### Contact details

For the purposes of this research, *[name of your organisation]* is the data controller. More specifically, only the researchers involved *[add names]* will have access to your personal data. Should you have any specific questions about this study, including the processing of your personal data, please feel free to contact them.

For further questions and concerns regarding the processing of your personal data, please contact the Data Protection Officer *[name and contact information]*. When doing so, please specify the study concerned by mentioning the title as well as the names of the researchers involved.

If, after contacting the data protection officer, you would still like to lodge a complaint about the use of your personal data, you can contact the *[name of your country]* Data Protection Authority *[website of the relevant organisation]*.

## 2.5 Focus group with social partners

### INFORMATION LETTER

**Research title: Recovering workers' data to negotiate and monitor collective agreements in the platform economy (GDPower)**

Name and contact information supervisor and researcher(s):

[Please add]

### GENERAL OBJECTIVES OF THE RESEARCH

You are asked to participate in a **focus group** as part of the project Recovering workers' data to negotiate and monitor collective agreements in the platform economy (GDPower) implemented by [name of your organisation] in cooperation with an international research consortium coordinated by the European Centre for Social Welfare Policy and Research in Vienna.

The project's overarching aim is to strengthen industrial relations and collective bargaining in the European platform economy, especially with regards to the collection and use of worker data by digital labour platforms.

The purpose of this focus group is to discuss the negotiation, conclusion and correct implementation of collective bargaining agreements at the company and industry level in the location-based platform economy (food-delivery, ride-hailing), focusing on wages, working conditions, and the regulation of data collection and data analysis practices by platforms.

### INFORMATION ABOUT THE PROCESSING OF YOUR PERSONAL DATA

As a result of your participation in this study, personal data relating to you will be collected and processed. This processing will be done in accordance with the General Data Protection Regulation (GDPR). The following categories of personal data will be processed during this study:

- Name
- Contact information
- Institutional affiliation
- Audio recordings

#### Use of your personal data

Only personal data required for the purposes of this study will be collected and processed. Data collected for this study will be pseudonymized. This means that data that can identify you such as your name and contact details will be separated from the other data in the study and replaced by a unique random code. In this way, the data can no longer easily be attributed to a specific data subject. Only the researcher can link the data to a specific individual by means of the unique code. However, this will only happen in exceptional

cases, for example if you invoke your right to access or rectify your data. You will also not be identified in publications arising from the research.

The data will be processed on the basis of public interest. This means that the research will lead to advances in knowledge and generate insights that (directly or indirectly) benefit society. Ending your participation in the study means that the previously collected data can still be legally involved in the study and does not have to be deleted by [*name of your organisation*].

Your name, contact information and institutional affiliation will be kept by the researchers for **15 years** after the end of the study at a secure storage location at [*name of your organisation*]. The audio recording will be deleted **one year after** the end of the project, by September 2026.

### Your rights

You have the right to ask for more information about the use of your data. In addition, you may exercise the right to access and the right to rectify your data unless exercising these rights would render impossible or seriously impair the achievement of the research objectives.

If you wish to invoke any of these rights, please contact the researchers using the contact information at the top of this letter.

### Other recipients of your data

This research is conducted in collaboration with the European Centre for Social Welfare Policy and Research, ACV-Innovatief, ThEMA CY Cergy, Universidad de Castilla-la Mancha, Fundación 1 de Mayo and the Institute for Structural Research (IBS). The research data will therefore be shared with researchers at this institution. Only the pseudonymized data will be shared with them. Thus, they will not be able to link the data to specific individuals. This institution is bound by an agreement that ensures the security and protection of your data.

### Reuse of your data

It may be possible that your pseudonymized data will be reused for scientific research by:

- Researchers and/or academic partners working with or receiving data from KU Leuven (including - under certain conditions - a master's or doctoral student),

Being able to make data available is essential for validating research findings and advancing scientific knowledge.

In case of reuse of your data, the necessary contractual arrangements will always be made to protect the personal data and determine the responsibilities and liabilities of the parties in accordance with relevant legislation.

In the context of re-use, your personal data may be transferred outside the European Economic Area, provided that appropriate measures have been taken to protect your personal data in accordance with the relevant legislation. In particular, such data will in principle only be transmitted in pseudonymized form, and all parties involved in the research will be obliged to respect the confidentiality of the personal data.

Any reuse will always take place in accordance with the applicable legislation and in accordance with the relevant [*name of your organisation*] policy. This policy means,

among other things, that an independent body will monitor the protection of personal data and your rights.

Note that your pseudonymized data may also be made available on certain data platforms for further scientific research under strictly secured and controlled access conditions. This may happen, for example, in the context of publications of the study results. The data platform provides an access policy and undertakes to regulate access to data in accordance with applicable legislation.

It is possible that your pseudonymized data may be reused in teaching and academic readings.

It is possible that your pseudonymized data may be reused for other legitimate purposes. An independent body assesses whether a legitimate purpose other than research or education pursues a public interest that aims to have a beneficial effect on a specific social domain.

### Contact details

For the purposes of this research, [*name of your organisation*] is the data controller. More specifically, only the researchers involved [*add names*] will have access to your personal data. Should you have any specific questions about this study, including the processing of your personal data, please feel free to contact them.

For further questions and concerns regarding the processing of your personal data, please contact the Data Protection Officer [*name and contact information*]. When doing so, please specify the study concerned by mentioning the title as well as the names of the researchers involved.

If, after contacting the data protection officer, you would still like to lodge a complaint about the use of your personal data, you can contact the [*name of your country*] Data Protection Authority [*website of the relevant organisation*].

### 3. Consent forms

The following consent forms are based on templates provided by KU Leuven.<sup>9</sup>

#### 3.1 Collection of movement data

##### **Consent form – Collection of movement data**

**Title of the research:**

You are asked to participate in the collection of movement data during your working hours as part of the project Recovering workers' data to negotiate and monitor collective agreements in the platform economy (GDPowerR) implemented by [name of your organisation] in cooperation with and international research consortium coordinated by the European Centre for Social Welfare Policy and Research in Vienna.

The project is co-funded by the European Commission, DG Employment, European Social Fund+ (ESF+), Social Prerogatives and Specific Competencies Lines (SocPL).

**Name + contact details of the project leaders:**

For questions and concerns, contact [Name and contact details of a contact person at your organisation] or the Project Manager at the European Centre, Ms. Sonila Danaj (danaj@euro.centre.org or +43 1 219 45050-26).

**Goal and methodology of the research:**

The project's overarching aim is to strengthen industrial relations and collective bargaining in the European platform economy, especially with regards to the collection and use of worker data by digital labour platforms.

The goal of this research is to collect data on the distances you travel while working as a [food delivery courier, driver] for a digital labour platform in instances when worker's pay depends on distances travelled. The data will be collected through an app on your smartphone or a smartwatch which you must have active during your working hours. Possible apps to collect your movement data are the Vehicle Trip LogBook Tracker and the self-tracking app WeClock.

The collected data will be analysed to understand if you are being paid correctly for the distances travelled at work. The research results will feed into reports and academic publications which will be published around May 2025.

**Duration of the experiment:**

Data should be collected for 5-10 working days or 100 trips (drives, deliveries).

- I understand what is expected of me during this research.
- I know that I will participate in the collection of movement data while working as a [food delivery courier, driver] for a digital labour platform for 5-10 working days or 100 trips.

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<sup>9</sup> <https://research.kuleuven.be/en/integrity-ethics/ethics/committees/smec/documents-and-guidance-for-your-application>

- I or others can benefit from this research in the following ways:
  - The collected data *may* show if the part of my pay that depends on distances travelled at work is calculated and paid correctly.
- My participation offers a contribution to the scientific research. I know that I will not receive any further reward or compensation for my participation.
- I understand that my participation to this study is voluntary. I have the right to stop participating at any time. I do not have to give a reason for this and I know that it will not have any negative repercussions for me.
- My personal data will be processed in line with the General Data Protection Regulation (GDPR). Only the data that are strictly necessary to achieve the research objectives will be processed. My data will be kept confidential at all times throughout the study and the researchers will take measures to protect my privacy. For example, my personal data will be pseudonymized, meaning that my data can no longer be linked to me without the use of additional information that is only accessible to the researchers. I understand that my pseudonymized data may be reused for other scientific research and possibly for teaching or academic lectures.
- I would like to be informed about the results of this research. The researchers may contact me for this purpose using the following e-mail address.

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- In case of further questions about the research I know that I can contact:

[Name and contact details of a contact person at your organisation] or the Project Manager at the European Centre, Ms. Sonila Danaj (danaj@euro.centre.org or +43 1 219 45050-26).

- [only for KU Leuven] This study has been reviewed and approved by the Social and Societal Ethics Committee (SMEC) of KU Leuven (*fill in approval number*; please use this number in any communication regarding the research). In case of complaints or other concerns with regard to the ethical aspects of this research I can contact SMEC: [smec@kuleuven.be](mailto:smec@kuleuven.be)

**I have read and understood the information in this document and I have received an answer to all my questions regarding this research. I give my consent to participate.**

Date:

Name and signature of the participant

Name and signature of the researcher

## 3.2 Technical Audit

### Consent form – Technical audit

**Title of the research:**

You are asked to participate in a technical audit of the app you use to work for a digital labour platform as part of the project Recovering workers' data to negotiate and monitor collective agreements in the platform economy (GDPowerR) implemented by [name of your organisation] in cooperation with an international research consortium coordinated by the European Centre for Social Welfare Policy and Research in Vienna.

The project is co-funded by the European Commission, DG Employment, European Social Fund+ (ESF+), Social Prerogatives and Specific Competencies Lines (SocPL).

**Name + contact details of the project leaders:**

For questions and concerns, contact [Name and contact details of a contact person at your organisation] or the Project Manager at the European Centre, Ms. Sonila Danaj (danaj@euro.centre.org or +43 1 219 45050-26).

**Goal and methodology of the research:**

The project's overarching aim is to strengthen industrial relations and collective bargaining in the European platform economy, especially with regards to the collection and use of worker data by digital labour platforms.

The goal of the technical audit is to understand what data the app you use to work for a digital labour platform collects and shares with third parties. To this end, two different analyses will be carried out. First, with use of the tool FRIDA, it will be analysed which information on a cell phone, for example the phone's GPS location, the app accesses. Second, a different software, a so-called MITMProxy, will be used to monitor with which servers the app communicates and what data it sends to and receives from these servers.

The analysis will be conducted on a phone provided by the researchers. To participate in the research, you have to provide your login details to the app you use for work. Since, the analysis is not conducted on your own phone, no personal data stored on your phone can be accessed. However, the traffic between the app and servers (the server of the platform company you work for as well as other, third-party servers) may include personal data the platform company collected about you before the technical audit is conducted.

The collected data will be analysed to understand if you are being paid correctly for the distances travelled at work. The research results will feed into reports and academic publications which will be published around May 2025.

**Duration of the experiment:**

The analysis lasts for 48 hours. During this time, you will be *unable to work for the platform*.

- I understand what is expected of me during this research.
- I know that I will participate in a technical audit of the app I use to work for a digital labour platform. For the analysis, I must share the login details for the app with the GDPowerR researchers.
- I or others can benefit from this research in the following ways:
  - I can learn what data is collected about me by the digital labour platform I work for, what data is shared with third parties and who these third parties are.
- My participation offers a contribution to the scientific research. I know that I will not receive any further reward or compensation for my participation.



- I understand that **I cannot use the platform app for work** during the analysis because my login details (name, password) cannot be used to simultaneously login to two apps.
  - I understand that my participation to this study is voluntary. I have the right to stop participating at any time. I do not have to give a reason for this and I know that it will not have any negative repercussions for me.
  - My personal data will be processed in line with the General Data Protection Regulation (GDPR). Only the data that are strictly necessary to achieve the research objectives will be processed. My data will be kept confidential at all times throughout the study and the researchers will take measures to protect my privacy. For example, my personal data will be pseudonymized, meaning that my data can no longer be linked to me without the use of additional information that is only accessible to the researchers. I understand that my pseudonymized data may be reused for other scientific research and possibly for teaching or academic lectures.
  - I would like to be informed about the results of this research. The researchers may contact me for this purpose using the following e-mail address.
- 

- In case of further questions about the research I know that I can contact:

[Name and contact details of a contact person at your organisation] or the Project Manager at the European Centre, Ms. Sonila Danaj (danaj@euro.centre.org or +43 1 219 45050-26).

- [only for KU Leuven] This study has been reviewed and approved by the Social and Societal Ethics Committee (SMEC) of KU Leuven (*fill in approval number*; please use this number in any communication regarding the research). In case of complaints or other concerns with regard to the ethical aspects of this research I can contact SMEC: [smec@kuleuven.be](mailto:smec@kuleuven.be)

**I have read and understood the information in this document and I have received an answer to all my questions regarding this research. I give my consent to participate.**

Date:

Name and signature of the participant

Name and signature of the researcher

### 3.3 Sense-making workshop

#### **Consent form – Participation in a Sense-Making Workshop**

**Title of the research:**

You are asked to participate in a Sense-Making Workshops as part of the project Recovering workers' data to negotiate and monitor collective agreements in the platform economy (GDPowerR) implemented by [name of your organisation] in cooperation with an international research consortium coordinated by the European Centre for Social Welfare Policy and Research in Vienna.

The project is co-funded by the European Commission, DG Employment, European Social Fund+ (ESF+), Social Prerogatives and Specific Competencies Lines (SocPL).

**Name + contact details of the project leaders:**

For questions and concerns, contact [Name and contact details of a contact person at your organisation] or the Project Manager at the European Centre, Ms. Sonila Danaj (danaj@euro.centre.org or +43 1 219 45050-26).

**Goal and methodology of the research:**

The project's overarching aim is to strengthen industrial relations and collective bargaining in the European platform economy, especially with regards to the collection and use of worker data by digital labour platforms.

The goal of the Sense-Making Workshop is for project researchers and platform workers to jointly make sense and understand the meaning of the personal data platform workers recovered from the digital labour platform they work for. To this end, researchers will show you visualisations of the data you recovered and discuss with different data means. Participants will also have the opportunity to explore their own data on their own or with the support of researchers.

The results of the sense-making workshop will support research on a) what data is being collected about platform workers, b) how this data is being used by platform companies and c) if there is a need for more or other regulations on the collection and use of worker data by companies. The research results will feed into reports and academic publications which will be published around May 2025.

**Duration of the experiment:**

The Sense-Making Workshop lasts for approximately two hours.

- I understand what is expected of me during this research.
- I know that I will participate in a sense-making workshop to make sense of the personal data collected about me by a digital labour platform I work for.
- I or others can benefit from this research in the following ways:
  - I can make-sense of the personal data collected about me by a company I work for with the help of professional researchers.
- I know that there will be a reward for my participation in the two-hour sense-making workshop of 40€ for working time lost. Even if I quit participating before the end of the study, I will receive this compensation.
- I understand that my participation to this study is voluntary. I have the right to stop participating at any time. I do not have to give a reason for this and I know that it will not have any negative repercussions for me.
- I understand that I have to donate personal data recovered from a digital labour platform to [name of your organization] and the GDPowerR consortium to participate in this exercise. The details of the data donation are described in a Data Donation Contract.

- My personal data will be processed in line with the General Data Protection Regulation (GDPR). Only the data that are strictly necessary to achieve the research objectives will be processed. My data will be kept confidential at all times throughout the study and the researchers will take measures to protect my privacy. For example, my personal data will be pseudonymized, meaning that my data can no longer be linked to me without the use of additional information that is only accessible to the researchers. I understand that my pseudonymized data may be reused for other scientific research and possibly for teaching or academic lectures.
- I would like to be informed about the results of this research. The researchers may contact me for this purpose using the following e-mail address.

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- In case of further questions about the research I know that I can contact:

[Name and contact details of a contact person at your organisation] or the Project Manager at the European Centre, Ms. Sonila Danaj (danaj@euro.centre.org or +43 1 219 45050-26).

- [Only for KU Leuven] This study has been reviewed and approved by the Social and Societal Ethics Committee (SMEC) of KU Leuven (*fill in approval number*; please use this number in any communication regarding the research). In case of complaints or other concerns with regard to the ethical aspects of this research I can contact SMEC: [smec@kuleuven.be](mailto:smec@kuleuven.be)

**I have read and understood the information in this document and I have received an answer to all my questions regarding this research. I give my consent to participate.**

Date:

Name and signature of the participant

Name and signature of the researcher

### 3.4 Focus group with workers

#### **Consent form – Participation in a Focus Group**

**Title of the research:**

You are asked to participate in a focus group as part of the project Recovering workers' data to negotiate and monitor collective agreements in the platform economy (GDPower) implemented by [name of your organisation] in cooperation with an international research consortium coordinated by the European Centre for Social Welfare Policy and Research in Vienna.

The project is co-funded by the European Commission, DG Employment, European Social Fund+ (ESF+), Social Prerogatives and Specific Competencies Lines (SocPL).

**Name + contact details of the project leaders:**

For questions and concerns, contact [Name and contact details of a contact person at your organisation] or the Project Manager at the European Centre, Ms. Sonila Danaj (danaj@euro.centre.org or +43 1 219 45050-26).

**Goal and methodology of the research:**

The project's overarching aim is to strengthen industrial relations and collective bargaining in the European platform economy, especially with regards to the collection and use of worker data by digital labour platforms.

The purpose of this Focus Group is to discuss with you and other workers the data that has been collected about you and how you feel about companies' use of your data. Furthermore, we will discuss with you if you see the need for (further) regulations regarding companies' use of worker data and what, if any, role you see for trade unions and collective bargaining in this area.

Focus groups bring together a specific group of people who can freely express their opinions in a discussion led by a moderator. The aim is not to reach a consensus, but rather to find different points of view.

The focus group will be recorded and transcribed. Results of the focus group will feed into reports and academic publications which will be published around May 2025.

**Duration of the experiment:**

The focus group lasts for approximately two hours.

- I understand what is expected of me during this research.

I know that I will participate in a focus group on the topic of the collection and use of workers' personal data by digital labour platforms, the need for and options to regulate such practices and the role trade unions and collective bargaining can or should play in this area.
- I know that there will be a reward for my participation in the two-hour focus group of 40€ for working time lost. Even if I quit participating before the end of the study, I will receive this compensation.
- I understand that my participation to this study is voluntary. I have the right to stop participating at any time. I do not have to give a reason for this and I know that it will not have any negative repercussions for me.
- I know that **audio recordings** of me will be made in this study and that the **recordings will be transcribed**. The audio recordings will be deleted one year after the end of the project (September 2026).
- I understand that publications presenting evidence collected through the focus group **may provide the following summary statistics on the composition of the participants**:
  - the number of participants,

- the number of male and female participants,
  - the number of participants aged 35 years or older,
  - the number of participants working for each of the platform companies covered by the study,
  - the number of participants who work as employees, self-employed and with other employment statuses,
  - the number of participants who are citizens of the country in which the focus group was conducted,
  - the number of participants who are trade union members.
- My personal data will be processed in line with the General Data Protection Regulation (GDPR). Only the data that are strictly necessary to achieve the research objectives will be processed. My data will be kept confidential at all times throughout the study and the researchers will take measures to protect my privacy. For example, my personal data will be pseudonymized, meaning that my data can no longer be linked to me without the use of additional information that is only accessible to the researchers. I understand that my pseudonymized data may be reused for other scientific research and possibly for teaching or academic lectures.
- I understand that verbatim or paraphrased **statements** I made in the focus group **can be published** in reports and other publications. The statements will be attributed to a pseudonym (*a name other than my actual name*) and not contain any information that can be used to identify me.
- I would like to be informed about the results of this research. The researchers may contact me for this purpose using the following e-mail address.

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- In case of further questions about the research I know that I can contact:
- [Name and contact details of a contact person at your organisation] or the Project Manager at the European Centre, Ms. Sonila Danaj (danaj@euro.centre.org or +43 1 219 45050-26).
- [only for KU Leuven] This study has been reviewed and approved by the Social and Societal Ethics Committee (SMEC) of KU Leuven (*fill in approval number*; please use this number in any communication regarding the research). In case of complaints or other concerns with regard to the ethical aspects of this research I can contact SMEC: [smec@kuleuven.be](mailto:smec@kuleuven.be)

**I have read and understood the information in this document and I have received an answer to all my questions regarding this research. I give my consent to participate.**

Date:

Name and signature of the participant

Name and signature of the researcher

### 3.5 Focus group with social partners

#### **Consent form – Participation in a Sense-Making Workshop**

**Title of the research:**

You are asked to participate in a Sense-Making Workshops as part of the project Recovering workers' data to negotiate and monitor collective agreements in the platform economy (GDPowerR) implemented by [name of your organisation] in cooperation with and international research consortium coordinated by the European Centre for Social Welfare Policy and Research in Vienna.

The project is co-funded by the European Commission, DG Employment, European Social Fund+ (ESF+), Social Prerogatives and Specific Competencies Lines (SocPL).

**Name + contact details of the project leaders:**

For questions and concerns, contact [Name and contact details of a contact person at your organisation] or the Project Manager at the European Centre, Ms. Sonila Danaj (danaj@euro.centre.org or +43 1 219 45050-26).

**Goal and methodology of the research:**

The project's overarching aim is to strengthen industrial relations and collective bargaining in the European platform economy, especially with regards to the collection and use of worker data by digital labour platforms.

The goal of the Sense-Making Workshop is for project researchers and platform workers to jointly make sense and understand the meaning of the personal data platform workers recovered from the digital labour platform they work for. To this end, researchers will show you visualisations of the data you recovered and discuss with different data means. Participants will also have the opportunity to explore their own data on their own or with the support of researchers.

The results of the sense-making workshop will support research on a) what data is being collected about platform workers, b) how this data is being used by platform companies and c) if there is a need for more or other regulations on the collection and use of worker data by companies. The research results will feed into reports and academic publications which will be published around May 2025.

**Duration of the experiment:**

The Sense-Making Workshop lasts for approximately two hours.

- I understand what is expected of me during this research.
- I know that I will participate in a sense-making workshop to make sense of the personal data collected about me by a digital labour platform I work for.
- I or others can benefit from this research in the following ways:
  - I can make-sense of the personal data collected about me by a company I work for with the help of professional researchers.
- I know that there will be a reward for my participation in the two-hour sense-making workshop of 40€ for working time lost. Even if I quit participating before the end of the study, I will receive this compensation.
- I understand that my participation to this study is voluntary. I have the right to stop participating at any time. I do not have to give a reason for this and I know that it will not have any negative repercussions for me.
- I understand that I have to donate personal data recovered from a digital labour platform to [name of your organization] and the GDPowerR consortium to participate in this exercise. The details of the data donation are described in a Data Donation Contract.

- My personal data will be processed in line with the General Data Protection Regulation (GDPR). Only the data that are strictly necessary to achieve the research objectives will be processed. My data will be kept confidential at all times throughout the study and the researchers will take measures to protect my privacy. For example, my personal data will be pseudonymized, meaning that my data can no longer be linked to me without the use of additional information that is only accessible to the researchers. I understand that my pseudonymized data may be reused for other scientific research and possibly for teaching or academic lectures.
- I would like to be informed about the results of this research. The researchers may contact me for this purpose using the following e-mail address.

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- In case of further questions about the research I know that I can contact:

[Name and contact details of a contact person at your organisation] or the Project Manager at the European Centre, Ms. Sonila Danaj (danaj@euro.centre.org or +43 1 219 45050-26).

- [Only for KU Leuven] This study has been reviewed and approved by the Social and Societal Ethics Committee (SMEC) of KU Leuven (*fill in approval number*; please use this number in any communication regarding the research). In case of complaints or other concerns with regard to the ethical aspects of this research I can contact SMEC: [smec@kuleuven.be](mailto:smec@kuleuven.be)

**I have read and understood the information in this document and I have received an answer to all my questions regarding this research. I give my consent to participate.**

Date:

Name and signature of the participant

Name and signature of the researcher

## COORDINATOR

European Centre for Social Welfare Policy and Research (AT)

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