

Full Council – 7 July 2025

2nd Labour Group Motion

Protecting the working rights of delivery riders and the safety of pedestrians in Brent

This Council notes:

- Delivery drivers and riders are an essential part of Brent's local economy, enabling thousands of residents to access food, groceries, and services. Yet, for too many of these workers, their employment is precarious, poorly paid and lacking basic protections. They are often classified as 'self-employed', leaving them without sick pay, holiday pay, or security.
- The growth of the gig economy reflects years of Conservative economic failure. Fourteen years of austerity, deregulation, and weak enforcement have allowed insecure, low-paid work to flourish.
- Research by the TUC shows three in 20 working adults now work via gig platforms at least weekly, compared to just one in 20 in 2016. For many drivers and riders, this insecurity is compounded by rising costs of living, long hours, and growing safety risks on London's busy roads.
- While some workers value flexibility, independent research by the Social Market Foundation confirms that 91% of gig economy delivery workers also want stronger rights and protections.
- The rising public concern over poor screening practices by gig economy platforms. Allegations of account sharing, subcontracting, and weak identity checks raise serious safeguarding risks for both workers and residents in Brent.
- That riders working illegally or through borrowed accounts are at heightened risk of exploitation, debt bondage, and coercion.
- Brent residents are raising concerns about poor riding behaviour by some delivery workers, including disregard for the Highway Code, riding on pavements, and dangerous use of e-motorbikes.

This Council welcomes:

- The GMB Union's ground-breaking recognition agreement with Deliveroo, providing a voice for drivers on pay, guaranteed earnings, and dispute resolution.
- Brent Council's long-standing London Living Wage accreditation, ensuring directly employed and contracted staff are paid fairly.
- Brent's programmes such as Brent Works, that help residents access good quality, secure employment outside the gig economy.
- The Government's recently introduced Employment Rights Bill as a step towards predictable working requests, improved redundancy protections for pregnant employees, flexible working rights, and unpaid carers' leave.

This Council resolves to:

- (1) Write to major delivery platforms operating in Brent – including Deliveroo, Uber Eats, Just Eat, Getir, Gopuff and others – urging them to:
 - Become accredited London Living Wage employers;
 - Strengthen identity checks, screening, and enforcement to prevent account misuse and protect both workers and the public;
 - To close loopholes that allow account rentals, including through regular selfie checks, live ID systems, and tamper-proof verification;
 - Take action to improve rider conduct and compliance with road safety rules, including consequences for riders who breach the Highway Code.
- (2) Work with trade unions, migrant rights groups, and enforcement agencies to highlight and address the hidden exploitation within the gig economy, particularly around account renting and subcontracting.
- (3) Explore how Brent's transport, public realm, and road safety strategies can better support delivery workers, including safe rest spaces and secure cycle parking.
- (4) Request an update from the Lead Member on the modern slavery risks associated with illegal delivery work within Brent, and options for targeted safeguarding outreach.

Councillor Tony Ethapemi
Stonebridge Ward