



Policy Dialogue on Future of Work

Digitalization and new technologies

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Platform work initiative – key figures

- **28 million** people are estimated to do platform work in the EU.
 - **6 million** people do ‘on-location’ platform work.
 - **22 million** people do ‘online’ platform work.
- In 2025, this figure will have increased to **43 million** people.
- **90%** of people working through platforms are classified as self-employed.
- **5.5 million** people might be erroneously classified as “self-employed”.
- **55%** of people on platforms earn less than the minimum wage.



Legislative context

- **EU labour and social acquis**
 - Directive on Transparent and predictable working conditions
 - Council Recommendation on access to social protection etc.
- **the General Data Protection Regulation (GDPR)**
- **the Platforms-To-Business (P2B) Regulation**
- **the proposed Artificial Intelligence Act (AIA)**

The package adopted on 9 December includes:

- A proposal for a **Directive on improving working conditions in platform work**, including measures on employment status misclassification, algorithmic management rights and provisions on transparency and traceability
- An accompanying **Communication** outlining the interplays between the proposed Directive and other relevant EU initiatives, and calling on stakeholders to complement EU action
- **Draft guidelines on the application of EU competition law to solo self-employed persons in a weak position** (incl. those on platforms).

The proposed Directive: objectives

Improve the working conditions of persons performing platform work by ...

ensuring correct
determination of their
employment status



promoting transparency,
fairness and accountability
in **algorithmic management**

improving **transparency in
platform work**, including in
cross-border situations

... while supporting the conditions for the sustainable growth of digital labour platforms in the Union.

The proposed Directive: main provisions

- **rebuttable presumption of employment relationship** (including shift in the burden of proof)
- **new set of rights** for people subject to **algorithmic management** on platforms
- obligations for platforms to **provide information** on people working through them and their terms and conditions

Communication



- The Communication calls on stakeholders to complement EU action with concrete measures at national and sectoral level:
 - **Calls on Member States** to provide advice and guidance to people working through platforms; to support social partners in their capacity building activities.
 - **Calls on platforms** to promote social dialogue and cooperate across industries, e.g. through Codes of Conduct on reputational data portability.



Draft guidelines on EU competition law

- Will be subject to an **8-week public consultation**, ending in February.
- Once adopted, **the guidelines will bind the Commission** in subsequent interpretations and enforcements of EU competition law vis-à-vis solo self-employed people.
- Solo self-employed people in a weak position, including those on platforms, will be able to **collectively bargain** without risking infringement procedures.

Thank you



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