

Platform Work Directive (PWD)

The new **Platform Work Directive** is a proposed legislation by the **European Commission** aimed at improving the working conditions of **platform workers** and providing legal certainty in the gig economy.

Timeline

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|--|--|--|------------------------------------|
| 2021 December | 2022 December | 2023 January | 2023 June |
| <u>First proposal</u> (European Commission) | <u>Revisions</u> (European Parliament's Employment Committee) | <u>Negotiations</u> (Parliament, Commission, and Council) | <u>Council agreed its position</u> |

WHAT'S NEXT?

New negotiations
(Council and Parliament)
A text should be defined before the elections in June 2024.

Latest Update

EU labor ministers endorsed a general approach to the Platform Workers Directive on **June 12, 2023**, marking the close of a **year and a half's** worth of intense negotiations and opening the door to interinstitutional **negotiations with the Commission** and the **European Parliament**.

In total, **22 member states approved the general approach text** at the Employment and Social Affairs Council (EPSCO) in Luxembourg. Only five – Estonia, Germany, Greece, Latvia, and Spain – abstained. There were no votes against it.

What does the directive entail?

Reporting obligations: Platforms that are employers need to declare work performed by workers to the competent authorities of the Member State and provide associated information.

Personal Data Protection

Employment status: The latest Council draft suggests that the presumption of employment status applies if the platform exerts control and direction over the work performed.

Transparency and Information

Right to explanation and review: Platform workers have the right to obtain proof for decisions significantly affecting them.

Human resources and safeguards

Implications of the directive on the gig workers

Access to minimum wage, sick pay, and holiday pay will provide a safety net and alleviate financial insecurity.

Enhanced health and safety measures will also ensure that gig workers are not exposed to undue risks.

The new regulations could reduce flexibility, with employers potentially limiting the number of hours or gigs available.

Increased competition for work could make it more difficult for gig workers to secure consistent income.

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