

# Platform Work Directive (PWD)

How the proposed EU rules could impact millions of self-employed Europeans



## Now

Valerie studies in Paris. She also works as a **babysitter** to help pay the rent, using a website that matches her with families.



## Now

Swedish **ride-hailing driver** Gregory enjoys working at night, it gives him the flexibility to look after the kids during the day.



## Now

**Food courier** Thiago from Lisbon is happy he can put in some extra hours in addition to his regular job, to save enough money to start his own business.



## Now

Sarah is a Lithuanian musician. To pay for her dream holiday, she also works as a **beautician** via an online platform.



## Now

Irina is a saleswoman from Romania, she also contributes to market research as a **research participant** on a flexible basis.

## In the future

Valerie may no longer be able to work and study if her working hours conflict with school. She could lose the extra income her flexible platform work allowed.

## In the future

Gregory may no longer be able to choose when he wants to work, resulting in increased costs for childcare and more pressure on his partner.

## In the future

Thiago's income could become limited to his regular employment. Without the extra platform work, he can't save as much for his own business.

## In the future

Sarah may have to give up her beauty clients through the platform, her round-the-world trip could be completely out of reach.

## In the future

Irina may not be able to keep sharing her views as a research participant. She could lose the opportunity to be heard as well as the financial incentives.

## 5 self-employed Europeans today



When a worker meets two out of the five proposed criteria, the PWD could reclassify them as an employee

	Limiting the remuneration <sup>1</sup>	Binding rules on conduct / appearance <sup>2</sup>	Supervising or verifying performance <sup>3</sup>	Restrictions on working hours or scope <sup>4</sup>	Restrictions on third-party work <sup>5</sup>	How might the PWD impact their lives?
Valerie studies in Paris. She also works as a <b>babysitter</b> to help pay the rent, using a website that matches her with families.	?	?	✓	✗	✗	Valerie may no longer be able to work around her study. She may lose the extra income her flexible platform work allowed.
Swedish <b>ride-hailing driver</b> Gregory enjoys working at night, it gives him the flexibility to look after the kids during the day.	✓	?	?	✗	✗	Gregory could be classified as an employee and therefore no longer be able to choose when he wants to work, resulting in increased costs for childcare and more pressure on his partner.
<b>Food courier</b> Thiago from Lisbon is happy he can do some hours in addition to his main job to save enough money to start his own business.	✓	?	?	✗	✗	Thiago, unlikely to be able to work as flexibly around his main job, would have his income limited to the fixed number of hours set by his employer. Without the extra work, he couldn't save as much for his own business.
Sarah is a Lithuanian musician. To pay for her dream holiday, she also works as a <b>beautician</b> via an online platform.	✓	?	?	✗	✗	Sarah may have to give up her beauty clients through the platform, her round-the-world trip could be completely out of reach.
Irina is a saleswoman from Romania, she also contributes to market research as a <b>research participant</b> on a flexible basis.	?	✓	✗	?	✗	Irina may not be able to keep sharing her views as a research participant. She could lose the opportunity to be heard as well as the financial incentives.

If they remain this broad and indiscriminate, the criteria of the EU Platform Work Directive (PWD) could be too easily met, with a much wider impact on European society and the economy than many would expect, and unintended consequences for millions of self-employed Europeans.

1. "effectively determining, or setting upper limits for the level of remuneration"

2. "requiring the person performing platform work to respect specific binding rules with regard to appearance, conduct towards the recipient of the service, or performance of the work"

3. "supervising the performance of work or verifying the quality of the results of the work including by electronic means"

4. "effectively restricting the freedom, including through sanctions, to organize one's work, in particular the discretion to choose one's working hours or periods of absence, to accept or to refuse tasks or to use subcontractors or substitutes"

5. "effectively restricting the possibility to build a client base or to perform work for any third party"

