

EN

E-002631/2024

Answer given by Executive Vice-President Mînzatu
on behalf of the European Commission
(13.2.2025)

1. The working conditions and taxation of the self-employed fall primarily under national competence. However, as announced in the Political Guidelines, the Commission will put forward a Quality Jobs Roadmap that will support fair wages, good working conditions, training and fair job transitions for workers and self-employed people, notably by increasing collective bargaining coverage.

Directive 2024/2831¹, to be transposed into national law by 2 December 2026, facilitates the determination of the correct employment status of persons performing platform work. It will help false self-employed platform workers to enjoy their relevant rights deriving from Union law, national law and collective agreements.

As regards occupational health and safety, delivery workers that fall in the scope of Directive 89/391/EEC² are covered by its provisions requiring employers to assess all health and safety risks at work of their employees and to implement preventive and protective measures, including the provision of personal protective equipment as per Directive 89/656/EEC³. In addition, Council Recommendation 2003/134/EC⁴ aims to improve the minimum occupational health and safety protection standards of the self-employed, as they may be subject to risks similar to those of employees.

2. Directive 2024/2831 also grants new rights to workers and self-employed people regarding algorithmic management. It specifically requires digital labour platforms to evaluate and address risks from the use of automated systems, including undue pressure, violence, and harassment. The Directive also requires digital labour platforms to set up effective reporting channels and encourages the availability of such channels to non-employees.

¹ Directive (EU) 2024/2831 of the European Parliament and of the Council of 23 October 2024 on improving working conditions in platform work, OJ L, 2024/2831, 11.11.2024 - <https://eur-lex.europa.eu/eli/dir/2024/2831/oj/eng>

² Article 3(a) of Directive 89/391/EEC of 12 June 1989 on the introduction of measures to encourage improvements in the safety and health of workers at work, OJ L 183, 29.6.1989, p. 1-8 - <https://eur-lex.europa.eu/legal-content/EN/ALL/?uri=celex%3A31989L0391>

³ Council Directive 89/656/EEC of 30 November 1989 on the minimum health and safety requirements for the use by workers of personal protective equipment at the workplace (third individual directive within the meaning of Article 16 (1) of Directive 89/391/EEC), OJ L 393, 30.12.1989, p. 18-28 - <https://eur-lex.europa.eu/legal-content/EN/TXT/?uri=CELEX%3A31989L0656>

⁴ Council recommendation of 18 February 2003 concerning the improvement of the protection of the health and safety at work of self-employed workers, OJ L 53, 28.2.2003, p. 45-46 - <https://eur-lex.europa.eu/legal-content/EN/ALL/?uri=CELEX%3A32003H0134>