



15 September 2021

UNI Europa reply to the second-phase consultation of social partners under Article 154 TFEU on possible action addressing the challenges related to working conditions in platform work

Executive Summary:

- UNI Europa calls on the Commission to propose an ambitious directive based on Article 153(2) TFEU to put platform workers on equal footing as traditional workers.
- The proposal should provide a rebuttable presumption of employment relationship with a shift of the burden of proof that should be borne by the platform company and not the workers.
- Platform companies must abide to their labour, social protection, and fiscal obligations as employers, including the sectorial agreements negotiated in collective bargaining by social partners.
- Furthermore, the proposal should also address the occupational health and safety of workers in platform companies in line with the European Health and Safety legal framework and enable them to exercise their rights and must respect national traditions and practices and the autonomy of social partners.
- The Commission should use this opportunity to promote collective bargaining and increase the coverage of collective bargaining.

1 I. What are views on the specific objectives of possible EU action set out in Section 5.1?

UNI Europa agrees with the overall objective of the European Commission to ensure decent working conditions for people working in platform companies. The Commission should use this opportunity to promote collective bargaining and increase the coverage of collective bargaining. UNI Europa also welcomes the references to the European Pillar of Social Rights, which should be the compass of European policy and legislative action in the social and employment fields.

UNI Europa strongly objects to any notion of platform work as a separate form of work which necessitates separate rules regarding employment or social security. The protection of workers in platform companies is a matter of enforcement and equal treatment. Dedicated rules are necessary to facilitate the identification of platform companies as employers and the enforcement of their obligations of employers. Workers in platform companies should have the same employment rights and protection as any other worker.