

**NEWS – ECIPE PRESS RELEASE – NEW POLICY BRIEF**

# **Regulating the Working Conditions of Platform Work: What Can We Learn from EU Member States?**

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**Brussels, 31 January 2024** - Policymakers in Estonia, France, Greece, and Spain share the common objective of enhancing the working conditions of platform workers. However, variations in their labour markets, legal frameworks and political landscapes have led to four distinct approaches in achieving this goal.

[This Policy Brief](#) compares the regulatory frameworks governing platform work in these four European countries building upon OECD principles of good regulation.

Spain's primary objective is the reclassification of platform workers from self-employed to employees. The broad conditions to define employment for digital delivery workers has led to an uncertain application of the law.

Greece mandates that digital platforms adhere to the same welfare, health, and safety obligations for platform workers as they would for employees and established clear criteria to define the presumption of self-employment for platform workers.

France developed a comprehensive legal framework that systematically enhanced the rights of platform workers. This development culminated in six pivotal agreements, addressing some of the most challenging aspects concerning the working conditions on digital platforms, such as account deactivation and minimum revenue.

Estonia's primary focus is on ensuring adequate working conditions for all freelancers, including platform workers. A considerable number of platform workers in Estonia engage in a contract-for-services with digital platforms which offers a social safety net, including unemployment benefits, sick pay, and healthcare services, while retaining the benefit of self-employment.

This comparative analysis yields four policy-recommendations:

- 1. Harness the benefits of digital platforms for platform workers:** Focus on maintaining access to work, income opportunities, flexibility, and autonomy when formulating regulations for digital platforms.
- 2. Improve the working conditions for platform workers independently of their employment status:** The experiences of Greece, France, and Estonia demonstrate that it is possible to improve working conditions while preserving the benefits of self-employment.
- 3. Establish clear employment status criteria:** Learn from Greece's explicit criteria to classify platform workers which has reduced legal uncertainty and court cases.
- 4. Empower platform workers' representation:** Hear the voices of platform workers to regulate their working conditions effectively.

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