

EU adopts platform work directive with rules on algorithmic management

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Council of the EU

Press release 14 October 2024 10:10

Platform workers: Council adopts new rules to improve their working conditions

The Council has adopted new rules that aim to improve working conditions for the more than 28 million people working in digital labour platforms across the EU.

The platform work directive will make the use of algorithms in human resources management more transparent, ensuring that automated systems are monitored by qualified staff and that workers have the right to contest automated decisions.

It will also help correctly determine the employment status of persons working for platforms, enabling them to benefit from any labour rights they are entitled to. Member states will establish a legal presumption of employment in their legal systems that will be triggered when certain facts indicating control and direction are found.

Next steps

The directive will now be signed by both the Council and the European Parliament and will enter into force following publication in the EU's Official Journal. Member states will then have two years to incorporate the provisions of the directive into their national legislation.

Background

The Commission's proposal was published on 9 December 2021. Employment and social affairs ministers agreed on the Council's general approach at their meeting on 12 June 2023. Negotiations with the European Parliament began on 11 July 2023, and were concluded with an agreement reached on 8 February 2024.

Platform work directive

Platform workers: Council confirms agreement on new rules to improve their working conditions (press release, 11 March 2024)

Spotlight on digital platform workers in the EU (infographic) [Spotlight on digital platform workers in the EU \(infographic\)](#)

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