

Slovakia Becomes First EU Member State to Transpose the Platform Work Directive, Offering a Balanced Model for Europe

Freelance Movement welcomes a balanced approach that strengthens protections for platform workers while preserving the flexibility that leads many people to choose this way of working.

BRUSSELS, 6th October 2026: Freelance Movement, the largest pan-European organisation focusing on freelancers, independent workers and the future of work, welcomes the Slovak Parliament's adoption of legislation transposing the EU Platform Work Directive (PWD). The law, approved on 23rd September 2026, makes Slovakia the first EU Member State to complete the transposition process.

The Slovak law introduces meaningful new protections for people who earn through digital platforms, including greater transparency around the algorithmic systems that manage their work, and a clearer framework for determining correct employment status, while tracking the Directive's own text closely rather than adding significant requirements beyond it. At the same time, it preserves the flexibility valued by independent workers, including those who choose platform work specifically as a way to earn additional income on their own schedule, and support the kind of innovative, local-commerce-enabling business models that platforms have built.

“What stands out about Slovakia's approach is the process as much as the outcome,” said **Glen Hodgson, Founder of Freelance Movement**. “Government, unions and business sat down together and negotiated a law that gives platform workers real, tangible protections: the right to organise, and real transparency about the algorithms that shape their work, without forcing everyone into a single, one-size-fits-all model of work. That is exactly the kind of genuine social dialogue we have been calling for across Europe, and it is a credible template for the Member States still working through their own transposition of the Directive.”

Freelance Movement highlighted the most important element of Slovak law: the law builds on existing Slovak labour law concepts to determine when the presumption of employment applies, while its explanatory memorandum refers to the Yodel ruling as an important reference point for assessing genuinely independent work. Importantly, it also clarifies that the use of algorithmic management does not, in itself, constitute subordination or control. This reflects a key principle of the Directive: technology alone should not determine employment status. Instead, the actual circumstances of how a person performs their work, and whether they have a right to set their working time, accept or reject tasks, use subcontractors, and work for other platforms should remain central to that assessment.

The Slovak law focuses on fulfilling the core objective of the Directive: improving working conditions for people engaged in platform work. The new obligations are designed to support this objective rather than simply create additional burdens for businesses. On the one hand, the new rules provide greater legal certainty and

appropriate protections; on the other, they avoid unnecessary over-regulation. We would encourage policymakers in other Member States still finalising their own transposition to take inspiration from this approach and follow a similarly balanced approach,” Hodgson added.

About Freelance Movement

Freelance Movement is the largest pan-European organisation focusing on freelancers, and independent workers including those who choose to earn through digital platforms. We understand the role that digitalisation is playing in the future of work and how it is creating opportunities, facilitating growth and driving the economy.

Our role is to:

- *Educate on, explain and quantify freelancing and the future of work.*
- *Identify challenges and barriers, then with decision-makers and other stakeholders work towards creating policy and regulatory solutions.*
- *Provide exposure and business opportunities within our future of work ecosystem - as well as a platform - for members and partners.*

Find out more at: www.freelance-movement.org

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