


## Flash report – Meeting of Commissioner Schmit with Miki Kuusi, CEO of Wolt

19.09.2022, 15:00-15:45

Participants from COM: Csr N. Schmit, A. Kasel, A-C. Pereira, A. Faber (CAB Schmit), 

Participants from Wolt: Miki Kuusi (CEO), Samuel Laurinkari (Head of Global Public Policy), Robert Torvelainen (Senior Manager, EU Public Policy)

### Summary of the meeting:

- **Wolt CEO Miki Kuusi** presented his company, founded 8 years ago and operating in 23 different countries (16 EU Member States). Wolt is focussed on deliveries and works with around 150 000 couriers and around 100 000 merchants.
- **Mr Kuusi** expressed his concern about the different regimes as regards the classification of platform workers in the EU, requiring Wolt to operate 6 to 7 different models. Given the need to level the playing field and to create a balance between flexibility and protection for platform workers, Wolt generally supports the Commission's legislative proposal on platform work, including its EU-level criteria underpinning the legal presumption of an employment relationship. However, Wolt stresses the need for uniform, clear and understandable criteria across Member States. The Directive should be flanked by measures enabling a better social protection regime for the genuine self-employed in the Member States. Wolt notably sees merit in the clarity of the Greek system (relying on the criteria of the Yodel case) and the flexibility of the Estonian system (with a new legal form of part-time self-employment).
- **Mr Kuusi** moreover stated that Wolt remains flexible to work with employee-based models or with self-employed. The core issue for the future is however the ability of traditional labour law to adapt to the increased demand of self-direction of employees. As an example, he mentioned the case of Germany, where Wolt operates an employment-based model. According to Mr Kuusi, Wolt needs to increase the use of algorithms to ensure their workers follow their contractual commitments (e.g. when it comes to working time), whereas self-employed persons working for Wolt in other Member States are free to organise their working time. Moreover, the satisfaction of workers is lower compared to other countries where Wolt works with self-employed persons.
- **Commissioner Schmit** welcomed the overall positive attitude of Wolt towards the Commission's legislative proposal. He gave an update on the state of play of negotiations in the European Parliament and the Council. He explained the objective of supporting the sustainable development of the platform economy, while ensuring decent working conditions and social protection for people working via platforms. He agreed on the need to provide for clear and uniform EU-level criteria, which will help to level the playing field and avoid unnecessary litigation. While opposing the creation of a 'third category' between workers and self-employed, Csr Schmit spoke in favour of improving social standards for self-employed, pointing out that recital 23 of the legislative proposal encourages platforms to do so. Lastly, Csr Schmit also confirmed that the Commission's guidelines on collective bargaining of solo self-employed people are due in autumn of this year.

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