



contributing to legislation on platform
work and algorithmic management

**ALgoWORK: Contributing to legislation on platform work and algorithmic management
in the context of digital transition
Project number: 101250732**

**MINUTES
Kick-off Meeting
12.05.2026**

Beneficiary: OPZZ Confederation of Labour

Co-beneficiaries:

INSTITUTE OF PUBLIC AFFAIRS – IPA (PL)

CENTRE FOR RESEARCH AND POLICY MAKING – CRPM (MK)

FONDAZIONE GIUSEPPE DI VITTORIO – FDV (IT)

Association of Free Trade Unions of Slovenia – ZSSS (SL)

European Trade Union Confederation – ETUC – associate partner

Project duration: 1.04.2026 – 31.03.2028 (24 months)

On 12.05.2026 there was organized the first online kick-off meeting within our project action AlgoWork. The meeting was attended by 9 participants (3 female, 6 males).

Ms. Anna Goździak – Project Manager, OPZZ KP opened the meeting welcoming the participants and introducing the aim of the meeting.

During the meeting, the following agenda points were discussed:

- Project Overview
- Presentation of the Partners
- Project Timeline and Key Milestones
- Risk Management Plan
- Research Methodology and Upcoming Project Activities
- National Updates on Transposing the Platform Work Directive and developments relevant for discussion on platform work at country level.

Anna Goździak presented the overall project overview, including the project objectives, work structure, timeline, and key milestones related to the implementation of the ALGOwork project.



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The Risk Management Plan was presented by Michał Polakowski, who introduced the planned approach to project risk assessment, monitoring, and mitigation strategies throughout the project lifecycle.

Dominik Owczarek presented the research methodology and upcoming project activities, including the structure of the national studies, proposed research methods, reporting framework, and the planned comparative and advocacy-related outputs of the project.

Introductions of Partner Organisations:

The project partners introduced their organisations, experience, and previous activities related to:

- social dialogue,
- platform work,
- industrial relations,
- organising platform workers,
- labour market and public policy research,
- implementation of regulations concerning new forms of employment.

Confederation of Labour / Institute of Public Affairs (Poland)

Representatives of the Polish partners highlighted their long-standing experience in researching platform work and social dialogue. It was noted, among others, that:

- the Institute of Public Affairs conducted the first quantitative study on the scale of platform work in Poland already in 2018,
- the organisations had previously participated in international projects related to platform work, including the “Don’t GIG Up” projects,
- representatives of the partner organisations regularly participated in ETUC conferences dedicated to platform work,
- the preparation of the ALGOwork project required intensive cooperation between partners, including joint work on the project proposal and budget.

It was also emphasized that obtaining funding for social and trade union organisations is a significant achievement and an important opportunity for further international cooperation.

Stanisław Kierwiak presented his experience related to organising couriers and platform workers in Poland, as well as his participation in consultations concerning the implementation of the Platform Work Directive.

Michał Polakowski introduced his role as Administrative and Risk Management Officer responsible for project risk management.



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Fondazione Giuseppe Di Vittorio (Italy)

Salvadore Leonardi presented the activities of the Italian Giuseppe Di Vittorio Foundation, which operates in the fields of research, training, and trade union education and is closely linked to the largest Italian trade union confederation, CGIL.

The organisation's experience was highlighted in the areas of:

- European projects related to labour markets and industrial relations,
- research on non-standard forms of employment,
- analysis of the impact of AI and platform work,
- cooperation with Italian trade unions representing platform workers.

The involvement of Professor Antonio Loffredo as a legal expert within the project was also announced.

Antonio Loffredo presented his experience as a labour law expert, member of European Commission and ETUC working groups dealing with the implementation of the Platform Work Directive, as well as his involvement in ILO activities concerning global standards for platform work.

Center for Research and Policy Making – CRPM (North Macedonia)

Representatives of CRPM highlighted the growing scale of platform work in North Macedonia, particularly among young people.

The organisation presented its experience in:

- research on new forms of work,
- cooperation with trade unions,
- developing evidence-based policy recommendations,
- supporting labour market reforms and the formalisation of employment,
- implementing a new model for seasonal and temporary work engagement in North Macedonia.

CRPM also emphasized its regional project experience covering the Balkans and Eastern European countries.

Main Conclusions and Key Agreements:

1. Appointment of National Experts

The partners agreed to designate national experts who will support the preparation of the national reports.



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2. Risk Management

Michał Polakowski (Confederation of Labour) is responsible for preparing the Risk Management Plan and the risk log. The documentation will be based on the PM² methodology and European Commission templates.

The main potential risks identified at this stage concern:

- coordination,
- communication,
- delays in the implementation of activities,
- research-related risks,
- possible differences in the pace of transposition of the Directive across participating countries.

Michał will contact the project partners, most likely in June, in order to briefly discuss potential risks identified on the side of each partner organisation.

3. National Studies

Dominik Owczarek (IPA) presented the methodological assumptions for the national reports.

The reports are intended to support advocacy activities and provide knowledge on platform work and the transposition of the Platform Work Directive in the partner countries.

The proposed methodology includes:

- desk research as the main research method,
- up to 10 in-depth interviews as a supplementary method,
- use of existing studies, data, and literature,
- no requirement to conduct large-scale new empirical research.

The reports should be prepared in English, with the possibility of later translation into national languages.

The proposed length of each report is approximately 20–25 standard pages.

4. Proposed Structure of the National Report

The following preliminary structure was proposed:

1. Executive summary
2. Introduction, objectives and methodology
3. Regulatory landscape
4. State of transposition of the Platform Work Directive
5. Regulatory gaps
6. Features and trends of platform work
7. Working conditions and scale of platform work
8. Algorithmic management



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9. Trade union initiatives and best practices

10. Recommendations and conclusions

Salvadore Leonardi (FDV) suggested changing the order of the chapters so that the report would begin with an overview of the main challenges, trends, and characteristics of platform work before moving to regulatory aspects. This suggestion was accepted for further consideration.

It was also emphasized that the reports should more strongly include:

- labour law doctrine,
- court jurisprudence,
- case law concerning employment status and platform work,
- differences between countries regarding the role of courts and legal practice.

5. Transposition of the Platform Work Directive

Participants agreed that the timeline for the reports should remain flexible, as there is a risk that the transposition of the Directive in EU Member States may be delayed or occur close to the originally planned reporting deadlines.

It was preliminarily agreed that national reports should not be published before the transposition process is completed, as this could quickly make the reports outdated.

The possibility of postponing the deadlines for the national reports and the comparative report to a later stage in 2027 will be considered.

6. Report on Algorithmic Management

A separate comparative report on algorithmic management will be prepared by Stanisław Kierwiak.

The report will be based on the sections dedicated to algorithmic management included in the national reports.

The report is expected to explain:

- what algorithmic management is,
- how it affects platform workers,
- how it may become a subject of collective bargaining,
- which tools may be used by trade unions,
- how access to data and algorithmic rules can be obtained.

7. Legal Expert Opinions

The partners were encouraged to identify national legal experts who could prepare short expert opinions regarding the implementation of the Platform Work Directive.



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These expert opinions are intended to serve as advocacy tools and should be prepared as early as possible, preferably before the national advocacy roundtables.

The opinions should be drafted in national languages in order to support dialogue with policymakers. Their conclusions may later be incorporated into the national reports.

8. National Advocacy Roundtables

Each partner country should organise a national roundtable focused on the transposition of the Directive and the rights of platform workers.

Preferred timing: September–October 2026, before the Directive transposition deadline.

Suggested participants include:

- representatives of ministries,
- policymakers responsible for transposition,
- trade unions,
- legal experts,
- platform workers,
- other relevant civil society organisations.
-

Dominik Owczarek (IPA) recommended that the roundtables focus primarily on the workers' perspective.

In the case of North Macedonia, the format may be broader, as the country is not obliged to transpose the Directive within the same timeframe as EU Member States.

9. Strategic Remarks

Salvadore Leonardi (FDV) emphasized that the project covers both the period before and after the transposition of the Directive. Therefore, project activities should focus not only on influencing lawmakers but also on supporting trade unions after the implementation of the new legislation.

During the second phase of the project, greater emphasis should be placed on:

- the practical use of new regulations,
- supporting trade unions,
- informing platform workers,
- using information and consultation rights,
- preparing guidance for workers' organisations.

10. Open Issues

The following issues remain open for further discussion:



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- final order of the chapters in the national report,
- scope and format of supplementary interviews,
- whether a common interview guideline/scenario should be prepared,
- final deadlines for national and comparative reports,
- possible involvement of ETUC in monitoring the transposition process,
- the extent to which case law and labour law doctrine should be included,
- dates of the national advocacy roundtables,
- selection of legal experts in each country.

11. Summary

The meeting concluded with confirmation of the next steps, including collecting comments on the structure of the national report, appointing national experts, and beginning preparations for legal expert opinions and advocacy roundtables.

The partners agreed that the research timeline should remain flexible in order to ensure that the reports reflect the actual state of transposition of the Platform Work Directive.

Prepared by
Anna Goździak
Project Manager



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