

## Statement on ILO Convention and Recommendation on Platform Work

Ministry of Economic Affairs and Employment

Request for Statement VN/26247/2025

Statement by the Federation of Finnish Enterprises on the preparation of the International Labour Organization (ILO) Convention and Recommendation concerning platform work

The Ministry of Economic Affairs and Employment has requested a statement on the preparation of the ILO Convention and Recommendation concerning platform work. The request concerns a report prepared by the ILO, which includes a draft convention and a related draft recommendation on preparation decent work in the platform economy, as well as questions to support further for the development of future instruments. The discussion on the convention and recommendation will continue in 2026 at the International Labour Conference.

General remarks on the preparation

The Federation of Finnish Enterprises considers the draft convention and recommendation prepared by the ILO to be overly detailed. In particular, the convention should be general in nature and based on principles concerning platform work. It should not regulate the specifics of platform work. ILO conventions should generally leave sufficient national discretion. It is important to note that for conventions to be meaningful, a sufficient number of countries must ratify them. Excessive detail may also be an obstacle to ratification for many ILO member states.

The Federation of Finnish Enterprises states that it would be better to proceed with a recommendation instead of a convention. Considering the discussion held at the International Labour Conference in summer 2025 and the slow progress in preparing the convention, it would be more realistic to proceed with a recommendation only. Using a recommendation would also provide better opportunities to apply the ILO instrument in various national contexts. On the other hand, it should be noted that the consensus reached at the Labour Conference, for example on definitions, should not be reopened for discussion.

According to Prime Minister Petteri Orpo's Government Programme, the government "actively and proactively influences EU regulation concerning the platform economy, artificial intelligence, data, and digitalisation to ensure it is enabling, balanced, and beneficial for Finland, and minimises additional national regulation." Although this statement concerns EU regulation, the same approach can be applied to other international regulation concerning the platform economy.

Therefore, the Federation of Finnish Enterprises believes that in preparing the ILO instrument, Finland should aim to avoid drafting a binding and overly detailed convention.

The Federation of Finnish Enterprises also believes that Finland should ensure that the ILO instrument is not in conflict with EU regulation concerning the platform economy.

#### Remarks on the draft convention

##### Definitions

The Federation of Finnish Enterprises regrets that the ILO report has reopened discussion on definitions that were already subject to compromise at the spring 2025 Labour Conference. The Federation particularly notes that a self-employed person may operate both on and outside of platforms, and their status and rights should not depend on whether they use a platform. This aspect should be considered especially in the definitions of "digital platform worker" and "payment or remuneration," the latter of which refers more to employment relationships involving platform work.

##### Existence of an employment relationship

The Federation of Finnish Enterprises states that the ILO convention should not take a position on the determination of the legal employment status of individuals performing platform work. It should be noted that a large proportion of platform workers operate as entrepreneurs and wish to do so. Instead of the term "employment," the convention should use the term "work," which is more neutral and does not imply the existence of an employment relationship. The ILO convention must also respect the different national solutions and practices regarding how legal employment status is determined.

The Federation of Finnish Enterprises states that the same comments apply to the draft recommendation prepared by the ILO.

Respectfully,

Federation of Finnish Enterprises

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