



*"The voice of crafts and SMEs in Europe"*

## **New Information to be given on working conditions: SMEs are concerned**

### ***Self-employed rightly out of the scope of the Written Statement Directive***

Brussels, 21st December 2017 – Today, the European Commission adopted its proposal for the revision of the Written Statement Directive. By extending the existing minimum information package, employers will have to deliver far more information to all types of workers at the start of an employment contract, and this will create new red tape for Crafts and SMEs. In addition, by adding a list of rights, the Commission changed the nature and objectives of the directive, therefore not helping to reach a right balance between flexibility required by small businesses and security of workers. That being said, self-employed remain out of the scope of the directive, which is fully justified as they are their own employers.

The new information package to be given right at the start of the employment relationship and the creation of rights, notably on predictability of work, will become more substantial and more burdensome for small enterprises. **UEAPME Secretary General Véronique Willems** pointed out that *"It is regrettable that the Commission changed the nature of the information directive into a directive creating new rights for workers, such as the possibility to request a new form of employment and the employers' obligation to reply in writing if it is not possible. This type of obligation will not ensure better protection of workers, but will add administrative burdens for small and micro-employers."*

*"The publication of the Commission's proposal on the Written Statement Directive, rightly avoids to cover self-employed. This was one of UEAPME's major concerns during the two consultation phases on the revision of the Written Statement Directive. Self-employed are by definition not in an employment relationship where the employer has to inform the worker about his / her working conditions. Genuine self-employed are their own employers and they have a B2B relationship with their contractors."* stated Ms Willems.

Ms Willems concluded by saying that *"we will have to further shape the proposal in line with the Think Small First principle. SMEs are more than ever the main source of jobs in Europe and we need to give them incentives to hire more people. We should avoid that they get discouraged by a high amount of paper work and additional rights to be awarded to workers. Only in this way, we can support SMEs to create more fair and inclusive growth and jobs as discussed at the Gothenburg Social Summit"*.

\*\*\*\* END \*\*\*\*

**EDITORS' NOTES:** UEAPME is the employers' organisation representing Crafts and SMEs from the EU and accession countries at European level. UEAPME has 64 member organisations covering about 12 million enterprises with 55 million employees. UEAPME is a European Social Partner. For further information please visit <http://www.ueapme.com/> or follow [@UEAPME](https://twitter.com/UEAPME) on Twitter.

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