

**Question for written answer P-005786/2018  
to the Commission**  
Rule 130  
**Julia Pitera (PPE)**

Subject: Lowering of employment standards for workers

Polish employees of companies serving Ryanair are currently employed on the basis of an employment contract. On 1 January 2019, however, they will be required to register their economic activities and sign a civil-law contract with a new entity – Warsaw Aviation. Warsaw Aviation is to serve as a temporary work agency giving self-employed persons access to Ryanair. This kind of structure violates the Polish Act on the employment of temporary workers, given that it does not meet the conditions laid down in Article 2 of that act.

What is more, Warsaw Aviation presents potential self-employed partners with complex contracts in English only, which violates their right to consult the documents in Polish. Only an employment contract guarantees workers minimum standards in terms of the right to take leave, working hours and employees' material liabilities. There is no justification for this move to deprive persons who are actually working for Ryanair of the legal protection guaranteed to them by employee status.

Warsaw Aviation has, in the past, concluded contracts with self-employed persons providing services to PLL LOT. In that case, the Polish Labour Court ruled that those persons should be given an employment contract.

1. Are the current dealings between Ryanair and Warsaw Aviation at odds with EU law, and if so, to what extent?
2. What specific action could the Commission take on this matter?