Basic information

2025/2080(INL) INL - Legislative initiative procedure Digitalisation, artificial intelligence and algorithmic management in the workplace – shaping the future of work **Subject** 3.30.06 Information and communication technologies, digital technologies	Procedure completed

Key players

	Committee responsible	Rapporteur	Appointed
European Parliament	EMPL Employment and Social Affairs	BUŁA Andrzej (EPP)	09/04/2025
		Shadow rapporteur ANGEL Marc (S&D) SZEKERES Pál (PfE) TORSELLI Francesco (ECR) JOVEVA Irena (Renew) VAN SPARRENTAK Kim (Greens/EFA) CHAIBI Leila (The Left)	

Committee for opinion	Rapporteur for opinion	Appointed
LIBE Civil Liberties, Justice and Home Affairs	WIŚNIEWSKA Jadwiga (ECR)	12/05/2025

Committee for opinion on the legal basis	Rapporteur for opinion	Appointed
JURI Legal Affairs	LAGODINSKY Sergey (Greens/EFA)	24/06/2025

	Commission DG	Commissioner
European Commission	Employment, Social Affairs and Inclusion	MÎNZATU Roxana

Key events

Date	Event	Reference	Summary
08/05/2025	Committee referral announced in Parliament		
11/11/2025	Vote in committee		
04/12/2025	Committee report tabled for plenary	A10-0244/2025	
16/12/2025	Debate in Parliament	💬	
17/12/2025	Decision by Parliament	T10-0337/2025	Summary
17/12/2025	Results of vote in Parliament	🖻	

Technical information

Procedure reference	2025/2080(INL)
Procedure type	INL - Legislative initiative procedure
Procedure subtype	Request for legislative proposal
Legal basis	Rules of Procedure EP 55 Rules of Procedure EP 47 Rules of Procedure EP 47-p3
Stage reached in procedure	Procedure completed
Committee dossier	EMPL/10/02655

Documentation gateway

European Parliament

Document type	Committee	Reference	Date	Summary
Committee draft report		PE774.283	26/06/2025	
Amendments tabled in committee		PE776.833	01/09/2025	
Amendments tabled in committee		PE776.847	01/09/2025	
Committee opinion	LIBE	PE775.432	26/09/2025	
Specific opinion	JURI	PE779.719	03/12/2025	
Committee report tabled for plenary, single reading		A10-0244/2025	04/12/2025	
Text adopted by Parliament, single reading		T10-0337/2025	17/12/2025	Summary

Additional information

Source	Document	Date
European Commission	EUR-Lex	

Meetings with interest representatives published in line with the Rules of Procedure

Rapporteurs, Shadow Rapporteurs and Committee Chairs

Transparency				
Name	Role	Committee	Date	Interest representatives
BUŁA Andrzej	Rapporteur	EMPL	18/11/2025	Eurocadres
SZEKERES Pál	Shadow rapporteur	EMPL	23/07/2025	Continental AG Ernst & Young Core Business Services BV Robert Bosch GmbH BDO Magyarország
BUŁA Andrzej	Rapporteur	EMPL	16/07/2025	Workday
CHAIBI Leila	Shadow rapporteur	EMPL	05/06/2025	EUROPEAN TRADE UNION CONFEDERATION
CHAIBI Leila	Shadow rapporteur	EMPL	13/05/2025	industriAll European Trade Union
CHAIBI Leila	Shadow rapporteur	EMPL	13/05/2025	Hubert Guillaud
BUŁA Andrzej	Rapporteur	EMPL	13/05/2025	industriAll European Trade Union
BUŁA Andrzej	Rapporteur	EMPL	12/05/2025	MOVE EU
CHAIBI Leila	Shadow rapporteur	EMPL	07/05/2025	France Digitale
CHAIBI Leila	Shadow rapporteur	EMPL	07/05/2025	X Alternatives
CHAIBI Leila	Shadow rapporteur	EMPL	02/05/2025	Valerio Di Stefano
CHAIBI Leila	Shadow rapporteur	EMPL	23/04/2025	EUROCADRES - THE COUNCIL OF EUROPEAN PROFESSIONAL AND MANAGERIAL STAFF

Other Members

Transparency		
Name	Date	Interest representatives
KOKALARI Arba	04/12/2025	DIGITALEUROPE Technology Industries of Finland (Teknologiateollisuus ry) Workday
WINZIG Angelika	28/10/2025	EUROCADRES - THE COUNCIL OF EUROPEAN PROFESSIONAL AND MANAGERIAL STAFF
WARBORN Jörgen	16/09/2025	EuroCommerce
WILMÈS Sophie	01/09/2025	Ceemet

Digitalisation, artificial intelligence and algorithmic management in the workplace – shaping the future of work

2025/2080(INL) - 17/12/2025 - Text adopted by Parliament, single reading

The European Parliament adopted by 451 votes to 45, with 153 abstentions, a resolution with recommendations to the Commission on digitalisation, artificial intelligence and algorithmic management in the workplace – shaping the future of work.

The **recommendations** made to the Commission seek to address gaps in existing legislation and aim to provide legal certainty and predictability, while ensuring innovation respects fundamental rights and Europe's social model.

Parliament believes that a proposal on algorithmic management in the workplace, to be presented by the Commission after carrying out an impact assessment, supplemented by a competitiveness test and an SME test, should incorporate the following recommendations:

- *Human oversight and control*: the proposal should improve working conditions and to promote the transparent, fair, accountable and safe deployment and use of automated monitoring and decision-making systems used to take or to support decisions at the workplace, ensuring human oversight, the protection of workers' fundamental rights, and the protection of workers in relation to the processing of their personal data.

The proposal should ensure continuous, meaningful and effective human oversight at all times over all decisions taken or supported by algorithmic management systems.

- *Transparency and right to information*: the proposal should ensure that employers provide the workers affected and the workers' representatives concerned with information, in writing and in an accessible format, concerning the use or planned use of systems for algorithmic management at the workplace. The information should be provided at the latest on the first working day of the affected workers, prior to the introduction of changes substantially affecting their working conditions, and at any time upon the request of the workers or the workers' representatives.

- *Consultation*: the proposal should ensure that the deployment and use of new systems of algorithmic management, or updates to existing systems, which directly affect workers' remuneration, evaluation, working arrangements, task allocation or working time, are deemed to be decisions likely to lead to substantial changes in work organisation or in contractual relations.

- *Prohibited practices*: the proposal should prohibit the collecting, storing, monitoring, sale or any other processing of, *inter alia*: (a) emotional, psychological or neurological states, cognitive activity or biometric data of the workers;

(b) private communications; (c) data of workers while off-duty.

- *Occupational health and safety*: the proposal should ensure that employers integrate, in cooperation with workers' representatives, the evaluation of the risks of algorithmic management systems into their safety and health systems, as regards possible risks of work-related accidents, psychosocial and ergonomic risks as well as undue pressure put on workers. Employers should use algorithmic management systems in a manner that respects workers' wellbeing and does not put at risk their safety or their physical and mental health. They should take mitigating actions where appropriate.

- *Non-Regression and More Favourable Provisions*: the rules and safeguards resulting from these recommendations should provide a level of protection that is at least equivalent to that provided by existing Union law, including the Platform Work Directive, the Artificial Intelligence Act, the Digital Services Act, and the General Data Protection Regulation.