

Brussels, 10th March 2026

Dear President,

Dear Roberta,

The Commission would like to thank the European Parliament for its resolution of 17 December 2025 on *Digitalisation, artificial intelligence and algorithmic management in the workplace – shaping the future of work*, adopted in accordance with Article 225 of the Treaty on the Functioning of the European Union (TFEU). It provides a valuable contribution to the debate on the use of algorithmic management and artificial intelligence (AI) at work and to the forthcoming proposal for a Quality Jobs Act, including the suggestions on the elements which should be included in a future initiative.

The Commission welcomes this resolution, which was discussed in the College at its meeting of 10 March 2026, and its aim to improve working conditions and to promote the transparent, fair, accountable and safe deployment and use of automated monitoring and decision-making systems in the workplace. EU action should further aim to support and enable the take-up of AI at work in order to increase productivity and promote competitiveness.

The Commission takes note of the European Parliament's request for an impact assessment followed by a proposal on algorithmic management in the workplace. In this context, the Commission would like to recall its commitment to respond with a legislative act to Article 225 TFEU resolutions, in full respect of the proportionality, subsidiarity and better law-making principles, pending the outcome of the social partner consultation.

Ms Roberta Metsola
President of the European Parliament

The Commission would like to recall the commitments taken in the European Declaration on Digital Rights and Principles for the Digital Decade¹. These principles include the right to fair, just, healthy and safe working conditions and appropriate protection, the important role for trade unions and employers' organisations in the digital transformation, including with regard to the use of digital tools at work, protection against unlawful and unjustified surveillance, transparency on the use of artificial intelligence in the workplace, as well as human oversight in important decisions affecting workers.

On 4 December 2025, the Commission adopted the Quality Jobs Roadmap², which addresses the impact of digitalisation on working conditions. Among other matters, the Roadmap underlines that AI and algorithmic management can enhance efficiency and job quality, allowing workers to focus on higher-value tasks, and improve safety at work. At the same time, it also highlights the need to ensure effective protection from discrimination, data breaches or excessive surveillance and psychosocial risks, which is essential to ensure a trustful and widespread uptake of AI in the world of work. The Roadmap suggests that the way forward must be guided by two mutually reinforcing goals: supporting and enabling the take-up of AI tools at work, while protecting workers from potential risks arising from the use of algorithmic management.

The use of algorithmic management systems by employers is partially covered by the General Data Protection Regulation (GDPR)³ when they process personal data and the Artificial Intelligence (AI) Act⁴ insofar as they fall under the definition of AI systems. Both the GDPR and the AI Act establish comprehensive horizontal frameworks, while not precluding the EU or Member States from maintaining or introducing rules which are more favourable to workers in terms of protecting their personal data and their rights in respect of the use of AI systems by employers.

The Commission is analysing the various elements put forward in the draft resolution, including to assess to what extent any of these elements are already regulated in EU law.

The Commission will take into consideration, in the context of the preparation of possible EU action in this area, the need to focus on effective implementation and enforcement of existing EU protections across all Member States, on providing further clarity on those protections, and, where necessary, consider targeted complementary measures not covered by the current rules. Any EU action would need to guarantee clear added value, consistency with the legal framework, avoid duplications with existing legislation, in particular the AI Act and the GDPR, and promote a level playing field.

¹ OJ C 23, 23.1.2023, pp. 1–7.

² COM(2025) 944.

In line with the Commission Work Programme for 2026⁵, the Commission intends to submit a proposal for the Quality Jobs Act in the fourth quarter of 2026. All proposals for legislative action by the Union in the social policy field (based on Article 153 TFEU) must be subject under Article 154 TFEU to formal consultation, in two steps, with the EU social partners, who may decide to negotiate an agreement to be implemented by means of EU law (Article 155 TFEU).

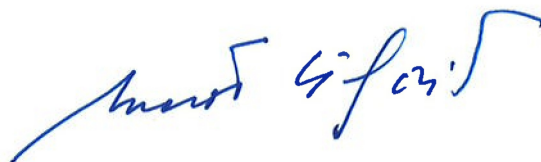
The Commission already launched, accompanying the Quality Jobs Roadmap, a first-stage consultation of EU social partners under Article 154 TFEU, seeking their views on the possible direction of Union action in the form of a Quality Jobs Act, including issues relating to the use of algorithmic management and AI at work⁶. This first phase of consultation closed on 29 January 2026. The Commission is currently analysing the responses. This will be followed by a second phase of consultation on the envisaged content of the initiative. The Commission needs to await the outcome of the consultation before taking further steps to fully respect the role of social partners recognised by the EU treaties.

The results of the social partner consultation will feed into the Commission's overall assessment of the options to achieve the objectives set out by the European Parliament. The European Parliament can rest assured that the Commission will follow up on the elements raised in the resolution as appropriate, while taking into account existing protections and the renewed focus on competitiveness and simplification of EU regulation.

In line with the Better Regulation guidelines, impacts on competitiveness and SMEs are screened and assessed systematically in impact assessments, including a proportionality assessment of any potential administrative and compliance burdens. The Commission has already collected information and data on the use of algorithmic management tools by employers and will ensure additional data and evidence collection in support of its initiative.

The Commission looks forward to continuing a close and constructive cooperation with the European Parliament to promote fair and transparent use of technology at the workplace, as part of our joint efforts to achieve a more competitive Europe which is protective of its workers.

Yours sincerely,



⁵ COM(2025) 870 final.